



## USF – Luxembourg Newsletter

October 2016

### Our Pension System under Threat? Fact or Fiction?

Because of two main factors, according to the USF-Luxembourg experts, there is no reason to be worried:

- Our pension scheme is guaranteed under the Treaty;
- It is the Member States' legal and budgetary obligation, if called upon, to pay up in real money our notional pension fund (virtual fund) estimated at more than 50 billion Euro.

Despite this, though, some issues remain:

- Is there a disagreement regarding the amount in the notional pension fund?
- If so, does this constitute a threat to our pension system? And how does that relate to the planned savings intending to achieve a 60% reduction in the overall budget of the pensions?
- Would any resulting financial impact have to be included in the EU Budget?

### Salary Adjustments

Taking into consideration the development of the salaries of the national civil services in the Member States our remuneration can be expected to increase. It is still too early for the exact amount but in the draft budget 2017 under the heading for the administrative appropriations for the Commission the anticipated salary adjustment for 2016 is estimated at +2,1%. This is only the provisional budget estimation and not the final number. You will see the result on your December 2016 pay slip.

USF-Luxembourg will update you once the official number is available.

### AMC: yet Another Funny, Little Acronym Raising More Questions than It Answers

The Commission has decided to "rationalise" its HR service and to centralise it in "Account Management Centres" (AMC).

The USF Luxembourg asks:

- What will happen to the AC 3a who were forced to participate in the pilot AMC their situation being contrary to the Statute? And how about the now forgotten promises regarding the duration of the contracts?

- While their competences were used in the pilot phase, what is their future during the AMC implementation? Will they be able to stay in the AMC or will they be obliged to re-integrate into their services of origin? And what will they do there?
- How will the career development of officials and contractual agents be followed up without the knowledge of the reality in their services?

Other "rationalisations/centralisations" have been announced. It would be good if the Commission would address the staffs' concerns.

The USF-Luxembourg will follow this file very closely especially when other centralisations are announced without substantial information, without impact analysis and obviously without consulting staff.

### The Anti-Leaks Strategy: What is the Commission Afraid of?

Sources say that the Commission will impose on its staff a new tool to avoid the leaking of information called an "Anti-Leaks Strategy".

By its own authority, without consultation and not even contacting the Staff Representatives, a strategy has been put in place with the following objectives:

- to improve professionalism and ethical behavior among the colleagues
- to protect without if and when sensitive and confidential information.

The USF Luxembourg would like to know the real aim of this approach because all necessary mechanisms are already available in the Statute. We will give this file the necessary attention.

### Languages in the EPSO Selection Procedures

The report of the working group regarding the languages used in the EPSO selection procedures was published in September 2016 and proposes solutions that do not match recent court decisions about the use of languages in EPSO selections. The solution for competitions for generalist profiles, the most high stake and high profile selection procedures, is cost-effective, takes into account the evolution and reality of citizens and candidates' language competencies (the so-called paradigm shifts) and can be implemented quickly.

### Renewal of Parking Stickers at DRB

Since 18 April 2016 and depending on the building the parking stickers are provided by the service card office in DRB B0/021

The USF-Luxembourg regrets that decision which means a loss of time and resources because it does not make life easy for colleagues from other buildings in Luxembourg (given it takes 1.5 h for a return trip from Bech to DRB by bus).\*

### The USF-Luxembourg Services:

- Career advice and follow through (self-evaluation and evaluation, promotion, appeals, mobility),
- Availability for a meeting without appointment, supporting you actively and with dedication,
- The ability to network by being represented in all institutions and agencies in Luxembourg and beyond,
- Preparation courses for oral exams in the competitions as well as job interviews etc.
- Legal advice from a lawyer specialised in the EU civil service law.



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