



El poder de cambiar las cosas

CCOO servicios a la ciudadanía servicio exterior

## NEWSLETTER

Madrid, February 26th, 2024



### MARCH 8 INTERNATIONAL WOMEN'S DAY

The conquest of real and effective equality between women and men implies ensuring, day-to-day, that workplaces are free of discrimination and violence against women, and to this end we dedicate the trade union fight.

**MORE TRADE UNIONISM!  
MORE FEMINISM!**

### WORK VISITS

As a component of our union's actions, in recent months we have conducted working visits to Mexico and Costa Rica. As part of this effort, we held meetings with the local staff and we were able to address different issues and concerns and provided them with our Union's full support.



Consulate General in Mexico City



Spanish Cultural Center in Mexico City



Consulate General in Monterrey



Embassy of Spain in San José, Costa Rica

### APPROVED: 7 DAYS FOR PERSONAL MATTERS IN 2024

Since October 12th falls on a Saturday, the Secretary of State for Public Function has published a Resolution that includes the right to enjoy an additional personal day in 2024.

➔ [Here](#) you may access the Resolution in Spanish.

### CONFIRMED: AECID LOCALLY HIRED STAFF WILL BE ABLE TO ENJOY THE ADDITIONAL TRAVEL DAYS TO SPAIN

After various efforts by CCOO and UGT before Human Resources, aimed at clarifying and unifying the criteria applied by most Ministerial Departments for more than twenty years (including the Ministry of Foreign Affairs), we may confirm that AECID locally hired personnel will have the right to enjoy additional travel days, under the same conditions as civil servants and staff posted overseas, when vacationing in Spain. It should be noted that this right may be exercised only once a year.

➔ [Here](#) you may consult the entire Ministerial Circular Order 1916/2003, as well as iAnnex I, which contains the terms and travel periods by country and geographic areas. (in Spanish only).

### THE ADMINISTRATION CORRECTS AND UNIFIES THE CRITERIA FOR THE APPLICATION OF THE 3.5% INCREASE FOR 2022

As mentioned above, the pressure from Trade Unions and the flood of individual requests forced the Administration to correct its initial restrictive criterion. As a result, those affected will see their salaries increased by 3.5% (corresponding to 2022). This increase will be applied retroactively from the date of joining the Administration or returning to active service during 2022.

### MINISTRY OF FOREIGN AFFAIRS: PAY RAISE OF 2023 CONFIRMED ON MARCH PAYROLL

During the application of the 3.5% salary increase of 2022, the Ministry of Foreign Affairs decided to apply the the CECIR Resolution of January 31, 2023 with the stricter criteria. This situation resulted in the exclusion of those who were hired during the 2022 fiscal year from the 3.5% salary increase approved for that year.

Following the pressure from Trade Unions, the Ministry finally clarified this issue and was authorized by CECIR to correct it once and for all. Yet, serious technical difficulties (related to the payroll software) had to be overcome before they were able to fix this issue. Fortunately, we have been able to confirm that it has been corrected on the February 2023 payroll.

At the same time, this obstacle led to a delay in the application of the 3.0% salary increase of 2023 for the entire PLEX, since it could not be technically implemented (within the payroll software) until the previously mentioned error was corrected.

**Despite all of this, the Ministry has confirmed that the 3.0% pay raise of 2023 will be applied to the March 2024 payroll and will have retroactive effects as of January 1st 2023.**

### ADDITIONAL WAGE INCREASE OF 0,5% FOR 2023

The original 2.5% salary increase negotiated for 2023 also included two additional pay raises of 0.5% that were linked to both, inflation and economic growth.

As we duly informed, back in November CCOO and UGT negotiated and signed an agreement under which we obtained the approval for the first additional 0.5% raise linked to the CPI.

Recently, a new increment of 0.5% has been agreed upon as a result of the evolution of economic growth. Likewise, at CCOO we are putting pressure on the Administration to start negotiating the application of this new wage increase to the PLEX group, which brings the total pay raise to 3.5% for 2023.

### THE FOREIGN AFFAIRS MINISTRY REDIRECTS THE "ACCOUNTING TRAINING FOR CHANCELLOR'S ASSISTANTS" TO ADMINISTRATIVE OFFICIALS ONLY

Thanks to the pressure from Trade Unions, the Ministry has been forced to rectify the terms of the Internal Note published on January 15, 2024 and has already informed that the training will be directed exclusively to Chancellors and Administrative Officers (a position that involve "Accounting" within its functions and responsibilities).

At CCOO we disapprove and denounce the unfair assignment of Accounting tasks in some offices, where Administrative Assistants are being forced to carry out accounting duties without being paid for it. To this extent, at CCOO we have already filed several lawsuits before the Spanish Social Courts, with very positive results, and we will continue to do so.