

**Decision No MC/2015/15**  
**of the Management Committee of the Office of the Body of European**  
**Regulators for Electronic Communications (BEREC Office) on the replacement**  
**of the establishment plan for the financial year 2015**

The Management Committee of the Office of the Body of European Regulators for Electronic Communications (hereinafter referred to as “the BEREC Office”);

Having regard to the 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 Communications (BEREC) and the Office<sup>1</sup>, and in particular its Article 12;

Having regard to Decision MC/2014/1 of the Management Committee of the Office of the Body of European Regulators for Electronic Communications on the financial regulation applicable to the BEREC Office (hereinafter referred to as “the BEREC Office Financial Regulation”) and, in particular its Articles 33 and 34;

Having regard to the draft BEREC Office Multi-Annual Staff Policy Plan 2016-2018 (document MC (15) 04);

Having regard to the Draft amending budget No 6/2015, which the Commission adopted on 15 July 2015 (COM(2015)0351) proposing an amendment of the 2015 establishment plan of the BEREC Office with no changes to the overall budget or the total number of posts which remain unchanged.

Having regard to the position on the Draft amending budget No 6/2015 which the Council adopted on 18 September 2015 (11695/2015);

Having regard to Resolution P8-TA(2015)0353 which the European Parliament adopted on 14 October 2015;

Whereas:

According to Article 12(5) of Regulation (EC) No 1211/2009 and Article 33(8) of Decision MC/2014/1, the budget and the establishment plan shall be adopted by the Management Committee and where necessary they shall be adjusted accordingly;

---

<sup>1</sup> OJ L 337, 18.12.2009, p. 1

HAS ADOPTED THIS DECISION:

### **Article 1**

The establishment plan of the BEREC Office for 2015 in the BEREC Office Budget for 2015 (MC (14) 146, table 5) is replaced by the table in Annex 1 and in the draft BEREC Office Multi-Annual Staff Policy Plan 2016-2018 (MC (15) 04) by the table in Annex 2.

### **Article 2**

This Decision shall enter into force on the same date of its adoption.

Done at London, on 11 December 2015.

**For the Management Committee**

**(s)**

**Fátima BARROS  
BEREC Chair 2015**

## ANNEX 1

**Table 5: Establishment plan 2015**

TEMPORARY AGENTS					
Function group and grade	2013		2014		2015
	Authorised under the EU Budget	Filled as of 31.12.2013	Authorised under the EU Budget	Filled as of 31.12.2014*	Authorised under the EU Budget
AD 16					
AD 15					
AD 14	1	1	1	1	1
AD 13					
AD 12					
AD 11					
AD 10					
AD 9	2	2	2	2	2
AD 8					
AD 7	3	3	3	3	3
AD 6					2
AD 5	5	5	5	5	3
<b>Total grade AD</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>
AST 11					
AST 10					
AST 9					
AST 8					
AST 7					
AST 6					
AST 5					
AST 4					2
AST 3	4	4	4	4*	2
AST 2					
AST 1	1	1	1	1	
<b>Total grade AST</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5*</b>	<b>4</b>
AST/SC 6					
AST/SC 5					
AST/SC 4					
AST/SC 3					
AST/SC 2					
AST/SC 1					
<b>Total grade AST/SC</b>					
<b>GRAND TOTAL</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16*</b>	<b>15</b>

\* including 1 job offer sent out

## ANNEX 2

### 2.2. Establishment plan evolution 2014-2018

Category and grade	Establishment plan in EU Budget 2014		Modifications in 2014 in application of flexibility rule <sup>2</sup>		Establishment plan in voted EU Budget 2015		Modifications envisaged in establishment plan 2015 in application of flexibility rule <sup>3</sup>		Establishment plan in Draft EU Budget 2016 <sup>4</sup>		Establishment plan 2017 <sup>4</sup>		Establishment plan 2018 <sup>4</sup>	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16														
AD 15														
AD 14		1				1				1		1		1
AD 13														
AD 12														
AD 11														1
AD 10										1		2		1
AD 9		2				2				1		0		1
AD 8										2		2		2
AD 7		3				3				1		1		0
AD 6						2				2		4		5
AD 5		5				3				3		1		0
<b>Total AD</b>		<b>11</b>				<b>11</b>				<b>11</b>		<b>11</b>		<b>11</b>

<sup>2</sup> In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allows for a different % rate.

<sup>3</sup> *Ibid.*

<sup>4</sup> The Establishment Plan includes the revision of the grades of posts in order to ensure equal opportunities for the staff's career progression. This is without prejudice to the outcome of the annual reclassification exercise, which is based on merit and bound by the promotion rates of Annex I.B of the Staff Regulations over years.

AST 11														
AST 10														
AST 9														
AST 8														
AST 7														
AST 6														
AST 5														1
AST 4						2				2		3		2
AST 3		4				2				2		0		0
AST 2														
AST 1		1				0				0		0		0
<b>Total AST</b>		<b>5</b>				<b>4</b>				<b>4</b>		<b>3<sup>5</sup></b>		<b>3</b>
AST/SC 6														
AST/SC5														
AST/SC4														
AST/SC3														
AST/SC2														
AST/SC1														
<b>Total AST/SC</b>		<b>0</b>				<b>0</b>				<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL</b>		<b>16</b>				<b>15<sup>6</sup></b>				<b>15</b>		<b>14</b>		<b>14</b>

<sup>5</sup> A decrease by 1 post for the purpose of creating the redeployment pool for other agencies is subject to the decision of the Budgetary Authority on Final Budget 2017.

<sup>6</sup> The total headcount of 15 would represent the decrease by 1 post brought about by the Inter-institutional Agreement which stipulates a 5% reduction in the number of posts in the establishment plans of all institutions, bodies and agencies over a 5 year period. Commission Guidelines have clarified that reduction of staff in each EU institution, body and agency by 5% during the period 2013-2017 (by 2018) should be implemented through the non-replacement of departing staff (retiring or with expired contracts). This cut will not involve dismissing staff or forcing them to retire.