

List

NEAR

PLUS

US

Brussels, 2 February 2012

Dear Mr. O'Sullivan,

Since September 2011, we have met with the Administration and discussed only some of the main lines of a new evaluation and promotion system for EEAS.

We consistently expressed our common view that, given the career uncertainties that EEAS "ex-commission" and "ex-council" staff face in the medium term with regard to their career development (notably due to the fact that one third of staff positions are to be reserved for officials from Member States diplomatic services), some elements of stability and continuity needed to be introduced to safeguard their legitimate expectations.

At the beginning an option was discussed to have a point system analogous to the one in place for European Parliament staff, with a very simple points scheme (1,2,3) and a very easy conversion of the existing rucksack.

We were informed that EEAS management would not agree on a "point" system at all.

We proposed to have a system of "collective guarantees" similar to what exists at the European Commission, where most of the staff have come from.

The Commission system would need to be adapted, for higher AD grades, to cater for the different career perspectives existing within EEAS, where an important share of management posts is being reserved for MS diplomats. This gives ex-commission and ex-council staff much less chances of accessing "responsibility posts" (from a statistical viewpoint) and the higher grades that they would have had in case they could have remained in their respective institutions. This is not fair and acceptable.

Once again, we were informed that EEAS would not agree to a promotion system having "collective guarantees" and without any formal discussion at the appropriated level as it was agreed with you.

We remind you of the opportunity of introducing a system which has safeguards for all staff that will be evaluated by an increasing number of MS officials having at different administrative cultures and not acquainted with European institutional procedures. We deeply regret that no concrete progress has been made so far. We have not yet seen any proposal by EEAS beside that of a generic system *with no points and no guarantees despite the opposition of all trade unions. The constant refusal to discuss at an appropriate level the evaluation and promotion system has lead the EEAS to an embarrassing and legally unacceptable situation.*

In a constructive spirit, and willing to reach an agreement with the administration on the future evaluation and promotion system, all the EEAS trade unions have decided to propose the following system which blends the interest of staff, the need for transparency and the legitimate powers of the corporate board:

1) Collectives safeguards:

At least 85% of the entire population in grades AD5-AD8 and AST1-AST4, to be promoted within 3 years with maximum 10% of fast-track career.

At least 85% of the entire population in grades AD9-AD12 and AST4-AST8, to be promoted within 4 years with maximum 10% of fast-track career.

At least 85% of the entire population in grades AD13-AD14 and AST9-AST11, to be promoted within 5 years with maximum 10% of fast-track career.

Directors must indicate to their respective MDG the officials proposed for promotion after the qualitative evaluation procedure is complete. They must make known their proposals to all officials in the Directorate by affixing the list in the secretariat of the directorate.

2) Appeal against evaluation (2 steps):

2.1 Dialogue with the "validator", (the Director) who can only intervene on those points raised by the official. Following the dialogue, the evaluation report cannot be changed for the worse.

2.2 Appeal to the Report Committee, if the dialogue is not deemed satisfactory.

3) Appeal against the promotions:

3.1 A dialogue with the director and if necessary, with the MDG;

3.2 Appeal to the Promotion Committee.

The committee disposes of the equivalent of 5% of all promotions to correct promotion proposals due to appeals. Promotions for all grades are validated and published only after the Committee has finished its work.

The above must be implemented before the end of March 2012 in a way that it applies for the 2013 exercise.

Transitional measures should apply for the 2012 exercise, though they have yet to be agreed on.

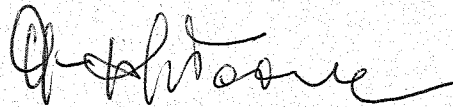
We would request a meeting with you at your earliest convenience to discuss further details, and have your reaction and agreement.

Regards,

Maurizio Caldarone for NEAR

Niels Bracke for U S

Hilde De Bie for PLUS



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