



**STAFFCOM**  
Comité du Personnel

# Health, Well Being and Safety of Staff

CSAIO conference  
12 -13 October 2017, Lyon

European Parliament  
Staff Committee

Jens Schröder  
*Vice-President*

## The European Parliament in numbers...

- 751 Members of Parliament, 2000 Accredited Parliamentary Assistants
- Staff: 7500 Staff (Officials and other servants + > 1000 external staff from service providers)
- up to 3000 visitors per day (Brussels)
- 3 sites...
  - **Brussels:** 16 (+) buildings, +700,000m<sup>2</sup>
  - **Luxembourg:** 7 buildings, +150,000m<sup>2</sup>
  - **Strasbourg:** 5 buildings, +230,000m<sup>2</sup>
- ... EU Staff Regulations and 3 national Legislations to comply with



## Services in charge of health, well-being and safety

- **DG PERS (HR)**
  - Medical services
  - Social services
  - Well-being at work including ergonomics
- **DG INLO (Infrastructure and Logistics)**
  - Buildings security/safety
  - Safety in the context of construction and maintenance works
- **DG SAFE (Security and SAFETY)**
  - General Security Physical protection, risk analysis, access control
  - Safety
    - Prevention, First Aid, Fire prevention
    - Evacuation

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## Challenges

- **Growing numbers of staff**
- **Diversity of categories of staff:**
  - Permanent officials
  - Temporary agents
  - Contractual staff, with increasing numbers in the field of security and services
  - Accredited Parliamentary Assistants
- **Work conditions:**
  - Psychosocial risks and medical challenges
  - Precarious employment
  - Stress and Burn-out
  - Harrassment

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## Well Being at Work

- **Policies in place:**
- Reintegration Strategy: Assisting return to work after long absences
- Reasonable Accommodation: appropriate work accommodations for staff with special needs
- Sports Centres (Brussels, Strasbourg)
- Social Support



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## Well Being at Work

- **Policies and measures in preparation:**
- Mentoring scheme for all newcomers in the EP
- Developing the scheme for managing psychosocial risks in the workplace
- A mediation / confidential counsellors scheme to tackle conflict in the workplace at an early stage and help prevent cases of harassment.



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## Security and Safety

- Security and Safety
- New Security Organisation (mainly internalised staff)
- Increased security requirements / current heightened level of alert
- Preparedness for major incidents / capacity building for the management of major incidents

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