

DECISION OF THE EUROPEAN CENTRAL BANK

of 9 October 2019

**amending Annex IIa of the Conditions of Employment for Staff of the European Central Bank
(ECB/2019/NP31)**

THE GOVERNING COUNCIL OF THE EUROPEAN CENTRAL BANK,

Having regard to the Statute of the European System of Central Banks and of the European Central Bank, and in particular Article 36.1 and the fifth indent of Article 47.2 thereof,

Having regard to the Rules of Procedure of the European Central Bank, and in particular Article 21 thereof,

Having regard to the opinion of the Staff Committee,

Having regard to the proposal of the Executive Board,

Having regard to the contribution of the General Council,

Whereas:

- (1) The Graduate Programme has proven to be an effective means for the European Central Bank (ECB) to recruit highly qualified recently graduated members of staff. It is considered to be in the interest of the service to retain well-performing graduate programme participants as members of staff after they have completed the Graduate Programme.
- (2) The character of a position on the Graduate Programme as a special type of fixed-term non-convertible employment with the ECB should be clarified.
- (3) The Graduate Programme should be further aligned with the general framework applicable to members of staff holding fixed-term contracts, by removing the current divergences from that framework with regard to salary structure and probationary period.
- (4) The Executive Board should lay down the conditions under which a graduate programme participant may be promoted from salary band E/F to salary band F/G for the term of a contract extension of one year, thus enabling increased mobility in relation to positions at salary band F/G.
- (5) Therefore, the Conditions of the Graduate Programme of the European Central Bank should be amended accordingly,

HAS ADOPTED THIS DECISION:

Article 1

Amendments

Annex IIa of the Conditions of Employment for Staff of the European Central Bank is amended as follows:

1. In Article 1, the words 'an employment contract' are replaced by the words 'a fixed-term non-convertible employment contract';
2. Article 5 is replaced by the following:
 - '5. (a) Appointments shall be for two consecutive years at salary band E/F.
 - (b) Contracts may be extended once for a period of one year in accordance with the provisions laid down in the Graduate Programme Rules. The Graduate Programme Rules shall specify the conditions under which a graduate programme participant may be promoted to salary band F/G for the term of the contract extension.'
3. Article 9 is deleted;
4. Article 11 is replaced by the following:
 - '11. After completion of the probationary period, graduate programme participants may apply for ECB positions advertised internally or externally. Upon completion of the graduate programme, graduate programme participants may be appointed in the interest of the service to vacant positions at salary band E/F or F/G, on the basis of the principles set out in the general framework for horizontal mobility.'
5. Part 3 containing Articles 12, 13 and 14 is deleted.

Article 2

Entry into force

1. This Decision shall enter into force on 10 October 2019.
2. It shall apply from 1 December 2019.

Done at Frankfurt am Main, 9 October 2019.

For the Governing Council of the ECB



The President of the ECB

Mario DRAGHI

ECB-PUBLIC