

ATHENA

EU-MILITARY OPERATIONS

Financing

The Administrator
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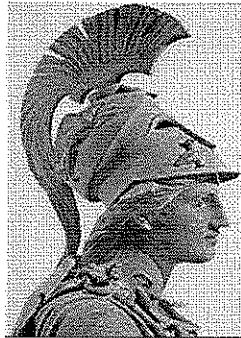
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Note to the Special Committee Personnel - ATHENA mechanism

1. The General Secretariat of the Council (GSC) provides personnel and other support (e.g. offices, CIS, administration) to ATHENA in conformity with Article 5 of Council Decision 2011/871/CFSP, in particular:

"... 2. Athena shall use existing administrative structures of the Union to the greatest possible extent. Athena shall resort to staff made available as necessary by the Union institutions or seconded by Member States.

3. The Secretary-General of the Council may provide the administrator and the accounting officer with the staff needed for them to carry out their functions, which may be on the basis of a proposal by a participating Member State. ..."

2. To date, the human resource needs of ATHENA have been covered entirely by staff made available by the GSC, including through temporary agents financed by the GSC budget and hired specifically to carry out ATHENA-related tasks.

3. In view of foreseen overall personnel reductions in the GSC and following a rationalisation of posts, the GSC will from now on be able to provide a 'baseline' team to manage ATHENA tasks on the basis of the current workload, including monitoring and support of the existing operations.
4. Based on lessons learned, it would however make operational sense to put a system in place which ensures that human resources can be made available (or reduced) in alignment with operational needs and in a flexible manner.
5. Should the workload increase beyond the 'baseline', e.g. through the launch of a new or new operations or through additional tasks, more staff will be necessary. This staff, which would need to have the appropriate qualifications, could be generated either through:
 - a. the provision of seconded national experts (SNEs) by Member States, as explicitly foreseen in Article 5.2 and 10.5 of the ATHENA Council Decision;
 - b. contractual agents.
6. Normally, in case a need arises, Member States would first be requested to put forward suitably qualified candidates which may be selected as SNEs. It is however possible that recourse will have to be made to option 5.b.
7. In order to be in a position to make use of option 5.b., ATHENA intends to create a small pool of qualified experts who can be hired as per need and for a duration corresponding to operational needs (e.g. in the case of a specific operation, from the launch to the winding-up phase).
8. The administrative work related to the establishment of a qualified pool of experts (i.e. recruitment and selection procedures) and all contracting matters would be handled by the relevant services of the GSC. Contractual staff would be hired by the GSC on behalf of Athena, a system which will provide ATHENA with a high level of flexibility as regards the duration of contracts.

9. The financing of additional staff, should they be needed, would need to be covered for both options under point 5 through the ATHENA budget and for the duration necessary; in essence, the GSC would be reimbursed for the costs of the additional personnel.
10. Should additional human resource needs become clear (e.g. at the launch of a new operation), the Special Committee will be presented with a proposal for financing, in line with Annex III A, 1.1.(b) and 1.2.(e) of the ATHENA Council Decision.
11. The Special Committee is invited to take note of this approach.

The administrator



Hans GILBERS