

Decision of the Management Board 02/2016/MB

On the Exercise of the powers of the appointing authority and the authority empowered to conclude contracts of employment in respect of the staff of the European Agency for Law Enforcement Training (CEPOL)

Adopted by the Management Board

on 15 July 2016

Delegating the powers conferred by the Staff Regulations on the appointing authority and by the Conditions of Employment of Other Servants of the European Union on the authority empowered to conclude contracts of employment to the Executive Director of the European Union Agency for Law Enforcement Training.

THE MANAGEMENT BOARD,

Having regard to the Staff Regulations of Officials of the European Union ('Staff Regulations') and the Conditions of Employment of Other Servants of the European Union ('CEOS'), laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68 , and in particular to Articles 2 (1), 110 (2) of the Staff Regulations and Article 6 of the CEOS,

Having regard to Regulation (EU) 2015/2219 of the European Parliament and of the Council of 25 November 2015 establishing the European Union Agency for Law Enforcement Training (CEPOL) , and in particular Article 9(2) thereof,

Having regard to the Rules of Procedure of the Management Board and in particular Articles 6, 7 and 8 thereof,

Having regard to the agreement of the European Commission pursuant to Article 110 (2) of the Staff Regulations (Commission Decision (2016) 4276 final of 04.07.2016),

After consulting the Staff Committee,

Whereas:

- (1) By virtue of Article 9(1)(i) of Regulation (EU) 2015/2219, the powers of the appointing authority and the authority empowered to conclude contracts of employment are conferred on the Management Board of the Agency.
- (2) Article 9(2) of Regulation (EU) 2015/2219 provides that the Management Board shall adopt, in accordance with Article 110 of the Staff Regulations, a decision delegating the relevant powers of the appointing authority and the authority empowered to conclude contracts of employment to the Executive Director of the Agency and defining the conditions under which that delegation may be suspended.

- (3) Pursuant to the sixth subparagraph of Article 110(2) of the Staff Regulations, the Management Board, or the equivalent body referred to in the act establishing an agency, shall adopt the implementing rules to the Staff Regulations and the CEOS.
- (4) Decisions on the daily management of the Agency, and in particular decisions in individual staff matters need to be taken at the most appropriate level.
- (5) The Executive Director manages the Agency and is in particular responsible for the day-to-day administration of the Agency.
- (6) It is therefore necessary to adopt a decision delegating the relevant competences in the area of staff management to the Executive Director.

HAS ADOPTED THIS DECISION:

Article 1 – Scope

This Decision concerns the exercise of the powers of the appointing authority and the authority empowered to conclude contracts of employment in respect of the staff of the Agency, except the Executive Director of the Agency.

Article 2 – Delegation to the Executive Director

1. The powers conferred by the Staff Regulations on the appointing authority and by the CEOS on the authority empowered to conclude contracts of employment are delegated to the Executive Director of the Agency, except the adoption of implementing rules to give effect to the Staff Regulations and the CEOS.
2. These powers are conferred on the Executive Director of the Agency without prejudice to other competences of the Management Board as provided for in the Statutes annexed to Regulation (EU) 2015/2219.
3. Decisions on selection, engagement, extension of contract, termination of contract, appraisal and reclassification of the Accounting Officer shall be subject to approval by the Management Board.
4. The powers referred to in paragraph 1 concerning Article 90(2) of the Staff Regulations are exercised by the Management Board when the contested decision was taken at the level of the Executive Director.

Article 3 – Sub-delegation by the Executive Director

1. The Executive Director may sub-delegate the powers referred to in Article 1 to an official or a member of temporary staff by reference to appropriate criteria, such as their function group, position, and job assignment, which they hold in the Agency.
2. Agents to whom powers are sub-delegated under paragraph 1 may be designated by their position in the Agency or ad personam.
3. Sub-delegations shall be brought to the attention of the staff in a suitable form.
4. If a person to whom powers have been conferred under Article 2 or under paragraph 1 of this Article is unable to act, those powers shall be exercised in accordance with the rules on deputising set out in the Agency's internal rules.
5. The Executive Director may, after approval of the Management Board, sub-delegate relevant powers referred to in Article 1 to the Commission. That sub-delegation shall be acted in writing and brought to the attention of the staff.

Article 4 – Suspension of delegation

Where exceptional circumstances so require the Management Board may decide to temporarily suspend the delegation of appointing authority powers to the Executive Director and any sub-delegation of such powers granted by this Decision and exercise itself these powers or delegate them to one of the Management Board members or to a staff member of the Agency other than the Executive Director. These powers may then be sub-delegated as necessary, in which case Article 3 shall apply mutatis mutandis. The suspension shall be decided in accordance with the following provisions:

- a. before adopting a decision on suspension the Management Board shall carefully consider any possible impacts on the functioning of the Agency. The suspension shall be limited to the duration and extent necessary to achieve its objective;
- b. the decision on suspension shall be taken according to the voting rules of the Management Board provided for in Regulation (EU) 2015/2219;
- c. the decision on suspension shall be communicated to the Executive Director in writing and shall clearly define the powers being the subject of suspension, the exact duration of the suspension and any conditions thereto;
- d. the decision on suspension shall automatically suspend any related sub-delegation, unless explicitly stated otherwise in the decision;

- e. the decision on suspension shall specify who shall exercise the relevant powers during the period of suspension;
- f. the decision on suspension shall be brought to the attention of staff in a suitable form.

Article 5 – Entry into force

This Decision shall take effect on 15 July 2016. It shall be brought to the attention of the staff in a suitable form.

Done in the Netherlands, 15 July 2016

For the Management Board

<Signature on file>

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Mrs. Frederike Everts MPA
Chair of the Management Board