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

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Subject:	ANNEX 4 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
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ANNEX 4

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**

STAFF REGULATIONS											
		Commission		Agencies ¹							
				Number of implementing rules on 31 December 2023							
				Adopted before 2014 reform ²		Adopted after 2014 reform			No rule / opt-out (including ongoing requests)	Total	
Article	Subject Matter	Relevant COM implementing rule	Ex-ante agreement	Analogous to COM rule	Own rules	Analogy - Art. 110		Rule based on ex-ante agreement			Own rules different from COM (including ongoing requests)
						Application by analogy	9 month period ³ not expired on 31/12/2023				
1e(1)	Measures of social nature	C(2013)4876 on guidelines for assistance with home care or care for a sick child		2	2	11			7	32	54
5	Types of posts and post titles	C(2013)8979 on types of post and post titles	C(2018) 8800 type of post and post titles			28		26			54
		C(2016)3214 concerning the function of adviser	C(2018)2209 and C(2018)4012 concerning adviser functions			5		43		6	54
7	Transfer	C(2009)7839 laying down implementing rules as regards temporary occupation of management posts	C(2017) 7332 on temporary occupation of management posts (all)		1	4		45	3	1	54

¹ A complete list of the executive agencies, joint undertakings, decentralised agencies and Union bodies has been provided at the end of this Annex.

² Agencies' rules implementing the Staff Regulations and adopted before the 2014 reform are mentioned if a Commission Decision on the subject matter exists.

³ A Commission implementing rule applies by analogy to the agencies after the expiry of nine months from its entry into force at the Commission or after nine months of the date on which the Commission informed the agencies of the adoption of the respective implementing rule, whichever is later.

9(1)	Staff Committee	Rules laying down the composition and operation of the Staff Committee of 22/10/1997	C(2016)3323 regarding implementing rules on setting up a Staff Committee and C(2019)4542 on setting up a Common Staff Committee		11	2		39	2		54
9(1)(a)	Common Committee for Prevention and Protection at Work		C(2019)5362 on setting up a Common Committee for Prevention and Protection at Work					6			6
12a	Anti-harassment	C(2006)1624/3 on protecting the dignity of the person and preventing psychological harassment and sexual harassment	C(2016)6595 on policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment		11	1		42			54
12b - 16 - 17	Outside activities	C(2018) 4048 on outside activities and assignments				54					54
22a - 22b	Whistleblowing	SEC(2012) 679 Guidelines on whistleblowing	C(2018)1362 Guidelines on Whistleblowing			1		45		8	54
24a	Training	C(2016)3829 Learning and Development Strategy	C(2017) 6772 on Learning and development			16		38			54
		C(2016)3855 on Training on the own initiative of the staff member				16					54
27-34	Recruitment	C(2013)8970 GIPs concerning the criteria applicable to classification in step upon recruitment				54					54
29	Middle management	C(2016)3288 on middle management staff	C(2018)2542 and C(2018)4360 on middle management staff			8		45	1		54

40	Leave on personal grounds	C(2013)9054 on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the EU	C(2015)5320 on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the EU			3		51			54
43	Annual report	C(2013)8985 GIPs on Article 43 and 44(1) SR	C(2015)1513 on Article 43 and 44(1) SR			6		48			54
		C(2016) 7270 - Amendment Appraisal						54		1	54
45	Promotion	C(2013)8968 on implementing Article 45 SR	C(2015)9563 on implementing Article 45 SR			30		20		4	54
51	Procedures dealing with incompetence	C(2019)6855 on professional incompetence of officials					51			3	54
55	Working time and hybrid working	C(2022) 1788	C(2023) 5076			45		6	3		54
55a	Part-time	C(2015)9720 on Art 55a SR and Annex Iva				54					54
55b	Job-sharing	C(2004)1314 on Job-sharing		24	1	10				8	54
56	Duties of Commission drivers	C(2004) 1318 and C(2019) 7822				52				2	54
57	Annual leave and special leave	C(2013)9051 on leave and C(2020) 1559				54					54
59-60	Sick leave	C(2004)1597/11 on sick leave		29	10	13			2		54
67-68	Education allowance	C(2013)8971 GIPs on Art 3 of Annex VII				54					54
71	Travel expenses	C(2013)8987 GIPs on Art 8 of Annex VII				54					54
71	Place of origin	C(2013)8982 GIPs on Art 7(4) of Annex VII				54					54
71	Removal expenses	C(2013)9040 GIPs on removal expenses				54					54

71	Mission and duty travel	C(2017) 5323 Mission Guide				54					54
77	Transfer of pension rights	C(2011)1278 GIPs on Article 11 and 12 of Annex VIII and C(2020) 4818				54					54
86	Disciplinary proceedings and administrative investigation	C(2019)4231 on Administrative inquiries and Disciplinary procedure	C(2022) 497 on Administrative inquiries and Disciplinary procedure			30		24			54

CONDITIONS OF EMPLOYMENT OF OTHER SERVANTS

		Commission		Agencies							
				Number of implementing rules on 31 December 2019							
				Adopted before 2014 reform ⁴		Adopted after 2014 reform				No rule / opt-out (including ongoing requests)	Total
Article	Subject Matter	Relevant COM implementing rule	Ex-ante agreement	Analogous to COM rule	Own rules (including ongoing requests)	Analogy - Art. 110 ⁵		Rule based on ex-ante agreement	Own rules different from COM (including ongoing requests)		
						Application by analogy	9 month period not expired on 31/12/2019				
12(5)	Engagement of temporary agents	C(2013)9049 on policies for engagement and use of temporary agents				11				43	54
17 + 91	Maternity leave and maternity pay	C(2013)9020 on maternity leave and maternity pay				54					54

⁴ Agencies' rules implementing the Staff Regulations and adopted before the 2014 reform are mentioned if a Commission Decision on the subject matter exists.

⁵ Note that these figures include also rules adopted by analogy based on Commission implementing rules that were, even though adopted prior to 2014 reform, notified by the Commission to the agencies.

54	Reclassification TA 2f		C(2015)4996 and C(2015)9560 on implementing rules giving effect to Art 54 CEOS					53	1		54
56	Engagement TA 2f		C(2015)1457 and C(2015)1509 on implementing rules giving effect to Art 56 CEOS					52	2		54
79(2) - 90	Engagement of CA	C(2017)6760 on conditions of employment of contract staff	C(2019)3016 on conditions of employment of contract staff			10		44			54
		C(2013)9028 on the maximum duration for the recourse to non- permanent staff in the Commission services	C(2016)2421 regarding the non-application of the COM Decision on the maximum duration for the recourse to non- permanent staff			6		48			54
		C(2019) 2548	C(2019)6929 regarding the non-application of the COM Decision on the maximum duration for the recourse to non- permanent staff			18		36			54
87	Appraisal CA	C(2014)2226 GIPs for implementing Art 87(1) of the CEOS	C(2015)1456 for implementing Art 87(1) CEOS and Art 44(1) SR			4		50			54
87(3)	Reclassification of CA	C(2013)2529 on GIPs for implementing Art. 87(3) CEOS	C(2015)9561 and C(2015)4997 on provisions for implementing Art 87(3) CEOS			1		53			54

Legend:

Commission implementing rules
adopted after the reform of 2014
and notified to agencies

LIST OF AGENCIES, JOINT UNDERTAKINGS AND EU BODIES

Executive Agencies⁶

1. European Education and Culture Executive Agency (EACEA)⁷
2. European Innovation Council and SMEs Executive Agency (EISMEA)⁸
3. European Research Council Executive Agency (ERCEA) European Climate
4. Infrastructure and Environment Executive Agency (CINEA)⁹
5. European Research Executive Agency (REA)¹⁰
6. Health and Digital Executive Agency (HaDEA)

Decentralised Agencies and EU Bodies

1. European Union Agency for the Cooperation of Energy Regulators (ACER)
2. The Agency for Support for BEREC (BEREC Office)
3. Translation Centre for the Bodies of the European Union (CDT)
4. European Centre for the Development of Vocational Training (CEDEFOP)
5. European Union Agency for Law Enforcement Training (CEPOL)
6. Community Plant Variety Office (CPVO)
7. European Aviation Safety Agency (EASA)

⁶ Pursuant to Commission Implementing Decision (EU) 2021/173 of 12 February 2021 Consumers, Health, Agriculture and Food Executive Agency (CHAFEA) ceased to exist as of 1 April 2021, L 50/9, 15.2.2021.

⁷ The European Education and Culture Executive Agency succeeds and replaces the Education, Audio-visual and Culture Executive Agency, see Commission Implementing Decision (EU) 2021/173, *idem*.

⁸ The European Innovation Council and SMEs Executive Agency succeeds and replaces the Executive Agency for Small and Medium Enterprises, see Commission Implementing Decision (EU) 2021/173, *idem*.

⁹ The European Climate, Infrastructure and Environment Executive Agency succeeds and replaces the Innovation and Networks Executive Agency, see Commission Implementing Decision (EU) 2021/173, *idem*.

¹⁰ The European Research Executive Agency succeeds and replaces the Research Executive Agency, see Commission Implementing Decision (EU) 2021/173, *idem*.

8. European Union Agency for Asylum (EUAA)
9. European Banking Authority (EBA)
10. European Centre for Disease Prevention and Control (ECDC)
11. European Chemicals Agency (ECHA)
12. European Environment Agency (EEA)
13. European Fisheries Control Agency (EFCA)
14. European Food Safety Authority (EFSA)
15. European Institute for Gender Equality (EIGE)
16. European Insurance and Occupational Pensions Authority (EIOPA)
17. European Institute of Innovation and Technology (EIT)
18. European Labour Authority (ELA)
19. European Medicines Agency (EMA)
20. European Maritime Safety Agency (EMSA)
21. European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)¹¹
22. European Union Agency for Cybersecurity (ENISA)
23. European Public Prosecutor's Office (EPPO)
24. European Union Agency for Railways (ERA)
25. European Securities and Markets Authority (ESMA)
26. European Training Foundation (ETF)
27. European Union Intellectual Property Office (EUIPO)
28. European Agency for the operational management of the large-scale IT systems in the area of freedom, security and justice (eu-LISA)
29. European Agency for Safety and Health at Work (EU-OSHA)
30. European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)
31. European Union's Judicial Cooperation Unit (EUROJUST)
32. European Union Agency for Law Enforcement Cooperation (EUROPOL)
33. European Union Agency for Fundamental Rights (FRA)
34. European Border and Coast Guard Agency (FRONTEX)

¹¹ The European Union Drugs Agency replaces and succeeds the European Monitoring Centre for Drugs and Drug Addiction pursuant to Regulation (EU) 2023/1322 of the European Parliament and of the Council of 27 June 2023 on the European Union Drugs Agency (EUDA) and repealing Regulation (EC) No 1920/2006 with the effect from 2 July 2024, OJ. 30.6.2023, L 166/12.

- 35. EU Agency for the Space Programme (EUSPA)
- 36. Single Resolution Board (SRB)

Joint Undertakings

- 1. Circular Bio-based Europe Joint Undertaking (CBE JU)
- 2. Clean Aviation Joint Undertaking (CA JU)
- 3. Chips Joint Undertaking (Chips JU)
- 4. Clean Hydrogen Joint Undertaking (CH JU)
- 5. European Cybersecurity Competence Centre (ECCC)
- 6. European High Performance Computing Joint Undertaking (EuroHPC)
- 7. European Joint Undertaking for ITER and the Development of Fusion Energy (F4E)
- 8. Europe's Rail Joint Undertaking (EU-Rail JU)
- 9. Global Health EDCTP3 Joint Undertaking (GH JU)
- 10. Innovative Health Initiative Joint Undertaking (IHI JU)
- 11. SESAR Joint Undertaking (SESAR JU)
- 12. Smart Networks and Services Joint Undertaking (SNS JU)