

**EUROPEAN ORGANISATION FOR THE SAFETY OF AIR NAVIGATION**  
**EUROCONTROL**

– Measures of the Permanent Commission –

**MEASURE No 21/258**

***concerning amendments to Annex XV to the GCE concerning the definition of career span and career progression in posts pertaining to function group O***

THE PERMANENT COMMISSION FOR THE SAFETY OF AIR NAVIGATION,

Having regard to the EUROCONTROL International Convention relating to Co-operation for the Safety of Air Navigation, as amended by the Protocol signed at Brussels on 12 February 1981 ("Amended Convention"), and in particular Articles 6.2 (a) and 7.2 thereof;

Considering that it is necessary to amend the current rules in Annex XV to the GCE concerning appointments to posts in the EOS structure and those of servants in function group O who leave that function group via a competition for a post in function groups AD or AST;

On the proposal of the Director General and the Provisional Council;

HEREBY TAKES THE FOLLOWING MEASURE:

Article 1

1. The amendments to the provisions of Annex XV to the General Conditions of Employment governing servants at the EUROCONTROL Maastricht Centre on the definition of career span and career progression in posts pertaining to function group O as proposed in Attachment 1 of App./PC/21-01, dated 28.1.2021 are hereby approved and shall enter into force on the date determined by the Director General.
2. In order to correct an anomaly from the past, the provisions of paragraphs 6.3 and 6.5 of the Sole Article of Annex XV shall apply retroactively to CSS Assistants and Flow Controllers appointed before the entry into force of this Measure and whose basic salary in step 1 of grade O3 and O4, respectively, was lower than the sum of basic salary and training allowance received during the training for the new function.

Article 2

This Measure shall enter into force on the day of its signature.

Done at Brussels on 26.2.2021

Dragan Djurovic  
President of the Commission



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**ANNEX XV**

DEFINITION OF CAREER SPAN AND CAREER PROGRESSION IN POSTS PERTAINING  
TO FUNCTION GROUP O

Sole Article

6. The posts falling under the Executive Operational Support (hereafter "EOS") will be governed by the following rules:

- 6.1 The posts of EOS Assistants will be graded ~~respectively~~ at grades O1, O2 and O3. Access to these posts will be possible by internal or external competition at the entry grade O1, step 1.

Notwithstanding the provisions of Article 36 of the General Conditions of Employment, servants shall be on probation for the period of the training required to obtain the flight data (FDA) endorsements necessary for the execution of the tasks of EOS Assistant. During this training, servants shall be entitled to 75% of the basic salary pertaining to grade O1, step 1. Servants shall be successively promoted to grade O2 five years after their establishment in grade O1, and to grade O3 after a period of five years in grade O2, provided that their performance is satisfactory.

Servants occupying the post of EOS Assistant before 30 September 2016 shall be given one step in addition to the step they already held on this date. In their new step, they shall retain the seniority acquired in their former step.

Servants occupying the post of EOS Assistant before 30 September 2016 in grade O3, step 8 shall be granted an allowance equal to the amount of **one step in grade O3**.

- 6.2 Servants occupying the post of Flight Data Specialist before 30 September 2016 shall be appointed on 1 October 2016, without being heard, as EOS Assistant, in accordance with Article 7 of the General Conditions of Employment, in the grade they held in the post of Flight Data Specialist before that date. They shall be given one step in addition to the step they already held on that date. In their new step, they shall retain the seniority already acquired in their former step. Servants already in the last step of their grade shall be granted an allowance equal to the amount of **one step in grade O3**.

- 6.3 The post of CSS Assistant shall be classified from grade O3, step 1 to grade O4, step 8. Servants selected for the post of CSS Assistant following an internal competition shall be appointed as CSS Assistant only upon completion of the specific training for that post. During training, servants shall receive a **training allowance** equal to the ~~value~~ **amount** of one step in their current grade.

Appointment as CSS Assistant shall in principle be at grade O3, step 1. **Where the basic salary in grade O 3, step 1, is lower than the sum of basic salary and training allowance received during the training for the new function, the appointment shall be at a step that guarantees that the basic salary is immediately above the sum of basic salary and training allowance received during the said training.** Servants already in grade O3 on completion of CSS Assistant training shall be appointed as CSS Assistant at one step above the one held upon completion of training.

Servants shall be promoted to grade O4 five years after their appointment as CSS Assistant.

- 6.4 Servants occupying the post of Assistant to Duty Supervisor before 1 October 2016 shall be assigned to the post of CSS Assistant on 1 October 2016. They shall be given one step in addition to the step they already held on this date. In their new step, they shall retain the seniority already acquired in their former step.

Servants occupying the post of Assistant to Duty Supervisor before 1 October 2016 in grade O4, step 8 shall be granted an allowance equal to the amount of **one step in grade O4**.

- 6.5 The post of Flow Controller shall be classified from grade O4, step 1 to O5, step 8. Servants selected for the post of Flow Controller following an internal competition shall be appointed as Flow Controller only upon completion of the specific training for that post. During training, servants shall receive a **training** allowance equal to the value of one step in their current grade.

Appointment as Flow Controller shall in principle be at grade O4, step 1. **Where the basic salary in grade O 4, step 1, is lower than the sum of basic salary and training allowance received during the training for the new function, the appointment shall be at a step that guarantees that the basic salary is immediately above the sum of basic salary and training allowance received during the said training.** Servants already in grade O4 or O5 on completion of Flow Controller training shall be appointed as Flow Controller at one step above the one held upon completion of training.

Servants shall be promoted to grade O5 five years after their appointment as Flow Controller.

- 6.6 The following posts in the EOS structure as set out in Annex I, Table II.b are considered as functional posts. They will be accessible through a competition and if required after completion of a specific training.

- 6.6.1 The functional posts in the EOS structure will be classified as follows:

The post of EOS - ADSS Officer will be classified from grade O4 step 3 to grade O5 step 6.

The post of EOS – ADSS Senior Officer will be classified from grade O5 step 3 to grade O5 step 8.

The post of EOS - Capacity Coordinator will be classified from grade O6 step 3 to grade O7 step 6.

The post of EOS - FMP Officer will be classified from grade O4 step 3 to grade O6 step 5. Servants shall be promoted to grade O5 and O6 after five years in the previous grade.

The post of EOS - Capacity Support Senior Officer will be classified from grade O5 step 3 to grade O6 step 8.

- 6.6.2 Servants selected by a competition procedure will be appointed to the entry grade pertaining to the post.

7. Servants employed in a post in function group O and who leave that function group via a competition for a post in function groups AD or AST shall be appointed in accordance with the provisions governing the new post.

The grade in the new post shall be the grade published in the vacancy notice ~~or~~. **If** a group of grades has been published, the grade **and step in the new post shall be the one** for which the basic salary ~~at step 1, factor 1 corresponds most closely to~~ **is immediately above** the result obtained by adding the amount of the basic salary paid to the servant immediately before his appointment to the amount of the allowance provided for in Article 69b of the present General Conditions of Employment, if that allowance is applicable. In order to determine the basic salary in the post held the day before the new appointment, the seniority acquired in the step held the day before that appointment shall be taken into account. **Where, in application of the foregoing, a servant is to be appointed in steps 4 or 5 of a grade, he shall be appointed at step 1 of the next higher grade within the published group of grades.**

Servants occupying the post of EOS ADSS Officer or EOS ADSS Senior Officer who leave the function group via a competition in accordance with the preceding paragraphs shall be appointed at one step above the grade and step determined in accordance with the preceding subparagraph.

Where these servants are assigned to the type of post "Assistant", they may nonetheless be promoted, pursuant to Article 46 of the General Conditions of Employment, to grade AST10, while remaining in the type of post "Assistant". Step advancement in the grade of the new post shall end when step 5 of that grade is reached.

8. As from the date of their appointment to the new post, servants shall cease to be covered by the provisions on career progression in their previous post, stipulated in the present Annex. ~~and~~ **Without prejudice to the provisions of Articles 7.2 (ATC Allowance) and 9.1 (Operational Support Allowance) of Rule of Application No 21a, servants** shall no longer be entitled to any of the allowances associated with their previous post.

**Exceptionally, with the exception of the EOS allowance when servants leave who left the EOS structure and are were appointed to an Operational Support post in the Operations Division (Annex I, Table II.b) before 1 July 2019 where such posts required current EOS competencies to be maintained, shall still receive a compensatory allowance equivalent to the former EOS Allowance pursuant to the provisions of Article 11 of Rule of Application No 21a (EOS Allowance).**

9. The provisions of the ~~current~~ **preceding** paragraphs **7 and 8** apply by analogy, in the case of reassignment, within the framework of Article 51 or 52 of the present General Conditions of Employment.
10. ~~8.~~ Special provisions applicable to staff who are assigned to the supervisory functions provided for in paragraph 4 above, and who leave these functions

Staff who are assigned to the supervisory functions defined as Duty Supervisor, Military Room Supervisor and Room Supervisor, and who leave their functional post at their own request, shall be appointed Air Traffic Controller. Payment of the functional allowance for Room Supervisors and Military Room Supervisors at grade O6 shall be terminated. The provisions of Article 77.3.b of the present General Conditions of Employment concerning the reimbursement of pension contributions paid by servants in respect of their allowance shall be applied for staff in grade O6.

Servants shall be governed in their new functions by the following principles:

- Where they have been assigned to supervisory tasks for less than five years (including time as a Principal ATC Officer and/or Deputy Supervisor and/or Duty Supervisor prior to 30 June 2012<sup>1</sup>), their progression to the next step and grade shall cease until their career progression in their previous Air Traffic Controller career becomes equivalent. Their step progression in their new function of Air Traffic Controller shall terminate at the end of step 7 of grade O7, unless they have already reached step 8, in which case they shall keep their step on a personal basis. Where the grade they have reached in their previous supervisory functions is higher than the top grade of the Air Traffic Controller career (O7), they shall, on a personal basis, keep the grade and step they have reached in their supervisory functions; however, their step progression shall terminate at the end of the step they have reached unless the corresponding remuneration is below that of step 7 of grade O7. In this case, they shall progress to the step in their current grade with remuneration immediately above that of step 7 of grade O7.
- Where they have been assigned to supervisory tasks for between 5 and 15 years (including time as a Principal ATC Officer and/or Deputy Supervisor and/or Duty Supervisor prior to 30 June 2012<sup>2</sup>), their career progression in their new function of Air Traffic Controller shall continue up to grade O7 but shall stop at the end of step 8. Where the grade which they have reached in their previous supervisory functions is higher than the top grade of the Air Traffic Controller career (O7), they shall, on a personal basis, keep the grade and step they have reached; however, their step progression shall terminate at the end of the step they have reached unless the corresponding remuneration is below that of step 8 of grade O7. In this case, they shall progress to the step in their current grade with remuneration immediately above that of step 8 of grade O7.
- Where they have been assigned supervisory tasks for more than 15 years (including time as a Principal ATC Officer and/or Deputy Supervisor and/or Duty Supervisor prior to 30 June 2012<sup>3</sup>), the following provisions shall apply:
  - in the case of staff assigned to the post of Duty Supervisor who have already been promoted to grade O8 before stepping down from their function prior to 1 July 2019, they shall be eligible to progress to step 6 of grade O8. Duty Supervisors promoted to grade O8 after 1 July 2019 or stepping down after that date, shall be eligible to progress to step 8 of grade O8;
  - in the case of staff assigned to the post of Room Supervisor who have stepped down from their function before 1 July 2019, they shall be eligible to progress to step 8 of grade O7;
  - in the case of staff assigned to the post of Room Supervisor or Military Room Supervisor stepping down from their function after 1 July 2019, they shall be eligible to progress to step 8 of grade O7 unless they have already been promoted to grade O8, in which case they shall be eligible to progress to step 6 of grade O8.

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<sup>1</sup> Also including time as Training Officer prior to 1 January 2005

<sup>2</sup> Also including time as Training Officer prior to 1 January 2005

<sup>3</sup> Also including time as Training Officer prior to 1 January 2005