



European Parliament

# WORKING IN THE EU INSTITUTIONS-

# IS IT WORTH IT?

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**KIRSI PARKKINEN**

MEDICAL LEAVE SERVICE

EUROPEAN PARLIAMENT

# EU institutions

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European Parliament

European Council

Council of the European Union

European Commission

Court of Justice of the European Union (CJEU)

European Central Bank (ECB)

European Court of Auditors (ECA)

European External Action Service (EEAS)

European Economic and Social Committee  
(EESC)

European Committee of the Regions (CoR)

European Investment Bank (EIB)

European Ombudsman

European Data Protection Supervisor (EDPS)

European Data Protection Board

European Personnel Selection Office

Publications Office of the European Union

Agencies

# EU:n toimielimet

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Euroopan parlamentti

Eurooppa-neuvosto

Euroopan unionin neuvosto

Euroopan komissio

Euroopan unionin tuomioistuin (EUT)

Euroopan keskuspankki (EKP)

Euroopan tilintarkastustuomioistuin

Euroopan ulkosuhdehallinto

Euroopan talous- ja sosiaalikomitea (ETSK)

Euroopan alueiden komitea (AK)

Euroopan investointipankki (EIP)

Euroopan oikeusasiamies

Euroopan tietosuojavaltuutettu

Euroopan tietosuojaneuvosto

Euroopan unionin henkilöstövalintatoimisto

Euroopan unionin julkaisutoimisto

Erillisvirastot



# OUTLINE ON EUROPEAN INSTITUTIONS

## EUROPEAN INSTITUTIONS AND POWERS



**LEGISLATIVE**



**LEGISLATIVE**



**STRATEGIC**



**EXECUTIVE**



**JUDICIAL**



**EURO STABILITY**



**AUDIT**

# AGENCIES AND THEIR (re)LOCATION

The European Union has dozens of agencies that are not located in Brussels. This map shows their locations and sizes. The 38 agencies are numerically ordered on the left side; each number corresponds with a numbered bubble. Next to each bubble is a snapshot of the agency's 2015 budget, the year it was established, and the number of staff. Cities that have submitted a bid to host the EMA or EBA after Brexit are noted by coloured dots. The dots are not indicative of the precise geographical location of a city. Infographic: Peter Teller & Tobias Andreasen / Map: Google / Source: EU Agencies Network

1. **Acer**  
Energy regulators  
Slovenia
2. **BEREC Office**  
Telecoms  
Latvia
3. **CdT**  
Translation for EU  
Luxembourg
4. **Cedefop**  
Vocational training  
Greece
5. **CEPOL**  
Law enforcement training  
Hungary
6. **CPVO**  
Plant variety  
France
7. **EASA**  
Aviation safety  
Germany
8. **EASO**  
Asylum support  
Malta
9. **EBA**  
Banking  
UK
10. **ECDC**  
Disease prevention  
Sweden
11. **ECHA**  
Chemicals  
Finland
12. **EEA**  
Environment  
Denmark
13. **EFCA**  
Fisheries control  
Spain
14. **EFSA**  
Food safety  
Italy
15. **EIGE**  
Gender equality  
Lithuania
16. **EIOPA**  
Insurance & occupational  
pensions  
Germany
17. **EIT**  
Innovation & technology  
Hungary
18. **EMA**  
Medicines  
UK
19. **EMCDDA**  
Drugs & drug addiction  
Portugal
20. **EMSA**  
Maritime safety  
Portugal
21. **ENISA**  
Cybersecurity  
Greece
22. **ERA**  
Railways  
France
23. **ESMA**  
Securities & markets  
France
24. **ETF**  
Human capital, training  
Italy
25. **EU IPO**  
Intellectual property  
Spain
26. **EU ISS**  
Security studies  
France
27. **eu-LISA**  
ICT, migration, visas  
Estonia
28. **EU-OSHA**  
Health & safety at work  
Spain
29. **Eurofound**  
Living & working conditions  
Ireland
30. **Eurojust**  
Police  
Netherlands
31. **F4E**  
Fusion energy R&D, ITER  
Spain
32. **FRA**  
Fundamental rights  
Austria
33. **Frontex**  
Border and coast guard  
Poland
34. **GSA**  
Satnav, EGNOS and Galileo  
Czech Republic
35. **SatCen**  
Geospatial intel  
Spain
36. **EDA**  
Defence  
Belgium
37. **SRB**  
Banking  
Belgium

• **Cities offering to host the European Medicines Agency (EMA)**

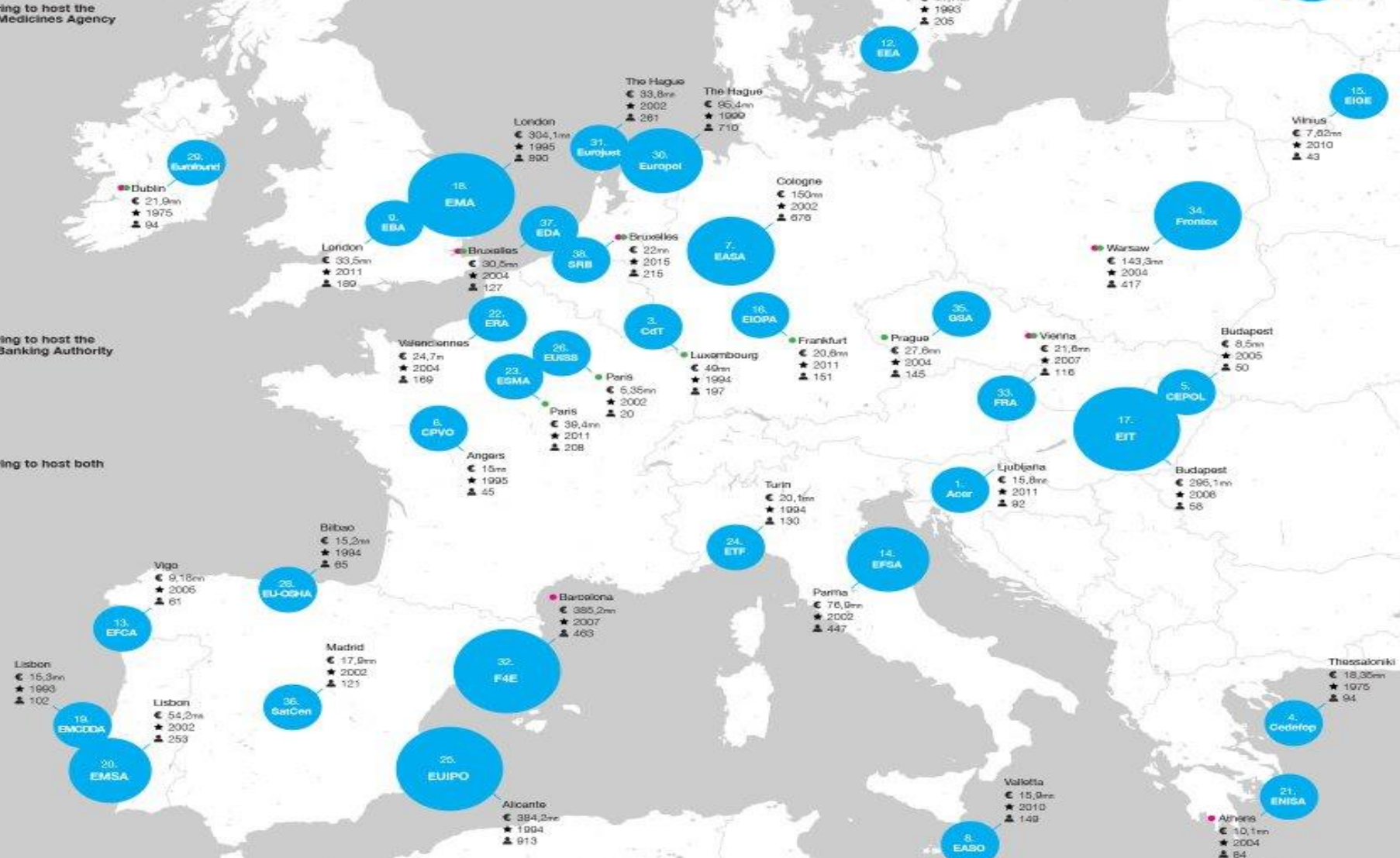
- Amsterdam
- Athens
- Barcelona
- Bonn
- Bratislava
- Bucharest
- Copenhagen
- Helsinki
- Lille
- Malta
- Milan
- Porto
- Sofia
- Stockholm
- Zagreb

• **Cities offering to host the European Banking Authority (EBA)**

- Frankfurt
- Luxembourg
- Paris
- Prague

• **Cities offering to host both**

- Brussels
- Dublin
- Vienna
- Warsaw



# HOW TO ENTER THE EUROPEAN INSTITUTIONS AS A DOCTOR

1) The ‘GOLDEN OPTION ‘

2) Internal competitions

3) Temporary agent

4) Contract agent



## Introduction

The European Parliament, like other European Union institutions, recruits its permanent staff from lists of suitable candidates (reserve lists) drawn up following competitions:

- internal: competitions held within Parliament open to current staff;
- open: competitions open to all citizens of EU Member States.

## Open competitions

Officials are selected in open competitions organised by the European Personnel Selection Office ([EPSO](#)) or organised by the Talent Selection and Outreach Unit of the European Parliament (see [Competition notices and recruitment notices](#)).

## Internal competitions

Internal competitions held on the basis of tests, or qualifications and tests, are organised by the European Parliament pursuant to Article 29(1d) and Article 29(3) of the [Staff Regulations](#).

To find out about ongoing competitions, please consult the [competition notices](#) page.

# EPSO - becoming an EU civil servant

The European Personnel Selection Office (EPSO) is in charge for selecting permanent staff for EU institutions. There are two stages in the selection procedure - **computer-based pre-selection testing** in individual EU countries and an **assessment stage** in Brussels. In this system the selection process features competency-based testing (rather than knowledge-based testing).



Successful candidates get a place on the so-called reserve list. The EU institutions may only recruit their permanent staff from this list. EPSO uses several selection instruments and differently organises the selection processes with view to the required jobprofiles: Administrators (applicants must hold an university degree), assistants, linguists/translators and experts. The whole selection procedure shall be completed within 9 months - from the publication of the open tender to the set up of the reserve list.



# EPSO PRE-SELECTION training formation

**WEBINARS IN English**  
**25+26 March**



**The Federation** is pursuing its regular EPSO pre-selection training sessions  
WEBINARS organised in collaboration with our training partner **ORSEU**  
The sessions will **focus** on the main pre-selection tests : **numerical, abstract, verbal reasoning  
and situational judgement**



# COUNCIL DIRECTIVE 1989/391/EEC THE "FRAMEWORK" DIRECTIVE



European Parliament

A directive is a legal act provided for in the EU Treaty. It is binding in its entirety and obliges Member States to transpose it into national law within a set deadline.

Article 153 of the [Treaty on the Functioning of the European Union](#) gives the EU the authority to adopt directives in the field of safety and health at work. The [Framework Directive](#), with its wide scope of application, and further directives focusing on specific aspects of safety and health at work are the fundamentals of European safety and health legislation.

Member States are free to adopt stricter rules for the protection of workers when transposing EU directives into national law. Therefore, legislative requirements in the field of safety and health at work can vary across EU

# 1989/39/EEC

FRAMEWORK



European Parliament

DIRECTIVE SETS MINIMAL REQUIREMENTS FOR OHS

- COUNTRIES ADAPT THIS DIRECTIVE TO THEIR OWN LEGISLATION
- PUBLIC SECTOR AND PRIVATE COMPANIES ADAPT NATIONAL LEGISLATION
- E.G. IN LUXEMBOURG: ASSOCIATIONS OF OCCUPATIONAL HEALTH
- PRIVATE DOCTORS FOR YOUR TREATMENT

TO WORK IN A CHOSEN COUNTRY: CONTACT THE  
MINISTRY OF HEALTH AND THE MEDICAL  
ASSOCIATION ( COLLEGE MEDICAL )

# IMB - INTERINSTITUTIONAL MEDICAL BOARD

## FACTS & FIGURES



**ESTABLISHED  
IN 1981**



**OCTOBER 2018  
114<sup>TH</sup> MEETING**



**ABOUT  
40 MEMBERS**



**3 MEETINGS/YEAR  
(BRUSSELS, LUXEMBOURG)**

**MEDICAL OFFICERS OF  
THE EU INSTITUTIONS AND AGENCIES**



# IMB - INTERINSTITUTIONAL MEDICAL BOARD

## MISSION



**ADVISE TOP  
MANAGEMENT**  
of the EU Institutions



**HARMONISE  
MEDICAL POLICY**  
across EU Institutions



**Discuss  
and exchange  
BEST PRACTICES**

# IMB - INTERINSTITUTIONAL MEDICAL BOARD

## SCOPE - SOME EXAMPLES OF RECENT DISCUSSIONS

- Ergonomy
- Reintegration after long absence
- Harmonize medical practice
- File retention
- Preventive medicine
- Monitoring health threats



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The European Investment Bank is the lending arm of the European Union. We are the biggest multilateral financial institution in the world and one of the largest providers of climate finance.



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**European Parliament Strasbourg**



**European Parliament**

**Parliamentary Session Strasbourg**







European Parliament Brussels



European Parliament

European Parliament Luxembourg





European Parliament

# WHAT DO WE DO FOR

# OUR STAFF?

.... and our MEPs (Members of the European Parliament)  
and Visiting Heads of State and Government



European Parliament

The European Parliament has a well-developed occupational health offer (annual medical check-up, vaccinations, monitoring of staff in high-risk jobs, return to work support, ergonomics support and physical fitness and sports facilities).



## MEDICAL PREPAREDNESS AND CRISIS MANAGEMENT UNIT

 SPINELLI 02F235

 [PERS-MPCMU@ep.europa.eu](mailto:PERS-MPCMU@ep.europa.eu)

 EP Directory structure

 [Medical Preparedness and Crisis Management \(on PERSnet\)](#)

## MEDICAL SERVICE, LUXEMBOURG

 ADENAUER 01P001B

 22878

 [PERS-MedicalServiceLuxembourg@ep.europa.eu](mailto:PERS-MedicalServiceLuxembourg@ep.europa.eu)

 EP Directory structure

 [Luxembourg Medical Service](#)

## MEDICAL SERVICE, BRUSSELS

 SPINELLI 02F241

 42123

 [PERS-MedicalServiceBrussels@ep.europa.eu](mailto:PERS-MedicalServiceBrussels@ep.europa.eu)

 EP Directory structure

 [Brussels Medical Service](#)

## PREVENTION AND WELL-BEING AT WORK UNIT

 [PERS-Wellbeing@europarl.europa.eu](mailto:PERS-Wellbeing@europarl.europa.eu)

 [Prevention and Well-being at Work Unit](#)



European Parliament

# COMPOSITION OF MEDICAL SERVICES OF THE EP

Across **3 places** of work (Brussels, Luxembourg, Strasbourg)

## **MEDICAL SERVICE**

- 1** dietician
- 3** psychologists
- 5** social workers
- 10** assistants
- 15** nurses
- 10** doctors

## **MEDICAL LEAVE SERVICE** (Brussels, Luxembourg)

- 3** doctors (2 part time)
- 3** clerical assistants
- 1** administrator

# MEDICAL SERVICES OF THE EP



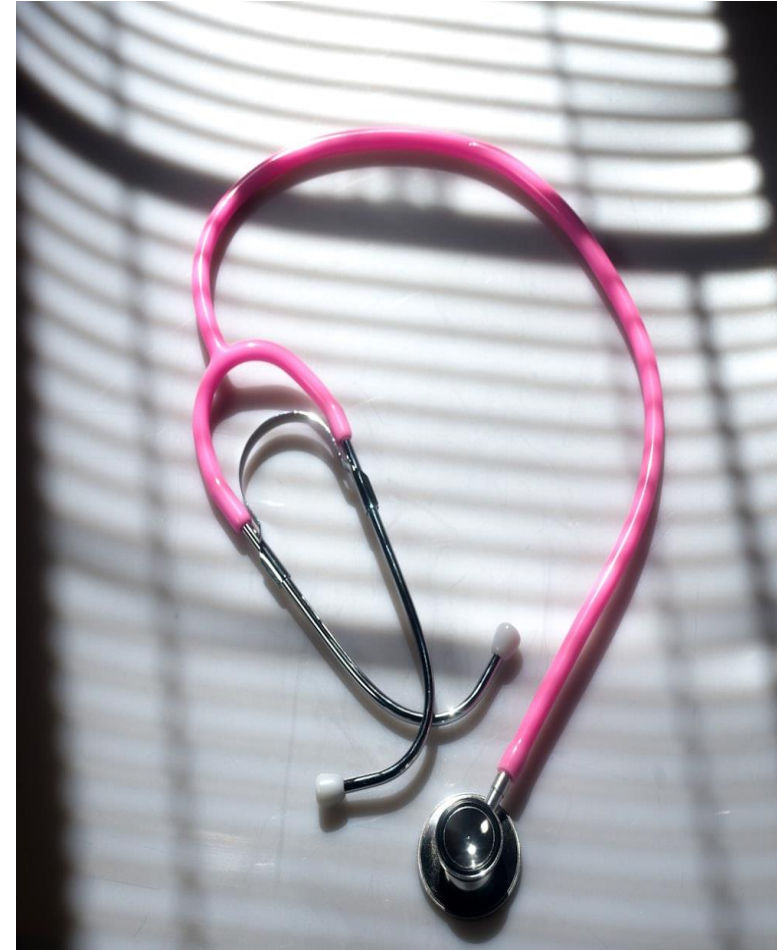
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Statutory, preventive and occupational medicine

- Pre-recruitment medical examination
- Annual medical check-up
- Compulsory health screening (personnel on security, vigilance and defined-risk posts)
- Health screening programme RCAM (My IntraComm)
- Reimbursement of the cost of spectacles for working on screen
- Requests that require a Medical Service opinion

**ANNUAL MEDICAL CHECK-UP-CLINICAL EXAMINATION**  
**PLEASE WRITE ELIGIBLY**

1. Weight.....kg Height.....cm BMI:.....
2. Head-Neck
  - mucosae - pharynx
  - Tongue - Tonsils
  - Teeth - Sinus
  - Thyroid gland - Nose
  - Ganglia - Auditory ducts, eardrums
3. Heart-Circulation
  - Rhythm - Blood pressure
  - Souffle - Pulse
  - Arteries (sclerosis) - Veins (varicose veins, oedema, haemorrhoids, etc)
4. Lungs
  - Percussion - Auscultation
5. Abdomen
  - Abdominal wall - Spleen
  - Liver - Hernial openings
  - Renal cavities - Tumours
6. Skeletal structure and muscles
  - Vertebral column - Limbs
7. Urogenital tract
8. Skin
  - Naevi
  - Eczema, other ailments
  - Tumours (ganglia, lipomas, fibromas, etc)
9. Sensory organs
  - visual acuity - form of pupils
  - Hearing - Pupillary reflex
  - Sensitivity
10. Reflexes
  - Patellar - Cranial nerves
  - Achilles tendon - Tremor
  - Babinski - Romberg
11. Mental condition
12. Other indications (of endocrine, metabolic or other disorders)



CONCLUSIONS:  
GENERAL STATE OF HEALTH

OPINION/ACTION PLAN

|

Laboratory results

ECG

Patient's risk profile

- cardiovascular her risk
- other risks

Test(s) recommended ( on the basis of the risk factors in respect of which reimbursement is provided as part of the annual medical check-up -see schedule annex 1)

Other tests recommended but not reimbursed as part of the annual medical check-up

The official temporary or contract staff member or accredited parliamentary assistant has been informed of the findings of the annual check-up.

YES/NO

Place

Date

Signature and official stamp of the  
examining doctor





**LABORATORY TESTS ELIGIBLE FOR REIMBURSEMENT  
IN CONNECTION WITH THE ANNUAL MEDICAL CHECK-UP**

Surname and forename:

Date of birth:

Sex:

Any tests not included in this list will automatically be regarded as being covered by the Sickness Fund and must be prescribed and billed separately.

**Blood tests**

- Sedimentation rate
- Red blood cell count, haemoglobin, haematocrit
- White blood cell count and film
- Platelets
- CRP
- Ferritin
- Glycaemia, glycosylated haemoglobin, creatinine, uric acid
- Gamma-GT, SGOT, SGPT, alkaline phosphatases
- Cholesterol (total, HDL and LDL), triglycerides
- TSH (if there is any anomaly, measure T4)
- Optional tests:
  - HIV test (subject to written consent of the person concerned)\*
  - Serological tests for syphilis: VDRL (or RPR), TPHA (or TTPA)
  - Blood group and CDE factors
  - Hepatitis A antibodies: IgG and IgM
  - Serological tests for hepatitis B: HBs antigen and anti-HBsAg and anti-HBcAg antibodies
  - Serological tests for hepatitis C
  - For men from age 45: prostate-specific antigen (if there is any anomaly, measure free PSA)
  - For women under 45 years of age working in early-childhood centres: serological tests for rubella and CMV

**Urine tests**

- Urine microscopy, glucose, proteins

**Stool test:** from age 40

- Immunological faecal occult blood screening.

Official stamp of prescribing doctor

Date and signature of doctor

\* I the undersigned .....  
hereby request an HIV test on the blood sample taken on ..... (Date)

Signature .....

This document (or a copy thereof) will be forwarded to the Institution's Medical Service.



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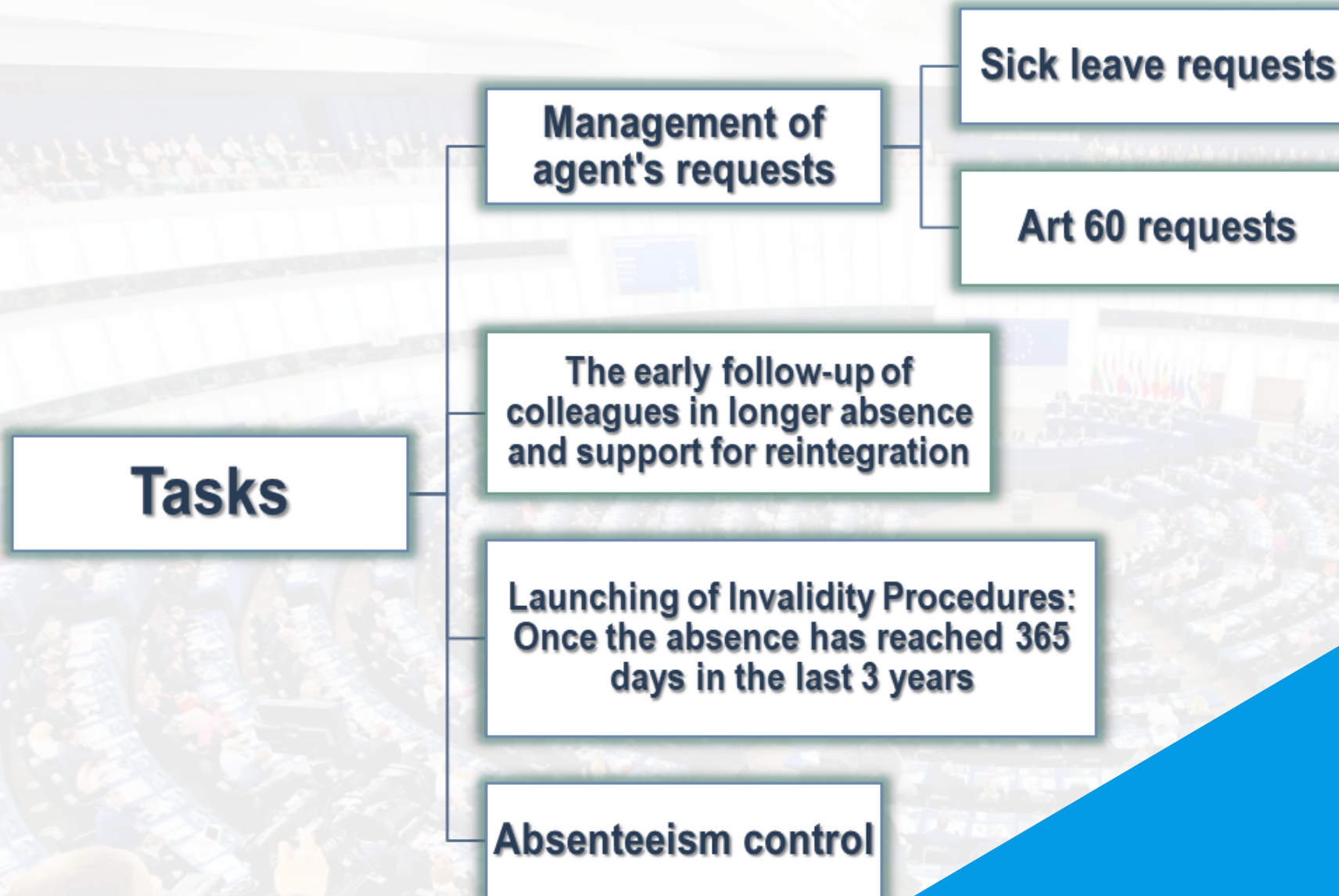
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## Role and responsibility of the Medical Leave Service

The Medical Leave Service is the main contact for all stakeholders: not only the incapacitated staff member, but also all other relevant stakeholders, such as the line manager, the HR unit of his or her DG, the Medical Service and the staff member's doctor.



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# Yearly initiatives at the EP



European Parliament

The Medical Service, in collaboration with colleagues from the CPPT, well-being and HR communities, has crafted a three-year health promotion plan for the workplace.

**2023: Nutrition**

**2024: Addiction**

**2025: Hypertension**

# MENTAL HEALTH

## BUSINESS CASE

An employee who is suffering costs the company...

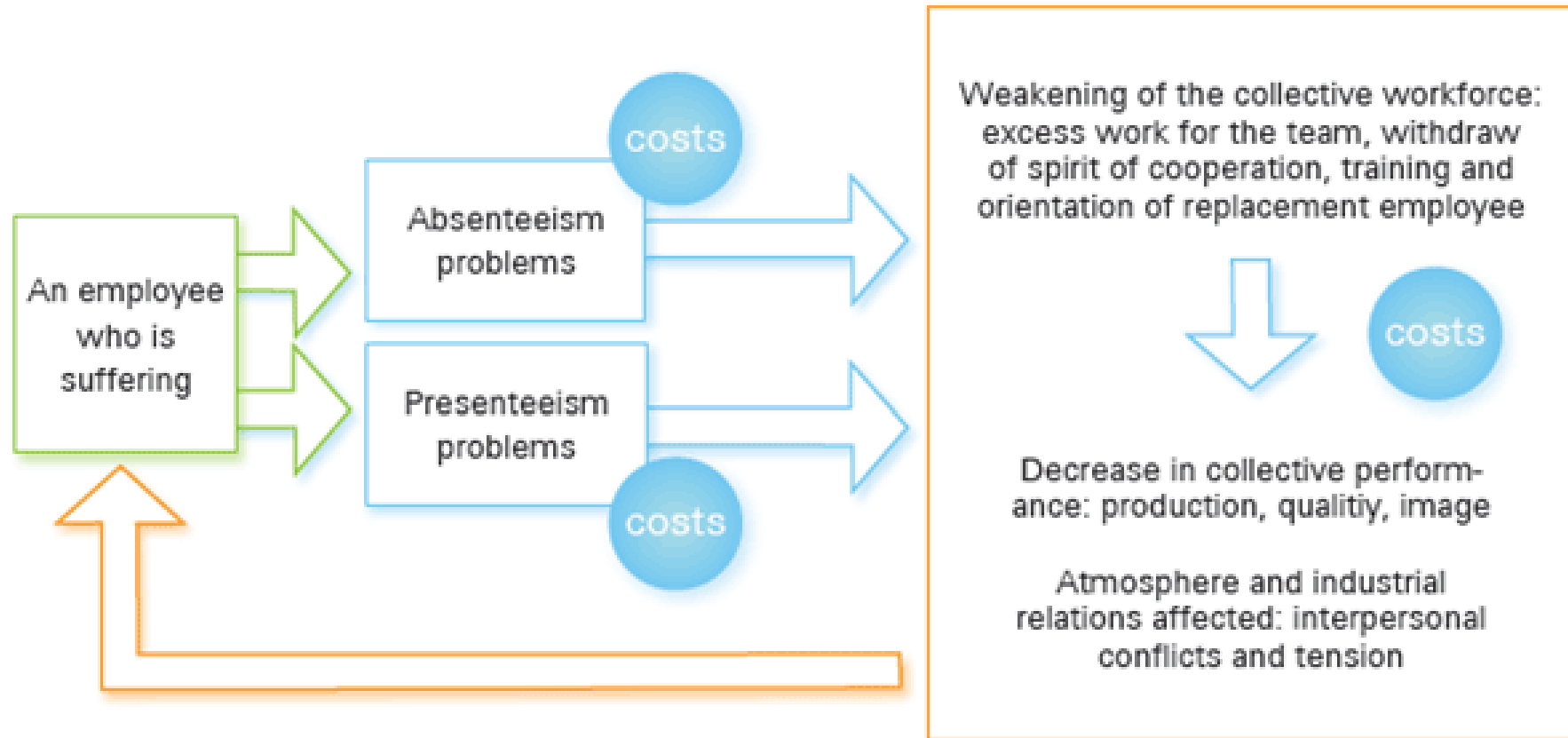


Figure 2: A guide to the business case for mental health by the European Network for Workplace Health Promotion – ENWHP

# MENTAL HEALTH

## TYPES OF INTERVENTIONS

### Primary

- Administrative, policy – top management

### Secondary

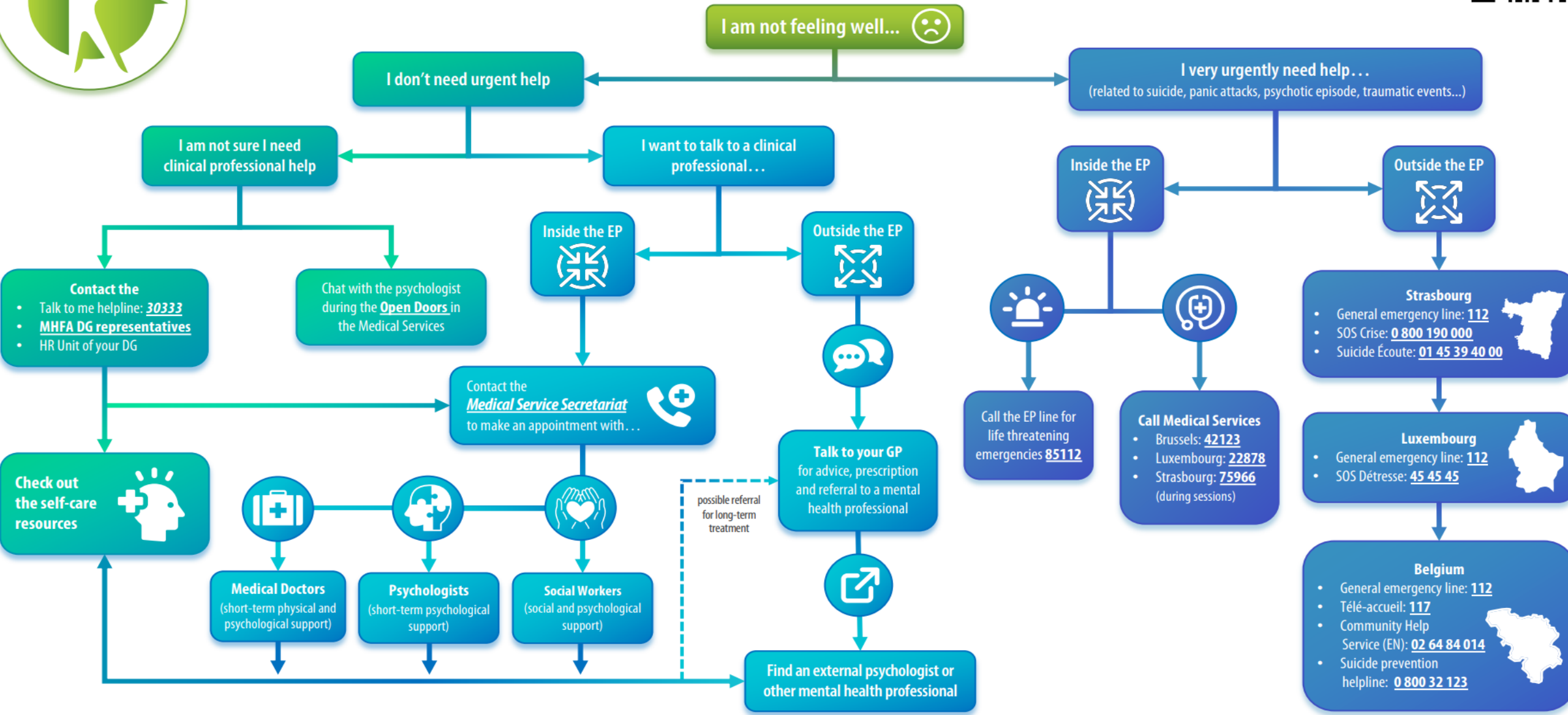
- Well-being unit and training (largely non-medical)

### Tertiary

- Professional services (medical and support)



# MENTAL HEALTH CARE PATHWAYS



**CONFÉRENCE-DÉBAT**

## **HOW NOT TO BREAK MY HEART**

**votre cerveau connaît la réponse !**

Présenté par le Dr Jean-Pierre Houppe, médecin spécialiste en cardiologie et affection cardio-vasculaire, Président de l'Association MEDITAS CARDIO (Mesures d'Éducation thérapeutique appliquées au Stress en Cardiologie).

**Les assistants sociaux du  
service médical**

**LUXEMBOURG**  
**Mardi, 16 octobre 2018 de 12.30 à 14.00**  
**HEMICYCLE Bât. SCHUMAN**



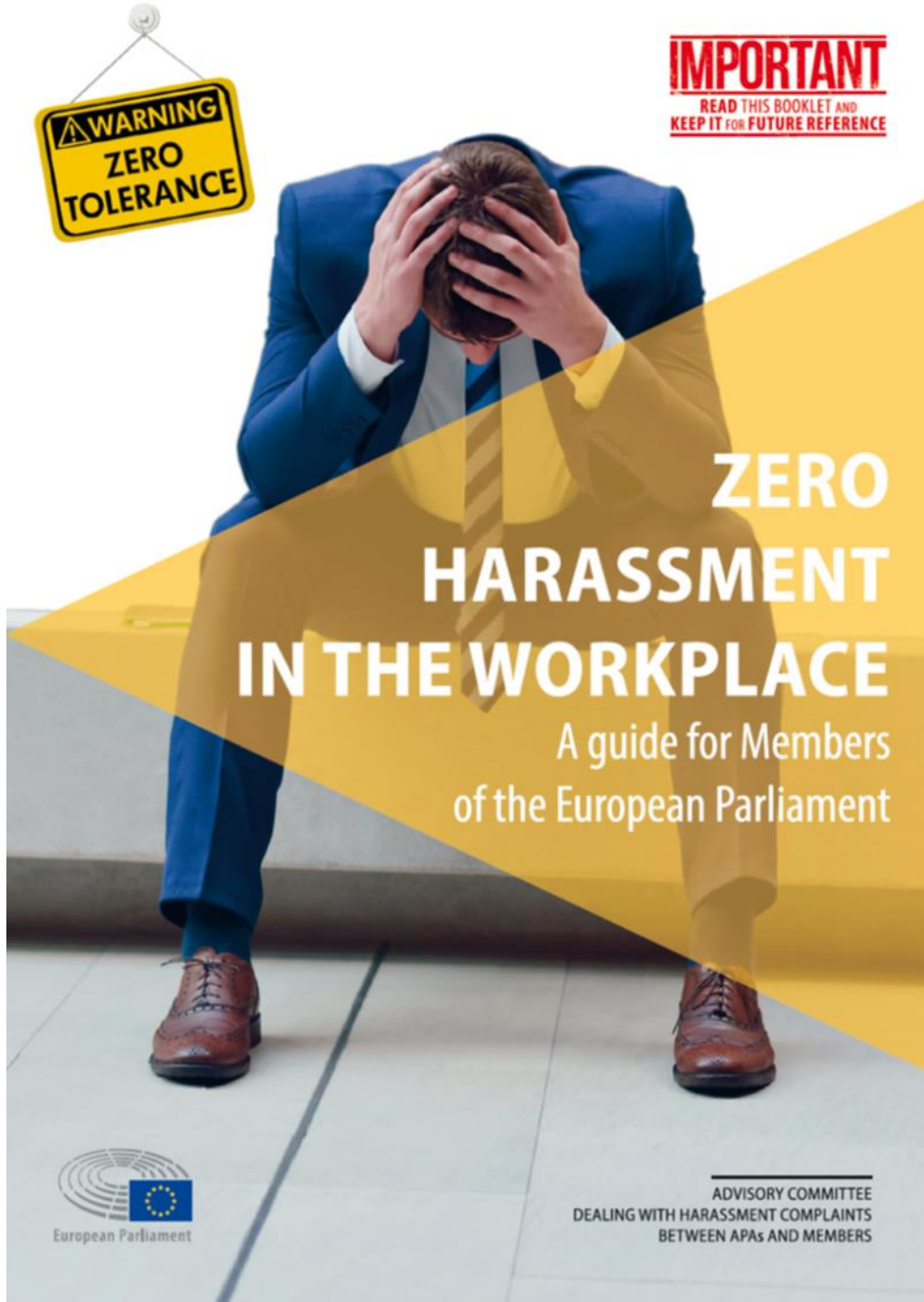
Parlement européen  
Direction générale du  
PERSONNEL

La conférence sera présentée en français  
avec la possibilité de poser des questions en anglais





**IMPORTANT**  
READ THIS BOOKLET AND  
KEEP IT FOR FUTURE REFERENCE



# ZERO HARASSMENT IN THE WORKPLACE

A guide for Members  
of the European Parliament



European Parliament

ADVISORY COMMITTEE  
DEALING WITH HARASSMENT COMPLAINTS  
BETWEEN APAs AND MEMBERS

# MEDICAL EMERGENCIES

## RESPONSE TO MEDICAL EMERGENCIES

### For 5 years+

- Harmonized **medical equipment**
- Harmonized **training** (ERC standard)
- Improved **local procedures**
- Improved **communication**
  
- A **robust and dependable** emergency response



# MEDICAL EMERGENCIES

## INDIVIDUAL EMERGENCIES

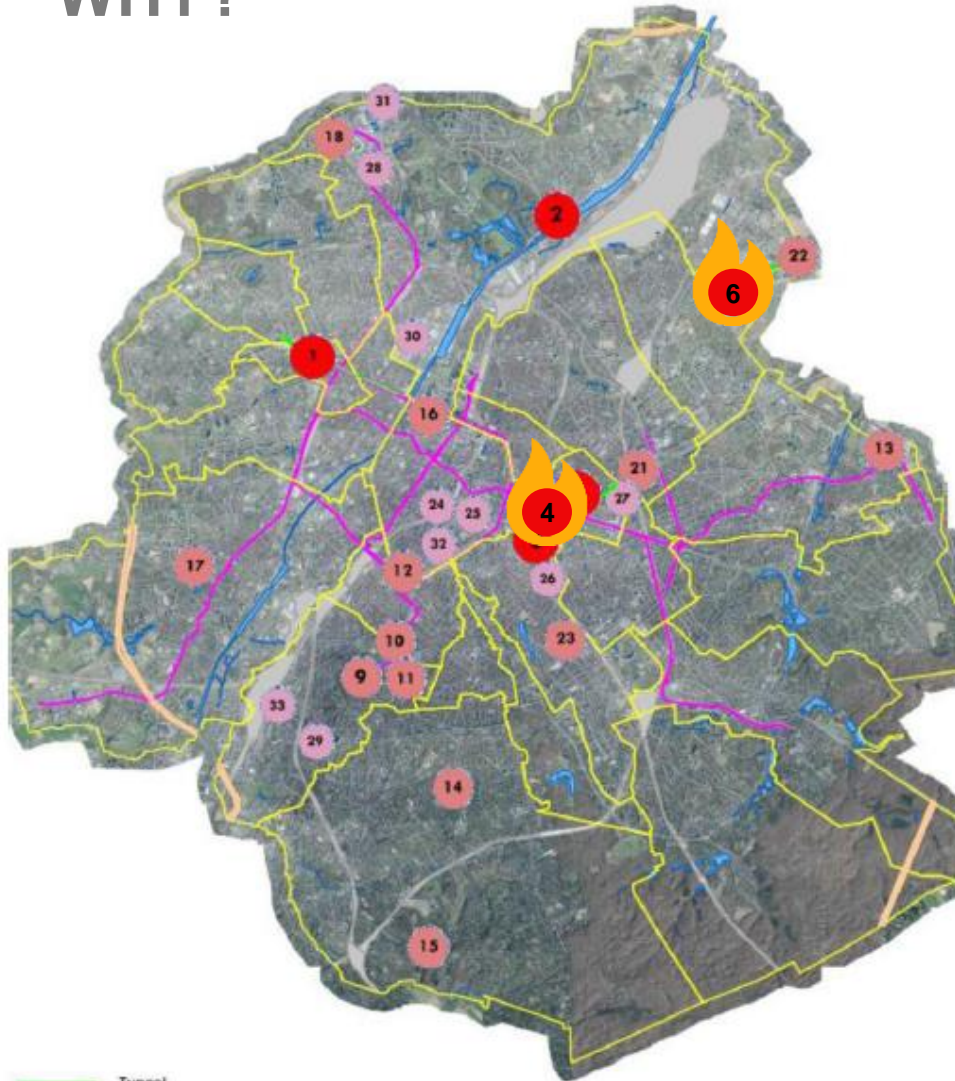


# MEDICAL RESPONSE TEAM



# MAJOR INCIDENT

WHY?



## EMERGENCY PREPAREDNESS PLAN



MAP of Brussels (2013)

 High risk target

 Brussels bombings (2016)



## BRUSSELS BOMBINGS 2016



# MAJOR INCIDENT

WHY?

## MAIN CHALLENGES

1

Need to deepen **understanding** of organisations, structure and roles in major incidents

2

Need for a **structured approach**



# MAJOR INCIDENT

## MIMMS: MAJOR INCIDENT MEDICAL MANAGEMENT SYSTEM

Non-profit

Implemented in 50+ countries

Fully operational (NATO, UN, South Africa Football 2010)

Template, to be adapted to local requirements



European Parliament

# **NUCLEAR: TIME TO LOOK AGAIN?**

**Tuesday March 19<sup>th</sup>**

**16:00 to 17:30 - EP SPAAK 7C50**

**Panel debate and parts of movie screening with**

**Oscar-winning director Oliver Stone**



L I F E  
A  
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B A L A N C E  
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European Parliament

**THANK YOU !**

