



STAFF REPRESENTATION AT COUNCIL OF EUROPE CSAIO 2019

Marc Baechel ¹

HUMAN RIGHTS,
DEMOCRACY
AND THE RULE OF LAW

COUNCIL OF EUROPE



DROITS DE L'HOMME,
DÉMOCRATIE
ET ÉTAT DE DROIT

CONSEIL DE L'EUROPE

47 MEMBER STATES
830 MILLION EUROPEANS

INTRODUCTION TO COE

Established on 5 May 1949 (Treaty of London) by



47 member states (EU + Russia, Turkey,...)

Based in Strasbourg (France) 80 % of staff

Intergovernmental political Organisation,
founded on three main values:
human rights, democracy and the rule of law

INSTITUTIONS AND BODIES

Committee of Ministers [www](#)

Parliamentary Assembly [www](#)

Congress of Local and Regional Authorities [www](#)

European Court of Human Rights [www](#)

Commissioner for Human Rights [www](#)

Conference of International Non-governmental Organisations
(INGO) [www](#)

Secretary General [www](#)

The STAFF COMMITTEE

- Official status
- 29 members (27 active staff + 2 retired staff)
- 1 Chair elected among the 27 elected active staff; the Chair is this only full detached person
- 5 vice-Chairs + 1 Chair = Bureau
- 1 assistant working full time for the Staff Committee

The STAFF COMMITTEE (SC)

- 2 year–mandate
- 3 contiguous mandates maximum
- Permanent, fix–term & temporary staff
- Different trade unions (SACE – FFPE – One Staff) and independents
- 1 weekly meeting (2 hours on Monday) open to all staff

HOW DOES THE STAFF (SC) COMMITTEE WORK?

- Working groups
- Every staff member can be co-opted in a working group
- Working groups prepare the files which are submitted to the SC plenary meeting
- Decision taken by the SC plenary meeting

INTERACTION: SC – ADMINISTRATION

- The SC has to be officially consulted on all projects of modifications of the Staff Regulations, Statute, rules, concerning staff
- Regular meetings of SC Bureau with the Human Resources director (every 2 weeks)
- Direct contact between SC Chair & HR director

CONSULTATION PROCESS

- The SC has to be officially consulted by mail
- 15 working days to reply (extension can be requested)
- Consultation (no official negotiation)
- Organisation of a Working Group meeting
- Decision on reply by SC on propositions of Working Group

INTERACTION SC – TOP MANAGEMENT

- Ad hoc meetings of SC Bureau with SG, DSG, Executive Director
- Intervention of Chair before the Committee of Ministers rapporteur groups
- Intervention of Chair before the Committee of Ministers

INTERACTION: SC – STAFF

- The SC is the spokesman for staff
- Meeting with all or individual staff
- A staff member can meet a member of SC or the Chair of the SC
- Information of staff via news on Intranet portal
- SC assists staff member on appeals of general interest

SC REPRESENTATION IN VARIOUS OFFICIAL BODIES

- Health & Security committee : 2 members
- Health insurance committee : 4 members SC, 1 retired staff, 5 members Administration
- Joint committee : 4 members SC, 4 members Administration
- Recruitment panels : 1 member

CURRENT PRIORITIES

- Contractual policy : no Indefinite Term Contract anymore but introduction of open-ended contracts
- Contractual policy : temporary contracts (actually 9 month per year to 1 year maximum)
- Salary adjustments : 2018 & 2019 freeze
- Move from 0 nominal growth to 0 real growth ?

The COE is member of the Coordination with

- NATO
- European Space Agency
- EUMETSAT
- OECD
- CEPMMT
- Several international organisations follow the recommendations of Coordination (salary scale, ...)

COE IS A MEMBER OF COORDINATION

- The COE Staff Committee sends 2 representatives to the Committee of Staff Representatives (CRP = Comité des Représentants du Personnel)
- Administrations are represented in the CRSG
- Members states are represented in the CCR
- Bi & tri-partites meetings on salaries, allowances & pensions

CONCLUSION : WHAT POWERS DOES SC HAVE?

- The SC is only consulted officially
- But it has a real lobby power
- The informal discussions are the best way to influence decisions before the official consultation process
- The Sooner → The Better
- Have a constant and frank dialog with Administration

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

CONSEIL DE L'EUROPE

