

# Le Renard Déchaîné

Journal de Renouveau et Démocratie, syndicat du personnel de la fonction publique européenne MENSUEL 02|09.2013|RENOUVEAU ET DEMOCRATIE RUE DE LA LOI, 200 B-1000 BRUXELLES|Tél: +32 02 29 55676| OSP-RD@ec.europa.eu|http://www.renouveau-democratie.eu

## The « ad-hoc » internal competitions...

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## An invasion of « parachutists » is expected...

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## And finally a CEI... for the well-connected?

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## The fox answers your questions

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## CEI for the AC grades, parachuted appointments, internal competitions



# ROYAL DECREE

At the heart of the triple hell of the recruitment and appointment strategy at the end of the Commission's mandate!

Many of you have supported our criticism of the internal competitions and the parachuted appointment that are being announced.

### The "ad-hoc" internal competitions...

On the one hand, concerning the **internal competitions**, we are awaiting the legal analysis currently under way on the execution measures to be adopted, with great curiosity. These measures should take into account the Glantenay judgement, which has raised serious questions about the validity of the talent screener tool. As R&D has always said, the talent screener is of questionable utility in the context of the external competitions and is totally unsuitable and discriminatory in the context of the current internal competitions.

Nevertheless, however imaginatively you attempt to retroactively apply and limit the effects of this judgement – a judgement which is to be immediately applied to the current internal competitions - it is clear, on the basis of jurisprudence that is now established, that as the TPFÉ confirms, the selection board cannot be excluded from verifying all the candidate files and candidates cannot be eliminated merely on the basis of their answers to the talent screener.

We will certainly analyse this case in more detail at a later date...



"Any other skills besides being my brother-in-law ?"

...An invasion of 'parachutists' is expected ...

On the other hand, following the publication of our pamphlet concerning the **invasion of 'parachutists'**, and on the basis of the considerable amount of information that you have sent to us, we are in the process of updating the 'map' showing the landing sites of those fortunate 'parachutists' who have already landed and especially for the 'internal-external' candidates who are still floating in the sky of the European quarter..

We hope that these fears will simply turn out to have no substance because, if even only a part of these 'landings' take place, we shall be faced with a veritable scandal, that will be as bad as any we have known in the past and which, in the current political climate, will have grave consequences for our institution!

**And finally a CEI ...  
for the well-connected?**

As if that weren't already enough to shake the recruitment and appointment procedures to their foundations, the Commission's latest 'invention' is the launch of a call for expressions of interest (CEI) for the recruitment of AC grade staff.

You must remember that since 2006, the implementation of open and anonymous tests (CAST) for recruitment of staff at AC grades has been a basic principle which seemed to be clearly established and which we were delighted with. In fact, it is in the interest of us all that AC grade staff come into our institution in conditions of dignity and equality of treatment and not by having to transform themselves into lobbyists, who later must continually be 'grateful' to the person who recruited them without reference to any procedure!

Alas, we were being too optimistic! The new fundamental principle at the heart of recruitment policies at the Commission, to be precise a Royal Decree, is henceforth to apply to the recruitment of staff at AC grades as well.

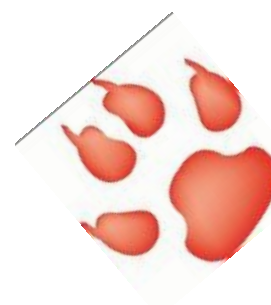
On the basis of this new simple, effective approach - it is difficult to describe it as a true administrative

# YOUPI!!!



procedure - candidates are required to send in their CVs, and these are simply registered in a database. It then remain for them to wait patiently for someone, somewhere, in the absence of any procedure whatever and without the least involvement of staff representatives, to select them from among thousands of other candidates by inviting them to come for an interview.

It would be difficult to be more flippant than that! This new practice reminds us of the past since it opens the doors to all sorts of malpractice that offer no guarantee whatever to the candidate and expose the DGs concerned to the most damaging criticism!



And finally a CEI... for the well-connected ? / An invasion of « parachutists » is expected...

## The Fox answers your questions



Many of you have asked for advice and posed questions about this new selection method for candidates to AC grades. As always, our answers are clear and we don't mince our words.

### 1. How could R&D accept such a masquerade?

R&D, with the rest of staff representatives, firmly rejected the proposed approach.

As soon as the ISC was released, the Staff Central Committee first of all alerted the administration to the risks that would ensue from the proposed approach and put out an **absolutely negative opinion** restating the basic principles that must apply to all recruitment procedures for AC staff. It is reassuring to note that the various services, for their part, shared this analysis and expressed their disquiet.

But the Commission nevertheless decided to press ahead!

### 2. What reasons were advanced in support of this decision?

The Commission asserts that the issue of this CEI stems from the inability of EPSO to make lists produced by a new CAST available to personal units while the existing lists are virtually unusable.

The Commission seems to have forgotten that the principles of open, anonymous selection have been an established fact since 2006 and the obligation for EPSO to organise a new CAST was formally adopted by the DGEs and negotiated and adopted in 2011!

We can only regret the umpteenth malfunction on EPSO's part. It is completely unacceptable that management problems in an office can be used as an excuse for neglecting the basic principles of our Civil Service, particularly in a period that is politically crucial.

In an institution such as ours, which is suffocating under the weight of plans, checks, audits, evaluations, etc. ... the EPSO Board meets each month and it is simply inconceivable to assert that it was not possible to deal with the requests from the various services in time and organise selection procedures in a professional way.

### 3. Why, a few weeks before our new Staff Regulation comes into force, is such a sham of a procedure organised, rather than offering a new contract to former staff at AC grade, who, having completed their 3 years, had to leave the institution or accept a temporary contract? What happened to the guarantees offered on the matter of transition ?

That is exactly the basis of R&D's position. The Commission confirms that staff who have already succeeded in a CAST and have had to leave after 3 years, might be offered a new contract from 1<sup>st</sup> January 2014. The obvious risk is that the posts may no longer be available because candidates selected as a result of this CEI have already taken them!

**4. The Commission asserts that this is an exceptional procedure imposed because of EPSO's failings. Should we understand that the CAST lists remain the priority?**

Not at all! According to the instructions sent out by DG HR, *services will be at liberty to choose the best candidate for staff in AC grade posts from the two databases. Neither list will have priority over the other*. Henceforth, whether you have gone through an open anonymous selection procedure or have simply sent in your CV... it's all the same to the Commission!

**5. I am trying to understand the proposed procedure for using the database produced by this CEI but no one else seems to understand either.**

Effectively, the publication of this CEI has plunged services into the greatest confusion with a shocking lack of coordination!

**6. The DGs' personal units confirm that they do not agree with this way of proceeding which has been forced on them, that they have expressed their reservations in vain and that they will do their best to ensure a minimum of transparency in their choices. Is that true?**

Yes! It is reassuring to note that personal units fully see the limits and dangers of the approach envisaged and of the legal loopholes concerning the implementation measures and are trying to organise some ad-hoc 'selection procedures' in individual DGs or in a group of DGs, including the participation of staff representatives, which is completely excluded in the approach envisaged by the Commission.

Nevertheless, it is regrettable that despite the criticisms no DG has expressed a negative opinion in the framework of the ISC.

**7. I obtained my contract for AC staff after going through a very complex CAST and I find it completely unacceptable that at present, no procedure is envisaged for the same type of contract!**

We completely share your indignation! By introducing a sub-category of staff at AC grade, the Commission will provoke tensions inside services and exacerbate disparities between colleagues.

**8. How can we possibly accept the fact that candidates recruited under such conditions with a complete lack of due process, can be placed on an equal footing with the other AC grade staff and obtain a contract that can be extended to up to 6 years, as well as being admitted to an internal competition? This risks putting the credibility of all AC grade staff in danger and undermining the possibility of organising internal competitions for AC grade staff in the future!**

That is exactly the thinking behind R&D's position and of the staff representatives as a whole. It is obvious that once EPSO is finally in a position to organise proper selection procedures the problem of transition will rear its head. This will be to the detriment of staff who will not be to blame for having been selected according to a procedure that completely lacked transparency.

**9. If, in the context of internal competitions, filling in a simple questionnaire called "talent screener" is sufficient in order to become a permanent Civil Servant and even rise two grades, why are we surprised that a CV is enough to be recruited at AC grade?**

It is true that nothing surprises us anymore! It is with a feeling of considerable bitterness that we deplore the reality of the situation. Even so, we do not wish to believe that this CEI is a part of the almost military arrangements put in place for managing the end of the Commission's term of office!

**10. We fully understand your position but what are you actually doing to help the institution out of this cul-de-sac and protect the credibility of AC grade staff who risk being perceived as having been recruited by Royal Decree and on the whim of the client?**

We will not be limiting ourselves to expressing our very firm opposition when this CEI is published. We are responding to requests for assistance from services and we are doing everything we can to get EPSO to organise the selection procedures imposed by the DGEs as quickly as possible, in order to limit, to the maximum extent, the damage to both institutions and staff.

**11. Is it true that the same procedure is already being used or is envisaged to be used by other institutions to recruit AC colleagues?**

No, it is not true.

By using this CEI, the Commission will be the ONLY institution which envisages recruiting AC colleagues without a CAST and without the slightest participation of the staff representatives!

Moreover, it is reassuring that NO other institution has copied the Commission's initiative.

In this situation, it goes without saying that the credibility of our institution as guardian of the Staff Regulations and of the basic principles of the European public service, will be greatly undermined.

