

Best regards syndicals

JUNE 2014

Let's ask DG ITEC

What kind of measures have been taken in order to protect unauthorized access to our ICT (Information, Communication and Technology) stored information (desktop, laptop, fix phone, mobile device (tablet, smartphone) e-mail, documents, database) ?

When did the last audit take place in DG ITEC?

"Know thyself" (Inscription in Apollo's Temple/ Delphi)

"Effective managers have an acute awareness of their own talents, they understand how to use those talents intentionally to motivate and develop their direct reports, and they maximize others performance by helping them identify their greatest talents and turn them into strengths."

"Animals- A business parable for 21st century"
by K. A. Tucker & V. Allman

Sweet dreams
are made of
this



DG PERS : Looking desperately for the Prince !

Modern management model -**bottom up** v/ top down management- values the opinions of its entire workforce and seeks assistance from all level employees in developing the mechanisms attaining the declared goals.

However, DG PERS updates the internal rules (implementation of the new Statute) by suppressing the possibilities for staff to co-create the Institution's modernisation.

For example, the next Staff report will no longer contain the Official's appraisal (point 4, 3rd page) by justifying it : « Staff does not fill in anyway ».

Another creativity : From the next Staff report, at the exchange of views between the assessor and the assessee, the ... assessor will have the right to be accompanied by another person ...chosen by whom ?

How modern harassers push to burn-out

Some people, while under pressure, give their best, while some others turn to burn-out.... Michael Leiter, (top authority on burn out) speaks among the other things, about the loss of hope (disillusionment or thwarted ambitions), about mid-life highly accomplished employees give in to cynicism in the absence of prospects, etc.

Here are some working conditions well conceived by harassers applied to unwanted employees to lead them to burn out :

- Conflict of the roles (contradictory requests, too many supervisors)
- Ambiguity of the role (lack of transparency regarding responsibilities, expectations, etc.)
- Level of responsibility (too low or too high)
- Insecurity of job or suppression of opportunities for professional perfectionism

Nota bene : Should we be led to believe of a well organised harassment training for modern harassers at an inter-institutional level ???

SPEAK TO YOUR TRADE UNION AS SOON AS YOU DETECT DEVIATING BEHAVIOURS, TAKE CARE OF YOUR PROFESSIONAL ENVIRONMENT !

It is up to you too!

Editor E. Malouta -Member of the Staff Cttee 2014-2016

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FATHER'S DAY

Thank you dad !



Your supportive protection enables safe take offs from mom's arms... With patience you teach children how to bicycle into the unknown, encouraging a responsible drive into our dreams, a masterful sail into humanity's conquests ...

The European dream: ...lost in EP 2014 elections?

"The unity of Europe was the dream of few. It became the hope of many, Today it has become a necessity for all of us. It is necessary for our security, for our freedom and for our existence as a nation and as an intellectually creative community of peoples.

Konrad Adenauer (15 Dec 1954)



Public service principles for EU civil servants

1. Commitment to the European Union and its citizens,
2. Integrity
3. Objectivity
4. Respect for others
5. Transparency

The participants to the public consultation initiated by the European Ombudsman in November 2011 considered that a modern public administration should also include principles such as : accountability and efficiency, flexibility and innovation, whistle blowing, etc

Please feel free to forward this mail to interested colleagues.