

FLASH SEPTEMBER 2025



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Increasing job insecurity at the GSC



An increasing number of posts at the GSC are temporary or contract-based. This entails a corresponding increase in the number of colleagues on low incomes and with no long-term career prospects, as well an increasing sense of insecurity. Officials in the AST/SC category also have low incomes and poor career prospects. **Union Syndicale** has highlighted these issues in detail in our [latest tract](#).

To date, the Administration has made little effort to stop and reverse this damaging trend. Our repeated requests for a correction to the public transport “mobility” contribution and lower prices of meals in our canteens - especially for these staff categories - remained unanswered.

It seems that there is low interest in AST/SC jobs because of low salary and poor career prospects. We recognise the Administration’s efforts to improve the attractiveness of these posts, but this is not enough.

The **Administration needs to offer better prospects and greater job security** for colleagues in the above categories and relieve the financial strain on them.

Specifically, it needs to:



- Add additional salary grades** to the GF1 and SC career structures,
- Run more internal competitions** that are open to all staff categories,
- Cut meal prices** in the canteens for colleagues on low incomes and,
- Increase the public transport mobility contribution!**

*Internal competitions: celebrate success,
fix the failure*



Congratulations to those who passed

Union Syndicale warmly congratulates those colleagues who have passed [the internal AST/SC competition](#). Your achievement is well deserved!

Supporting those who missed out

A message to those who were less fortunate this time round: we value your skills and qualifications. With the right support, you will achieve your aims. **Union Syndicale** continues to run webinars to help you prepare for EPSO and internal competitions, and to give individual advice at all stages of your career.

More flexibility and predictability needed

We appreciate the Administration's efforts to run internal competitions regularly, however we urge it to go further.

Flexibility is important. For the recent competition, only 42 successful candidates—1 in AST/SC1 and 41 in AST/SC 2— are on the [reserve list](#), despite a **target of 50** (10 for AST/SC 1 and 40 for AST/SC 2). Some candidates passed all competition tests but were excluded from the final list as they narrowly missed the ceiling by one or two points.

Given the considerable resources invested in these competitions, **the Administration needs a more flexible approach: review the results and publish a full list of 50 successful candidates!**

Better planning and greater predictability are equally important. Temporary and contract agents join the Council for a limited time, but their valuable skills and the training invested in them are subsequently lost. Regular internal competitions will offer them the opportunity to demonstrate their potential and become officials.

So, **Union Syndicale** asks the Administration for a negotiation with the unions on **a multi-annual internal competition plan, scheduling competitions at more regular intervals and over longer timeframes**. This will offer colleagues clear and predictable career prospects and ensure their continued commitment to the institution's goals.

More Senior Administrators

In our [last Flash](#), we informed you about the Court ruling on [case T-202/2023](#). **Union Syndicale** welcomed the Court's decision, which has resulted in an increased number of promotion possibilities for GSC staff each year.

This year, for instance, the following promotion possibilities are granted:

AST 7 – **42** promotion possibilities instead of **27**,
AD 12 – **29** promotion possibilities instead of **3**, and
AD 13 – **11** instead of **5**.



Next step: more Senior ADs needed

This year there are 29 promotion possibilities at grade AD 12 - an impressive increase. However, under the current Staff Regulations, only 17 colleagues in this grade are eligible for promotion. This mismatch highlights a persistent demotivating bottleneck that needs to be removed to ensure fair and timely advancement. To remove these blockages, the number of Senior Administrator (administrateurs confirmés) posts needs to be increased.

In recent years, promotion prospects for Senior AD staff have been progressively reduced in terms of the number and availability of such posts, with promotions offered only once every two years. A more dynamic promotion framework is needed.

We therefore call on our Administration to increase the number of Senior AD promotions and offer them on an annual basis.

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

Executive Committee of **Union Syndicale**

Bernd	Frances	Michael	Kerstin	William	Agnes	Mohamed	Felix	Peter
								