



EUROPEAN CENTRAL BANK
EUROSYSTEM

ECB-UNRESTRICTED

DECISION OF THE EUROPEAN CENTRAL BANK
of 24 September 2019
amending Annex II of the European Central Bank Staff Rules
(ECB/2019/NP29)

THE EXECUTIVE BOARD OF THE EUROPEAN CENTRAL BANK,

Having regard to the Rules of Procedure of the European Central Bank, and in particular Article 21.1 and 21.3 thereof,

Having regard to the Conditions of Employment for Staff of the European Central Bank, and in particular Annex IIa thereof,

Having regard to the opinion of the Staff Committee,

Whereas:

- (1) The Graduate Programme has proven to be an effective means for the European Central Bank (ECB) to recruit highly qualified recently graduated members of staff. It is considered to be in the interest of the service to retain well-performing graduate programme participants as members of staff after they have completed the Graduate Programme.
- (2) The conditions under which a graduate programme participant may be promoted from salary band E/F to salary band F/G for the term of a contract extension of up to one year, thus enabling increased mobility in relation to positions at salary band F/G, should form part of the Staff Rules.
- (3) The Governing Council has decided to remove current divergences between the Conditions of the Graduate Programme and the Conditions of Employment for Staff of the European Central Bank with regard to salary structure and probationary period for graduate programme participants. The required alignment needs to be implemented in the Staff Rules by deleting the respective provisions.
- (4) Therefore, the European Central Bank Graduate Programme Rules should be amended accordingly,

HAS ADOPTED THIS DECISION:

*Article 1***Amendments**

Annex II of the European Central Bank Staff Rules is amended as follows:

1. Article 2.2 is replaced by the following:

‘Article 5(b) of the Graduate Programme Conditions is applied as follows.

- 2.2.1 Graduate programme participants may apply for an extension of their participation in the graduate programme of one year once they have completed 18 months in the programme. An extension may be granted subject to completion of the programme in accordance with the requirements set out in Article 4 and, if granted, shall become effective in the event that the participant has not been appointed to a position at the ECB on or before the expiry of their two-year participation in the graduate programme.
- 2.2.2 Graduate programme participants who do not fulfil the requirement set out in Article 4(c) shall not be eligible for an extension of their participation in the graduate programme unless they are prevented from doing so due to maternity leave, sick leave of more than six consecutive weeks (long-term sick leave) or another reason beyond their control, in which case they shall be entitled to a prolongation of their participation in the graduate programme for a period equal to the duration of that maternity leave, long-term sick leave or other reason beyond their control. Graduate programme participants who fulfil the requirement set out in Article 4(c) during such a prolongation period may be granted an extension of their participation in the graduate programme in accordance with Article 2.2.1.
- 2.2.3 Upon completion of the graduate programme, the position and salary of graduate programme participants who have not been appointed to another position at the ECB shall be upgraded to F/G level for the period of the extension granted.’;

2. Article 2.3 is deleted;
3. Part 3 containing Articles 3.1 and 3.2 is deleted.

Article 2

Entry into force

1. This Decision shall enter into force on 10 October 2019.
2. It shall apply from 1 December 2019.

Done at Frankfurt am Main, 24 September 2019.

For the Executive Board of the ECB



The President of the ECB

Mario DRAGHI

ECB-PUBLIC