CSAIO14
Spatial and temporary flexibility of work at the ECB

10 October 2013
Tillmann Frommhold
Deputy Spokesperson of the ECB Staff Committee
Agenda

• Introduction

• Spatial flexibility of work

• Temporal flexibility

• Challenges ahead
Introduction

• Default rule at the ECB: staff has to be flexible
• Not mirrored by the ECB as employer

• Substantial misuse of flexibility with regard to working hours

• Substantial misuse of precarious employment types

• Increasing misuse of on-call duties
Spatial flexibility of work

Teleworking

• The objectives are to improve:
  – the productivity and work organisation of the ECB
  – the organisational resilience of the ECB
  – the work-life balance of ECB staff

• Voluntary and reversible

• Local manager to approve, taking into account:
  – Suitability of tasks and the output to be delivered
  – Initiative, commitment, self-organisation, time management skills and autonomy of the employee
  – Needs of the organisation on that date
  – Needs of the prospective teleworker
Teleworking (continued)

- Timing aspects:
  - Teleworking hours the same as standard working hours
  - Currently not more than 2 days per month, exceptionally 3 days (but only 2 subsequent days)
  - Minimum duration 4 hours
  - Regular pattern or occasional

- Preconditions:
  - Attend mandatory training session
  - Receipt of a security token device
  - Occupational safety and health self-assessment form completed
Spatial flexibility of work

Teleworking (continued)

• Equipment not provided by ECB (changing now)
• some minimum requirements in terms of security apply for the privately owned equipment (operating system, firewall, anti-virus software)
Spatial flexibility of work
Temporal flexibility

Working time

• per default: 40 hours per week, Mon-Fri 8:30-17:30 with one-hour lunch break
• “Incidental deviations” may be agreed on between manager and staff, e.g. for late arrival on Mondays and early departure on Fridays
• Special rules for shift work, on-call duties

Overtime compensation up to a specific salary step at lower expert level; time compensation, if not possible, compensation in money
Temporal flexibility

Part-time work

• Subject to the interest of service
• Applicable to all staff (including managers)
• Possible reasons:
  – care of child, aged or sick relative or partner
  – (own) health
• Application at least three months in advance (exceptions possible)
• Authorisation by HR for minimum 6 months and maximum 3 years, renewable
• As of second request: minimum 12 months instead of 6
Part-time work (continued)

- Working time pattern quite flexible:
  - At least 20 hours/week
  - Also possible: 22, 24, 26, 28, 30, 32, 34 or 36 hours/week
  - Full work days and days off possible as well as reduced working hours for the whole week
  - Weekly pattern or bi-weekly pattern
  - Working time pattern to be agreed on between the local manager and the employee in line with HR guidance
Temporal flexibility  

Part-time work (continued)

- Salary and household allowance and expatriation allowance prorated, but full child and education allowance
- Pension contributions and years of service pro-rated, but staff member may opt to increase his/her contribution to avoid this happening
- Contribution to medical and accident insurance calculated on the basis of full-time salary
Temporal flexibility

Early retirement

- After age 55 and before age 60:
  - Upon request by the staff member
  - With approval of the pension administrator (HR department)
  - Pension reduced accordingly, e.g. 62.5% (age 55), 77.5% (age 59) of the pension payable at age 65

- From age 60 and before age 65:
  - Upon request by the staff member
  - No approval required
  - Pension reduced accordingly, e.g. 81.25% (age 60), 96.25% (age 64) of the pension payable at age 65
Temporal flexibility (6)

Late retirement
• After age 65 until age 70:
  – Upon request by the staff member
  – With approval of the pension administrator (HR department)
  – Pension calculated with additional years of service and based on the re-valued earnings at the time of retirement, however limits apply the same way as at age 65
Temporal flexibility

CATBERT: EVIL H.R. DIRECTOR

FROM NOW ON, THE COMPANY WILL ALLOW FLEX TIME.

YOU CAN WORK ANY HOURS YOU LIKE, AS LONG AS YOU'RE HERE FROM EIGHT TO FIVE.

THAT'S CALLED UNPAID OVERTIME.

AND YOU NEED TO BE FLEXIBLE TO DO THAT TO YOURSELF, RIGHT?

14
Challenges ahead

- Recruitment of ~ 1,000 additional employees (for the new role of the ECB in banking supervision)
- Move to our new building on 2014
- Increase of teleworking up to 5 days/month in preparation
- Demographic situation
- Working time measurement campaign by the union
- First applications of the new underperformance procedures
- Review medical insurance and introduction of long-term care insurance

- Next pension reform?  
- Reorganisation of the Career transition support offer...