

FUSION FOR ENERGY

The European Joint Undertaking for ITER and the Development of Fusion Energy

THE GOVERNING BOARD

DECISION OF THE GOVERNING BOARD ON THE SECONDMENT OF EXPERTS TO THE JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY

HAVING REGARD to the Statutes annexed to the Council Decision (Euratom) No 198/2007¹ of 27 March 2007 establishing the European Joint Undertaking for ITER and the Development of Fusion Energy (hereinafter "the Joint Undertaking") and conferring advantages upon it and in particular to Article 10(4) thereof²,

Whereas:

- (1) Seconded National Experts (SNEs) should enable the Joint Undertaking to benefit from the high level of their professional knowledge and experience, in particular in areas where such expertise is not readily available;
- (2) It is highly desirable to foster the exchange of professional experience in, and knowledge of, European policies by temporarily assigning to the Joint Undertaking experts from governments, state departments, national research organisations, the private or voluntary sector of the Members of the Joint Undertaking;
- (3) SNEs might also be available, upon approval by the Director of the Joint Undertaking (hereinafter "the Director"), from third countries or international organisations;
- (4) The rights and obligations of SNEs set out in this Decision should ensure that they carry out their duties solely in the interests of the Joint Undertaking;
- (5) In view of the temporary nature of their work and their particular status, it should be provided that SNEs should not, acting on their own, take responsibility on behalf of the Joint Undertaking for the exercise of its public law prerogatives;
- (6) Daily and monthly allowances should be established and reviewed annually taking account of changes in the basic salaries of Community officials in Brussels and Luxembourg and related modifications for other places of employment of Community officials.

¹ OJ L90 , 30.03.2007, p. 58.

² Article 10 (4) of the Statutes stipulates that the Governing Board may adopt provisions to allow national experts form Members of the Joint Undertaking to be seconded to the Joint Undertaking.

THE GOVERNING BOARD OF THE JOINT UNDERTAKING HAS ADOPTED THIS DECISION:

Chapter I

General Provisions

Article 1

Scope

1. These Rules are applicable to national experts seconded to the Joint Undertaking, hereinafter referred to as Seconded National Experts ("SNEs"), by a national, regional or local public authority. They also apply to experts on secondment from an international civil service as well as to those from the private sector and the non-profit making or voluntary sector.
2. The persons covered by these Rules shall remain in the service of their employer throughout the period of secondment and shall continue to be paid by that employer.
3. Except where the Director grants derogation, an SNE must be a national of a Member of the Joint Undertaking. The Joint Undertaking shall take account of geographical and gender balance and the principle of equal opportunities when accepting SNEs into its Departments.
5. In the case of Members of the Joint Undertaking, secondment shall be effected by an exchange of letters between the Director and the Office of the Permanent Representative to the EU or the Swiss Mission to the EU as the case may be. Correspondence shall be exchanged with the appropriate diplomatic missions to EU in the case of other non-member countries or in case of international organisation, directly with such international organisation.

A copy of the rules applicable to national experts on secondment to the Joint Undertaking shall be attached to the exchange of letters.
6. Any reference in these rules to a person of the male sex shall be deemed also to constitute a reference to a person of the female sex, and vice-versa, unless the context clearly indicates otherwise.



Article 2

Cost-free seconded national experts

For the purposes of this Decision, "cost-free SNEs" means SNEs whose secondment does not entail any costs borne by the Joint Undertaking.

Cost-free SNEs may be seconded from public bodies, non-profit making organisations, public administrations of a Member of the Joint Undertaking, third countries and from international organisations in pursuance of a reciprocal and simultaneous exchange with the Joint Undertaking staff, under the terms to be agreed by the Director on behalf of the Joint Undertaking and the country or international organisation concerned.

Article 3

Private-sector seconded national experts

The secondment of private-sector SNEs, shall be permitted only where the interests of the Joint Undertaking warrant the temporary contribution of specific knowledge.

Such secondments shall be authorised on a case-by-case basis by the Director.

Article 4

Period of secondment

1. Periods of secondment may not be less than six months nor more than two years. They may be renewed once or more, up to a total period not exceeding four years.
2. The intended period of secondment shall be fixed at the outset in the exchange of letters provided for in Article 1(5). The same procedure shall apply in the case of a renewal of the period of secondment.
3. An SNE who has already been seconded to the Joint Undertaking may be seconded to it a second time subject to a maximum period of secondment to be decided on a case-by-case basis by the Director, and subject further to the following conditions:
 - a) the SNE shall continue to meet the conditions for secondment;
 - b) a period of at least six years must have elapsed between the end of the previous period of secondment and a new secondment; if at the end of the first secondment the SNE has received a contract with the Joint Undertaking, the six-year period shall begin to run from the expiry of that contract.

The condition in point (b) shall not prevent the Joint Undertaking from accepting the secondment of an SNE whose initial secondment has lasted for less than four years, but in that case the new secondment shall not exceed the unexpired part of the four-year period.

Article 5

Place of secondment

SNEs may be seconded to any place where the Joint Undertaking has an office.

Article 6

Duties

1. SNEs shall assist the Joint Undertaking staff, performing the tasks assigned to them based on their professional knowledge and experience.
2. An SNE shall take part in missions or external meetings only if accompanying the Joint Undertaking staff, or acting alone as an observer or for information purposes.

However, the Director may give a specific mandate for one or more missions to the SNE after having ensured that there is no potential conflict of interest. The Director may delegate this power to derogate to the Head of Department of the SNE concerned. Under no circumstances may an SNE on his own represent the Joint Undertaking with a view to entering into commitments, whether financial or otherwise, or negotiating on its behalf.

An SNE may however represent the Joint Undertaking in legal proceedings as co-agent with an official or temporary agent and may as such act on its behalf.

3. The Joint Undertaking shall remain solely responsible for approving the results of any tasks performed by an SNE and for signing any official documents arising from them.
4. Every effort shall be made by the Joint Undertaking, by the SNE's employer and by the SNE to avoid any conflict of interest or appearance of such conflict in relation to the SNE's duties while seconded to the Joint Undertaking. For this purpose, the Joint Undertaking shall provide the SNE and the employer with full information about the intended duties a reasonable time before the start of the secondment, and shall ask the SNE and the employer to confirm in writing that they do not know of any reason why the SNE should not be assigned to those duties. The SNE shall be asked in particular to declare any potential conflict between his family circumstances and the proposed duties while on secondment.

In particular, he shall declare the professional activities of close family members or any important financial interests of his own, or of those persons.

The employer and the SNE shall be asked to undertake to declare any change of circumstances during the secondment which could give rise to any such conflict, or appearance of conflict, to the Director.

The Joint Undertaking shall keep all such exchanges of correspondence in its records.

5. Where the Joint Undertaking considers that the nature of the SNE's activities requires particular security precautions, security clearance shall be obtained prior to the secondment.
6. Failure on the part of the SNE to comply with his obligations arising under the provisions of paragraphs 2 and 4 shall entitle the Joint Undertaking, to terminate the secondment of the SNE under the terms of Article 10.

Article 7

Rights and obligations

1. During the period of secondment:
 - (a) the SNE shall carry out his duties and shall conduct himself solely with the interests of the Joint Undertaking in mind. He shall neither seek nor take instructions from any government, authority, organisation or person outside the Joint Undertaking. He shall carry out the duties assigned to him objectively, impartially and in keeping with his duties of loyalty to the Joint Undertaking. He shall not undertake any activities for his employer, for governments or for other persons, private companies or public bodies;
 - (b) the SNE shall refrain from any action or behaviour which might reflect adversely upon his position;
 - (c) the SNE shall not, in the performance of his duties, deal with a matter in which, directly or indirectly, he has any personal interests such as to impair his independence, and, in particular, family and financial interests. If it falls in the performance of his duties to deal with such a matter, he shall inform his Head of Department immediately who shall take any appropriate measure, and may, in particular, relieve the SNE from responsibility in this matter.

The SNE may neither keep nor acquire, either directly or indirectly, in undertakings which are subject to the authority of the Joint Undertaking or which have dealings with the Joint Undertaking, any interests of such kind or magnitude as might impair his independence in the performance of his duties;

- (d) the SNE shall refrain from any unauthorised disclosure of information received in the line of duty, unless that information has already been made public or is accessible to the public;
- (e) the SNE has the right to freedom of expression, with due respect to the principles of loyalty and impartiality.

The SNE who intends to publish or cause to be published, whether alone, or with others, any matter dealing with the work of the Joint Undertaking shall inform his Head of Department in advance. Where the Head of Department is able to demonstrate that the matter is liable seriously to prejudice the legitimate interests of the Joint Undertaking or the Communities, the Head of Department shall inform the official and temporary agent of its decision in writing within 30 working days of receipt of the information. If no such decision is notified within the specified period, the Head of Department shall be deemed to have had no objections;

- (f) all rights in any work done by the SNE in the performance of his duties shall be the property of the Joint Undertaking;
 - (g) the SNE shall reside at the place of secondment or at no greater distance there from as is compatible with the proper performance of his activities;
 - (h) based on his professional knowledge and experience, the SNE shall assist and advise the superiors in the Joint Undertaking to whom he is assigned and shall be responsible to his superiors for performance of the tasks entrusted to him.
2. Failure of the SNE to comply with any of the provisions of paragraph 1 during the period of secondment shall entitle the Joint Undertaking to terminate the secondment of an SNE pursuant to Article 10.

3. After termination of the secondment, a SNE shall continue to be bound by the duty to behave with integrity and discretion as regards the exercise of new tasks assigned to him and the acceptance of certain appointments or benefits.

To this end, during the three years after the period of secondment an SNE shall inform the Joint Undertaking without delay of any duties which he is required to carry out for his current employer which may give rise to any conflict of interest in relation to his duties while seconded to the Joint Undertaking.

Article 8

Professional experience and knowledge of languages

1. To qualify for secondment to the Joint Undertaking a national expert must have at least three years full time experience of administrative, scientific, technical,

advisory or supervisory functions which can be regarded as equivalent to those of function groups AD or AST - this latter function group being taken into consideration only for highly specialised job profiles - as defined in the Staff Regulations of officials of the European Communities and in the Conditions of Employment of Other Servants of the European Communities. The employers from which the SNE has to be seconded shall supply the Joint Undertaking, before the secondment, with a statement of the expert's employment over the previous twelve months.

2. An SNE must have a thorough knowledge of one Community language, and a satisfactory knowledge of a second language, for the performance of his duties. An SNE from a non-member country must have a thorough knowledge of one Community language for the performance of his duties.

Article 9

Breaks in periods of secondment

1. The Joint Undertaking may authorise breaks in periods of secondment and specify the terms applicable. During such breaks:
 - (a) the allowances referred to in Article 17 shall not be payable;
 - (b) the expenses referred to in Articles 21 and 22 shall be payable only if the break is at the Joint Undertaking's request;
 - (c) any reimbursement of remuneration to the SNE's employer under Article 19 shall be automatically suspended.
2. The Joint Undertaking shall inform the SNE's employer.

Article 10

Termination of periods of secondment

1. Subject to paragraph 2, the secondment may be terminated at the request of the Joint Undertaking or of the SNE's employer, on the party concerned giving three months' notice to the other party. It may also be terminated on giving the same notice at the SNE's request, subject to the Joint Undertaking's agreement.
2. In exceptional circumstances the secondment may be terminated without notice:
 - (a) by the SNE's employer, if the employer's essential interests so require;

- (b) by the Joint Undertaking and the employer acting jointly, on request by the SNE to both parties, if the SNE's essential personal or professional interests so require;
- (c) by the Joint Undertaking in the event of a failure by the SNE to respect his obligations under this Decision.

In the event of termination under point (c), the Joint Undertaking shall immediately inform the employer.

Chapter II

Working conditions

Article 11

Social security

1. Before the period of secondment begins, the employer from which the SNE is to be seconded, shall certify to the Joint Undertaking that he will remain, throughout the period of secondment, subject to the social security legislation applicable to that employer and the SNE and that the employer will assume responsibility for the social security expenses incurred abroad.
2. Before the period of secondment begins, the SNE's employer shall provide the Joint Undertaking with the certificate referred to in Article 11(1) of Council Regulation (EEC) No 574/72³.
3. From the day on which their secondment begins, SNEs shall be covered by the Joint Undertaking against the risk of accident. The Joint Undertaking shall provide them with a copy of the terms of this cover on the day on which an SNE reports to the appropriate Department of the Joint Undertaking to complete the administrative formalities of secondment.
4. An SNE who cannot be covered by a public sickness insurance scheme can apply to have this risk insured by the Joint Undertaking. The SNE shall pay half the relevant insurance premium and his contribution shall be deducted monthly by the Joint Undertaking from the allowances referred to in Article 17.

Article 12

Working hours

1. The working hours for SNEs shall be the same as those in force at the Joint Undertaking.⁴
2. The SNE shall serve on a full-time basis throughout the period of secondment. Following a duly justified request originating from a department of the Joint

³ OJ L 74, 27.3.1972, p. 1 as last amended.

⁴ Articles 55 to 56c of the Staff Regulations and the provisions implementing these articles, as appropriate, *mutatis mutandis*

Undertaking and subject to compatibility with the interests of the Joint Undertaking, the Director may authorise the use of part-time working by an SNE after agreement by his employer. In this case, the amount of annual leave shall be reduced accordingly.

3. Where part-time working is authorised, the SNE shall work every month at least half of the normal working time.
4. An SNE may work flexible hours only if authorised to do so by the responsible department of the Joint Undertaking.

Article 13

Sick leave

1. In the event of absence from work for reasons of sickness or accident, the SNE shall notify his Head of Department as soon as possible, stating his present address. He shall produce a medical certificate if absent for more than three days and may be required to undergo a medical examination arranged by the Joint Undertaking.
2. If such absence due to sickness or accident of not more than three days exceeds a total of twelve days over a period of twelve months, the SNE shall produce a medical certificate for any further absence due to sickness.
3. Where the period of sick leave exceeds one month, or the period of service performed by SNE, whichever is longer, the allowances referred to in Article 17 shall be automatically suspended. This provision shall not apply in the event of illness linked to pregnancy.

Sick leave may not extend beyond the duration of the secondment of the person concerned.
4. SNEs who are the victim of a work related injury which occurs during the secondment shall continue to receive the allowance in full throughout the period during which they are unfit for work up to the end of the secondment.

Article 14

Annual and special leave

1. SNEs shall be entitled to two-and-a-half working days of leave per whole month of service, giving 30 days per calendar year.

2. Leave is subject to prior authorisation by the department to which the SNE is assigned. In case of unauthorised leave, the relevant daily allowance shall not be paid.
3. SNEs may, on submitting a reasoned application, be granted special leave in the following cases:
 - (a) marriage of the SNE: two days;
 - (b) serious illness of spouse: up to three days;
 - (c) death of spouse: four days;
 - (d) serious illness of a relative in the ascending line: up to two days;
 - (e) death of a relative in the ascending line: two days;
 - (f) birth of a child: ten days;
 - (g) serious illness of a child: up to two days;
 - (h) death of a child: four days;
 - (i) removal for taking up duty : 2 days;
 - (j) adoption of a child : 20 weeks, or 24 weeks in the case of adoption of a disabled child.
4. Upon a duly justified request from the SNE's employer, up to two days of paid special leave in a 12-month period may be granted by the Joint Undertaking on a case-by-case basis. Upon a duly justified request from the SNE, additional special leave (up to 5 days) may be granted by the SNE's Head of Department in agreement with the Head of Department responsible for Human Resources of the Joint Undertaking, if this paid special leave is in the interest of the Joint Undertaking. Additional unpaid special leave may be granted in case of duly proven need.
5. The entitlements set out in paragraphs 1, 3 and 4 shall be considered exhaustive. In particular, no further entitlement shall be allowed in respect of travel, age or category.
6. In the case of part-time work, the annual leave shall be reduced accordingly.
7. Days of annual leave not taken by the end of the secondment shall be forfeited.

*Article 15***Maternity leave**

1. An SNE who is pregnant shall be granted maternity leave of twenty weeks, during which period she shall receive the allowances as set out in Article 17. The leave shall start not earlier than six weeks before the expected date of confinement shown in the certificate and end not earlier than 14 weeks after the date of confinement. In the case of multiple or premature birth or the birth of a handicapped child, the duration shall be of 24 weeks. Premature birth for the purposes of this provision is a birth taking place before the end of the 34th week of pregnancy.
2. Where the relevant rules binding the employer of the SNE grant a longer period, a break in the secondment under the provisions of Article 9 shall be applied for the period exceeding that granted by the Joint Undertaking.
A period equivalent to the break shall be added to the end of the secondment if the interests of the Joint Undertaking warrant it.
3. An SNE may, as an alternative, apply for a break in the secondment to cover the sum of the periods allowed for maternity leave. In that case, the second subparagraph of paragraph 2 shall apply.

*Article 16***Management and control**

Management and control of leave, working time and absences shall be the responsibility of the department of the Joint Undertaking to which the SNE is assigned.

Chapter III

Allowances and Expenses

Article 17

Subsistence allowances

1. An SNE shall be entitled, throughout the period of secondment, to a daily subsistence allowance. Where the distance between the deemed residence as determined in accordance with article 20 and the place of secondment is 150 km or less, the daily allowance shall be 30,08 EUR; where the distance is more than 150 km, the daily allowance shall be 120,33 EUR.
2. If the SNE has not received removal expenses from any sources, an additional monthly allowance shall be paid as shown in the table below:

Distance between the deemed residence and the place of secondment (km)	Amount in EUR
0 – 150	0
> 150	77,34
> 300	137,50
> 500	223,46
> 800	360,97
> 1300	567,24
> 2000	678,99

3. In the case of cost-free SNEs, the exchange of letters referred to in Article 1(5), shall stipulate that the allowances and expenses referred to in Chapter III except missions expenses, shall not be paid.
4. Subsistence allowances shall be payable for periods of mission, annual leave, special leave and holidays granted by the Joint Undertaking, unless otherwise indicated.
5. SNEs who, during at least the three years ending six months before the secondment, have habitually resided or carried on their main occupation at a

distance of 150 km or less from the place of secondment shall receive 25% of the daily allowance.

For the purpose of this paragraph, circumstances arising from work done by SNEs for a State other than that of the place of secondment, or for an international organisation, shall not be taken into account.

6. When the SNE starts the secondment, the first 75 days of the subsistence allowances to which he is entitled shall be advanced in the form of a lump sum and the allowances shall not be paid during the corresponding period. If the secondment is ended during the first 75 days, the SNE shall return the amount corresponding to the remainder of that period.
7. The SNE shall inform the Director of any similar payments received from other sources. Any such amounts shall be deducted from the corresponding allowance paid by the Joint Undertaking pursuant to paragraph 1.
8. Daily and monthly allowances shall be reviewed each year without retroactive effect taking account of changes in the basic salaries of the Community officials in Brussels and Luxembourg and related modifications for other places of employment of Community officials.
9. The daily and monthly allowances are intended to cover on a flat rate basis the living expenses of SNEs in the place of secondment, and shall in no circumstances be construed as remuneration paid by the Joint Undertaking.
The daily and monthly allowances shall be paid by the 25th day of each month.

Article 18

Additional flat-rate allowance

1. Unless the deemed residence of the SNE is 150 km or less from the place of secondment, he shall, where appropriate and upon his request, receive an additional flat-rate allowance equal to the difference between the gross annual salary, less family allowances, paid by his employer plus the daily and monthly subsistence allowances paid by the Joint Undertaking and the basic salary payable to an official in step 1 of Grade AD6 or AST4, depending on the function group to which he is assimilated. For this purpose, the SNE shall produce salary statements for the twelve months preceding the secondment.

88

2. SNE whose request has been accepted shall provide the Resources Department of the Joint Undertaking with the relevant salary statement from the employer on a monthly basis. The additional flat-rate allowance will be paid retroactively after receipt of the salary certificate. If the request made by an SNE is accepted, the payment of the additional flat-rate allowance shall start from the date of the request.
3. These allowances shall be reviewed once a year without retroactive effect on the basis of the adaptation of the basic salaries of the Community officials in Brussels and Luxembourg and related modifications for other places of employment of Community officials.

Article 19

Possible reimbursement of remuneration

1. If its interests so require, the Joint Undertaking may reimburse all or part of the net remuneration of an SNE during the period of secondment to his employer under an agreement to be concluded in advance and recorded in the exchange of letters provided for in Article 1(5).
2. The reimbursement of remuneration shall be authorised on a case-by-case basis by the Director, taking into account the specific needs of the Joint Undertaking.
3. Expenses resulting from the reimbursement of the SNE remuneration shall be charged against the administrative budget line or, where appropriate, the operational budget line.

Article 20

Deemed residence

1. For the purposes of this Decision, the deemed residence shall be the place where the SNE has performed his duties for the employer immediately prior to the secondment. The place of secondment shall be the place where the Joint Undertaking department to which the SNE is assigned is located. Both places shall be identified in the exchange of letters mentioned in Article 1(5).
2. If, on a date six months before his secondment to the Joint Undertaking as an SNE, a national expert is already working or living in a place different from that in which the employer's head office is located, the residence shall be deemed whichever of the places is closer to the place of secondment.
3. The deemed residence shall be considered to be the place of secondment in the following cases:

- (a) where, during at least three years ending six months before the start of the secondment, either the SNE's habitual residence or his main occupation was at a place situated 150 km or less from the place of secondment; or
- (b) where at the time of the Joint Undertaking's request for the secondment, the place of secondment is the principal residence of the SNE's spouse or of any of his dependent children; for this purpose, residence at 150 km or less from the place of secondment is to be treated as residence at that place.
4. Circumstances arising from work done by the SNE for a State other than that of the place of secondment, or for an international organisation, shall not be taken into account for the purpose of paragraph 3 (a).

Article 21

Travel expenses

1. An SNE whose deemed residence is more than 150 km from the place of secondment shall be entitled to reimbursement of travel expenses in accordance with the following rules:
- (a) He shall be entitled on his own account:
- (i) from the deemed residence to the place of secondment at the beginning of the period of secondment;
- (ii) from the place of secondment to the deemed residence at the end of the period of secondment;
- (b) He shall be entitled in respect of his spouse and dependent children, provided that they live with him and that the removal is to be reimbursed by the Joint Undertaking in accordance with Article 22:
- (i) at the beginning of the secondment, on removal from the deemed residence to the place of secondment;
- (ii) at the end of the secondment, from the place of secondment to the deemed residence.
2. Unless the journey is made by air, the amount reimbursed shall be a flat rate, limited to the cost of the second-class rail fare, without supplements. This shall also apply to journeys made by car.

Air travel expenses shall be reimbursed up to actual cost of a reduced-price economy class ticket, on production of tickets and boarding cards. Such reimbursement shall be granted only where the standard rail journey exceeds 500 km or where the standard route involves a sea crossing.

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3. By way of derogation from paragraph 1, SNEs who prove that they have changed the place at which they will be primarily employed after the end of the secondment shall be entitled to reimbursement of the travel expenses to that place up to the limits set out in paragraphs 1 and 2. The reimbursement may not involve the payment of a sum higher than that to which he is entitled in case of return to the deemed residence.
4. If the SNE has effected his removal from his deemed residence to his place of secondment, he shall be entitled each year to a flat-rate payment equal to the cost of a return journey from his place of secondment to his deemed residence for himself, his spouse and any dependent children on the basis of the conditions in force at the Joint Undertaking.
5. The Joint Undertaking shall not reimburse any expenses referred to in the preceding paragraphs where they have actually been met or reimbursed by the employer. For this purpose the SNE shall declare any such payments or reimbursements to the Joint Undertaking.

Article 22

Removal expenses

1. Unless the second subparagraph of Article 17(5) applies, an SNE may remove his personal effects from the deemed residence to the place of secondment, at the Joint Undertaking's expense and after obtaining its prior authorisation, pursuant to the rules in force at the time concerning reimbursement of removal costs if the following conditions are met:
 - (a) the SNE's initial period of secondment must be for two years;
 - (b) the SNE's deemed residence must be 100 km or more from the place of secondment;
 - (c) the removal must be completed within six months of the starting date of the secondment;
 - (d) the authorisation must be requested at least two months before the intended date of removal;
 - (e) the removal costs are not being met by the employer: in the event of partial reimbursement by the employer, an equal amount shall be deducted from the reimbursement payable by the Joint Undertaking;
 - (f) the SNE must produce originals of estimates, receipts and invoices to the Joint Undertaking and a certificate from the employer, either confirming that the employer is not reimbursing removal costs or stating what part of the costs the employer is paying.

2. Subject to paragraphs (3) and (4), where the removal to the place of secondment has been reimbursed by the Joint Undertaking, the SNE shall be entitled at the end of the secondment, after prior authorisation, to reimbursement of removal costs from the place of secondment to the deemed residence, pursuant to any internal rules in force at the time concerning reimbursement of removal costs, subject to the conditions set out in points (d), (e) and (f) of paragraph 1, and to the following further conditions:
 - (a) the removal must not take place earlier than three months before the end of the secondment;
 - (b) the removal must be completed within six months following the end of the secondment.
3. An SNE whose secondment is terminated at his request or at the employer's request within two years from the start of the secondment shall not be entitled to reimbursement of removal costs to the deemed residence. An SNE who has not obtained payment of removal expenses by the Joint Undertaking is entitled to receive the additional flat-rate allowance mentioned in Article 18.
4. Where the SNE proves that the place where he will pursue his main occupation after secondment has changed, removal costs to that new place may be reimbursed, but only up to the amount which would have been paid in the case of removal to the deemed residence.

Article 23

Missions and mission expenses

1. An SNE may be sent on mission subject to Article 6.
2. Mission expenses shall be reimbursed in accordance with the rules and conditions relating to the payment of mission expenses in force at the Joint Undertaking.

Article 24

Training

SNEs shall be entitled to attend training courses organised by the Joint Undertaking, if the interests of the Joint Undertaking warrant it. The reasonable interests of the SNE in attending, in particular in the light of the SNE's professional career following secondment, shall be considered when a decision is taken on whether to permit attendance.

Article 25

Administrative provisions

The SNE shall report to the appropriate department of the Joint Undertaking on the first day of the secondment to complete the relevant administrative formalities. He shall take up duty on either the first or the sixteenth day of the month.

Chapter V

Complaints

Article 26

Any SNE seconded for more than 6 months may submit to the department of resources of the Joint Undertaking responsible for complaints and requests under the Staff Regulations a complaint against an act under this Decision by the Joint Undertaking, adversely affecting him except decisions which are direct consequences of decisions taken by his employer. The complaint must be lodged within two months. The period shall start to run on the date of notification of the decision to the person concerned, but in no case later than the date on which the latter received such notification. The Director shall notify the person concerned of his reasoned decision within four months from the date on which the complaint was lodged. If at the end of that period no reply to the complaint has been received, this shall be deemed to constitute an implied decision rejecting it.⁵

⁵ However, this article does not prevent a SNE from bringing an action against the initial decision, under the conditions laid down in Article 9(3) of the Council decision No 198/2007 establishing the Joint Undertaking.

Chapter VI

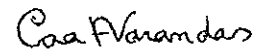
Final Provisions

Article 27

This Decision shall take effect on the same day of its adoption.

Done at Barcelona, 22 October 2007

For the Governing Board



Carlos Varandas

Chair of the Governing Board