



Union Syndicale  
Fédérale Luxembourg



Solidarité  
Européenne



## **AST9 : DON'T TAKE IT FOR GRANTED! SPEAK OUT!**

Luxembourg, 3<sup>rd</sup> March 2016

The 2014 reform of the Staff Regulations has greatly narrowed career prospects for our AST8 and AST9 colleagues, despite Article 6 of the Regulations guaranteeing, since 2004, a form of promotion rights based on the list of posts appended to the section of the budget related to each institution. Since 1<sup>st</sup> January 2014, Annex IB of the Staff Regulations has applied a promotion rate of 8% for AST9 staff, which does not give much hope to the colleagues concerned. Furthermore, the regulations impose on the institutions a reduction in posts of 5%, exacerbating even more frustration.

The undersigned organisations have been examining this issue, which concerns a significant number of colleagues, through information meetings that have allowed colleagues to speak out about their situation. These meetings have highlighted that the system currently in place is misunderstood, triggering a sense of anger and demotivation accompanied with a general sense of growing frustration. Indeed, it is perceived as a biased way by which to promote some colleagues, using the cover of a publication of a job vacancy to target specific individuals. Moreover, colleagues wonder about the real value of the selection criteria mentioned in Annex IB of the Staff Regulations for promotion to a higher grade; namely, considerable autonomy and significant responsibilities concerning personnel management, budget implementation or political coordination.

To refine our data and to better inform you, we are launching a survey via this message. We encourage you to participate by filling out the form available at the following address before 11 March 2016, 5 P.M.:

<http://usf-luxembourg.eu/Dossiers/ASTSurvey.php>

Pending the outcome of the survey, some issues have already been identified:

- The need for greater transparency in the method used for the transition to both the senior assistant function and promotion to grade AST10;
- The need to specify the ways by which DGs apply the criteria of Annex IB ;
- The need to provide, in the medium-term, forecasts of post notifications in order to allow colleagues to prepare;
- The possible transfer of promotion quotas to any discriminated grades, in order to restore a certain balance within the different categories;
- The use of the overall quota (including posts for promotion and posts for mobility) in order to increase the possibilities of promotion to AST10 by favouring intra- and inter-DG movements.

The undersigned unions will continue their work on this issue and keep you informed of the follow-up given by DG HR.

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