

**APPOINTMENT OF REPORTING OFFICERS
FOR APPRAISAL OF THE EXECUTIVE DIRECTOR AND DEPUTY DIRECTOR OF
EUROFOUND**

EXPLANATORY NOTE

1. As is the case for all staff of the agency, the Executive Director and the Deputy Director are subject to an annual appraisal exercise, organised at the beginning of each calendar year. The reference period for the annual appraisal is from 1 January to 31 December of the year preceding the assessment.
2. The objective of the annual appraisal is to assess the efficiency, competencies and conduct in the service, of the job holder.
3. The implementing rules for appraisal of the Executive Director were adopted by the Governing Board in October 2009.
4. The implementing rule for appraisal of the Deputy Director were adopted by the Governing Board in March 2010. Subsequently the Commission proposed a number of substantive revisions to the rule aimed primarily at clarifying the role of the Executive Director in the appraisal process. These revisions were incorporated into an updated implementing rule, adopted by written procedure of the Governing Board on 5 February 2014.
5. The implementing rules provide for the appraisers or ‘reporting officers’ to carry out an appraisal for the jobholder and to draw up an appraisal report and sign it.
6. It is the practice in Eurofound that four reporting officers are appointed, representing the tripartite Groups and the Commission.
7. In case of appeal, an appeal assessor takes the final decision on the appraisal report after consultation with the Management Board. The appeal assessor is the Chairperson of the Management Board.
8. Proposals for reporting officers were received from the different Groups and the Commission and are now forwarded to the Management Board.
9. The Management Board is asked to decide on the appointment of reporting officers for appraisal procedures for the Executive Director and the Deputy Director.

DECISION NO 11 OF THE MANAGEMENT BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS ('EUROFOUND') ON THE APPOINTMENT OF REPORTING OFFICERS FOR THE APPRAISAL OF THE EXECUTIVE DIRECTOR AND THE DEPUTY DIRECTOR OF EUROFOUND

THE MANAGEMENT BOARD OF THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS (EUROFOUND),

Having regard to Regulation (EU) 2019/127 of 16 January 2019 establishing a European Foundation for the improvement of living and working conditions (Eurofound) and repealing Council Regulation (EEC) No 1365/75¹ (hereinafter referred to as 'Eurofound's Founding Regulation'), and in particular Article 36 thereof,

Having regard to the decisions of the Governing Board of Eurofound concerning the appraisal of the Executive Director and Deputy Director of Eurofound², and in particular Article 3 thereof,

Having regard to the decision of the Governing Board of 23 March 2017 on the appointment of reporting officers for appraisal of the Director and Deputy Director³,

Having regard to the decision of the Governing Board of 19 June 2018 on the appointment of reporting officers for appraisal of the Deputy Director⁴,

Whereas:

(1) Internal rules adopted by the Governing Board on the basis of Regulation (EEC) No 1365/75⁵ shall remain in force after the entry into force of Eurofound's Founding Regulation unless otherwise decided by the Management Board in application of this Regulation.

(2) Implementing rules regarding the appraisal of both the Executive Director and the Deputy Director of Eurofound were adopted by the Governing Board on 23 October 2009 and 5 February 2014 respectively and continue to be applicable.

(3) Some members of the Governing Board who had been appointed as reporting officers in the annual appraisal exercise of the Executive Director and the Deputy Director before the entry into

¹. Regulation (EU) 2019/127 of the European Parliament and of the Council of 16 January 2019 establishing the European Foundation for the improvement of living and working conditions (Eurofound), and repealing Council Regulation (EEC) No 1365/75, OJ L 30, 31.1.2019, p. 74-89.

². Decision of the Governing Board concerning the appraisal for the Director of the European Foundation for the Improvement of Living and Working Conditions, adopted on 23 October 2009 (GB 81/10) and decision of the Governing Board concerning the appraisal of the Deputy Director of the European Foundation for the Improvement of Living and Working Conditions, adopted on 5 February 2014 (WPR 2014-01-GB).

³. WPR 2017-02-GB.

⁴. WPR 2018-09-GB.

⁵. Regulation (EEC) No 1365/75 of the Council of 26 May 1975 on the creation of a European Foundation for the improvement of living and working conditions, OJ L 139, 30.5.1975, p. 1-4.

force of Eurofound's Founding Regulation have been or will have to be replaced by newly appointed Management Board members.

HAS DECIDED AS FOLLOWS:

Article 1 – Appointment of reporting officers

1. The following members of the Management Board are appointed reporting officers in the appraisal procedure for the Executive Director:

Barbara Kauffmann, Commission (Chair)

Harald Fugger Governments

Stefania Rossi, Employers

Esther Lynch, Employees

2. The following members of the Management Board are appointed reporting officers in the appraisal procedure for the Deputy Director:

Jörg Tagger, Commission (Chair)

Domingo Jimenez Valladolid, Governments

Rebekah Smith, Employers

Stefan Gran Employees

Article 2 – Repeal

The decisions of the Governing Board of 23 March 2017 and 19 June 2018 on the appointment of reporting officers for appraisal of the Director and Deputy Director respectively are hereby repealed.

Article 3 – Entry into force

The present decision shall enter into force on the date of its adoption by the Management Board.

Done in Dublin on DD-MM-YYYY

For the Management Board

The Chairperson