

Date: 11 JUL 2022
Ref.: DGD22_0264
Subject: CF Office Allocation
Contact: Sabrina Depicker
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Encl.:
Mrs Maria Aguilera, President, USEF
Mr Georges Tsolos, Vice-President, USB
Mr. Benoît BAMS, President, FFPE-
EUROCONTROL

Dear Maria, Dear Benoit, Dear Georges,

In response to your letter dated 20/06/2022 in which you address your concerns regarding the reorganisation of the Directorate CRCO and Finance (CF), I wish to reply to the points raised.

The Director CF is responsible to the Director General for the provision of finance services, business planning and the effective, efficient management of the CRCO. I wish to remind you that in accordance with his mandate, a Director may implement an organisational structure deemed most appropriate by him/her to achieve his/her objectives and this without any prior consultation with Social Partners.

In March 2022, the Director CRCO and Finance held a meeting with all CF Staff to inform them of his intention to reorganise the Directorate. During this meeting which I attended, I also addressed the staff and explained that as part of the continued efforts to modernise the Agency, the corporate services in particular Finance and HR, need to be reorganised to ensure that they remain fit for purpose. The Director CF informed his staff that he was in the process of building a new organisation taking into consideration the business requirements and having met each member of staff in person to capture their input on the functioning of the Directorate and its activities.

Subsequently, the Director CRCO and Finance, in the presence of a HR representative met with the line management and each individual staff member whose job shall be impacted by the reorganisation, to explain the rationale for the change and to provide an overview of the proposed structure going forward. During these meetings and in the subsequent communication dated 17 June 2022 to which you refer, it was made clear to staff that the rationale for the office moves was to *'facilitate the creation of one team covering both CRCO and finance activities'*. Furthermore, in view of the fact that an agreement has been reached with the SJU regarding their physical move to the Kepler building, for pragmatic, logistical and coordination reasons, staff moves need to be planned over the summer period.

To your point regarding a call for candidates for new posts, please note that in accordance with the Director's mandate to implement his/her organisational structure, all new managerial

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positions were published as per our recruitment process which foresees submission of the Notices of Competition for comment to the Central Staff Committee. Staff in post who may have the requisite profile were encouraged to apply to the newly described positions. All recruits, be that new recruits from outside or internal staff who apply on newly created positions, will be appointed after the effective date of 01 July 2022 of the new organisation of the Directorate.

In conclusion, I would like to reiterate that the implementation of an organisational structure of a given Directorate falls within the remit of a Director's span of control and is not subject to consultation with Social Partners. As mentioned during the Consultation Meeting of 17 June 2022, this reorganisation, and any reorganisation for that matter, is not subject to consultation, as it does not impact the employment conditions. Reorganisations are at the sole discretion of the DG, in application of his wide managerial authority. Any position to the contrary would automatically subject the DG's authority to co-management by the Social Partners.

It is imperative that we as an Agency continue our efforts to grow and evolve our workforce with a view to ensuring that the required skills and competencies are in place to meet the demands of our Member States and the Agency's future challenges.

Yours sincerely



Eamonn Brennen
Director General

