



Le Renard Déchaîné

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WHY? FOR WHOM? HOW?

Summary of the facts / The Fox's Fight
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EUREKA, internal competitions !

**You want some ? Here they are !
But, not for you...**

In octobre 2012, ONE YEAR after the commitment but in time for the end of the college...

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The Fox answers your questions

In the current political situation, with the European Civil Service being made the object of attacks of unprecedented virulence...

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Conclusion

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INTERNAL COMPETITIONS Never seen before!

Double or Quits? But it isn't for you!

Since the publication of the notices of competitive examinations, and on reading the rules envisaged, many of you have let us know of your disappointment and indignation, calling on us to make public and visible the critical analyses that we have developed in the meeting that R&D organised with its members.

As we are aware of the use that could be made of our criticisms by the enemies of our Civil Service in the context of the reform of our Statute, we have waited until the end of the process before letting you know our analysis. We hope we can count on your understanding for this delay.

Kinnock created the post-2004 generation of staff members ...

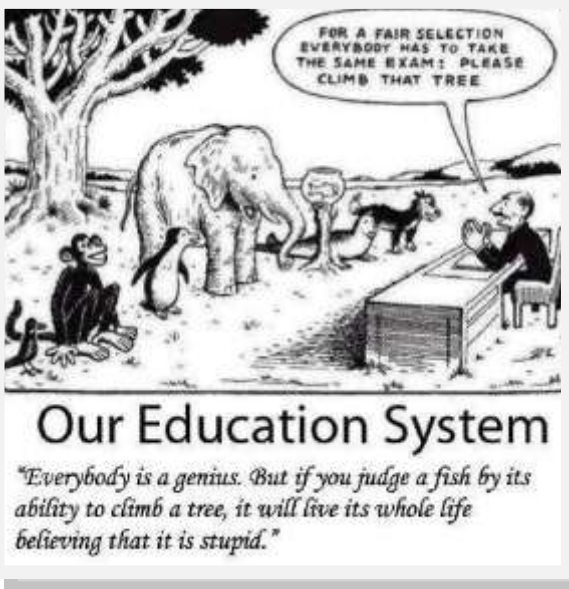
And now, the Commission wants to bury them by making use of their expectations and by organising internal competitions which have nothing to do with their original intention. They are the prey, the victims of the administrative fantasies typical of the end of the College's mandate...

As an aside, we have restructures to free up places or to accommodate a few parachutists, the announcement of appointments by external procedure restricted to internal candidates otherwise ineligible already begin to be let loose in the services!

What better than some internal competitions to "stabilise" cabinet staff with a double jump in grade ...thereby destroying on the way

the possibilities for career advancement for post-2004 staff ...

R&D is still pleading, and has always done so, for internal competitions to right the injustice suffered by the post-2004 staff but firmly opposes the organisational arrangements such as have been announced on 7 May 2013 by the administration.



Everything! Absolutely everything is revealed to you in this special edition!

WHY? FOR WHOM? HOW?

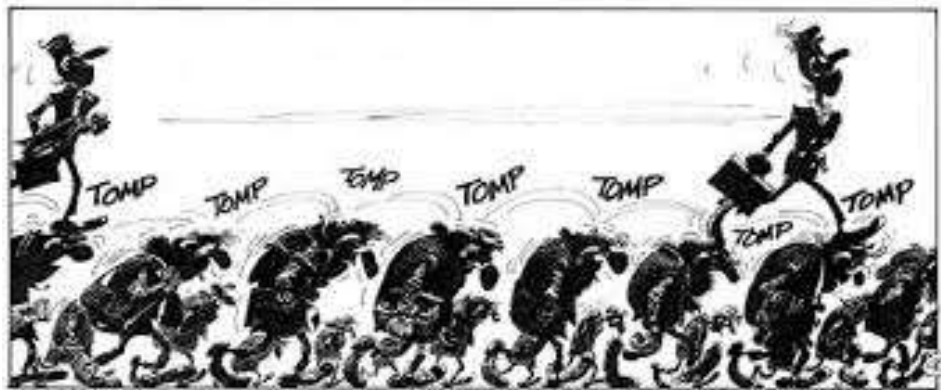
Summary of the Facts

Once upon a time there was the wise man Kinnock... Dressed in his ceremonial reforming cloak, with one wave of his magic wand he transformed the united world of the European Civil Service!

From this moment, the kingdom was divided into three categories of staff: the Pre-2004, the Post-2004 and the Contractual Agents.

Each one living in its own way the climate of injustice and frustration.

The Fox does not get discouraged, but leads the battle from the front by denouncing the unfairness over the years!



Fox's Fight

Ever since 2004, The Fox and his team have used all means to fight the unfairness of the disastrous Reform which is far from having stopped causing damage ...

Faced with the impossibility to find negotiated solutions, The Fox did not hesitate to pursue court cases to defend staff nicknamed "the Reform shipwrecked", carrying his action right to the Court of Human Rights. It was the first time that this forum was used to consider a problem concerning our Civil Service. Alas, the final court also delivered an unsatisfactory judgement.

Post-2004 staff have suffered from the application of a less beneficial Statute with a lack of proper taking into account their professional experience as well as being taken on in the European Civil Service at basic grades.

Under these conditions, they cannot see their way forward to a healthy professional future where a career progression is guaranteed. They experience injustice on a daily basis and their motivation decreases year on year.

Some succumb to the illusion of corporatism. Understanding entirely their distress, The Fox remains faithful to his engagement in favour of a clear recognition of the prejudice suffered by the Reform shipwrecked without ever, for that matter, putting in doubt the unity and solidarity of the staff as a whole.

The sly Fox doesn't get discouraged and undertakes the fight in a different way. He asks for internal competitions to

be organised for post-2004 staff. This is in effect the only possibility which allow staff recruited after 2004 to have a chance to recover from the prejudice suffered at their recruitment.

He reiterates his demand during the Reform 2013 negotiations. Internal competitions are included in the Common Front's list of claims.

And in November 2011 the Commission commits itself to organise internal competitions for post-2004 staff. The Fox is very pleased but remains vigilant ...He equally supports the demands of our colleagues the Contractual Agents including that of modifying the Statute so that they become eligible for internal competitions.

During the year, he returns regularly to remind the administration and the Vice-President to respect their commitment.

With the other unions, The Fox gets impatient and looks for the reasons for the delay.

EUREKA, internal competitions !

You want some ? Here they are! But not for you...

In October 2012, ONE YEAR after the commitment but in time for the end of the College, the Commission presents the first “draft” for internal competitions ...

...The Fox cannot believe what he is seeing!

The Fox is astounded! What fine trickery! What has competitions for AD 10 and AD 12 to do with helping post-2004 staff?

	Competition for Administrators		Competition for Advisers and Heads of Unit	
	AD7	AD8	AD10	AD12
Minimum required Grade	AD5	AD6	AD8	AD10
Minimum professional experience (expérience at the Commission is not a criterion)	6 years	8 years	12 years	15 years
Pre-selection	verbal and numerical MCQ		Analysis of CVs + title	
Epreuve	written+ interview		Interview	
Populations by grade	AD5 : 1649 AD6 : 1292	AD6 : 1292 AD7 : 1180	AD8 : 1057 AD9 : 801	AD10 : 1208 AD11 : 668
Number of laureats	70	70	50	50
Promotions 2012	→ AD7 : 388	→ AD8 : 330	→ AD10 : 273	→ AD12 : 243

This proposal is truly very ambitious... It is looking to ensure the most spectacular propulsion/granting of tenure in the history of our institution! Post-2004 staff... can still wait...



First draft for internal competitions—October 2012

Suddenly, all becomes clear...outraged staff and services contact The Fox to denounce the manipulation and taking advantage of the expectations of post-2004 staff...As usual at the end of a mandate, it's the parachuting season!

On 7 May last the procedure was launched AGAINST the unanimous opinion of the OSPs and the CCP, without the minimum guarantees of independence and equality of treatment when a public of around 14,000 candidates may present themselves and only 5,000 staff decided to register.

From the moment of publication of the competition notices many of you have interrogated The Fox to ask his advice, to let him know of your disappointment and your anger, asking

him to express loud and clear what he thinks about it. A number of candidates have let us know of their disgust but also of their determination not to give up on the only chance that has been offered to them.

The Fox answers your questions

1. In the current political situation, with the European Civil Service being made the object of attacks of unprecedented virulence ... is it reasonable that our institution dare present procedures which will potentially allow temporary staff, for example someone of grade AD10 working in a cabinet, to become a Civil Servant at AD12 on the basis of an analysis of CV and an interview in the absence of any written test?

Absolutely not!

Being “distracted” from their missions by a single interview, these staff will become Civil Servants at AD12 while post-2004 staff recruited at AD5 following a general competition will attain this grade after 7 promotions and 24 years service on average! And to top it all, it is exactly the prejudice suffered by Civil Servants at AD5 which is invoked to justify the present so generously given to others!

This taking of hostages as well as making use of the entirely legitimate frustrations of the post-2004 affair are simply irresponsible. Firstly this will increase the demotivation of staff. Secondly, our institution will be exposed to criticisms – this time understandable – from the enemies of our Civil Service!

For all these reasons, R&D and the other unions are opposed to the proposed arrangements for these procedures that are in train.

2. Are the eligibility criteria for AD competition acceptable?

No, they are unacceptable and laughable!

Only 2 YEARS’ experience within the institution and 1 YEAR’S experience at an AD grade are required to take part in these competitions! This is equally acceptable for the competitions at grades AD10 and AD12!

3. What about the selection tests planned for internal competitions?

The selection tests are unsuitable for AST staff, and insufficient for AD staff! We completely share staff’s outraged reactions

The questions posed in the talent screener are at the minimum surprising ...one is even asked to say which service the candidate works in and the names of people for whom the candidate has written a speech...

Everyone, as we do, understand the sentiment that the talent screener which has been imposed for the AD competitions contain biased questions in the sense that they are looking for certain well-targeted profiles to the exclusion of other, equally essential, staff!

On the basis of questions posed by the talent screener : how are staff having a linguistic profile (our colleagues the translators and interpreters), or specialised profiles in the areas of research, IT or statistics to have a real chance to succeed?

4. Wouldn't it be more respectful of staff and less flippant of our institution to organise an exercise of confirmations in post in proper form without making use of the frustrations and requests of post-2004 Civil Servants?

Yes you are correct and we share your reaction entirely.

We wish to remind everyone that in the spirit of the dialogue between management and unions put in place in preparation of these competitions; these "talent screeners" have never been the subject of any joint discussion or analysis with staff representatives.

The "talent screener", which to be clear is the pre-selection by CV heading, is a step that is already subject to criticism in the context of a specialised external competition, but it is totally unsuitable for internal competitions which should be open to all staff recruited after 2004 without prejudice on their professional profile. This even more so by virtue of the **cannibalism** imposed as a way of financing these posts, as it is all the staff in a grade who are affected by the reduction in promotions!

We emphasise that in the context of specialised external competitions, candidate who have successfully negotiated the "talent screener" stage must then undergo other selection tests: CBT, case study, "assessment centre"...



5. The number of posts is totally insufficient and the financing methods are unacceptable: cannibalism among the post-2004 staff! Where do these posts come from? Is it true that the promotion quotas in the respective grades will serve to feed them?

Yes, there will be 380 promotees, which is very few compared with the thousands of staff concerned!

And these posts will come from a reduction in the possibilities for promotion. It is incontestable that this "**cannibalism**" organised within the post-2004 population will give rise to even more frustration when these competitions were supposed to give a first response to their expectations.

Many tens of staff will lose their chance of promotion to the profit of candidates who have succeeded at competitions which can be legitimately perceived as an exercise without minimal guarantees of transparency and fairness.

6. Your criticisms rest largely on the head "making permanent temporary staff in cabinets". Hasn't this been cooked up on things that were not actually said, or in any case an exaggeration? On what basis does your analysis rely?

This is not an idea which has been cooked up but on an analysis based on what happened in negotiations.

The first proposals presented by the Commission planned to organise the competition using the traditional methods (anonymous selection tests such as CBT, written tests, then interview with the panel) for all AD grades, with exceptions for grades AD10 and AD12 which benefited from a lighter approach (CV heading and interview)

In the face of criticisms expressed by the unions denouncing the discriminatory character, the lack of coherence and rigour of this proposal, the Commissioninstead of incorporating the same constraints into the AD10 and AD12 competitions, lightened all the others with absolutely spectacular effects of camouflage and mimicry!

And then, in reply to the unions' expressed criticisms, the Commission made a huge effort to explain the merits of the approach based on the "talent screener" pretending that it had been proposed by the unions – *which was not the case* – explaining all the limitations of ...its initial approach – based on CBT and written tests that it had proposed for all the other grades!

And at the end of a dialogue of the deaf, it presented the result as being an advancement obtained thanks to the unions!

7. Let us leave to one side the affair of making temporary staff permanent. It is however true that the candidates for this competition are largely Civil Servants who have taken part in a general competition. Isn't it reasonable to plan for procedures which are more suitable than the standard tests imposed on external candidates for a general competition?

Yes certainly but we should never forget the basic principles of our Civil Service!

R&D has always made its attachment to the founding principles of our Civil Service its first priority. Among these principles is the organisational rigour for all categories of competition ensuring the transparency of the procedure and fairness of treatment of candidates.

These elements are perfectly compatible with the taking into account of the specific requirements of an internal competition allowing a career acceleration for post-2004 staff.

It is for this reason that R&D in association with the other unions has proposed the planning of **anonymous written tests** in the context of these competitions, suited to candidates' profiles and taking into account the real work and working conditions in our services.

All these demands, even the most minimal, have been refused by the Commission.

These competitions have had any anonymous written selective test removed **leaving thousands of candidates** to the unique filter of the "talent screener", to the **lottery of an analysis of their anonymised CV** – mixing internal and external experience – and an interview looking to evaluate, among other things, their personality!

A competition is not a lottery where one gives everyone the illusion of taking their ticket and trying their luck. Yet others will have to pay for the jackpot with their stumbling and halting promotions!

A competition is an essential administrative procedure which should give all the guarantees of fairness and transparency allowing not only the happiest but the best candidates to be at the Commission's disposal!

8. In spite all these criticisable elements we need to remind ourselves that staff representatives will be asked to be panel members. Doesn't that give a sufficient guarantee of the procedure's transparency?

Yes but it is not sufficient.

The character of equal representation of the panel constitutes an indispensable element to ensure the procedures' regularity.

Nevertheless, that isn't enough!

It is equally fundamental that the procedure be organised in conditions which allow it to ensure the respect for rights and fair treatment of candidates.

This necessarily passes by the organisation of real anonymous tests removed from such a political pressure or from the influence of personal elements.

However, for the AD competitions, the "talent screener" based on criteria set out in the competition notices, does not fulfil these conditions. This procedure is generally unsatisfactory and thus opens the door to disputes.

Nevertheless, staff representatives are fully conscious of their responsibilities in regard to staff who have registered for these competitions.

9. You denounce that the dialogue between management and unions has been completely emptied of meaning while the Commission pretends that numerous changes have been made at your request. Where is the truth?

By reading the minutes of meetings between management and unions, as well as the notes produced by the unions and the CCP, everyone can decide for themselves whether it is a true discussion or rather a worrying episode of administrative autism.

Besides the reasons that management has not wishes to hear, there are messages that management has wished to make us of. You just need to refer to point 2 above and the efforts on camouflage and mimicry for the AD10 and AD12 competitions.

The only real advance achieved during the negotiations has been the inclusion of two AST competitions: AST and AST 4.

Nevertheless, basing themselves on the procedures organised by the other institutions, the unions have disputed the legal positions taken by the Commission, according to which Article 34 of the Statute prevents the organisation of competitions for AST grades above AST 4.

All these efforts have been of no avail.

10. Are the unions united in this case?

Yes to a great extent.

For this case as in negotiations on the Reform , R&D is aware that only the greatest unity of action among staff representatives can allow an effective defence of staff and our Statute.

Thus, right through this process R&D has worked with the other unions with the greatest possible unity and then within the Staff Committees by preferring common positions and communications over the taking of separate positions, without ever falling into the provocations that the Commission has put in effect to try to divide the unions ..



Conclusion

As staff's first reactions have demonstrated, these internal competitions are going to aggravate the demotivation and frustration of post-2004 staff.

The few posts announced, from which we must equally remove those caused by making temporary staff permanent, do in no way constitute the beginning of an answer to the problems of our post-2004 colleagues.

The situation of post-2004 staff cannot be resolved by a single exercise such as the one currently planned.

A multi-year plan based on a detailed analysis of the situation of these staff, resulting in several cycles of internal competitions is indispensable. In spite of the unions' repeated demands, this analysis has never been undertaken by the Commission.

You don't need to be a soothsayer to foretell the storm of criticisms, polemics, legal appeals that these internal competitions will provoke as well as the entirely justified demotivation and frustration of thousands of candidates. They will be eliminated solely on the basis of their CV at the end of a selection procedure they will have every right to criticise.

This will give an opportunity for all the detractors of the European Civil Service to be heartily joyful!

The failure built in to these procedures risks becoming an excuse not to organise internal competitions in the future. Thus, post-2004 staff will lose the ONLY TOOL which might correct the situation for them!

To be sure, if the concern is to manage "one shot" the end the College using an approach of the type "après les cabinets et la Commission: le déluge"...in such a case ...this objective will be achieved!

This is especially serious since we are in a crucial political situation for our Civil Service which is subjected to more and more virulent attacks, with career progression wrongly presented as being totally disconnected from an analysis of our individual merits!

However, the rigour and the difficulty of recruitment procedures which produce tens of thousands of candidates are as well an essential element to defend the excellence of staff and our employment conditions.

In spite of the size of these difficulties, The Fox doesn't get discouraged, on the contrary, he is more and more vigilant and will carry on helping post-2004 staff to put real solutions in place!

NEVER SEEN BEFORE!

For more informations/questions,
contact-us :

Tel.: + 32 02 29 55676

Email: OSP-RD@ec.europa.eu

