

FLASH
January
2022



Union
Syndicale
Fédérale
Consilium

Brussels, 27 January 2022

Place your bets!

The staff appraisal season has started



Once again, everyone must be ‘assessed’ and undergo a long, sometimes complicated, and sometimes very resource-intensive process. In essence, this is about getting your ticket for the 2022 promotions lottery.

As **Union Syndicale** has often explained, it is high time that the GSC abandoned an outdated and, unfortunately, often arbitrary and unfair system. The current system was designed in the 1980s for an institution comprising only a few hundred colleagues, where everyone knew each other.

In a lengthy negotiation (which has remained suspended for several years), the three trade unions submitted a [concrete proposal](#) radically simplifying the system. The Appointing Authority has still not responded to this.

2021 certification



A Council colleague passed the 2021 examinations at the European School of Administration (EUSA) in the context of the certification procedure. Congratulations from **Union Syndicale!**

We note that the training and examinations are tailored to administrator profiles at the Commission. EUSA does not sufficiently take into account the skills needed at the Council, which are recognised in the colleagues selected for the training programme. We ask why. The question is whether the Council should follow the example of the other institutions by sending more candidates to EUSA so that there are more annual certification opportunities. This would mean certification could be awarded to at least the small number of officials provided for by the Staff Regulations.

Reimbursement of public transport costs



You have until 15 February to submit your requests, along with all the supporting documents, for (partial) reimbursement of your public transport costs for 2021.

This is the last time this procedure is being used. Under the new rules which came into effect at the beginning of the year, and which the administration imposed despite the unanimous disagreement of the three trade unions, colleagues who have renounced their right to use the car parks will from now on automatically receive EUR 350 (function group I contract staff will receive a higher amount).

Simplicity is good, but we fear that a significant number of us will be compelled to come by car because public transport costs are simply too high (in particular those colleagues living more than 30 km from Brussels lose out under the new rules). The new rules do not therefore encourage the use of public transport. Nor are they in keeping with the spirit of an environmentally-friendly policy (reduction of air and noise pollution).

Endangered species: the EU official



There are rumours that the World Wildlife Fund is considering adding EU officials to the 2022 list of endangered species.

If we look at external recruitment at the GSC over the course of 2021 (i.e. not counting internal or interinstitutional mobility or changes to contracts), we see that fewer than 10 % of all new colleagues are officials and more than 90 % are temporary or contract staff. This is a new record and it is worrying.

It is destroying the European civil service.

It is also, in fact, more expensive in the long term. We are losing our colleagues' expertise and experience. These colleagues need to be quickly replaced again when their contracts come to an end, and this involves a recruitment process that is costly in terms of resources. New colleagues need to be trained, too.

Union Syndicale calls on the Appointing Authority to return to a healthy recruitment policy, in which the vast majority of new colleagues are officials. This will ensure the independence, permanence and excellence of the European civil service and provide job security for as many of our colleagues as possible.

Union Syndicale also requests that a large number of internal competitions be held so that staff on temporary contracts are able to become established officials.

The Executive Committee



If you think that we do a useful job, [join us](#), we are stronger together !