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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

No. Cion doc.:	COM(2026) 474 annex
Subject:	ANNEX 3 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.

Encl.: COM(2026) 474 annex



EUROPEAN
COMMISSION

Brussels, 17.9.2026
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ANNEX 3

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**

[illegible][illegible]

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
12b -16 - 17	Outside activities		X	X			X	X	X	X	X
15	Outside activities- staff conduct linked to elections			X							
20	Place of residence					X					
22	Financial responsibility			X							
22a - c	Whistleblowing	X	X	X	X	X	X	X	X	X	X
24	Requests for assistance - Harassment complaints concerning Members of the European Parliament	X									
24a	Training	X		X		X		X	X	X	X
24a (57, Annex V)	Training at own initiative			X							
24b	Trade unions				X						

Title III - Career of officials

Chapter 1 - Recrutement

27 - 34	Recruitment	X	X	X	X	X	X	X	X	X	X
									X	X	
27	Geographical balance	X									
29	Middle management			X							
29(2)	Recruitment of Senior Officials	X		X		X					
34	Probation		X			X					

Chapter 2 - Administrative Status

Section 2 - Secondment

37(b)	List of bodies pursuing the interest of the European Union	X	X	X	X	X	X	X	X	X	X
37 - 39	Secondment	X				X					
38(d)				X							X

Section 3 - Leave on personal grounds

40	Leave on personal grounds	X	X	X	X		X	X	X		X
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Section 6 -Parental or Family leave

42a	Parental leave	X	X	X	X	X	X	X	X	X	X
42b	Family leave	X	X	X		X	X	X	X		X
42c	Leave in the interest of the service		X							X	

Chapter 3 + Annex VIII - Pensions and invalidity allowance											
77+Annex VIII (Art 4)	Calculation of pension rights			X	X		X	X			X
77 + Annex VIII (Art 9)	Early retirement			X							
77+Annex VIII (Art 11 -12)	Transfer of pension rights	X	X	X	X	X	X	X	X		X
								X			
73 and 78 + Annex VIII (Art 13-15)	Invalidity allowance	X	X								

Title VI - Disciplinary measures											
86 + Annex IX	Disciplinary proceedings and administrative investigations	X	X	X	X	X	X	X	X	X	X
						X		X			
	Prevention of fraud, corruption and any other illegal activity										X
	Investigations concerning EPSO selection boards	X									

Title VII - Appeals											
90 - 91	Complaints and Appeals										X

Title VIIIa - Special Provisions applicable to the EEAS											
96	Management of EU Delegations			X			X				

Title VIIIb - Special and exceptional provisions applicable to officials serving in a third country											
ANNEX X											
Chapter 1 - General Provisions											
Annex X	Special provisions concerning Greenland			X							
101a - Annex X (Art 1)	General provisions			X			X				
101a + Annex X (Art 2)	Mobility			X			X				

Chapter 2 – Obligations											
101a + Annex X (Art 5, 23)	Housing			X			X				

Chapter 3 - Working Conditions											
101a + Annex X (Art 8)	Rest leave			X			X				

Chapter 4 - Emoluments and social security benefits											
Section 1 - Emoluments and family allowances											
101a + Annex X (Art 10)	Allowance for living conditions			X			X				
							X				
101a + Annex X (Art 12-13)	Currency and weighting			X			X				
101a + 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			X			X				
101a + Annex X (Art 16)	Reimbursement to officials assigned in non member countries			X			X				

Section 2 - Rules relating to the reimbursement of expenses											
101a + Annex X (Art 22)	Temporary accommodation allowance and the cost of transporting			X			X				

Section 3 - Social security benefits											
101a + Annex X (Art 24)	Sickness insurance			X			X				
101a + Annex X (Art 25)	Accident insurance			X			X				

Title IX – Transitional and final provisions											
Annex XIII Transitional measures applicable to officials (Article 107a)											
Annex XIII	Compensatory payment			X							
Annex XIII (Art 22 Art 26)	Pension rights			X							

Conditions of Employment of Other Servants

Title II - Temporary Staff

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
Chapter 1 - General provisions											
2	Junior Professionals Programme			X							
2+88	Maximum duration of recourse to non-permanent staff			X							X
8	General policy for the engagement and use of temporary agents	X		X				X		X	
								X		X	
10	Reclassification of temporary staff	X						X		X	
10(5)	Recruitment						X				

Chapter 3 - Conditions of engagement

12(5)	Recruitment procedures for temporary staff	X				X	X	X	X		
									X		
15	Classification in step of temporary staff					X		X	X		
16 + 91	Working conditions for for temporary agents drivers							X			

Chapter 4 – Working conditions

17 + 91	Maternity leave and maternity pay	X	X	X			X	X	X		X
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Chapter 6 - Social security benefits

Section A - Sickness and accident insurance, social security benefits

28a(10)	Unemployment allowance	X	X	X	X	X	X	X	X	X	X
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Section C – Retirement pension and severance grant

39	Early retirement			X							
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Title IV - Contract Staff

Chapter 1 – General Provisions

79(2)	Use of contract staff	X	X	X	X	X	X	X	X	X	X
				X			X				

Chapter 3 - Conditions of engagement

82	Recruitment procedures for contract staff	X	X	X	X	X	X	X	X	X	X
				X			X		X		

Chapter 4 - Special provisions for members of the contract staff referred to in Article 3a

85	Staff engaged under national law ineligible to become contract agent			X							
86	Grading upon recruitment	X	X	X	X	X	X	X	X	X	X
				X			X				
87	Appraisal of contract staff	X	X	X			X			X	
		X								X	
87(3)	Reclassification of contract Staff			X	X		X			X	
							X			X	

Chapter 5 - Special provisions for members of the contract staff referred to in Article 3b

90	Auxiliary conference interpreters	X									
	Working conditions of interpreters	X		X							

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

118	Mobility of contract staff in delegations			X			X				
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Title V - Local staff

120	Conditions of employment			X			X				
	Salary method						X				
121	Social security			X			X				
120+121	Joint Committees regarding Local Staff			X							

Title VI - Special advisers

5 + 123 + 124	Special advisers			X							
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Title VII - Parliamentary assistants

[illegible]

Legend :

<i>General implementing provisions</i>	X
<i>Other implementing rules</i>	X
<i>Rules adopted by agreement between the institutions</i>	X

In the “Article” column, the same colour coding is used to indicate when the Staff Regulations or the Conditions of Employment of Other Servants prescribe a specific form to the implementing rule, i.e., respectively, general implementing provisions, other implementing rules, or by rules adopted by agreement between the institutions. When the respective field is white, the adoption of an implementing rule has either not been explicitly foreseen by these acts or these acts do not prescribe any specific form to such an implementing rule.