

Resolution

adopted by the General Meeting of EPSU members held on 18 September 2008

What kind of a Staff Committee do we want?

1. A Staff Committee acting in a spirit of **independence**,
 - as opposed to a Staff Committee which is a pale copy of, or a stepping stone to, the Administration, and where apprentice bosses train to become real bosses; and
 - free from any '*relationship of subordination*' to any outside organisation or body.
2. A democratic Staff Committee which will, straightforwardly, account to the Institution's staff. *The Staff Committee* is the body entrusted by the Staff Regulations with representing the interests of *all the staff*. Indeed, it is the *only* body inside the Institution whose activity is subject to the democratic principle. Therefore, any exclusion or gagging of representative minorities *must* cease.
3. A Staff Committee relying on its own experience, without requiring 'lessons' from the Administration, which are bound to be fruitless. A Staff Committee **able to dialogue**:
 - a. without excluding any of its members or reserving 'sensitive' issues (*eg* promotions) to a restricted nucleus of its members;
 - b. with all of its electors, without double-speak;
 - c. with the Institution's representatives, without inviting paternalism;
 - d. at the inter-institutional level, on a footing of equality.
4. A Staff Committee inspired by **solidarity between generations** and **solidarity with the more precarious and less well-paid jobholders**:
 - a. which will take the application of guaranteed rates seriously, instead of diluting a serious *legal* issue with an incoherent and contradictory catch-all 'shopping-list' of claims;
 - b. which will replace electorally-oriented festivities at the expense of the Institution's budget with *social welfare* measures to the advantage of the less favoured;
 - c. which will replace petty empire-building and the erection of new parallel hierarchic relationships with links of *solidarity* and a shared feeling of belonging to the same community.



Our future is not guaranteed, let us unite – and go forward together!