



EUROPEAN COMMISSION  
JOINT RESEARCH CENTRE

The Director-General

Brussels  
JRC.A.HRBC/MS

**NOTE FOR THE ATTENTION OF GIANFRANCO SELVAGIO PRESIDENT, R&D ISPRA AND  
SALVATORE TIRENDI VICE-PRESIDENT, R&D ISPRA**

**Subject: Your note regarding possible staff cuts and the future of the ISPRA Site  
Ares(2022)7118351**

Thank you for raising the administration's attention to R&D's concerns.

As you note in your letter, the available JRC budget is under significant pressure due to the annual update of the remuneration 2022 as well as the rising costs for energy and maintenance of buildings. This "administrative" expenditure is not financed from the general administrative budget of the EU (Heading 7), but from Horizon Europe and Euratom. The delayed association of United Kingdom and Switzerland to Horizon Europe adds additional pressure on the JRC budget.

Given these circumstances, and considering the staff cuts under EURATOM, the JRC pays particular attention to recruitments. The balance between permanent and non-permanent staff is continuously monitored and assessed in the evaluation of requests for permanent staff. People excellence and retention of talent remain priorities for the JRC. To this extent, the staffing needs at AST level were carefully assessed, in collaboration with Staff Representatives in the GTCCR context. In order to ensure the availability of talent for AST officials, targeted competitions at AST and AST-SC levels for laboratory technicians and workers were launched in 2021. The reserve lists are expected in the first quarter of 2023. Regarding your request for regular, targeted and open scientific competitions, a tentative schedule has been communicated at the last GTCCR meeting. You are encouraged to communicate relevant needs and expectations in the context of the GTCCR forum, which is managed by JRC.A.

Regarding investments on the ISPRA site: in the last 10 years, the JRC has allocated approximately EUR 100 million for the ISPRA site. The allocation covered new buildings such as 102 and refurbishments of many other buildings (building 46, 27, 59, 36, 46, 10, 58 and 17) which aimed to make these more energy efficient, as well as investments of EUR 20 million in solar panels, heat pumps and the tri-generation plant upgrade. Due to the current price increases, the investment possibilities are reduced. The limited budget will support energy efficiency measures.

Regarding your request for a dedicated office for infrastructure management for Ipsra: the Commission's proposal for Heading 7 for the 2021-2027 MFF was built on the principles of stable staffing across the institutions, and no more than a 2% increase in non-salary expenditure annually. Furthermore, the expenditure under this heading is particularly exposed to the impact of fluctuations in macroeconomic variables, in particular inflation, similar to the JRC's budget. We therefore don't see any possibility that Heading 7 would take over the cost for the Infrastructure in Ipsra. On the contrary, the pressure is high to co-finance expenditure of Heading 7, as done for corporate IT, communication or building expenditure in Brussels from the operational programmes.

Regarding the prioritisation of JRC scientific projects: the work programme 2023-2024 has been developed through a new approach in which prioritisation was one of the key elements (together with enhanced collaboration with partners and focus on core strengths of JRC). In this framework, a set of priorities was defined, leading to 33 portfolios, which are the main building blocks of the Work Programme 2023-2024. Through the portfolios, there will be a better match between the JRC's scientific work and policy priorities. Indeed, the portfolios should ensure a better integration across scientific and policy domains in order to maximise the JRC's support to the Commission in anticipating new challenges, developing policies, and tracking their impacts. A significant number of portfolios contribute to Green Deal Policies and some of these have recently been reinforced.

Regarding your points on the energy savings measures: the [proposal endorsed by Senior Management](#) was discussed with staff representatives prior to its adoption in the dedicated bilateral meeting with B. MAGENHANN. Moreover, a draft proposal regarding building closures for the week following the Christmas holidays, has also been shared with you and your colleagues from the JRC LSCs as well as the central staff committee for consultation.

The Senior Management Team remains committed to a transparent and social dialogue, as already communicated multiple times in dedicated fora and we look forward to further discussing with you in the upcoming social dialogue meetings in the near future.

Stephen QUEST

c.c.: S. HENZLER, P. DUPONTEIL, B. MAGENHANN