

**European Central Bank
Staff Rules**

**Annex II
European Central Bank Graduate Programme Rules**

Adopted on 22 December 2006

Latest amendments apply from 1 January 2025

European Central Bank - Graduate Programme Rules
1 January 2025

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PART 1 SCOPE OF APPLICATION**1. Scope of application**

Unless provided otherwise in these Rules, the European Central Bank Staff Rules shall apply to graduate programme participants.

PART 2 EMPLOYMENT RELATIONS**2.1 Assignment**

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

Graduate programme participants shall be assigned according to their letter of appointment.

2.2 Extension

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, unpaid parental 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, unpaid parental 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.

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2.4 Return to previous position

Article 10 of the Graduate Programme Conditions is applied as follows.

2.4.1 If either the ECB or the member of staff terminates participation in the graduate programme or on expiry of the graduate programme contract, such participant shall be assigned to a position as defined in Article 2.4.3, except in cases of termination for disciplinary reasons.

2.4.2 Notice of one month shall be given in writing.

2.4.3 Members of staff may return to their previous position if vacant at the expiry of either the notice period or the graduate programme contract. Where their previous position is not vacant, such members of staff shall return to a comparable position at the same salary band. Where no such position is immediately vacant, a member of staff may be assigned to a position at a lower band for an interim period.

2.4.4 On their return in accordance with Article 2.4.1 and 2.4.3, the member of staff shall also return to their previous salary.

The term 'previous salary' shall be understood as the member of staff's last salary band and step before their participation in the graduate programme. This salary step shall be adjusted in accordance with the annual general salary increase. An interim assignment to a position at a lower band shall not affect the member of staff's level of remuneration.

PART 4 COMPLETION**4. Completion**

Article 15 of the Graduate Programme Conditions is applied as follows.

Completion of the graduate programme requires the graduate programme participant to:

- (a) complete at least two years of active service under the graduate programme; and
- (b) be assessed as at least satisfactory for his/her overall performance during these two years; and
- (c) to write and defend a project paper.

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PART 5 WORKING HOURS**5. Working Hours**

The provision of Article 16 of the Graduate Programme Conditions is applied as follows.

Subject to compatibility with the objectives of the graduate programme and the fulfilment of conditions and requirements laid down in the Staff Rules, a graduate programme participant may exceptionally be authorised to work part-time. Application shall be made in accordance with the relevant provisions of the Staff Rules.