Board Resolution No. 4

RESOLUTION 4: SUBSTANTIAL INCREASE IN PERSONNEL

Adopted by the UFE Presidium

September 29, 2025, Faro, PT

WHEREAS

1. VIDA implementation will require processing approximately 50 billion transactions annually across the European Union in real-time;
2. Current tax administration staffing levels are inadequate to handle the volume, complexity, and technical sophistication of VIDA systems;
3. The EU-wide personnel deficit is substantial, requiring immediate recruitment and training of personnel to achieve the fraud reduction success demonstrated in Hungary (47%), Italy (60%), Poland (35%), and Spain (28%);
4. Without adequate staffing, even the most advanced technical systems will fail to achieve their fraud prevention objectives;
5. The return on investment for properly staffed VIDA implementation is substantial: €61 billion in annual MTIC fraud losses could be reduced by 35-60% based on successful implementations, making personnel investment economically imperative;
6. If national administrations are serious about fraud prevention, there is a requirement for significant investment in personnel and electronic system development, as proven by successful member states.

NOW, THEREFORE, IT IS RESOLVED

The UFE Presidium demands that all EU member states immediately begin massive recruitment and training programs to ensure adequate personnel for VIDA implementation, following the successful staffing models of advanced member states.

PERSONNEL REQUIREMENTS

The UFE establishes the following minimum staffing requirements based on successful implementations:

1. Immediate increase in personnel to support real-time monitoring and fraud detection capabilities;
2. Create specialized positions: Including new job categories such as Data Analysis Specialists, IT Forensics Experts, Real-time Monitoring Coordinators, and Cross-border Investigation Officers;
3. Develop and implement comprehensive training programs by January 2026, including technical skills, legal frameworks, international cooperation protocols, and continuous professional development training;
4. Provide competitive compensation: Salary levels must be comparable with private sector technology positions to attract and retain qualified personnel;
5. Develop clear career development pathways to ensure retention and progression of skilled staff;
6. Introduce international mobility: Establish exchange programs and temporary assignments to build cross-border expertise and cooperation networks, leveraging successful experiences from Hungary, Italy, Poland, and Spain.

SUCCESS METRICS

Personnel expansion success shall be measured against proven benchmarks:

- Fraud detection capability: Target 35-60% MTIC fraud reduction within 3-4 years of full staffing
- Response time improvement: Real-time alerts and investigation initiation within 24-48 hours
- Cross-border cooperation: Effective joint investigation teams operational in all member states
- Technical competency: 100% staff certification in advanced digital VAT systems by 2027

FUNDING MECHANISMS

Personnel expansion shall be funded through:

- EU Structural Funds allocated specifically for VIDA implementation;
- National budget increases with EU co-financing arrangements;
- Revenue improvements from enhanced VAT collection (estimated €21-37 billion potential annual savings based on 35-60% fraud reduction);
- Reallocation of resources from traditional enforcement to digital monitoring systems.

Adopted unanimously by the UFE Presidium

September 29, 2025

Florian Köbler, President

Union of Finance Personnel in Europe