

C. The National Telecommunications & Post Commission (EETT)

1. Introduction

Pursuant to Law 2867/2000, EETT is established as an Independent Administrative Authority enjoying administrative and financial independence. Its main responsibility is to supervise, control and regulate both the telecommunications market and the postal services market in Greece.

The establishment and operation of EETT are regulated by legislative acts, in full compliance with the constitutional principles concerning organisation and staffing of Independent Administrative Authorities⁹³. An important factor enabling EETT to effectively exercise its regulatory and supervisory role to the benefit of consumers and the market is its smooth internal operation to high professional standards, and the employment of suitable personnel capable to respond to the obligations of the Authority's task.

EETT is primarily composed of the Commission members, the Special Experts and the Permanent Personnel. The Commission consists of nine members, selected by the Conference of the Presidents of the Parliament and appointed by virtue of a Decision of the Minister of Transportation and Communications. The President, the Vice-President for the Sector of Telecommunications and the Vice-President for the Sector of Postal Services are appointed as full-time public functionaries whose office is incompatible with the exercise of any public function or professional activity other than teaching.

These persons are recognised authorities and are distinguished for their professional qualifications in the technical, financial or legal field. Law 2867/2000

guarantees the independence of EETT, providing that its members enjoy full personal and operational independence in performing their duties and are obliged to observe the principles of objectivity and impartiality.

Sub-section 2.1. presents information on EETT's Special Experts and Permanent Personnel.

2. Organisation

The implementation of Presidential Decree (PD) 387/2002⁹⁴ on the internal structure of EETT and the qualifications and selection method for its Heads of Department, is expected to play an important role with regard to the enhanced organisation and efficient operation of EETT. This PD has helped set out an organisational structure that is appropriate for EETT.

More specifically, the following are established: (a) the organisational structure of EETT; (b) the allocation of responsibilities among Departments; and (c) the qualifications required and the method in which responsibility positions are filled. EETT intends to promptly implement the above-mentioned PD.

2.1. Staffing and Development

During 2002 EETT continued the recruitment of suitably qualified personnel, capable of responding to its increased needs. Assignment of the personnel to sectors of activity was carried out as determined in the PD under publication on the organisation of EETT.

⁹³ Article 101 A of the Constitution as last amended (Resolution of the Seventh Revisionary Parliament of the Hellenes, FEK Issue 84/A/17-04-2001).

⁹⁴ PD 387/2002 (FEK Issue 335/A/31-12-2002) on the "Internal structure of the National Telecommunications and Post Commission (EETT), qualification and selection method for Heads of Department and other relevant provisions".

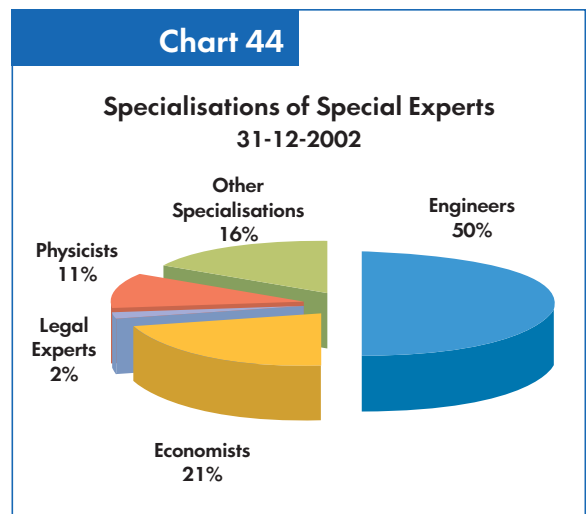
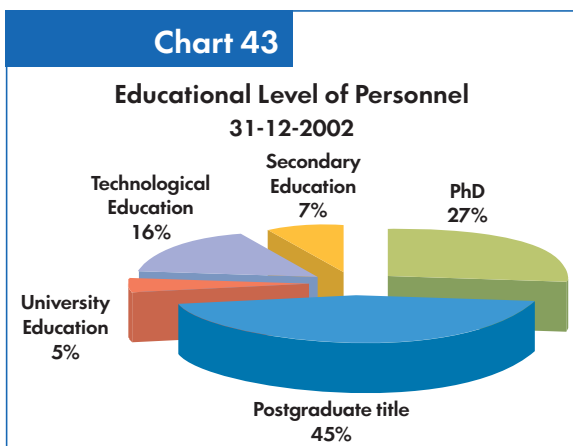
As a result of the above, the total number of EETT personnel at the end of 2002 rose to 110 employees, compared to 78 employees at the end of 2001. Of these, 91 were employed on a full-time basis and 19

were external associates - members of Working Groups. The evolution of EETT's human resources and their educational level are shown in Table 22 and Chart 43, respectively.

Table 22					
Evolution of EETT Human Resources					
	31-12-1998	31-12-1999	31-12-2000	31-12-2001	31-12-2002
Special Experts	-	-	26	37	56
Permanent Personnel with University Education	-	-	-	3	4
Permanent Personnel with Higher Technological Education	-	-	6	6	17
Permanent Personnel with Secondary Education	-	-	1	4	6
Personnel under Secondment	1	1	2	6	6
Personnel made temporarily available from other Organisations	12	13	1	2	2
Members of Working Groups *	4	4	12	20	19
Total	17	18	48	78	110

* Associates participating in Working Groups

On 31 December 2002, Special Experts numbered 56 scientists, who in their majority were engineers, physicists and economists. Their breakdown by specialisation is shown in Chart 44.



It should be noted that EETT aims to conclude the procedures for its staffing, pursuant to PD 387/2002, by the end of 2003.

2.2. Training

Recognising the importance of providing its staff with continuous training on issues related to the telecommunications and postal markets, and in order to maintain their high level of qualifications, EETT organised during 2002 a number of training seminars that were mainly addressed to Special Experts. This cycle of training seminars included broader telecommunications issues and covered three subject areas: (a) telecommunications issues; (b) economic aspects of the telecommunications markets; and (c) spectrum management issues.

In parallel, the following specialised seminars were conducted:

1. Market Definition and Significant Market Power in Telecommunications

The aim of this seminar was to present and discuss the economic parameters regarding the implementation of the new European Union (EU) Regulatory Framework concerning telecommunications, and their application in the Greek telecommunications market.

2. Committees and Comitology

The aim of this seminar was to discuss the operating procedures of, and the role played by the committees operating in the framework of the EU. The presentations given and the simulation exercises conducted helped to understand the role of member states in the decision-making process.

3. Basic cost-auditing principles using the Long-Run Average Incremental Costs (LRAIC) costing model based on the Top-Down (accounting) method and the Bottom-Up (technical/financial) method.

During the same period, members of EETT staff attended seminars conducted in other EU countries on spectrum management issues for

satellite and land-based networks, as well as on corporate communication issues.

In addition, a number of Roundtable Discussion Series were organised on EETT's initiative. In this framework, a visit by representatives of the European Commission's Directorate-General on Information Society took place in May 2002. The briefing concerned the application of the new Regulatory Framework by the National Regulatory Authorities (NRAs).

Furthermore, in November 2002 a visit by representatives of the European Commission's Directorate General on Competition took place, concerning the following issues:

1. The Commission's guidelines on market analysis and the assessment of Significant Market Power (SMP).
2. Commission Recommendation on relevant product and service markets within the electronic communications sector susceptible to ex ante regulation in accordance with Directive 2002/21/EC.

The goal of EETT for 2003 is to develop and establish an integrated training programme on a permanent basis. Relocation to its own premises remains one of the main goals of EETT, and the procedures for conducting a relevant public tender have already commenced.

3. Organisational Development of the Spectrum Directorate

According to PD 387/2002 on the internal structure of EETT, primarily the Spectrum Directorate deals with radio spectrum issues.