

## **European Central Bank**

### **Conditions of Employment for Staff of the European Central Bank**

#### **Annex IIa**

### **Conditions of the Graduate Programme of the European Central Bank**

Adopted on 22 December 2006

Latest amendments apply from 1 December 2019

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**PART 1 SCOPE OF APPLICATION**

1. For the purposes of these Conditions of the Graduate Programme of the ECB (hereinafter the 'Graduate Programme Conditions'), a participant in the graduate programme (hereinafter 'graduate programme participant') shall mean any person who has countersigned a fixed-term non-convertible employment contract appointing him/her to the ECB's graduate programme and who has taken up this appointment.
2. The Conditions of Employment for Staff of the European Central Bank (hereinafter the 'Conditions of Employment') shall apply to graduate programme participants, unless otherwise indicated in these Graduate Programme Conditions.
3. The Executive Board shall adopt Graduate Programme Rules which shall further implement the Graduate Programme Conditions.

**PART 2 EMPLOYMENT RELATIONS**

4. Appointments to the graduate programme and possible extensions to the contract shall be made in accordance with and under the conditions laid down in the Graduate Programme Rules.
5.
  - (a) Appointments shall be for two consecutive years at salary band E/F.
  - (b) Contracts may be extended once for a period of one year in accordance with the provisions laid down in the Graduate Programme Rules. The Graduate Programme Rules shall specify the conditions under which a graduate programme participant may be promoted to salary band F/G for the term of the contract extension.
6. Appointment to the graduate programme requires that the graduate programme participant has fulfilled any obligations imposed by the applicable laws concerning military or other national service.
7. If a member of staff who has a employment contract with the ECB appointing him/her for a definite period is accepted for the graduate programme, his/her employment contract with the ECB shall be terminated by common consent with effect from the date of the start of participation in the graduate programme. Such member of staff shall not receive any benefits under Part 4 of the Conditions of Employment or Part 5 of the Conditions of Short-Term Employment and no severance payment or notice period shall be triggered by the termination by common consent.

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8. Graduate programme participants shall not be entitled to a severance payment in the event of termination of their contract on grounds of continued unsatisfactory performance.

Graduate programme participants' contracts shall not be terminated for reasons of redundancy.

The ECB's right to terminate a contract for non-completion of the accession process may only be exercised during an extension of the contract.

The period of notice shall be one month.

10. Members of staff engaged at the ECB for an indefinite period who become graduate programme participants may return to their previous or a similar position at the ECB under the conditions laid down in the Graduate Programme Rules.
11. After completion of the probationary period, graduate programme participants may apply for ECB positions advertised internally or externally. Upon completion of the graduate programme, graduate programme participants may be appointed in the interest of the service to vacant positions at salary band E/F or F/G, on the basis of the principles set out in the general framework for horizontal mobility.

**PART 4 COMPLETION**

15. The graduate programme shall be considered completed by graduate programme participants if the requirements laid down in the Graduate Programme Rules have been fulfilled.

**PART 5 WORKING HOURS**

16. In accordance with the provisions of the Graduate Programme Rules, graduate programme participants may request to work part-time.
17. Graduate programme participants performing overtime shall not be entitled to compensation as set out under Article 26 of the Conditions of Employment.