

Decision of the European Banking Authority EBA/DC/584

of 03 July 2025

concerning the policy on Secondment of National Experts (SNEs)

The Management Board

Having regard to Regulation (EU) No 1093/2010 of the European Parliament and of the Council of 24 November 2010 establishing a European Supervisory Authority (European Banking Authority, EBA), amending Decision No 716/2009/EC and repealing Commission Decision 2009/78/EC¹ (“the EBA Regulation”), in particular Article 68(4) and,

After consulting the Staff Committee,

Whereas:

- (1) While the provisions developed to allow national experts to be seconded to the EBA are not subject to the agreement of the European Commission pursuant to Article 110(2) of the Staff Regulations of Officials of the European Union (“the Staff Regulations”) and the Conditions of Employment of Other Servants of the European Union (“CEOS”), laid down by Council Regulation (EEC, EURATOM, ECSC) No 259/68², they have been inspired by the relevant rules in place at the EU Institutions. Secondment should be authorised by the Authority Authorised to Conclude Contracts of Employment (“AACC”) ³.
- (2) In view of the recently established additional responsibilities for the European Banking Authority (“the EBA”), as well as the development of policies on staff’s mobility, it is desirable to update and harmonise the existing rules applicable to Seconded National Experts (“SNEs”) namely to strengthen the supervisory-related capabilities, to support the direct supervision and convergence activities, including oversight activities, as well as to continue to benefit from other public administrations’ experience in all regulatory, supervisory and cross-cutting functions.
- (3) SNEs provide the EBA with valuable professional knowledge, especially in areas where such expertise is not readily available.
- (4) It is beneficial to foster the exchange of professional experience and knowledge of European policies relating to the EBA’s mission by temporarily assigning, experts from the Member States, even for short periods. Additionally, steps should be taken to facilitate the cooperation with EEA EFTA States, candidate countries to the EU, third countries which have adopted and are applying Union law in the areas of competence of the EBA, as well as with public intergovernmental organisations (IGOs). These employers should enjoy a close working relationship with the EBA throughout the cooperation on secondment matters. For the EBA’s

¹ OJ L331, 15.12.2010, p. 12.

² OJ L 56, 4.3.1968, p. 1.

³ In accordance with Article 53(8) of the EBA Regulation, the Executive Director exercises the powers laid down in Article 68(3) of the EBA Regulation and manages staff matters.

independence not to be compromised by private interests, the EBA should draw expertise from the public sector.

- (5) It is desirable for provisions on working conditions and subsistence allowances to be in line with the Staff Regulations and CEOS, but without assimilating SNEs to statutory staff as mentioned in Article 1 of the Staff Regulations and Article 1 of Title I of CEOS.

Has decided as follows:

Title 1 – General provisions

Article 1 – Definitions

1. “Cost-free SNEs” are SNEs to whom the EBA does not pay the subsistence allowances.
2. “Paid SNEs” are SNEs to whom the EBA pays the subsistence allowances from its budget, as provided for in Title 3 of this Decision.

Article 2 – Eligibility conditions

1. To be eligible for secondment at the EBA, an SNE shall be employed by:
 - a. a national competent authority in an EU Member State, which is a member of the European System of Financial Supervision (ESFS), as specified in Article 2 of the EBA Regulation, or a competent authority of an EEA EFTA Member⁴, or
 - b. a public administration⁵ of an EU or EEA EFTA Member State, or
 - c. a competent authority or a public administration of a candidate country with which the Council has opened accession negotiations and has reached an agreement with the European Commission on personnel matters, including the general framework and provisions governing secondment, or
 - d. a competent authority or a public administration of a third country which has adopted and is applying Union law in the areas of competence of the EBA within the meaning of Article 75 of the EBA Regulation, or
 - e. a public sector entity at national level⁶,
 - f. a public intergovernmental organisation (IGO).
2. The AACC may, on a case-by-case basis, authorise the secondment of an SNE from another employer if it is in the interest of the EBA to bring in specific expertise, provided that the SNE's employer is an independent entity (e.g.: university, research organisation, etc) which does not aim to make profits for redistribution.
3. An SNE shall have been in full-time active service⁷ with their employer on a permanent or contract basis for at least 12 months, either consecutively or non-consecutively, before applying to the relevant call for expression of interest for secondment or, in the context of a staff exchange programme, before the date of the agreement.
4. Unless a derogation is granted by a reasoned decision of the AACC, which might be based on the need to bring in specific expertise, an SNE shall be a national of:

⁴ Iceland, Lichtenstein, Norway.

⁵ To this Decision, “public administration” means state administrative services at central, federal, regional and local level, comprising, for instance, ministries, governmental and parliament services, the courts, central banks, and the administrative services of local authorities, as well as the decentralised administrative services of the state and of such authorities.

⁶ To qualify as a public sector entity, the SNE's employer must have been created by legislation or regulation for the public good, and if it is the case, any activities in which it competes against other private or public entities on the market must represent less than half of its activities.

⁷ ‘Active service’ excludes periods of secondment to another national or international entity.

- a. an EU Member State, or
 - b. an EEA EFTA Member State, or
 - c. a candidate country with which the Council has opened accession negotiations and has reached an agreement with the European Commission on secondment matters, or
 - d. a third country which has adopted and is applying Union law in the areas of competence of the EBA within the meaning of Article 75 of the Regulation⁸.
5. An SNE shall have a level of education which corresponds to completed university studies of at least three years, attested by a diploma, or, where justified in the interest of the service, professional training of an equivalent level.
 6. An SNE shall have at least one year of work experience in a relevant field (e.g.: technical, supervisory, administrative, legal, advisory, etc) which falls under one or more of the policy or business areas of the EBA.
 7. An SNE shall have a thorough knowledge of English, as this is the working language of the EBA.
 8. When applicable, the EBA Human Resources unit may request the necessary information from the applicants' employers, Permanent Representations, diplomatic missions to the European Union of non-member countries, public administrations, etc. to verify these eligibility conditions and to enable the AACC to take an informed decision on the secondment.

Article 3 – Selection procedure

1. The allocation of paid SNE positions is subject to the authorised budget and business activity requirements.
2. SNEs shall be selected through an open selection procedure. The practical details related to the organisation of the procedure shall be stated in the relevant call for expression of interest, which shall be published on the EBA website.
3. The call for expression of interest shall list the required profiles, selection criteria and competencies sought for the available positions.
4. The EBA shall ensure compliance with the principle of equal opportunities for candidates, regardless of age, gender identity or expression, sexual orientation or identity, disability, ethnic or social origin, religion or belief, and cultural background.
5. The eligibility of candidates shall be assessed based on the eligibility conditions set in this Decision.
6. Eligible candidates may be invited for one or more tests with an evaluation committee, which shall consist of the hiring manager and one or more staff members. Successful candidate(s) may be offered a position for secondment at the EBA.
7. In the context of a staff exchange programme, SNEs may be selected without organising an open procedure. The conditions of such secondments shall be stipulated in a written agreement between the SNE's employer and the EBA.

Article 4 – Implementation of secondment

1. The secondment shall be authorised by the AACC and implemented through the conclusion of an agreement between the AACC, the SNE's employer and the SNE. Where appropriate, this

⁸ The SNE is responsible for obtaining a valid visa and/or work permit in compliance with the legal requirements, where necessary.

procedure might be facilitated through the involvement of the Permanent Representation of the Member State concerned or the diplomatic mission to the European Union of the non-member country concerned.

2. In accordance with the principles set out in Article 1d and Article 27 of the Staff Regulations, the AACC may take the necessary corrective measures to ensure geographical and gender balanced representation of SNEs.

Article 5 – Conditions for secondment

1. Throughout the period of secondment, SNEs shall be subject to the following conditions:
 - a. remain in an employment relationship with their employers,
 - b. maintain their administrative status with their employers throughout the period of secondment,
 - c. receive their salary from their employers,
 - d. be subject to a social security system, including for pension rights, which will assume responsibility for expenses incurred abroad⁹. Before the start of secondment, SNEs shall provide the attestation referred to in Article 19(2) of Regulation 987/2009¹⁰ or a certificate equivalent to such attestation, which guarantees that the applicable social security legislation provides sufficient cover for the reimbursement of healthcare costs incurred abroad.
2. SNEs shall inform the EBA Human Resources unit of any change in their situation in this regard.

Article 6 – Period of secondment

1. The initial period of secondment may not exceed two years. It may be extended for a total period of up to five years. Exceptionally, at the request of the relevant unit and if in the interest of the service, the AACC may authorise one extension of the secondment of up to one year beyond the five-year period.
2. The initial duration of secondment shall be specified in the secondment agreement. Any change or extension of the period of secondment shall be subject to an amendment to the agreement.
3. An SNE who has previously been seconded to the EBA may be seconded again subject to the following conditions:
 - a. the SNE meets the conditions for secondment, and
 - b. a period of at least six years has elapsed since the end of the previous period of secondment. The minimum period of six years shall not be required if the previous secondments lasted less than five years. In this case, the new secondment shall not exceed the remaining part of the five-year period, without prejudice to the possibility of exceptionally extending it by up to one more year, as mentioned under Article 6(1).

Article 7 – Place of origin and place of secondment

1. “Place of origin” means the seat of the SNE’s employer where the SNEs performed their duties before their secondment. If, six months before the secondment to the EBA, the SNE’s main

⁹ An SNE who cannot be covered by a public sickness insurance scheme in the Member State whose legislation is applicable may apply to have this risk insured by the EBA. The SNE shall pay half the relevant insurance premium and the SNE’s contribution shall be deducted monthly from the subsistence allowances.

¹⁰ Regulation (EC) No 987/2009 of the European Parliament and of the Council of 16 September 2009 laying down the procedure for implementing Regulation (EC) No 883/2004 on the coordination of social security systems.

residence is in a different place than the employer's seat, the place of origin shall be deemed to be the location closer to the place of secondment.

2. "Place of secondment" means the place where the SNE is required to perform duties. SNEs shall be seconded to the EBA's seat, unless decided otherwise by the AACC.
3. The place of origin and place of secondment shall be determined in the secondment agreement.
4. SNEs shall reside at the place of secondment or at no greater distance therefrom as is compatible with the proper performance of their activities, unless decided otherwise by the AACC.

Article 8 – Ethics duties

1. SNEs shall normally take up duties on either the first or the sixteenth day of the month.
2. During the period of secondment¹¹:
 - a. SNEs shall carry out their tasks and conduct themselves solely in line with the interests of the European Union in mind. They shall neither seek nor take instructions from any government, authority, organisation or person outside the EBA. They shall carry out the tasks assigned to them objectively, impartially and in keeping with their duties of loyalty to the European Union and the EBA. SNEs shall observe the ethics rules on the acceptance of gifts and hospitality.
 - b. SNEs contribute to the EBA's objectives based on their professional knowledge and experience and may not perform middle or senior management duties.
 - c. SNEs may take part in missions or external meetings as part of a delegation led by the EBA statutory staff members. Under no circumstances may an SNE alone represent the EBA with a view to entering commitments, whether financial or otherwise, or negotiating on its behalf. SNEs may, however, represent the EBA at a technical level in their areas of expertise or in legal proceedings as co-agents with members of the EBA's statutory staff.
 - d. SNEs shall not, in the performance of their duties, deal with a matter in which, directly or indirectly, they have any personal interests such as to improperly influence the performance of their duties or to be considered prejudicial to their impartiality, objectivity or independence. If they encounter such matter, they shall immediately inform their line manager at the EBA and declare the interests in accordance with the relevant procedure. The AACC may take any appropriate measure.

Before the secondment, SNEs shall confirm in writing that they are not aware of any reason why they should not be assigned to those duties. SNEs or their employer shall also undertake to inform the AACC of any change of circumstances during the secondment which could give rise to any such conflict. The EBA shall keep a copy of all such exchanges of correspondence in its records.

SNEs may neither keep nor acquire, either directly or indirectly, in undertakings that fall under the scope of the EBA's action, any interests of such kind as might impair their independence, impartiality or objectivity in the performance of their duties and shall comply with the EBA's internal rules concerning such interests.

¹¹ Article 11, 11a, 12a, 12b, 13, 17, 17a, 18, 19, 20, 21 of the Staff Regulations and the provisions implementing these Articles shall apply *mutatis mutandis*.

- e. SNEs shall refrain from any action or behaviour which might reflect adversely upon their position and from any form of psychological or sexual harassment.
- f. SNEs wishing to engage in an outside activity, whether paid or unpaid, or to carry out any assignment outside the EBA shall be subject to the relevant rules on prior authorisation for staff members.
- g. SNEs shall declare any gainful employment of their spouses, as well as any circumstances pertaining to stable non-marital partners that could give rise to a conflict of interests.
- h. SNEs shall refrain from any unauthorised disclosure of information received in the line of duty, unless that information has already been made public or is accessible to the public. SNEs shall comply with the requirements of professional secrecy, as outlined in Article 70(1) of the EBA Regulation, and with the EBA's internal rules.
- i. SNEs have the right to freedom of expression, with due regard for the principles of loyalty and impartiality.

SNEs who intend to publish or cause to be published, whether alone or with others, any text on a matter relating to the work of the EBA and/or the European Union shall notify their line manager and the AACC prior to the publication. Where the AACC considers that the publication is liable seriously to prejudice the legitimate interests of the EBA and/or the European Union, it shall inform the SNE of the decision in writing within 30 working days of receipt of the information. If no such decision is notified within the specified period, the AACC shall be deemed to have had no objections.

- j. All rights to any work done by SNEs in the performance of their duties shall be the property of EBA.
 - k. SNEs shall not, without permission from the AACC, disclose on any grounds whatever, in any legal proceedings, information of which they have knowledge by reason of their duties at the EBA. Permission shall be refused only where the interests of the EU so require, and such refusal would not entail criminal consequences as far as the SNEs are concerned. SNEs shall continue to be bound by this obligation after the secondment.
 - l. Based on their professional knowledge and experience, SNEs shall assist and tender advice to their line manager in the EBA to whom they are assigned and shall be responsible to them for their performance and tasks.
 - m. SNEs shall carry out the tasks assigned to them in accordance with the job description determined upon taking up duties. Changes to the job description during secondment may be agreed in consultation with the concerned SNE.
3. Failure to comply with any of the provisions of this Decision during the period of secondment shall entitle the EBA, if it sees fit, to terminate the SNEs' secondment.
 4. At the end of the secondment, SNEs shall continue to have a duty of loyalty to the European Union and be bound by the obligation to act with integrity and discretion in the exercise of new duties.
 5. Without prejudice to the provisions on duties set out by this Decision, SNEs shall observe all obligations laid down in the EBA's policies on ethics and conflict of interests.

Article 9 – Training

1. SNEs shall be entitled and may be required to attend training courses organised by the EBA and/or other providers in accordance with EBA rules on training.
2. The reasonable interests of the SNEs, having regard in particular to the performance of their tasks, personal and professional advancement, and with a view to their reinstatement into their original administration after the secondment, may be considered when a decision is taken on whether to authorise their participation in such courses.

Article 10 – Performance management

1. SNEs are not subject to a probationary period upon taking up duties.
2. An SNE or an SNE's employer may request an appraisal annually. To this end, the SNE's line manager at the EBA may organise an annual dialogue with the SNE to provide qualitative feedback on the SNE's performance. The SNE's participation in the appraisal exercise, which is applicable to the EBA's statutory staff, is deemed to be on a voluntary basis. The appraisal procedure set out in the EBA's decision on the appraisal of staff may apply by analogy.

Article 11 – Suspension of secondment

1. At the written reasoned request of the SNE, the SNE's employer, or at the initiative of the EBA, and with the agreement of all parties, the EBA may authorise suspensions of periods of secondment and specify the terms applicable. During such suspensions:
 - a. the subsistence allowances shall not be payable,
 - b. travel allowances shall be payable only if the suspension is at the initiative of the EBA.
2. The period of suspension shall not be counted in the period of secondment.

Article 12 – Termination of secondment

1. The SNE's secondment may be terminated at the request of the EBA or the SNE's employer, or at the SNE's request, with the agreement of the EBA and the SNE's employer, subject to one month's notice period.
2. In exceptional circumstances the secondment may be terminated without notice:
 - a. by the SNE's employer, if the employer's essential interests so require,
 - b. by the agreement of the EBA, the SNE's employer and the SNE if the SNE's personal or professional interests so require,
 - c. by the EBA in the event of failure by the SNEs to respect their obligations under this Decision; the EBA shall immediately inform the SNEs and the employer accordingly.
 - d. by the EBA, if the conditions for secondment are no longer met.
3. The termination of the secondment shall be confirmed through a signed document between the EBA and the employer, stipulating the termination date of the secondment.

Title 2 – Working conditions

Article 13 – Insurance

From the start of their secondment, SNEs shall be covered by the EBA insurance against the risk of accidents.

Article 14 – Working time

1. SNEs shall be subject to the rules in force at the EBA on working time. SNEs shall have access to measures to reconcile working life and private life¹² and to flexible working-time arrangements¹³.
2. An SNE shall work on a full-time basis during the secondment period. Following a duly justified request, the EBA may allow an SNE to work part time, provided the SNE's employer agrees, and the arrangement is compatible with the interests of the EBA.

Article 15 – Sick leave

1. The rules in force at the EBA on absence due to sickness or accident shall apply to SNEs, by analogy¹⁴.
2. Where the period of sick leave exceeds three months or the length of time worked by the SNE at the EBA, whichever is longer, the subsistence allowances shall be automatically suspended. This provision shall not apply in the event of illness linked to pregnancy.
3. Sick leave may not extend beyond the duration of the secondment of the SNE concerned.
4. The SNEs who are victim of a work-related injury or occupational disease which occurs during the secondment shall continue to receive the subsistence allowances in full throughout the period during which they are unfit for work. These allowances shall not, however, be paid beyond the end of the period of secondment.

Article 16 – Annual and special leave

1. SNEs shall be entitled to two-and-a-half working days' annual leave for each complete month of service.
2. The annual leave of an SNE who is authorised to work part-time shall be reduced proportionally on a pro-rata basis.
3. Upon a justified request from the SNE's employer, an SNE may be granted up to five days of special leave in a 12-month period to visit their employer.
4. SNEs may be granted special leave in accordance with the rules in force at the EBA on special leave.
5. Leave shall be subject to prior authorisation by the SNE's line manager in the unit to which the SNE is seconded. In the event of unauthorised absence within the meaning of Article 60 of the Staff Regulations, subsistence allowances shall not be paid for the duration of such an absence.
6. Days of leave not taken by the end of the period of secondment shall be forfeited and shall not give rise to the right to monetary compensation.

Article 17 – Parental leave

1. The rules in force at the EBA on maternity leave shall apply to SNEs by analogy¹⁵. While on maternity leave granted by the EBA, the SNE shall receive the subsistence allowances.
2. Where the national legislation and/or the relevant rules that are binding upon the SNE's employer provide for a period of maternity longer than that granted by the EBA or paternity

¹² Article 1e of the Staff Regulations and the provisions implementing these Articles shall apply *mutatis mutandis*.

¹³ Article 55 (4) of the Staff Regulations and the provisions implementing these Articles shall apply *mutatis mutandis*.

¹⁴ Articles 59 and 60 of the Staff Regulations, Article 16 of CEOS and the provisions implementing these Articles shall apply *mutatis mutandis*.

¹⁵ Article 58 of the Staff Regulations and the provisions implementing this Article shall apply *mutatis mutandis*.

leave exceeding the special leave related to the birth of a child, the SNE may request the suspension of the secondment for the period by which that leave exceeds the leave granted by the EBA. In such cases, upon request of the SNE, the AACC may add a period to the period of secondment equivalent to the duration of the suspension.

3. These provisions shall apply also in the case of adoption.
4. An SNE may apply for a suspension in the secondment to cover the periods allowed for parental leave which are granted by the SNE's employer and/or in accordance with national legislation.

Title 3 – Allowances and expenses

Article 18 – Subsistence allowances

1. An SNE shall be entitled, throughout the period of secondment, to a daily subsistence allowance and a monthly subsistence allowance equal to the amount established by the European Commission.
2. The subsistence allowances shall be granted under the same conditions as the expatriation allowance for the EBA staff members¹⁶. These allowances are intended to cover the SNEs' living expenses in the place of secondment on a flat-rate basis and shall be paid in the currency of the place of secondment. The allowances shall in no circumstances be construed as remuneration paid by the EBA.
3. The subsistence allowances shall be subject to the correction coefficient of the EBA's seat pursuant to Article 64 of the Staff Regulations.
4. The amount of subsistence allowances is reviewed every year in line with the provision set for the update of remuneration of statutory staff and other servants in Article 65 of the Staff Regulations as published by the Commission in the Official Journal of the European Union¹⁷. The implementation of the update of the subsistence allowances is to take place in the month following the publication in the Official Journal of the European Union and shall not apply retroactively.
5. In the case of cost-free SNEs, the secondment agreement shall stipulate that these allowances will not be paid.
6. SNEs shall inform the EBA of any allowances received from other sources, which are of an equivalent nature as the subsistence allowances which are granted by the EBA. With a view to avoid any duplication of allowances, the EBA and the SNE's employer shall jointly determine how to apply any deductions. The amount of these deductions shall be stipulated in the secondment agreement. Following a duly justified request from the employer, the EBA may decide not to make this deduction.
7. Subsistence allowances shall be payable for every day of the week, including during periods of mission, annual leave, special leave and holidays granted by the EBA.
8. If part-time work is authorised, subsistence allowances shall be reduced proportionally on a pro-rata basis.
9. Subsistence allowances shall be paid no later than the 25th day of each month.
10. If the secondment is ended during a period for which allowances have already been paid, the SNE shall return the amount corresponding to the remainder of that period.

¹⁶ Article 4 of Annex VII to the Staff Regulations and the provisions implementing this Article shall apply *mutatis mutandis*.

¹⁷ Including intermediate updates, if applicable.

Article 19 – Travel allowances

1. Paid SNEs shall be entitled to compensation for travel expenses¹⁸:
 - a. for themselves alone,
 - b. at the beginning of the period of secondment, from the place of origin to the place of secondment,
 - c. at the end of the period of secondment, from the place of secondment to the place of origin,
 - d. if the secondment is suspended at the initiative of the EBA, from the place of secondment to the place of origin, and upon reinstatement into secondment, from the place of origin to the place of secondment.
2. By way of derogation from paragraph 1, SNEs who prove that they will be assigned to a place other than their place of origin at the end of the secondment can be entitled to compensation for travel expenses to this new place under the conditions laid in paragraph 1. However, this compensation shall not be more than the amount that would have been paid had the SNEs returned to their place of origin.
3. The EBA shall not compensate for any expenses referred to in the preceding paragraphs if they have been met by the employer or any other body. The SNE and the employer concerned shall inform the EBA Human Resources unit to this effect.
4. SNEs may submit a claim for compensation related to travel expenses within two months, counting from the date of taking up duties and termination of duties, and from the date of suspension of secondment and reinstatement into secondment when the suspension is at the EBA's initiative.

Article 20 – Specific financial contributions

1. In specific cases, when justified by the interest of the service and subject to budget's availability, the AACC may decide, to grant financial contributions to SNEs on a staff exchange programme. These contributions shall be specified in the secondment agreement.
2. When justified by the interest of the service, the EBA may reimburse to the SNE's employer all or part of the gross remuneration of an SNE during the period of secondment. The total or partial reimbursement of remuneration shall be authorised on a case-by-case basis by the AACC, considering the specific needs of the relevant unit and subject to budget availability. Expenses resulting from any reimbursement of remuneration shall be charged against the SNE allocation of the EBA's general budget. In such cases, the EBA reimburses the SNE's employer for the agreed costs related to remuneration, on the basis of invoices issued by the SNE's employer in the currency of the place of secondment.

Article 21 – Other expenses

The EBA covers the following expenses related to the performance of the SNEs' duties during their secondment:

¹⁸ Travel expenses shall be compensated through a flat-rate payment based on an allowance per kilometer of geographical distance between the place of origin and the place of secondment and, if applicable, with the addition of flat-rate supplement. Article 7(2) of Annex VII to the Staff Regulations and the provisions implementing this Article shall apply *mutatis mutandis*. These kilometric allowances and flat-rate supplements are updated every year by the European Commission, in line with Article 65 of the Staff Regulations. The update of these amounts shall not apply retroactively for SNEs. The compensation of the travel costs shall take place by reference to the amounts applicable on the date of the start or end of secondment, respectively (or on the date of suspension and reinstatement when suspension is at EBA's initiative).

- a. Mission expenses shall be paid or reimbursed in accordance with the relevant rules and conditions in force at the EBA¹⁹.
- b. Whenever an SNE attends an authorised training, the costs, if any, shall be borne by the EBA.

Article 22 – Management and control

1. Day-to-day administrative and financial management, such as the calculation and payment of subsistence allowances and travel allowances, shall be the responsibility of the EBA.
2. The payment of allowances and expense compensations shall be made by the EBA, in the currency of the place of secondment, via transfer to a bank account with a banking institution in a Member State.

Title 4 – Final provisions

Article 23 - Appeals

1. Without prejudice to the possibilities for instituting proceedings after taking up duties, under the conditions and time limits laid down in Article 263 of the Treaty on the Functioning of the European Union, any SNE may submit a complaint to the AACC about an act adopted by the EBA under this Decision which adversely affects them, with the exception of decisions which are direct consequences of decisions taken by their employers.
2. The complaint shall be lodged within two months from the date of notification of the decision to the SNE. The AACC shall notify the person concerned of its reasoned decision within four months from the date on which the complaint was lodged. If at the end of that period no reply to the complaint has been received, this shall be deemed to constitute an implied decision rejecting it.

Article 24 – Delegation

The AACC powers under this Decision may be delegated to one or more managers, in accordance with the current rules on the delegation of the powers in force at the EBA. Further sub-delegation, when existing, shall take place based on the same rules.

Article 25 – Entry into force

1. The Decision on the Secondment of National Experts EBA/DC/304 of 13 December 2019 is repealed. References to the repealed Decision shall be construed as references to this Decision.
2. This decision shall enter into force on the day following its adoption.

Done at Paris



José Manuel Campa
Chairperson

For the Management Board

¹⁹ Articles 11 and 12 of Annex VII to the Staff Regulations and the provisions implementing these Articles shall apply *mutatis mutandis*.