

Brussels, 28 January 2025

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Carry-over of annual leave

Do remember to submit requests via Sysper for the carry-over of leave days, if you have more than 12 days of leave from 2024. The **deadline is 31 January**.

The Appointing Authority has again stated that maternity, parental or family leave are not considered valid reasons for the carry-over of annual leave to the following year.

Union Syndicale maintains that there is no legal basis for this rule and we continue to provide assistance to those colleagues who are affected.

Brace yourselves - the staff appraisal season has started!



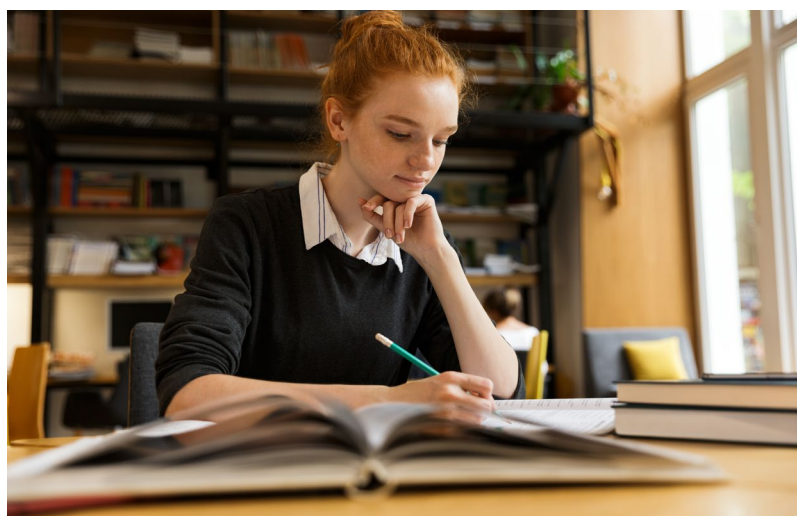
Colleagues are again going through the long, complicated, sometimes conflictual, resource-intensive appraisal process. Despite its many and varied shortcomings, the appraisal process will significantly affect your chances in the related **2025** promotions exercise.

US-info

A decade ago, the trade unions submitted a [proposal](#) that would greatly simplify the appraisal and promotions system, save resources and time, and ensure greater fairness, transparency and predictability. In response to an initial letter from **Union Syndicale**, the Appointing Authority found no justification for changing the system. However, we hope that our recent [follow-up letter](#) on the same subject will receive a more favourable hearing.

Union Syndicale stands ready to help colleagues during the appraisal procedure. This support is available in particular for our members but also for newer members of staff who may not yet understand the system well. If you are interested, please feel free to send a message to union.syndicale@consilium.europa.eu.

Support for internal competitions



Union Syndicale welcomes the running of internal competitions that have now become more regular. We refer, for instance, to the recently published AST/SC competition.

Internal competitions benefit our colleagues and the institution. They reduce job insecurity and offer temporary and contract agents decent career prospects. We encourage the Administration to continue organising internal competitions and to improve the test conditions for all candidates.

Union Syndicale offers its members support at all stages of the competition and the selection procedure. If you are interested, please feel free to send a message to union.syndicale@consilium.europa.eu

Internal mobility



In the negotiations on the draft new GSC Mobility Rules, **Union Syndicale** and R&D proposed a series of amendments, some of which were accepted by the Administration. There were, however, two key outstanding issues that US wanted to discuss at a higher negotiation level.

‘Mandatory rotation’: After an evaluation of the first mandatory rotation exercises, the Administration acknowledged the negative and disruptive impact that compulsory rotation procedures had had on staff motivation as well as the resulting loss of expertise within services. We are therefore concerned that the Administration is still reserving the right to use mandatory rotation as a possible procedure. We consider that **all mobility exercises should be voluntary** in order to ensure the full motivation of the staff members concerned.

Priority for internal candidates: The Appointing Authority’s future policy will be to advertise vacancies to Council staff, staff in other institutions and other external candidates at the same time. We consider it better to **‘look in-house first’ and allow Council colleagues to apply first for vacancies**. Regrettably, the new policy seems implicitly to undervalue the experience and expertise of our own staff; it is also in breach of Article 29 of the Staff Regulations, which gives internal candidates priority for vacant posts.

R&D initially agreed with the principles underlying **Union Syndicale’s** objections on these two points, but finally accepted the Administration’s proposals in the first negotiation round, although it would have been possible to continue the negotiation at a higher level. This deprived the unions of the chance to negotiate more fundamental changes to the proposed amendments.

Unfortunately, the consent of a single minority union (R&D) will enable the Appointing Authority to implement the new rules. However, this will be to ignore the considered position of the larger union (**Union Syndicale**) representing a majority of GSC staff.

We also very much regret this development as we consider a united front between the trade unions is the key to defending staff interests.

To read **Union Syndicale**'s statement of disagreement, [click here](#).

Union Syndicale is the leading trade union



We were sorry to see that R&D recently forwarded a misleading message, published by R&D Commission, which makes the demonstrably incorrect claim that it is the 'leading' European civil service union. This assertion needs to be corrected.

Union Syndicale has been the leading European civil service union since it was formed from a grouping of trade unions more than half a century ago. With our wealth of legal expertise and experience, we are part of **Union Syndicale Fédérale**, which is present across our continent. We are the largest union (and in some instances the only representative trade union) at most EU institutions, agencies and other bodies.

Your support and involvement

If you value the hard work we do and/or would like to **join us, contribute or give feedback, feel free to contact us**. We are only as strong as our members and can only continue to effectively represent and defend the staff in these challenging times, if we have your support.

If you think we do a good job, please [join us](#) and even get involved.
We are stronger together.

For more information, please also watch our [video](#), visit our [website](#), or send a message to union.syndicale@consilium.europa.eu .

Your Union Syndicale team

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