



## **CDR 2009 – watch out for traps!** **R&D practical advise**

**R&D refused this new system and pointed out its dangers to staff right from the start.**

**R&D is engaging in information meetings with staff of all DGs and Commission sites.**

**R&D experts accompany you at each and every stage of the procedure in order to help you to identify the traps of the new system and to avoid them.**

**These days, all of you receive DRAFT texts of your evaluation reports with more or less neutral appreciations of your work. Most of you will find themselves in merit group II, the normal performers'. But this is still not clear. You only can guess from the text where you will be positioned among your peers in your DG and grade. It is not too late to react by laying the stress on your merit, responsibilities, languages and tasks carried out in the interest of the service - which are the four criteria on the basis of which the evaluation must be founded.**

### **DRAFT EVALUATION REPORTS – accept it or make comments?**

These days, most of us are receiving, through SysPer2, a **draft evaluation report**, asking us to accept the text or provide comments to the countersigning officer

- ⇒ **Watch out! This is NOT the appeal stage but an informal consultation**  
This (new) step in the CDR basically is designed to help your hierarchy to avoid 'inconsistencies', thus facilitating centralisation of the exercise and avoiding 'mistakes' which later could facilitate appeals against a report. At the same time, it is also a chance to eliminate obvious errors, or to detect differences in opinion between the evaluator and the countersigning officer.
- ⇒ **Make comments** where the draft is not in agreement with your own assessment or does not reflect correctly the dialogue. Accept if you agree with the prose.
- ⇒ **But do not commit** – morally or otherwise – towards your hierarchy in whatever way. Instead, you should start to think about possible arguments of a future appeal already now, if the merit group and points attribution is not justified.
- ⇒ **You cannot judge the value of the draft evaluation at this stage!**  
Quite the contrary, your agreement at this stage does not oblige you to accept the final report – even if it will be identical in wording. This is just one of the absurdities of this CDR confusion that tries to pretend evaluating merit while in reality distributing points.
- ⇒ The **appeal stage** will come up during the **second half of May**, when SysPer2 will ask you once again whether you accept or appeal against the report. But then you will be in full knowledge of the merit group and promotion points that will have been attributed to you.
- ⇒ This system is new: we advise you to take all precautions, and to start **preparing for a possible appeal** already at this stage

## **COMMON EVALUATION STANDARDS – the textboxes indicating your report's 'value'**

The draft evaluation report, although just a draft and in prose at this stage of the cumbersome and opaque evaluation and promotion exercise, very likely already contains a good amount of hints as to where your report is heading in terms of merit group and points attribution. This is because the 'co-ordination' exercise at DG level is quite advanced at this point of time. And hierarchy are pushed hard to bring the reports' wording in line with the merit groups and points planned.

⇒ Check out on Intracomm: [http://www.cc.cec/guide/publications/infoadm/2008/ia08022\\_en.html](http://www.cc.cec/guide/publications/infoadm/2008/ia08022_en.html)

## **CABINETS – the Commission's self service – 70% of highflyer quota**

Why are we not surprised? While colleagues in services, working very hard under particular difficult circumstances all year long, can consider themselves lucky if they receive 6 promotion points in normal performers' merit group II; and while evaluators across services are busy for weeks on to explain to frustrated staff why the standard in their particular service is so very very high that merit group II actually means a rather excellent evaluation 'in practice'; Cabinets gear up for a massive self service action: DG ADMIN formally proposes 70% for highflyer merit group I (25% in merit group IA and 45% in merit group IB).

⇒ **Whhoaaa! R&D will keep you posted**

***Need more hands-on information?  
Need assistance to formulate your comments to insert in SysPer?***

***R&D information meetings for all DGs ongoing these days***

***check out for details on dates and places on  
[www.renouveau-democratie.eu](http://www.renouveau-democratie.eu)***

***R&D Help Desk  
our experts stand ready to assist you***

***☎ 55676***

***Everything must change  
So that everything remains the same....***