

**DECISION n°111
of the Administrative Board of the European Railway Agency adopting the Multi-Annual Staff
Policy Plan 2016-2018**

THE ADMINISTRATIVE BOARD OF THE EUROPEAN RAILWAY AGENCY,

Having regard to Regulation (EC) N° 881/2004 of the European Parliament and of the Council establishing a European Railway Agency¹ (hereinafter referred to as "the Agency") (hereinafter referred to as "the Agency" or ERA);

Having regard to the European Commission Guidelines on Staff Policy Plan in Regulatory Agencies (C(2005) 5304 of 16 December 2005);

Having regard to the Commission advice of 24 March 2015 on the Multi-annual Staff Policy Plan 2016-2018 of the European Railway Agency;

Whereas:

- (1) Establishing a minimum core of common principles as well as a staff policy which is consistent both among the different European regulatory Agencies and between the Agencies and the Commission is a prerequisite for improving working conditions and career development prospects for staff employed by EU agencies;
- (2) Through the adoption of a Multi-Annual Staff Policy Plan for the next three years the Agency, based on an analysis of the mission and institutional tasks entrusted by its founding regulation, identifies different types posts (long-term and short-term) and associated career profiles. The document serves namely thus to justify the establishment plan to the budgetary authority. Furthermore, it aims at standardising selection procedures, improving opportunities for mobility;
- (3) The plan is drawn up by the Executive Director and, following consultation of the European Commission, is submitted to the Administrative Board for adoption;

HAS DECIDED AS FOLLOWS:

Article 1

The Multi-Annual Staff Policy Plan 2016-2018, is adopted as set-out in the annex to this decision.

¹ OJ L 164, 30.04.2004, p. 1.



Article 2

The present decision shall enter into force on the day following that of its adoption. It will be published on the Agency website.

Done at Lille, on 24-03-2015

For the Administrative Board

The Chairman

Mats ANDERSSON

Annex: Multi-Annual Staff Policy Plan 2016-2018 for the European Railway Agency