



Brussels, 16.02.2015

NOTE for the ATTENTION of Vice-President Georgieva

Subject: Request to open negotiations with Trade Unions and staff associations regarding the promotion system

On behalf of their organisations, all of which are representative according to the Framework Agreement, the undersigned request the opening of formal negotiations regarding all aspects of the staff appraisal and promotion scheme (GIPs implementing Articles 43, 44 and 45 of the Staff Regulations).

The objective is to redress numerous flaws observed while monitoring the implementation of the current system in 2013 and 2014, and in particular:



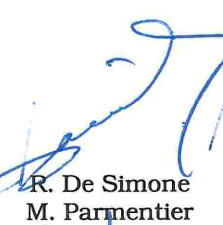



- the inability of the current system to allow a genuine comparison of colleagues' merits prior to granting promotions, as the Staff Regulations require;
- the often inadequate distribution of promotion quotas among DGs and between the various categories and grades;
- the systematic mismatch between promotion quotas actually allocated and the quotas that should be attributed in compliance with the Staff Regulations (Article 6 and Annex I.B);
- the non-transparency of the calculation of quotas; the non-respect over years of the Annex I.B rates;
- the non-fulfilment of the so – called “guaranties Šefčovič” ;
- the absence of tangible elements to reward merit over time;
- the absence of tangible elements to valorise all the activities conducted in the interest of the Institutions;
- a seniority of minimum 2 year required before promotion like in other Institutions: officials should have completed a minimum of two years in their grade on 31 December of the year preceding the year of the promotion exercise;

- the lack of appropriate accompanying measures to address unsatisfactory performance in an efficient manner both for the institution and the individuals concerned...

As a result of the above, staff regularly tells us of their bitter dissatisfaction with the current promotion system which leaves the field open to arbitrariness.

For 2015, there is still time to avoid some of the above problems as regards for instance the quotas and their distribution among the DGs. Even if it may unfortunately be too late to modify the GIPs in time for the 2015 exercise, the opportunity should not be lost to redress the situation before the 2016 exercise.

Consequently, the signatories ask for the urgent opening of negotiations in the framework of a formal consultation to define an agreement based on clear and shared policy objectives and on procedures consistent with basic principles.

Alliance R&D-SFE SE-CISL	FFPE	Plus Save Europe- TAO-AFI	RS U4U-USHU SFIE	USF
				
C. Sebastiani	P-Ph. Bacri	R. De Simone M. Parmentier	G. Vlandas H. Conefrey	I. Iacono
				

Copies:

- Ms Alexandrova (Cab Georgieva)
- Ms Souka, Mr. Levasseur, Ms Dufort, Mr. Roques (DG HR)