



## Staff Association Committee

CSAIO Lyon October 2017



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## Agenda



- About EUMETSAT
- Rights and facilities offered to Staff representatives:
  - Scope and purpose of the EUMETSAT SAC
  - Funding
  - Time allocated to SAC members
  - Role in different boards
  - Level of access to managerial/confidential information

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## About EUMETSAT



- EUMETSAT is an intergovernmental organisation founded in 1986.
- Our purpose is to supply weather and climate-related satellite data, images and products – 24 hours a day, 365 days a year – to the National Meteorological Services of our 30 Member States in Europe, and other users worldwide.
- Two priorities: develop satellite systems, and operate them.
- Fleet of satellites: geostationary (4) and polar orbit (3+). More to come in the coming decade!
- EUMETSAT Governance:
  - The **Council** is the supreme decision-making body of EUMETSAT to which the **Director-General** reports, as the Chief Executive Officer.
  - The Council is composed of high level representatives from the Member States which jointly fund EUMETSAT programmes and activities.

## EUMETSAT Staff Association Committee



- All recruited Staff belong to the Staff **Association**
- The EUMETSAT Staff Association **Committee**:
  - 7 (soon 10) Staff elected to represent +400 Staff.
  - Mandate of 3 years, renewable, with no limit on the number of mandates
- Purpose of the SAC
  - Protect the professional and social interests of the Staff members;
  - Submit proposals to improve the general position of Staff members;
  - Give its opinion and/or advice when it is consulted by the Director-General or on its own initiative;
  - Promote social, cultural and athletic activities among the Staff members;
  - Represent EUMETSAT Staff members in relation to Staff associations of other international organisations;
  - Liaise with the EUMETSAT Pensioner Association

## Funding of the SAC

- SAC budget is mostly coming from a **yearly contribution of the organization** – head count based.
- Budget lines:
  - Clubs (social, cultural, sport activities). Access to ESA clubs in Darmstadt.
  - Events/parties.
  - Exchanges with other organisations (coordinated organisations, FICSA, CSAIO...).
  - Legal support to Staff cases.
- Relative freedom to manage SAC budget.
- Follow EUMETSAT financial rules, except for expenditures/ invoices approval in particular SAC missions (→ internal SAC). SAC accounts audited every year by 2 elected Staff.
- In case of surplus: decision taken at Staff Assembly to give it back to the organization, or to keep it.

## Time allocated to SAC members

- **A lot** of activities!
  - Maintain and improve Staff rules and regulations, SAC statutes and working practices;
  - Attend Coordinated Organisations meetings on remunerations and pension matters;
  - Promote social, cultural and sport activities;
  - Follow-up social security contract;
  - Follow-up pension funds investments;
  - Develop corporate Core and Cultural Values;
  - Working Environment, health and security in the workplace;
  - Childcare and Education;
  - Career development, diversity in the work place;
  - Working time, teleworking;
  - Data Privacy;
  - Canteen and Cafeteria sub-Committee;
  - Maintain and develop SAC knowledge and long term strategy;
  - and **Staff cases**.
- **Current hot topics:** new Labour Law in Germany; yearly performance appraisal; career development; renewal of Staff *definite* contracts (4 or 5 years); Core and Cultural Values.
- **Too limited resources!**
  - Work at SAC considered to be part of official duties.
  - 7 SAC elected members, each spending ~1 day / week but not formalised.
  - Concept of **SAC supporters** helps (nominated Staff, no formal mandate, to support on ad-hoc basis)

### Level of access to managerial/confidential information

- Monthly coordination meetings with HR. Every 6 months with DG and Directors.
- SAC has the right to directly raise an issue to DG, even to EUMETSAT Council (via DG).
- SAC may attend Council or advisory bodies meetings, but only for restricted topics (typically Staff matters) and providing the SAC request is approved by Council/these bodies.
- In practice, we can approach Senior Management, but the access to the information is often:
  - Limited for what concerns Staff cases - until a case is formally raised or a Staff comes pro-actively to SAC.
  - Very limited for what concerns detailed statistics on: working hours, sick leaves, remunerations, gender, promotions and bonus, use of personal records/data privacy.

### Specific role of SAC

- Recruitments:
  - Entitled to provide comments on the overall process, on the Vacancy Notice template.
  - No right to attend a specific board, or interviews, to access reports...
- Yearly performance appraisals:
  - Entitled to provide comments on the overall process.
  - No right to be involved in the process, no access to the appraisal reports.
  - Provide support only on request from the Staff, at the end of the process.
- Contract Renewals:
  - Entitled to provide comments on the overall process.
  - No right to be involved in the process.
  - Provide support only on request from the Staff, at the end of the process.
- Complaint/Appeal Board to support the Staff.
- Member of the Tender Evaluation Board for a few contracts: social security, new building, catering services

## In summary

- Challenging but really interesting to be at SAC!