



Brussels, 24.6.2016  
C(2016) 3828 final

**COMMISSION DECISION**

**of 24.6.2016**

**on the implementation of the learning and development strategy of the European  
Commission**

## COMMISSION DECISION

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### on the implementation of the learning and development strategy of the European Commission

THE EUROPEAN COMMISSION,

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

Having regard to the Staff Regulations of Officials of the European Union (the "Staff Regulations") and the Conditions of Employment of Other Servants of the European Union (the "CEOS"), laid down by Council Regulation (EEC, Euratom, ECSC) No 259/681<sup>1</sup>, and in particular Article 24 a of the Staff Regulations and Articles 11 and 81 of the CEOS,

Whereas:

- (1) In order to help the Commission to respond to the changes in tasks and technology that will take place in the coming years, to help the Commission be more effective at achieving its goals and to help the Commission to be a knowledgeable, skilled, flexible and networked organisation, serving Europe, the Communication from the Vice-President responsible for Human Resources to the Commission<sup>2</sup> established a new learning and development strategy for the Commission ('the Strategy').
- (2) Staff learn from experience and from colleagues as well as from training and therefore the Commission should seek to ensure that on-the-job learning is effective, in addition to classroom training.
- (3) Managers have the key role in fostering an environment which supports on-the-job learning, collaborative working and knowledge-sharing and in helping their staff to learn.
- (4) The power to adopt rules to implement the Strategy should be delegated to the Director-General responsible for Human Resources.
- (5) The Strategy requires that the Learning Steering Committee shall be consulted on the implementation of the Strategy and it is also appropriate to consult the Directorates-General,

HAS DECIDED AS FOLLOWS:

#### *Article 1*

The power to implement the Learning and Development Strategy shall be delegated to the Director-General responsible for Human Resources.

Implementing rules adopted by the Director-General responsible for Human Resources may include detailed provisions and practical procedures for the application of working time

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<sup>1</sup> OJ L 56, 4.3.1968. as last amended by Regulation (EU, Euratom) N° 1023/2013 of the European Parliament and of the Council of 22 October 2013, OJ L 287, 29.10.2013, p.15.

<sup>2</sup> C(2016) 3829 final.

provisions in the field of training, as provided for under Article 9 (2) of the Commission Decision C(2014) 2502 of 15 April 2014 on Working time.

#### *Article 2*

The Directorates-General shall be consulted on the implementation of the strategy.

#### *Article 3*

1. A joint committee is hereby established to follow the implementation of the strategy. The joint committee shall be known as the Learning Steering Committee.
2. The Learning Steering Committee shall be chaired by an official designated by the Director-General of the Directorate-General responsible for human resources. It shall consist of four members designated by the Director-General of the Directorate-General responsible for human resources, and four members designated by the Central Staff Committee. The Chair and full members shall each have one alternate. The Chair shall be entitled to vote. The Committee shall decide on its working methods and the frequency of its meetings.
3. The mandate of the committee shall be reviewed at the latest by 31 December 2019.

#### *Article 4*

The decision shall enter into force on the date of its adoption.

Done at Brussels, 24.6.2016

*For the Commission*  
*Kristalina GEORGIEVA*  
*Vice-President*