

## Note to the Management Board

### **Subject: Renewal of contracts of employment for indefinite duration**

According to Article 28 (3) of the eu-LISA Regulation, the Management Board shall, on an annual basis, give its consent in the case of contracts that the Executive Director plans to renew where, following renewal, those contracts would be of an indefinite period pursuant to the Conditions of Employment of the Other Servants.

Pursuant to Article 85 (1) of CEOS, the contracts of contract staff referred to in Article 3a may be concluded for a fixed period of not more than five years. They may be renewed not more than once for a fixed period of not more than five years. Any further renewal shall be for an indefinite period.

In 2016, the Management Board decided<sup>1</sup> on the approach for renewal of contracts of eu-LISA staff and authorized the Executive Director of the Agency to grant indefinite contracts to temporary staff after the first contractual term in line with the applicable legal provisions (Article 8 of the CEOS and Article 16 of the Management Board decision No 2015-166 of 18 November 2015). By the same decision, for contract staff any deviations from Article 85 of CEOS were decided to remain exceptional.

In 2022 and 2023, three (3) Contract Agent's posts are eligible to be renewed for an indefinite period (second renewal). No other similar proposals to renew will be made during the current year according to our planning.

### **Envisaged renewal of contracts of employment of CA posts for indefinite duration**

eu-LISA would like to request an approval of the Management Board to renew the following three (3) contracts for an indefinite period, provide all conditions are fulfilled by the respective agents by the time the decision of the Appointing Authority is due:

- 1) ICT Officer – CA FG IV – contract has been renewed once and is expected to come to an end on 31 December 2022.
- 2) Information Technology Officer – CA FG IV - contract has been renewed once and is expected to come to an end on 15 November 2023.
- 3) Information Technology Officer – CA FG IV - contract has been renewed once and is expected to come to an end on 30 November 2023.

### **Justification for this request:**

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<sup>1</sup> Decision 2016-123 of 16 November 2016 of the Management Board of eu-LISA.

These IT and ICT profiles represent the first wave of the contract agents who entered or enter 10 years of service at the Agency. For these profiles, the contract renewal, if approved, would constitute a second renewal, therefore, would be in line with the Article 85 (1) of CEOS and in line with Management Board decision No 2015-166 of 18 November 2015.

Approving an opportunity to grant them an indefinite contract will contribute to the eu-LISA aspiration of becoming a career organisation and to include in this aspiration also well performing contract agents. This measure will help eu-LISA to attract and retain talents, reinforce the attractiveness of eu-LISA as a work place.

It will also allow, in particular in 2022 and 2023 to reduce the workload related to recruitment, as replacement on these posts will pose a challenge in case contracts are not renewed due to the high recruitment target in 2022.

The posts occupied are on a longer-term nature. Therefore, the relevant budget should be available despite the duration of a contract.

### **Overview of TA contracts for indefinite duration (2022)**

The Agency informs the Management Board of granting to 17 Temporary Agents an employment contract of an indefinite duration as per Management Board decision 2016-123 of 16 November 2016.

In the years 2022-2023, 17 Temporary Agent posts are eligible to be renewed for an indefinite period (first renewal):

	<b>2022</b>	<b>2023</b>	<b>TOTAL</b>
<b>Tallinn</b>	2	1	<b>3</b>
<b>Strasbourg</b>	2	12	<b>14</b>
<b>TOTAL</b>	<b>4</b>	<b>13</b>	<b>17</b>

### **Requested decision**

The Agency seeks the approval of the Management Board for granting to three the Contract Agents an employment contract of an indefinite duration, following a fulfilment of the contract renewal process and meeting the necessary conditions by the concerned agents.

Considering the above and in accordance with the provisions of Article 7 of the Agency's Rules of Procedure, I hereby ask the Management Board to adopt the following decision:

**The Management Board decides to approve granting the indefinite duration contracts to three (3) Contract Agents in Function Group FG IV in 2022 and 2023.**