



EUROPEAN CENTRAL BANK

EUROSYSTEM

DG HUMAN RESOURCES, BUDGET AND ORGANISATION

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ECB-CONFIDENTIAL

SSM TRAVEL ARRANGEMENTS AND SSM TRAINEESHIPS

PURPOSE: To endorse the HRC proposals on common on-site mission travel arrangements and traineeship.

BACKGROUND:

SSM on-site mission travel arrangements

Article 31(2) of the SSM Regulation provides the ECB the authority to compile multinational onsite inspection teams for (OITs). At present, each participant to the OIT is subject to very different travel and accommodation conditions (i.e. those in place at their respective NCA), which is seen as detrimental to the team spirit and, more generally, the smooth conduct of these missions. A certain **harmonisation** of travel and accommodation conditions is therefore deemed crucial for staff motivation, team building and equal treatment during the missions.

Following the feedback received from the Supervisory Board in September 2014, the HRC re-discussed the various possibilities to achieve the desired harmonisation and proposes – **as a short term solution - to implement the model whereby NCA participants to missions abroad** (i.e., those coming from other NCAs than the NCA of the country in which the visited bank resides) **are seconded to the ECB on a cost-free basis**, for the duration of the mission. **As a consequence, all their mission arrangements for foreign travel** (flights, hotels, per diems, home travel) **would follow the ECB's internal rules** (also applicable to ECB staff on missions) while salaries, social security provisions and taxation would remain unchanged and under the responsibility of the NCA. If formal NCA travel arrangements are more beneficial to the staff concerned than the ECB's internal rules, these staff members would still benefit from the local arrangements, with the cost differential being borne by the NCA concerned. This model would ensure that:

- i) inspectors on mission abroad receive the same treatment irrespective of which country they come from;
- ii) inspectors who do missions in their own country receive the same treatment irrespective of whether they inspect significant or non-significant institutions (which appears quite important to some NCAs);

iii) Travel costs for missions abroad to non-resident banks would not be charged to resident banks.

The related travel and accommodation costs would be paid and charged to the supervised credit institutions by the ECB. The costs deriving from this model (estimated as €2.4 million for the remainder of 2015 or €4.8 million per year) will be taken from the 2015 SSM-related ECB contingency budget and included in the SSM budget for subsequent years.

It is proposed to gain some experience with this model and to afterwards consult the LEGCO on the feasibility – under the SSM Feeing Regulation – of an ECB reimbursement of salary costs of participants to such missions abroad to NCAs (as a potential longer-term solution).

SSM traineeships

[...]

The above proposals will be finalised and implemented after considering the comments of the Supervisory Board.

DECISION: The Supervisory Board is invited to endorse the HRC proposals on common on-site mission travel arrangements and traineeship.