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REPORT FROM THE COMMISSION TO THE COUNCIL AND THE EUROPEAN PARLIAMENT

on the use made by the institutions in 2023 and 2024 of Council Regulations No 495/77, as last amended by Council Regulation No 1945/2006 (on standby duty), No 858/2004 (on particularly arduous working conditions), and No 300/76, as last amended by Council Regulation No 1873/2006 (on shift work)

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1. INTRODUCTION

The Council Regulations on standby duty (No 495/77) and on particularly arduous working conditions (No 858/2004) require the Commission to submit an annual report to the Council setting out the number of officials and other servants in each category who receive allowances under the respective Regulations, together with the total related expenditure.

This report is based on the latest full-year figures available at the time of preparation and covers 2023 and 2024. It includes all institutions[1]. For completeness, it also provides equivalent information on the use of shift work (Council Regulation No 300/76).

2. STANDBY DUTY ALLOWANCE

The legal bases for this allowance are Articles 55 and 56b of the Staff Regulations and Council Regulation No 495/77 of 8 March 1977, as amended.

Payment of the allowance is limited to officials and other servants who are:

- paid from research appropriations and employed in:
  - an establishment of the Joint Research Centre (JRC); or
  - indirect action; or
- paid from operating appropriations and employed in:
  - the running or supervision of technical installations;
  - a safety and security department;
  - an information and communication technology (ICT) services department;
  - a department providing support for the Common Foreign and Security Policy (CFSP)/European Security and Defence Policy (ESDP) or for emergency and crisis coordination arrangements; or
  - a mechanism established to provide assistance to Member States 24 hours a day, 7 days a week (MS 24/7), for emergency and crisis coordination arrangements or services where there is a confirmed necessity for the execution of tasks in order to guarantee a mechanism for providing assistance to Member States.

[1] Within the meaning of the Staff Regulations.

The standby duty allowance is expressed in points. The number of points awarded for each hour of standby duty actually performed is fixed as follows:

- standby duty at home on a working day: 2.15 points;
- standby duty at home at weekends and on public holidays: 4.3 points;
- standby duty at the place of work on a working day: 11 points;
- standby duty at the place of work at weekends and on public holidays: 22 points.

Each point is equal to 0.032% of the basic salary of an official in grade 1, step 1 (equivalent to EUR 1.08 in 2023 and EUR 1.15 in 2024).

For 2023

The following tables show the number of beneficiaries of the standby duty allowance in each institution in 2023.

2.1. Number of beneficiaries (officials/temporary staff and contract staff) in 2023

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	0	0	0	0	0	0	**0**
Council	34	114	3	0	2	0	**153**
Commission	141	275	39	27	35	10	**527**
- of which JRC:	*48*	*78*	*18*	*3*	*4*	*5*	***156***
Court of Justice	13	13	2	0	0	0	**28**
Court of Auditors	0	5	16	0	0	0	**21**
EESC	0	3	0	0	0	0	**3**
CoR	0	3	0	0	1	0	**4**
EEAS	14	15	0	0	0	0	**29**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**202**	**428**	**60**	**27**	**38**	**10**	**765**

2.2. Number of beneficiaries by type of standby duty in 2023

Institution	At home	At home and at the place of work	At the place of work	Total
Parliament	0	0	0	**0**
Council	153	0	0	**153**
Commission	499	18	10	**527**
- of which JRC:	*143*	*5*	*8*	***156***
Court of Justice	28	0	0	**28**
Court of Auditors	21	0	0	**21**
EESC	0	3	0	**3**
CoR	0	4	0	**4**
EEAS	29	0	0	**29**
Ombudsman	0	0	0	**0**
EDPS	0	0	0	**0**
Total	**730**	**25**	**10**	**765**

2.3. Number of beneficiaries by type of employment in 2023

Institution	JRC	Indirect action	Technical installations	Safety/ Security	ICT	CFSP/ ESDP	MS 24/7	Total
Parliament	0	0	0	0	0	0	0	**0**
Council	0	0	18	33	65	37	0	**153**
Commission	156	2	58	136	118	0	57	**527**
- of which JRC:	*156*	*0*	*0*	*0*	*0*	*0*	*0*	***156***
Court of Justice	0	0	17	11	0	0	0	**28**
Court of Auditors	0	0	0	21	0	0	0	**21**
EESC	0	0	0	3	0	0	0	**3**
CoR	0	0	0	4	0	0	0	**4**
EEAS	0	0	0	4	15	10	0	**29**
Ombudsman	0	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	0	**0**
Total	**156**	**2**	**93**	**212**	**198**	**47**	**57**	**765**

For 2024

The following tables show the number of beneficiaries of the standby duty allowance in each institution in 2024.

2.4. Number of beneficiaries (officials/temporary staff and contract staff) in 2024

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	0	0	0	0	0	0	**0**
Council	35	127	3	0	2	0	**167**
Commission	153	291	38	28	37	15	**562**
- of which JRC:	*49*	*82*	*17*	*3*	*3*	*5*	***159***
Court of Justice	14	13	2	0	0	0	**29**
Court of Auditors	0	4	17	0	0	0	**21**
EESC	0	3	0	0	0	0	**3**
CoR	0	3	0	0	1	0	**4**
EEAS	25	15	0	0	0	0	**40**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**227**	**456**	**60**	**28**	**40**	**15**	**826**

2.5. Number of beneficiaries by type of standby duty in 2024

Institution	At home	At home and at the place of work	At the place of work	Total
Parliament	0	0	0	**0**
Council	167	0	0	**167**
Commission	533	20	9	**562**
- of which JRC:	*146*	*6*	*7*	***159***
Court of Justice	29	0	0	**29**
Court of Auditors	21	0	0	**21**
EESC	0	3	0	**3**
CoR	0	4	0	**4**
EEAS	40	0	0	**40**
Ombudsman	0	0	0	**0**
EDPS	0	0	0	**0**
Total	**790**	**27**	**9**	**826**

2.6. Number of beneficiaries by type of employment in 2024

Institution	JRC	Indirect action	Technical installations	Safety/ Security	ICT	CFSP/ ESDP	MS 24/7	Total
Parliament	0	0	0	0	0	0	0	**0**
Council	0	0	18	33	77	39	0	**167**
Commission	159	3	55	150	135	0	60	**562**
- of which JRC:	*159*	*0*	*0*	*0*	*0*	*0*	*0*	***159***
Court of Justice	0	0	19	10	0	0	0	**29**
Court of Auditors	0	0	0	21	0	0	0	**21**
EESC	0	0	0	3	0	0	0	**3**
CoR	0	0	0	4	0	0	0	**4**
EEAS	0	0	0	4	14	22	0	**40**
Ombudsman	0	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	0	**0**
Total	**159**	**3**	**92**	**225**	**226**	**61**	**60**	**826**

3. ALLOWANCE FOR PARTICULARLY ARDUOUS WORKING CONDITIONS

The legal bases for this allowance are Article 56c of the Staff Regulations and Council Regulation No 858/2004 of 29 April 2004. The allowance is granted to compensate for particularly arduous working conditions relating to:

(i) the 'safety of the individual' (i.e. wearing particularly uncomfortable special clothing or partial protection);

(ii) the 'place of work' (i.e. confined, noisy or dangerous places); and

(iii) the 'nature of work' (e.g. handling certain substances or working with explosives)[2].

The allowance is expressed in terms of points awarded for each hour of work actually performed. The number varies from 2 points, e.g. for an average sound level exceeding 85 decibels, to a maximum of 50 points for an official wearing a self-contained protective suit against fire. Each point is equal to 0.032% of the basic salary of an official in grade 1, step 1 (equivalent to EUR 1.08 in 2023 and EUR 1.15 in 2024).

[2] Article 3 of Council Regulation No 858/2004.

For 2023

The following table shows the number of beneficiaries of the allowance for particularly arduous working conditions in each institution in 2023.

3.1. Number of beneficiaries (officials/temporary staff and contract staff) in 2023

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	0	0	0	0	0	0	**0**
Council	0	0	0	0	0	0	**0**
Commission	24	102	26	2	7	15	**176**
- of which JRC:	*23*	*101*	*11*	*1*	*7*	*15*	***158***
Court of Justice	0	0	0	0	0	0	**0**
Court of Auditors	0	0	0	0	0	0	**0**
EESC	0	0	0	0	0	0	**0**
CoR	0	0	0	0	0	0	**0**
EEAS	0	0	0	0	0	0	**0**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**24**	**102**	**26**	**2**	**7**	**15**	**176**

For 2024

The following table shows the number of beneficiaries of the allowance for particularly arduous working conditions in each institution in 2024.

3.2. Number of beneficiaries (officials/temporary staff and contract staff) in 2024

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	0	0	0	0	0	0	**0**
Council	0	0	0	0	0	0	**0**
Commission	24	102	27	2	8	13	**176**
- of which JRC:	*24*	*100*	*11*	*1*	*7*	*13*	***156***
Court of Justice	0	0	0	0	0	0	**0**
Court of Auditors	0	0	0	0	0	0	**0**
EESC	0	0	0	0	0	0	**0**
CoR	0	0	0	0	0	0	**0**
EEAS	0	0	0	0	0	0	**0**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**24**	**102**	**27**	**2**	**8**	**13**	**176**

4. SHIFT WORK ALLOWANCE

The legal bases for this allowance are Article 56a of the Staff Regulations and Council Regulation No 300/76 of 9 February 1976, as amended.

Payment of the allowance is limited to officials and other servants who are:

- paid from research appropriations and employed in:
  - an establishment of the JRC; or
  - indirect action; or
- paid from operating appropriations and employed in:
  - an information and communication technology (ICT) services department;
  - a safety and security department;
  - a telephone switchboard/information service or at a reception desk;
  - a department providing support for the Common Foreign and Security Policy (CFSP)/European Security and Defence Policy (ESDP) or for emergency and crisis coordination arrangements;
  - a service providing support for emergency or crisis coordination arrangements; or
  - the running or supervision of technical installations.

For 2023

The following tables show the number of beneficiaries of the shift work allowance in each institution in 2023.

4.1. Number of beneficiaries (officials/temporary staff and contract staff) in 2023

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	2	89	597	12	23	0	**723**
Council	0	73	0	0	0	0	**73**
Commission	1	113	12	15	30	0	**171**
- of which JRC:	*0*	*15*	*9*	*0*	*1*	*0*	***25***
Court of Justice	0	0	0	0	0	0	**0**
Court of Auditors	0	1	18	0	0	0	**19**
EESC	0	3	0	0	0	0	**3**
CoR	0	3	0	0	1	0	**4**
EEAS	0	35	0	0	0	0	**35**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**3**	**317**	**627**	**27**	**54**	**0**	**1 028**

Four different rates of the monthly allowance are provided for work performed in (2023 figures):

– rate 1: a service operating on a two-shift basis, excluding weekends and public holidays: EUR 483.92;

– rate 2: a service operating on a two-shift basis, including one night shift, and on weekends and public holidays: EUR 730.40;
– rate 3: a service operating 24 hours a day, excluding weekends and public holidays: EUR 798.61;
– rate 4: a service operating 24 hours a day, 7 days a week: EUR 1 088.75.

4.2. Number of beneficiaries by rate in 2023

Institution	Rate 1	Rate 2	Rate 3	Rate 4	Total
	EUR 483.92	EUR 730.40	EUR 798.61	EUR 1 088.75	
Parliament	65	394	0	264	**723**
Council	31	0	0	42	**73**
Commission	20	0	8	143	**171**
- of which JRC:	*0*	*0*	*8*	*17*	***25***
Court of Justice	0	0	0	0	**0**
Court of Auditors	0	0	0	19	**19**
EESC	3	0	0	0	**3**
CoR	4	0	0	0	**4**
EEAS	25	0	0	10	**35**
Ombudsman	0	0	0	0	**0**
EDPS	0	0	0	0	**0**
Total	**148**	**394**	**8**	**478**	**1 028**

4.3. Number of beneficiaries by type of employment in 2023

Institution	JRC	Crisis/ emerg. Coord.	ICT	Safety/ Security	Switch board/ Recep-tion	CFSP/ ESDP	Tech-nical install ations	Indi-rect action	Total
Parliament	0	0	0	653	30	0	40	0	**723**
Council	0	0	0	73	0	0	0	0	**73**
Commission	25	26	15	105	0	0	0	0	**171**
- of which JRC:	*25*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	***25***
Court of Justice	0	0	0	0	0	0	0	0	**0**
Court of Auditors	0	0	0	19	0	0	0	0	**19**
EESC	0	0	0	3	0	0	0	0	**3**
CoR	0	0	0	4	0	0	0	0	**4**
EEAS	0	0	14	11	0	10	0	0	**35**
Ombudsman	0	0	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	0	0	**0**
Total	**25**	**26**	**29**	**868**	**30**	**10**	**40**	**0**	**1 028**

For 2024

The following tables show the number of beneficiaries of the shift work allowance in each institution in 2024.

4.4. Number of beneficiaries (officials/temporary staff and contract staff) in 2024

Institution	AD	AST	AC				Total
			FG I	FG II	FG III	FG IV	
Parliament	3	85	656	10	23	0	**777**
Council	0	68	0	0	0	0	**68**
Commission	1	112	12	14	30	0	**169**
- of which JRC:	*0*	*14*	*9*	*0*	*1*	*0*	***24***
Court of Justice	0	0	0	0	0	0	**0**
Court of Auditors	0	3	17	0	0	0	**20**
EESC	0	3	0	0	0	0	**3**
CoR	0	3	0	0	1	0	**4**
EEAS	0	39	0	0	0	0	**39**
Ombudsman	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	**0**
Total	**4**	**313**	**685**	**24**	**54**	**0**	**1 080**

Four different rates of the monthly allowance are provided for work performed in (2024 figures):
- rate 1: a service operating on a two-shift basis, excluding weekends and public holidays: EUR 518.88;
- rate 2: a service operating on a two-shift basis, including one night shift, and on weekends and public holidays: EUR 783.15;
- rate 3: a service operating 24 hours a day, excluding weekends and public holidays: EUR 856.30;
- rate 4: a service operating 24 hours a day, 7 days a week: EUR 1 167.39.

4.5. Number of beneficiaries by rate in 2024

Institution	Rate 1	Rate 2	Rate 3	Rate 4	Total
	EUR 518.88	EUR 783.15	EUR 856.30	EUR 1 167.39	
Parliament	66	417	0	294	**777**
Council	26	0	0	42	**68**
Commission	21	0	8	140	**169**
- of which JRC:	*0*	*0*	*8*	*16*	***24***
Court of Justice	0	0	0	0	**0**
Court of Auditors	0	0	0	20	**20**
EESC	3	0	0	0	**3**
CoR	4	0	0	0	**4**
EEAS	28	0	0	11	**39**
Ombudsman	0	0	0	0	**0**
EDPS	0	0	0	0	**0**
Total	**148**	**417**	**8**	**507**	**1 080**

4.6. Number of beneficiaries by type of employment in 2024

Institution	JRC	Crisis/ emerg. Coord.	ICT	Safety/ Security	Switch board/ Recep-tion	CFSP/ ESDP	Tech-nical install ations	Indi-rect action	Total
Parliament	0	0	0	713	30	0	34	0	**777**
Council	0	0	0	68	0	0	0	0	**68**
Commission	24	25	15	105	0	0	0	0	**169**
- of which JRC:	*24*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	***24***
Court of Justice	0	0	0	0	0	0	0	0	**0**
Court of Auditors	0	0	0	20	0	0	0	0	**20**
EESC	0	0	0	3	0	0	0	0	**3**
CoR	0	0	0	4	0	0	0	0	**4**
EEAS	0	0	15	13	0	11	0	0	**39**
Ombudsman	0	0	0	0	0	0	0	0	**0**
EDPS	0	0	0	0	0	0	0	0	**0**
Total	**24**	**25**	**30**	**926**	**30**	**11**	**34**	**0**	**1 080**

5. SERVICES CONCERNED AND REASONS

In both 2023 and 2024, the European Parliament, the Council, the Commission, the Court of Justice, the Court of Auditors, the two Committees and the EEAS used standby duty and/or shift work arrangements and paid the allowances provided for in the legislation.

The Commission is still the only institution that paid allowances for particularly arduous working conditions. These allowances were paid to beneficiaries working at the JRC, the Office for Infrastructure and Logistics in Brussels (OIB) and the Directorate-General for Energy (DG ENER).

5.1. Reasons for standby duty

Council: The Council paid standby duty allowances to 153 members of staff in **2023** (compared with 149 in 2022). The number of beneficiaries therefore remained relatively stable compared with 2022. In **2024**, 167 members of staff were paid standby duty allowances. The increase between 2023 and 2024 was due to the formalisation of ICT support and incident-handling activities outside business hours, and the regularisation of an existing situation within a CFSP/ESDP service that had not been formally recognised.

Standby services have been set up to cover the following areas:

(i) ICT: to guarantee the protection and proper operation of the IT and communications networks; to support any unforeseen activities of the European Council, the Council and their preparatory bodies; and to meet any urgent needs of the European Council, the Council and the General Secretariat when handling EU classified information;

(ii) safety and security: to respond immediately to any incident that could affect staff of the European Council or the Council or the work of the General Secretariat, and to provide 24/7 support for security officers on missions;

(iii) CFSP/ESDP: to enable swift action to draft, publish on the internet and disseminate immediate and urgent statements by the Member State holding the rotating Presidency of the Council and by the President of the European Council, and to provide (logistical) support for the President of the European Council and the Secretary-General in external policy activities;

(iv) technical installations: to ensure that building occupants can work in a safe, pleasant and comfortable environment and that the rooms and the necessary technical equipment are properly maintained.

In both 2023 and 2024, standby duty was performed exclusively at home.

Commission: In **2023**, the Commission paid standby duty allowances to 527 members of staff, a figure broadly unchanged compared with 528 in 2022.

Around 30% of the beneficiaries (156) worked at one of the Commission's JRC sites. Most standby duty at the JRC was carried out at home, except at the JRC in Ispra, where it was performed either at the place of work or at home due to the specific nature of the tasks. Where standby duty was performed both at the place of work and at home in 2023, about 21% of the total hours were performed at the place of work. DG ENER was the other Directorate-General where standby duty was performed both at the place of work and at home. Of the standby duty performed by the 13 beneficiaries under mixed arrangements in DG ENER, about 10% was performed at the place of work. DG OLAF was the only Directorate-General in which its 2 beneficiaries performed standby duty exclusively at the place of work. All other standby duty services at the Commission were performed at home.

A new standby duty service was introduced in DG HR to provide and maintain a functioning access control system on Commission premises, which was the main reason for the slight increase of 4 in the number of beneficiaries.

For all other Directorates-General with standby duty services, there was little to no change compared with 2022.

In **2024**, the Commission paid standby duty allowances to 562 members of staff. This increase compared with 2023 was mainly due to an increase in the number of beneficiaries in:

- DG HR, in the area of safety and security (+13), mainly due to the creation of a new service to provide administrative support for close protection officers.

- DG DIGIT, in the area of ICT (+11), where a discontinued standby duty service was reopened and additional beneficiaries were assigned to existing services to reduce how frequently each beneficiary was required to be on duty.

- DG TAXUD, in the area of ICT (+7), where additional beneficiaries were assigned to reduce how frequently each beneficiary was required to be on duty.

Around 28% of beneficiaries (159) worked at one of the Commission's JRC sites. As in 2023, most standby duty at the JRC was carried out at home, except at the JRC in Ispra, where it was performed both at the place of work and at home due to the specific nature of the tasks. Where standby duty was performed both at the place of work and at home in 2024, about 21% of the total standby duty hours were performed at the place of work. DG ENER was the other Directorate-General where standby duty was performed both at the place of work and at home. Of the standby duty performed by the 14 beneficiaries under mixed arrangements in DG ENER, about 10% was performed at the place of work. DG OLAF was the only Directorate-General in which its 2 beneficiaries performed standby duty exclusively at the place of work. All other standby duty services at the Commission were performed at home.

For all other Directorates-General with standby duty services, there was little to no change compared with 2023.

Court of Justice: In **2023**, the Court of Justice paid standby duty allowances for services performed at home to 28 members of staff (compared with 35 in 2022). The number of beneficiaries decreased compared with 2022, as the ICT standby duty introduced in 2022 was only needed in early 2022. The remaining standby duty services related to technical installations and safety and security, and the beneficiaries were staff responsible for the Court's renovation projects and for managing buildings and security.

In **2024**, the Court of Justice paid standby duty allowances for standby duty performed at home to 29 members of staff. The number of beneficiaries therefore remained relatively stable compared with 2023.

Court of Auditors: In **2023** and **2024**, the Security and Safety service included standby duty to be performed from home by 21 staff members (compared with 20 in 2022). These staff members ensured the safety of buildings and their occupants round the clock throughout both years.

EESC-CoR: The EESC and the CoR operate a joint standby service within the security service to ensure that security staff are reachable and ready to respond at all times in the event of incidents requiring action when the Committees are closed. In **2023** and **2024**, 3 EESC staff

members performed standby duty (the same number as in 2022), with alternate duty at the place of work and home. Four CoR staff (the same number as in 2022) performed standby duty at home and at the place of work, with only 2% of this duty being performed at the place of work and the remainder at home.

EEAS: In **2023**, the EEAS paid standby duty allowances to 29 members of staff (compared with 20 in 2022). In **2024**, the figure increased to 40. The year-on-year increases recorded in 2023 and 2024 were mainly due to an additional standby duty service for ICT introduced in 2023 and the need to reduce how frequently each beneficiary was required to be on duty in the area of CFSP/ESDP.

The standby services in the EEAS cover three areas of work:

(i) security services, to provide round-the-clock protection for EEAS staff, visitors, premises and property in Brussels and to protect classified information at headquarters;

(ii) support for the CFSP/ESDP, which includes monitoring events around the world 24/7; responding to crises, incidents, critical events, specific situations or emergencies; providing support for the High Representative and other EU actors; facilitating EEAS crisis meetings held outside normal working hours; and providing support for Human Resources and the Secretary-General in their operational tasks aimed at protecting the security and essential interests of the European Union and its Member States in the event of a threat to the Galileo system or a threat arising from it;

(iii) the ICT service provided through COMCEN (the Communication Centre), which transmits classified information to all EEAS staff members and provides services to the General Secretariat of the Council in the operational management of the Central Cortesy system hub and the Cortesy Point of Presence, and through the Central EUCI registry, which registers documents classified as C-UE/EU-C and S-UE/EU-s.

5.2. Reasons for using the allowance for particularly arduous working conditions

Commission*:* As in 2022, the Commission was the only institution to use this allowance in 2023 and 2024. Allowances were paid to staff working in the Visual Design and Print sector of the Office for Infrastructure and Logistics in Brussels (OIB), to DG ENER staff carrying out inspections of installations at nuclear sites, and to JRC staff.

A total of 176 beneficiaries received the allowance in both **2023** and **2024** (compared with 164 in 2022). The increase in 2023 compared with 2022 was mainly due to an additional 7 beneficiaries in OIB. In OIB, work on visual design and printing expanded after the COVID-19 health crisis, with a higher volume of large-format printing and greater use of printing equipment. This resulted in more staff working in an environment with high noise levels. In addition, a new team responsible for installing visual materials was created, which uses chemical products daily to clean surfaces to which materials or visuals are affixed.

In **2023**, the total number of hours worked under particularly arduous conditions was broken down as follows:

- 39 781.00 hours (32 752.00 in 2022) relating to the safety of the individual;
- 107 785.18 hours (61 073.75 in 2022) relating to the place of work;
- 7 405.17 hours (5 522.13 in 2022) relating to the nature of the work;
- 0 hours (the same as in 2022) relating to both the safety of the individual and the place of work.

The number of hours increased in 2023 compared with 2022 mainly because JRC laboratory activities returned to pre-pandemic levels and the number of beneficiaries in OIB increased. In addition, some JRC beneficiaries receive a flat-rate allocation of hours and, consequently, a corresponding flat-rate allowance. The accuracy of the flat-rate hours was monitored from mid-2022 to the end of that year. A retroactive adjustment to the flat rate, with effect from 2022, had to be recorded and included in 2023 to ensure the relevant beneficiaries received the corresponding payment.

In **2024**, the total number of hours worked under particularly arduous conditions was broken down as follows:

- 33 270.00 hours relating to the safety of the individual;
- 94 721.46 hours relating to the place of work;
- 10 468.60 hours relating to the nature of the work;
- 0 hours relating to both the safety of the individual and the place of work.

The decrease in the number of hours compared with 2023 was mainly due to the monitoring of flat-rate hours carried out at the JRC in 2022, which resulted in a retroactive increase in flat-rate hours for several beneficiaries. While most of the adjustments were included and paid in 2023, a few remaining adjustments were recorded and paid in 2024.

5.3. Reasons for shift work

European Parliament: In 2023 and 2024, the European Parliament paid shift work allowances to cover:

(i) safety and security services at its three places of work: Brussels, Strasbourg and Luxembourg;

(ii) visitor reception, security and access control services (Parlamentarium, House of European History and the Jean Monnet House, Sports Centre) and communication services provided via the switchboard, which offers a variety of services in several languages, including transferring incoming and outgoing calls, providing contact details (telephone and fax numbers, email addresses and office addresses), and providing information on meetings and the buildings of the European Parliament;

(iii) technical installation services, which supervise and coordinate external maintenance service providers, particularly outside the normal working hours, and to take part in the upkeep of certain types of sensitive information, such as Parliament's plans.

The arrangements consist of:

(i) two-shift services (rate 1),

(ii) two-shift services including one night shift, weekends and public holidays (rate 2), and

(iii) continuous 24-hour services (rate 4).

The number of beneficiaries increased slightly in **2023**, to 723 from 709 in 2022, reflecting normal staff turnover across the various services.

In **2024**, the number of beneficiaries increased to 777. In that year, the European Parliament built a new access point to the Weiss building in Strasbourg and opened the new Veil building with a separate access point. Consequently, the number of security posts increased, leading to an increase in the number of beneficiaries.

Council: The Council has shift work arrangements in place to ensure continuity of the services responsible for the safety and security of buildings and people. The number of beneficiaries remained relatively stable in **2023** compared with 2022 (73 compared with 75). In **2024**, the figure fell to 68 following a reorganisation of the access management teams in that year.

Commission: The main users of shift work services within the Commission were DG HR (safety and security department), DG ECHO (support for emergency and crisis coordination) and the JRC (due to the nature of its activities). The number of beneficiaries was 97, 26 and 25 respectively in 2023 and 98, 25 and 24 respectively in 2024.

Compared with 2022 (178 beneficiaries), the number fell by 7 in **2023**, mainly due to a decrease in DG HR (-6) following staff turnover. In **2024**, the number remained relatively stable compared with 2023.

As in 2022, shift work was also performed in two other Directorates-General in the following areas in 2023 and 2024:

- security and prevention (OIL): 8 beneficiaries in **2023** and 7 in **2024** (8 in 2022);
- ICT (DG COMM): 15 beneficiaries in both **2023** and **2024** (12 in 2022).

The Commission applied rates 1, 3 and 4. Rate 4 (continuous service) was mainly used for security services, the JRC, and emergency and crisis coordination services.

Court of Auditors: The only shift work service reported by the Court of Auditors in 2023 was a service put in place in the Human Resources, Finance and General Services Directorate to ensure the safety of buildings and their occupants. This was a continuous 24-hour service (rate 4), with 19 beneficiaries in **2023** (compared with 17 in 2022). In **2024**, there were 20 beneficiaries.

EESC-CoR: The EESC and the CoR have a joint shift work service in place to maintain a continuous presence in the security service. In both **2023** and **2024**, the EESC paid allowances to 3 beneficiaries (rate 1; the same number as in 2022), while the CoR paid allowances to 4 beneficiaries (rate 1; the same number as in 2022).

EEAS: In **2023**, the EEAS paid shift work allowances to 35 beneficiaries (compared with 37 in 2022) to provide round-the-clock protection for EEAS staff, visitors, premises and physical assets in Brussels; to monitor, assess and flag politically significant events or situations on a 24/7 basis; and to transmit classified information to all EEAS staff, including staff in delegations, and to the General Secretariat of the Council.

In **2024**, shift work allowances were paid to 39 beneficiaries. The increase was mainly due to staff turnover and overlapping periods of assignment.

Both rates 1 and 4 were applied at the EEAS.

6. BUDGET EXPENDITURE BY INSTITUTION AND ALLOWANCE (IN EUR)

6.1. Budget expenditure in 2023

Institution	Standby duty	Particularly arduous working conditions	Shift work	Total
Parliament	0	0	7 192 716.20	**7 192 716.20**
Council	455 515.00	0	695 275.00	**1 150 790.00**
Commission	1 953 469.22	605 493.47	1 961 719.91	**4 520 682.60**
- of which JRC:	*714 505.23*	*564 930.04*	*262 541.78*	***1 541 977.05***
Court of Justice	52 191.00	0	0	**52 191.00**
Court of Auditors	33 020.56	0	224 707.15	**257 727.71**
EESC	8 714.01	0	20 344.76	**29 058.77**
CoR	14 322.45	0	23 584.32	**37 906.77**
EEAS	105 154.18	0	242 763.76	**347 917.94**
Ombudsman	0	0	0	**0**
EDPS	0	0	0	**0**
Total	**2 622 386.42**	**605 493.47**	**10 361 111.10**	**13 588 990.99**

The total amount spent on the three allowances across all European institutions in **2023** was EUR **13 588 990.99** (compared with EUR **12 186 871.94** in 2022).

The rise in total expenditure compared with 2022 was mainly due to increased expenditure on shift work allowances, which was EUR 9 335 674.26 in 2022. Reasons for the increase include the Commission's payment of shift work allowances for 2022 in 2023 and the increase in the number of beneficiaries at the European Parliament from 709 to 723.

Expenditure for standby duty allowances also increased slightly (EUR 2 394 459.54 in 2022). Reasons for the increase include the increases in the number of Commission staff who performed standby duty both at home and at the place of work (from 7 to 18) and the number of staff who performed standby duty only at the place of work (from 0 to 2).

Commission expenditure on allowances for particularly arduous working conditions also increased (EUR 456 738.14 in 2022). Reasons for this increase include the re-evaluation of flat-rate allowances at the JRC and an increase in the number of beneficiaries in OIB.

6.2. Budget expenditure in 2024

Institution	Standby duty	Particularly arduous working conditions	Shift work	Total
Parliament	0	0	7 997 497.56	**7 997 497.56**
Council	562 049.00	0	711 977.00	**1 274 026.00**
Commission	2 037 016.81	602 440.45	1 985 620.52	**4 625 077.78**
- of which JRC:	*762 234.45*	*549 486.83*	*214 459.25*	***1 526 180.53***
Court of Justice	95 362.00	0	0	**95 362.00**
Court of Auditors	36 862.87	0	231 729.97	**268 592.84**
EESC	8 512.15	0	18 311.76	**26 823.91**
CoR	16 376.73	0	24 415.68	**40 792.41**
EEAS	119 435.00	0	264 211.87	**383 646.87**
Ombudsman	0	0	0	**0**
EDPS	0	0	0	**0**
Total	**2 875 614.56**	**602 440.45**	**11 233 764.36**	**14 711 819.37**

The total amount spent on the three allowances across all European institutions in **2024** was EUR **14 711 819.37**.

The rise in total expenditure compared with 2023 was mainly due to increased expenditure on shift work allowances. Reasons for the increase includes the increase in the number of beneficiaries at the European Parliament (from 723 to 777).

Expenditure on standby duty allowances also increased slightly. This was attributable to an increase in the number beneficiaries at the Council, the creation of additional standby duty services at the Commission, and the Court of Justice's payment in 2024 of allowances relating to 2023.

In addition, expenditure on allowances for particularly arduous working conditions at the Commission decreased slightly compared with 2023, reflecting the lower number of hours reported.