



8th Staff Committee of the
European Central Bank

CSAIO14

**Spatial and temporary flexibility
of work at the ECB**

10 October 2013

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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

(1)

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

Spatial flexibility of work

(2)

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

(3)

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

(0)



Temporal flexibility

(1)

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

(2)

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

(4)

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

(5)

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

(7)



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?



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