

**GOVERNMENT GAZETTE  
OF THE HELLENIC REPUBLIC**

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**PRESIDENTIAL DECREES**

PRESIDENTIAL DECREE no: 360

Organization of National Intelligence Service (EYP)

**THE PRESIDENT OF THE  
HELLENIC REPUBLIC**

In consideration of:

1. The provisions of articles 4 par.1 and 2, 5 par. 1, 2 and 3, 6 par. 1, 7 par. 1, 10 par. 1 and article 23 par. 2 of L. 1645/1986 “National Intelligence Service” (A’ 132).
2. The provision of article 12 of L.D. 736/1970 (A’ 255) “regulation of issues concerning the legislation of the Legal Council of the State”
3. The provision of article 27 of 2081/1992 “Regulation of the Institution of Chambers of Commerce, amendment of provisions of L. 1712/1987 for the modernization of the professional organizations of merchants, craftsmen and other professionals and other provisions (A’ 154/10-9-1992).
4. The joint decision of the Prime Minister and the Minister of Finance Y 1867/1992 “Assignment of Minister of Finance competences to the Deputy Minister of Finance, Konstantinos Giatrakos, for issues concerning the Legal Council of the State. Supplementation to the Decision Y 1847/1078399/1182/0001/1992” (B’ 563).
5. The fact that, by the provisions hereof the State budget is burdened with the amount of 5.900.000.000 Drachmae for the current fiscal year and 6.464.322.000 Drachmae for each of the subsequent years. For the above expense, the State budget has been credited with the amount of

5.900.000.000 Drs. (Special Item 11-130 under the K.A.E group 0200-0300-0400-0500-0700-0800-1100-1300-1400-1600-1700-5000-8100).

The above expense shall not burden the State any further, considering that the substantial provisions hereof constitute a repetition of the provisions of legislation currently in force in EYP.

6. The opinions 471/1992 and 512/1992 of the Council of State based on the proposal of the Prime Minister and the Deputy Minister of Finance,

We hereby decide:

## **FIRST PART**

### **SERVICES – BODIES**

#### Article 1

#### Structure of EYP

1. The National Intelligence Service consists of the Central Service and the Regional Units. The National Intelligence Service comprises Directorates, Subdirectorates, Units, Departments, Offices and Secretariats as defined hereof and specified in detail in EYP's internal regulation.

- a) **Central Service:**

The Central Service includes:

The Director General's Secretariat

The Deputy Director General's Secretariat

The Directorate A'

The Directorate B'

The Directorate C'

The Directorate D'

The Directorate E'

The Directorate F'  
The Directorate G'  
The Directorate H'  
The Security Department  
The Audit Department

**b) Regional Units**

The Regional Units consist of the Regional Support Units as specifically defined in the internal regulation of EYP.

2. An office of the Legal Counselor of State is hereby established in the Central Service. Its staff and operation follows the provisions of the Legal Council of the State.

Article 2

Competences of the National Intelligence Service

EYP's services and bodies have the following competences:

*a. The Director General*

Has the competences specified in article 3.

*b. The Director General's Secretariat*

Ensures the continuous secretarial support of the Director General, keeps the correspondence and takes care of public relations.

*c. The Deputy Director Generals*

Have the competences specified in article 4.

*d. The Deputy Director Generals' Secretariats*

Support the functions of the Deputy Director Generals' offices.

*e. The Directorate A'*

Is competent to collect intelligence concerning the National Security of the State in the military, political and financial sectors.

*f. The Directorate B'*

Assists the Director General in the coordination and control of the Service. It is also competent for training EYP's personnel.

*g. The Directorate C'*

Is competent for handling spying activity against the State.

*h. The Directorate D'*

Is competent for the analysis and process of intelligence concerning National Security and its distribution to the competent authorities.

*i. The Directorate E'*

Is competent for the collection of intelligence by electronic means and for securing national communications.

*j. The Directorate F'*

Provides technical support as well as the necessary means and materials to the Operational Directorates.

*k. The Directorate G'*

Is competent for the organization of the Service and issues regarding personnel, finances and contracts.

*l. The Directorate H'*

Provides logistics support.

*m. The Security department*

Provides for the security of personnel, means and premises.

*n. The Audit department*

Is the competent for the financial auditing regarding the management of funds and materials.

*o. Regional Units*

Provide intelligence support.

### Article 3

#### Director General

1. The Minister of Interior appoints as EYP Director General a Greek or equivalent foreign University or other equivalent domestic or foreign

Faculty Degree holder who has administrative experience in public or private sector.

Senior retired officers of the Armed Forces, the Coast Guard or the Hellenic Police may also be appointed as EYP Director General.

2. By resolution of the Minister of Interior, Director General's duties may be assigned to active senior public servants. The duration of service shall be defined in this assignment act.
3. The above assignment of an active public servant as Director General results in the suspension of the duties of his main position.
4. The Director General heads EYP and
  - a. Holds top executive power over EYP's services. He controls and coordinates EYP's work. Within the framework of his authority the Director General issues Circulars and Permanent Orders.
  - b. Is disciplinarily superior to EYP's civil and military personnel and exercises disciplinary power in accordance to the provisions in force and those hereof.
  - c. Is the advisor to the Minister of Interior for matters within his authority, and on issues concerning National Security.
  - d. Is competent for matters regarding personnel excluding appointments, tenure of apprentice personnel, integrations, transfers and relocations outside EYP.
  - e. Is competent for financial issues excluding the purchase of foreign currency from the Bank of Greece and the elaboration of EYP's budget.
  - f. Minister of Interior defines, pursuant to art. 4 par. 2 sub-par. 1 and in conjunction with art. 4 par. 1 sub-par.d' of L. 1645/1086 the competences of the Director General which may be transferred, by proposal of the Director General, to the Deputy Directors General, Heads of Directorates, of Independent

Departments and Directors of Regional Units and, generally, Heads of EYP Departments.

5. In case of absence or impediment, the Director General is substituted by the Deputy Director General A and in the latter's absence or impediment, by the Deputy Director General B.

#### Article 4

#### Deputy Directors General

1. Minister of Interior appoints as EYP Deputy Director General an individual holder of a Greek or equivalent foreign University Degree or other equivalent domestic or foreign Faculty who has administrative experience in the public or private sector.

Senior retired officers of the Armed Forces, Coast Guard or Hellenic Police may also be appointed as EYP Deputy Directors General.

By resolution of the Minister of Interior the duties of the Deputy Director General of EYP are assigned to senior active officers of the Armed Forces, Coast Guard or Hellenic Police and to senior active public servants.

The assignment of EYP Deputy Director General duties to an active public servant results to the suspension of the exercise of the duties of its main position.

The Deputy Directors General assist the Director General in the exercise of its duties pursuant to article 5 par. 2 of L. 1645/1986, exercise any other duty provided hereof or transferred to them by the Minister of Interior and are in charge of:

The Deputy Director General in the operational sector (A' Deputy Director General):

- a. The A', C', D' and E' Directorates
- b. The district support units

The Deputy Director General in the Administrative, Financial and Technical support sector (B' Deputy Director General):

- a. the Directorates F' G' H'
2. The Deputy Director General of the Administrative, Financial and Technical support sector is the Chairman of the Service and Disciplinary Board.
3. In case of absence or impediment Deputy Director General in the operational field is substituted by Director General and in latter's absence or impediment by Deputy Director General in the Administrative, Financial and Technical support sector. The latter is substituted by the Deputy Director General in operational sector and in its absence or impediment by the EYP's Director General.

#### Article 5

##### Heads of EYP's Services

1. EYP's Services are hierarchically structured as follows:
  - The Directorates are supervised by the respective heads of the directorates (Directors)
  - The Individual Departments are supervised by the respective heads of the departments (Department Directors)
  - The Regional Units are supervised by their respective directors (Unit Directors)
  - Individual offices and secretariats are headed by their respective superiors

In application of the provisions in force and hereof, Unit Directors are to be treated as Heads of Directorates or Heads of Departments based on the unit's hierarchical ranking provided for in the internal regulation as well as in the relevant list of personnel composition and allocation as specified in article 4 par. 2 sub-par. b' of Law 1645/1986

(A' 132) and, similarly, the heads of secretariats as heads of individual offices.

2. Personnel selection

a. The positions mentioned in the previous paragraph are occupied by civilian and military personnel according to EYP's internal regulation.

b. Heads of EYP's services are staffed as follows:

i. Directors, Deputy Directors, Department Directors, Unit Directors and Deputy Directors by decision of the Director General. In the case of civilian personnel, selection is made among A-rank employees, regardless of their time of service in this rank.

ii. Department Directors and the heads of individual offices and secretariats as follows:

a. In the case of civil personnel, by decision of the Official Board per L. 1586/1986 (A' 37) and the provisions hereof.

b. In the case of military personnel (including the Armed Forces, Hellenic Police and the Coast Guard corps) by decision of the Director General.

c. The following categories of personnel are chosen to serve as Heads of EYP's Services:

i. *Permanent civil servants*

In accordance with the provisions of L. 1586/1986 (unless specified otherwise hereof). During the selection process the following are taken into consideration:

i. *previous experience*

ii. *initiative* during the carrying out of the employee's duties

iii. *employee performance*, as described in the annual evaluation reports, and

iv. degree and graduate studies as well as training within EYP or otherwise.

ii. *From the personnel of the Armed Forces, Hellenic Police or Coast Guard*

Graduates of the Armed Forces Schools, the Hellenic Police and Coast Guard schools or graduates of Higher-Grade Educational Institutes. The above personnel cannot occupy any position supervising a Directorate, Sub-Directorate or Department of the operational sector unless they have got proven administrative experience in the Armed forces, Police or the Coast Guard.

### 3. Personnel Substitution

When absent or otherwise unable to perform their duties, the Heads of EYP's services (Directors) may be substituted by the Deputy Directors or the Deputy Directors of the Regional Units, if applicable. In the cases where such positions are not provided for, any substitutions are made in accordance with article 13 of L. 1586/1986 unless contrary to the provisions hereof.

Exceptionally, the Director General may dictate other ways of substitution as required by individual cases.

## Article 6

### Intelligence Council

1. By resolution of the National Security Council and the Minister of Interior, the Intelligence Council coordinates the activities of all intelligence and security services in the field of collection and disclosure of information regarding EYP's competencies.

2. The Intelligence Council meets regularly, every two months and, exceptionally, by invitation from the Chairman when necessary. The Chairman elaborates the agenda and introduces the issues for discussion unless he appoints another member.
3. A rank-A EYP employee or a senior Armed Forces, Hellenic Police or Coast Guard officer, appointed by the Chairman, performs duties of secretary of the Council.
4. The Council's Chairman, in due time, presents the agenda to the Minister of Interior who exercises the competency to assign members of the Council pursuant to article 6 par. 2 of L. 1645/1986 (A' 132). If the members of the Council have not been indicated by the Minister of Interior up to the specific date and time of the meeting, the Intelligence Council meets as soon as possible with the rest of its members.
5. The Intelligence Council convenes with all its members present without exception, and states its opinion with the majority of the members present. In case of an equal vote the Chairman's vote prevails. EYP's Director General informs in detail the Minister of Interior about the issues discussed and submits the stated opinions of the Council.

#### Article 7

##### Joint Intelligence Coordination Committee

1. A joint intelligence coordination committee is hereby established. It consists of the Deputy Director General competent for the operational sector as Chairman and the following members:
  - a. The representatives as appropriate of the Ministers of National Defense, Foreign Affairs, Public Order and competent State Services
  - b. One representative of each Directorate of EYP

2. By decision the Director General, the committee convenes once per two months and urgently when necessary. The above decision also defines the agenda.
3. The committee exercises the following competences:
  - a. Elaborates and forwards proposals to the Intelligence Council.
  - b. Resolves issues concerning cooperation and coordination between EYP and its entities, as those defined in par.1a hereof.
  - c. Supervises the implementation of the decisions taken by the Intelligence Council while assigning specific activities to its members.

## Article 8

### Committees

By resolution of the Director General, committees may be established to address the administrative, functional and operational issues of EYP. The composition of the above committees and their duties are defined by a resolution of the Minister of Interior pursuant to the first sub-paragraph of par. 2 article 4 of L. 1645/1986 (A' 132).

## **SECOND PART**

### **PERSONNEL**

#### **CHAPTER A'**

### **CATEGORIES – PERSONNEL BRANCHES**

#### **I : CIVILIAN PERSONNEL**

## Article 9

### Branches of permanent personnel

The structure of permanent personnel branches is as follows:

1. Branches of Higher Education (PE):
  - a. Branch PE1 “Administrative Staff”
  - b. Branch PE2 “Intelligence Officers”
  - c. Branch PE3 “IT Officers”
  - d. Branch PE4 “Crypto Analysts”
  - e. Branch PE5 “Communications Analysts”
  - f. Branch PE6 “Tech Specialists”
2. Branches of Technological Education (TE):
  - a. Branch TE1 “Application Technicians”
  - b. Branch TE2 “Intelligence Officers”
  - c. Branch TE3 “IT Officers”
  - d. Branch TE4 “Graphic Artists – Library Scientists”
  - e. Branch TE5 “Radio Telegraphers”
3. Branches of Secondary Education (DE):
  - a. Branch DE1 “Administrative Staff”
  - b. Branch DE2 “Intelligence Officers”
  - c. Branch DE3 “IT Staff”
  - d. Branch DE4 “Crypto Analysts”
  - e. Branch DE5 “Communications Analysts”
  - f. Branch DE6 “Technicians”
  - g. Branch DE7 “Translators-Listeners-Interpreters”
  - h. Branch DE8 “Printing Staff – Typographers”
  - i. Branch DE9 “Drivers”
  - j. Branch DE10 “Telephone Operators”
4. Branches of mandatory education (YE) to which are subject:
  - a. Branch YE1 “Assistant Staff”
  - b. Branch YE2 “Guards – Watchmen”
  - c. Branch YE3 “Kitchen Staff”
  - d. Branch YE4 “Cleaning Staff”

*Branches of Higher Education:*

Article 10

Branch PE1 – Administrative Staff

1. Branch PE1 includes 48 positions.
2. The qualifications necessary for appointment at the introductory grade are:
  - a. A Degree in Law, Political Sciences or Finance from the University of Athens or the Panteion University of Political Sciences or the University of Piraeus or the University of Macedonia or any equivalent Degree from a foreign faculty.
  - b. Very good knowledge of one of the foreign languages that interest EYP.
  - c. Typing skills in the greek language.

Article 11

Branch PE2 – Intelligence Officers

1. Branch PE2 includes 211 positions.
2. The qualifications necessary for appointment at the introductory grade are:
  - a. A Degree from a greek or foreign university or military or police academy.
  - b. Very good knowledge of one of the foreign languages that interest EYP.
  - c. Typing skills in the greek language.

Article 12

## Branch PE3 – IT Officers

1. Branch PE3 includes 21 positions
2. The qualifications necessary for appointment at the introductory grade are:
  - a. A Degree in Information Technology or in Computer Engineering from a greek or foreign university respectively.
  - b. Very good knowledge of one of the foreign languages that interest EYP.
  - c. Three years experience in IT including software engineering, databases and real time applications.
  - d. Typing skills in the greek language.
  - e. By the issue hereof and for a 12 months period of time, in the positions of the PE3 branch of information technology are appointed graduates of technical universities or applied sciences faculties of Greece or abroad, specialized in the analysis or software applications proven with diploma of studies in AEI, TEI or Laboratories of Independent studies.

## Article 13

## Branch PE4 – Crypto-analysts

1. Branch PE4 of Crypto-analysts includes 10 positions.
2. The qualifications necessary for appointment at the introductory grade are:
  - a. A Degree in Applied Sciences, Philosophy, Law or Finance from the University of Athens or the Panteion University or the Piraeus University or the Macedonia University or an equivalent Degree from a foreign University.
  - b. Very good knowledge of one of the foreign languages that interest EYP.
  - c. Typing skills in greek language.

## Article 14

## Branch PE5 – Information – Communications Analysts

1. Branch PE5 – Information – Communication Analysts includes 22 positions.
2. The qualifications necessary for appointment at the introductory grade are:
  - a. A Degree in the Applied Sciences, Philosophy, Law and Finance from the University of Athens or the Panteion University or the Piraeus University or the Macedonia University or an equivalent Degree from a foreign university.
  - b. Very good knowledge of a foreign language that interests EYP
  - c. Typewriting skills in greek language

## Article 15

## Branch PE6 –Tech Specialists

1. The Branch PE6 – Tech Specialists includes 21 positions specified by the equivalent qualifications necessary for the introductory grade, as follows:
  - a. Engineer on electronics

A Degree from a Technical University or a Degree from the Faculty on Physics specialized on radio-electricity or an equivalent Degree from a foreign university.
  - b. Engineer on electricity

A Degree from a Technical University or an equivalent Degree from a foreign Faculty
  - c. Mechanical engineer

A Degree from a Technical University or an equivalent Degree from a foreign Faculty
  - d. Architect engineer

A Degree from a Technical University or an equivalent Degree from a foreign Faculty

e. Civil engineer

A Degree from a Technical University or an equivalent Degree from a foreign Faculty

f. Agronomist-Topographer engineer

A Degree from a Technical University or an equivalent Degree from a foreign Faculty

g. Chemical engineer

A Degree from a Technical University or an equivalent Degree from a foreign Faculty.

h. Expert researchers

(1) A Degree in electricity or electronics from a Technical University, or a Degree in Physics from the Physics -Mathematics Faculty or an equivalent Degree from a foreign university.

(2) A PhD in the analysis and process of analogical and digital signals or in the design and production of electronic systems for the protection of communications, from a greek or a foreign university.

(3) At least three years practical experience concerning electronics

2. It is also required:

a. Very good knowledge of a foreign language that interests EYP and

b. Typewriting skills in greek language

3. The positions hereof are unified and are fulfilled by the types of staff as stated above, depending on the EYP current needs.

Branch of Technological Education (TE)

Article 16

Branch TE1 – technological applications

1. Branch TE1 – technological applications includes 68 positions specified by the equivalent qualifications as follows:
  - a. Technician in Electronics  
A Degree in Electronics from TEI or an equivalent Degree from a greek Faculty or an equivalent Degree from a foreign university.
  - b. Mechanical engineer on applied technology  
A Degree in mechanical engineering from TEI or an equivalent Degree from a greek Faculty or an equivalent Degree from a foreign university.
  - c. Civil engineer on applied technology  
A Degree in Structural Works from TEI or an equivalent Degree from a greek Faculty or a Degree from a foreign university.
2. It is also required:
  - a. Very good knowledge of a foreign language that interests EYP and
  - b. Three years experience in the public or private sector relating to the diploma required.
3. The positions hereof are unified and are fulfilled by the types of staff referred in par. 1 hereof, depending on the EYP current needs.

#### Article 17

##### Branch TE2 – Intelligence Officers

1. Branch TE2-Intelligence Officers includes 19 positions
2. The qualifications necessary for the appointments in the introductory grade are:
  - a. A Degree from a greek or foreign high educational Institute or an equivalent Degree from a foreign Institute.
  - b. Very good knowledge of a foreign language that interests EYP and
  - c. Typewriting skills in greek language

3. By the issue hereof and for a three (3) years period of time, in the positions of Branch TE2 – Intelligence officers are appointed graduates foremen of secondary vocational education ( annulled by L. 576/1977 (A’ 102)) who have attended courses for at least two years. The latter should have also a Lyceum school diploma (Apolyterium) or a Diploma from the six-grade high School in addition to the qualifications provided in par.2 sub.b,c hereof.

#### Article 18

##### Branch TE3- Information science

1. Branch TE3- Information Science includes 47positions
2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A Degree from the Faculty in the computers software and analysis or from the TEI Faculty in IT systems or an equivalent Degree from a greek Faculty or a Degree from a foreign University.
  - b. Very good knowledge of a foreign language that interests EYP.

#### Article 19

##### Branch TE4 – Technologists of Graphic arts- Library scientists

1. Branch TE4- Technologists of Graphic arts- Library scientists includes 7 positions specified by the equivalent qualifications as follows:
  - a. Photographer
    - aa. A Degree in graphic arts technology from the TEI Faculty and
    - bb. Three years experience in the public or private sector relating to the diploma required.
  - b. Graphic artist
    - aa. A Degree in the graphic arts from the TEI Faculty and
    - bb. Three years experience in the public or private sector relating to the diploma required.
  - c. Designer

- aa. A Degree in the graphic arts from the TEI Faculty
- bb. Three years experience in the public or private sector relating to the diploma required.
- d. Technologist of Graphic arts (Typographer)
  - aa. A Degree in Graphic arts from the TEI Faculty and
  - bb. Three years experience in the public or private sector relating to the diploma required.
  - e. Library scientist
    - aa. A Degree in library science from the TEI Administration and Finance Faculty.
    - bb. Very good knowledge of a foreign language that interests EYP
    - cc. Typewriting skills in greek language
- 2. By the issue hereof and for a two (2) years period of time, in the positions of branch TE4 Technologists of Graphic arts-Library scientists are appointed graduates in Decoration and Design from a Public or Private Faculty. The latter should have attended courses for two years at least. It is also required a Lyceum school diploma (Apolysterium) or a Diploma from the six-grade high School, plus the qualifications under 1c, bb, hereof.
- 3. The positions provided hereof are unified and are fulfilled with the types of staff as stated above depending on the EYP current needs.

#### Article 20

##### Branch TE5 – radio telegraphers

- 1. Branch TE5 – radio telegraphers includes 307 positions
- 2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A Degree in Radio-Telegraphy from a Higher Public Merchant Navy School or an equivalent Degree from a Higher School.
  - b. Typing skills

- c. Very good knowledge of a foreign language that interests EYP and
- d. Three years experience in the public or private sector relating to the diploma required.

Branches of secondary Education level (DE)

Article 21

Branch DE1 – Administrative personnel

- 1. Branch DE1 – Administrative personnel includes 149 positions
- 2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A Diploma from Lyceum or a Six- grade High School (Apolysterium)
  - b. Typewriting skills in greek and a foreign language and
  - c. Very good knowledge of a foreign language that interests EYP

Article 22

Branch DE2 – Intelligence Officers

- 1. Branch DE2 – Intelligence Officers includes 73 positions
- 2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A Diploma from the Lyceum or the Six- grade High School (Apolysterium)
  - b. Typewriting skills in the greek and a foreign language and
  - c. Very good knowledge of a foreign language that interests EYP

Article 23

Branch DE3 – Information Science

1. Branch DE3-Information Science includes 53 positions specified by the equivalent qualifications as follows :

a. Computers programmers

A Diploma from the Lyceum School (Apolyterium) or a Diploma from the Technical-Vocational School or the School of OAED

b. Experts in Data Entry Devices

A Diploma from the Lyceum School (Apolyterium) or a Diploma from the Technical-Vocational School or the school of OAED

c. Secretary in Data Entry Devices.

A Diploma from the Lyceum School (Apolyterium)

3. It is also required:

a. Very good knowledge of a foreign language that interests EYP

b. Three years experience in the public or private sector relating to the diploma required.

c. Typewriting skills in the greek language

4. The positions provided for hereof are unified and are fulfilled with the types of staff as stated above depending on the EYP current needs.

#### Article 24

##### Branch DE4 – Crypto-analysts

1. Branch DE4 – Crypto-analysts includes 10 positions

2. The qualifications necessary for being appointed in the introductory level are defined as follows:

a. Lyceum school Diploma (apolyterium) or a Diploma of an equivalent school.

b. Typing skills in greek language

c. Very good knowledge of a foreign language that interests EYP

#### Article 25

##### Branch DE5 – Information – Communications Analysts

1. Branch DE5- Information- Communications Analysts occupies 17 positions
2. The qualifications necessary for the appointment in the introductory grade are:
  - a. Lyceum School Diploma (apolyterium) or a Diploma from an equivalent school.
  - b. Typing in greek language
  - c. Very good knowledge of a foreign language that interests EYP

#### Article 26

##### Branch DE6 – Technicians

1. Branch DE6–Technicians includes 53 positions specified by the equivalent qualifications as follows:
  - a. Technician on telecommunications (Electronic)  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - b. Welder  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - c. Electrician  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - d. Turner-Applier  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - e. Plumber  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - f. Cooler – Stoker

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

g. Mechanical engineer

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

h. Painter

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

i. Carpenter

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

j. Vehicles mechanic

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

k. Vehicles Electrician

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

l. Tin man

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

m. Dyer – Upholsterer – Washman – Greaser

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

n. Engineer in Electronic Installations

A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.

3. It is also required a three years experience being acquired after the possession of the Diploma.
4. The positions provided hereof are unified and are fulfilled with the types of staff above depending on the EYP current needs.

## Article 27

## Branch DE7 Translators – Listeners – Interpreters

1. Branch DE7 Translators – Listeners – Interpreters includes 53 positions:
2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A Lyceum Diploma (apolyterium) or a Diploma of an equivalent school.
  - b. Typing skills in greek language and
  - c. Very good knowledge of a foreign language that interests EYP

## Article 28

## Branch DE8 – Typographers

1. Branch DE8 – Typographers includes 53 positions specified by the equivalent qualifications as follows:
  - a. Photographer  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - b. Typographer  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - c. Graphic Artist  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - d. Bookbinder  
A School Diploma (Apolyterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
2. It is also required a three years experience being acquired after the possession of the Diploma.

3. The positions provided hereof are unified and are fulfilled with the types of staff above depending on the EYP current needs.

#### Article 29

##### Branch DE9 – Drivers

1. Branch DE9 – Drivers occupies 90 positions
2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A School Diploma (Apolysterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - b. A D' class driver's license

#### Article 30

##### Branch DE10 – Telephone Operators

1. Branch DE 10 – telephone operators includes 23 positions
2. The qualifications necessary for the appointment in the introductory grade are:
  - a. A School Diploma (Apolysterium) from a Technical-Vocational Lyceum or a secondary Technical-Vocational school or OAED School.
  - b. Knowledge of a foreign language that interests EYP

#### Branches of mandatory educational level (YE)

##### Article 31 – Assistant personnel

1. Branch YE1- Assistant personnel includes 53 positions specified by the equivalent qualifications as follows:
  - a. Photocopier
 

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

b. Office boy – Storekeeper – Lumpers

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

c. Barber

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

2. The positions provided for hereof are unified and are fulfilled with the types of staff as stated above depending on the EYP current needs.

Article 32

Branch YE2 Guards – Night guards

1. Branch YE2 Guards – Night guards occupies 93 positions
2. The qualifications necessary for the appointment in the introductory grade are:

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

Article 33

Branch YE3 – Kitchen personnel

(Cook – Decoctions preparer - Waiter

1. Branch YE3 – Kitchen personnel occupies 7 positions
2. The qualifications necessary for the appointment in the introductory grade are:

a. A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

b. Three years experience

#### Article 34

##### Branch YE4 – Cleaning personnel

1. Branch YE4 – Cleaning personnel includes 53 positions specified by the equivalent qualifications as follows:

a. Gardener

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

b. Cleaning lady

A Diploma from a school of mandatory education (school diploma from a three grade high school or for candidates who have graduated till 1980, school diploma of elementary education) or a Diploma from lower grade technical school (L.D. 580/1970- A' 139).

c. The positions provided for hereof are unified and are fulfilled with the types of staff as stated above depending on the EYP current needs.

#### Article 35

##### Specialized Scientific Personnel

1. 20 positions of specialized scientific personnel are hereby established in EYP with an employment relationship governed by private law, the fulfillment of which requires the qualifications provided for in article 10 of L. 1476/1984 (A' 136).

2. The specialized scientific personnel is employed with a definite time work contract with a duration of up to three (3) years to cover special needs such as military, political and international relations analysts, economists, organization and computer specialists and other similar scientists.
3. The positions of par.1 may be filled by public sector personnel transfers along with a full or partial duties assignment.
4. All scientific personnel are assigned duties in the field of their specialization.
5. Scientific personnel are compensated as defined in the article 10 of L. 1476/1984. In the case of part time employment, compensation shall be proportional to the hours of employment.

#### Article 36

##### Allocation of Civil Personnel

Civil personnel positions in the Central Service and the Regional Units are allocated and distributed in accordance with the provisions in EYP's internal regulation and the table of composition and allocation of personnel (art. 4 par. 2 of L. 1645/1986).

#### Article 37

Ascertainment of the degree of knowledge of a foreign language

1. In the cases where fluency in a certain foreign language is required for employment, as defined hereof, the verification is carried out by the following procedure:
  - a. Submission of either the license to teach the foreign language in language schools, issued by the Ministry of Education or the relevant Degree, Diploma or Certificate by a foreign body or institution which is necessary to obtain above license.

- b. Oral and written examinations conducted by an exam committee.
2. The verification is also carried out by means of oral and written examinations conducted by an exam committee in the following cases:
  - a. When fluency in the foreign language is required but the candidate lacks the documents defined in the preceding paragraph.
  - b. When ‘very good’ or ‘good’ knowledge of the foreign language is required.

## II: ARMED FORCES, HELLENIC POLICE AND COAST GUARD PERSONNEL

### Article 38

1. The following positions are established to cover special needs in EYP:
  - a. 80 officers of the Armed Forces ranking from Captain to Brigadier General.
  - b. 75 officers of the Hellenic Police ranking from Police Lieutenant to Brigadier
  - c. 10 officers of the Coast Guard ranking from Ensign to Captain
  - d. Up to 700 soldiers and lower ranking officers of the Armed Forces, the Coast Guard of the Police who are assigned with safeguarding of EYP’s premises.
2. The Central Service and the Regional Units are considered military installations regarding their security and safeguarding.
3. Personnel of the Armed Forces (except of the soldiers of par. 1 case “d”), Hellenic Police and Coast Guard, are assigned and must remain in EYP for an obligatory 5 years unless removed for reasons pertaining to EYP’s interests. The above time period may be extended when the personnel are deemed worthy in the performance of their duties.

**CHAPTER B'**  
**ISSUES OF PERSONNEL STATUS AND**  
**EMPLOYMENT RELATIONSHIP**

Article 39

Appointment and placement of civil personnel

1. Vacancies in civil personnel positions are filled in deviation of the legislation in force, by choice, following a public announcement, among those who have qualifications specified hereof. The above announcement is made by decision of the Minister of Interior following a proposal by the Director General of EYP.
2. Choice is made by a three-member committee which is established by decision of the Minister of Interior following a proposal by the Director General of EYP. The composition of the committee, the positions to be fulfilled, the selection process and any relevant details are determined solely by the Minister of Interior.
3. Appointment of the civil personnel is made, by decision of the Minister of Interior, at entry-level and wage scale as specified in the legislation in force.
4. The appointed civil personnel are subject to a two-year apprenticeship during which they will be attending all relevant EYP schools.
5. During the above period, employees may be dismissed by decree of the Minister of Interior following a proposal by the Director General of EYP and decision of the Official Board.
6. Subject to the provision of art. 5 par. 2 case bh, appointment of civil personnel in Directorates, individual departments, individual offices, secretariats and Regional Units is made by decision of the Director General.

7. Any mobility of EYP personnel between the various Services and Directorates of the Central Service is determined by the Director General.

#### Article 40

#### Selection and placement regarding officers of the Armed Forces, the Police and the Coast Guard

1. Placement regarding officers of the Armed Forces, the Police and the Coast Guard is made by choice of EYP's Director General and the officer's consent.
2. Placement regarding officers of the Armed Forces, the Police and the Coast Guard requires that the candidates:
  - a. Be graduates of their respective Armed Forces, Police and Coast Guard Academies or graduates of Higher Educational Institutes.
  - b. Have been deemed worthy of promotion per selection during the last evaluation before their placement by the relevant Board of the Army, Police or Coast Guard sector. In the case that such a promotion is not applicable their personal record should not hold any negative data.
3. Reserve officers may serve in the positions described in article 38. Officers detached from the reserve forces and serving in EYP are subject to the provisions in force regarding age limits and the 35-year service.
4. Any personnel belonging to the Army, Police or Coast Guard are placed by Director General's decision.

#### Article 41

#### Transfer of civil personnel

1. By decision of the Minister of Interior following a proposal by the Director General of EYP and in deviation of any provisions in force, the transfer of civil personnel for a specific time period is permitted at the employee's consent, to other EYP positions for the fulfillment of special requirements.
2. The time period of transfer is considered as served in the main position from which the employee has been transferred.
3. In accordance to confidential decisions by the Director General, personnel may be transferred from the Central Service to and vice versa as well as between Regional Units as required by extraordinary needs. The duration of such a transfer may be up to six months.

#### Article 42

##### Official relationship of personnel

Civil personnel and the employees of the Armed Forces, Police and Coast Guard are subject without discretion to their civil or military superiors and heads of the EYP Services as the latter are specified in the article 5 and the internal regulation of EYP.

#### Article 43

##### Official reports

1. The officers in charge of the Armed Forces, Hellenic Police or Coast Guard Forces evaluate their subordinate Officers and civil employees in accordance with the provisions in force per case.
2. The civil employees in charge of the directorates evaluate their subordinate civil employees in accordance with the legislation in force and their subordinate officers but only in respect with their performance in the specific position. As far as concern the other qualifications, those are evaluated from the Officers in charge of the

immediate upper official organic unit of EYP so that to be exhausted the chain of command and in case of lack of such an officer in charge, from the Director General of EYP.

#### Article 44

##### Disciplinary provisions

1. The following disciplinary penalties are imposed to the personnel serving in EYP:
  - a. To the civil personnel, the penalties provided by the Public Servants Code and the provisions in force for EYP.
  - b. To the Armed Forces, Hellenic Police and Coast Guard Forces personnel, the penalties provided by the legislation for the Armed Forces, Hellenic Police and Coast Guard Forces and the provisions in force for EYP.
2. The Heads of Directorates, Independent departments and Directors general of district units of EYP are entitled to impose without any discretion to the personnel subject to them, the disciplinary penalty of censure
3. The Director General of EYP has the disciplinary power of
  - a. Secretary General of a Ministry in respect to the civil personnel.
  - b. Military Corps Commander, Fleet Commander, Chief of Air Force, and similarly for the Hellenic Police and Coast Guard.

#### CHAPTER C'

##### RIGHTS-OBLIGATIONS – TRAINING OF PERSONNEL

#### Article 45

##### Motives

The personnel is given the following allowances:

- a. Deputy Directors receive a special rank allowance up to the 50% of their basic wage. The aforementioned allowance is reduced when the total amount of the Deputy Director General wage exceeds the 90% of the total amount of the Director General wage. The total wage includes all types of allowances and additional increases.
- b. Specialized scientific personnel provided in art.35 hereof receives a special scientific allowance up to 30% of their basic wage. The aforementioned allowance is reduced when the total amount of the aforementioned wage exceed the 85% of the total amount of the Director General wage. The total wage includes all types of allowances and additional increases.
- c. An allowance is given on high responsibility purposes, which is up to 30% of the amount corresponding to the scale wage or the basic salary. By resolution of the Minister of Interior taken after the Director General proposal, the given allowance is equal for the civil, military, police or Coast Guard personnel. On special grounds some specific personnel that may serve to special directorates, departments and units, receive a different type of allowance on high responsibility purposes. This allowance shall not exceed the 40% of the wage corresponding to the scale wage or basic salary.
- d. An allowance is given based on the excellent knowledge of an extra language besides that it is required for hiring in EYP. This allowance, the same for all EYP personnel and the civil, military, Hellenic police or Coast Guard forces covers the 5% of the amount corresponding to basic wage or the wage scale. The knowledge of the language is proved with an official title of studies or by examination before the EYP Committee.
- e. A bonification of tenement that covers the 30% of the amount corresponding to the 13<sup>th</sup> scale wage. This allowance is given to the

- civil personnel unless the employee or its spouse have already received it. This allowance is granted to one of the spouses if both of them serve in EYP.
- f. An allowance is given to officers from the Armed Forces, Hellenic Police and Coast Guard pursuant to art. 12 of L.1586/1986.
  - g. For the Deputy Directors the aforementioned allowance amounts to a 20% of the wage corresponding to the 1<sup>st</sup> scale wage. For the Heads of Guards the said allowance amounts to a 8% percentage respectively.

#### Article 46

##### Personnel obligations and restrictions

1. Besides any obligations deriving from civil servant status, personnel serving in EYP also have the following obligations:
  - a. To notify the Service for planning to travel abroad – specifically the countries and the duration of stay.
  - b. To notify the Service for being a member of an organization association or union.
  - c. To notify the Service about the person to be married or engaged with.
  - d. To proceed in due time to the positions, directorates or services when transferred.
2. The personnel should not have relationship with persons serving in foreign embassies, delegates or intelligence services without the previous knowledge and consent of the Service. Contact with persons involved in overthrowing the democratic regime of the State, is also prohibited, without the previous knowledge and consent of the Service.
3. The staff is obliged to keep all types of facts, documents or information that is aware of due to its service strictly confidential even if such information may concern them in private.

4. Violation of the rules mentioned above is a disciplinary offence punishable via the provisions in force. A dismissal penalty may also be imposed.
5. Marriage with a person that EYP deems dangerous to national security is possible but the employee is transferred to another public service or position in application of the provisions in art. 10 par. 2 of L. 1645/1986 (A' 132) and P.D. 283/1987 (A' 143).
6. Personnel could not testify before any Court for issues concerning the National Intelligence Service without prior decision of the Minister of Interior.
7. Further special restrictions and obligations of personnel are defined in EYP's internal regulation.

#### Article 47

##### Training of personnel

1. All the staff is trained in special schools from:
  - a. EYP
  - b. Armed Forces
  - c. Public Services and State Organizations
  - d. Abroad
2. Special schools offering basic training and further education, function in EYP. Successful graduation is an extra qualification useful for an employee promotion.
3. A confidential resolution of the Minister of Interior (not published in the Government Gazette) defines the following:
  - a. The EYP schools and the relevant courses
  - b. The duration, organization and regulation of the courses
  - c. Issues concerning the tutors and functioning

4. Personnel trained in the EYP schools pursuant to par.1 hereof, is obliged to a three (3) years service if training lasts between 6 and 12 months and a five (5) years service when training exceeds one (1) year.
5. No compliance with the above obligation results to a State refund. Allowances and training expenses received by the employee shall be returned within three months.
6. By a resolution of the Minister of Interior, Higher Educational Institutes accept staff for attending special courses.

#### Article 48

##### Mobilization of civilian personnel

1. Mobilization of civilian personnel is suspended during EYP service
2. By a resolution of the Minister of Interior after a proposal by the Director General the civilian personnel may be subject to mobilization depending on EYP needs.

#### Article 49

##### Working hours - Shifts

1. All types of staff, in an emergency case, is obliged to serve extra hours and days beyond the official or legitimate schedule.
2. By a decision of the Director General, depending on the operational needs of the Service, are defined the working hours and shifts.
3. Compensation is given according to legislation in force.

### **THIRD PART**

#### **Transitional and final provisions**

**Article 50**

## Incorporation of permanent civil personnel into branches

1. By decision of the EYP Official Board, permanent civil personnel that serves in EYP by the issue hereof, is de jure integrated, with its current rank, into the branches redefined hereof, as follows:

*Higher education branches of permanent civil personnel*

- a. PE1 branch “Administrative Staff” are incorporated into the PE1 branch “Administrative Staff”.
- b. PE2 branch “Intelligence Officers” are incorporated into the PE2 branch “Intelligence Officers”.
- c. PE3 branch “IT Officers” are incorporated into the PE3 branch “IT Officers”.
- d. PE4 branch “Crypto Analysts” and all “PE” category employees serving as crypto analysts for at least 2 years are incorporated into the PE4 branch “Crypto Analysts”.
- e. PE5 branch “Communications Analysts” are incorporated into the PE5 branch “Communications Analysts”.
- f. PE6 branch “Tech Specialists” are incorporated into the PE6 branch “Tech Specialists”.

*Technological education branches of permanent civil personnel*

- g. TE1 branch “Application Technicians” are incorporated into the TE1 branch “Application Technicians”.
- h. TE5 branch “Intelligence Officers” as well as DE11 branch “Intelligence Officers”, filling the terms and conditions defined in article 17 par. 3 after transfer, are all incorporated into the TE2 branch “Intelligence Officers”.

- i. TE3 branch “IT Officers” are incorporated into the TE3 branch “IT Officers”.
- j. TE4 branch “Graphic Artists – Library Scientists” and DE8 branch “Designers” filling the terms and conditions defined in article 19 par. 2 after transfer are incorporated into the TE4 branch “Graphic Artists – Library Scientists”.
- k. TE3 branch “Radio Telegraphers” are incorporated into the TE5 branch “Radio Telegraphers”.

*Secondary education branches of permanent civil personnel*

- l. DE1 branch “Administrative Staff” are incorporated into the DE1 branch “Administrative Staff”.
- m. DE11 branch “Intelligence Officers” are incorporated into the DE2 branch “Intelligence Officers”.
- n. DE2 branch “IT Staff” are incorporated into the DE3 branch “IT Staff”.
- o. DE4 branch “Crypto Analysts” are incorporated into the DE4 branch “Crypto Analysts”.
- p. DE5 branch “Communications Analysts” are incorporated into the DE5 branch “Communications Analysts”.
- q. DE3 branch “Technicians” are incorporated into the DE6 branch “Technicians”.
- r. DE6 branch “Translators-Listeners-Interpreters” are incorporated into the DE7 branch “Translators-Listeners-Interpreters”.
- s. Printing office technicians are incorporated into the DE8 branch “Printing Staff - Typographers”.
- t. DE9 branch “Drivers” are incorporated into the DE9 branch “Drivers”.
- u. DE10 branch “Telephone Operators” are incorporated into the DE10 branch “Telephone Operators”.

*Mandatory education branches of permanent civil personnel*

- v. YE1 branch “Assistant Staff” are incorporated into the DE1 branch “Assistant Staff”.
  - w. YE2 branch “Watchmen” are incorporated into the YE2 branch “Guards - Watchmen”.
  - x. YE3 branch “Kitchen Staff” are incorporated into the YE3 branch “Kitchen Staff”.
  - y. YE4 branch “Cleaning Staff” are incorporated into the YE4 branch “Cleaning Staff”.
2. Personnel, that, by the issue hereof, serves in branches not defined above, are intergraded, whilst keeping their current rank, into an equal number of respective temporary branches. Such positions are maintained until permanent abolition of the temporary branches due to withdrawal or retirement of the employees. As long as positions in the temporary branch TEP5 “Radio telegraphers” are still in existence, an equal number of regular positions are not required in corresponding TE5 branch “Radio telegraphers”.
- These temporary branches are:
- a. TEP5 “Radio Telegraphers”
  - b. TEP6 “Administrative Staff”
3. Specifically for the branch TEP6 “Administrative Staff”, employees currently belonging to branch DE1 “Administrative Staff” are de jure incorporated into the branch TEP6 when holding an Engineering Degree by any Secondary Technical Schools which required at least four years of study and were abolished with L. 576/1977 (A’ 102).
4. Employees serving in existing branches whose re-incorporation may ambiguously fit more than one branch, shall be incorporated into the

branches defined hereof which, by the Official Board's judgment, best suit the qualifications for each position.

Applications by employees requesting incorporation into one of the branches provided for above, shall also be taken into consideration unless contrary to the interests of the Service.

5. Employees refusing their permanency as per L. 1476/1984, may remain employed with a contract governed by private law in accordance with the provisions of art. 3 of the above Law. Such positions are abolished when the employees leave EYP.

#### Article 51

The provisions applying to Public Servants are applied also to the civilian personnel of EYP, unless otherwise stipulated by the L. 1645/1986 and implemented acts.

#### Article 52

On entry hereof into force, the provisions of P.D 396/1986 (A' 178), 279/1987 (A' 142), 541/1989 (A' 227) and 286/1991 (A' 102), as well as any provision contrary to the provisions hereof are abrogated.

P.D. 283/1987 (A' 143) and 308/1987 (A' 149) maintain their validity.

The validity hereof shall commence on publication in the Government Gazette.

We order the publication and the execution hereof to the Minister of Interior.

Athens, November 20<sup>th</sup> 1992

THE PRESIDENT OF THE REPUBLIC

**KONSTANTINOS G. KARAMANLIS**  
THE DEPUTY MINISTER OF FINANCE  
**KONSTANTINOS GIATRAKOS**