



**Council of the European Union**

**Athena**

EU - Military operations

Financing

*The administrator*

Brussels, 15 June 2015

15-0350

**Special Committee - 15 June 2015**  
**Outcome of proceedings**

1. Title 1.

The Committee agreed to the approach as set out in document 15-0337.

2. Athena.

- The Committee was informed on the state of play of the ACSA. The Committee will come back to this issue under the Luxembourg presidency.
- The Committee was consulted on the use of the AA with the EDA for the provision of services as set out in document 15-0343. The Committee will be informed about the results of the overall analysis in the second semester 2015. Any framework contract will need to be submitted to the SC for approval.

3. EUFOR CAR

The Committee agreed to the proposal as set out in document 15-0349.

4. College of auditors.

The Committee will revert to this issue at its next meeting and invite the legal service to provide its view.

5. A.O.B.



**Council of the European Union**

**Athena**

EU - Military operations

Financing

*The administrator*

Brussels, 1 June 2015

15-0337

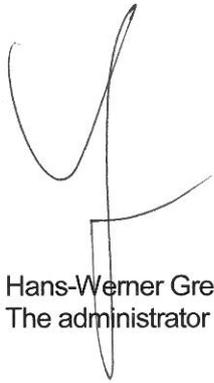
## **NOTE TO THE ATHENA SPECIAL COMMITTEE**

Subject :. Athena staff

- 1) The ATHENA Council Decision explicitly foresees that ATHENA can resort to staff seconded by Member States (Articles 5.2 and 10.5). Some use has been made of this provision to date, but most of the resources have been made available to ATHENA by the GSC.
- 2) The approach outlined in doc. 12-0408 was noted by the Special Committee in 2012 and illustrated the options that are open to ATHENA in case of an increase in workload.
- 3) Currently 2 Seconded National Experts financed from the Athena budget are working in the Athena unit, complementing the 3 desk officers provided by the Council General Secretariat.
- 4) By Council decision of 18 May 2015 EUNAVFOR MED was established as the sixth EU military operation with financing of common costs from the Athena mechanism.
- 5) In order to maintain the level of services provided by the Athena central team, there is a need for 6 desk officers (one for each operation).
- 6) As already outlined in the past, the GSC is not in a position to provide additional resources to Athena.
- 7) My proposal is therefore, to recruit a new seconded national expert for a period of 1 year from 1 October 2015 to 30 September 2016 with the possibility of a renewal, should the need continue to exist.
- 8) The Council rules for national experts on secondment will apply, as set out in Council Decision 2007/829/EC and updated by Council Decision 2011/138/EU. This means that

some costs will need to be financed by the Athena mechanism. These are essentially per diems and travel allowances, which could amount to a maximum of approximately €4.700 per month per seconded national expert, depending on the distance to the Member State from which the person will be seconded. In line with doc. 12-0408, these costs will need to be reimbursed to the GSC by ATHENA.

- 9) The Special Committee is invited to agree to this approach.

A handwritten signature in black ink, consisting of a large, stylized 'H' and 'W' combined into a single fluid shape.

Hans-Werner Grenzhäuser  
The administrator



## ATHENA

### EU-MILITARY OPERATIONS

Financing

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Brussels, 26 July 2012

12-0408

### 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**