



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

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Career path at CEB, does this still exist?

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%

Career path at CEB, does this still exist?

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).

Career path at CEB, does this still exist?

Reform of Appraisal and other tools

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