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Career and professional development Mechthilde FUHRER Council of Europe

29/09/2016



## I.VIEW FROM THE Staff Committee angle

- 1. Contracts: CDI/CDD
- 2. Granting of a subsequent step of a grade after 2 years and 4 years as the case may be.
- 3. Pension schemes
- 4. Zero nominal growth
- 5. Staff based in the head-quarters and in field offices.

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## II.VIEW FROM THE DRH angle

- 1. Management development paths
- 2. Mobility
- 3 Mentoring and Coaching Programme
- 4. Competency Framework and Core Values
- 5. Appraisal system, objective setting

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