



**Union  
Syndicale  
Fédérale  
Consilium**

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## Promotions 2018

Within the Staff Committee, Union Syndicale experts regularly analyse the figures proposed by the administration for promotions and strive to achieve the best possible outcome for staff. This year, they have managed to improve SC officials' prospects a great deal.

As every year, when the holidays approach, the promotions season comes round again. The new system, which was announced in January with a great fanfare of publicity, is still under wraps. Consultation with staff representatives has just started.

A few weeks ago everyone could find out whether he or she was indeed on the list of officials eligible for promotion and how many possibilities for promotion upwards there were. But how is that figure arrived at? Why are there relatively a lot more or a lot fewer possibilities in one grade compared to another?

Article 6(2) of the Staff Regulations provides that:

*«2. Without prejudice to the principle of promotion based on merit as laid down in Article 45, that plan [the establishment plan] shall ensure that, for each institution, the number of vacant positions at every grade of the establishment plan on 1 January of each year corresponds to the number of officials in the lower grade in active employment on 1 January of the preceding year, multiplied by the rates laid down in Annex I, Section B, for that grade. Those rates shall be applied on a five-year average basis as from 1 January 2014».*

These are the rates laid down in Annex I:

AD 13	15%		
AD 12	15%		
AD 11	25%		
AD 10	25%	AST 10	20%
AD 9	25%	AST 9	8%
AD 8	33%	AST 8	25%
AD 7	36%	AST 7	25%
AD 6	36%	AST 6	25%
AD 5	36%	AST 5	25%
		AST/SC 5	12 %
		AST 4	33%
		AST/SC 4	15 %
		AST 3	33%
		AST/SC 3	17 %
		AST 2	33%
		AST/SC 2	20 %
		AST 1	33%
		AST/SC 1	25 %

So, is that clear? Not entirely. Because it is not always possible or appropriate to make available the exact number of positions provided for.

So, when recruitment shoots up again after a pause because, for example, there had been no EPSO lists, the statutory rates allow the creation, one year later, of many possibilities for promotion, but no-one, or nearly no-one, has the seniority required for promotion. And those people recruited one year later might see their chances of promotion considerably reduced. In certain grades (AST7, AD12, AD13) not everyone is promotable. The Appointing Authority accordingly decided, unilaterally, to calculate the possibilities for promotion on the basis of the staff eligible for promotion rather than to comply with the Staff Regulations, which require that that calculation be done on the basis of the number of all the staff in post. Some of the possibilities lost in this way are «redistributed» to the grades where the results would be most useful.

Of course, not using some of the possibilities for promotion but redistributing them or postponing them always has adverse effects on the staff's careers, but the most important thing is to comply with the five-year average provided for in the Staff Regulations in order to minimise that adverse effect.

Unfortunately, that's not what happens in our institution. Our initial calculations show that over the five years 2014 to 2018 we have lost more than 200 posts, which represents about 6% of all promotions. Essentially that is due to the blocking of careers in AD12 and the insufficient redistribution to other grades of unused AD13 and AD14 promotions despite the organisation, since 2017, of the selection of senior administrators.

It is also apparent from the promotion rates that the legislator has deliberately provided for extremely slow careers for the new functions group AST/SC. Union Syndicale has managed to achieve a major improvement in the promotion possibilities for this year and we will watch to see that unused possibilities are in fact used in the immediately following years so that our SC colleagues can have careers that are at least no slower than what is laid down in the Staff Regulations.

Union Syndicale has also insisted, with the other unions, to improve the career perspectives of the other group of staff for which the legislator also has deliberately provided for extremely slow careers ; contract staff in FG I. Unfortunately, it has proven impossible for this year. But we hope to have good news for them before the next reclassification exercise.

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## The Executive Committee

