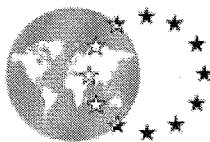


EUROPEAN EXTERNAL ACTION SERVICE



COO/LB

Brussels,

MEMORANDUM OF INTENTIONS

Staff appraisal and promotion at the EEAS – political commitment with a view to the forthcoming adoption of the Decision on promotion (Articles 6 and 45 and Annex I B of the Staff regulations) of the EEAS

a) The EEAS commits to do its best to ensure that at least 75% of officials in grades AST 1 to 8 and AD 5 to 12 be promoted to the next higher grade according to the average career speeds foreseen in Annex IB of the Staff Regulations.

b) Starting on 1 January 2011, the above expected promotion rates represent an objective the EEAS shall strive to meet over the following reference periods:

- 12 years for AST 1 to 4 and AD 5 to 8,
- 16 years for AST 5 to 8 and AD 9 to 12.

c) No such commitment is taken from grades AST 9 to AST 10 and AST 10 to AST 11 and grades AD 13 to AD 14,

d) On the basis of a statistical tool that will monitor the individual career path of officials with regard to the objectives set in a) and b) and which will detect if these objectives have not been met, an early warning system will be put in place at the level of the Promotion Board. In case of unjustified variations from the expected promotion rates set out in b), an analysis by the Promotion Board will be carried out and corrective measures taken in order to remedy promotion rates.

e) This aforementioned commitment will be reviewed in 2015 on the basis of the experience gained with the two first promotion exercises (2013 and 2014) and the work of the Joint Committee on Promotion with the aim of addressing possible shortcomings.

f) In the next few years the Promotion board will pay particular attention to officials who completed their respective reference periods set out in b).

g) Temporary agents: the same promotion rates foreseen in Annex IB shall apply mutatis mutandis to the Temporary Agents at the EEAS. However, this commitment could also be met through the reclassification of the Temporary Agent at a next higher grade, when prolonging his first 4 years time contract for instance.

THE CHIEF OPERATING OFFICER,

DAVID O'SULLIVAN

THE REPRESENTATIVE GROUPINGS OR
TRADE UNIONS OF THE EEAS

NEAR: M. CALDARONE

US: N.E.

PLUS: M.T. PALMA

BRUSSELS,
30/5/2012