

MANAGEMENT BOARD DECISION 16/2022
of 16 March 2022
on the management allowance for the Fundamental Rights Officer

THE MANAGEMENT BOARD

Having regard to the Staff Regulations of Officials ('Staff Regulations') and the Conditions of Employment of Other Servants of the European Union ('CEOS') laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68¹, and in particular Article 44 (2nd paragraph) of the Staff Regulations applied to temporary agents by virtue of Article 20(4) of the CEOS, and Article 14 of the CEOS,

Having regard to the European Border and Coast Guard Regulation² (hereinafter the "Regulation"), in particular Article 100(2)(s) thereof,

Having regard to Management Board Decision on middle management³, in particular Article 17 thereof⁴,

Whereas:

- (1) The Fundamental Rights Officer took up the post in Frontex as per the inter-agency mobility. As a result of this, the jobholder did not need to serve a probationary period under Article 14 of the CEOS. However, the post of Fundamental Right Officer is equal to the post of Head of Unit and thus belongs to middle management. As the jobholder did not perform such a role in his previous place of employment⁵, further to the provisions in his contract of employment, the jobholder served a management trial period.
- (2) The jobholder's management trail period began on 1 June 2021 and ended on 28 February 2022. As foreseen in the respective rules⁶, the assessment of performance shall be carried out after four months of the trial period in the form of a mid-term review and one month before the end of the trial period in a final report.
- (3) The Reporting Officers designated by the Management Board to assess the jobholder's performance concluded in their mid-term review and in the final report that the jobholder's managerial performance was satisfactory.
- (4) As provided under Article 44 (2nd paragraph) of the Staff Regulations applicable to temporary staff by virtue of Article 20(4) of the CEOS, a member of temporary staff who is appointed as head of unit, and whose performance has been satisfactory during the first nine months following appointment (management trial period), shall retroactively benefit from advancement by one step in that grade at the time the appointment comes into effect. This advancement, which shall lead to an increase in basic monthly salary is called management allowance.
- (5) The Management Board has taken note of the successful completion of the management trial period of the Fundamental Rights Officer,

¹ OJ 45, 14.6.1962, p. 1385.

² Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p.1).

³ Management Board Decision No 34/2020 of 10 November 2020 on middle management staff.

⁴ Article 17 provides that newly appointed middle managers shall serve a management trial period of nine months, unless they have successfully passed such a management trial period in a previous function in the EU institution or bodies.

⁵ European Union Agency for Fundamental Rights.

⁶ Article 17 of the MB Decision 34/2020 of 10 November 2020 on middle management staff.

HAS DECIDED AS FOLLOWS:

Article 1 **Management Allowance**

1. Jonas Grimheden, appointed as Frontex's Fundamental Rights Officer, is hereby entitled to the management allowance as of the date of appointment, i. e. 1 June 2021.
2. Frontex's Human Resources Unit is hereby authorised to validate the management trial period in the relevant electronic system (Sysper2) used for the purpose of HR management.

Article 2 **Entry into Force**

This decision enters into force on the day following its adoption. This decision shall not be published.

Done in Warsaw on 16 March 2022.

For the Management Board

[signed]

Marko Gašperlin
Chairperson

