



## Review of recruitment procedures – profound disagreement persists

In 2019, the Appointing Authority proposed a review of the recruitment policy and procedures to the trade unions. Consultations then began.

The Appointing Authority's main aim is to simplify the procedures for recruiting contract and temporary staff so that vacancies can be filled more quickly.

**Union Syndicale** is not against this – vacant posts are not a good thing, and they increase the workload of other team members. Nevertheless, we have been careful to prevent the procedures becoming so simple that there would have been a risk of cronyism or complicity, and to ensure that citizens have equal access to public service, which is a basic principle of a democratic civil service. A social agreement seems possible on these points.

However, the Appointing Authority continues to refuse **Union Syndicale**'s two main demands:

- Participation of staff when Article 29(2) of the Staff Regulations is used  
This paragraph allows, in exceptional cases, the recruitment of officials without a competition. This recruitment method is the most delicate, since the selection is not made on the basis of an objective comparison of candidates' abilities. It is used to recruit senior officials and highly specialised staff.  
It is precisely because there is no competition, and therefore no objective comparison of abilities, that **Union Syndicale** is asking for staff representatives to participate in the selection process. In addition, this reflects staff members' desire to participate in the selection of their managers, which was again expressed during the work on the Secretary-General's action plan.
- Limiting fixed-term employment at the GSC  
In 2020, around two-thirds of GSC external recruitments (excluding mobility or change of category of existing staff) were temporary or contract staff, and only one third were officials. This is an unhealthy trend. Were it to continue, the GSC (and, by extension, the European civil service as a whole) would have a steadily decreasing proportion of officials, who would eventually become a minority. The permanence and independence of the civil service are under threat.

If the recruitment of staff on precarious contracts now becomes even easier, without the parallel introduction of clear limits on the rates involved, it is obvious where we will end up.

To counter this danger, **Union Syndicale** has proposed to cap the proportion of fixed-term employment by means of a social agreement. Employment of officials must remain the rule. The Appointing Authority continues to reject this proposal.

**Union Syndicale** will continue to work closely with the other trade unions to ensure the permanence and independence of the civil service, and of course to obtain more internal competitions as well, allowing as many staff members on fixed-term contracts as possible to make their jobs permanent. We are not yet aware of each other's intentions regarding the ongoing consultations. But in any event, on the basis of the positions discussed, a possible agreement between the administration and trade unions seems far from reach.

### The Executive Committee

