

Union Syndicale Petten

Uncertainty for our colleagues with temporary contracts: When will the JRC have a proper Work Program Planning Tool linked to a strategy?

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Dear Colleagues,

the JRC Annual Work Programme (WP) planning cycle starts already in January . It is composed of the following phases:

- January/February: WP Planning Preparation with strategic round tables
- March - May: Planning and introduction of project proposals in JRC project browser
- May-July: Ex-ante assessment and review of projects
- July-October: Preparation and Inter-Service Consultation (ISC)
- November-December: Preparation and Commission decision

This WP planning cycle is at the same time part of a midterm process of organization of activities and resources (recruitment, training, etc.).

Why is it happening again, as in the last years, that the strategic JRC WP decisions are taking place at the same moment as the micro-planning of deliverables and resources per project/work package? Wouldn't it be more practical to separate the prioritization of macro-activities from decisions on staff (concrete persons with specific contracts, deadlines, etc.)?

When the project/work package leaders are starting to introduce their plans into the JRC Project Browser the lack of a solid JRC WP strategy is clearly seen. Resource reductions are coming last minute and are spread in a non-transparent way without analysing the direct consequences for JRC commitments and staff. There are even cases, where additional resources were allocated to projects for strategic reasons, which were taken

away a couple of months later. How is this possible? There is a whole directorate at the JRC Headquarters for Strategy and Work Programme Coordination.

How can the responsible WP leaders work under such conditions and create a trustful midterm relation with our partner DGs, when there is no clear strategy with a credible commitment? What will happen, when DG ENER, DG ENV, DG GROWTH, DG REGIO, DG CLIMA, just to name the major partners, will not believe any more in the JRC commitments?

It is clear that resource reductions can happen. But is it a solution to implement them last minute during the fine-tuning phase of the WP definition? A well-detailed strategy for the years of the multi-annual framework programme should be used, with clear indication of which activities should be stable, emphasized or discontinued.

So, again, when will JRC have a proper WP planning tool linked to a strategy and when will the JRC have a proper project-management tool linked to the management of staff and budget ?

There has to be an end of the uncertainty for job security of our temporary colleagues!

If you want to become a member or receive more information about our organization, please send an e-mail to jrc-us-petten-ex-co-list@ec.europa.eu

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