



Prague, 29 June 2016
GSA Ref.: GSA-OED- 221070

**DECISION OF THE EXECUTIVE DIRECTOR OF THE GSA
implementing the Decision of the Administrative Board on social measures**

THE EXECUTIVE DIRECTOR OF THE EUROPEAN GNSS AGENCY (GSA)

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, laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68, and in particular Article 1e of the Staff Regulations,

Having regard to Regulation (EU) No 912/2010 of the European Parliament and of the Council of 22 September 2010 setting up the European GNSS Agency, as amended by Regulation (EU) No 512/2014 of the European Parliament and of the Council of 16 April 2014,

Having regard to the Decision of the Administrative Board of 30 October 2015 on social measures,¹

Having regard to the Decision of the Administrative Board of 10 March 2016 on amending Budget 2016 (amendment Number 1),²

After consulting the Staff Committee,

Whereas:

- (1) The attractiveness of the Agency in Prague as an employer has seriously waned recently, to the point of putting into question its capacity to hire and retain the competent staff to execute its ambitious tasks and Annual Work Programme.
- (2) Adoption of measures of a social nature should contribute to increasing this attractiveness.
- (3) The Administrative Board adopted on 30 October 2015 a decision on social measures, by which it empowered the Executive Director to adopt three social measures which should contribute to increasing the attractiveness of the Agency. These measures consist in provision of lunch and wellness vouchers to the staff, funding of 100% of amount of public transportation pass in the Prague area for the staff and their family members and provision of enhanced insurance coverage.
- (4) Since the attractiveness issues are observed in Prague, such measures shall be restricted to GSA staff members employed at the Agency's headquarters in Prague ('Prague staff members') and apply to serve their purpose, ie. increasing attractiveness for the period in which this is needed and subject to regular – at least annual – review of in particular the continuing need and justification for, as well the effectiveness and affordability of, such social measures.

¹ GSAID-196-8756

² GSAID-196-8986



- (5) By Decision on amending Budget 2016 of 10 March 2016, the Administrative Board created a new budget line devoted to the above-mentioned social measures.
- (6) Accordingly, the decision of the Administrative Board on social measures can now be implemented by adopting the first and second measures.
- (7) Given that the decisions of the Administrative Board on social measures and on amending budget 2016 cover the whole period of year 2016, it is appropriate to make the social measure regarding public transportation applicable as of 1 January 2016.
- (8) The social measure related to vouchers is conditional upon the signature of a contract with a service provider. Consequently, the applicability of this measure should be linked to the day of entry into force of this contract.
- (9) The third measure related to enhanced insurance coverage cannot be implemented for the moment as it is dependent on the selection of a provider of this coverage in a future tender procedure. This measure will be implemented after this provider will have been selected.
- (10) It must be well understood that the social measures referred to in this decision constitute ad hoc support granted to Prague staff members for the period in which this decision shall be maintained and under the conditions established herein or otherwise. They shall not confer any indefinite entitlement or any form of "acquired rights". This decision (like any other ED decision) or any part thereof can be revoked at any time at the Agency's discretion, without this entitling anyone to any indemnity or basis for claim.

HEREBY DECIDES AS FOLLOWS:

Article 1

- (1) Prague staff members have a right to reimbursement of 100% of amount of the public transportation pass (so far known as "Opencard") in the Prague area for them and their family members.
- (2) For the purpose of this provision, the following persons are considered as family members:
 - a) a spouse;
 - b) a stable non-marital partner, under the conditions laid down in Article 1(2)(c) of Annex VII to the Staff Regulations;
 - c) dependent children and assimilated persons as defined in Article 2(2) and (4) of Annex VII to the Staff Regulations.

Article 2

- Prague staff members have right to
- a) lunch vouchers in value of 160 CZK per working day
 - b) wellbeing (multipurpose) vouchers in value of 1 600 CZK per month.

Article 3

The Head of Administration shall ensure the prompt implementation of the measures referred to in Articles 1 and 2.

He shall continuously monitor the impact of such measures on the budget of the GSA and organise a



more general review at least annually to verify the reasons and possibility whether to maintain, amend or terminate such measures. Where found appropriate he shall propose any revision or termination of such measures.

Article 4

- (1) The present Decision enters into force on the day following its adoption.
- (2) The measure set out in Article 1 is applicable as of 1 January 2016 and it applies to public transportation passes paid by the staff members on or after this date.
- (3) The measure set out in Article 2 is applicable from 1st July 2016 or the later day on which the contract with the service provider of the lunch and wellbeing vouchers will be signed – a reasonable time being also allowed for its proper implementation.

Done in Prague, on 29 June 2016

Carlo des Dorides
Executive Director