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**Expat allowances and hiring process of new personnel in the Joint Secretariat
IPA-Adrion 2021-2027 Monitoring Committee 30/11/2023 Belgrade**



Introduction

The presentation has the purpose to:

- inform on the **viable solution** on the **expat allowances** for the Joint Secretariat members who come from countries other than Italy - For information
- inform on the **outcomes of the recent recruitment process** - For information
- bring to the attention of the Monitoring Committee **a new proposal** to meet the need of the Joint Secretariat for new personnel - To be discussed and adopted

ART-ER is represented by Angelica Monaco International and Territorial Cooperation Unit



Expat allowances

The following solution has been identified in agreement with the Managing Authority taking into consideration:

- the budget approved to cover the JS costs for the entire 2021-2027 programming period
- ART-ER internal regulations

Personnel employed with **fixed terms employee contract** will be entitled to have an expat allowance corresponding to **one month salary for each year of the contract duration** in case of people coming from abroad to compensate for the disadvantages of the moving and the temporary position.

No expat allowance will be recognised in case of **permanent contract**.

As for the current staff who left their country to join the Secretariat in Bologna, an expat allowance corresponding to 1 month salary will be provided for each year of their fixed-term contract (3 years).



Outcomes of the recent recruitment process for JS personnel

- The hiring procedures for **2 Project Officers and 1 Finance Officer (Fixed Term Employment contract)** have been formally closed with **no selected candidates available** to cover the positions. The vacancies were published on the 22th of December 2022.
 - The exchanges with the winning candidates highlighted that :
 - the employee contract offered does not provide for salary levels that would cover the living costs of a permanent stay in the city of Bologna;
 - all candidates declared their availability to work remotely however the Italian law allows remote work for personnel hired with an employee contract only from countries where the company has an office with a fiscal position.
- * For a detailed report of the process please refer to the document circulated ahead of the meeting



Relevant aspects for a new recruitment process

- the **Joint Secretariat is still understaffed** and the recruitment of new resources remains a compelling need;
- **remote working** for personnel hired with **an employee contract** who live abroad **is not legally feasible** for ART-ER, while remote working **is viable** in the case of external experts with a **self-employment contract**;
- **remote working represents a new way of working** much appreciated by the candidates to reconcile personal and family needs.
- ART-ER in agreement with the MA considers **not appropriate** that the salary of new employees exceeds the salary level of the current officers of Adrion JS;
- the **TA core budget** approved has **limitations** which do not allow room for maneuver



New proposal

1) **New public procedure for the vacancies of 1 Project Officer and 1 Finance Officer**

- **Type of contract:** external expert - self-employment contract
- **Condition for the execution of the work:** no subordination constraints / remote working
- **Duration:** 12 months to be extended for further 12
- **Remuneration:** 46.000 euro
- **Timing:** start the selection procedure after the approval of the Monitoring Committee. The procedure may take from 2 to 4 months to be completed, unless the occurrence of unexpected events that can slow down or interrupt the process.



New proposal

2) New public procedure for the vacancy of 1 Project Officer

- **Type of contract:** Fixed term employee contract
- **Condition for the execution of the work:** subordination relationship with the employer, physical presence required at Joint Secretariat and ART-ER offices in Bologna, remote work possible only from an Italian location for a number of days foreseen by internal regulations
- **Duration:** 12 months to be extended for further 24
Remuneration: level of salary paid for a PO profile currently employed in the Joint Secretariat which implements the same tasks without any specific responsibilities + an expat allowance of one month salary for each year of the fixed term contract in case of selected candidates coming from countries outside Italy
- **Timing:** start the hiring procedure after the approval of the Monitoring Committee. The procedure may take from 5 to 8 months to be completed, unless the occurrence of unexpected events that can slow down or interrupt the process.



New proposal

Further considerations

- The actual hiring of the successful candidates will depend on the availability declared during the acceptance phase of the assignment.
- In case this procedure ends without assignment due to the non-availability of candidates, this type of procedure for this type of contract will not be offered further in the future