


Procedure file

Basic information	
COS - Procedure on a strategy paper (historic) 2000/2216(COS)	Procedure completed
Reforming the Commission: action plan, aspects concerning the Committee on Legal Affairs. White Paper	
Subject 8.40.03 European Commission	

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	JURI Legal Affairs and Internal Market		23/11/1999
		PPE-DE HARBOUR Malcolm	
Council of the European Union	Committee for opinion	Rapporteur for opinion	Appointed
	FEMM Women's Rights and Equal Opportunities	The committee decided not to give an opinion.	
European Commission	Commission DG	Commissioner	
	Human Resources and Security		

Key events			
01/03/2000	Non-legislative basic document published	COM(2000)0200	Summary
20/09/2000	Committee referral announced in Parliament		
23/10/2000	Vote in committee		Summary
23/10/2000	Committee report tabled for plenary	A5-0326/2000	
29/11/2000	Debate in Parliament		
30/11/2000	Decision by Parliament	T5-0543/2000	Summary
30/11/2000	End of procedure in Parliament		
13/08/2001	Final act published in Official Journal		

Technical information	
Procedure reference	2000/2216(COS)
Procedure type	COS - Procedure on a strategy paper (historic)
Procedure subtype	Commission strategy paper

Legal basis	Rules of Procedure EP 142
Stage reached in procedure	Procedure completed
Committee dossier	JURI/5/13629

Documentation gateway

Document attached to the procedure	SEC(1999)0754	07/06/1999	EC	
Supplementary non-legislative basic document	COM(2000)0010	18/01/2000	EC	Summary
Non-legislative basic document	COM(2000)0200	01/03/2000	EC	Summary
Committee report tabled for plenary, single reading	A5-0326/2000 OJ C 223 08.08.2001, p. 0007	23/10/2000	EP	
Text adopted by Parliament, single reading	T5-0543/2000 OJ C 228 13.08.2001, p. 0024-0206	30/11/2000	EP	Summary
Follow-up document	COM(2001)0115	28/02/2001	EC	Summary
Follow-up document	COM(2003)0040	30/01/2003	EC	Summary
Follow-up document	COM(2004)0093	10/02/2004	EC	Summary

Reforming the Commission: action plan, aspects concerning the Committee on Legal Affairs. White Paper

The committee adopted the report by Malcolm HARBOUR (EPP-ED, UK) on the aspects of the Commission's White Paper falling within its remit. The report stressed that an independent, impartial European civil service provided the best guarantee for strengthening the role of the EU institutions and for promoting the Community interest. It agreed with many of the reform measures proposed by the Commission, such as the performance appraisal strategy, the emphasis on continuous training and the proposal to set up an interinstitutional recruitment agency. Although it supported the early retirement scheme, it pointed out that people should also be able to retire later. The Commission was urged to consider a funded, portable pension scheme so as to promote greater mobility. The committee stressed that officials needed to be given clear objectives, clear job descriptions (for all grades) and the right resources. It also called for procedures to deal with persistent under-performance and said that the idea of a job for life, irrespective of performance, must disappear. Recruitment, grading and pension plans should facilitate external recruitment, and flexible short- or long-term fixed contracts should be available. The compensation package should be competitive with the private and public sectors in order to attract suitably talented and well-motivated people. The committee also felt that managers should be able to operate performance-based pay rises as an incentive for staff, and praised the current ECB scheme. On the question of disciplinary structures and procedures, the committee wanted to see early action to redesign the system and review the provisions dealing with officials' personal financial liability. There should be a formal definition of officials' rights and obligations to report wrongdoing. The committee warned that the reforms must be implemented as quickly as possible to avoid staff demoralisation and public disenchantment. Lastly, it called on the Commission to put forward urgent proposals for reforming the Staff Regulations to take account, inter alia, of the new employment realities for Parliament, where flexibility and mobility were needed in the light of its cyclical workload and the staffing requirements of political groups, involving large numbers of temporary officials.

Reforming the Commission: action plan, aspects concerning the Committee on Legal Affairs. White Paper

The European Parliament adopted the resolution drafted by Mr Malcolm HARBOUR (EPP/ED, UK) concerning the legal aspects of the reform of the Commission. It reaffirms that an independent, impartial European civil service provides the best guarantee for strengthening the role of the Commission and of the other Union bodies and institutions and for promoting the Community interest. It calls for the requirements for entry into this service to be qualitatively increased and for recruitment to a permanent post to be subject to additional quality criteria. The Commission's administration should primarily meet the criteria of a European civil service servicing the general public. Moreover, the resolution defines the reform objectives and performance targets, calling particularly for the goals to be developed into more specific, challenging benchmarks. The Commission is urged to introduce a merit-based HR policy that raises the effectiveness of the organisation and supports individual career planning. Parliament advocates complaints panels with independent members to settle staff disputes speedily without the need for court proceedings. It supports the proposals for a permanent, flexible retirement scheme; this should encompass both early and late retirement. Lastly, the Parliament has welcomed those proposals of Commission's White Paper that refer to the Parliament as an employer. The House is called upon to support the set up of an interinstitutional recruitment agency, to enhance its existing staff appraisal and underlines the importance of exchanges amongst EU institutions and joint training programmes. ?