

**DECISION OF THE EUROPEAN CENTRAL BANK**  
**of 22 December 2006**  
**amending the European Central Bank Staff Rules**  
**(ECB/2006/NP17)**

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 (hereinafter the 'Conditions of Employment')<sup>1</sup>,

Having regard to the opinion of the Staff Committee,

Whereas:

- (1) It is necessary to adopt rules implementing the Conditions of Employment for participants in the graduate programme.
- (2) It is also necessary to introduce the conditions for and the key elements of the procedure for converting employment contracts of a definite period of more than one year, issued against a permanent and vacant post, into employment contracts for an indefinite period.
- (3) The probationary period for new members of staff should be extended to enable the ECB to better assess their performance and suitability. Such extension of the probationary period to at least six months is in line with practice at other Community institutions and bodies. Accordingly, the eligibility criteria to stand for Staff Committee elections need to be aligned with this extension to the probationary period,

*Article 1*

**Graduate programme**

The Annex to this Decision is inserted as Annex III to the European Central Bank Staff Rules.

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<sup>1</sup> Decision as last amended by Decision ECB/2006/NP16 of 22 December 2006.

*Article 2*

**Conversion of employment contracts for a definite period**

The following provision shall be inserted as Article 2.0:

**‘2.0 Conversion of contracts for a definite period**

The following members of staff shall be eligible to an employment contract for an indefinite period (hereinafter the ‘convertible contracts’):

- a) members of staff assigned to a permanent and vacant post below the I band and engaged for a fixed period of three years; and
- b) members of staff assigned to a permanent and vacant post at the I band and above and engaged for a fixed period of five years.

Subject to the interest of the service, such contracts (hereinafter ‘convertible contracts’) may be converted in case of at least overall satisfactory performance of the member of staff over the period of the convertible contract. At least six months prior to the expiry of a convertible contract the decision whether or not to convert the contract shall be taken by:

- a) the Director General Human Resources, Budget and Organisation after having consulted the Director General or Director of the business area in which the member of staff assigned to a post below the I band is employed; or
- b) the Executive Board member to whom the Director General Human Resources, Budget and Organisation reports, for members of staff assigned to a post at the I band or above.’

*Article 3*

**Probationary period**

Article 2.1.1 of the Staff Rules is replaced by the following:

‘2.1.1 Appointments shall be subject to a probationary period of six months unless the Executive Board decides to waive the probationary period. In exceptional circumstances the Executive Board may determine a probationary period longer than six months as set out in Article 2.1.2.(a).’

*Article 4*

**Entry into force**

This Decision shall enter into force on the first day of the month following its communication to staff.  
Article 3 shall apply from 1 June 2007.

Done at Frankfurt am Main, 22 December 2006.

[signed]

*The President of the ECB*

Jean-Claude TRICHET

*‘European Central Bank*

**European Central Bank**

**Staff Rules**

**Annex III**

**European Central Bank Graduate**

**Programme Rules**

Adopted on 22 December 2006

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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.

Graduate programme participants who have completed the graduate programme and have not yet been appointed to a position at the ECB at the expiry of their two-year participation in the graduate programme may apply for an extension of their participation in the graduate programme of up to one year.

### **2.3 Probationary period**

Article 9 of the Graduate Programme Conditions is applied as follows.

2.3.1 Appointments shall be subject to a probationary period of 12 months, which may be extended in accordance with Article 2.3.2.

2.3.2 When the probationer is prevented by illness, accident, maternity or, in exceptional circumstances, special leave from performing their duties for a period of more than one

month, successively or non-successively, the Director General Human Resources, Budget and Organisation may extend their probationary period accordingly. In addition, the Director General Human Resources, Budget and Organisation may, in exceptional circumstances, extend the probationary period up to a maximum of 14 months.

- 2.3.3 During the probationary period the Executive Board may terminate the contract, giving one month's notice, should the probationer's performance or suitability prove to be inadequate.

## **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 3 BASIC SALARY AND AWARD**

### **3.1 Salary**

Article 12 of the Graduate Programme Conditions is applied as follows.

- 3.1.1 In determining the salary, a PhD relevant to the assignment during the graduate programme shall be taken into account.
- 3.1.2 Members of staff engaged at the ECB for an indefinite period at the time of their appointment to the graduate programme whose salary is higher than under the graduate programme shall retain their previous salary.

### **3.2 Award**

- 3.2.1 Article 14 of the Graduate Programme Conditions is applied as follows.
- 3.2.2 Graduate programme participants whose performance is assessed as more than satisfactory shall receive an annual one-off gross bonus of 1.5% of their monthly gross basic salary.
- 3.2.3 Graduate programme participants whose graduate programme contract has been extended pursuant to Article 5(b) of the Graduate Programme Conditions shall not be entitled to such bonus.

## **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.



## **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.'