



**Decision No 3/2020
of 19 February 2020
of the Management Board
on amending the European Labour Authority's Establishment Plan**

THE MANAGEMENT BOARD OF THE EUROPEAN LABOUR AUTHORITY,

Having regard to Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing the European Labour Authority amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344¹ (hereinafter “the founding Regulation” and “the Authority”),

Having regard to the Commission Delegated Regulation (C)2018/8599 on the Framework Financial Regulation for bodies set up under the TFEU and Euratom Treaty and referred to in Article 70 of Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council, and in particular Article 38(1) thereof,

Having regard to the Staff Regulations of Officials (hereinafter ‘Staff Regulations’) and the Conditions of Employment of Other Servants of the European Union (hereinafter ‘CEOS’) laid down by Regulation (EEC, Euratom, ECSC) No 259/68 of the Council², and in particular article 1(e) thereof,

Whereas:

1. The Authority needs to employ and retain staff of the highest standards of ability, efficiency and integrity, recruited on the broadest possible geographical basis from among nationals of EU Member States;
2. The Establishment Plan for 2020 allows for the recruitment of middle management at the entry level of AD9;
3. For the strategic position of Head of Resources, candidates should have a strong experience in the field given its strategic importance to facilitate the functioning of the Authority;
4. In order to be able to publish a vacancy in the inter-agency job market, it is necessary to increase the grade of the position to AD10;
5. All other vacancies for equivalent functions at other decentralised Agencies of the EU from the period 2016 to 2019 were published at AD10, except for one case³;
6. The modification of the Establishment Plan does not imply additional expenditure for the Authority.

¹ OJ L 186, 11.7.2019, p.21 .

² OJ L 56, 4.3.1968, p.1.

³ ANNEX II contains information from all such vacancies. The only exception of a publication at AD9 was at the EIT. However, the procedure had to be repeated entirely as it did not lead to a successful recruitment.

HAS DECIDED AS FOLLOWS:

Article 1

The Establishment plan of the Authority for 2020 is hereby modified using the flexibility mechanism of 10% of the total amount of posts, by adding a new AD10 position (instead of AD9).

Article 2

Entry into force

This decision shall enter into force on the day of its adoption.

Done by written procedure
Brussels, 19 February 2020
For the Management Board

Tom BEVERS
Chairperson of the Management Board

ANNEX I

ELA Establishment Plan 2020

Function group and grade	2020	
	Authorised Budget	
	Temporary posts	Permanen t posts
AD 16		
AD 15		
AD 14	1	
AD 13		
AD 12		
AD 11		
AD 10	1	
AD 9	3	
AD 8		
AD 7	4	
AD 6		
AD 5	5	
AD TOTAL	14	
AST 11		
AST 10		
AST 9		
AST 8		
AST 7		
AST 6		
AST 5		
AST 4	2	
AST 3	2	
AST 2	2	
AST 1		
AST TOTAL	6	
GRAND TOTAL	20	

ANNEX II**BENCHMARK OF VACANCIES AS HEAD OF RESOURCES IN EU
DECENTRALISED AGENCIES 2016-2019**

Institution	Title	Grade	Deadline applications	for
EBA	HEAD OF UNIT - HUMAN RESOURCES	AD 10	19.10.2019	
EASO	Head of Finance and Procurement Unit	AD 10	02.09.2019	
FRONTEX	Head of Sector IT Infrastructure and Operations	AD11	19.08.2019	
FRONTEX	Head of Sector Human Resources	AD11	05.08.2019	
SRB	HEAD OF UNIT CORPORATE SERVICES AND ICT	AD10	08.01.2018	
EU-OSHA	HEAD OF UNIT RESOURCE AND SERVICE CENTRE	AD 10	04.09.2017	
EIT	Head of Unit Services and Finance	AD 9	20.03.2017	
ECHA	Head of Unit – Corporate Services	AD 10	25.11.2016	
EIT	Head of Unit Services and Finance	AD9	14.11.2016	
ECHA	Head of Unit - Human Resources	AD 11	10.10.2016	
CEDEFOP	Head of Department for Resources and Support	AD11	17.10.2017	