

## **EREG PEER PROGRAMME “CONNECTING EREG”**

### **1.1 Context**

One of the objectives of EReg is to connect the Registration Authorities in Europe to support each other with the implementation of legislation and the carrying out of their tasks. The EReg community does this by means of knowledge exchange, practice sharing and active support. Apart from sharing contact details, this requires an active and up to date network of colleagues that know each other, understand the context of each other’s local circumstances and challenges and that can bridge cultural differences in finding solutions.

Therefore, EReg aims to set up a peer programme, in which Registration Authorities can participate to obtain more knowledge and experiences from other Authorities’ work in practice.

### **1.2 Objectives**

The EReg peer programme aims to:

1. enhance the ties between the European Registration Authorities,
2. thus creating a stronger and active network of colleagues,
3. that can bridge the cultural differences,
4. and understand the differences in local challenges,

by providing the possibilities and lowering the barriers for employees of EReg members to gain ‘live’ experience at a colleague registration authority in another member state.

### **1.3 Principles**

- The programme is reciprocal. This means that a country that sends exchange-employees obliges itself to also receive exchange-employees. This does not need to be at exactly the same moment in time.
- The exchange is a short programme with a maximum of two weeks, to keep the spirit of a ‘learning experience’, and to prevent any sense of a ‘resource drain’.
- The exchange-employee is expected to take active part in several working processes comparable with their tasks at home.
- The exchange-employee is supported to meet as many peers as possible.
- Part of the programme should also be a cultural activity to improve understanding of the receiving country culture.

### **1.4 Constraints**

- Employees must be able to speak and write in English or the language of the receiving country.
- The programme is agreed upon before the actual exchange takes place.
- The exchange-employee is considered a regular employee and will have the same rights and responsibilities. The receiving country will make clear what they are in relation to the ‘learning programme’.

## **1.5 Financials and logistics**

Being a member of EReg already expresses the wish to cooperate across borders. At the same time it is important that the members taking part in the programme show their commitment. Therefore:

- The sending member state organisation will not be reimbursed for the loss of productivity as a result of sending an employee abroad.
- The sending member state organisation will pay for the travel costs to the receiving member state organisation and back, as well as the cost of local lodging during the exchange.
- The receiving member state organisation will take care of all the cost related to the exchange-programme. For example including local costs for transport, fees for courses or any materials needed.

Nevertheless, the barriers for the exchange to work should be extremely low to allow all members to take part in the programme. Therefore it would be good to establish a small dedicated fund to provide a 'scholarship'. The objective of the 'scholarship' is to help in financing differences in average price levels in the different countries for the cost of lodging and expenses. The price level differences will be based on the official statistics on consumer price levels by Eurostat. The proposal is that the scholarship fund is filled on voluntary basis by the members that support the programme. The program will however be open to all members.

## **1.6 Pilot: RDW – DVLA**

To test this idea, RDW and DVLA have carried out a pilot. An employee of RDW's front-office has spent a week with colleagues in Swansea. The results were very satisfying and were presented at the Global Meeting in Lisbon May 2019.

## **1.7 Proces of arranging exchanges**

To make exchanges possible there are a couple of things to cater for. First it is important to make transparent which member state organisation would like to take part in exchanges. For the matching it is also important to identify fields of interest from countries and what members have to offer in best practises for others. This closely related with the work done in TG XVII, and the info on that on the EReg website. The secretariat can help to keep such a list on the EReg website, and providing help to establish contacts between members. This requires a matching mechanism on the website, which will probably only be a list with, best practises offered by members, interests of members, and running and completed exchanges to be filled in by the members themselves. That way the EReg secretariat can also keep the overview of exchanges that took place, and safeguard the reciprocity. Nevertheless the actual exchange has to be arranged by the two member organisations themselves.