

## SCHIEBLE Christoph (HR)

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**From:** SLOOTJES Rene (HR)  
**Sent:** Wednesday 30 May 2012 18:43  
**To:** SCHUIJT Jogchem (HR); SCHIEBLE Christoph (HR)  
**Subject:** RE: Guidelines on whistleblowing

Jogchem,

The cabinet wants to follow the same procedure as for the guidelines on gifts (oral procedure incl e-greffe), which also passed through the SMM.

However, we are waiting for the green light on the final changes from Christian Linder. I will send a formal request to have it put on the agenda once we get the ok.

René

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**From:** SCHUIJT Jogchem (HR)  
**Sent:** Wednesday, May 30, 2012 6:39 PM  
**To:** SCHIEBLE Christoph (HR)  
**Cc:** SLOOTJES Rene (HR)  
**Subject:** RE: Guidelines on whistleblowing

Christoph,

Sorry for not having replied sooner.

Before explaining what to do exactly, could you please tell me why you would like to have this point on the SMM agenda?

If it is to pass the Guidelines through a QABD decision, I have to warn you that the SG does not like it; general decisions will have to go through e-greffe. You might like to see with Alex first.

Jogchem

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**From:** SCHIEBLE Christoph (HR)  
**Sent:** Thursday, May 24, 2012 4:39 PM  
**To:** SCHUIJT Jogchem (HR)  
**Cc:** SLOOTJES Rene (HR)  
**Subject:** Guidelines on whistleblowing

Dear Jogchem

New guidelines on whistleblowing are now in the pipeline and we aim at adoption end of June 2012. Can we put this item on the agenda of a senior management shortly ?

Thanks and best regards

Christoph

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## SCHIEBLE Christoph (HR)

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**From:** SCHUIJT Jogchem (HR)  
**Sent:** Wednesday 30 May 2012 18:47  
**To:** SLOOTJES Rene (HR); SCHIEBLE Christoph (HR)  
**Subject:** RE: Guidelines on whistleblowing

Ok - no problem.  
I will wait for your request.

Jogchem

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## SCHIEBLE Christoph (HR)

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**From:** SLOOTJES Rene (HR)  
**Sent:** Thursday 3 May 2012 12:09  
**To:** SCHIEBLE Christoph (HR)  
**Cc:** ROBINSON Margaret (HR)  
**Subject:** RE: Interservice consultation on WB Guidelines

Let's close it after the meeting of this afternoon, Jean-Luc should still give the green light.

René

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**From:** SCHIEBLE Christoph (HR)  
**Sent:** Thursday, May 03, 2012 11:31 AM  
**To:** SLOOTJES Rene (HR)  
**Cc:** ROBINSON Margaret (HR)  
**Subject:** Interservice consultation on WB Guidelines

René

If you agree, we could now close the ISC by uploading the following documents into CIS-net:  
<<file://\net1.cec.eu.int\HR\IDOC\1-DOCUMENTATION\Whistleblowing\Guidelines 2012\ISC\Version after ISC.doc>>  
<<file://\net1.cec.eu.int\HR\IDOC\1-DOCUMENTATION\Whistleblowing\Guidelines 2012\ISC\Read-out ISC.doc>>

Best regards

Christoph

**From:** LINDER Christian (CAB-SEFCOVIC)  
**Sent:** Friday, April 27, 2012 2:29 PM  
**To:** SLOOTJES Rene (HR)  
**Cc:** WILLIAMS Karen (HR); FEUGIER Jean-Luc (HR); SCHIEBLE Christoph (HR); BIERVERT Bernd (CAB-SEFCOVIC); PRADINES Marie-Helene (CAB-SEFCOVIC); MAGNIER Michel (HR); JAKOB Thinam (HR)  
**Subject:** RE: Transparency International feedback on Whistleblowing

René,  
Ok to close the ISC. Your comments/changes in reply to the DGs contributions are fine for me. With regard to Public Concern at Work, I leave it to your judgment. We should indeed avoid the impression that we privilege Transparency International. If they are an expert organisation, please consult them.

Once they have reacted we should meet to discuss their and TI's comments and finalise the text. A more general reflection: Since the EP proposed an amendment to the Staff Regs on whistleblowing which might pass in the end and could be applicable as of 2013, I wonder if the College should really adopt the guidelines before.

(I think the current JURI amendment would simply require us to add a reference to Art. 24/90 as complaint procedure.)

To be discussed when we meet to discuss the comments from TI and the other NGO.

This is linked with a third point: the VP wanted a meeting of the ethics correspondents with the himself, the European Ombudsman and the chairman of the Disciplinary Board still this year.

But we said only after adoption of the guidelines on whistleblowing.

We should discuss what to do with this at the meeting as well. All ideas are welcome.

C.

**From:** SLOOTJES Rene (HR)  
**Sent:** Monday, April 16, 2012 5:48 PM  
**To:** LINDER Christian (CAB-SEFCOVIC)  
**Cc:** WILLIAMS Karen (HR); FEUGIER Jean-Luc (HR); SCHIEBLE Christoph (HR)  
**Subject:** RE: Transparency International feedback on Whistleblowing

Christian,

Just went through the text – some points are certainly worth considering.  
We would suggest to first close the CIS on the basis of the table with comments and the final text (for which we need your ok and that of Jean-Luc), and then deal with the 'external' consultation, to avoid confusion.

Do you agree that we also send the text to Public Concern at Work? This was the organisation that contacted us following the public hearing – it is the leading organisation for whistleblowing (probably more so than TI). They have taken a keen interest and involving them would strengthen our case vis-à-vis the EP and other potential critics. They should be able to reply fairly quickly.

In the meantime we will analyse the TI comments and come back to you asap with some suggestions for discussion.

René

**From:** LINDER Christian (CAB-SEFCOVIC)  
**Sent:** Thursday, April 12, 2012 11:30 AM  
**To:** SLOOTJES Rene (HR); WILLIAMS Karen (HR)  
**Cc:** NOCIAR Juraj (CAB-SEFCOVIC); HR MAIL 01  
**Subject:** FW: Transparency International feedback on Whistleblowing  
**Importance:** High

Karen, René,

here are the comments/track-changes from Transparency International.

Some seem to be just drafting, others substantial, some seem agreeable, others not.

Can you check what you think we can take on board and what we cannot?

Then we should discuss together and in the end also provide a reply to TI thanking them for contribution and explaining what we took on board and what we didn't and why.

We should mention somewhere in the text addressed to college that we asked for comments from TI and can give the reference numbers of the documents.

Better ideas to handle this are welcome...

C.

**From:** Jana Mittermaier [<mailto:jmittermaier@transparency.org>]  
**Sent:** Friday, March 30, 2012 6:30 PM  
**To:** LINDER Christian (CAB-SEFCOVIC)  
**Cc:** Dominic Robinson  
**Subject:** Transparency International feedback on Whistleblowing  
**Importance:** High

Dear Mr Linder,

Thank you for the meeting on the 1<sup>st</sup> March.

We greatly appreciate the opportunity to submit our expertise in the area of Whistleblowing to the European Commission.

Please, find attached the draft communication on whistleblowing with Transparency International's comments, suggestions and proposed amendments included.

To provide the feedback in the most efficient manner the document was scanned and converted into Word format. This was done to provide the feedback in the text via 'track changes' as well as in 'comment boxes' on the right hand column of the

document. The conversion was only done for the purpose of providing efficient expert input to the European Commission.

As you know, we are an organisation that is promoting transparency in the EU decision-making process. This is why we assume that the results of your consultations with stakeholders (like TI's expert recommendations attached) on the issue of Whistle blowing will be dealt with in a transparent and open manner. Usually, we recommend that the contributions to consultations such as this one should be made public in the final communication or attached to the final communication in a "legislative footprint" (record of expert contributions).

Best regards,  
Jana Mittermaier.  
Jana Mittermaier  
Head of Office  
TRANSPARENCY INTERNATIONAL  
Liaison Office to the EU  
Rue Breydel 40  
B-1040 Brussels (Belgium)  
Phone: +32 (0)2 23 58 621  
Fax: +32 (0)2 23 58 610  
Email: [jmittermaier@transparency.org](mailto:jmittermaier@transparency.org)  
[www.transparencyinternational.eu](http://www.transparencyinternational.eu)  
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## SCHIEBLE Christoph (HR)

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**From:** SLOOTJES Rene (HR)  
**Sent:** Wednesday 30 May 2012 15:55  
**To:** SCHIEBLE Christoph (HR)  
**Subject:** RE: Read-out comments TI + PCaW

Christoph, well done, see minor track-changes in the comments (mostly TI).

Could you:

- 1) Adapt the guidelines accordingly (in track-changes)
- 2) Send me the guidelines and the two tables as annex?

I will then send the lot to Christian Linder with the timing etc.

Thanks,

**René SLOOTJES**  
Head of Unit

**European Commission**  
DG HR – Investigation and Disciplinary Office of the Commission  
Unit HR.IDOC.1

MO34 4/103  
B-1049 Brussels/Belgium  
+32 2 2956559  
[rene.slootjes@ec.europa.eu](mailto:rene.slootjes@ec.europa.eu)

IDOC on the intranet: [http://myintracomm.ec.europa.eu/hr\\_admin/en/idoc/Pages/index.aspx](http://myintracomm.ec.europa.eu/hr_admin/en/idoc/Pages/index.aspx)

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**From:** SCHIEBLE Christoph (HR)  
**Sent:** Wednesday, May 30, 2012 3:10 PM  
**To:** SLOOTJES Rene (HR)  
**Subject:** Read-out comments TI + PCaW

René

My suggestions on the comments made by

TI (7.5 OK, 20.5 NO)  
and  
PCaW (2 OK, 11 NO)

<file://\net1.cec.eu.int\HR\IDOC\1-DOCUMENTATION\Whistleblowing\Guidelines 2012\ISC\Read-out suggestions TI.doc>  
<file://\net1.cec.eu.int\HR\IDOC\1-DOCUMENTATION\Whistleblowing\Guidelines 2012\ISC\Read-out suggestions PCaW1.doc>

Best regards

Christoph

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