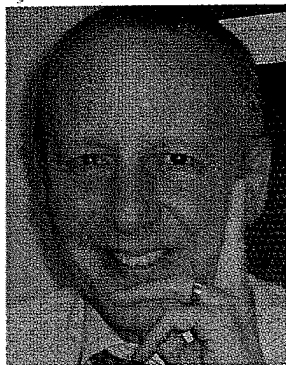


AFTER YEARS OF DISCUSSION, THE INTERINSTITUTIONAL EUROPEAN ADMINISTRATIVE SCHOOL (EAS) WAS FORMALLY SET UP ON 10 FEBRUARY 2005. IN BRUSSELS, IT IS HOUSED IN RUE DU LUXEMBOURG 46 AND, SUBJECT TO CONFIRMATION, THE LUXEMBOURG ANTENNA WILL BE LOCATED IN THE EUROPEAN PARLIAMENT'S PREMISES. DAVID WALKER, DIRECTOR OF EAS, SPOKE WITH THE CONSILIUM JOURNAL.

## EUROPEAN ADMINISTRATIVE SCHOOL



David WALKER  
Director of EAS

**"Its purpose is to  
train in a  
professional  
context"**

What is the purpose of the EAS?

The school's overall purpose is to build up the skills, knowledge and expertise that EU officials need in a professional context, so it is not an academic institute. Its initial mandate covers three areas of training : induction courses for new staff, management training and 'certification' training for colleagues aiming to transfer from AST to AD functions.

The Institutions share responsibility in the first two areas. So, EAS will provide training which deals with issues of common interest, while each Institution continues to provide complementary in-house training to cover its specific needs.

As for the courses for newcomers, the EAS induction training scheme has been operational since last June. For management training, the institutions have agreed that we will take over the successful management training programme (MTP) already run by the Commission for Heads of Unit. This will be opened up to middle management from all institutions from the end of May. Obviously, we shall adapt the course material if necessary to take account of the needs of all Institutions, and will monitor the reactions of participants very closely.

And the added value of EAS ?

First of all, there is obviously a certain streamlining effect: for example, when outsourcing training on a particular subject, there will be only one call for tender instead of, let's say, half-a-dozen done individually by the Institutions.

Furthermore, there is an advantage for smaller Institutions which may lack the critical mass necessary for setting up a comprehensive training programme on their own. In the future, they will be able to take advantage of what the EAS offers.

And don't forget the practical usefulness of the inter-institutional approach. Colleagues may know the formalities of the EU decision making process, but they don't always know how the other institutions really work in practice, who is the key person in charge of

a dossier, and so on. To establish contacts and networks in the "non-conflictual" environment of training can only help to create a better and more open-minded understanding of the way institutions function.

**I suppose that certification training will be the biggest challenge for the new EAS.**

This is a pioneer project, indeed, and it is our priority to get it up and running. The first certification candidates are expected to start training in November/December this year. By then, the timetable for about 300 - 320 hours of training over a period of about 9 months should be ready.

We are developing the curriculum via an inter-institutional working party that I chair and that is made up of people who deal with training and development in each of the institutions - the Council's representative is Serenella Morelli. One difficulty we face is that we have not yet an exact idea of participants' profiles, which makes it difficult to know what their training needs will be. However, since the Institutions are going to use broadly similar criteria when selecting their candidates, this should mean that the quality of participants should be high and that they should be fairly homogenous in terms of profiles. This will certainly help make the training more effective.

We have however identified the core issues of the curriculum. About 70 % of the programme will be dedicated to acquiring skills needed by all administrators such as handling a dossier in its political, strategic context; solving complex problems; processing and recasting information; networking; communicating effectively in various forms and having a broad knowledge of decision-making, budgetary and financial management procedures.

Then there will be 30 % of training in specific areas. The idea is that participants will decide in cooperation with their line manager which course is most suitable in the light of their existing knowledge and expertise. The idea is to build on this and fill any gaps needed to work effectively as an administrator. We have made a start in these areas but a lot of work needs to be done by the School and the institutions themselves.

ADMIN brèves

**Restructuring  
DG A III**

The restructuring of the DGA III has advanced during the last months by the integration of the language divisions and the secretarial sections of the "old languages" into a single unit. The new structure means that the integrated units operate with a single head and a single coordination, as is already the practice in the units of "new languages". The Spanish and the Dutch language divisions have become "units" since 1 March 2005, the French and the German, since 1 April 2005. The same will apply to the Danish and the English translation services as from 1 May 2005. It is planned that the other divisions/sections will be merged before summer holidays.

**Certification**

La certification est une procédure du nouveau Statut pour ouvrir l'accès à la catégorie A\* aux actuels fonctionnaires B\* et, après le 1er mai 2006, l'accès au groupe de fonctions AD aux fonctionnaires AST. Trois chantiers ont été ouverts avec l'objectif de lancer la procédure pour la première fois en 2005 :

- O la mise en place des dispositions générales d'exécution (DGE) qui fixeront notamment les règles de sélection des agents du SGC pouvant participer à un cycle de formation d'un an,
- O l'élaboration de ce programme de formation qui sera organisé par la nouvelle l'École européenne d'administration et,
- O l'adaptation des règles internes concernant la notation, pour permettre aux fonctionnaires qui le souhaitent de demander dès l'exercice de notation 2003/2004 un avis de leur notateur indiquant s'ils disposent du potentiel requis pour assumer des fonctions d'administrateur. Le personnel intéressé et les notateurs seront informés sur les modalités pratiques dans le cadre du lancement prochain de l'exercice de notation.

**Accord cadre**

Suite à l'entrée en vigueur de nouveau Statut et dans le contexte d'une demande d'adhésion d'une nouvelle OSP (Organisation syndicale et professionnelle), il convient d'adapter l'Accord entre le Conseil et les OSP du personnel du Secrétariat général du Conseil du 20 décembre 1978. Cet accord établit des relations structurées entre les OSP et le Conseil, et règle notamment la procédure de concertation. Les négociations pour l'élaboration d'un nouvel accord cadre sont en cours avec l'objectif d'aboutir dans les meilleurs délais à un projet qui serait soumis à l'adoption du Conseil. L'objet essentiel du débat est la définition de la notion de représentativité des OSP introduite par le Statut modifié. Le personnel sera tenu informé de toute évolution de ce dossier.

*Suite page 11.....Le lit conjugal à l'européenne*

Par la suite, l'auteur compare les factions française et anglaise.

Il regroupe la première autour de deux idéaux-types : le journaliste institutionnel - le "dignitaire", identique du projet européen à tel point qu'il risque des reproches de connivence - et le journaliste d'investigation ou politique - la "nouvelle espèce" à la recherche du scoop, friand des rapports de pouvoirs et des coulisses bruxelloises.

Vis-à-vis de leur rédaction, les Français bénéficient d'une plus grande liberté que les correspondants britanniques qui représentent le type de journalisme politique à travers un prisme national, en l'occurrence "l'extension de Westminster". La presse la plus eurosceptique qui soit gère l'actualité communautaire strictement en fonction des questions intérieures.

Pour ce qui est de la couverture médiatique, l'UE reste donc soumise à des logiques biaisées. Et toujours selon l'auteur, le fossé se creuse tant que les Institutions n'assumeront pas leur nature politique. Cependant, une recherche plus approfondie au sein du Conseil aurait révélé que celui-ci, à l'instar d'une conférence diplomatique, est tenté de privilégier la discrétion. Mais ici, 25 avis gouvernementaux sont offerts aux médias qui peuvent donc en exploiter les différends. Il y en a qui procède ensuite à une vision synthétique et politique à l'échelle européenne. G.B.



*Suite page 8..... EAS*

Candidates will have to be assessed on what they have learned before they can be certified. Our idea is that this should be done over the whole training period rather than in a single final examination but we shall have to discuss these issues further with EPSO.

*A certification candidate will be off duty for a 2-months training period. Won't this create problems?*

Some, inevitably. My intention is to offer as much of the programme as possible in blocks of two weeks at a time. In my view, this is easier to handle than frequent short absences, both for the participant and managers and will also facilitate participation by candidates working outside Brussels or Luxembourg. G.B.