

# Jaime ROYO-OLID

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**Near You**

I am a young Contract Agent (CA) posted in Sri Lanka, previously in Eritrea and Cape Verde.

My aim is to contribute to illustrating practical and pragmatic ways of achieving better gains than the decisions on staff that we oppose.

Safeguarding our rights and, more importantly, the 'European Civil Service' requires achieving from within efficiency improvements as much as a matter of discipline as well as of social solidarity. I am sure we in Delegations know how Delegations work can be improved in such ways Members of the European Parliament or the Council cannot forcibly devise.

My focus will be on arguing for recruitment based on merit and expertise rather than on EPSO's alleged capacity to predict performance. I hope than soon the Ombudsman will accept my complaint whereby I suggest that EPSO's pre-selection procedures are unsound causing major harm not only to CAs who see their achievement for the EU ignored but also to the general perceived legitimacy of recruits and hence of hierarchy.

