

MUAC related measures within the DG reform package

1. Cures for MUAC shift workers in the OPS room

a) Proposal

Considering the health effects of shift work on the individual, the existing cure scheme for MUAC ATCOs will be extended to other shift workers in MUAC OPS according to the following principles:

- Eligible staff:
 - o Shift workers in the OPS room, i.e. SYSCOs, EOS, FMP (i.e. staff with shifts ending or starting between 0000 – 0600)
 - o Only if they hold all relevant endorsements for their function
 - o 45 years of age and at least 7 years in MUAC OPS
- Cure conditions
 - o Every 7 years
 - o Max 3 cures during the employment
 - o 10 days duration, so same as ATCOs
 - o Max. 5.000 € / cure
 - o To be planned at times when operationally feasible
- Transition
 - o Implementation as of 2029 – management to assess if earlier is possible
 - o Staff aged 38 and above and holding all relevant endorsements for their function are entitled to support to health measures as follows as of 2023
 - 2 CPs / year
 - Max. 750 € financial support
 - CPs can be taken in the period 2023 – 2028 only if service requirements allow

b) Cost Assessment

- Transition
 - 48 staff * 750 € = 36 K € / year
 - 36 K € * 6 years (period 2023 – 2028) = 216 K €
 - [staff number might vary over the 6 years, with staff departing and other staff aging]
- Cure cost
 - 5.000 € * 3 cures = 15 K € / staff member
 - Spread over 21 years

c) Comments

The modalities for NM to be fixed asap and as part of the Agency reform.

2. Protection of staff against negative salary adjustment 1.7.2021

- 0,34% salary reduction would have been due as of 1.7.21
- MUAC staff receives a compensatory allowance as per the agreement between management and TUEM reached during the 2019 GCE package negotiations
- This allowance is not reimbursable
- Cost: 750 staff * 0,34% = 255% of a monthly salary
 - o Monthly gross salary is about 11 Mio € for the cost base
 - o divided by 750 = ca. 15 K € gross per staff member
 - o ca. 40 K € / month or 480 K € for 12 months gross

- net cost ca. 300 – 350 K €

3. Additional leave days

- 1 day for MUAC's 50th
- 1 day for the Agency's 60th
- $2 * 750 = 1500$ days / 195 days (average of the working days between ATCOs and office) = 7,7 FTE * 200 K € = **1.54 Mio €**
- No direct cost, but increased unavailability of staff

4. Additional away days

- Budget increase of 150 € / staff member for 3 years = $150 € * 750 * 3 = 337.500 €$
- However, only a percentage of staff will make use of this, so **200 K €** more likely

Summary

Direct cost

Year	Measure	Cost	Total
2022	Away days	50 K €	
2022	Salary protection	300 K €	2022: 350 K €
2023	Away days	65 K €	
2023	Cures	36 K €	2023: 101 K €
2024	Away days	65 K €	
2024	Cures	36 K €	2024: 101 K €
2025	Away days	20 K €	
2025	Cures	36 K €	2025: 60 K €
2026	Cures	36 K €	36 K €
2027	Cures	36 K €	36 K €
2028	Cures	36 K €	36 K €
Grand total			716 K € for 6 years

Cures as of 2029: 5 K € / staff member every 7 years as of the age of 45

Indirect cost

- 1.54 Mio € for additional leave days