Staff Committee of the Council of Europe Development Bank (CEB)

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Situation up to 2016

• 91% of staff on indefinite duration contract (Post).
• Out of them 84% confirmed on the contract
• Probation period: 3 years.
• Fixed term contracts can only last 5 years and be related to specific projects or needs (Positions)
Career path at CEB, does this still exist?

**Situation up to 2016**

- 195 staff members
- Age distribution:
  - 25-35 3%
  - 35-44 26%
  - 45-54 47%
  - 55-65 24%
Reform of Staff Regulations

- Increasingly proposes fixed term contract of up to 4 years.
- 1 year probation period.
- Fixed term contract can be renewed.
- After 6 years contract must become permanent or discontinued. (But it could also transformed in Position).
Reform of Appraisal and other tools

• New appraisal system.
• New development tool.
• More use of mobility with other organizations.
• New rule on underperformance.