



Union  
Syndicale  
Parlement Européen



Dear Colleagues,

In the spirit of transparency, we would like to let you know that yesterday the Staff Committee voted on its compromise amendments to the draft internal mobility decision that will be submitted to the EP Bureau. Our recent survey shows that the current rules on mandatory mobility are unsatisfactory for a large number of Colleagues affected. Our position, shared by the Staff Committee, has consistently been that **voluntary mobility should be the default**. Regrettably, the draft we received still foresees obligatory mobility. We regret that our proposal of cascade amendments in the form of a resolution did not secure a majority in the Staff Committee. Nevertheless, in the spirit of collegiality and to maximize the chances of obtaining significant concessions on the items included in the compromise amendments - as assured by the Staff Committee President - we supported the **compromise**, which - **if accepted by the Secretary General** - improves the current situation.

In essence, under the compromise amendments: **AST and AST/SC colleagues would be exempt from obligatory mobility but may opt in** to the mobility scheme if they wish; **“career mobility” status would be acquired after six calendar years** on a post (instead of five, thus allowing **up to nine years in total on the post**), triggering a **structured career consultation from the sixth year** to prepare the next assignment . Crucially, the Secretary-General would be able to **suspend acquisition of mobility status or reassignment on duty-of-care grounds** (health or family challenges, recognised disability, children under 12, change of workplace, or undue hardship). Importantly, **implementing measures would be prepared after hearing both the Joint Mobility Committee and the Staff Committee**.

We wish to emphasize that the amendments are accompanied by a cover letter, which constitutes an integral part of the Staff Committee’s opinion and highlights several urgent concerns, notably the hardship associated with cross-border mobility.

We are hopeful that, given the broad support for the compromise amendments - including backing from **USPE and PluraList** - they have a strong chance of succeeding and of improving conditions for Colleagues. It is also encouraging that the DG Personnel directorate handling this file is led by a former Staff Committee President who - we hope - will show sensitivity to these concerns.

We will keep you informed of developments and remain committed to defending your interests.

Yours,

**Union Syndicale Parlement Européen (USPE) and PluraList**