



AST: THE SACRIFICED of STAFF POLICY

Luxembourg, 17th February 2016

The latest 2015 report of HR expresses good intentions such as a willingness to "allow its staff to achieve their full potential and be rewarded appropriately" and promises to provide "vocational guidance enabling them to enjoy career progression and mobility opportunities (internal and external)."

For AST, the reality is different and the absence of social dialogue at the Commission highlights the discrimination. This category brings together different situations and requirements. The reform of 2014 (with the restrictive administrative practice of the Commission) has only made human resource management more difficult:

- AST: Since 2004, the staff regulation is clear; AST promotional rate is lower than AD and the 2014 status reinforced the trend;
- AST9: colleagues who participated in the meetings in the first half 2015 in Luxembourg, expressed frustration, anger and a sense of powerlessness with the system put in place. Solutions do exist, but they lack a will to implement them.
- AST / C: colleagues who were in category C before 2004 and who were not 'attested' by the end of the attestation procedure for 2011. They are mainly in administrative positions and are locked in AST / 7;
- AST / D: colleagues whose number decreases with the age structure, with a period of 8 to 10 years to get promoted. Few of them have been attested and most remain stranded in AST / 5. Is it not time to solve this problem by exceptionally increasing the promotion quota or other specific measures to meet the expectations of colleagues concerned?

During the last 2011 certification year, the Union Syndicale Fédérale with other trade unions had requested a clearance plan for AST / C and AST / D colleagues and a certificate in full no later than the end of 2015. It is clear that nothing has been done in this direction and that DG HR has completely forgotten those discriminated colleagues who reappear regularly during promotion exercises.

- "**Transcategoriels officiels**": winners of a category change competition (D to C) before 2004; they were classified in the starting grade of the new category. Currently, they are still paid in their former category, which is unacceptable 12 years after their success.
- AST / SC were created by statute in 2014 with very limited promotion rates that blocks them as AST / SC6 except for some "happy few".

Considering the above, USF now takes the initiative to create a group of AST with the aim to request the organization of consultations on all career blockages. Those should answer the many questions asked by our colleagues and find ways to implement the pious wishes expressed in the 2015 report of DG HR.

Feel free to send us your comments and suggestions:

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu.

Union Syndicale Fédérale Luxembourg

**Renew with a taste for solidarity and collective action. Join l'Union
Syndicale Fédérale Luxembourg!**

**To join Union Syndicale Fédérale Luxembourg,
just reply with the message:**

" Yes, I would like to join"

**UNION SYNDICALE FEDERALE
LUXEMBOURG**