



Eurofound



Médiateur européen

27 NOV. 2013

Date d'arrivée

Ms Emily O'Reilly
European Ombudsman
1, avenue du Président Robert Schuman
CS 30403
F-67001 Strasbourg Cedex

7 November 2013

Re: Own-initiative inquiry OI/4/2013/CK concerning the EU Agencies

Dear Ms O'Reilly,

With reference to the letter from Mr Diamandouros of 12 August 2013 (your ref: OI/4/2013/CK), we take note of your concern regarding disclosure of names of Selection Committees. Our comments below will reply to the questions you raised in your letter.

We have not – to date - had a policy of publishing the names of Selection Committee members. This practice can be explained partly because of the tendency of some candidates to try to contact Selection Committees directly, despite warnings in the vacancy notice that this could lead to elimination.

However, where such information was requested by an interviewee, we have had the habit of supplying the names to all interviewees.

In light of your own inquiry initiative at Cedefop and its subsequent results (OI/4/2012/CK), followed by your letter mentioned above, and instead of a casuistic practice, we would like to suggest a longer term policy of disclosure which would comply with both the principles of good administration and data protection:

1. Upon the creation of a shortlist of candidates, names of the Selection Committee members would be provided to the confirmed candidates invited for an interview at Eurofound.
2. Before the interviews, we would send via HR a confirmation of the date and time and other specific information to the confirmed interviewees, including an additional paragraph as follows:

European Foundation for the Improvement of Living and Working Conditions

Please find below the names and roles of the members constituting the Selection Committee:

Mr Xyz AZERTY	Chair of the Selection Committee
Ms Qsd UIOP	Management representative
Mr Vbn JKLM	Staff representative

3. This procedure would comply with Regulation 45/2001 where personal data are communicated only as long as necessary and only to the extent of the processing (e.g.: Article 4.1.c). In other words, we may disclose the names as they are already on Eurofound website but :
- a) restricted to the candidates invited for interview;
 - b) sent as part of the interview information 2 or 3 weeks before the planned interview;
 - c) a specific paragraph will be inserted in the data protection / confidentiality agreement given to the members of a Selection Committee to inform them that their names are given to the invited candidates.

We understand the developments and suggestions you wrote within the inquiry mentioned above. Our proposal will allow the selected candidates for an interview to browse the names and to prepare them for the interview in a proper manner. It also ensures a fair transmission of personal data in light of Regulation 45/2001. Lastly, as you highlighted to CEDEFOP, it would provide an administration with a face and a name.

We would be grateful to your services if you could advise us on our proposal as we would be ready to implement it for future recruitment procedures.

Yours sincerely,

Juan Menéndez-Valdés
Director