

European Union Agency for Network and Information Security

DECISION No MB/2018/18 of the Management Board of the European Union Agency for Network and Information Security (ENISA) on final amending general provisions for staff appraisal (middle management)

THE MANAGEMENT BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to the Staff Regulations of Officials of the European Union (Staff Regulations) and the Conditions of Employment of Other Servants of the European Union (the CEOS), laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68¹, in particular Articles 43 and 110 of the Staff Regulations and Article 15(2) of the Conditions of Employment of Other Servants,

Having regard to the Regulation (EU) No 526/2013 of the European Parliament and of the Council of 21 May 2013 concerning the European Union Agency for Network and Information Security and repealing Regulation (EC) No 460/2004 and in particular Article 5 (8) thereof,

After consulting the Staff Committee,

Whereas the sole change to the current appraisal rules brought forward by this Implementing Rule is that, for Head of Units, there needs to be an explicit decision on whether their managerial performance was satisfactory. Following a discussion at the level of the Standing Working Party, DG HR clarified that the amending Decision also applies to Agencies that adopted a model decision on appraisal², as is the case for ENISA.

HAS DECIDED AS FOLLOWS:

Article 1

Commission Decision C(2016) 7270 final of 17.11.2016 amending Decision C(2013) 8985 laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations shall apply by analogy as annexed to this decision.

¹ OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p.15

² MB Decision No MB/2015/15



Article 2

The present Decision shall take effect on the day following that of its adoption.

Done at Athens on 11 October 2018

For ENISA

On behalf of the Management Board

[signed]

Jean Baptiste Demaison

Chair of the Management Board



Brussels, 17.11.2016
C(2016) 7270 final

COMMISSION DECISION

of 17.11.2016

amending Decision C(2013) 8985 laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations

COMMISSION DECISION

of 17.11.2016

amending Decision C(2013) 8985 laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations

THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68¹, and in particular Articles 43 and 110 of the Staff Regulations and Article 15(2) of the Conditions of Employment of Other Servants,

After consulting the Staff Committee,

After consulting the Staff Regulations Committee,

Whereas:

- (1) Commission Decision C(2013) 8985² applies to all officials and members of the temporary staff, with the exception of senior managers. It covers thus both non-managers and middle managers (heads of unit).
- (2) Commission Decision C(2016) 3288³ modernises the middle management policy and clarifies managerial expectations towards the Commission's middle management staff.
- (3) In view of the specific duties carried out by heads of unit, the report to be established for them under Article 43 of the Staff Regulations should include an appraisal of the managerial performance. Decision C(2013) 8985 should be amended to include this requirement,

HAS DECIDED AS FOLLOWS:

Sole Article

In Article 2 of Decision C(2013) 8985, the following paragraph is inserted:

'(3a) For a jobholder occupying a function of head of unit, the report shall, in addition, include a conclusion on whether the jobholder's managerial performance has been satisfactory. The conclusion that the jobholder's managerial performance has been unsatisfactory shall be based on factual elements.'

¹ OJ L 56, 4.3.1968, p. 1.

² Commission Decision C(2013) 8985 of 16. December 2013 laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations, Administrative Notice No 54-2013.

³ Commission Decision C(2016) 3288 of 15 June 2016 on middle management staff

This Decision shall take effect on 1 January 2017.

Done at Brussels, 17.11.2016

For the Commission
Kristalina GEORGIEVA
Vice-President