



**DECISION OF THE EUROPEAN CENTRAL BANK**

**of 9 October 2019**

**amending the Conditions of Employment for Staff of the European Central Bank as regards sub-divisions of salary bands and additional selection criteria**

**(ECB/2019/NP30)**

THE GOVERNING COUNCIL OF THE EUROPEAN CENTRAL BANK,

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

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

Having regard to Decision ECB/2004/2 of the European Central Bank of 19 February 2004 adopting the Rules of Procedure of the European Central Bank<sup>1</sup>, and in particular Article 21.2 thereof,

Having regard to the proposal of the Executive Board,

Having regard to the opinion of the Staff Committee,

Having regard to the contribution of the General Council,

Whereas:

- (1) The Conditions of Employment for Staff of the European Central Bank (hereinafter the 'Conditions of Employment') should provide for the possibility to consider a member of staff's participation in mobility as an additional selection criterion in internal selection procedures, under the conditions laid down by the Executive Board.
- (2) The Conditions of Employment should also provide for the possibility of introducing sub-divisions within salary bands. Introducing sub-divisions within salary bands provides ECB management with a more streamlined professional development tool. Such sub-divisions should not impact on the entry points and upper limits of salary bands.
- (3) Therefore, the Conditions of Employment should be amended accordingly,

HAS ADOPTED THIS DECISION:

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<sup>1</sup> OJ L 80, 18.3.2004, p. 33.

*Article 1*

**Amendment**

The Conditions of Employment are amended as follows:

1. The first paragraph of Article 8a(c) is replaced by the following:

‘Selection procedures shall be competitive recruitment procedures aiming at appointing to positions within the ECB individuals of the highest standard of ability, competence and integrity. Without prejudice to the primacy of merit, the diversity of gender and/or nationality may be used as an additional selection criterion. Under the conditions laid down by the Executive Board, a member of staff’s participation in mobility may also be used as an additional selection criterion in internal selection procedures.’;

2. In Article 12, the following sentence is added:

‘Sub-divisions within the salary bands laid down in Annex I may be introduced by a decision of the Executive Board.’.

*Article 2*

**Entry into force**

This Decision shall enter into force on 10 October 2019.

Done at Frankfurt am Main, 9 October 2019.

*For the Governing Council of the ECB*



*The President of the ECB*

Mario DRAGHI