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From:	Secretary-General of the European Commission, signed by Ms Martine DEPREZ, Director
date of receipt:	17 September 2026
To:	Ms Thérèse BLANCHET, Secretary-General of the Council of the European Union

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Subject:	ANNEX 2 ANNEX to the REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on the rules adopted by the appointing authority of each institution to give effect to the Staff Regulations

Delegations will find attached document COM(2026) 474 annex.

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EUROPEAN
COMMISSION

Brussels, 17.9.2026
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ANNEX 2

ANNEX

to the

**REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND
THE COUNCIL**

**on the rules adopted by the appointing authority of each institution to give effect to the
Staff Regulations**

EUROPEAN PARLIAMENT

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Disability	Bureau Decision of 22 June 2005 (Code of good practice for the employment of people with disabilities)	22.06.2005		1 IR
		Internal Rules Implementing Article 1d(4) (Persons with a disability)	01.04.2015		1 IR
1e (2)	Health screening for specific staff	Decision of the Secretary-General of 22 January 2018 - Internal Rules on health screening for security, vigilance and defined-risk posts occupied by officials and other servants	01.03.2018		1 IR
1e (1) and (3) (and CEOS)	Compensatory allowance for Luxembourg staff earning less than the minimum wage	Bureau Decision of 26 April 2021 on granting an allowance for Parliament officials and other servants employed in Luxembourg on salaries lower than the Luxembourg minimum wage (amended by Bureau Decision of 17.04.2023)	01.01.2021		1 IR
2	AIPN Powers	Decision of the Bureau of 9 December 2013 delegating powers in respect of issues in connection with the implementation of the Staff Regulations	09.12.2013		1 IR
		Decision of the Bureau of 13 January 2014 on the delegation of powers of the appointing authority and the authority to conclude contracts of employment	13.01.2014		1 IR
		Decision of the Secretary General of 25 September 2017 modifying the AIPN and AHCC powers following the delegation of powers done in Article 9 (3) of the Bureau Decision of 13 January 2014 on the delegation of powers of the AIPN and AHCC	01.10.2017		1 IR
5 (4)	Types of jobs	Decision of the Secretary-General setting out the types of job covered by the various types of post in Parliament's secretariat	11.12.2015		1 IR
7 (1)	Mobility	Regulation governing staff mobility - Bureau Decision of 15 January 2018	01.02.2018		1 IR
		Practical arrangements for implementing the mobility policy - Decision of the Secretary-General of 16 February 2019	16.02.2019		1 IR
9	Reports Committee	Decision of the President of 30 September 1993	30.09.1993		1 IR

Title II - Rights and Obligations of Officials

11-26	Code of Conduct	Bureau Decision of 7 July 2008 - Guide to the obligations of officials and other servants of the European Parliament	07.07.2008		1 IR
12a	Harassment	Internal Rules for the advisory committee on harassment and its prevention at the workplace - DV\608697 - 21 February 2006	21.02.2006		1 IR
		Bureau Decision on the functioning of the advisory committee dealing with harassment complaints concerning Members of the European Parliament and its procedures for dealing with complaints	01.09.2018		1 IR
22a - c	Whistleblowing	Decision of the Secretary-General on Internal rules implementing article 22c of the Staff Regulations	01.01.2016	30.11.2023	1 IR
		Bureau Decision on internal rules implementing article 22c of the Staff Regulations	01.12.2023		
24	Requests for assistance - Harassment complaints concerning MEPs	Bureau Decision on the functioning of the advisory committee dealing with harassment complaints concerning Members of the European Parliament and its procedures for dealing with complaints	01.09.2018		1 IR
24a	Training	Internal Rules on professional training for European Parliament staff	01.01.2013	29.02.2021	1 IR
		Decision of the Secretary General on Learning and Development for staff of the European Parliament	01.03.2021		

Title III – Career of Officials					
Chapter 1 – Recruitment					
27	Geographical balance	General implementing provisions giving effect to Article 27 of the Staff Regulations of officials of the European Union, adopted by Bureau Decision of 21 November 2022	01.12.2022		1 GIP
27 - 34	Recruitment	General implementing provisions governing competitions and selection procedures, recruitment and the grading of officials and other servants of 17 October 2014	01.11.2014		1 GIP
29(2)	Recruitment of senior officials	Bureau Decision laying down the steps in the procedure for appointing senior officials (last amended on 18 February 2008)	16.05.2000		1 IR
Chapter 2 - Administrative Status					
Section 2 – Secondment					
37(a)	Secondment	Internal Rules on secondment of officials of 16 October 2014, pursuant to article 37 (a)	01.11.2014		1 IR
Section 3 - Leave on personal grounds					
40	Leave on personal grounds	Internal rules on leave on personal grounds and unpaid leave	01.11.2014		1 IR
Section 6 - Parental or family leave					
42a	Parental leave	Decision of the Secretary-General of 4 September 2014 on General implementing provisions concerning parental leave	01.10.2014		1 GIP
42b	Family leave	Internal rules on family leave of 4 of June 2014	01.07.2014		1 IR
Chapter 3 - Reports, advancement to a higher step and promotion					
43	Annual report	General implementing provisions applicable to article 43 of the Staff Regulations of officials and article 15(2) and 87(1) of the Conditions of employment of other servants (staff reports),	01.11.2014		1 GIP
		Internal Rules governing application of the General implementing provisions applicable to article 43 of the Staff Regulations of officials and article 15(2) and 87(1) of the Conditions of employment of other servants (staff reports)	01.11.2014		1 IR
		General implementing provisions governing the staff reports procedure applicable to senior management pursuant to article 43 of the staff regulations and article 15(2) of the conditions of employment of other servants	27.02.2015		1 GIP
44(2) - 46	Confirmation in management posts	Internal Rules confirming the appointments of head of units, directors and directors-general (last amended on 18 July 2014)	07.07.2008		1 IR
45	Promotion	Internal rules on advisory promotions committees	18.07.2014		1 IR
		Internal rules on the award of merit points and promotions	20.12.2017		1 IR
		Decision of the Secretary-General of 20 June 2014 on Policy on promotions and career progression	20.06.2014		1 IR
45a	Certification	General implementing provisions relating to the certificate procedure (article 45a of the Staff Regulations) (last amended on 7 July 2008)	26.09.2005		1 GIP

Chapter 4 - Termination of Service					
Section 4 - Procedures dealing with incompetence					
51	Professional incompetence	Internal rules on implementing article 51 of the Staff regulations	01.01.2016		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working conditions of interpreters	Provisions applicable to Staff Interpreters and Conference Interpreting Agents in the European Parliament - Decision of the Secretary-General of 19 July 2018	08.09.2018	05.11.2023	1 IR
		Provisions applicable to Staff Interpreters and Conference Interpreting Agents in the European Parliament - Decision of the Secretary-General of 27 October 2023	06.11.2023		
55	Teleworking	Decision of the Secretary-General concerning the teleworking scheme for linguists working in the translation directorate	10.02.2009	31.08.2021	1 IR
		Decision of the Secretary-General on teleworking in the European Parliament	01.11.2019	31.08.2021	
		Decision of the Secretary-General on teleworking in the European Parliament of 16 July 2021	01.09.2021	31.11.2022	
		Decision of the Secretary-General on teleworking in the European Parliament of 29 November 2022	01.12.2022		
55a + Annex IV a	Part time work	Decision of the Secretary-General of 4 June 2014 on Internal rules on part-time working	01.07.2014		1 IR
56 + Annex VI	Overtime	Internal rules on overtime	01.01.2014		1 IR

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	Internal rules governing leave (amended by Decision of the Secretary-General of 2 April 2023)	01.01.2014		1 IR
58	Maternity leave	Internal rules governing leave (amended by Decision of the Secretary-General of 2 April 2023)	05.09.2014		1 IR
59-60	Sick leave	Internal rules on medical examinations in connection with absence from work on medical grounds and periodic medical examinations of persons claiming the invalidity allowance	12.09.2014		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1 - 3)	Family allowances	General implementing provisions concerning family allowances	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	General implementing provisions on granting the household allowance by special decision	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	General implementing provisions relating to persons treated as dependent children	01.05.2004		1 GIP
67 - 68 + Annex VII (article 3)	Education allowance	General implementing provisions concerning the granting of the education allowance	01.12.2016		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7- 8)	Travel expenses	General implementing provisions on the payment of annual travel expenses	01.01.2014		1 GIP

71 + Annex VII (Art 8)	Place of origin	General implementing provisions for determining or changing place of origin	01.01.2014		1 GIP
71 + Annex VII (Art 9)	Removal expenses	General implementing provisions on the reimbursement of removal expenses	01.01.2014		1 GIP
71 + Annex VII (Art 11 -13a)	Mission and duty travel expenses	General implementing provisions concerning reimbursement of mission and duty travel expenses	10.09.2009		1 GIP
		Internal rules governing missions and duty travel by officials and other servants of the European Parliament (Decision of the Secretary-General of 20/07/2018)	01.09.2018		1 IR

Chapter 2 - Social Security benefits					
Art 76	Financial assistance	Internal rules on the application of Article 76 of the staff regulations on financial assistance for officials and other staff in a particularly difficult financial position	01.12.2016		1 IR

Chapter 3 + Annex VIII - Pensions and invalidity allowance					
77+Annex VIII (Art 11 - 12)	Transfer of pension rights	General implementing provisions for the transfer of pension rights,	01.08.2011		1 GIP
Art 73 and 78 + Annex VIII	Invalidity allowance	Internal rules on the procedure for convening the invalidity committee	24.09.2010		1 IR

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	Decision of the Secretary-General of 18 May 2004 on General implementing provisions governing disciplinary proceedings and administrative investigations	01.05.2004		1 GIP
86 + Annex IX	Investigations concerning EPSO selection boards	Decision of the Secretary-General of 25 April 2006	25.04.2006		1 IR

Conditions of Employment of Other Servants					
Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
Title II - Temporary Staff					
Chapter 1 - General provisions					
8 + 12(5)	General policy for the engagement of Temporary staff	General implementing provisions governing competitions and selection procedures, recruitment and the grading of officials and other servants of 17 October 2014	01.11.2014		0
10	Reclassification of Temporary staff	Internal rules on the reclassification of temporary staff employed under article 2(a) of the conditions of employment of others servants	21.10.2014		1 IR

Chapter 4 – Working conditions					
17 + 91	Maternity leave and maternity pay	Internal rules governing leave (amended by Decision of the Secretary-General of 12 April 2023)	01.01.2014		0

Title IV - Contract Staff					
Chapter 1 - General provisions					
79(2)	Use of Contract Staff	General implementing provisions governing competitions and selection procedures, recruitment and the grading of officials and other servants of 17 October 2014	01.11.2014		0

Chapter 3 - Conditions of engagement					
82	Recruitment procedures for Contract Staff	General implementing provisions governing competitions and selection procedures, recruitment and the grading of officials and other servants of 17 October 2014	01.11.2014		0
86	Grading upon recruitment	General implementing provisions governing competitions and selection procedures, recruitment and the grading of officials and other servants of 17 October 2014	01.11.2014		0

Chapter 4 - Special provisions for members of the contract staff referred to Article 3a					
87	Appraisal of Contract Staff	General implementing provisions applicable to article 43 of the Staff Regulations of officials and article 15(2) and 87(1) of the Conditions of employment of other servants	01.11.2014		0
		Internal Rules governing application of the General implementing provisions applicable to article 43 of the Staff Regulations of officials and article 15(2) and 87(1)	01.11.2014		0

Chapter 5					
90	Auxiliary Conference interpreters	Decision of the Bureau of 15 December 2008. EP rules applicable to conference interpreters recruited under Article 90 CEOS	01.02.2009		1 IR
90	Working conditions of interpreters	Provisions applicable to Staff Interpreters and Conference Interpreting Agents in the European Parliament - Decision of the Secretary-General of 19 July 2018	08.09.2018	05.11.2023	1 IR
		Provisions applicable to Staff Interpreters and Conference Interpreting Agents in the European Parliament - Decision of the Secretary-General of 27 October 2023	06.11.2023		

Title VII – Parliamentary assistants					
125 - 139	Implementing measures for Title VII	Implementing measures for title VII of the conditions of employment of other servants of the European Union (amended by Bureau Decision of 2 October 2017 and 5 July 2021)	14.05.2014		1 IR

COUNCIL OF THE EUROPEAN UNION

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Disability	Decision no 12/2019 implementing Article 1d(4) of the Staff Regulations as regards reasonable accommodation arrangements for persons with disabilities and establishing the procedures for the handling of requests	15.4.2019		1 GIP
1d(4) + 76	Granting of supplementary aid for persons with a disability	Decision No 20/2021 implementing the Interinstitutional Guidelines of 30 April 2020 for the implementation of supplementary aid for persons with a disability	27.5.2021		1 IR
1e(2)	Health and safety	Decision no 61/16 updating the role and tasks of the joint committee on improving health and safety at work updating the role and tasks of the joint committee on improving health and safety at work	01.01.2017		1 IR
2	AIPN powers	Council Decision (EU) 2017/262 of 6 February 2017 determining, for the General Secretariat of the Council, the appointing authority and the authority empowered to conclude contracts of employment, and repealing Decision 2013/811/EU	06.02.2017		1 IR
		Decision No 16/2017 of the Secretary-General of the Council delegating the powers of decision and the power to sign concerning the application of the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants, and repealing DE 22/14 and DE 23/14 (amended by Decision No 23/22 of the Secretary-General of the Council amending Decision No 16/2017 delegating the powers of decision and the power to sign concerning the application of the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants, in order to ensure continuity in the event of the Secretary-General's post becoming vacant, adopted on 29 April 2022)	02.05.2017		1 IR
		Decision No 39/18 of the Director-General for organisational development and services delegating the power of signature for acts covered in the delegation of the powers of decision and the power to sign under Decision No 16/2017 of the Secretary-General, and repealing DE 25/18	14.09.2018		1 IR
		Decision of the Secretary-General No 72/2014 on the delegation of powers conferred on the Appointing Authority/AECE in respect of the establishment of the rights set out in Title 3 of the service level agreement concerning collaboration between the Council of the European Union and the European Commission in the establishment and administration of pension rights	01.01.2015		1 IR
		Decision no 47/2015 of the Secretary-General of the Council on the delegation of powers conferred on the Appointing Authority/Authority Empowered to Conclude Contracts of Employment for the establishment of the entitlements relating to the annual update of salaries and pensions, correction coefficients, allowances, and rebates for officials and other servants of the European Council and of the Council	27.07.2015		1 IR
5 + Annex I	Types of posts and post titles	Decision no 45/17 of the Secretary-General of the Council of the European Union on types of post and post titles, and repealing DE 24/16	16.11.2017		1 IR
5 + Annex I and Annex XIII (article 30 - 31)	Assignment of officials holding special responsibilities to "Head of unit or equivalent" or "Adviser or equivalent" before 31 December 2015	Decision 6/14 on the assignment of officials AD 9-14 holding special responsibilities to the type of post "Head of Unit or equivalent" or "Adviser or equivalent" before 31/12/2015 (last amended by Decision 34/14 amending the organization chart of management posts and administrative entities and making appointments to management, adviser and/or head of unit equivalent positions)	01.01.2014		1 IR
7	Transfer	Decision no 36/2017 of the Secretary-General of the Council of the European Union on mobility in the General Secretariat of the Council, and repealing DE 101/2011 and DE 21/2015	12.07.2017		1 IR

Title II - Rights and Obligations of Officials

11-21	Ethics and Integrity	Decision 61/2015 on outside activities and assignments replaces provisions of Staff Note 124/2000 and Staff Note 99/1998 on outside activities, and replaces DE 34/13 on favours and gifts	16.11.2015		1 IR
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		Decision No 43/2019 on the implementation of the second paragraph of Article 16 of the Staff Regulations of Officials of the European Union and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union	08.10.2019		1 IR
12a	Harassment	Decision 15/2015 concerning psychological and sexual harassment at work	01.05.2015	29.6.2021	1 IR
		DecisionNo 23/2021 concerning psychological and sexual harassment at work within the General Secretariat of the Council	29.6.2021		
11, 11a, 12, 12b, 15, 16, 17, 17 a, 19, 55, Article 3 of Annex IVa, Article 13(2) of Annex VIII, CEOS Articles 11, 16, 81, 91	Outside activities	Decision 61/2015 on outside activities and assignments	16.11.2015		0
16		Decision No 43/2019 on the implementation of the second paragraph of Article 16 of the Staff Regulations of Officials of the European Union and Articles 11 and 81 of the Conditions of Employment of Other Servants of the European Union	08.10.2019		0
22a -c	Whistleblowing	Decision 03/2016 adopting internal rules for reporting serious irregularities - Procedures for the implementation of Articles 22a, 22b and 22c of the Staff Regulations and 66.8 of the Financial Regulation	29.02.2016		1 IR

Title III – Career of Officials

Chapter 1 – Recruitment

27-34	Recruitment	Decision 18/2015 adopting general implementing provisions on the criteria applicable to classification in step upon recruitment of officials or engagement of temporary staff, and repealing Council Decision of 29.04.2004	25.03.2015		1 GIP
34	Probation	Decision no 45/23 of the Secretary-General of the Council of the European Union on probationary periods (Articles 34 and 44 of the Staff Regulations and Articles 14, 20(4) and 84 of the CEOS)	14.9.2023		1 IR

Chapter 2 - Administrative Status

Section 3 - Leave on personal grounds

40	Leave on personal grounds	Decision 9/2014 on leave on personal grounds	01.01.2014		1 IR
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Section 6 - Parental or family leave

42a	Parental leave	Decision 11/2014 adopting general implementing provisions on parental leave	01.01.2014		1 GIP
42b	Family leave	Staff Note 67/04 on implementation of the amended Staff Regulations – Leave on personal grounds/Parental leave/Family leave	07.05.2004		1 IR

Section 7 - Leave in the interests of the service

42c	Leave in the interests of the service	Decision No 15/2020 on the implementation of leave in the interests of the service (Article 42c of the Staff Regulations)	19.2.2020		1 IR
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Chapter 3 - Reports, advancement to a higher step and promotion

43	Annual report	Council Decision laying down the general implementing provisions for the application of Article 43 of the Staff Regulations of Officials, on periodical report, published as Annex I to CP 99/89 of 28.07.1989 about general instructions on the preparation of staff reports	19.10.1981		1 GIP
45	Promotion	Decision no 33/14 amending decision No 194/83 on Advisory Committees on Promotion within the General Secretariat of the Council	30.04.2014		1 IR

45a	Certification	Decision n° 34/2017 adopting general implementing provisions on certification pursuant to article 45a of the staff regulations, and repealing DE 62/2015	16.10.2017	26.9.2023	1 GIP
		Decision N° 55/2023 adopting general implementing provisions on certification pursuant to Article 45a of the Staff Regulations	26.9.2023		

Chapter 4 - Termination of Service

Section 4 - Procedures dealing with incompetence

51	Professional incompetence	Decision 46/2015 on the procedure of identifying, dealing with and remedying cases of professional incompetence	29.07.2015		1 IR
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Title IV - Working conditions of officials

Chapter 1 - Hours of work

55	Working-time	Decision No 50/2018 on working time, and repealing Decision 42/2017	01.01.2019	12.10.2023	1 IR
		Decision No 59/2023 of the Secretary-General of the Council on working time and teleworking at the General Secretariat of the Council	12.10.2023		
55a + Annex IV a	Part time work	Decision 14/2014 on part time work of 1 January 2014 (Article 55a of the staff regulations and Annex IV a)	01.01.2014		1 IR
		Decision no 50/2018 on working time, and repealing DE 42/2017	01.01.2019	12.10.2023	0
		Decision No 59/2023 of the Secretary General of the Council on working time and teleworking at the General Secretariat of the Council	12.10.2023		
		Decision no 59/2016 on teleworking, and repealing Decisions 144/2012, 145/2012, 146/2012, 147/2012, 12/2013 and 1/2016	01.01.2017	26.2.2020	0
	Teleworking	Decision No 8/2020 on teleworking	26.2.2020	12.10.2023	
		Decision No 59/2023 of the Secretary-General of the Council on working time and teleworking at the General Secretariat of the Council	12.10.2023		
56 + Annex VI	Overtime	Decision no 50/2018 on working time, and repealing DE 42/2017	01.01.2019	12.10.2023	0
		Decision No 59/2023 of the Secretary-General of the Council on working time and teleworking at the General Secretariat of the Council	12.10.2023		
		Decision no 26/2017 laying down provisions governing the granting of the fixed monthly allowance for overtime for secretaries in the private offices of the President of the European Council and the Secretary-General of the Council; for the close protection team of the President of the European Council within the Security Office; and for drivers of the General Secretariat of the Council, and repealing DE 49/10, Decision of the Deputy Secretary-General of 15 June 2006, and Decision of the Deputy Secretary-General of 26 June 2006	15.05.2017	20.10.2023	1 IR
		Decision No 56/2023 of the Secretary-General of the Council laying down provisions governing the granting of the fixed monthly allowance for overtime for secretaries in the private offices of the President of the European Council and the Secretary-General of the Council, for the close protection team of the President of the European Council within the Safety and Security Directorate, and for drivers of the General Secretariat of the Council	20.10.2023		

Chapter 2 – Leave

57 + Annex V	Annual Leave and Special leave	Decision 1/2014 laying down rules for the application of the provisions of the SR in relation to leave for officials in active employment within the General Secretariat of the Council	01.01.2014	27.5.2021	1 IR
		Decision No 22/2021 of the Secretary-General of the Council laying down rules for the application of the provisions of the Staff Regulations on leave within the General Secretariat of the Council	27.5.2021	12.10.2023	

		Decision No 58/2023 of the Secretary-General of the Council laying down rules for the application of the provisions of the Staff Regulations on leave within the General Secretariat of the Council	12.10.2023		
58	Maternity leave	Decision 1/2014 laying down rules for the application of the provisions of the SR in relation to leave for officials in active employment within the General Secretariat of the Council	01.01.2014	27.5.2021	0
		Decision No 22/2021 of the Secretary-General of the Council laying down rules for the application of the provisions of the Staff Regulations on leave within the General Secretariat of the Council	27.5.2021	12.10.2023	
		Decision No 58/2023 of the Secretary-General of the Council laying down rules for the application of the provisions of the Staff Regulations on leave within the General Secretariat of the Council	12.10.2023		
59, 60	Absence owing to illness or accident	Decision No 9/2022 of the Secretary-General of the Council laying down rules for applying the provisions of the Staff Regulations in relation to absence owing to illness or accident	05.04.2022		1 IR
59(6)	Annual medical visit	Decision 43/2015 relating to the determination of the maximum reimbursement amount for practitioner's fees relating to the annual medical check-up for 2015	08.07.2015		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1 - 3)	Family allowance	Council Decision adopting general implementing provisions for Articles 67 and 68 of the Staff Regulations of officials of the European Communities and Articles 1, 2 and 3 of Annex VII thereto (published as Annex XI to Staff Note 80/04)	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	Council Decision adopting the general implementing provisions concerning the granting of the household allowance by special decision (published as Annex II to Staff Note 80/04)	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	Council Decision of 29 April 2004 adopting the general implementing provisions concerning a person treated as a dependent child (Article 2(4) of Annex VII to the Staff Regulations) (published as Annex III to Staff Note 80/04)	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 3)	Education allowance	Decision 13/2014 adopting general implementing provisions for granting of the education allowance	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7 - 8)	Travel expenses	Decision 12/2014 adopting general implementing provisions on travel expenses from the place of employment to the place of origin	01.01.2014		1 GIP
71+Annex VII (Art 8)	Place of origin	Decision n° 32/2019 on determining the place of origin (Article 7(4) of Annex VII to the Staff Regulations), and repealing Decision 10/2014	18.07.2019		1 IR
71+Annex VII (Art 9)	Removal expenses	Decision n° 38/2019 adopting general implementing provisions on removal expenses (Article 9 of Annex VII to the Staff Regulations), and repealing DE 8/2014	18.07.2019		1 GIP
71+Annex VII (Art 11 - 13a)	Mission and duty travel expenses	Decision no 13/2019 on the general implementing provisions adopting the Guide to missions and authorised travel for officials and other staff of the General Secretariat of the Council and other persons treated as such, and repealing DE 57/2015	01.04.2019		1 GIP

Chapter 3 + Annex VIII and XIII - Pensions and invalidity allowance					
77+Annex VIII (Art 11 -12)	Transfer of pension rights	General implementing provisions for articles 11 and 12 of annex VIII relating to the transfer of pension rights (amended by Decision No 9/2021 of 7 May 2021)	01.12.2011		1 GIP

73 + 78	Occupational origin of invalidity	Decision n° 51/2022 of the Director-General for organisational development and services on the Legal Advisers to the Administration Unit's competence to carry out administrative inquiries with a view to establishing facts in cases concerning possible recognition of the occupational origin of the invalidity under Article 78, fifth paragraph, of the Staff Regulations, and Article 33(1), fourth subparagraph, and Article 101(3) of the Conditions of Employment of Other Servants of the European Union, and with a view to establishing facts in cases concerning possible recognition of an occupational disease under Article 73 of the Staff Regulations, and Articles 28 and 95 of the Conditions of Employment of Other Servants of the European Union, where such cases may be related to working conditions outside the strictly medical realm	12.10.2022		1 IR
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Title VI Disciplinary measures					
86	Disciplinary measures	Decision No 6/2021 of the Secretary-General of the Council of the European Union adopting general implementing provisions on administrative investigations and disciplinary proceedings	15.09.2021		1 GIP

Conditions of Employment of Other Servants					
Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting

Title II - Temporary Staff					
Chapter 4 – Working conditions					
17 + 91	Maternity leave and maternity pay	Decision 15/2014 on maternity leave and pay for women whose maternity leave begins before the end of their contract	01.01.2014		1 IR

Title IV - Contract Staff					
Chapter 1 - General provisions					
79(2)	Use of contract staff	Decision 7/14 adopting General implementing provisions on the procedures governing the engagement and the use of contract staff, and repealing DE of 16 June 2011	01.01.2014		1 GIP

Chapter 3 - Conditions of engagement					
82	Recruitment procedures for contract staff	Decision 7/14 adopting General implementing provisions on the procedures governing the engagement and the use of contract staff, and repealing DE of 16 June 2011 (published as Annex to CP 61/11 of 23.06.2011)	01.01.2014		0
86	Grading upon recruitment	Decision 7/14 adopting General implementing provisions on the procedures governing the engagement and the use of contract staff, and repealing DE of 16 June 2011 (published as Annex to CP 61/11 of 23.06.2011)	01.01.2014		0

Chapter 4 - Special provisions for members of the contract staff referred to Article 3a					
87	Classification of contract staff	Decision no 30/2019 concerning the classification of contract staff in the next higher grade in the same function group, and repealing DE 55/2014	21.05.2019		1 IR

EUROPEAN COMMISSION

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Disability	C(1998)2765/1 - Code of Good Practice for the Employment of People with Disabilities (last amended by Commission decision C(2003)4362)	15.09.1998		1 IR
		C(2004)1318 Commission Decision implementing article 1d(4) of the staff regulations	01.05.2004		1 IR
1e(1) (76)	Measures of social nature	C(2013)4876 final of Commission Decision on the guidelines for assistance with home care or care for a sick child	09.08.2013		1 IR
1e(1)/(2)	Telework	C(2022)1788 final Commission Decision on working time and hybrid working	01.04. 2022		0
1e(2)	Health and safety	C(2003)1670/3 Commission Decision on the protection of staff against the effects of tobacco smoke in Commission buildings	01.05.2004		1 IR
		C(2006)1623 final Commission Decision establishing a harmonized policy for health and safety at work for all commission staff	26.04.2006		1 IR
		C(2020)5973 final Commission decision on Specific Health and Safety Rules for the Commission Sites of Brussels and Luxembourg amended by Decision C(2020)7603 final of 28/10/2020, amended by Decision C(2021)7699 final of 21.10.2021 last amendment by Decision C(2022)332 final of 14.1.2022	27/08/2020		1 IR
2	AIPN Powers	C(2013)3288 final Commission Decision on the exercise of powers conferred by the Staff Regulations on the appointing authority (AIPN) and by the Conditions of Employment of Other Servants on the authority empowered to conclude contracts of employment (AHCC) (amended by Decision C(2016)1881 final (amended by Decision C(2019)9435 final of 23.12.2019)	09.10.2013	16.2.2022	1 IR
		C(2021)9126 final Commission Decision of on the exercise of powers conferred by the Staff Regulations on the appointing authority (AA) and by the Conditions of Employment of Other Servants on the authority authorised to conclude contracts of employment (AACE) (last amended by Decision C(2023)6797 final of 13.10.2023)	16.2.2022		
5 + Annex I	Types of posts and post titles	C(2013)8979 final - Commission Decision on types of post and post titles	01.01.2014		1 IR
		C(2016)3214 final Commission Decision concerning the function of adviser	08.06.2016		1 IR
		C(2010)453 final Commission Decision on the increase of the quota of non-structural advisers in the Directorate-General for Informatics	02.02.2010		1 IR
5 + Annex I and Annex XIII (article 30 - 31)	Assignment of officials holding special responsibilities to "Head of unit or equivalent" or "Adviser or equivalent" before 31 December 2015	C(2013)8979 final Commission Decision on types of post and post titles	01.01.2014		0
7	Transfer	C(2008)3983 final Commission decision on establishing Rules on the rotation of officials in Representations	01.08.2008		1 IR
		C(2009)7839 final laying down implementing rules as regards temporary occupation of management posts	20.10.2009		1 IR
		SEC(2002)146 Guidelines on Mobility (as amended by C(2003) 3985 - Modification of the guidelines on mobility)	12.02.2002		1 IR
9	Committees	Rules laying down the composition and operation of the StaffCommittee of 22/10/1997	23.12.1997		1 IR

		C(2011)3588 final on the human and financial resources to the Staff Committee of the European Commission	27.05.2011		1 IR
		C(2005)2665 on improving social dialogue in the Commission through Joint Committees	15.07.2005		1 IR

Title II - Rights and Obligations of Officials					
11-21	Ethics and Integrity	Administrative Notice N° 4-2019 of 8 January 2019 on Social Media Guidelines for staff	08.01.2019	09.06.2023	1 IR
		Administrative Notice N° 22-2023 Social media guidelines for Commission staff	09.06.2023		
		SEC(2012) 167 final Communication from Vice-President Šefčovič to the Commission on Guidelines on Gifts and Hospitality for the staff members published as Administrative Notice N° 07-2012	7.3.2012		1 IR
		Administrative Notice 24-2016 - Guidelines for staff on the use of the Commission information and communication technology services	18.05.2016		1 IR
12a (1d, 12, 24, 110)	Harassment	C(2006)1624/3 Commission Decision on the European Commission policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment	27.04.2006	13.12.2023	1 IR
		C(2023)8630 final Commission Decision on the prevention of and fight against psychological and sexual harassment, and repealing Decision C(2006) 1624/3	13.12.2023		
12b (11-11a-12 15- 16 – 17-17a-19-40-55)	Outside activities	C(2018)4048 final Commission Decision on outside activities and assignments and on occupational activities after leaving the Service	01.09.2018		1 IR
15 (11a-12-17)	Outside activities-staff conduct linked to elections	C(2019)1120 final Commission Decision on the conduct of officials and other staff during the European elections campaign in 2019	01.03.2019		1 IR
22	Financial responsibility	SEC(2004)730/5 Guidelines for applying Article 22 of the Staff Regulations (Financial liability of officials)	09.06.2004		1 IR
22 a-c	Whistleblowing	Administrative Notice 16-2013 - Communication from Vice- President Šefčovič to the Commission on Guidelines on Whistleblowing (SEC(2012) 679)	06.12.2012		1 IR
24a	Training	C(2016)3827 final - Commission Decision repealing existing rules on learning and development	25.06.2016		
		C(2016)3828 final Commission Decision on rules on access to training, in implementation of the learning and development strategy of the European Commission C(2016)3829 final - Communication to the Commission on Learning and Development Strategy of the European Commission	24.06.2016		1 IR
24a (57, Annex V)	Training on own initiative	C(2016)3855 final - Commission Decision on training on the own initiative of the member of staff	25.06.2016		1 IR

Title III – Career of Officials					
Chapter 1 – Recruitment					
32	Recruitment	C(2013)8970 final Commission Decision laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement	01.01.2014		1 GIP
29 (4, 43)	Appointment of Senior officials	C(2007)380 - Commission Decision laying down the Rules of procedure for the Consultative Committee on Appointments (CCA)	07.02.2007		1 IR
29 (4,5,7)	Middle management	C(2016)3288 final Commission Decision on middle management staff	16.06.2016		1 IR

Chapter 2 - Administrative Status					
Section 2 - Secondment					
38	Secondment	C(2013)5555 final Commission Decision on Administrative Aspects of External Mobility C(2013) 5554 final on Guidelines on External Mobility	03.09.2013		1 IR

Section 3 - Leave on personal grounds					
40	Leave on personal grounds	C(2013)9054 final Commission Decision on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the European Union	01.01.2014		1 IR

Section 6 - Parental or family leave					
42a	Parental leave	C(2010)7572 final Commission Decision on the general provisions for implementing Article 42a of the Staff Regulations concerning parental leave	01.01.2011		1 GIP
42b	Family leave	C(2010)7494 final Commission Decision on Article 42b of the Staff Regulations concerning family leave	01.01.2011		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion					
43 - 44(1)	Annual report	C(2013)8985 final Commission Decision laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations (last amended by Decision C(2016) 7270 final of 17.11.2016)	01.01.2014		1 GIP
44(2) - 46	Confirmation in management post	C(2004) 1891/2 - Commission Decision on the application of Articles 44(2) and 46 of the Staff Regulations and in Article 7(4) of Annex XIII to the Staff Regulations	24.05.2004		1 IR
45	Promotion	C(2013)8968 final Commission Decision laying down general provisions for implementing Article 45 of the Staff Regulations	01.01.2014		1 GIP
45a	Certification	C(2013)6859 final Commission Decision of 22.10.2013 on general provisions for implementing Article 45a of the Staff Regulations	29.10.2013		1 GIP

Chapter 4 - Termination of Service					
Section 4 - Procedures dealing with incompetence					
51 (9, 43, 44, 110 and Annex II art 12)	Professional incompetence	C(2019)6855 final on procedures for dealing with professional incompetence	04.10.2019		1 IR

Section 6 - Honorary rank					
54	Honorary rank	C(2012)3192 final Commission Decision on the granting of honorary ranks	07.06.2012		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	C(2014)2502 final Commission Decision on Working Time	01.06.2014	01.04.2022	1 IR
55 (1e paras (1),(2))		C(2022)1788 final Commission Decision on working time and hybrid working	01.04. 2022		
55	Telework	C(2015)9151 final - Commission Decision on the implementation of telework in Commission Departments	01.01.2016	01.04.2022	0
		C(2022)1788 final Commission Decision on working time and hybrid working	01.04. 2022		

55a + Annex IV a	Part time work	C(2015)9720 final - Commission Decision on Article 55a of the Staff Regulations and Annex IVa thereto concerning part- time work	09.01.2016		1 IR
55b	Job-Sharing	C(2004)1314 Commission Decision on Article 55b of the Staff regulations concerning job-sharing	01.05.2004		1 IR
56 Annex VI	Overtime	C(2004)1318/5 Commission Decision on the duties of Commission drivers (last amended by C(2019) 7822 final of 30.10.2019)	01.05.2004		1 IR
		C(1986)0905/6 - Commission decision on overtimes of officials and agents C from the Cabinets	01.05.1985		1 IR

Chapter 2 – Leave					
57 -58+ Annex V	Annual Leave and Special leave	C(2013)9051 final Commission Decision on leave (last amended by Decision C(2020)1559 final)	01.01.2014		1 IR
		C(2013) 9035 final Commission Decision on home leave for officials, temporary agents and contract agents posted in third countries (second paragraph of Article 7 Annex V to the Staff Regulations)	01.01.2014	01.01.2022	1 IR
		C(2022)1715 final Commission Decision on home leave for officials, temporary staff and contract staff serving in a third country (second paragraph of Article 7 Annex V to the Staff Regulations)	01.01.2022		
		C(2023)622 final Commission Decision on specific employment conditions applicable to the staff posted to the Commission Office in Nuuk, Greenland	27.1.2023		0
57-58	Maternity leave	C(2013)9051 final Commission Decision on leave (last amended by C(2020)1559 final)	01.01.2014		0
59-60	Sick leave	C(2004)1597/11 Commission Decision introducing implementing provisions on absences as a result of sickness or accident	01.05.2004		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (article 1-3)	Family allowances	C(2004)1364 final/4 Commission Decision - General Implementing Provisions for giving effect to articles 67 and 68 of the Staff Regulations and articles 1, 2 and 3 of Annex VII thereto	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	C(2004)1364 final/1 - General implementing provisions on granting the household allowance by special decision	01.05.2004		1 GIP
67 - 68 + Annex VII (article 2(4))	Person treated as dependent child	C(2004)1364 final/2 - Commission Decision on General implementing provisions concerning persons to be treated as dependent children (Article 2(4) of Annex VII to the Staff	01.06.2004		1 GIP
67 b + Annex VII (article 3)	Education allowance	C(2013)8971 final Commission Decision on general implementing provisions on granting the education allowance (Article 3 of Annex VII to the Staff Regulations)	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 8)	Travel expenses	C(2013)8987 final Commission Decision laying down general provisions giving effect to Article 8 of Annex VII to the Staff Regulations	01.01.2014		1 GIP
71 + Annex VII (Art 7(4))	Place of origin	C(2013)8982 final Commission Decision laying down general implementing provisions to Article 7(4) of Annex VII to the Staff Regulations on determining the place of origin	01.01.2014		1 GIP
71+ Annex VII (Art 9)	Removal expenses	C(2013)9040 final on General implementing Provisions on removal expenses	01.01.2014		1 GIP
71+ Annex VII (Art 11-13)	Mission and duty travel expenses	C(2002)98 fixing the rates of the daily subsistence allowance and the ceilings for the reimbursement of hotel expenses for missions outside the EU	24.01.2002		1 IR
		C(2017)5323 final on the general provisions for implementing Articles 11, 12 and 13 of Annex VII to the Staff Regulations of Officials (mission expenses) and on authorised travel – Guide to missions and authorised travel	28.09.2017		1 GIP

Chapter 2 - Social Security benefits					
72	Reimbursement of medical expenses	C(2007)3195 final Commission Decision laying down general implementing provisions for the reimbursement of medical expenses amended by C(2019)2084 final of 25.03.2019 amended by C(2020)3002 final of 12.5.2020 last amended by C(2023)7673 final of 17/11/2023	01.07.2007		1 GIP
76	Welfare grants and loans	C(2008)6610 final on the reorganisation of the Joint Advisory Committee on Welfare Grants and Loans (CCOPS) – formerly the Advisory Committee on Welfare Grants and Loans – and the revision of the rules on the conditions and procedures for awarding such exceptional assistance	12.11.2008		1 IR

Chapter 3 + Annex VIII and XIII - Pensions and invalidity allowance					
77+ Annex VIII (Art 4)	Calculation of pension rights	C(2004)1364 final/6 Commission Decision on General implementing provisions for Article 4 of Annex VIII to the Staff Regulations concerning the taking into account, for purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment	01.05.2004		1 GIP
77 + Annex VIII (Art 9)	Early retirement	C(2004)1588 final/5 Commission Decision on General implementing provisions on the early retirement of officials and temporary agents without reduction of pension rights (last amended by C(2006)3581 of 10.08.2006)	01.05.2004		1 GIP
77+ Annex XIII (Art 26)	Transfer of pension rights	C(2004)1588 final/2 General implementing provisions for Article 26 of Annex XIII to the Staff Regulations on transferring pension rights	01.05.2004		1 GIP
77+ Annex VIII (Art 11 - 12)		C(2011)1278 final Commission Decision on the General implementing provisions for Article 11 and 12 of Annex VIII on the transfer of pension rights (amended by C(2020)4818 final of 20/07/2020)	01.04.2011		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	C(2019)4231 final Commission Decision laying down general implementing provisions on the conduct of administrative inquiries and disciplinary proceedings	12.06.2019		1 GIP

Title VIIIa - Special Provisions applicable to the EEAS					
96	Management of EU Delegations	JOIN(2012)8 Final - Joint Decision of the Commission and the High representative of the Union for the foreign affairs and security policy on Cooperation Mechanisms concerning the Management of Delegations of the European Union	28/03/2012		1 IR

Title VIIIb + Annex X Special and exceptional provisions applicable to officials serving in a third country					
Annex X					
Chapter 1 - General Provisions					
Annex X (Art 1, 25)	General provisions	C(2005)1871 Commission Decision on general implementing provisions on insurance against the risk of accident for partners, children or other dependents of an official or a member of the temporary or contract staff of the European Communities serving in a third country	16.05.2005		1 GIP
Annex X (Art 2,3)	Mobility	C(2016)5378 final Commission Decision on the mobility of European Commission staff posted to European Union delegations	30.08.2016	26.02.2020	1 IR
		C(2020)997 final Commission Decision on the mobility of European Commission contract staff posted to European Union delegations	26.02.2020		
		C(2019)8633 final Commission Decision laying down detailed implementing rules on periodic transfers of officials serving in delegations by specific procedure (mobility procedure) +) + corrigendum C(2020)1813	29.11.2019		1 IR

Chapter 2 - Obligations					
Art 101a+Annex X (Art 5, 23)	Housing	C(2013)8965 final Commission Decision on rules for the implementation of housing policy in EU delegations	01.01.2014		1 IR
Annex X	Special provisions concerning Greenland	C(2023)622 final Commission Decision on specific employment conditions applicable to the staff posted to the Commission Office in Nuuk, Greenland	27.1.2023		1 IR

Chapter 3 - Working Conditions					
Annex X (Art 8)	Rest leave	C(2013)9027 final Commission Decision on management of rest leaves pursuant to Article 8 of Annex X to the Staff Regulations	01.01.2014		1 IR

Chapter 4 - Emoluments and social security benefits					
Section 1 - Emoluments and Family allowances					
Annex X (Art 10)	Allowance for living conditions	C(2013)9032 final Commission Decision on the living conditions allowance and the additional allowance referred to in Article 10 of Annex X to the Staff Regulations	01.01.2014		1 IR
Annex X (Art 12-13)	Currency and weighting	C(2004)1597/1 on the adjustment of weightings and corresponding exchange rates referred to in Articles 12 and 13 of Annex X	01.05.2004		1 IR
Annex X (Art 3,15)	Payment of Education allowance	C(2021)8179 final Commission Decision laying down general implementing provisions regarding the payment of the education allowance provided for in Article 15 of Annex X to the Staff Regulations to staff members for the duration of temporary assignments to the seat of the institution or anyother place of employment in the Union	17.11.2021		1 GIP
Annex X (Art 16)	Reimbursements to officials assigned in non member countries	C(2013)8990 final on reimbursements due to officials assigned to non-member countries	01.01.2014		1 IR

Section 2 - Rules relating to the reimbursement of expenses					
Annex X (Art 22)	Temporary accommodation allowance and the cost of transporting	C(2004)1597/2 Commission Decision concerning the application of Article 22 of Annex X on recovery of the temporary accommodation allowance and the cost of transport of the personal effects of the spouse and dependents	01.05.2004		1 IR

Section 3 - Social security benefits					
Annex X (Art 24)	Sickness insurance	Administrative Notice 642 - Commission decision on general provisions for implementing 1st and 2nd paragraphs of Article 24 of Annex X	17.09.1990		1 GIP
Annex X (Art 25)	Accident insurance	Commission Decision C(2005)1871 on the general implementing provisions on insurance against the risk of accident for the spouse, children and other dependents of an official or a member of the temporary or contract staff of the European Communities serving in a third country	16.05.2005		0

Title IX TRANSITIONAL AND FINAL PROVISIONS					
Annex XIII Transitional measures applicable to officials (article 107a)					
Annex XIII	Compensatory payment	C(2008)6236 Commission Decision on the introduction of a compensatory payment for officials having changed category before 1st May 2004	01.11.2008		1 IR
Annex XIII (Art 22, 26)	Pension rights	C(2004)1588 final/6 Commission Decision General implementing provisions for Article 22(4) of Annex XIII to the Staff Regulations	01.05.2004		1 GIP

Conditions of Employment of Other Servants

Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General provisions other agents

Chapter 1 - General provisions

2	Junior Professionals Programme	C(2022)9068 final Commission Decision on establishing the Junior Professionals Programme	01.01.2023		1 IR
2	Duration for the recourse to non-permanent staff	C(2004)1597/6 final Commission decision on the maximum duration for the recourse to non-permanent staff in the Commission services amended by C(2011)7071 final of 5/10/2011, C(2013)9028 final of 16/12/2013 last amendment by C(2019) 2548 final of 05.04.2019)	01.05.2004		1 IR

Title II - Temporary Staff

Chapter 1 - General provisions

2+8	General policy for the engagement and use of temporary agents	C(2013)9049 final on policies for engagement and use of temporary agents	01.01.2014		1 IR
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Chapter 4 – Working conditions

17 + 91	Maternity leave and maternity pay	C(2013)9020 final Commission Decision on maternity leave and maternity pay for women whose maternity leave begins before the end of their contract	01.01.2014		1 IR
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Chapter 6 – Social security benefits

39	Early retirement	C(2004)1588 final/5 Commission Decision on General implementing provisions on the early retirement of officials and temporary agents without reduction of pension rights (last amended by C(2006)3581 of 10.08.2006)	01.05.2004		0
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Title IV - Contract Staff

Chapter 1 - General provisions

79	Use of Contract Staff	C(2004)1597/6 final Commission decision on the maximum duration for the recourse to non-permanent staff in the Commission services amended by C(2011)7071 final of 5/10/2011, C(2013)9028 final of 16/12/2013 last amendment by C(2019) 2548 final of 05.04.2019)	01.05.2004		0
		C(2017)6760 final on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof	01.11.2017		1 GIP

Chapter 3 - Conditions of engagement

82	Recruitment procedures for Contract Staff	C(2004)1597/6 final Commission decision on the maximum duration for the recourse to non-permanent staff in the Commission services amended by C(2011)7071 final of 5/10/2011, C(2013)9028 final of 16/12/2013 last amendment by C(2019) 2548 final of 05.04.2019)	01.05.2004		0
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		C(2017)6760 final on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof	01.11.2017		0
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Chapter 4 - Special provisions for members of the contract staff referred to Article 3a

85	Staff engaged under national law ineligible to become contract agent	C(2008)4593 final Commission Decision concerning certain categories of staff employed by the European Commission within the European Union under a contract of unlimited duration according to national law of one of the Member States	28.08.2008		1 IR
86	Grading upon recruitment	C(2004)1597/6 final Commission decision on the maximum duration for the recourse to non-permanent staff in the Commission services amended by C(2011)7071 final of 5/10/2011, C(2013)9028 final of 16/12/2013 last amendment by C(2019) 2548 final of 05.04.2019)	01.05.2004		0
		C(2017)6760 final on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof	01.11.2017		0
87	Appraisal of Contract Staff	C(2014)2226 final Commission Decision on general provisions for implementing Article 87(1) of the Conditions of Employment of Other Servants of the European Union and implementing the first paragraph of Article 44 of the Staff Regulations	07.04.2014		1 GIP
87(3)	Reclassification of contract staff	C(2013)2529 final of Commission Decision on general provisions for implementing Article 87(3) of the Conditions of Employment of Other Servants of the European Union (last amended by C(2014)2222 final of 07.04.2014)	03.05.2013		1 GIP
90	Conference interpreters	C(2006)6975 Commission Rules applicable to conference interpreters engaged in accordance with Articles 78 and 90 of the Conditions of Employment of Other Servants of the European Communities	22.12.2006		1 IR

Chapter 11 - Special and exceptional provisions applicable to members of the contract staff serving in a third country

118	Mobility	C(2016)5378 final Commission Decision on the mobility of European Commission staff posted to European Union delegations (amended by C(2018)4765 final of 24.7.2018)	30.08.2016	26.02.2020	0
		C(2020)997 final Commission Decision on the mobility of European Commission contract staff posted to European Union delegations	26.02.2020		

Title V – Local staff

4+120	Conditions of Employment	Commission Framework rules laying down the conditions of employment of local staff serving in offices and delegations in the European Union	30.09.2002		1 IR
		Framework rules laying down the conditions of employment of local staff of the Commission of the European Communities serving in non-member countries which were adopted by the Commission on 21 November 1989	01.01.1990		1 IR
		C(2019)5686 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy on the Conditions of Employment of Local Staff of the European Union engaged in places outside the European Union	01.06.2020		1 IR
120+121	Joint Committees regarding Local Staff	JOIN(2020)1 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy on inter-institutional Joint Committees for certain policies regarding Local Staff	14.1.2020		1 IR
121	Social security	C(2015)3461 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy on the administrative and financial management of assets of the schemes set up to provide autonomous or complementary systems of social security for local staff in Union delegations	28.05.2015		1 IR

		C(2019)5684 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy on autonomous or complementary medical cover for Local Staff in Union Delegations in countries where coverage by the local system either does not exist or is insufficient	01.06.2020		1 IR
		C(2019)5685 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy on autonomous or complementary pension benefits for Local Staff in Union Delegations in countries where coverage by the local system either does not exist or is insufficient	01.06.2020		1 IR

Title VI – Special advisers					
5 +123 +124	Special Advisers	C(2007)6655 Rules on Special Advisers to the Commission	19.12.2007		1 IR
		C(2016)1962 final Commission Decision on the appointment of special advisers	01.04.2016		1 IR

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

COURT OF JUSTICE OF THE EUROPEAN UNION

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Handicap	Decision of the Registrar of the Court of Justice of 17 October 2022 on reasonable accommodation enabling a person with a disability to have access to and participate in employment	01.11.2022		1 IR
1e(1)	Teleworking	Decision of the administrative committee of the Court of Justice of 12 July 2021 laying down a teleworking scheme	01.05.2022		1 IR
1e(2)	Health and safety	Decision of the Registrar of the Court of Justice of 15 November 2016 on the appointment of workers dealing with protection and prevention on professional risks (amended by Decision of 12 July 2021)	15.11.2016		1 IR
1e	Social measures	Decision of the Registrar of the Court of Justice of 15 December 2017 on the grant of social assistance to the agents of the institution whose remuneration is lower than the minimum social wage in Luxembourg (amended by Decision of 11 January 2024)	01.01.2018		1 IR
2	AIPN Powers – Court of justice	Decision of the Court of Justice of 4 May 2004 on the exercise of powers conferred by the Staff Regulations to the appointing authority and the Conditions of Employment of Other Servants to the authority empowered to conclude contracts of employment (last amended by Decision of 5 February 2019)	04.05.2004		1 IR
2	AIPN Powers - General Court	Decision of the General Court of 22 September 2014 on the AIPN powers (last amended by the Decision of 14 December 2016)	22.09.2014	03.02.2022	0
		Decision of the General Court setting up a committee for certain powers of the AIPN	22.09.2014	03.02.2022	
		Decision of the General Court of 11 December 2019 amending the decision of the General Court of 22 September 2014 determining the appointing authority and the authority authorised to conclude contracts of employment for officials and other servants assigned to General Court	11.12.2019	03.02.2022	
		Decision of the General Court of 15 December 2021 on the exercise of the appointing authority's and the authority authorised to conclude contracts of employment's powers towards officials and other servants assigned to the General Court	03.02.2022		1 IR
		Decision of the Registrar of the General Court of 1 st February 2022 delegating the authority to sign employment contracts and amendments to these contracts	03.02.2022		1 IR
		Decision of the Registrar of the General Court of 1 st February 2022 delegating the appointing authority's and the authority authorised to conclude contracts of employment's powers towards officials and other servants assigned to the General Court	03.02.2022		1 IR
5 + Annex I and Annex XIII (article 30 - 31)	Types of post	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions relating to the correspondence between types of posts and categories and grades and describing the functions and responsibilities relating thereto	12.05.2004		1 GIP
		Decision of the Registrar of the Court of Justice of 17 November 2014 classifying officials in service on 31 December 2013 in function group AD in types of posts	18.11.2014		1 IR
		Decision of the Registrar of the Court of Justice of 3 December 2014 classifying officials in service on 31 December 2013 in function group AST in types of posts	04.01.2014		1 IR

		Decision of the Registrar of the Court of Justice of 17 November 2014 determining general criteria on classification of officials in grades AD9 and AD14, having specific responsibilities, concerning type of post "Head of Unit" or equivalent and "Adviser" or equivalent	17.11.2014		1 IR
9 + annex II	Committees and Commissions	Decision of 31 October 1974 adopting provisions regarding the setting up of a Staff Committee (last amended by Decision of 10 December 2012)	01.11.1974		1 IR
9 + annex II	Committees and Commissions	Decision of the Registrar of the Court of Justice of 8 December 1987 setting up a Joint Committee on occupational safety and health (amended by Decision of 30 April 1996)	08.12.1987		1 IR
		Decision of the Registrar of the Court of Justice of 9 January 2006 setting up a Joint Committee on social activities	10.01.2006		1 IR
		Decision of the Registrar of the Court of Justice of 10 July 1995 setting up a Joint Committee on equal opportunities between women and men	01.09.1995		1 IR

Title II - Rights and Obligations of Officials					
12a	Harrassment	Staff Note n. 18/06 of 20 November 2006 (Respect for human dignity)	20.11.2006		1 IR
22a - c	Whistleblowing	Decision of the administrative committee of the Court of Justice of 22 February 2016 adopting guidelines concerning the information and protection of whistleblowers	22.02.2016		1 IR
		Decision of the administrative committee of the Court of Justice of 25 September 2017 adopting a general framework for reporting serious irregularities (amended by Decision of 11 June 2018)	25.09.2017		1 IR
		Decision of the Court of Justice of 12 July 2011 on the terms and conditions for internal investigations in the fight against the fraud, corruption and any illegal activity detrimental to the interests of the European Union (amended by Decision of 6 March 2018)	12.07.2011		1 IR
24b	Trade Unions	Decision of the administrative committee of the Court of Justice of 23 September 2013 laying down rules on recognition and representativeness of trade unions and professional organisations (OSPs)	23.09.2013		1 IR

Title III – Career of Officials					
Chapter 1 – Recruitment					
27 - 34	Recruitment	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions for the classification in step upon nomination of officials or engagement of temporary agents (last amended by Decision of 24 March 2014)	12.05.2004		1 GIP

Chapter 2 - Administrative Status					
Section 6 - Parental or family leave					
42a	Parental leave	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions on parental leave	12.05.2004		1 GIP

Chapter 3 - Reports, advancement to a higher step and promotion					
43	Annual report	Decision of the administrative committee of the Court of Justice of 18 October 2000 laying down general implementing provisions on staff reports	18.10.2000		1 GIP
45	Promotion	Decision of the administrative committee of the Court of Justice of 19 October 2005 on promotions (last amended by Decision of 6 May 2009)	19.10.2005		1 IR
45a	Certification	Decision of the administrative committee of the Court of Justice of 15 June 2005 laying down general implementing provisions for the application of Article 45a of the staff regulations (amended by Decision of 26 October 2006)	15.06.2005		1 GIP

Chapter 4 - Termination of Service					
Section 4 - Procedures dealing with incompetence					
51	Professional incompetence	Decision of the administrative committee of the Court of Justice of 9 December 2013 on procedures for dealing with professional incompetence	01.01.2014		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	Decision of the administrative committee of the Court of Justice of 25 January 2006 on working time (last amended by Decision of 9 December 2013)	30.09.2009		1 IR
55a + Annex IV a	Part-time Work	Decision of the administrative committee of the Court of Justice of 11 May 2005 laying down implementing rules on part-time work (last amended by Decision of 9 December 2013)	01.06.2006		1 IR
		Decision of the Registrar of the Court of Justice of 3 May 2014 determining the conditions in which Article 55a(2)(d) of the staff regulations shall apply	04.05.2014		1 IR
55a + Annex IV a	Telework	Decision of the administrative committee of 27 January 2010 on the implementation of the telework (last amended by decision of 20 May 2019)	27.01.2010	01.05.2022	0
		Decision of the Registrar of the Court of Justice of 19 December 2017 laying down the services and/or categories of staff authorized to participate in the telework scheme	19.12.2017	01.05.2022	
		Decision of the Registrar of the Court of Justice of 19 December 2017 on the delegation of powers with regard to telework	19.12.2017	01.05.2022	
		Decision of the Director General for Administration on the delegation of powers with regard to telework	14.02.2018	01.05.2022	
	Occasional telework	Decision of the administrative committee of 20 May 2019 establishing the occasional telework scheme	20.05.2019	01.05.2022	
55	Teleworking	Decision of the administrative committee of the Court of Justice of 12 July 2021 laying down a teleworking scheme	01.05.2022		0
56b	Standby Duty	Decision of the Registrar of the Court of Justice of 7 December 2013 laying down rules applicable to officials and other servants regularly required to remain on standby duty	01.01.2013		1 IR

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	Decision of the Registrar of the Court of Justice of 26 May 2005 laying down rules on leave (amended by Decision of 23 January 2015)	26.05.2005		1 IR
58	Maternity leave				
59-60	Sick leave (including half-time work for medical reason)	Decision of the Registrar of the Court of Justice of 29 November 2021 on half-time work for medical reason	01.12.2021		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII	Family Allowances	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions for the application of Articles 67 and 68 of the staff regulations and of Articles 1, 2, and 3 of Annex VII thereto	12.05.2004		1 GIP
67 - 68 + Annex VII (Art 3)	Education allowance	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions on granting the education allowance (amended by Decision of 27 January 2014)	12.05.2004		1 GIP

67 + Annex VII	Person treated as dependent child	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions for the application of Article 2(4) of Annex VII to the staff regulations	12.05.2004		1 GIP
67 + Annex VII	Household allowance by special decision	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions on granting the household allowance by special decision	12.05.2004		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 8)	Place of origin	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions for the application of Article 7(3) of annex VII to the staff regulations	01.05.2004		1 GIP
71 + Annex VII (Art 9)	Removal expenses	Decision of the administrative committee of the Court of Justice of 27 January 2014 laying down general implementing provisions concerning removal expenses	01.01.2014		1 GIP
71 + Annex VII (Art 11 - 13a)	Missions	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions for the reimbursement of mission expenses	12.05.2004		1 GIP

Chapter 3 + Annex VIII and XIII - Pensions and invalidity allowance					
77 + Annex VIII (Art 11 - 12)	Calculation of pension rights – Transfer of pension rights	Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions concerning the taking into account, for the purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment	12.05.2004		1 GIP
		Decision of the administrative committee of the Court of Justice of 12 May 2004 laying down general implementing provisions of Articles 11 and 12 of Annex VIII of the staff regulations on the transfer of pension rights	01.05.2004		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	Decision of the administrative committee of the Court of Justice of 19 September 2011 laying down general implementing provisions on administrative investigations (amended by Decision of 9 December 2019)	20.09.2011		1 GIP

Conditions of Employment of Other Servants					
Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting

Title IV - Contract Staff					
Chapter 1 - General provisions					
79(2)	Use of Contract Staff	Decision of the administrative committee of the Court of Justice of 15 June 2005 laying down general implementing provisions on engagement and use of contract agents (last amended by Decision of 24 March 2014)	15.06.2005		1 GIP

Chapter 3 - Conditions of engagement					
82	Recruitment procedures for Contract Staff	Decision of the administrative committee of the Court of Justice of 15 June 2005 laying down general implementing provisions on engagement and use of contract agents (last amended by Decision of 24 March 2014)	15.06.2005		0

86	Grading upon recruitment	Decision of the administrative committee of the Court of Justice of 15 June 2005 laying down general implementing provisions on engagement and use of contract agents (last amended by Decision of 24 March 2014)	15.06.2005		0
87(3)	Classifying of Contract Staff	Decision of the administrative committee of the Court of Justice of 17 October 2007 on the reclassification of contract agents employed under Article 3a of the conditions of employment of other servants	18.10.2007		1 IR

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

EUROPEAN COURT OF AUDITORS

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

2	AIPN powers	Decision 71 relating to the exercise of the powers conferred on the appointing authority by the SR and on the authority empowered to conclude contracts of employment by the CEOS	04.09.2015	08.11.2023	1 IR
		Decision No 56-2023 relating to the exercise of the powers conferred on the appointing authority by the Staff Regulations of Officials and on the authority empowered to conclude contracts of employment by the Conditions of Employment of Other Servants	08.11.2023		
		Decision No 40-2017 relating to the delegation of certain powers devolved to the appointing authority / AHCC with a view to the implementation of the service provision agreement between the Court of Auditors and the Office for the management and liquidation of individual rights (PMO)	18.12.2017	24.06.2021	1 IR
		Decision No 52-2021 relating to the delegation of certain powers devolved to the appointing authority / AHCC with a view to the implementation of the service provision agreement between the Court of Auditors and the Office for the management and liquidation of individual rights (PMO)	24.06.2021		
5 + Annex I and Annex XIII (Art 30- 31)	Types of post and post titles	Decision 21-2015 on type of posts and posts titles	01.01.2016		1 IR
	Assignment of officials holding special responsibilities to "Head of unit or equivalent" or "Adviser or equivalent" before 31 December 2015				
9 + Annex II Annex IX section 2	Committees	Decision 17-2016 establishing a Joint Committee	01.05.2016		1 IR
		Decision No 31-2017 establishing a Joint Committee on Health, Safety, Catering and Wellbeing at work	10.05.2017		1 IR
		Decision No 26-2018 on the mandate and composition of the joint committee for equal opportunities	18.06.2018		1 IR
		Decision 24-2018 establishing an enlarged Disciplinary Committee	18.04.2018	24.04.2020	1 IR
		Decision No 7-2020 establishing an enlarged Disciplinary Committee	24.04.2020	18.01.2023	
		Decision No 4-2023 establishing an enlarged Disciplinary Committee	18.01.2023	06.09.2023	
		Decision No 45-2023 establishing an enlarged Disciplinary Committee	06.09.2023		

Title II - Rights and Obligations of officials

12 a and 24	Sexual and moral harassment	Decision No 26-2017 on the policy for maintaining a satisfactory working environment and combating psychological and sexual harassment	06.04.2017	17.12.2022	1 IR
		Decision No 50-2022 on the European Court of Auditors' policy for ensuring a respectful and harassment-free workplace	17.12.2022		
20	Place of residence	Decision No 61-2021 on the application of Article 20 of the Staff Regulations of Officials of the European Union, applicable by analogy to temporary and contract staff and seconded national experts	13.09.2021		1 IR
22 a - c	Whistleblowing	Rules of procedure for providing information in the event of serious irregularities ("Whistleblowing")	31.10.2014	14.07.2023	1 IR

		Decision No 36-2023 adopting internal rules for reporting serious irregularities	14.07.2023		
24 a	Training	Decision 71-2016 laying down internal rules on professional training (last amended by Decision No 33-2022 on 27.07.2022)	15.11.2016		1 IR

Title III – Career of Officials					
Chapter 1 – Recruitment					
27 - 34	Recruitment	Decision 6-2014 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement	01.01.2014		1 GIP
29(2) - 34 - 46	Probationary period	Decision N° 23-2011 of the Court of Auditors establishing the criteria to draw up the probationary evaluation reports for newly appointed managers	28.03.2011		1 IR
	Recruitment of senior officials (AD and AST)	Decision 30-2015 on the appointment of Senior Administrators (last amended by Decision No 43-2021 on 20.05.2021)	03.09.2015		1 IR
		Decision 32-2015 on the appointment of Senior assistants (last amended by Decision No 43-2021 on 20.05.2021)	03.09.2015		1 IR
		Decision 31-2015 on the procedures for the selection of principal managers and directors	04.09.2015	09.11.2023	0
		Decision No 58-2023 on the procedure for selecting principal managers at the European Court of Auditors	09.11.2023		1 IR
		Decision No 57-2023 on the procedures for selecting directors at the European Court of Auditors	09.11.2023		1 IR

Chapter 2 - Administrative Status					
Section 2 Secodment					
37 – 39	Secondment	Decision No 44-2010 of the European Court of Auditors on the conditions for the secondment of Court officials	15.07.2010		1 IR
37 + 10 CEOS + 15 CEOS	Secondment to Cabinet	Decision 6-2004 on the procedure for the recruitment of staff to the Members' private offices	15.01.2004	01.01.2020	1 IR
		Decision No 57-2019 on the recruitment of staff to the Cabinets of the Members and Secretary-General of the Court of Auditors	01.01.2020		
		Court Decision No 59-2004 laying down criteria applicable to the classification in grade and step of staff assigned to the Private Offices of Members of the ECA (rescinded by Decision No 56-2019 on 01.01.2020)	16.07.2004	01/01/2020	1 IR
		Decision 27-2015 on benefits for secretaries working directly for Members of the Court of Auditors (rescinded by Decision No 56-2019 on 01.01.2020)	01.01.2014	01/01/2020	
		Decision No 56-2019 laying down criteria applicable to the classification in grade and step of staff assigned to the Cabinets of the Members and Secretary-General of the Court of Auditors	01.01.2020	16.03.2023	
		Decision No 22-2023 laying down criteria applicable to the classification in grade and step of staff assigned to the Cabinets of the Members and Secretary-General of the Court of Auditors	16.03.2023		

Section 6 - Parental or family leave					
42a	Parental leave	Decision 31-2016 laying down general implementing provisions for article 42a concerning parental leave	03.06.2016		1 GIP
42b	Family leave	Decision 32-2016 on article 42 b concerning family leave	03.06.2016		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion					
43	Annual report	Decision 39-2014 laying down general implementing provisions for implementing articles 43, 44.1 and 52 - Periodic staff evaluation procedure - COMPASS- Competence & Performance Appraisal system - Procedures dealing with incompetence	09.10.2014		1 GIP
44(1)	Advancement in step				
45	Promotion	Decision 53-2014 on promotions	11.12.2014	14.12.2020	1 IR
		Decision No 26-2020 on promotions	14.12.2020		
45a	Certification	Decision 30-2016 laying down rules for implementing Article 45a (certification procedure for transferring from one function group to another)	30.06.2016		1 IR

Chapter 4 - Termination of Service					
Section 4 - Procedures dealing with incompetence					
51	Professional incompetence	Decision 39-2014 laying down general implementing provisions for implementing articles 43, 44.1 and 52 - Periodic staff evaluation procedure - COMPASS- Competence & Performance Appraisal system - Procedures dealing with incompetence	09.10.2014		0

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time and telework	Decision No 40-2018 on working time	01.03.2019	01.01.2022	1 IR
		Decision No 11-2017 on teleworking in the Translation and Language Services	09.02.2017	01.01.2022	
		Decision No 41-2018 on teleworking	01.06.2019	01.01.2022	
		Decision No 74-2021 on hybrid working	01.01.2022		
55a + Annex IV a	Part time work	Decision 23-2014 laying down rules for implementing Article 55a and Annex IV a of the SR on part-time work	01.01.2014		1 IR
56b	Standby duty	Decision No 38-2021 on the rules applicable to staff required to carry out stand-by duty at home	02.06.2021		1 IR
56 + Annex VI	Overtime	Decision 27-2015 on benefits for secretaries working directly for Members of the Court of Auditors (rescinded by Decision No 56-2019 on 01.01.2020)	01.01.2014	01/01/2020	0
		Decision No 56-2019 laying down criteria applicable to the classification in grade and step of staff assigned to the Cabinets of the Members and Secretary-General of the Court of Auditors	01.01.2020	16.03.2023	
		Decision No 22-2023 laying down criteria applicable to the classification in grade and step of staff assigned to the Cabinets of the Members and Secretary-General of the Court of Auditors	16.03.2023		
		Decision No 7-2019 on payments of fixed allowances for special working conditions	01.06.2019	01.04.2023	0
		Decision No 21-2023 on payments of fixed allowances for special working conditions	01.04.2023		

Chapter 2 – Leave					
59(6)	Annual medical check - up	Decision No 48-2017 concerning ophthalmological examinations carried out under a policy of preventive medicine and reimbursement of work spectacles	15.10.2017		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 3)	Education allowance	Decision 4-2014 on general implementing provisions on granting the education allowance (Article 3 of Annex VII to the Staff Regulations)	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7 - 8)	Travel expenses	Decision 2-2014 laying down general implementing provisions giving effect to Article 8 of Annex VII	01.01.2014		1 GIP
71 + Annex VII (Art 8)	Place of origin	Decision 3-2014 laying down general implementing provisions giving effect to Article 7(4) of Annex VII on determining the place of origin	01.01.2014		1 GIP
71 + Annex VII (Art 9)	Removal expenses	Decision 5-2014 on general implementing provisions on removal expenses	01.01.2014		1 GIP
71 + Annex VII (Art 11-13a)	Mission and duty travel expenses	Decision 60-2004 laying down general implementing provisions for the reimbursement of mission expenses	01.09.2004		1 GIP
		Decision No 50-2019 on the rules governing the reimbursement of travel and subsistence expenses for candidates invited to tests organised as part of a competition or vacancy notice, or to an interview or medical examination	01.11.2019		1 IR

Chapter 3 + Annex VIII and XIII - Pensions and invalidity allowance					
77+Annex VIII (Art 11 -12)	Transfer of pension rights	Decision 69-2011 on the general implementing provisions for Articles 11 and 12 of Annex VIII on the transfer of pension rights	30.11.2011		1 GIP

Title VI – Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	Decision No 78-2006 of the Court of Auditors laying down rules for implementing Annex IX to the Staff Regulations concerning disciplinary proceedings	08.11.2006		1 IR
		Decision No 99-2007 of the Court of Auditors laying down general implementing rules for conducting administrative investigations	12.12.2007		1 GIP

Conditions of Employment of Other Servants					
Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting

Title II Temporary Staff					
Chapter 1 - General provisions					
12(5)	Recruitment procedures for of Temporary agents	Decision 34-2014 establishing the rules applicable to the selection and recruitment of temporary staff	18.09.2014		1 IR
15	Recruitment	Decision 6-2014 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement	01.01.2014		0

Title IV - Contract Staff					
Chapter 1 - General provisions					
79(2)	Use of Contract staff	Court of Auditors Decision No 19-2014 laying down general implementing provisions on the procedures governing the engagement and use of contract staff at the Court of Auditors	01.01.2014		1 GIP

Chapter 3 - Conditions of engagement					
82	Recruitment procedures for Contract Staff	Court of Auditors Decision No 19-2014 laying down general implementing provisions on the procedures governing the engagement and use of contract staff at the Court of Auditors	01.01.2014		0
86	Grading upon recruitment	Court of Auditors Decision No 19-2014 laying down general implementing provisions on the procedures governing the engagement and use of contract staff at the Court of Auditors	01.01.2014		0

Legend

General implementing provisions (GIP)	Rule adopted by agreement between the institutions	Other implementing rule (IR)
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EUROPEAN EXTERNAL ACTION SERVICE

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Disability	PROC EEAS(2011)013 - Council Decision of 29 April 2004 adopting the general implementing provisions for Article 1d(4)	22.11.2011		1 GIP
1e(1)	Measures of social nature	Commission Decision C(2013)4876 final on the guidelines for assistance with home care or care for a sick child	25.04.2013		1 IR
2	AIPN Powers	HR DEC(2012) 012 on delegation and Sub-Delegations of AIPN/AECCE powers within the EEAS	18.10.2012		1 IR
		EEAS DEC(2014) 001 on Sub-Delegations of AIPN/AECCE powers within the EEAS	07.01.2014		1 IR
		ADMIN (2015) 33 Decision on the exercise, delegation and subdelegation of powers regarding Staff, Financial and Administrative matters within the EEAS	14.09.2015		1 IR
		ADMIN (2015) 35 Decision on the exercise and subdelegation conferred by the Staff Regulations and the CEOS on the AIPN and the AECCE	15.09.2015	15.11.2019	1 IR
		ADMIN (2019) 31 Decision of the Secretary General of the EEAS on the subdelegation of powers	15.11.2019		
		Decision of the Secretary General of the EEAS dated 9/12/2022 on AIPN/AHCC powers – transitional arrangements	9.12.2022		1 IR
4	Consultative Committee on Appointments (CCA)	ADMIN(2023)25 Decision on the Consultative Committee on Appointments to the European External Action Service	11.07.2023		1 IR
5 + Annex I	Types of posts and post titles	PROC EEAS(2011)002 - Commission Decision C(2008)5028 regarding middle management staff	29.11.2011		1 IR
		PROC EEAS(2011)002 - Commission Decision C(2008)5029 concerning the function of adviser	29.11.2011		1 IR
		ADMIN(2018)2 - Decision of the High Representative of the Union for Foreign Affairs and Security Policy on Types of Posts and Post Titles ADMIN(2023)26 of 20/07/2023 Decision of the Secretary General of the European External Action Service replacing the Annex to the Decision ADMIN(2018)2 of the High Representative of the Union for Foreign Affairs and Security Policy on Types of Posts and Post Titles	09.02.2018		1 IR
7	Transfer	PROC EEAS(2011)002 - Commission Decision C(94)3895 final on mobility	29/11/2011		1 IR
		PROC EEAS(2011)002 - Commission Decision C(2009)7839 final laying down implementing rules as regards temporary occupation of management posts	29.11.2011		1 IR
		ADMIN (2015)14 - Decision of the Chief Operating Officer ad interim of the EEAS on the organization of an annual internal mobility exercise of staff in the AD and AST function groups at the EEAS Headquarters	01.04.2015		1 IR
		ADMIN (2021) 221 - HR decision of the on the periodic serving of Officials and Temporary Agents in Union Delegations	01.07.2021		1 IR
9 + Annex II Art. 1	Staff Committee Elections	ADMIN(2018)7 - Decision of the Director General for Budget and Administration of the European External Action Service – Rules on the organisation of a referendum on the procedure of the election of the EEAS Staff Committee	04.04.2018		1 IR

		ADMIN(2018)17 - Decision of the Director General for Budget and Administration of the European External Action Service regarding the adoption of the new procedure for Elections of the EEAS Staff Comm	09.08.2018		1 IR
		ADMIN(2019) 29 Decision of the High Representative of the Union for Foreign Affairs and Security Policy on the rules on the composition and procedure of the European External Action Service's Staff Committee	04.11.2019		1 IR

Title II - Rights and Obligations of Officials					
12a	Harassment	PROC EEAS(2011)002 - C(2006)1624/3 on harassment policy	29.11.2011		1 IR
12b - 16 - 17	Outside activities	ADMIN(2018)23 – Commission Decision C(2018)4048 final on outside activities and assignemnts and on occupational activities after leaving the Service	01.09.2018		1 IR
22 a-c	Whistleblowing	PROC EEAS(2011)008 concerning the terms and conditions for internal investigations in relation to the prevention of fraud, corruption and any illegal activity detrimental to the Union's interest	01.01.2011		1 IR

Title III – Career of Officials					
Chapter 1 – Recruitment					
27-34	Recruitment	HR DEC(2014)02 - C(2013)8970 final laying down general implementing provisions concerning criteria applicable to classification in step on appointment or engagement	01.03.2014		1 GIP

Chapter 2 - Administrative Status					
Section 3 - Leave on personal grounds					
40	Leave on personal grounds	EEAS DEC (2014)009 - Commission Decision C(2013)9054 on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff	01.01.2014		1 IR

Section 6 - Parental or family leave					
42a	Parental leave	PROC EEAS (2011)013 - C(2010) 7572 final on the general implementing provisions for implementing Article 42a concerning parental leave	22.11.2011		1 GIP
42b	Family leave	PROC EEAS (2011)002 - C(2010) 7494 final on Article 42b concerning family leave	29.11.2011		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion					
Art 43	Annual report	ADMIN (2015) 1 Adopting general provisions implementing Article 43 and the first paragraph of Article 44 (last amended by ADMIN (2015) 1 REV 1 of 16 December 2015)	15.01.2015	24.01.2022	1 GIP
		ADMIN(2022) 3 adopting General provisions implementing Article 43 and the first paragraph of Article 44 of the Staff Regulations on Appraisal Reports for Officials and Temporary Agents	24.01.2022		
		ADMIN (2022) 9 determining the common assessment criteria for the appraisal of EEAS jobholders	31.01.2022		1 IR
44	Advancement in step and grade	ADMIN (2015) 1 Adopting implementing provisions for Articles 43 and 44 (last amended by ADMIN (2015) 1 REV 1 of 16 December 2015)	15.01.2015	24.01.2022	0
		ADMIN(2022) 3 adopting General provisions implementing Article 43 and the first paragraph of Article 44 of the Staff Regulations on Appraisal Reports for Officials and Temporary Agents	24.01.2022		
45	Promotion	PROC HR(2011)013 - Council Decision of 13 July 1970 laying down General Implementing Provisions relating to the date on which seniority in a grade comes into effect and the date which promotions take effect	22.11.2011		1 GIP

		ADMIN(2015) 17 on a promotion procedure to implement Article 45 (last amended by ADMIN (2015) COR 1 of 21 December 2015)	28.05.2015	24.01.2022	1 IR
		ADMIN (2022)5 adopting general provisions both implementing Article 45 of the Staff Regulations on the Promotion of Officials and setting rules on the Reclassification in a higher grade of Temporary Agents.	24.01.2022		1 GIP
		ADMIN(2016)14 - Decision adopting a procedure for the promotion and reclassification of senior managers and equivalents in grades AD 14 and AD 15	29.08.2016		1 IR
Art 45a	Certification	ADMIN (2016)25 - Decision of the High Representative of the Union for Foreign Affairs and Security Policy adopting general provisions for implementing Article 45a of the Staff Regulations on certification	14.12.2016		1 GIP

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	EEAS DEC(2014) 032 - C(2014) 2502 - Decision on working time	01.07.2014	01.10.2023	1 IR
		EEAS Decision ADMIN(2023) 39 on working time and flexible working arrangements in headquarters of 8 September 2023	01.10.2023		
		EEAS Decision ADMIN(2023) 42 on working time and flexible working arrangements in delegations of 8 September 2023	16.10.2023		1 IR
55a + Annex IV a	Part time work	ADMIN (2016) 12 - C(2015) 9720 final of 8 January 2016 on part-time work	01.07.2016		1 IR
55a + Annex IV a	Telework	ADMIN (2016) 12 - C(2015) 9151 final of 17 December 2015 on the implementation of telework	01.07.2016	01.10.2023	0
		EEAS Decision ADMIN(2023) 39 on working time and flexible working arrangements in headquarters of 8 September 2023	01.10.2023		
		EEAS Decision ADMIN(2023) 42 on working time and flexible working arrangements in delegations of 8 September 2023	16.10.2023		0

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	EEAS DEC(2014)009 - C(2013)9051 final of 16 December 2013 on leave	01.01.2014		1 IR
		ADMIN (2016) 3 on Special leave under Article 57 SR and Article 6 of Annex V SR for Administrative Procedures or Medical Examinations	01.03.2016	13.07.2023	1 IR
		EEAS ADMIN (2023) 23 REV1 on special leave for staff in Union Delegations of 12 July 2023	13.07.2023		
		HR DEC(2013)014 - Decision on home leave for officials, temporary agents and contract agents posted in third countries	01.01.2014	01.01.2022	1 IR
		EEAS ADMIN (2022) 19 on home leave for officials, temporary staff and contract staff serving in a third country of 9 March 2022	01.01.2022		
58	Maternity leave	EEAS DEC(2014)009 - C(2013)9051 final of 16 December 2013 on leave	01.01.2014		0
59-60	Sick leave	PROC EEAS (2011)002 -C(2004) 1597/11 introducing implementing provisions on absences as a result of sickness or accident	29.11.2011		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					

Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1 - 3)	Family allowances	PROC EEAS (2011)013 - C(2004) 1364/4 - General implementing provisions for giving effect to Article 67 and 68 SR and Articles 1,2 and 3 of Annex VII	22.11.2011		1 GIP
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	PROC EEAS(2011)013 - C(2004)1364/1 - General implementing provisions on granting the household allowance by special decision	22.11.2011		1 GIP
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	PROC EEAS (2011)013 - C(2004) 1364/2 – General implementing provisions concerning persons to be treated as dependent children	22.11.2011		1 GIP
67 - 68 + Annex VII (Art 3)	Education allowance	HR DEC(2014)02 - C(2013)8971 on general implementing provisions on granting the education allowance	01.03.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7- 8)	Travel expenses	HR DEC(2014)02 - C(2013)8987 final laying down general provisions giving effect to Article 8 of Annex VII	01.03.2014		1 GIP
		ADMIN (2017)4 - Decision of the Director General for Budget and Administration of the European External Action Service on the guidelines establishing the methodology to set flat rate payment for travel expenses within the meaning of Article 7(3) of Annex VII to the Staff Regulations	08.05.2017		1 IR
71 + Annex VII (Art 8)	Place of origin	HR DEC(2014)02 - C(2013)8982 final laying down general implementing provisions to Article 7(4) of Annex VII on determining the place of origin	01.03.2014		1 GIP
71 + Annex VII (Art 9)	Removal expenses	ADMIN(2015) 26 on reimbursement of removal costs for staff coming from diplomatic services of MS and recruited by the EEAS without changing the place of residence	30.07.2015		1 IR
71+Annex VII (Art 11-13a)	Mission and duty travel expenses	PROC EEAS(2011)002 - C(2002)98 fixing the rates of the daily subsistence allowance and the ceilings for the reimbursement of hotel expenses for missions outside the EU	29.11.2011		1 IR
		ADMIN(2018)5 Decision of the Secretary General of the European External Action Service on general implementing provisions of Articles 11, 12 and 13 of Annex VII to the Staff Regulations of officials (missions expenses) and on authorised travel – Guide to missions and authorised travel	27/03/2018		1 GIP
		ADMIN (2019)35 Decision of the Secretary General of the European External Action Service of 16/12/2019 establishing a perimeter marking the limits of the 'surroundings of the place of employment' for Brussels and Union Delegations.	16/12/2019		1 IR

Chapter 3 + Annex VIII - Pensions and invalidity allowance					
77+Annex VIII (Art 4)	Calculation of pension rights	PROC EEAS (2011)013 - C(2004)1364 final /6 - General implementing provisions for Article 4 of Annex VIII concerning taking into account, for the purposes of calculation pension rights, of periods of activity previously completed by staff before they resume active employment	22.11.2011		1 GIP
77+Annex VIII (Art 11 - 12)	Articles 11 and 12 of Annex VIII	PROC EEAS (2011)013 - C(2011)1278 final - General implementing provisions for Articles 11 and 12 of Annex VIII on the transfer of pension rights	22.11.2011		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	PROC HR EEAS (2011)013 - C(2004)1588 final/4 – General implementing provisions on the conduct of administrative inquiries and disciplinary procedures	22.11.2011		1 GIP

Title VIIIa - Special Provisions applicable to the EEAS					
Chapter 1 - General Provisions					

96	Management of EU Delegations	JOIN(2012)8 Final - Joint Decision of the Commission and the High representative of the Union for the foreign affairs and security policy on Cooperation Mechanisms concerning the Management of Delegations of the European Union	28.03.2012		1 IR
		ADMIN(2021) 14 REV 1 - DG RM decision on the Implementing Rules of the High Level Traineeship Programme in the Delegations of the European Union in Partnership with the Member States of the European Union	30.11.2021		1 IR

Title VIIIb + Annex X Special and exceptional provisions applicable to officials serving in a third country

Chapter 1 - General Provisions

Annex X (Art 1)	General provisions	PROC HR(2011)013 - Commission Decision SEC(88)636F on general implementing provisions for Annex X to the SR (Points 3a, c, d and e)	22.11.2011		1 GIP
Annex X (Art 2)	Mobility	ADMIN (2021) 221 - HR decision of the on the periodic serving of Officials and Temporary Agents in Union Delegations	01.07.2021		0

Chapter 2 - Obligations

Annex X (Art 5, 23)	Housing	HR DEC(2013)011 regarding the rules for the implementation of housing policy in EU delegations	17.12.2013		1 IR
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Chapter 3 - Working Conditions

Annex X (Art 8)	Rest leave	ADMIN (2018)34 laying down general implementing provisions on management of rest leaves pursuant to Article 8 of Annex X to the Staff Regulations	20.12.2018		1 GIP
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Chapter 4 - Emoluments and social security benefits

Section 1 - Emoluments and Family allowances

Annex X (Art 10)	Allowance for living conditions	ADMIN(2015) 28 on the guidelines establishing the methodology to determine the annual list of countries in which living conditions can be deemed equivalent to those normally obtaining in the EU which do not give rise to a living allowance	31.08.2015		1 IR
		ADMIN (2018)35 laying down general implementing provisions on the living conditions allowance and the additional allowance referred to in Article 10 of Annex X to the Staff Regulations	20.12.2018		1 GIP
Annex X (Art. 12-13)	Currency and weighting	PROC EEAS(2011)02 - C(2004)1597/1 on the adjustment of weightings and corresponding exchange rates referred to in Articles 12 and 13 of Annex X	29.11.2011		1 IR
Annex X (Art. 3 and 15)	Education allowance for the duration of temporary assignments to the seat of the institution or any other place of employment in the Union	ADMIN(2021)261 laying down general implementing provisions regarding the payment of the education allowance provided for in Article 15 of Annex X to the Staff Regulations to staff members for the duration of temporary assignments to the seat of the institution or any other place of employment in the Union	30.11.2021		1 GIP
Annex X (Art. 16)	Reimbursement to officials assigned in non member countries	HR DEC (2013) 015 - Decision on reimbursements due to officials assigned to non-member countries	01.01.2014		1 IR

Section 2 - Rules relating to the reimbursement of expenses

Annex X (Art. 2)	Temporary accommodation allowance and the cost of transporting	PROC EEAS (2011)002 - C(2004) 1597/2 concerning the application of Article 22 of Annex X on recovery of the temporary accommodation allowance and the cost of transport of the personal effects of the spouse and dependents	29.11.2011		1 IR
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Section 3 - Social security benefits

Annex X (Art. 24)	Sickness insurance	PROC EEAS (2011)013 - Commission decision on general provisions for implementing 1st and 2nd paragraphs of Article 24 of Annex X	22.11.2011		1 GIP
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Annex X (Art. 25)	Accident insurance	PROC EEAS (2011)013 - Commission decision on general provisions on insurance against the risk of accident for the spouse, children and other dependents of an official of the EC serving in a third country	22.11.2011		1 GIP
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Conditions of Employment of Other Servants

Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
10(5)	Recruitment	ADMIN(2020) 14 - HR decision on exceptional, short-term measures for recruitment within the European External Action Service	19.05.2020	31.12.2020	0
		Decision ADMIN(2020) 10 HR decision on the maximum duration of engagement of non-permanent staff under successive limited duration contracts of different types by the European External Action Service	16.07.2020	15.07.2023	1 IR
		ADMIN(2023) 24 - HR decision on the maximum duration of engagement by the European External Action Service of non-permanent staff under successive limited duration contracts of different types, and on the minimum lapse of time between successive contracts under Article 2(e) of the CEOS and repealing the Decision ADMIN(2020) 10 of the High Representative of the Union for Foreign Affairs and Security Policy of 16/07/2020	15.07.2023		

Title II - Temporary Staff

Chapter 1 - General provisions

12(5)	Recruitment procedures for temporary agents	ADMIN(2015) 20 adopting general provisions implementing Article 12(5) on the engagement and use of temporary agents	12.08.2015		1 GIP
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Chapter 4 – Working conditions

17 + 91	Maternity leave and maternity pay	EEAS DEC(2014)009 - C(2013)9020 final of 16.12.2013 on maternity leave and maternity pay for women whose maternity leave begins before the end of their contract	01.01.2014		1 IR
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Title IV - Contract Staff

Chapter 1 - General provisions

79(2)	Use of Contract staff	PROC EEAS(2011)02 - C(2006)6957 applicable to conference interpreters engaged in accordance with Articles 78 and 90 CEOS	29.11.2011		1 IR
		PROC EEAS(2011)13 - C(2011)1264 final - General implementing provisions on the procedures governing the engagement and use of contract staff as amended by C(2013)8967 of 16/12/2013 and EEAS DEC(2014)048	22.11.2011		1 GIP
118 + Annex X	Mobility	HR Decision ADMIN(2017) 19 concerning the Mobility of EEAS Contract Agents.	18.11.2017	11.07.2020	1 IR
		ADMIN(2020) 35 - HR decision concerning the Mobility for EEAS Contract Staff	11.07.2020		

Chapter 3 - Conditions of engagement

82	Recruitment procedures for Contract Staff	PROC EEAS(2011)02 - C(2006)6957 applicable to conference interpreters engaged in accordance with Articles 78 and 90 CEOS	29.11.2011		0
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		PROC EEAS(2011)13 - C(2011)1264 final - General implementing provisions on the procedures governing the engagement and use of contract staff as amended by C(2013)8967 of 16/12/2013 and EEAS DEC(2014)048	22.11.2011		0
86	Grading upon recruitment	PROC EEAS(2011)02 - C(2006)6957 applicable to conference interpreters engaged in accordance with Articles 78 and 90 CEOS	29.11.2011		0
		PROC EEAS(2011)13 - C(2011)1264 final – General implementing provisions on the procedures governing the engagement and use of contract staff as amended by C(2013)8967 of 16/12/2013 and EEAS DEC(2014)048	22.11.2011		0

Chapter 4 - Special provisions for members of the contract staff referred to Article 3a					
87	Appraisal of Contract staff	ADMIN (2022) 4 adopting general provisions implementing Article 87(1) of the Conditions of Employment of Other Servants of the European Union and implementing the first paragraph of Article 44 of the Staff Regulations on Appraisal Reports for Contract Staff	24.01.2022		1 GIP
87(3)	Reclassification of Contract Staff	ADMIN 23(2015) 23 on adopting a procedure for reclassification of contract staff employed under Article 3a pursuant to Article 87(3) CEOS	31.07.2015	24.01.2022	0
		ADMIN (2022)6 adopting general provisions implementing Article 87(3) of the Conditions of Employment of Other Servants of the European Union on the Reclassification of Contract Staff employed under Article 3a thereof	24.01.2022		1 GIP

Title V - Local Staff					
120	Local agents in Delegations – Salary Method	EEAS DEC (2014)004 - adopting the Method for establishing and adjusting the remuneration of local agents serving in Delegations (amended by EEAS ADMIN (2019) 14 and last amended by EEAS ADMIN(2020) 21 of 27/05/2020	01.06.2014		1 IR
	Local Agents – Conditions of Employment	Framework rules laying down the conditions of employment of local staff of the Commission of the European Communities serving in non-member countries which were adopted by the Commission on 21 November 1989	01.01.1990	01.06.2020	1 IR
		C(2019) 5686 final Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy of 7.8.2019 on the Conditions of Employment of Local Staff of the European Union engaged in places outside the European Union	01.06.2020		
121	Social Security schemes for Local agents (“PFLA” and “CISLA”)	C(2015)3461 - Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy of 28 May 2015 on the administrative and financial management of assets of the schemes set up to provide autonomous or complementary systems of social security for local staff in Union delegations	29.05.2015	01.06.2020	0
	Local agents – Provident Fund	C(2019) 5685 final - Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy of 7.8.2019 on autonomous or complementary pension benefits for Local Staff in Union Delegations in countries where coverage by the local system either does not exist or is insufficient	01.06.2020		1 IR
	Local agents – LA-Medical	C(2019) 5684 final - Joint Decision of the Commission and the High Representative of the Union for Foreign Affairs and Security Policy of 7.8.2019 on autonomous or complementary medical cover for Local Staff in Union Delegations in countries where coverage by the local system either does not exist or is insufficient	01.06.2020		1 IR

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

European Economic and Social Committee

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1e(1)	Measures of social nature	Decision 207/96 A on family assistance	11-04-1996		1 IR
		Decision 121/06 A on the provision of psychological assistance to staff members	13-03-2006		1 IR
1e(1)	Health and Safety	Decision 015/21 A on the payment of a lump sum to cover extraordinary costs incurred by staff during the obligatory teleworking period	15-01-2021		1 IR
		Decision 118/22 A on the allocation and use of an additional screen for remote teleworking	16-05-2022		1 IR
2	AIPN Powers	Decision 081/19 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts – Secretary-General	11-04-2019	28-01-2020 repealed by 018/20 A	0
		Decision 189/19 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts – President	18-07-2019	03-12-2020 repealed by 235/20 A	
		Decision 294/19 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts Bureau	05-12-2019	05-02-2020 repealed by 027/20 A	
		Decision 018/20 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Secretary-General	28-01-2020	29-07-2022 repealed by- 176/22 A	
		Decision 027/20 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Bureau	05-02-2020	03-12-2020 repealed by- 234/20 A	
		Decision 234/20 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Bureau	03-12-2020	14-07-2022 repealed	
		Decision 235/20 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - President	03-12-2020	14-07-2022 repealed	
		Decision 024/21 A on subdelegation of powers - Secretary-General	26-01-2021	28-07-2022 repealed by 173/22 A	
		Decision 159/22 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Bureau	14-07-2022	28-07-2023 repealed by 171/23 A	
		Decision 160/22 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - President	14-07-2022	25-08-2023 repealed by 180/23 A	
		Decision 173/22 A on subdelegation of powers - Secretary-General	28-07-2022		1 IR
		Decision 176/22 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Secretary-General	29-07-2022		1 IR
		Decision 171/23 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - Bureau	28-07-2023		1 IR
		Decision 180/23 A on the exercise of powers conferred by SR on the Appointing Authority and by the CEOS on the Authority Empowered to Conclude Contracts - President	25-08-2023		1 IR
5 + Annex I (Art 30 – 31)	Type of posts	Decision 033/17 A on type of posts and post titles	02.03.2017		1 IR
7	Transfer	Decision 130/15 A establishing a mobility scheme	11.05.2015		1 IR

9	Committees	Decision 240/19 A establishing the Reports Committee (for end-of-probation reports)	27-09-2019		1 IR
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Title II - Rights and Obligations of Officials					
11 - 21	Ethics and integrity	Decision 510/09 A of 06/08/2009 adopting the EESC's code of good administrative behavior	06-08-2009		1 IR
12a	Harassment	Decision 200/14 A concerning the procedures for dealing with psychological and sexual harassment at work (last amended by Decision 090/22 A of 31-03-2022)	26.09.2014		1 IR
12b - 16 - 17	Outside activities	Decision 038/14 A concerning outside activities and assignments	08.02.2014	22-06-2022	1 IR
		Decision 141/22 A concerning outside activities and assignments	22-06-2022		
22 a-c	Whistleblowing	Decision 053/16 A laying down rules on whistleblowing	03.03.2016	15-12-2021	1 IR
		Decision 297/21 A laying down rules on whistleblowing	15-12-2021		
22 a-c	Ethics & integrity	Internal Directive DRH 002/18 - Appointment of ethics counsellors at the EESC (whistleblowing procedure)	30-05-2018		1 IR
24 a	Training	Decision 189/15 A on rules related to learning and development	10.07.2015		1 IR
		Decision 234/17 A on implementing provisions for rules relating to learning and development under the special linguistic training scheme for translators at the general secretariat of the EESC	13-12-2017		1 IR
		Decision 211/21 A identifying compulsory and recommended training related to the action plan on the ethical framework for staff at the Secretariat-General of the EESC	13-09-2021		1 IR

Title III – Career of Officials					
Chapter 1 – Recruitment					
27-34	Recruitment	Decision 444/14 A - General implementing provisions to be applied when grading staff at the time of their recruitment or engagement	04.12.2014		1 GIP

Chapter 2 - Administrative Status					
Section 3 - Leave on personal grounds					
40	Leave on personal grounds	Decision 235/14 A implementing the measures for leave on personal grounds for officials and unpaid leave for temporary and contract agents	30.10.2014		1 IR

Section 6 - Parental or family leave					
42a	Parental leave	Decision 238/17 A on parental leave	01-01-2018		1 IR
42b	Family leave	Decision 034/14 A on family leave	01.01.2014		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion					
43	Annual report	Decision 112/16 A adopting general implementing provisions on annual appraisal reports and Memo regarding Decision No 112/16 A, Article 9 (6, 7, 8) following the updating of the Committee's annual staff appraisal procedure and the replacement of the hand-signed paper-based system with an electronic workflow system with paperless validation with entry into the force on 01.04.2018	26.05.2016		1 GIP
		Decision 007/19 A adopting the instructions for assessments and the appraisal report template	17-01-2019	09-02-2022	1 IR
		Decision 035/22 A adopting the instructions for assessment and the appraisal report template	09-02-2022		
45	Promotion	Decision 114/16 A adopting the rules on promotion	26.05.2016		1 IR
		Decision 115/16 A setting up a Joint Promotion Committee	26.05.2016		1 IR
45(a)	Certification	Decision 185/17 A adopting general implementing provisions on Article 45a of the Staff Regulations	05-10-2017		1 GIP

Chapter 4 - Termination of Service					
51	Professional incompetence	Decision 262/11 A on procedures for dealing with professional incompetence	25-05-2011		1 IR
52(2)	Retirement	Decision 492/14 A concerning remaining in service until the age of 67, and exceptionally, until the age of 70	22.12.2014		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	Decision 131/17 A on working hours and working-time arrangements	19/07/2017	01-04-2022	1 IR
		Decision 89/22 A concerning working arrangements at the EESC (pilot project)	01-04-2022	31-12-2023 ¹	
55 – 56 + Annex VI(3) + V(6)	Working time	Decision 205/18 on overtime for drivers	01-01-2018		1 IR
55(2)	Telework	Decision 248/19 A concerning on the teleworking scheme at the EESC	16.10.2019	01-04-2022	0
		Decision 89/22 A concerning working arrangements at the EESC (pilot project)	01-04-2022	31-12-2023 ²	
55a + Annex IV a	Part time work	Decision 035/14 A concerning article 55A governing part-time work	01.01.2014		1 IR
56 + Annex VI	Overtime	Decision 037/14 A on overtime	01.02.2014	01-04-2022	0
		Decision 89/22 A concerning working arrangements at the EESC (pilot project)	01-04-2022	31-12-2023 ³	

Chapter 2 – Leave					
57 + 58 + 61 + Annex V	Annual leave and special leave	Decision 212/19 A Rules applicable to staff regarding annual and special leave entitlements	01-10-2019		1 IR
57 + 58	Maternity leave	Decision 212/19 A Rules applicable to staff regarding annual and special leave entitlements	01-10-2019		0

¹ Decision 282/23 A on hybrid working arrangements and arrangements for granting overtime and special leave for exceptional work at the EESC adopted on 22/2/2023 and into force on 01/01/2024

² Idem

³ Idem

59 – 60 + Annex V	Sick leave	Decision 273/16 A on rules applicable to staff regarding sick leave	01/01/2017		1 IR
60	Absence	Decision 212/19 A rules applicable to staff regarding annual and special leave entitlements	01-10-2019		0

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 – 68 + Annex VII (article 1(2)(d))	Household allowance by special decision	Decision 298/04 A adopting General implementing provisions on granting the household allowance by special decision	01-05-2004		1 GIP
67 – 68 + Annex VII (article 2(4))	Person treated as dependent child	Decision 299/04 A adopting General Implementing Provisions concerning persons to be treated as dependent children	01-05-2004		1 GIP
67 – 68 + Annex VII (articles 1, 2 and 3)	Family allowances	Decision No 300/04 A general implementing provisions for giving effect to Articles 67 and 68 of the staff regulations and Articles 1, 2 and 3 of Annex VII thereto	01-05-2004		1 GIP
67 – 68 + Annex VII (articles 1, 2 and 3)	Education allowance	Decision 019/14 A - General Implementing provisions for the grant of the education allowance (Article 3 of Annex VII to the Staff Regulations)	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 8)	Travel expenses	Decision 031-14 A concerning Article 8 of annex VII	01.01.2014		1 IR
71 + Annex VII (Art 8)	Place of origin	Decision 030/14 A concerning Article 7(4) of annex VII on determining the place of origin	01.01.2014		1 IR
71 + Annex VII (Art 11 – 13)	Mission and duty travel expenses	Decision 890/10 A adoptong General Implement Decisions on the Guide to missions for officials and agents of the EESC	01-01-2011		1 GIP
71 + Annex VII (Art 9)	Removal expenses	Decision 020/14 A - General implementing provisions concerning the reimbursement of removal expenses (Article 9 of Annex VII to the Staff Regulations)	01.01.2014		1 GIP

Chapter 3 + Annex VIII Pensions and invalidity allowance					
77+ Annex VIII (Art 4)	Calculation of pension rights	Decision 304/04 A on taking into account the periods of service previously performed at the time of re-entry into service	01-05-2004		1 IR
		Decision 307/04 A on the purchase of additional pension rights	01-05-2004		1 IR
77 + Annex VIII (Art 11 -12)	Transfer of pension rights	Decision 305/04 A on the transfer of pension rights - reopening of possibilities	01-05-2004		1 IR
		Decision 394/11 A on the general implementing provisions for article 11 and 12 of Annex VII	15.07.2011		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	Decision 635/05 A on the general implementing provisions regarding disciplinary procedures and administrative inquiries	07.12.2005	06-06-2023	1 GIP
		Decision 023/07 A determining the composition of the Disciplinary Board	22-01-2007	06-06-2023	
		Decision 124/23 adopting the general implementing provisions on administrative investigations and implementing rules for disciplinary proceedings	06-06-2023		

Conditions of Employment of Other Servants

Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title II - Temporary Staff

Chapter 1 - General provisions

8	General policy for the engagement and use of temporary staff	Internal Directive DRH 001/15 - Guidelines on the engagement of temporary staff at the EESC (in accordance with Article 2(a) and (b) of the Conditions of employment of other servants - CEOS)	17.12.2015		1 IR
10 + 15		Decision 444/14 A - General implementing provisions to be applied when grading staff at the time of their recruitment or engagement	04-12-2014		0
10(3)	Reclassification of temporary staff	Decision 218/22 A adopting the rules regarding the reclassification of temporary staff employed for an indefinite period under Article 2 2a) or under Article 2c) of the CEOS	29-09-2022		1 IR
12(5)	Recruitment procedures for temporary agents	Internal Directive DRH 001/15 - Guidelines on the engagement of temporary staff at the EESC (in accordance with Article 2(a) and (b) of the Conditions of employment of other servants - CEOS)	17.12.2015		0

Chapter 4 – Working conditions

16 + 91	Working conditions	Decision 205/18 on overtime for drivers	01-01-2018		0
17 + 91	Maternity leave and maternity pay	Decision 234/14 A on maternity leave and pay for women whose maternity begins before the end of their contract	01.01.2014		1 IR

Title IV - Contract Staff

Chapter 1 - General provisions

79(2)	Use of Contract staff	Decision 443/14 A adopting the general provisions for implementing the procedures governing the recruitment and employment of contract staff at the European Economic and Social Committee	04.12.2014		1 GIP
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Chapter 3 - Conditions of engagement

82	Recruitment procedures for Contract staff	Decision 443/14 A adopting the general provisions for implementing the procedures governing the recruitment and employment of contract staff at the European Economic and Social Committee	04.12.2014		0
86	Grading upon recruitment	Decision 443/14 A adopting the general provisions for implementing the procedures governing the recruitment and employment of contract staff at the European Economic and Social Committee	04.12.2014		0

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

Committee of the Regions

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

2	AIPN Powers (subdelegation)	Decision 6/2016 on the AIPN Powers	26.04.2016		1 IR
		Decision 370/2016 of the SG on AIPN Powers	01.01.2017		1 IR
		Decision 68/2016 of the HR Director on AIPN Powers (amended by Decision 9/2019 of 22/2/2019)	01.01.2017		1 IR
		Decision 32/2015 on a temporary replacement for the functions of the SG in the event of absence or impediment	02.12.2015	14.03.2023	1 IR
		Regulation No 3/2023 of 14 March 2023 establishing a system for deputising the functions of the secretary-general and other members of management staff of the European Committee of the Regions	14.03.2023		
5 + Annex I and XIII	Type of posts	Decision 26/2019 on types of post and post titles	18.02.2019	14.06.2023	1 IR
		Decision 71/2023 on types of post and post titles	14.06.2023		
9	Reports Committee	Decision 181/2019 establishing the Reports Committee	19.09.2019		1 IR

Title II - Rights and Obligations of Officials

11 - 21	Ethics and Integrity	Decision 419 regarding rights and obligations of deontology and integrity of officials and other agents	23.12.2005	18.12.2023	1 IR
		Decision 157/2023 on ethical rules in the secretariat of the European Committee of the Regions	18.12.2023		
12a	Harassment	Decision 362/2010 regarding moral and sexual harassment at work	29.11.2010	26.04.2021	1 IR
		Decision 108/21 on protecting the dignity of staff, managing conflict and combatting psychological and sexual harassment in the secretariat of the European Committee of the Regions	26.04.2021		
12b - 16 - 17	Outside activities	Decision 66/2014 concerning outside activities	11.04.2014	15.11.2022	1 IR
		Decision 175/22 on outside activities and on occupational activities after leaving the service	15.11.2022		
22a - c	Whistleblowing	Decision 26/2004 concerning the terms and conditions for internal investigations in relation to the prevention of fraud, corruption and any illegal activity detrimental to the Communities' interests	10.02.2004		1 IR
		Decision 508/2015 laying down rules on whistleblowing	01.01.2016		1 IR
24a	Training	Decision 32/2011 on group missions for training	08.03.2011		1 IR
		Decision 73/2015 rules relating to learning and development at the CoR	07.04.2015		1 IR
		Decision 75/2017 identifying compulsory and recommended training for staff at the General Secretariat of the CoR	04.10.2017	23.12.2020	1 IR

		Decision 52/2020 identifying compulsory and recommended training for staff at the General Secretariat of the CoR	23.12.2020		1 IR
		Decision 97/2017 Special language scheme for translators	01.01.2018		

Title III – Career of Officials

Chapter 1 – Recruitment

27-34	Recruitment	Decision N° 93/2014 laying down General implementing provisions on grading upon the recruitment of officials or engagement of temporary staff	01.01.2014		1 GIP
		Service instruction of the Secretary general 0001/2019 on internal administrative rules on recruitment	01.02.2019	05/03/2021	1 IR
		Service instruction of the Secretary general n° 1/2021 on internal administrative rules on recruitment	05.03.2021		

Chapter 2 - Administrative Status

Section 3 - Leave on personal grounds

40	Leave on personal grounds	Decision 72/2019 laying down implementing measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the EU	23.04.2019	18.09.2023	1 IR
		Decision 108/2023 laying down implementing measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the European Committee of the Regions	18.09.2023		

Section 6 - Parental or family leave

42a	Parental leave	Decision 166/2017 adopting general implementing provisions on parental leave	31.10.2017		1 GIP
42b	Family leave	Decision N° 22/2014 on rules applicable to staff regarding family leave	01.01.2014		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion

43	Annual report	Decision 13/2019 adopting general implementing provisions on staff reports	01.02.2019	22.03.2021	1 GIP
		Decision 95/2021 adopting the general implementing provisions concerning staff assessment	22.03.2021	11.12.2023	
		Decision 150/2023 adopting the general implementing provisions concerning staff annual assessment	11.12.2023		
		Instruction of Staff Assessment of the SG n° 2/2019	15.02.2019	24.03.2021	1 IR
		Service Instruction of the Secretary-general 1/2021 concerning staff assessment	24.03.2021	11.12.2023	
		Service Instruction of the Secretary-General 2/2023 concerning staff assessment	11.12.2023		
44(1)	Advancement in step	Decision 360/2013 on the application of Article 7§7 of annex XIII - advancement in step	12.11.2013		1 IR
45	Promotion	Decision 14/2019 on promotions	01.02.2019	01.05.2020	1 IR
		Decision N° 46/2020 on the promotion of officials and classification in a higher grade of contract staff	16/04/2020	16.06.2021	
		Decision 132/2021 on the promotion of officials and classification in a higher grade of contract staff	16.06.2021	20.05.2022	

		Decision 68/2022 on the promotion of officials and classification in a higher grade of contract staff	20.05.2022		
45(2)	Promotion	Decision 304/2006 concerning the adoption of the commun rules laying down the procedure for implementing Article 45(2) of the Staff Regulations (amended by Decision 76/2016 of 25/04/2016)	08.09.2006		1 IR
45a	Certification	Decision 132/2018 adopting the general provisions for implementing article 45a of SR	10.07.2018	23.07.2020	1 GIP
		Decision n° 94/2020 adopting general implementing provisions relating to Article 45a of the Staff Regulations	23.07.2020		

Chapter 4 – Termination of service					
51	Professional incompetence	Decision N° 47/2020 on the procedure for identifying, preventing, dealing with and remedying cases of professional incompetence	29.04.2020		1 IR
52(2)	Retirement	Decision 368/2016 concerning officials remaining in service beyond the age of automatic retirement	01.01.2017		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	Decision 126/2017 on working hours and flexible working time arrangements	18.07.2017	01.03.2022	1IR
		Decision 34/2022 concerning working arrangements at the European Committee of the Regions (pilot project)	01.03.2022		
55a + Annex IV a	Part time work	Decision N° 19/2014 concerning article 55a SR governing part-time work	01.01.2014		1 IR
		Decision 193/2019 on the teleworking scheme	14.10.2019	01.03.2022	0
56 + Annex VI	Telework	Decision 34/2022 concerning working arrangements at the European Committee of the Regions (pilot project)	01.03.2022		1 IR
		Decision 353/2016 regarding the flat-rate allowances for overtime worked by drivers	01.01.2017	17.06.2020	
		Décision 85/2020 regarding the flat-rate allowances for overtime worked by drivers	17.06.2020		
		Decision N° 23/2014 regarding overtime	01.02.2014	01.03.2022	
56 + Annex VI	Overtime	Decision 34/2022 concerning working arrangements at the European Committee of the Regions (pilot project)	01.03.2022		0

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	Decision 365/2016 on rules applicable to staff regarding annual and special leave entitlements	31.10.2016	14.11.2023	1 IR
		Decision 137/2023 - Annual and special leave	14.11.2023		
		Decision 366/2016 Guidelines on granting special leave for exceptional work which goes beyond an official's normal obligations	01.01.2017	01.03.2022	0
		Decision 34/2022 concerning working arrangements at the European Committee of the Regions (pilot project)	01.03.2022		
58	Maternity leave	Decision 365/2016 on rules applicable to staff regarding annual and special leave entitlements	31.10.2016	14.11.2023	0

		Decision 137/2023 - Annual and special leave	14.11.2023		
59-60	Sickleave	Decision 322/2016 - Absence for illness	31.10.2016	04.03.2021	1 IR
		Decision 80/2021 - Absence for illness	04.03.2021		

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	Decision 315/04 On General Implementing provisions on granting household allowance by special decision	01.05.2004		1 GIP
67 - 68 + Annex VII (Art. 1)	Family allowances	Decision 317/04 on General Implementing provisions related to the application of articles 67 and 68 and articles 1,2,3 of annex VII	01.05.2004		1 GIP
67 - 68 + Annex VII (Art. 2)	Dependent child allowance				
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	Decision N° 268/98 on General implementing provisions on Article 2 paragraph 4 of Annex VII	01.12.1998		1 GIP
67 - 68 + Annex VII (Art. 3)	Education allowance	Decision No 84/2013 on general implementing provisions for the grant of the education allowance (article 3 of Annex VII to the Staff Regulations)	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7 - 8)	Travel expenses	Decision 118/2019 concerning Article 8 of Annex VII of the Staff Regulation	01.06.2019		1 GIP
71 + Annex VII (Art 8)	Place of origin	Decision 386/2013 concerning article 7(4) of annex VII on determining the place of origin	01.01.2014		1 GIP
71 + Annex VII (Art 9)	Removal expenses	Decision 385/2013 on General implementing provisions on removal expenses	01.01.2014		1 GIP
71 + Annex VII (Art 11 - 13a)	Mission and duty travel expenses	Decision 0053/2010 on General Implementing Provisions on Guide on missions for officials and other agents	01.05.2010		1 GIP

Chapter 2 - Social Security benefits					
76	Financial assistance	Internal rules on the application of Article 76 of the staff regulations on financial assistance for officials and other staff in a particularly difficult financial position	01.05.1996		1 IR

Chapter 3 + Annex VIII - Pensions and invalidity allowance					
77 + Annex VIII (Art 11 -12)	Transfer of pension rights	Decision 83/2011 in general implementing provisions for articles 11 and 12 of annex VIII on the transfer of pension rights	01.01.2014		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	Decision 83/2019 adopting the general implementing provisions on administrative investigations and implementing rules for disciplinary proceedings	06.05.2019		1 GIP

Conditions of Employment of Other Servants

Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title II - Temporary Staff

Chapter 1 - General provisions

12(5)	Recruitment procedure for Temporary agents	Decision 31/2018 General implementing rules on the recruitment of temporary agents	22.02.2018		1 GIP
		Service instruction of the Secretary general 0001/2019 on internal administrative rules on recruitment	01.02.2019	05.03.2021	0
		Service instruction of the Secretary general n° 1/2021 on internal administrative rules on recruitment	05.03.2021		

Chapter 3 - Conditions of engagement

15	Classification in step	Decision 93/2014 laying down General implementing provisions concerning classification in step upon recruitment of officials or engagement of temporary staff	01.01.2014		0
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Chapter 4 – Working conditions

16 + 91	Maternity leave and maternity pay	Decision 365/2016 on rules applicable to staff regarding annual and special leave entitlements	31.10.2016	14.11.2023	0
		Decision 137/2023 - Annual and special leave	14.11.2023		

Title IV - Contract Staff

Chapter 3 - Conditions of engagement

79(2)	Use of Contract staff	Decision 92/2014 on General implementing provisions regarding procedures of conditions of engagement of contract staff (last amended by Decision 90/2015)	04.12.2014		1 GIP
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Chapter 3 - Conditions of engagement

82	Recruitment procedures for Contract Staff	Decision 92/2014 on General implementing provisions regarding procedures of conditions of engagement of contract staff (last amended by Decision 90/2015)	01.01.2014		0
		Service instruction of the Secretary general 0001/2019 on internal administrative rules on recruitment	01.02.2019	05.03.2021	0
		Service instruction of the Secretary general n° 1/2021 on internal administrative rules on recruitment	05.03.2021		
86	Grading upon recruitment	Decision 92/2014 on General implementing provisions regarding procedures of conditions of engagement of contract staff (last amended by Decision 90/2015)	01.01.2014		0

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

EUROPEAN OMBUDSMAN

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

1d(4)	Disability	General implementing provisions for implementing article 1e(4) concerning recruitment of disabled persons	01.05.2004		1 GIP
2	AIPN powers	Delegation of exercise of powers as Appointing authority	08.09.2015		1 IR
5 + Annex I	Types of posts and post titles	Decision on type of posts and post titles	01.01.2014	12.10.2020	1 IR
5 + Annex I and Annex XIII (Art 30-31)	Assignment of officials holding special responsibilities to "Head of unit or equivalent" or "Adviser or equivalent" before 31 December 2015				
5 + Annex I	Types of posts and post titles				
9	Committees	Decision of the European Ombudsman on the establishment of a Joint Committee	05.09.2000		1 IR
		Decision of the European Ombudsman on the establishment of a Report Committee	5.06.2008		1 IR

Title II - Rights and Obligations of Officials

11-21	Ethics and integrity	Guide on Ethics and Good Conduct for the Ombudsman's Staf	18.07.2017		1 IR
		Decision 419 regarding rights and obligations of deontology and integrity of officials and other agents	23.12.2005	18.12.2023	1 IR
Article 12a (4)	Prevention of harassment	Decision of the European Ombudsman on a Policy for the prevention of and protection against harassment in the Office	18.12.2017		1 IR
12b - 16 - 17	Outside activities	Decision of the European Ombudsman on internal rules concerning the exercise of an occupational activity after leaving the service of the European Union (article 16 SR)	07.03.2016	04.03.2021	1 IR
22 a-c	Whistleblowing	Decision of the European Ombudsman on internal rules concerning disclosure in the public interest ('whistleblowing')	04.03.2021	23.02.2023	1 IR
		Decision of the European Ombudsman on internal rules concerning disclosure in the public interest ('whistleblowing')	02.12.2015		
24 a	Training	Decision adopting the guide for training	12.09.2013		1 IR

Title III – Career of Officials

Chapter 1 – Recruitment

27-34	Recruitment	General implementing provisions on the criteria applicable to classification in step on appointment or recruitment	01.01.2014		1 GIP
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27-34	Recruitment	Rules on the filling of temporary posts in the EO's establishment plan	07.12.2010		1 IR
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Chapter 2 - Administrative Status					
Section 6 - Parental or family leave					
42a	Parental leave	General implementing provisions for Article 42a concerning parental leave	01.05.2004		1 GIP

Section 7 - Leave in the interest of the service					
42c	Leave in the interests of the service	Decision of the European Ombudsman on leave in the interest of the service in accordance with Article 42c of the Staff Regulations	11.10.2022		1 IR
Chapter 3 - Reports, advancement to a higher step and promotion					
43	Annual report	Decision of the European Ombudsman on General Implementing Provisions on Articles 43 and 44 SR	20.12.2017		1 GIP
45	Promotion	Decision of the European Ombudsman on promotions policy and career planning	13.06.2017	07.01.2021	1 IR
		Decision of the European Ombudsman on promotion of officials and reclassification of temporary and contract agents	07.01.2021		
45a	Certification	General implementing provisions on article 45a	21.07.2005		1 GIP

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55+ 55a + Annex IV a	Working time / Telework	Internal rules on working hours and flexitime	12.12.2016	25.10.2021	1 IR
		Decision of the European Ombudsman on the implementation of teleworking in the European Ombudsman	30.09.2014	25.10.2021	
		Decision of the European Ombudsman on working time and hybrid working	25.10.2021		
	Part-time work	Decision of the European Ombudsman on internal rules for part-time work	28.05.2019		1 IR
56 + Annex VI	Overtime	Internal rules - compensation in respect of overtime (article 55-56b and Annex VII)	01.05.2014		1 IR
		Internal rules on fixed allowance (drivers) (last amended by Decision of the European Ombudsman on 07.04.2020)	05. 06 2008		1 IR

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	Decision of the European Ombudsman on leave and absence at the Ombudsman's Office	20.07.2023		1 IR
58	Maternity leave	Decision of the European Ombudsman on leave and absence at the Ombudsman's Office	20.07.2023		0
59-60	Sick leave	Decision of the European Ombudsman on leave and absence at the Ombudsman's Office	20.07.2023		0
Art 59(4)	Invalidity procedure	Decision of the European Ombudsman on the procedure of invalidity	02.12.2015		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	General implementing provisions regarding the granting of household allowance by special decision	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 1)	Family allowance	General implementing rules on the implementation of articles 67 and 68 and articles 1,2, and 3 of its annex VII regarding the payment of family allowance	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 2)	Dependent child allowance	General implementing rules on the implementation of articles 67 and 68 and articles 1,2, and 3 of its annex VII regarding the payment of family allowance	01.05.2004		0
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	General implementing rules on article 2(4) of annex VII	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 3)	Education allowance	General implementing provisions on granting education allowance	01.01.2014		1 GIP

Section 3 - Reimbursement of expenses					
71+Annex VII (Art 7- 8)	Place of origin	General implementing provisions regarding the place of origin	01.05.2004		1 GIP
71+Annex VII (Art 8)	Travel expenses	General implementing provisions giving effect to article 8 of annex VII concerning payment of travel expenses	01.01.2014		1 GIP
71+Annex VII (Art 9)	Removal expenses	Decision on general implementing provisions on reimbursement of removal expenses	12.12.2019		1 GIP
71 +Annex VII (Art 11)-	Mission and duty travel expenses	Decision of the European Ombudsman on General Implementing Provisions on Articles 11-12 -13 Annex VII of the SR	01.01.2019		1 GIP
71	Contribution for public transportation expenses	Decision of the European Ombudsman on internal rules governing the contribution for public transportation expenses	17.05.2016	28.04.2023	1 IR
		Decision of the European Ombudsman on internal rules governing a contribution to sustainable mobility of staff travel from home to the place of work	28.04.2023		

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	General implementing provisions on disciplinary procedures and administrative investigations	01.05.2004	23.02.2023	1 GIP
		Decision of the European Ombudsman laying down general implementing provisions on the conduct of administrative inquiries and disciplinary proceedings	23.02.2023		

Conditions of Employment of Other Servants					
Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
Title II - Temporary Staff					
Chapter 1 - General provisions					
2+8	Engagement and use of temporary agents	General implementing provisions on the criteria applicable to classification in step on appointment or recruitment	01.01.2014		0

		Rules on the filling of temporary posts in the EO's establishment plan	07.12.2010		0
10	Reclassification of temporary staff	Decision of the European Ombudsman on promotion of officials and reclassification of temporary and contract agents	07.01.2021		0

Title IV - Contract Staff					
Chapter 1 - General provisions					
79(2)	Use of Contract Staff	Decision on the procedures of engagement of contract agents	01.12.2014		1 GIP

Chapter 3 - Conditions of engagement					
82	Recruitment procedures for Contract Staff	Decision on the procedures of engagement of contract agents	01.12.2014		0
86	Grading upon recruitment	Decision on the procedures of engagement of contract agents	01.12.2014		0
87	Appraisal and reclassification of contract staff	Decision of the European Ombudsman on promotion of officials and reclassification of temporary and contract agents	07.01.2021		0
		Decision of the European Ombudsman on General Implementing Provisions on Articles 43 and 44 SR	20.12.2017		0

Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)

EUROPEAN DATA PROTECTION SUPERVISOR

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title I - General Provisions

5 + Annex I	Types of post and post titles	Decision on types of post and post titles	01.01.2014		1 IR
9	Committees	Decision on setting up a staff committee	08.02.2006		1 IR

Title II - Rights and Obligations of Officials

12 a	Harassment	Decision adopting implementing measures regarding Articles 12a and 24 of Staff Regulations about the procedure relating to anti-harassment.	10.12.2014	22/12/2020	1 IR
		Decision of 22 December 2020 replacing the decision of 10 December 2014 Adopting Implementing measures regarding Articles 12a and 24 of Staff Regulations about the procedure relating to anti-harassment and the appointment of confidential counsellors	22.12.2020		1 IR
12b - 16 - 17	Outside activities	Decision on outside activities and assignments and on occupational activities after leaving the Service	13.09.2019		1 IR
22 a-c	Whistleblowing	Decision on internal rules concerning whistleblowing	29.11.2019		1 IR
24a	Training	Decision on Learning and development	14.07.2015		1 IR

Title III – Career of Officials

Chapter 1 – Recruitment

27-34	Recruitment	Decision 54 on General implementing provisions regarding classification in step upon recruitment or engagement	01.01.2014		1 GIP
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Chapter 2 - Administrative Status

Section 2 - Secondment

38	Secondment	EDPS policy on short secondments and exchanges	12.06.2014		1 IR
		EDPS-EDPB Joint Decision on EDPB Short Secondment Programme	12.06.2019		1 IR

Section 3 - Leave on personal grounds

40	Leave on personal grounds	Decision of the European Data Protection Supervisor of 19 December 2019 on measures concerning leave on personal grounds for officials and unpaid leave for temporary	19.12.2019		1 IR
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Section 6 - Parental or family leave

42a	Parental leave	General implementing provisions of article 42 bis on parental leave	01.07.2005		1 GIP
42a, 42b +35	Parental leave	Directive 1/2009 on probationary period suspensions in case of parental and family leave	01.09.2009		1 IR
42b	Family leave	Decision 14 regarding implementing provisions on family leave	01.05.2004		1 IR

Chapter 3 - Reports, advancement to a higher step and promotion					
Art 43	Annual report	Decision 30-bis adopting general implementing provisions on staff reports	15.12.2014	21/12/2020	1 GIP
		EDPS DECISION laying down general provisions for implementing Article 43 of the Staff Regulations and the first paragraph of Article 44 of the Staff Regulations	21.12.2020		
45	Promotion	Decision 38 ter adopting General implementing provisions concerning promotion	24.05.2017	27.04.2022	1 GIP
		Decision of the European Data Protection Supervisor of 27 April 2022 adopting implementing provisions concerning promotion and repealing the decision on the general implementing provisions concerning promotions of 24 May 2017	27.04.2022		
Art 45a	Certification	Decision 43-ter laying down general implementing provisions on article 45 bis	15.12.2014		1 GIP

Chapter 4 - Termination of Service					
Section 4 - Procedures dealing with incompetence					
51	Professional incompetence	Decision of the European Data Protection Supervisor relating to the procedure for detecting, managing and resolving professional incompetence	10.11.2015		1 IR

Title IV - Working conditions of officials					
Chapter 1 - Hours of work					
55	Working time	Decision on working time	01.01.2014	21.04.2022	1 IR
		Decision of the European Data Protection Supervisor of 21 April 2022 on working time and hybrid working	21.04.2022		
55a + Annex IV a	Part time work	Decision 10 concerning rules on part-time work	01.05.2004		1 IR
	Telework	Decision on Telework	07.02.2019	21.04.2022	0
		Decision of the European Data Protection Supervisor of 21 April 2022 on working time and hybrid working	21.04.2022		

Chapter 2 – Leave					
57 + Annex V	Annual Leave and Special leave	Decision on leave	01.01.2014		1 IR
58	Maternity leave				
Art.57(2) +Annexe V	Annual leave and special leave	Directive n.2/2009 on time management for breastfeeding	01.09.2009		1 IR
59-60	Sick leave	Decision introducing implementing provisions on absences as a result of sickness or accident	20.12.2004		1 IR

Title V + Annex VII - Emoluments and social security for officials					
Chapter 1 - Remuneration and expenses					
Annex VII - Remuneration and reimbursement of expenses					
Section 1 - Family allowances					
67 - 68 + Annex VII (Art 1(2)(d))	Household allowance by special decision	General implementing provisions on household allowance by special decision - Decision 21	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 2(4))	Person treated as dependent child	General implementing provisions on person assimilated as dependent child	01.05.2004		1 GIP
67 - 68 + Annex VII (Art 3)	Education allowance	General implementing provisions on granting education allowance - Decision 55	14.07.2014		1 GIP

Section 3 - Reimbursement of expenses					
71 + Annex VII (Art 7 - 8)	Travel expenses	Decision adopting General implementing provisions on annual travel expenses	01.01.2014		1 GIP
71 + Annex VII (Art 8)	Place of origin	Decision on General implementing provisions on the application of article 7(4) of annex VII regarding place of origin	01.01.2014		1 GIP
71 + Annex VII (Art 9)	Removal expenses	Decision 53 adopting General implementing provisions on removal expenses	01.01.2014		1 GIP
71 + Annex VII (Art 11 - 13a)	Mission and duty travel expenses	General implementing provisions adopting the Guide to missions	09.12.2004	20.06.2022	1 GIP
		EDPS Decision concerning missions and authorised travel, amending and approving EDPS guide on missions	20.06.2022		

Chapter 3 + Annex VIII and XIII - Pensions and invalidity allowance					
77+Annex XIII (art 4)	Calculation of pension rights	General implementing provisions on article 4 of annex VIII regarding calculation of pension rights for the years worked before entry into service	01.10.2007		1 GIP
77 + Annex VIII (Art 11 -12)	Transfer of pension rights	Decision 36-bis adopting General implementing provisions of articles 11 and 12 of annex VIII regarding transfer of pension rights	16.02.2012		1 GIP

Title VI Disciplinary measures					
86 + Annex IX	Disciplinary proceedings and administrative investigations	EDPS decision adopting implementing provisions regarding the conduct of administrative inquiries and disciplinary proceedings	01.01.2014		1 GIP
86 + Annex IX	Prevention of fraud , corruption and any other illegal activity	Decision concerning the terms and conditions for internal investigations in relation to the prevention of fraud, corruption and any illegal activity detrimental to the Union interests	24.09.2019		1 IR

Title VII Appeals					
90-91	Complaints and appeals	Decision adopting implementing measures regarding articles 90 & 91	11.11.2014		1 IR

Conditions of Employment of Other Servants

Article	Subject matter	Implementing rule	Entry into force	Date of expiry	Counting
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Title II - Temporary Staff

Chapter 4 – Working conditions

17 + 91	Maternity leave and maternity pay	Decision 51 on maternity leave and payment when maternity leave starts before the end of their contract	01.01.2014		1 IR
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Title IV - Contract Staff

Chapter 1 - General provisions

79(2)	Use of Contract staff	Decision 48 on General implementing provisions of article 79(2) of CEOS regarding conditions of engagement of contract agents 3a and 3 b (amended by Decision 56 of 1 January 2014 on general implementing rules on the conditions of engagement of contract agents)	16.02.2012	04.11.2020	1 GIP
		Decision of the European Data Protection Supervisor of 4 November 2020 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the European Data Protection Supervisor under the terms of Articles 3a and 3b of the said Conditions	04.11.2020		

Chapter 3 - Conditions of engagement

82	Recruitment procedures for Contract Staff	Decision 48 on General implementing provisions of article 79(2) of CEOS regarding conditions of engagement of contract agents 3a and 3 b (amended by Decision 56 of 1 January 2014 on general implementing rules on the conditions of engagement of contract agents)	16.02.2012		0
86	Recruitment procedures for Contract Staff	Decision 48 on General implementing provisions of article 79(2) of CEOS regarding conditions of engagement of contract agents 3a and 3 b (amended by Decision 56 of 1 January 2014 on general implementing rules on the conditions of engagement of contract agents)	16.02.2012		0

Chapter 5 - Special Provisions

2+88	Maximum duration for the recourse to non permanent staff	Decision Of The European Data Protection Supervisor (EDPS) of 13.12.2018 on the maximum duration for the recourse to non-permanent staff at the edps	13.12.2018		1 IR
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Legend

General implementing provisions (GIP)

Rule adopted by agreement between the institutions

Other implementing rule (IR)