

- **Intergovernmental organisation** founded in 1986.
- **Purpose:** supply weather and climate-related satellite data, images and products – 24 hours a day, 365 days a year – to National Meteorological institutes of 30 Member States in Europe, and other users worldwide.
- **Mission:** design/develop satellite systems, and operate.
- **Fleet of satellites:** geostationary (3) and polar orbit (5). More to come in 3/5 years!
- **Governance:**
 - **Council:** supreme decision-making body to which **Director-General** reports, as Chief Executive Officer. Composed by high level representatives from **Member States** which jointly fund EUMETSAT programmes and activities. Also, funding from **European Commission**.
- Staff hold ***fixed-term*** contracts (4 or 5 years)

- All recruited Staff belong to the Staff **Association**
- The EUMETSAT Staff Association **Committee**:
 - 10 Staff elected to represent +440 Staff
 - Mandate of 3 years, renewable, no limit on consecutive mandates
- **Time allocated**
 - SAC members: **20%** (informal)
 - 8 to 10 SAC supporters: **ad-hoc**
- **SAC budget**
 - Yearly contribution of the organization (head count based)
 - From contractors - only for social and cultural activities

Main activities

- Consulted for changes to Staff rules and regulations
- Maintain SAC statutes and working practices
- Attend **Coordinated Organisations** meetings on remunerations and pension matters
- Follow-up pension funds investments
- Promote social, cultural and sport activities (25+25 clubs, 5 events/year)
- Contribute to the definition of **Core and Cultural Values**
- Ensure Working Environment, health and security in the workplace
- Monitor **Stress level**
- Promote Childcare and Education
- Support:
 - **Contract renewal** process
 - **Career development**
 - Diversity in the work place
 - Working time: part-time, flexi, teleworking
 - Personal Data Privacy (e.g. GDPR)
 - **Brexit**
- Canteen and Cafeteria sub-Committee
- Liaise with the EUMETSAT Pensioner Association
- Maintain and develop SAC knowledge and long term strategy
- Support **Staff cases**.

Liaising with Management

- Monthly coordination with HR.
- Every 6 months with DG and Directors.
- Regular with Legal Affairs.
- SAC has the right to directly raise an issue to DG, even to Council (via DG).
- SAC can attend Council or Advisory Bodies meetings, only for Staff related matters.
- In practice, we can approach Senior Management, but access to information is sometimes limited (e.g. stats on working hours, sick leaves, remunerations, gender, promotions and bonus, use of personal records/data privacy).

Specific role of SAC

- **Recruitments**
 - Comments on overall process, on Vacancy Notice template.
 - No right to attend Recruitment Board, interviews, to access reports.
- **Yearly performance appraisals**
 - Comments on overall process.
 - Not involved in the process, no access to appraisal reports.
 - Support on request from Staff - as *observer* – not as reviewer or mediator.
- **Contract Renewals**
 - Comments on overall process.
 - Not involved in the process.
 - Access to renewal reports once released - if authorized by the Staff.
 - Support on request from Staff – as *observer* – not as reviewer or mediator.

Specific role of SAC (cont')

- **Complaint**
 - Member of the Advisory Board for advisory opinion to the Director-General (together with H/HR and H/Legal)
- **Appeal**
 - Entitled to submit written comments
 - Entitled to submit oral comments during the hearings
 - Note: Appeal Board proposed by DG to Council. Accommodations supported by the organization.
- **Disciplinary measures**
 - Member of the Disciplinary Board for advisory opinion to the Director-General (together with a Staff appointed by a Director not in reporting line, and a Staff appointed by 2 first members).
 - No involvement on Inquiries (only HR and Legal).
- **Coaching service:** for Staff facing work related difficulties
- **Mediation**
 - No involvement
- **Member of Tender Evaluation Board**
 - Social security, new buildings, catering services, Staff surveys

