

Iniquities and dangers of the present CDR Exercise

ALARM BELLS

Stay Aware: New CDR or how to convince you that you are a' good underperformer'.

In the framework of the new CDR, some DGs will try (or are trying) to convince colleagues that getting 3 points is 'normal' – equivalent to 'medium/sufficient'.

That is totally wrong!

3 Points means: UNDEPERFORMER!

R&D was strongly against the adoption of the new CDR; denouncing the imbalances, the potential damages, the lack of transparency, the facility for arbitrary decisions and favouritism and the injustice of such a system.

New CDR has been adopted anyway. But we, the Staff of the EC, still didn't loose.

To fight the injustice of that system, don't stay quiet, express your dissatisfaction, along with R&D, its staff and its lawyers! We ready **to support and assist you throughout the whole procedure.**

***If you get categorized unfairly: Introduce an appeal! We are here to support you!
The aim of our criticism: warn you against the reality of this rails and help you to strike 'pre-emptively' to make this new system totally derail!***

For instance, in a universe of 20 532 Commission colleagues (2007 exercise) only 04 colleagues got a merit note below 10 points - and 30 colleagues were below 12 points. If Group III is even “mildly” used - *and we have substantiated signals that it might*, the result would be to have more “underperformers” in most single given DGs in the 2008 exercise, than for the entire Commission in 2007!

Let's apply the conversion formula used by DG ADMIN to convert the “rag sack points” to new “promotion points”, and check the results. You remember that the accumulated points were divided by 17 and then multiplied by 6. Use, this time, the same formula, on a reversed way, to check the “value” of the new points:

	Points new system	Equivalence with points former system (*17:6)		Points new system	Equivalence with points former system (*17:6)
Group IA	12	34,00	Group II	6	17,00
	11	31,16		5	14,66
	10	28,33		4	11, 33
Group IB	9	25,50	Group III	3	8,58
	8	22,66		2	5,66
	7	19,80	Group IV	0	4

Do take note that these 'promotion points' are final! They include both 'merit and priority points' and/or 'catch up' points.

Verify where you are and where you will (probably) be... and if you are a *winner* of a *loser*!

Don't be fooled! Don't stay mute! Don't become part of a herd! Appeal for your rights and your work!

To join R&D Bruxelles/Pour adhérer à R&D : send this stub to / envoyer ce talon à R&D, J-79 09/232.

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