

JUNIOR PROFESSIONALS PROGRAMM (JPP)

Luxembourg, 10/07/ 2018

Dear colleagues,

Please find below, for your information, the note which **Union Syndicale Fédérale** addressed yesterday to Commissioner Oettinger on the above-mentioned subject.

Note for the attention of Mr Günther Oettinger
Member of the Commission

Subject: Junior Professional Programme (JPP) Request for consultation and "freezing" of the Pilot Program

“Although the JPP pilot program approved by the College on 6 June 2018 is an improvement in comparison with the original plan, **Union Syndicale Fédérale** and a large part of the staff believes that certain aspects of the program are unfair and therefore unacceptable.

In particular:

- a) the opening of the JPP to contract staff in function group (FG) IV with a maximum of three years' professional experience is a quasi-exclusion since the number of staff meeting these criteria is extremely limited;
- b) hundreds of Contract Agents fulfilling all the criteria to be recruited in FG IV were recruited in lower FG for budgetary reasons. These colleagues very often perform tasks of FG IV and are therefore underpaid; they are thus doubly penalised by being denied access to the JPP;
- c) last but not least, **Union Syndicale Fédérale** is opposed to the JPP selection procedures which does not allow, in each of its phases, the presence of staff representatives to monitor the impartiality and transparency of the procedures.

For these reasons, **Union Syndicale Fédérale** calls for immediate social dialogue, at the appropriate level, to remedy these injustices.

Union Syndicale Fédérale also asks that, pending the opening of the social dialogue, the College decide to suspend immediately the procedures for implementing its decision of 5 June”.

Your representatives

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