Annex: Rules on working time of the learners attending the EBCG Category 1 Operational Training Programme

1. Introduction

The basis for development of the Operational Training Programme for the European Border and Coast Guard Standing Corps category 1 (the 'standing corps category 1') lies mainly in Article 55(3) of the Regulation which introduces an obligation for Frontex to provide for that group of staff the necessary border guard or return-related training, including on fundamental rights, as relevant to the profiles of the staff decided by the management board. As further described in Article 62(3) of the Regulation: *'The Agency shall ensure that the training follows the common core curricula, is harmonised and fosters mutual understanding and common culture based on the values enshrined in the Treaties'*.

Accordingly, the training of the standing corps category 1 should aim to promote the highest standards and best practices in border and coast guard activities.

The EBCG OTP lasts approximately twelve months. In line with the progression of learning, each EBCG OTP learner is trained on the same core competences that will enable further development towards requested skills and capabilities, tasks, and responsibilities related to the standing corps category 1 officers. All classes are to be delivered within two Semesters, divided into Modules. As a rule, all EBCG OTP learners attend all Modules, and need to pass all assessments.

Another component of the EBCG OTP is the physical training, which is delivered throughout the entire duration of the Programme with the overall aim of maintaining the entry level of the physical condition of the EBCG OTP learners, and it is assessed during the training period.

The benefits of having all learners involved throughout the entire training period are, *inter alia*, establishing common culture and tactics, building trust and accountability, having the opportunity to share good practices, making tacit knowledge more explicit, and improving the training programme.

The theoretical component is complemented by a practical part (experiential learning phase - ELP) on the external borders, as applicable.

Only the completion of both semesters of the OTP and ELP guarantees successful graduation from the Programme.

2. Organisation of training time

2.1. Alternative training time regime

1. Due to particular service requirements linked to the nature of their duties, the EBCG OTP learners are excluded from the general provisions regarding working time, to ensure that they complete the full Operational Training Programme, remaining focused and fully engaged in its development.
2. In particular, the attendance to the EBCG OTP is incompatible with flexitime, part-time work and teleworking. Therefore, EBCG OTP learners are assigned to the alternative training time regime as specified in the present Rules.

2.2. Core training hours

1. Time spent on participation in the EBCG OTP (**"training time"**) shall be considered working time. The normal training hours of an EBCG OTP learner must be equal to the annual total of normal working hours. Where the OTP lasts more or less than twelve months, that limit of working hours shall apply *pro rata*.
2. The EBCG OTP training activities, including but not limited to training sessions, exercises, assessments, briefings, meetings, conferences, shall, in principle, be conducted between 7:00 and 19:00 from Monday to Friday, based on a weekly schedule, made available in advance to the learners (**"Core training hours"**).

2.3. Training periods

1. Within the core training hours, eight training activities shall be scheduled per day, in principle from Monday to Friday, each period lasting between 45 and 55 minutes combined with 5-15

minutes breaks to ensure sufficient time, *inter alia*, to prepare the following training activity, to move to a different location, to allow a rest for the EBCG OTP learners.

2. As a general rule, four periods of training activities shall be scheduled in the morning and four periods shall be scheduled in the afternoon, separated by a lunch break of at least 30 minutes.
3. According to training needs, the weekly schedule might allow to move, increase or merge periods within the core training hours, provided that a sufficient break is planned and the amount of additional or subtracted periods are compensated within seven working days.

2.4. Training outside core training hours

1. In exceptional cases, the EBCG OTP learners may be requested to participate in training activities outside the core training hours.
2. Training activities outside the core training hours should be scheduled taking into account the trainings needs and the type of the activity carried out.
3. Training activities which may be scheduled outside the core training according to the previous paragraph include but are not limited to: training activities concerning night environment, concerning the use of specific equipment (i.e., night visors), physical training, field visits, practical activities during the Experiential Learning Phase.
4. When one or more training periods are scheduled outside the core training hours, equivalent periods of compensation shall be granted, within the following working seven days.
5. When one or more training periods are scheduled between 22:00 and 6:00, a break of at least 11 consecutive hours shall be granted after the end of the last scheduled training period.

2.5. Public holidays and annual leaves

1. Due to particular service requirements linked to the nature of their duties, the EBCG OTP learners shall benefit from public holidays and annual leave adapted to the schedule of the EBCG OTP.
2. By derogation from Article 1 of the Decision of the Appointing Authority No R-AAD-2024-112, the following days shall be declared public holidays applicable to the EBCG OTP learners in 2025:

	Commanders	**Section leaders**	**Group leaders**	**Officers**
1	1 January	1 January	1 January	1 January
2	2 January	2 January	2 January	2 January
3	3 January	3 January	3 January	3 January
4	17 April	1 April	17 April	17 April
5	18 April	2 April	18 April	18 April
6	21 April	3 April	21 April	21 April
7	1 May	4 April	1 May	1 May
8	2 May	7 April	2 May	2 May
9	9 May	2 June	2 June	9 May
10	19 June	19 June	19 June	25 June
11	15 August	15 August	15 August	15 August
12	10 November	10 November	10 November	10 November
13	11 November	11 November	11 November	11 November
14	24 December	24 December	24 December	24 December
15	25 December	25 December	25 December	25 December
16	26 December	26 December	26 December	26 December
17	29 December	29 December	29 December	29 December
18	30 December	30 December	30 December	30 December
19	31 December	31 December	31 December	31 December

TOTAL: **19 days**