



EDPS
EUROPEAN DATA PROTECTION SUPERVISOR



European Data Protection Board secondments programme EDPB-EDPS Joint Decision

Having regard to Regulation EU 2016/679 and in particular to its article 70.1 (v), according to which the European Data Protection Board shall “*promote common training programmes and facilitate personnel exchanges between the supervisory authorities and, where appropriate, with the supervisory authorities of third countries or with international organisations*”;

Having regard to Regulation EU 2016/679 and in particular to its article 75.

Whereas, in order to fulfil these purposes, it is proposed to kick off a pilot secondments programme in 2019 with a view to the establishment of a first edition of the secondments programme in 2020.

Whereas, the EDPS, and in particular the Human Resources, Budget and Administration Unit (HRBA), which is providing its services to the EDPB Secretariat and which have long experience in the organisation of such programmes, proposed to facilitate the process of exchange of staff between Supervisory Authorities or with the EDPB Secretariat.

Whereas, the members of the EDPB during its plenary meeting of 12 February 2019 approved the following EDPB secondment programme.

The EUROPEAN DATA PROTECTION BOARD and the EUROPEAN DATA PROTECTION SUPERVISOR adopts the following decision:

Art.1 General principles applicable to the EDPB secondment programme

- This programme applies to the employees (civil servants and contract staff) of all EEA Supervisory Authorities (SAs) and of the EDPS, including the EDPB secretariat staff
- As a general rule, all SAs participating in the programme should be ready to act both as host authority and sending authority. This principle must be understood as a willingness of SAs to contribute to a balanced functioning of the programme and has to be applied flexibly. For instance, it does not imply that a SAs must offer the same

number of candidates that it sends to other SAs or that it must play the two roles every year.

- Each employer will lay down the conditions under which their staff can apply for the programme
- The salary of the secondee remains covered by their employer, and any expenses or allowances in connection with the secondment might be covered by the employer depending on their applicable rules¹
- The secondees will remain staff of their employer, and work under the instructions of the host authority and according to its applicable organisational rules
- Secondments will have a duration that may vary from 2 weeks to 6 months (see point 3 of the annex), depending on the context and the objective of each specific secondment
- It is highly recommended that the secondee drafts an activity report, validated by the host SA, at the end of the secondment in view to inform his employer
- A system of mentorship within the host SA could be put in place to ensure the smooth integration of the secondee.

Art.2 Selection procedure

1. The EDPS HR service providing support to the EDPB Secretariat (HRBA) launches a call for interest in the beginning of each year among the SAs. The SAs will be invited to provide information on their readiness to host secondees and eventually on the possible topics, the number of possible candidates, the duration, the language requirement and the period.
2. The EDPS HR service providing support to the EDPB Secretariat (HRBA) launches a call for applications in the beginning of each year. The interested candidates will apply via their employer and will provide the following information:
 - preferred host SAs
 - the proposed duration of secondment
 - the proposed period for secondment
 - languages knowledge
 - fields of expertise
 - wishes regarding the working areas during the secondment
 - motivation
3. The EDPS HR service, in cooperation with EDPB Secretariat, will take care of the coordination between applicants and proposed host authorities and will submit

¹ Exceptionally, some expenses (i.e. daily allowances, travel cost) may be funded by the EDPB budget, subject to prior assessment of budget availability and agreement of the EDPB Chair.

proposals to the selection panel. In no event, a host authority will be obliged to welcome a secondee without its prior acceptance.

4. A selection panel, composed by the EDPB Chair, the Head of the HRBA unit, the Head of the EDPB Secretariat and a member of a SA not participating and proposed by the EDPB Chair is appointed. The selection panel may meet via visio or telephone conference. The selection of participants will be done in a transparent manner, taking into account, among others, their profile, the description of their secondment objectives, the number of expressions of interest and the matching needs of the host and sending authorities.

Art.3 Support by the EDPB Secretariat via the HRBA unit

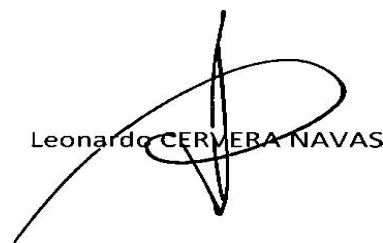
The EDPB Secretariat, together with the EDPS HR unit, will facilitate the practical organisation of the secondments:

1. A two days **training** course, prior to the secondment, will take place in Brussels. The objectives are to facilitate the interactions between the participants and to prepare them to their secondment. The training may also address possible themes of the secondment session and other data protection related issues. The training will also include visits to EU institutions (European Parliament and European Commission) and an introduction to the EDPS and the EDPB. There will be a dinner organised on the first day, in order to facilitate networking among participants. The costs of the training sessions, as well as the travel costs for EU supervisory authorities will be borne by the EDPB budget.
2. At the end of 2019, an **assessment** of the pilot phase will take place.
3. The **definitive secondment programme** will be finalised and launched in 2020.

Done at Brussels, 12 June 2019



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