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Flexi time (background)

- In the eyes of a significant number of colleagues, flexi time is a way of organising better both their professional and personal lives, while complying with their service obligations.
- After an inept attempt, fortunately discontinued, in 1995 at introducing flexi time, where everyone would have to clock in, the issue came back on the table for discussion in March 2003, this time *at the request of the Staff Committee*.
- In a first tract (12 January 2004) the then *Union Syndicale* delegation, later to become EPSU, formulated its demands in the following terms:
 1. Introduction of a comprehensive set of rules on timetable, including flexi time. Each department (...) will then be able to set, within this framework, on grounds of the interests of the service, the limits of such flexibility (...).
 2. For every staff member, free choice between:
 - a) Flexi time and
 - b) One of the three timetable variations which are now in force (...).

Union Syndicale wishes to remind everyone that, in an institution which is deeply divided into compartments, different working patterns coexist in fact, while diverse cultural sensitivities have to be recognised and respected as such.
- After certain disagreements that appeared within the administration, the stalemate was broken by the following statement by the Director of Personnel and Finance (12 February 2004, *Bulletin de la Cour*, no. 77):
 - Flexi time is not intended to be a means of surveillance of the working hours of colleagues. That supervision remains the responsibility of the head of service.
 - Flexi time is a tool to achieve flexibility, not impose constraints.
 - Flexi time can only be voluntary.
- It is on this basis that the draft decision governing working hours is finally ready for adoption.
- *EPSU* has argued that a "symbiosis" of the two systems of working hours *is viable*: this, of course, can work only on condition that both types of system are respected.