



## Reports / promotions: what if... ?

Do you have any idea of the amount of energy expended each year on drawing up staff reports for GSC staff or of the number of working hours spent each year on interview preparation, interviews, consultations, report writing, comments, corrections and amendments (as well as on complaints, the Reports Committee's deliberations and appeals)? All this is done for the sake of the promotions procedure - an unpredictable, opaque and often unjust lottery and an inexhaustible source of frustration and tensions that demotivates at least as many deserving colleagues as it motivates. What an absurd waste!

What if we were to imagine a more rational, predictable, simple and motivating system?

What if all those colleagues whose work meets the high standards expected of an EU official were exempt from a written staff report?

And what if - given the trust-based culture with its focus on results and in which the ending of the clock in/out system means that staff are trusted to work the hours required - the absence of a written report was enough to demonstrate that the quality of work done met expectations and requirements?

Reports would then be issued only for those colleagues whose work was either exceptional or not up to standard (or for those colleagues who specifically asked for a report).

What if, once a year, those colleagues for whom no report had been issued were promoted at the same speed, since they would, by implication, have fulfilled the necessary promotion criteria. It would remain possible to accelerate the promotion of those colleagues who had been exceptional while those colleagues needing to improve the quality of their work would have to wait a little longer and prove their worth.

Everyone would benefit:

- The GSC would be free of a time-consuming, energy-sapping, expensive and toxic reports system, unworthy of an international institution that selects its staff carefully.
- Management staff would be able to focus on managing and doing their actual job.
- Staff would no longer be burdened with the frustration and injustice embedded in the current system. Their career progression would become more predictable and they would automatically and as a matter of course be given recognition for the work that they did. Everyone would be more motivated.

### *The Union Syndicale Team, at your service*



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