



EUROPEAN CENTRAL BANK

BANKING SUPERVISION

# 2021 JST Staffing Survey

ESCB/SSM Social  
Dialogue meeting  
(in SSM composition)

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# Introduction and objectives

- Since the start of the SSM, the ECB has conducted annual JST Staffing Surveys to measure the amount of staff available for the JSTs.
- Since 2019, a **structured and decentralised approach** has been followed to agree on JST-specific staffing targets.
- After it was deprioritised in 2020 following the outbreak of Covid-19 crisis, the **JST Staffing Survey will be relaunched in 2021** in order to
  - (1) update the JST staffing figures and compare to JST-specific targets approved by SB in December 2019;
  - (2) review the JST-specific targets for 2022;
  - (3) pilot qualitative discussions on the team profiles of JSTs.

# Structured and decentralised approach, with three stages

## Stage 1: Collect information and identify attention points for JSTs:

- Information collected from NCAs and ECB JSTs based on separate templates (See Annex)
- JST attention points based on the NCA/ECB staffing ratio and on the participation rates of JST members
- New in 2021: JST staffing compared to staffing targets approved by the SB in 2019.

## Stage 2: JST-by-JST discussions

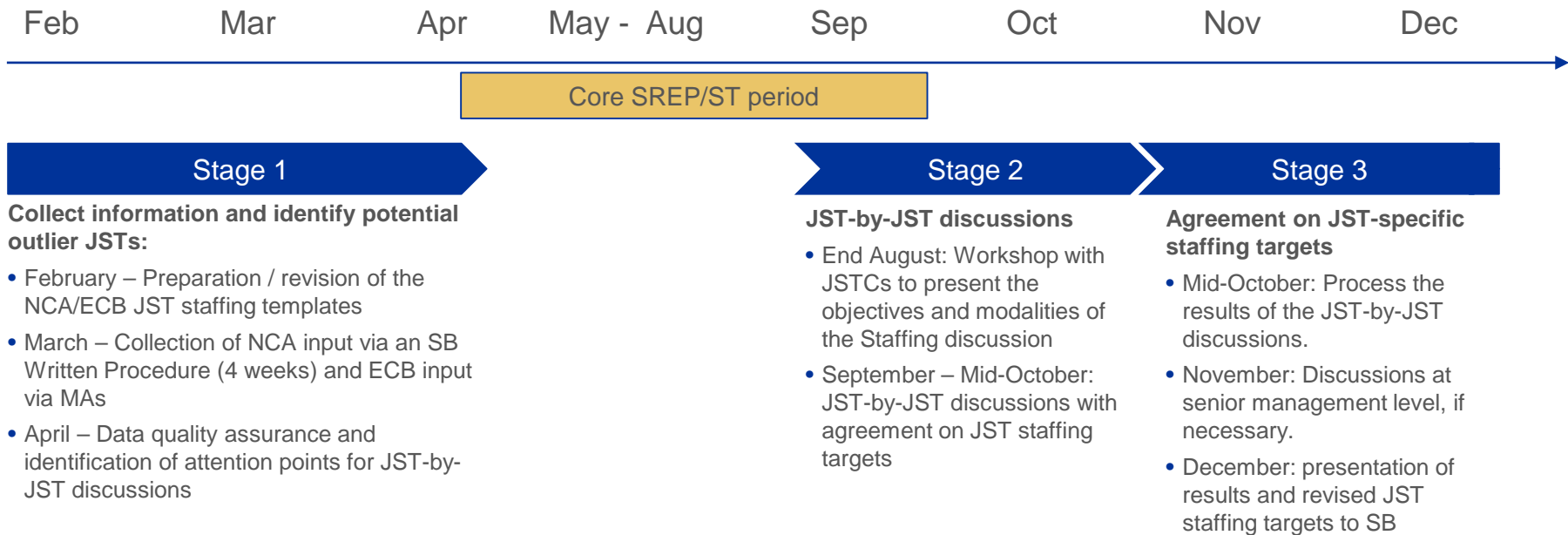
- Focus on JST staffing provided by home NCA\*
- JST-specific circumstances taken into account, such as the seniority of JST members.
- New in 2021: Qualitative discussions on the **JST team profiles** (seniority and expertise of JST members, see Annex 3)

## Stage 3: Agreement on JST-specific staffing targets

- Focus on quantitative NCA staffing targets.
- Additional discussion on qualitative targets for the JST team profile.
- In the case of need, discussion at senior management level could be organised.

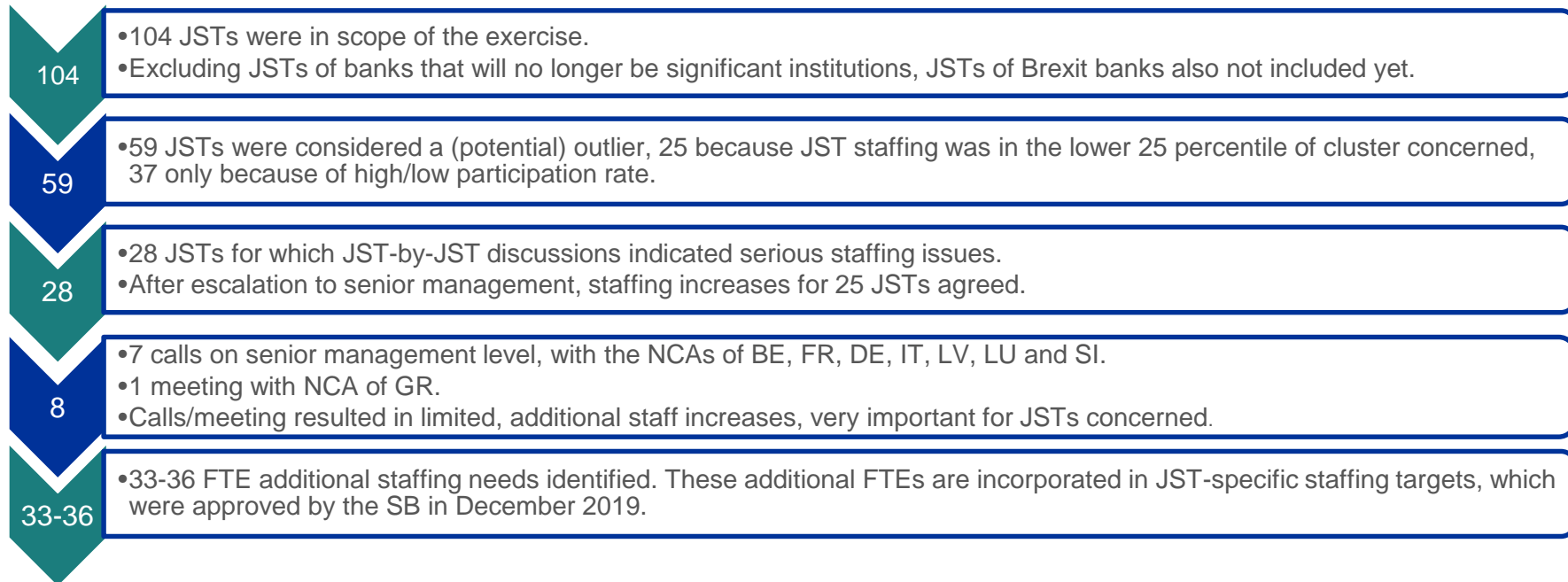
\* Host NCAs could be invited to the discussions depending on materiality of their contribution to the JST staffing, to be decided at JST level.

# Overall timeline of the project



*Timeline designed to avoid overlap with key supervisory processes (SREP and Stress Test)*

# Outcome of the latest JST Staffing survey, conducted in 2019 (1/2)



***The 2019 JST survey indicated significant additional staffing needs***

# Outcome of the latest JST Staffing survey, conducted in 2019 (2/2)

Validation

FTEs provided by NCAs (as per 2018 field test)	FTEs provided by NCAs after amendments in JST-by-JST discussions (as per 2019 survey)	ECB staffing in FTEs (as per 2019 survey)	JST-specific target for NCA staffing (home + host) in FTEs (agreed at the end of 2019 survey)	Delta between JST-specific target agreed in 2019 and NCA Staffing in 2019
845	791	485	824-827	33-36

Identifying additional staffing needs

***Outcome is the result of the new structured and decentralised approach***

# Concluding remarks

- Joint Supervisory Teams are the central tool of ongoing supervision in the SSM. Therefore it is key to allocate sufficient resources to them, matching the profile that is required for their specific tasks.
- JST staffing is a joint effort of NCAs and ECB and it is crucial to have transparency over resources allocated from NCAs and ECB to JSTs.
  - **Annual JST staffing surveys have been the tool to provide this transparency** on system level since the beginning of the SSM.
- In addition, annual JST staffing surveys facilitate discussions between NCAs and the ECB at all hierarchical levels and based on a objective set of information.
  - **These exchanges lead to a better resource planning process** – as also requested by the ECA in its 2016 report on the SSM.
- Resource planning decisions take into account each particular JST situation and NCAs/ECB retain strong elements of discretion in their resource allocation, reflecting the principle of “**cooperation in good faith**” as enshrined in the SSM regulation.