

**Decision No MC/2018/04**  
**of the Management Committee of the Office of the Body of European  
Regulators for Electronic Communications (BEREC Office) on the  
implementation of measures of a social nature at the BEREC Office**

**The Management Committee,**

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

Having regard to Regulation (EC) No 1211/2009 of the European Parliament and of the Council of 25 November 2009 establishing the Body of European Regulators for Electronic ('the BEREC Regulation'),

Having regard to the Staff Regulations of Officials ('the Staff Regulations') and the Conditions of Employment of Other Servants of the European Union ('CEOS') laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68<sup>1</sup>, and in particular Article 1(e) of the Staff Regulations and Articles 10 and 80 of the CEOS,

Having regard to the Regulation No 966/2012 of the European Parliament and of the Council of 25 October 2012 on the financial rules applicable to the general budget of the Union and repealing Council Regulation (EC, Euratom) No 1605/2002 ('the Financial Regulation'),

Having regard to the Management Committee Decision MC/2014/2 on the adoption of Commission Decision C(2013)9054 of 16.12.2013 for officials and unpaid leave for temporary and contract staff of the European Union,

Having regard to the Management Committee Decision MC/2014/2 on the adoption of Commission Decision C(2013)9051 of 16.12.2013 on implementing provisions on leave,

Having regard to the Management Committee Decision MC/2014/2 on the adoption of Commission Decision C(2013)9046 of 16.12.2013 on Article 55a of the Staff Regulations and Annex IVa thereto concerning part-time work,

Having regard to the Management Committee Decision MC/2014/2 on the adoption of Commission Decision C(2013)9020 of 16.12.2013 on maternity leave and maternity pay,

Having regard to the Management Committee Decision MC/2015/7 laying down general implementing provisions of the CEOS on the procedure governing the working time,

Having regard to the Management Committee Decision MC/2017/06 on the implementation of telework in the BEREC Office,

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<sup>1</sup> OJ L 56, 4.3.1968, p. 1, as last amended by Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p.15.

After consulting the Staff Committee,

Whereas:

- 1) The staff in active employment should have access to measures of a social nature, including specific measures to reconcile working life with family life, adopted by the institutions, and to services provided by the social welfare bodies referred to in Article 9 of the Staff Regulations;
- 2) Staff in active employment should be accorded working conditions complying with appropriate health and safety standards at least equivalent to the minimum requirements applicable under measures adopted in the these areas pursuant to the Treaties;
- 3) Measures of a social nature adopted in accordance with article 1e of the Staff Regulations should be implemented by each institution in close cooperation with the Staff Committee, on the basis of multi-annual proposed actions;
- 4) The proposed actions should be transmitted each year to the budgetary authority in the framework of the budget procedure.

**HAS DECIDED AS FOLLOWS:**

#### **Article 1**

The Multi-Annual Action plan 2018-2022 on the access to measures of social nature, including specific measures to reconcile working life with family life, at the BEREC Office, is hereby adopted as presented in Annex I.

#### **Article 2**

The Multi-Annual Action plan 2018-2022 referred to in Article 1 above shall be implemented by the Administrative Manager, in accordance with the provisions of the BEREC Regulation, the Staff Regulations and the Financial Regulation.

#### **Article 3**

This Decision shall take effect on the day of its adoption.

Done at Bratislava, on 9 March, 2018

**For the Management Committee  
(S)**

**Johannes Gungl  
BEREC Chair 2018**