



S'ENGAGER POUR CHACUN  
AGIR POUR TOUS

# HAVE YOUR SAY IN THE MATTER, VOTE FOR CFDT !

Elections 4 décembre 2014



## MINISTERIAL TECHNICAL COMMITTEE 2014 – 2018



### Improving your working conditions is our priority...

Reducing the Foreign Affairs Ministry workforce (200 jobs are shed yearly) without any equivalent adjustment of our missions and tasks induces the same negative effects, both at the Central Administration and within the missions abroad : **work schedules** are becoming a key issue and an effort to reduce **psychosocial risks** is thus becoming more necessary than ever.

CFDT will take an active part in the Administration rules revision process as well as in the elaboration of a Work Schedules Charter. This Charter must guarantee that **legal working hours shall be respected** and must also provide effective conditions so that the **professional life can be reconciled with one's personal life** ("the right to disconnect").

CFDT demands the extension of the current experimentation on expatriates work schedules concerning the **compensation of on-duty constraints, overtime hours and interventions**. The elected representatives of CFDT at the Ministerial Technical Committee (CTM - MCT) will continue to support the

elaboration of the internal rules of the missions abroad, notably through meticulous constructive analysis of proposed regulations.

**Overtime hours and on-duty constraints that local employees are required to carry out shall be performed on a voluntary basis and must be duly compensated, whether financially or otherwise.**

The elected representatives of CFDT at the Ministerial Hygiene, Security and Working Conditions Committee (CHSCT - HSWCC) will **concentrate on the prevention of professional risks, whatever** those may be. In matters that may concern missions abroad, CFDT will rely on and work closely with the Local

Technical Committees (CTP – LTC) in order to obtain efficient **health care devices** for employees and their families. **The presence of handicaps** shall be better taken into account.

Having obtained the Psychosocial Risks Prevention Plan in 2012, CFDT is now demanding the **appointment of a person** who would deal with the difficulties encountered specifically by employees in postings where the country is in crisis. CFDT is also advocating for an Independent Arbitrator to be appointed in order to put an end to all **managerial harassment and violence**, both at the Central Administration and within missions abroad.



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## ...and our demands for fair and socially equitable salaries will continue to be maintained.

At a national level, **CFDT demands the immediate cessation of the freeze on index points after 5 long years during which the purchasing power of all civil servants and Administration employees has severely dropped.**

### Central Administration

**bonuses :** CFDT will do everything possible to ensure that the implementation of **RIFSEEP** (*System of allowance taking into account the functions, the subjections, the expertise and professional commitment*) is not as damaging as the PFR (*Functions and performance-based bonuses*) has been for many. CFDT also demands that effective consultation takes place regarding the **posting of employees** which should not be the prerogative and privilege of the Secretary General alone.

**Local employees' remuneration :** CFDT will keep

fighting for the **IMF rates-based indexation mechanism to be re-established**, without deduction of French inflation, for the calculation of local employee's wages and therefore to the benefit of their purchasing power.

CFDT will also watch closely that French Institutes' local employees are granted the same collective salary increases as their Embassy and Consulate fellow workers.

CFDT will ensure that the **1% incremental annual salary advancement is extended to all concerned staff**, both at the Ministerial Technical Committee and within the missions abroad.

### Concerning the expatriates :

The elected representatives of CFDT shall have as many extraordinary Ministerial Technical Committee meetings as necessary convened to **put an end to the "period-of-stay planning"** or any other residence-time reform which would be imposed without prior consultation nor quid pro quo ! Having previously obtained one single group for family allowances, CFDT is proposing today a **single method of calculation for the family supplement as well as for the change-of-place-of-residence specific allowance.**

## CFDT represents you in all social dialogue bodies.

The more votes and seats CFDT obtains, the more **legitimate** its demands will be and the more means it will have in order to fulfill those demands

The 30 CFDT candidates represent **all workers' categories**. Their selection observes **scrupulously the gender balance.**

 **HAVE YOUR SAY  
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VOTE FOR CFDT !**



**Remember !**

**Vote by correspondence**  
Whether you are posted abroad  
or at Central Administration