

**Decision of the Management Board 13/2022/MB**

**ON WORKING TIME AND HYBRID WORKING**

**Adopted by the Management Board**

**on 05 August 2022**

THE MANAGEMENT BOARD,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to European Parliament and Council Regulation (EU) No 2015/2219 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA<sup>1</sup>,

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

After consulting the Staff Committee,

Whereas:

- (1) On 24 March 2022, the Commission informed CEPOL that it adopted Decision C(2022) 1788 of 24 March 2022 on working time and hybrid working, with entry into force on 01 April 2022.
- (2) According to the timelines provided for by Article 110(2) of the Staff Regulations, the above-mentioned implementing rules shall enter into force at CEPOL on 24 December 2022.
- (3) CEPOL was informed that there is a high possibility that a model decision on working time and hybrid working will be developed for the agencies; current expectations are that such model decision will be adopted at the earliest in February 2023. For the sake of clarity and legal certainty, CEPOL wishes to adopt the Commission decision on working time and hybrid working as soon as possible.
- (4) Therefore, following consultation with the Staff Committee, and in line with the options provided for by Article 110(2) of the Staff Regulations, CEPOL wishes to apply the Commission's decision by analogy, but will reassess the situation once the model decision once is notified to the Agency.
- (5) It is important to formalise the by-analogy application of the aforementioned rules via a Management Board Decision.

HAS DECIDED AS FOLLOWS:

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<sup>1</sup> OJ L319, 4.12.2015, p.1

<sup>2</sup> OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p. 15.

*Article 1*

1. Decision C(2022) 1788 of 24 March 2022 on working time and hybrid working shall apply by analogy within CEPOL.
2. Upon notification of the model decision, CEPOL shall reassess the legal situation.

Decisions 16/2016/GB and 12/2019/MB are hereby repealed

*Article 2*

This Decision shall take effect on the day following its adoption.

Done at Nanterre, on 08 August 2022

*For the Management Board*

*<< Signature on file >>*

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*Mr Philippe Durand  
Chair of the Management Board*