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**Attractiveness Measures for the Staff of the European Schools - Update**

**Board of Governors**

**Meeting on 15 to 17 April 2020**

**I. Background**

In April 2019 the Board of Governors approved several measures to increase the attractiveness of the European Schools for the teaching, but also the non-teaching staff.

This document is meant to provide the Board of Governors with an up-date on the implementation of these measures during the last 12 months.

An in-depth analysis of all measures is envisaged by April 2021 as requested by the Board of Governors in April 2019.

1. **Measures to increase the attractiveness of the European Schools for the teaching staff**

Several proposals to increase the attractiveness of the European Schools for the **teaching staff** were presented to the Board of Governors in December 2018 and April 2019[[1]](#footnote-1).

Finally, at its meeting in April 2019 the Board of Governors concluded the following[[2]](#footnote-2):

*“The Board of Governors examined and discussed the revised proposals and decided to commit itself to increasing the attractiveness of the European Schools for teaching staff in order to keep the European Schools competitive and to ensure a high standard of teaching and learning.*

*In the light of that commitment, the Board of Governors endorsed, by a two-thirds majority, the following proposals:*

1. *Introduction of a ‘Compensatory Allowance’ of a maximum of €1000 per month, as indicated in chapter II.1.a), with effect from 1 September 2019.*
2. *Introduction of the possibility of extension of secondments in exceptional cases, as indicated in chapter II.1.b), with immediate effect.*
3. *Introduction of the possibility of multiple secondments under the conditions indicated in chapter II.1.b), with effect from 1 September 2019.*
4. *Increase in the salaries of locally recruited teachers at the European Schools in Frankfurt by 5%, in Karlsruhe by 7% and in Luxembourg by 38%, as indicated in chapter II.2.a), with effect from 1 September 2019.*
5. *Introduction of the possibility of offering permanent contracts to locally recruited teachers, as indicated in chapter II.2.b), with effect from 1 September 2019.*
6. *Introduction of the possibility of determination of protected functions, as indicated in chapter II.2.c), with effect from 1 September 2019.*
7. *Introduction of a Middle Management Structure, as indicated in chapter II.2 d) and document 2019-01-D-57-en-3, with effect from 1 September 2020.*
8. *Signing of a Service Level Agreement (SLA) between the Office of the Secretary-General and the European Commission allowing members of the staff of the European Schools to participate in specific programmes to support the integration of new staff and their families.*

*In addition, the Board of Governors mandated the Office of the Secretary-General to provide an in-depth analysis of the impact of the measures adopted by April 2021. This analysis should also address the question of the potential impact of the new Cost Sharing Mechanism, to be adopted by written procedure (as point B7), on the staffing situation in the European Schools.”*

1. **Measures for the seconded staff**

As illustrated, the measures increasing the attractiveness for the **seconded** staff mainly concerned

* the introduction of a ‘compensation allowance’ for all seconded staff,
* the possibility of an extraordinary prolongation of secondment to a maximum of twelve years and
* the possibility of a second secondment.

**aa) ‘Compensation allowance’**

The compensation allowance is calculated on a monthly basis, but paid only once at the end of the school year.

The conditions for the implementation of this new allowance were clarified in a MEMO[[3]](#footnote-3).

The first payment is envisaged for June/July 2020. Therefore, the Office of the Secretary-General does not dispose of reliable figures yet.

**bb) Possibility of an extraordinary prolongation of secondment up to 12 years**

This new measure, which requires an agreement between the seconding authority and the school management, has been applied for the first time at the end of the 2018/19 school year as the measure entered into force as of end of April 2019.

At the end of the 2019/20 school year in 25 cases the seconding authority and the school management agreed upon a prolongation of secondment for another one, two or three years and up to a maximum of 12 years. The Member States making use of this exception are Austria, Belgium, Ireland, Luxembourg and the United Kingdom. The main reason were difficulties to find new qualified teaching staff for secondment. The UK offered the prolongation of secondments in line with its obligations laid down in Article 125 of the Withdrawal Agreement. More details are provided in the Written Communication ‘9-year contracts extended exceptionally in 2020-21’[[4]](#footnote-4).

**cc) Possibility of a second secondment**

Also this new measure was introduced with immediate effect in April 2019. For the moment, the Office of the Secretary-General does not dispose of any reliable data on this measure.

A comprehensive analysis of this measure – as for all other measures – is envisaged in line with the mandate given by the Board of Governors by April 2021.

1. **Measures for the locally recruited teaching staff**

As illustrated above, the measures to increase the attractiveness of the European Schools for the **locally recruited teaching staff** mainly concerned

* the increase of the salary of the locally recruited teachers in Frankfurt, Karlsruhe and Luxembourg,
* the possibility to offer a permanent contract as of the first year and
* the creation of ‘protected posts’ requiring English native speakers.

Also the implementation of these measures was accompanied by instructions given by the Office of the Secretary-General[[5]](#footnote-5).

**aa) Salary increase**

According to the schools in Luxembourg the substantial salary increase as of 1 September 2019 had a very positive impact on their ability to attract new teachers and to maintain qualified colleagues.

The impact on the schools in Frankfurt and Karlsruhe was less significant, but it can be stated that the increase at least helped both schools to maintain the current staff. Moreover, it can be stated that the ES Frankfurt still faces difficulties to attract new teachers, seconded or locally recruited, due to the high costs of living.

**bb) Possibility to offer a permanent contract as of the first year**

This measure was implemented as of 1 September 2019. The schools made a reasonable use of this possibility. The teachers concerned need to be evaluated by the end of the current school year by the management and a national inspector. These evaluations have been carried out in many cases, but in several cases only by the management and not by an inspector, as some of the envisaged evaluation missions had to be cancelled due to the suspension of teaching ‘in situ’. For the details see the document addressing the ‘COVID-19 Consequences – Risk Assessment and proposed Actions’[[6]](#footnote-6).

**cc) Creation of ‘protected post’**

The Administration Boards of all 13 European Schools have agreed in their meetings in September/October 2019 on the creation of ‘protected posts’ which require English native speakers. In total, 107 ‘protected posts’ were agreed.

The complete list can be found in the document ‘Creation and suppression of seconded posts in the nursery, primary and secondary cycles – 2020/2021 school year’[[7]](#footnote-7) which was presented to the Board of Governors in December 2019.

**c) Creation of middle management functions**

A measures which concerns both, seconded teaching staff as well as the locally recruited teaching staff, is the creation of middle management functions in all schools as of September 2020. The main principles were agreed by the Board of Governors in April 2019[[8]](#footnote-8).

More precise ‘Implementing Regulations for the Appointment of Assistant Deputy Directors of the European Schools’[[9]](#footnote-9) and also the necessary amendments the staff regulations[[10]](#footnote-10), namely to the ‘Regulations for Seconded Staff Members of the European Schools’ and to the ‘Service Regulations for Locally Recruited Teachers in the European Schools’, were approved by the Board of Governors at its meeting in December 2019.

This allowed to publish the new functions and to ask Member States for concrete candidatures by letter of the Secretary-General of 18 December 2019[[11]](#footnote-11).

Within the deadline, which was prolonged on request of two delegations until 16 March 2020[[12]](#footnote-12), the Office of the Secretary-General received for the 23 published middle management functions in total 73 candidatures for secondment from 13 delegations. Each published function received at least one candidature for secondment. None of the functions received more than six candidatures.

In the meantime, the Spanish Presidents of the Board of Inspectors have appointed the inspectors supposed to be members of the different selection procedures which will be organized under the authority of each Director. The names of the inspectors are now communicated to the schools.

Due to the current situation of confinement it was agreed that the interviews can be scheduled remotely. The interviews will be scheduled in the coming weeks; one procedure has already been finalized.

In case no qualified candidate for secondment can be appointed, the procedure(s) will be opened for locally recruited teaching staff already employed in one of the 13 European Schools.

1. **Measures to increase the attractiveness of the European Schools for the Administrative and Ancillary Staff (AAS)**

In April 2019 the Board of Governors also approved a ‘Revision of the AAS Salary and Progression System’[[13]](#footnote-13) and ‘Implementing Rules for the Evaluation and Progression of members of the AAS in the European Schools’[[14]](#footnote-14).

More precisely, the Board of Governors decided by a two-thirds majority:

* *“to adopt the proposals to amend the Service Regulations for the Administrative and Ancillary Staff of the European Schools as set out in Annex I to the document;*
* *to adopt the revised salary tables as set out in Annex II to the document;*
* *to adopt the ‘Implementing Rules for the Evaluation and Progression of Members of the AAS in the European Schools’ as set out in document 2019-02-D-31-en-3; and*
* *to mandate the AAS Working Group to provide a report on the implementation of the new evaluation and promotion policy by April 2021 to allow a potential review of the proposed amendments of the AAS Regulations, including the revised salary scales and the proposed ‘Implementing Rules for the Evaluation and Progression of the AAS in the European Schools’ within two years after their entry into force.”[[15]](#footnote-15)*

These measures entered into force in January 2020. Their implementation was accompanied by a MEMO[[16]](#footnote-16) of the Secretary-General and training and information sessions on a central, but also on school level.

In particular, for this measure it is too early to provide an in-depth analysis. But experience gained in the Office of the Secretary-General shows that at least for one sensitive function the new salary scale and the flexibility provided for the determination of the initial salary step already allowed the recruitment of an expert in a very competitive area.

**II. Proposal**

The members of the Board of Governors are invited to take note of this communication.

1. For the details see doc. 2019-01-D-56-en-1. [↑](#footnote-ref-1)
2. Conclusions of the Board of Governors of April 2019 (doc. 2019-04-D-12-en-3). [↑](#footnote-ref-2)
3. MEMO 2019-05-M-2-en. [↑](#footnote-ref-3)
4. Doc. 2020-03-D-37-en-1. [↑](#footnote-ref-4)
5. MEMO 2019-05-M-3-en. [↑](#footnote-ref-5)
6. 2020-03-D-44-en-1. [↑](#footnote-ref-6)
7. 2019-09-D-31-en-2. [↑](#footnote-ref-7)
8. For the details see document 2019-01-D-57-en-3. [↑](#footnote-ref-8)
9. 2019-09-D-4-en-4. [↑](#footnote-ref-9)
10. For the details see document 2019-09-D-5-en-4. [↑](#footnote-ref-10)
11. 2019-12-LD-16. [↑](#footnote-ref-11)
12. The initial dead line was 29 February 2020. [↑](#footnote-ref-12)
13. For the details see document 2019-02-D-30-en-3. [↑](#footnote-ref-13)
14. For the details see document 2019-02-D-31-en-3. [↑](#footnote-ref-14)
15. 2019-04-D-12-en-3. [↑](#footnote-ref-15)
16. MEMO 2019-06-M-2-en. [↑](#footnote-ref-16)