



Brussels, 24.6.2016
C(2016) 3827 final

COMMISSION DECISION

of 24.6.2016

repealing existing rules on learning and development

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THE EUROPEAN COMMISSION,

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

Having regard to 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 259/681¹, and in particular Article 24 a of the Staff Regulations and Articles 11 and 81 of the CEOS,

Having regard to the opinion of the Staff Committee,

After consultation of the Staff Regulations Committee

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 Commission² 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 general provisions for giving effects to Article 24 of the Staff Regulations relating to training for staff, adopted on 11 April 1978, and the detailed rules for the application of the General Provisions for giving effect to the third paragraph of Article 24 of the Regulations as regards training for Commission staff, adopted on 30 September 1993 and the Commission decision of 7 May 2002 on staff training are not in line with this new strategy, since, in particular, they do not give sufficient emphasis to on-the-job learning and the manager's role in supporting this, and they should be repealed,

¹ 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.

² C(2016) 3829 final.

HAS DECIDED AS FOLLOWS:

Article 1

1. The General Provisions for giving effects to Article 24 of the Staff Regulations relating to training for staff, adopted on 11 April 1978, and the detailed rules for the application of the General Provisions for giving effect to the third paragraph of Article 24 of the Staff Regulations as regards training for Commission staff, adopted on 30 September 1993, are hereby repealed.
2. The Commission decision of 7 May 2002 on staff training is hereby repealed.

Article 2

The decision shall enter into force on the day following that of its adoption.

Done at Brussels, 24.6.2016

For the Commission
Kristalina GEORGIEVA
Vice-President