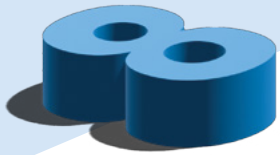




**HUMAN
RESOURCES AND
STAFF DEVELOPMENT**



Human resources and staff development

THE DEPLOYMENT OF THE

Development of HR Function/Framework to nurture attractiveness as an employer

1

After 2022, which saw the number of staff members at the EPPO Central Office almost double, 2023 constituted a year of organisational stabilisation and increased maturity. This context provided the opportunity to reinforce the foundations of the EPPO's human capital management framework, shifting its focus from recruitment and organisational growth to a forward-looking strategic plan.

The HR future roadmap was defined around the following key priorities:

- ▶ Performance management;
- ▶ Talent management;
- ▶ Career development;
- ▶ HR process compliance and improvement, including the initiation of the definition of the EPPO's mission, vision and values.

Consolidation of HR compliance framework

2

The EPPO continued to reinforce its compliance framework, by adopting and implementing statutory obligations as established in the EU Staff Regulations and in the associated General Implementing Rules, for instance, in the area of hybrid working conditions. A total of 61 Implementing Rules were in adoption by the end of 2023.

Efforts were also allocated on the administration of rights, obligations, employment contracts, and Article 90 complaints and appeals management. A reinforced HR service performance monitoring function was put in place, via the development and improvement of dedicated HR key performance indicator dashboards.

In line with the **EPPO's 2023 Annual Work Programme**, the EPPO introduced **systematic forecasting, planning and reviewing** of its **Human Resources** needs, leading to the strengthening of its workforce and strategic planning as part of the single programming and budgeting exercises.

HR 2023 STRATEGY ENCOMPASSED:

Engagement and retention of top talent at Central Office

3

The EPPO reinforced its capacity to conclude timely and transparent recruitment procedures, in line with its establishment plan. It conducted 24 selection procedures in 2023, 45 statutory staff members were onboarded, and 8 new European Prosecutors joined the College of the EPPO.

The performance management exercise (objectives setting and appraisal of 105 staff members, and of 91 probation period assessments) and the reclassification procedure (26 staff members reclassified) were efficiently concluded.

A traineeship programme was launched for the first time in 2023, leading to the onboarding of EPPO trainees in the Legal Service (two trainees per semester, for a total of four trainees throughout the year).

An overall occupancy rate of 90.63%, and a turnover rate of 5.9% for temporary and contract agents, was registered.

Upscaling provision of HR services to decentralised offices

4

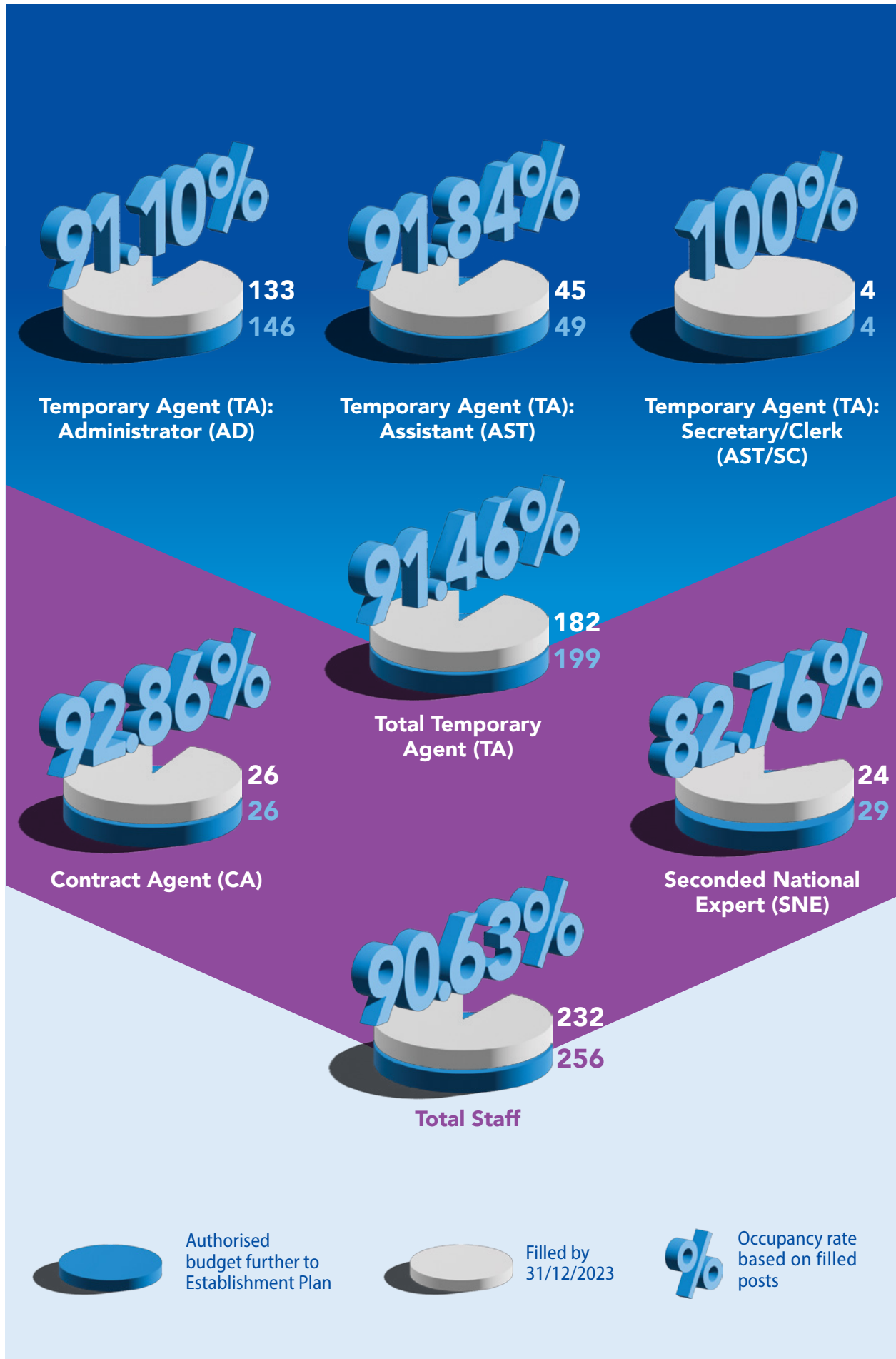
Throughout the year, increasing HR support was provided to the European Delegated Prosecutors, and to their conditions of employment.

A dedicated HR business support function was established, seeking to boost the quality of the services provided by HR at the central and decentralised levels.

Overall, 2023 saw the appointment of 35 new European Delegated Prosecutors.

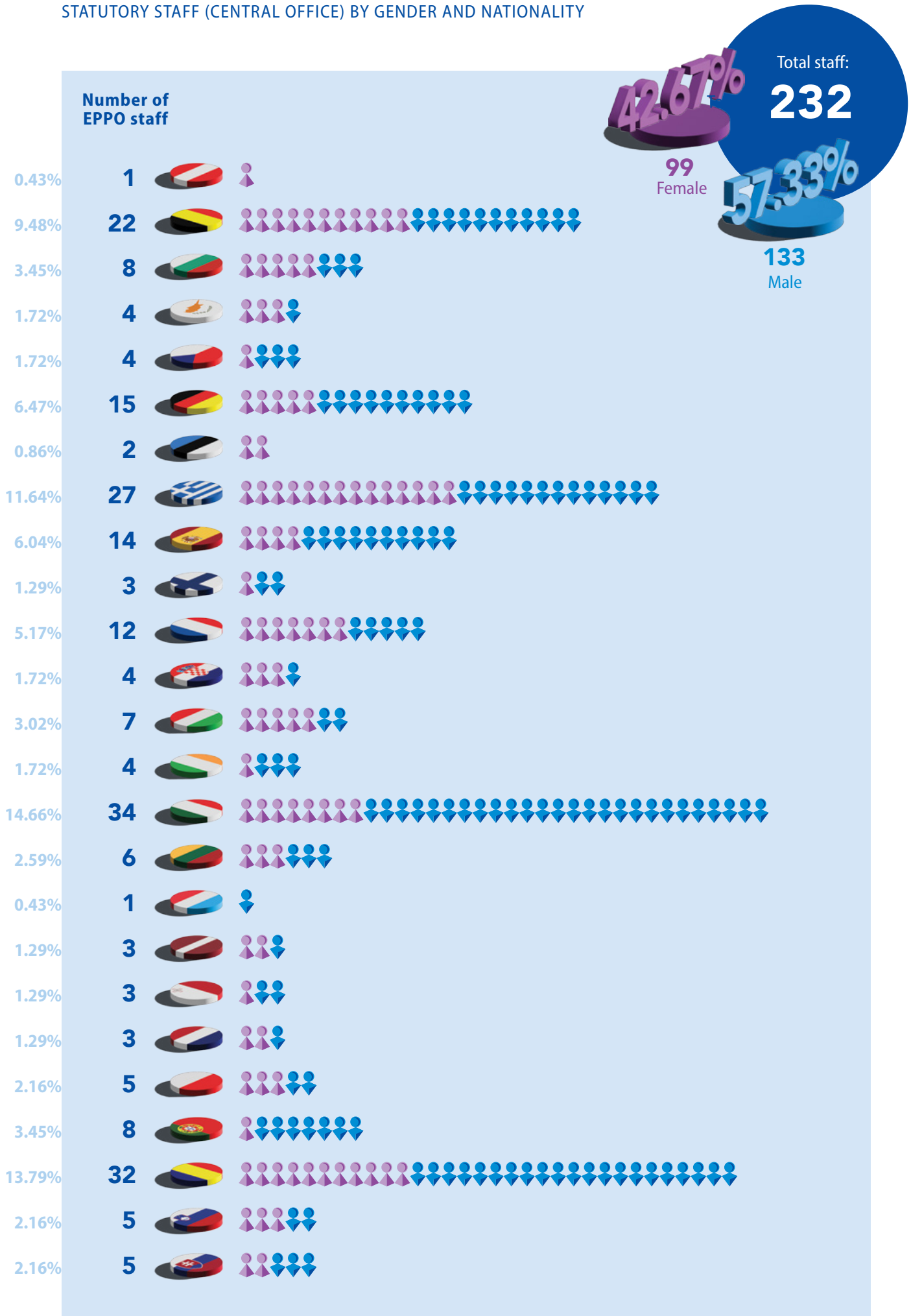
METRICS ON OCCUPATION

(INCLUDING 8 POSITIONS OPEN FOR FULFILMENT BY YEAR-END):



STAFF DIVERSITY

STATUTORY STAFF (CENTRAL OFFICE) BY GENDER AND NATIONALITY



LEARNING AND DEVELOPMENT

The reporting period saw **the launch of the EPPO's Learning and Development strategy**, to promote a culture of **continuous learning** and facilitate a platform for the **continuous assessment** of, and adaptation to, the staff's evolving learning needs. **Training** in the fields of safety and security, the EPPO's code of good administrative behaviour, anti-fraud measures, ethics and integrity principles and the protection of sensitive information, among other topics, continued throughout the year. Specific training programmes were also organised, including media training for European Prosecutors, 'Press and Impress' training for European Delegated Prosecutors, and Protocol and Diplomacy training for staff.

Based on the analysis of **individual development objectives** and on identified **operational demands**, a pilot learning needs analysis was also carried out. In parallel, and as part of a broader future leadership development programme, an **'individual leaders'** coaching programme was piloted.

In 2023, the Learning and Development service registered a total of expressions of interest for training courses in connection with **1 756 programs**, of which, a total of **1 058 were effectively completed**, representing the coordination of **9 132 hours**, or **1 143 days of training** (for internal and external courses).

STAFF COMMITTEE



2023 was the **first full year** of **Staff Committee** operations, encompassing actions such as the final adoption of its Internal Rules of Procedure, the launch of the first Staff Committee Open Day, its first formal meeting with the European Chief Prosecutor, and the launch of the first EPPO-wide Staff Survey, in seeking to better approach staff priorities.

Throughout the year, the Staff Committee nominated staff to participate in 24 selection procedures, acceded monitoring status to the Assembly of Agencies' Staff Committee (AACS), performed and finalised the retroactive revision of all General Implementing

Provisions adopted by the EPPO before the establishment of the Staff Committee, provided input on internal reorganisation, and actively participated on various organisational topics.

Representing the interests, rights and obligations of the EPPO staff, the Staff Committee provided input on the working time and hybrid working provisions, staff appointments, implementing rules and the improvement of working conditions. It also provided information sessions for staff on specific topics of general interest.