

Update: Internal Competition

Luxembourg, 28/09/2018

Union Syndicale Fédérale Luxembourg ongoing campaign to improve the proposed internal competitions (see below) resulted in the following points being agreed during yesterday's meeting between President Juncker, Commissioner Oettinger and trade unions:



- **Reduction from 42 to 36 months in the service for the eligibility** for the internal competitions;

- **Have a constructive social dialogue** between the administration and staff representation to enhance the proposed internal competitions.

We warmly welcome the response of President Juncker and Commissioner Oettinger to staff needs, and we are happy the above **Union Syndicale Fédérale Luxembourg** requests **have been taken on board**. This is a positive first step in the right direction. However, to fully address the concerns of all colleagues, **additional measures are needed to increase access**

to internal competitions and to ensure equal treatment of all candidates.

Union Syndicale Fédérale Luxembourg therefore requests a dialogue on the following measures:

- **Increase the number of posts for laureates ensuring proportionality between the number of posts per competition/fields and the staff population eligible in the relevant function group/grade/fields;**
- **Use the same pre-selection procedures for all competitions to ensure equal treatment of candidates. This implies replacing Computer Based Tests with anonymous Talent Screener;**
- **Open the internal competitions to those AST-SC, AST, AD, and CA function groups/grades which are currently not considered to participate in the internal competitions, and to the talent management policy for career perspective;**
- **Ensure that laureates on the reserve list of the previous internal competitions are offered a position. The structural problem for AST colleagues -due to lack of AST posts in the organigram- needs to be addressed and overcome;**
- **Avoid any possible negative impact on the promotion exercise;**
- **Provide professional development opportunities for CA FGI (e.g. implement the screening exercise to change function group; accelerated reclassification) given that they are excluded from internal competitions by the Staff Regulations;**
- **Integrate the fair recognition of internal talents in the Commission human resources policy.**

Union Syndicale Fédérale Luxembourg will continue to brief colleagues on developments, and welcome your feedback.

Contact us and let us know your views and suggestions, so that **we can make your voice heard by Administration.**



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