

## Internal Competition 2019: 405 posts

Luxembourg, 25/09/2018

Dear colleagues,

This is to inform you about the outcomes of last week social dialogue meeting on the 2019 internal competitions.

The Commission is planning to launch soon **8 internal competitions** for a total of **405 posts** open to **Officials, Temporary Agents, and Contract Agents** (FG II, III, IV) from the Commission: DGs, EU Delegations, Offices (OIB, OIL, PMO, EPSO), and OP, OLAF.

DG Human Resources proposed the following eligibility criteria:

- at least 42 months in the Commission as CA, TA or Official; and
- 12 last months in the Commission ("active employment"); and
- last 6 months in the FG of the competition or higher.

The below indicative table (still under discussion) outlines the proposed type of competitions, function groups, domains, selection and number of posts.

**Union Syndicale Fédérale Luxembourg** made a number of requests to **improve the transparency and fairness of these internal competitions for all staff categories**. Some requests have been agreed (e.g. the increase of posts from 30 to 50 for the AD6 competition, including a specific profile on development cooperation, enlargement and EU public administration/policies).

**Union Syndicale Fédérale Luxembourg** has also requested the following points to ensure **equal treatment for all candidates**, and to **increase the access to internal competitions**:

- **Reduce from 42 to 36 the numbers of months in the service;**
- **Use the same pre-selection procedure for all competitions:** This means **replacing the Verbal, Numerical and Abstract reasoning tests** foreseen only for the AST-SC2, AST2, AD6 internal competitions with the **Talent screener** pre-selection procedure foreseen for the AST4, AD7, AD8, AD10, and AD12 internal competitions;

**Union Syndicale Fédérale Luxembourg** also demands that:

- any possible negative impact on the promotion exercise be avoided;
- the results of the screening exercise recently carried out in Luxembourg be taken into consideration as far as career developments for CA FG I are concerned.

All these requests will be discussed with the Administration, including in the upcoming Joint Committee (COPAR) scheduled this week.

Contact us and let us know your views and suggestions, so that we can make your voice heard in the staff committee meeting with the Administration.

### INTERNAL COMPETITIONS NOTICES TO BE SUBMITTED TO THE JOINT COMMITTEE (COPAR) OF 25.9.2018

GRADE	POSTS	ELIGIBILITY OFFICIALS/TAs	ELIGIBILITY CONTR. AGENTS [1]	CBT	E-TRAY
AST/SC2	30	AST	FG II	YES	NO
AST 2	20	AST	FGIII – FG IV	YES	NO
AST 4	50	min. AST 2	no	NO	YES
AD 6	50	AD	FGIV	YES	NO
AD 7	70	min. AD 5	no	NO	YES
AD 8	70	min. AD 6	no	NO	YES
AD 10	70	min. AD 8	no	NO	YES
AD 12	45	min. AD 10	no	NO	YES

[1] **ART. 82.7 CEOS** Contract staff in function groups II, III and IV may be authorised to take part in internal competitions only after having completed three years of service in the institution. Contract staff in function group II may have access only to competitions at grades SC 1 to 2, in function group III at grades AST 1 to 2 and in function group IV at grades AST 1 to 4 or at grades AD 5 to 6. The total number of candidates who are members of the contract staff and who are appointed to vacant posts at any of those grades shall never exceed 5 % of the total number of appointments to those function groups made per year in accordance with the second paragraph of Article 30 of the Staff Regulations.



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