

COMITÉ CENTRAL
DU **PERSONNEL**



CENTRAL **STAFF**
COMMITTEE

Supporting
European
Aviation



CAPOI/CSAIO #25

Involving the next generation in Staff Associations and Committees – Introduction

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13:30

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Agenda

- Problem
- Observations
- Questions
- Arguments
- Solutions
- Exchange





Problem

How do you address young generation

- Essential role of SC
 - negotiating and consulting with management
 - representing all staff
 - disseminating information.
- Involvement increasingly difficult in defending staff, demanding more resources.
- How encouraging young colleagues to join SC Organisation?
 - social media to be used?
=> respect of confidentiality and reserve as OI?
- Contract not unlimited: how to address them, have them being represented properly?
 - Knowledge based organisation versus project based organisation.



Observations & Questions

Observations

- Some refuses to have SC rep in their team
- The Organisation has to promote this role. Need a cultural change!
- Only lazy guys in SC and Unions?
=> Until discovery, in case of a problem, the importance of the committees.
- SC time counted on units, not out, reducing the FTE available for the unit.
- No effective protection.

Questions

- How much time does it requires?
- What do you get in return ?

Arguments



- Better for all !
 - Helping the organisation to have a peaceful working environment.
 - Support the staff and all the staff. We are working for them, all of them, managers included.
- Being part of the game
 - Doing different things than what you are doing usually in a day
 - Have a wider view/knowledge of the Organisation
- Not a financial recognition, but what's recognition!
- Values: Continue the organisation public service, Fight injustice, Follow rules.
- Meet new colleagues
- Don't need to do it for unlimited time
- Supporting SC & Unions, not (only) when a pb happen, to make them stronger.

Solutions



- Communication
 - Newcomers presentation
 - All staff meetings
- Risk/protection
- Different needs (children) / behavior at work (working time).
- Having a dedicated set of trainings possibilities.
- Never plan your activities (core and SC) for more than 80% (leave 20% for admin tasks). A manager shall never ask for 100%.
- HoU to have an incentive in having at least 1 SC in their unit. +0,5FTE for that ?
=> "Don't hesitate, put yourself forward, we will get +0,5FTE minimum!"

Solutions



- What strategies and models have you put in place to try and address this situation in your staff associations and committees?

Exchange



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- What strategies and models have you put in place to try and address this situation in your staff associations and committees?

Closure

