

# Plan de travail pluriannuel sur les

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/ŋ, QVWLWXW FDQDGLHQ GŋLQ, IRUPHWRG QXU pDIRQWpU GHV SU  
 HWUHLFHV GHTXDRCHYF SHUVRQQHV KDQGLFDSpHV SXLVVHQW OH  
 SURDWPVPH WLWUH TXH OHV DXWUHV FOLHQWV

/H SUPVHQW SODQ GH WUDYDLO PHW HQ OXPLqUH OHV SURJUqV  
 UHODWLYHHPHQWDXIRGPHV GŋDFFHVVLELOLWpOSRKOLOHQWVONHYLF  
 5qJOHPHQW GH Oŋ2QW[DWRUP/RL GH QXU OŋDFFHVVLELOLWp SRX  
 OHSHUVRQQHV KDQGLFDSpHV GHDSŋQWXUDX[ JUDQGHV HQUHSU  
 GH HPSOR\ŋXW

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## Généralités

Article 3 W š o ] •• u v š % } o ] š ] < μ • v u š ] Œ [ ••

x &UpHU XQH SROLWLTXH SRXU GHV VHUYLFHV j OD FOLHQWqOH  
 HWURFpGXUHV HQ PDWLqUH GŋDFFHVVLELOLWp GPHQWUHLFHV  
 GH FH TXLFRXQQLFDWLRQ DYHF OHV SHUVRQQHV KDQGLFDSpH  
 IRQFWLRQQHOV SHUVRQQHV GH VRXWLHQ HW DQLPDX[ GŋDVV

- eFKpDQFHMDQYLHU
- eWDWHUPLQp

x 3XEOLHU OD SROLWLTXH VXU OHV VLWHV LQWUDQHW HW ,QWH

- eFKpDQFHMDQYLHU
- eWDWHUPLQp

Article 4 W Wo v • [ •• ] ] o ] š

x eWDEOLU PHWWUH HQ °XYUH WHQLU j MRXU HW GRFXPHQWHU

- eFKpDQFHMDQYLHU
- eWDWHUPLQp

x 3XEOLHU OH SODQ VXU, QWHUHQWHV LQWUDQHW HW

- eFKpDQFHMDQYLHU
- eWDWHUPLQp





- x &RQVXOWHU OH FDQGLGDW VpOHFWLRQQp TXL GHPDQGH XQH FRQVWUXUH TX¶RQ OXL IRXUQLVVH XQH TXL VWUHQW ¶FRPSWDXW GHVHV EHVRLQV HQ PDWLqUH G¶DFFHVVLELOLWp HQ UDLVRQ GH
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp

#### Article 24 : Avis aux candidats retenus

- x \$X PRPHQW G¶RIIULU XQ HPSORL DX FDQGLGDW UHWHQX DYLW GH¶RUJDQLVPH HQ PDWLqUH GH PHVXUHV G¶DGDSWDWLRQ SRX
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp

#### Article 25 : Renseignements sur les mesures de soutien

- x ,QIRUPHU OHV HPSOR\pV GHV SROLWLTXHV TXH O¶RUJDQLVPH OH¶HPSOR\pV KDQGLFDSpV QRWDPPHQW FHOOHV UHODWLYHV j
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp
- x )RXUQLU O¶LQIRUPDWLRQ DX[ QRXYHDX[ HPSOR\pV GqV TXH FH DSUqV OHXU HQWUpH HQ IRQFWLRQ
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp
- x )RXUQLU DX[ HPSOR\pV GHV UHQVHLJQHPHQWV j MRXU ORUVTX DX[ SROLWLTXHV H[LVWDQWHV VXU O¶DGDSWDWLRQ GX OLHX
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp

#### Article 26 : Formats accessibles et aidés de communication pour les employés

- x 6¶LOV HQ IRQW OD GHPDQGH FRQVXOWHU OHV HPSOR\pV KDQGLFHVLEOHV RX OHV DLGHV j OD FRPPXQLFDWLRQ GHV SWXLOV XWLQVHU O¶LQIRUPDWLRQ JpQpUDOHPHQW PLVH j OD GLVSRV
- eFKpDQ¶HMDQYLHU
- eWD¶WHUPLQp

## Article 27

3ODQ GH WUDYDLO SOXULDQXHO VXU OHV 1RUPHV G¶DFHVVLELOLWp LQWpJUϕHV

- 6L O¶HPSOR\p VH YRLW UHIXVHU XQ SODQ G¶DGDSWDWLRQ L  
GX UHIXV OXL VHURQW FRPPXQLTXpV
  - o eFKpϕϕ H¶MDQYLHU
  - o eWDϕϕHUPLQp

## Article 29