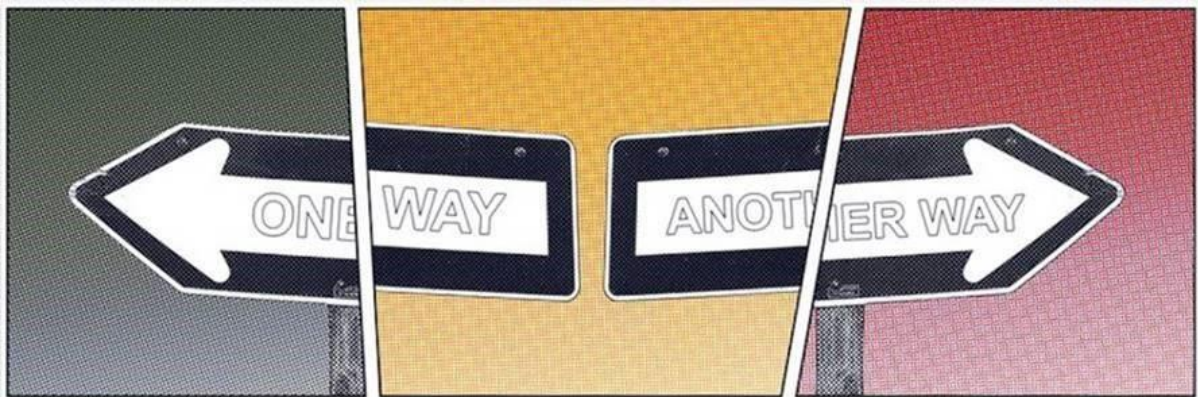


DG HR STARTING OUT ON YET ANOTHER REORGANISATION ?

« Order - Counter-order - Disorder' » :
the new motto of DG HR?



*DG HR has decided to reorganise itself yet again.
A new organisation chart is in the process of being adopted.
It will certainly have consumed a lot of human resources
and already seems to be bringing us a lot of changes.
New from old?*

What does the current work on the reorganisation of DG HR reveal to us?

Two considerations: one on the AMCs (Account Management Centres) and the other on the new HR Strategy.

Account Management Centre AMC – Directorate in DG HR, which takes over responsibility for the local HR services, which were previously delivered by HR units in each DG. From 16 February 2017, the AMC is your first point of contact for all your personal HR issues

The AMCs are on their way out... Already in 2017, and after a more than painful gestation period, their birth marked a brutal rupture affecting our service culture in terms of human resource management.

Having a dedicated HR unit in each DG had for long proved its worth by establishing a closer, more visible and more human relationship with staff.

Despite the upheaval, our colleagues in the AMCs continue to make every effort to ensure that the AMCs function and that they fulfil their mission effectively. And **the Federation** thanks and congratulates them for their commitment. But perhaps this was not enough to compensate for the structurally deficient AMC concept.

What were the possible conceptual flaws?

- [A poorly defined concept, exclusively aimed at reducing the number of colleagues assigned to HR tasks;](#)
- [A chaotic preparation](#) ;
- [A scheme](#) that stuttered along for 3 years before finding a semblance of balance.

Now that the AMCs are at last running smoothly... they are being abandoned and we are returning to the previous system of decentralisation to the DGs.

Has DG HR learnt any lessons from the calamitous experiment of the AMCs initiated in 2015 which caused so much unnecessary stress to the staff concerned?

There is nothing to suggest that it has: are they not in fact in the process of making the same mistakes all over again with their "New HR Strategy"? Are they not re-using the same old recipe that has just failed with the AMCs?

And what is the current status of development of the new HR Strategy launched in 2020?

This new strategy was presented to us as an absolute priority, especially since it seemed to be driven by our President Ursula Von der Leyen, even if her words did not go much beyond a few modest generalities.

Although no substantive social dialogue was conducted, an effort to consult staff directly was nevertheless made, the fruits of which one would be hard pressed to discern.

[A rather dubious link was even made with the Covid crisis, which was supposed to represent a "unique opportunity" to introduce this strategy.](#)

A lot of documentation was distilled, but then the source suddenly and inexplicably dried up.

But let's not be fooled. The New Strategy may well resurface once more to help the DG HR hierarchy meet its paper targets.

References to the so-called lessons of the health crisis will probably be muted, as the links previously made were so well established.

In any case, **the Federation** urges DG HR to continue the direct consultation process it has begun with Staff in order to develop a "new HR strategy", but it is essential that DG HR commits fully to involving all the partners of the trade unions and professional organisations

in this process. For this is their vocation and their mission, and this involvement is the best guarantee of the adoption of a consensual text within the Institution.

Only then, in a second phase, should DG HR be reorganised accordingly so that it can tackle the effective implementation of the new strategy in the appropriate context and in a calm climate.

But that would probably be too logical?

The Federation

You will never walk alone !