



Communication and legal assistance

OHIM Staff Committee

Cayetana Borrego Cabezas

“When all other means of communication fail, try words” (anon)



Staff Committee Role – Art. 9 SR

Among others:

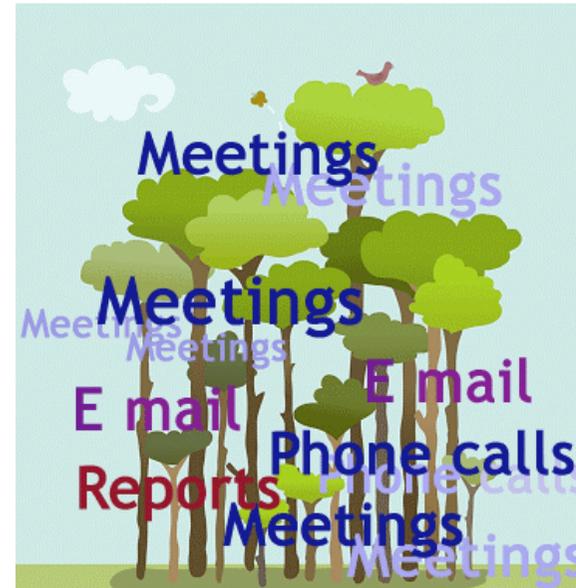
- To represent the interests of staff *vis-à-vis* their institutions and **maintain continuous contact** between the institutions and the staff.
- It should provide a **channel for the expression of opinion by the staff.**



Communication with the staff

Why is communication important?

- Inform
- Interest
- Involve



- **Why?** How much? What methods? Other ideas?



Communication with the staff

How much communication?

- Daily?
- Weekly?
- Monthly?

“I wish people who have trouble communicating would just shut up.”

•Tom Lehrer (1928 -)

•Why? **How much?** What methods? Other ideas?



Communication with the staff

How to communicate effectively?

- Short and to the point
versus
- Detailed and complex

- Why? How much? **How?** What methods? Other ideas?



Communication with the staff

What methods (2)?

- **Intranet**
- **Meetings** – general,
« open door », invited guests
- **Multimedia:**
 - Recordings
 - Music 



- Why? How much? **What methods?** Other ideas?



Intranet



OHAM Staff Committee - Windows Internet Explorer provided by OAMI

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Stop Mail Print Word Pad Address Bar

Address http://oaminet/sc/sc_en.html

Google Search Web Site popups allowed AutoFill Options

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insite
OAMI

DAMI-ONLINE ABOUT HELP FEEDBACK

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Please see the following folders for the latest news:

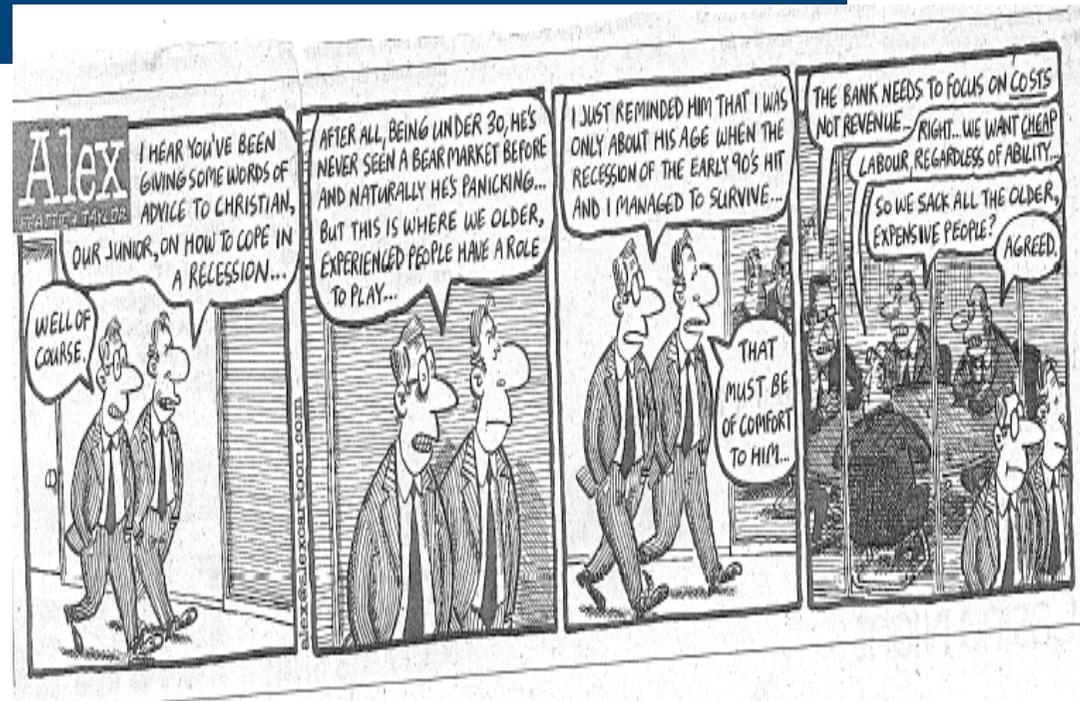
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Communication with the staff

What methods (3)?

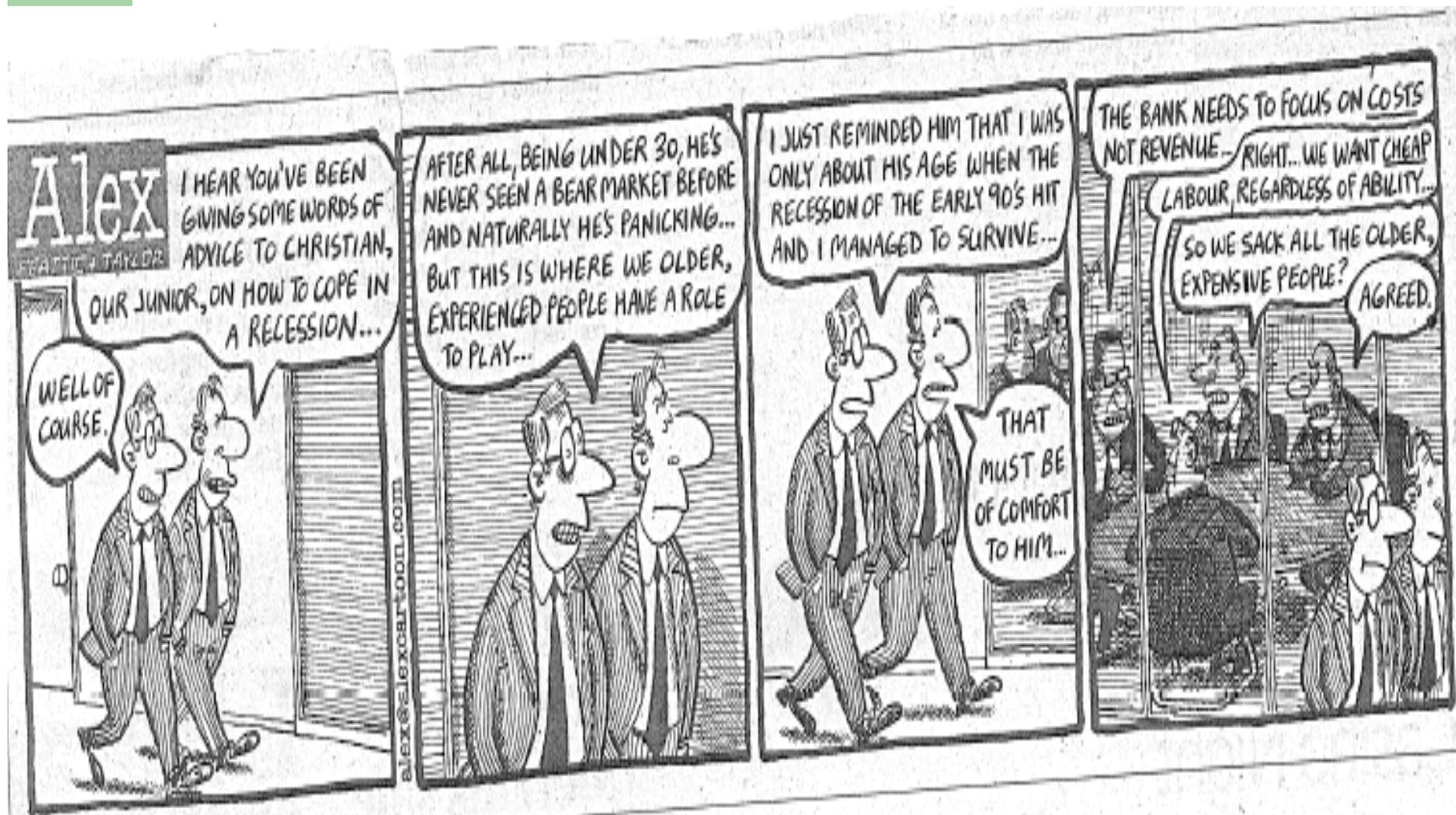
- Film
- Images
- Notice boards



- Why? How much? **What methods?** Other ideas?



Images – exit options





Communication with the staff

Other ideas?

- Surveys:

- stress survey,
- open space,
- staff satisfaction survey ...

- Blog ...

• Why? How much? What methods? **Other ideas?**



Communication with the management

What methods?

➤ E-mail

➤ Notes

➤ Meetings

- **Monthly:** HRD
- **Bi-annual:** President of the Office
- **Ad hoc:** Housing policy, interim staff...
- **Extraordinary meetings:** Commissioner Holmquist, delegation EPM,
...



When communication fails?

- **Article 17 SR:** an official shall refrain from any *unauthorised disclosure of information received in the line of duty, unless it was public.*
- **Article 17a SR:** an official has the right to *freedom of expression*, with due to the principles of **loyalty and impartiality.**



Communication

The single biggest problem in communication is the illusion that it has taken place.

George Bernard Shaw



Legal assistance

- **Staff Committee** (Art. 9 SR; annex III SR)
 - There shall be set up in each institution ... Staff Committee
- **Trade Unions and staff associations** (Art. 24b and 10 b SR)
 - Officials shall be entitled to exercise the right of association ...
 - The trade unions and staff associations ... shall act in the interest of the staff, without prejudice of the to the statutory powers of the staff committees.



Legal assistance – Staff Committee

- **Appeals before Joint committees** (evaluation, promotion ...).
- **Appeals** before the AIPN (Art. 90 SR):
 - Reclamation/Complaint
- **Advise:** Ombudsmann, Data protection supervisor
- **Disciplinary measures**



Legal assistance – Staff Committee

- OHIM Staff Committee 2008-2011:
- 5 members / 5 alternates
- 5 men / 5 women
- 5 AD / 5 AST
 - 4 lawyers,
 - IT specialist dealing with SC since 7 years (experience)
 - Former data protection officer



Legal assistance – Trade union

- Budget
- Legal assistance/advise (lawyers outside the institution)
- Party before the Court



Thank you for your attention

Merci de votre attention