

Individual rights of affected officials in the case of reassignment of tasks and other changes in the working environment

Case 1125/2011/ANA - **Opened on** 12/07/2011 - **Recommendation on** 05/02/2014 - **Decision on** 03/09/2014 - **Institution concerned** European Union Agency for Cybersecurity (Draft recommendation accepted by the institution) |

Allegation(s)

- 1) ENISA failed properly to communicate to the complainant the decisions concerning the changes in her professional situation.
- 2) ENISA failed to provide grounds for its decisions.
- 3) ENISA failed to consult the complainant before adopting the decisions in question.
- 4) ENISA failed to reply to the complainant's requests.
- 5) ENISA infringed the duty to have regard for the welfare of officials.

Claim(s)

- 1) ENISA should properly communicate the decisions in question to the complainant.
- 2) ENISA should provide grounds for its decisions.
- 3) ENISA should apologise for the omission to communicate its decisions, provide the grounds thereof, consult the complainant and reply to the complainant and undertake not to repeat the same conduct in the future.
- 4) ENISA should apologise for the infringement of its duty to have regard for the complainant's welfare and undertake not to repeat the same maladministration in the future.



5) ENISA should grant EUR 3 000 as ex gratia compensation to the complainant for the psychological hardship she went through because of the problems in her professional environment and the expenses she incurred in order to restore her mental health balance.