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Renouveau & Démocratie

Trade Union of the Staff of European Institutions
The President

Brussels, 23 September 2009

**OPEN LETTER
TO VICE PRÉSIDENT SIIM KALLAS**

Subject: Evaluation and promotion, a predictable disaster.

Dear M Kallas,

At the moment of your arrival as Vice President, **R&D** made you aware of the difficulties faced by staff with the career evaluation system (REC) set up by Mr. Kinnock. This system, which was complicated and bureaucratic, had led to dissatisfaction amongst the majority of staff.

A reform of this CDR was undertaken, with the objectives of fairness, transparency, and above all **simplification** and speed.

As you know, **R&D**, as well as all the other Unions and the Staff Committee, had registered its disagreement with the new system imposed by your service. In effect, **R&D** feared that it would not resolve any of the problems previously encountered (heavy administrative burden, bureaucracy, unfairness and injustice even for the most deserving, with an increased level of dissatisfaction and gloom which has, since that time, set in among the ranks of our colleagues).

Nevertheless, true to its promise to defend our colleagues to the best of its ability whatever the procedure applied, **R&D** has tried, notably in preparation of appeals, to minimise flagrant injustices:

- by direct help to colleagues being evaluated with advice on their individual situation, and
- indirectly by engaging in depth with all the other responsible parties in the various joint bodies set up within the framework of the new CDR.

We are obliged to state that that the objectives of the new CDR, **simplification** and **speed**, have not been attained; in addition, the procedure is still onerous and long, still demotivating and prone to give rise to too many injustices:

The **4,500 appeals** entered by colleagues are an incontrovertible proof of this!

What can we deduce from this unparalleled number of appeals?

That the working groups had to work over the summer, often with significant changes to the membership of these groups (**R&D** wishes to thank them for the work carried out), in all

urgency and, sometimes (even with all the efforts made by the Staff Committee), without effective co-ordination.

Some lessons need to be learned from this exercise: this system is de-motivating, heavy, costly in time and energy, and above all is unjust and does not serve to raise the quality of work at the Commission and the motivation of its staff. In addition the evaluator, who produces the qualitative evaluation, is no longer involved in awarding promotion points. Only the appeals system has allowed some of the most negative aspects to be alleviated.

Finally, this system requires a staff effort of 30 full-time equivalent posts: **only a small matter!**

Taking account of all the above, all interested parties should agree that a pure and simple continuation of the system into 2010, without looking at the problems identified as well as some solutions, cannot be a viable option.

R&D wants to see a complete reconstruction of the system, in the interest of staff as well as the Commission. This revision should be carried out with the guarantee of a transparent, motivated and fair system as well as the right of appeal, with a fixed link between the merit group and the number of points. While basing promotions on merit, as required by the Staff Regulations, there needs to be a strict separation between the evaluation and promotion procedures/phases.

Mr Vice-President,

R&D is of the opinion that the more than 4,500 appeals, in addition to the discontent of the majority of staff and services necessitate:

- a very deep, but extremely rapid, review of this system with staff representatives, and
- a clear response that 2010 already we will be able to start with a simple, effective and transparent system.

R&D will not fail to play its part in this process, in the greatest possible unity with other unions.

Yours sincerely

F. Ianniello

(signé)

Copies : Mme Souka, M. Dotto, CCP, CLP, OSP

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