



EXECUTIVE DIRECTOR

Notice on policy on the duration of staff contracts at EFSA

1. Introduction

On 18th June 2015, EFSA's Management Board adopted the "*Decision laying down the general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the Conditions of Employment of Other servants of the European Union*" (hereinafter the "[Decision on Temporary staff](#)").

On 16th September 2019, EFSA's Management Board adopted the "*Decision laying down general provisions for implementing Article 79(2) of the Conditions of Employment of Other servants of the European Union governing the conditions of employment of contract staff employment under the terms of Article 3(a) of those conditions of employment*" (hereinafter the "[Decision on Contract staff](#)").

EFSA recruits temporary agents, as defined by Article 2(f) of the Conditions of Employment of Other Servants of the European Union (hereinafter "CEOS"), in accordance with the Decision on Temporary staff, and contract agents, as defined by Article 3(a) of the CEOS, in accordance with the Decision on Contract staff.

In line with Article 16(1) of the Decision on Temporary staff and Article 7(1) of the Decision on Contract staff, the present notice lays down the policy that EFSA applies to the duration of the contracts of employment of temporary and contract agents as defined by Articles 2(f) and 3(a) of the CEOS.

2. Duration of contracts

In line with Article 8 of the CEOS, temporary agents may be engaged for a fixed or indefinite period. The contracts of such staff who are engaged for a fixed period may be renewed not more than once for a fixed period. Any further renewal shall be for an indefinite period. Similarly, pursuant to Article 85 of the CEOS, the contracts of contract staff may be concluded for a fixed period of at least three months and not more than five years. They may be renewed not more than once for a fixed period of not more than five years. The initial contract and the first renewal must be of a total duration of not less than six months for function group I and not less than nine months for the other function groups. Any further renewal shall be for an indefinite period.

Irrespective of the duration of the contract of employment (hereinafter the "contract"), the renewal of contracts is subject to the EFSA applicable rules concerning employment contract management and related working instructions.

2.1. Standard duration

As a general rule, temporary and contract agents shall be engaged for a fixed period of **5 years**. The contract may be renewed for a fixed period of 5 years. Thereafter, if renewed again, the contract will be of indefinite duration.



2.2 Contracts with limited perspective in time

In duly justified cases, EFSA may decide to conclude contracts with a limited perspective in time due to temporary and specific needs, in accordance with Decision on Temporary Staff or Decision on Contract Staff.

For contracts concluded with a limited perspective in time, EFSA shall duly inform the candidate in the offer letter, in the contract, in any potential renewal of contract and, where relevant, in the selection notice, that the contractual relationship with EFSA has in principle a limited perspective in time that may lead to the termination of the contract or its non-renewal.

Done in Parma, 12 November 2020

Bernhard Url
Executive Director
[Signed electronically on 12/11/2020]