



HUMAN RESOURCES AND STAFF DEVELOPMENT

The EPPO achieved **greater autonomy and responsibility in HR duties**, reflected in enhanced control over procedural tasks (recruitment, onboarding, departures, declarations, entitlements, metrics monitoring and policies), formalisation of staff lifecycle processes, and improved robustness, particularly in payroll.

During 2024, the HR unit organised the first set of sessions on **pension rights** and **anti-harassment**, more precisely on the **establishment of the first EPPO network of confidential counsellors**.

Furthermore, the traineeship pilot conducted in 2023 led to the successful launch of the first **2024 EPPO traineeship program**, with eight trainees overall. The **first study visitors** were also admitted, both at the Central Office and decentralised levels.

In addition to providing constant support to decentralised offices, the HR unit also allocated efforts to the preparation of **welcoming new participating Member States, Poland and Sweden**, along with all associated human resources demands.

The HR unit supervised the administration of **50 selection procedures**, and the onboarding of **47 new staff members**, **6 Seconded National Expert (SNE)**, and **6 trainees**. Additionally, **15 new staff members** and **one SNE** have been secured for onboarding in 2025.

The performance of setting **objectives and appraisals**, which included 105 staff members, as well as **assessing 43 probation periods**, was efficiently completed. Furthermore, the **reclassification procedure** for **47 staff members** was concluded. **The overall occupancy rate was 95%**, with a **turnover rate of 1.7% for temporary and contractual agents**.



In 2024, the **training** of the EPPO's staff continued in areas such as **safety, security, the EPPO's code of ethics, data protection**, and **cybersecurity**. A key program was the training about the **corporate document management tool**, offered to all staff. Internal communication was prioritised by regularly sharing relevant information on the EPPO's intranet, including content for new joiners and user-friendly resources.

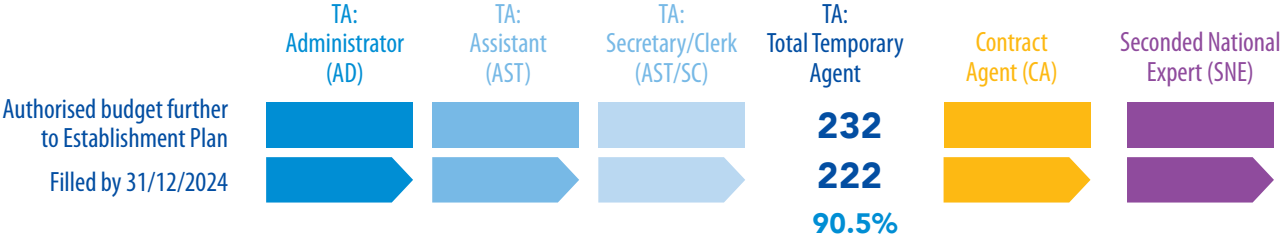
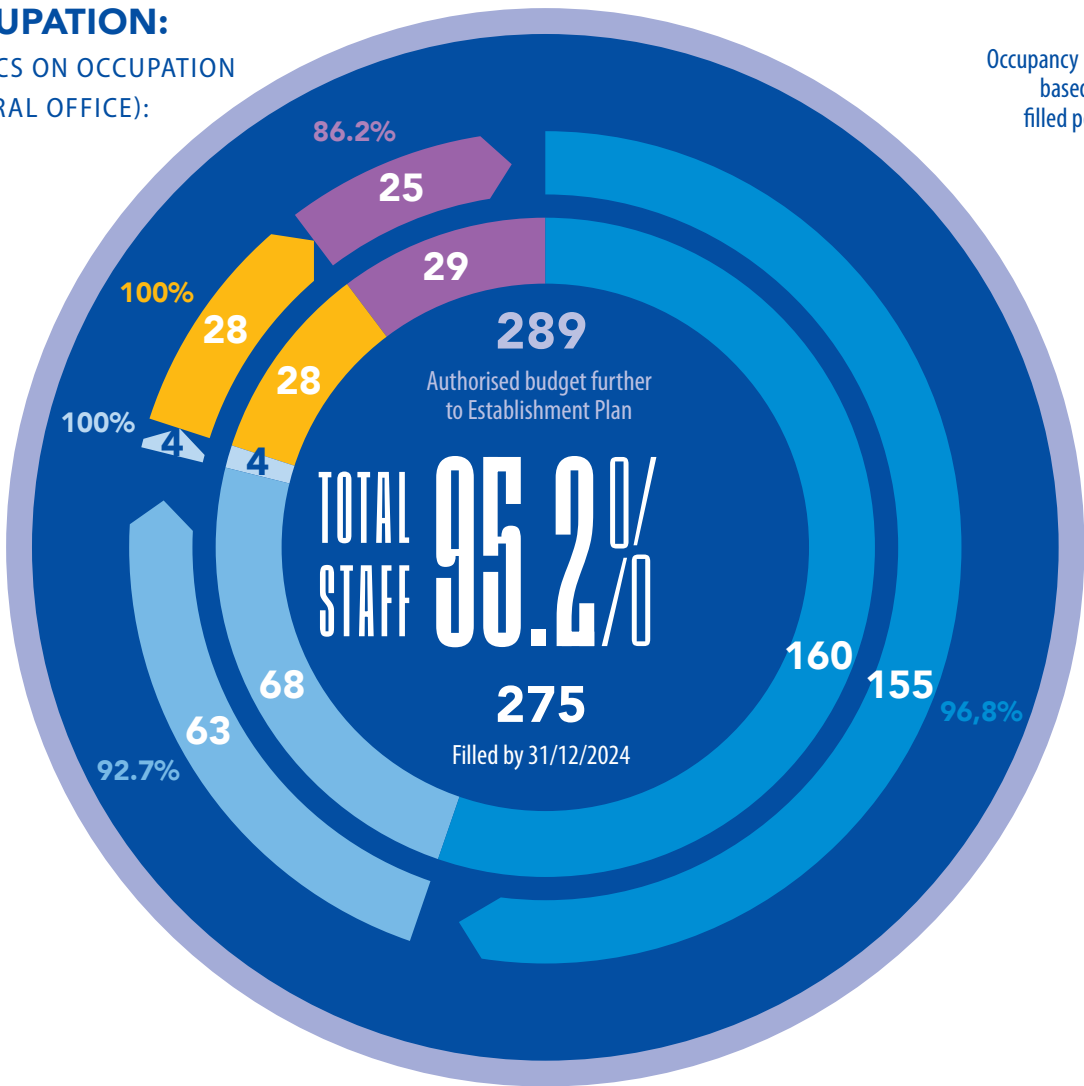
In the span of the year, the EPPO recorded **1 504 expressions of interest** for **training programs**, with **851 successfully completed**. This accounted for a total of 13 984 training hours, equivalent to 1 865 days of training for both internal and external courses.

For specialised external training in legal and administrative matters, the EPPO recorded 42 expressions of interest for training programs, with 22 in progress and 17 successfully completed, which accounted for 992 training hours, equivalent to 132 days of training.

OCCUPATION:

METRICS ON OCCUPATION
(CENTRAL OFFICE):

Occupancy rate
based on
filled posts



STAFF COMMITTEE: 2024 was the second full year of the Staff Committee's activities.

During the year, the Staff Committee followed up on the outcomes of its 2023 staff survey, suggested and succeeded in the implementation of a **policy for indefinite contracts for all EPPO staff**, proposed **internal mobility** measures, a **schooling policy** beyond Brussels and Luxembourg, a **housing support scheme** (which was accepted and granted as of 1 January 2025), and the **definition of the place of residence** in the EPPO's sphere.

A recurring and important exercise for staff is the **annual reclassification**, to which the Staff Committee has provided its opinion to ensure objectivity, fairness, and transparency in the procedure.



Throughout the year, the Staff Committee participated in 46 staff selection procedures and gave presentations to all newcomers. In April 2025, **a new Staff Committee will be elected.**

STAFF DIVERSITY

STATUTORY STAFF BY GENDER AND NATIONALITY

METRICS ON DIVERSITY (31/12/2024)

