



Latest news on DG HR's manoeuvres to install us in "Hot-Desking"

DG HR WITHDRAWS ITS WRITTEN PROCEDURE ON THE ADOPTION OF HCM 3

[HCM 3 = Housing Conditions Manual - Dynamic and flexible offices (Hot-desking)]

HAS THE DIRECTOR GENERAL OF DG HR REALISED THE UNDUE HASTINESS OF THIS OPERATION?



In a note dated 7 June 2021 (ARES (2021) 3714723) addressed to the members of the Management Committees of OIB (Office Infrastructure Brussels) and OIL (Office Infrastructure Luxembourg) as well as to the Presidents of the Staff Representative Organisations, Ms Gertrud Ingestad, Director General of DG HR, informed them of her decision to withdraw the written procedure concerning the adoption of the Housing Conditions Manual (HCM 3) which she launched for consultation on 9 April (ARES (2021) 2431316)

At the time of this consultation, **the Federation**, through its representatives on the OIB/OIL Management Committee, had expressed its criticism of the substance of this dossier and also the non-compliant nature of the procedure. DG HR's approach is increasingly characterised by its indifference towards the CPPT (Committee for Prevention and Protection at Work), whose opinion it often ignores.

Despite this being a joint administration/staff body, DG HR is insidiously eroding its powers by relegating it to the role of a docile observer whose agreement is no longer even awaited.

The Federation welcomes the withdrawal of this written procedure, which is a result inter alia of our contributions through our numerous recent tracts:

Three-act play: [Act 1](#) [Act 2](#) [Act 3](#)

However, **the Federation** remains vigilant, as the reasons for this withdrawal are not clearly explained in the note.

How then should we interpret this admittedly temporary decision?

Is it a case of taking one step back to leap even further in the wrong direction? Because the end objective remains to propose a document consolidating all the reference Housing Conditions Manuals concerning staff accommodation: [Part 1 \(HCM\)](#) and [part 2 \(HCM2\)](#)

Is this climb-down in response to the concerted rebellion by 13 Directors General (Note ARES (2021) 2695820 dated 22 April 2021) who expressed to HR/OIB/OIL their reservations, not to say their outright opposition to the nature of such a change in working methods and culture?

The Federation gives DG HR and OIB/OIL the benefit of the doubt and more than ever invites Ms Ingestad to take advantage of this grace period to review her draft; and this time to listen more attentively to the fears of the staff at the prospect of being housed in dynamic and flexible offices (hot-desking) - which is the main purpose of HCM3.

The Federation also hopes that DG HR will now acknowledge the undue haste with which this whole operation is being carried out, and will at last show a real willingness to listen to the voice of staff representatives in the context of a renewed social dialogue.

In any case, and whatever the reasons for this document's withdrawal, **the Federation** has never ceased to ensure, throughout the months of the pandemic, that the well-being of staff in the broadest sense of the term is and remains the main concern of DG HR in the choices and decisions it takes on accommodation policy.

The Federation will continue to pay close attention to this issue and will keep you informed of future developments.

The Federation

You will never walk alone !