

Internal Competitions: finally published! But

Luxembourg, 22 November 2018

The internal competitions have been published, see:

<https://myintracomm.ec.europa.eu/infoadm/fr/2018/Pages/ia18035.aspx>

- 3 competitions open to contractual staff, temporary agents and officials: AST / SC2, AST2 and AD6;
- 5 competitions open to temporary agents and officials: AST4, AD7, AD8, AD10 and AD12.

The registration deadline is 20 December 2018.

Finally we could say ! Union Syndicale Fédérale Luxembourg strongly regrets that — in spite of our request to improve the proposed internal competitions — DG HR decided to publish the notice of competition **without addressing the main problems identified to ensure equal treatment for all candidates.**

These points include:

- Use the same pre-selection procedures for all competitions to ensure equal treatment of candidates.
- Open the internal competitions to those AST-SC, AST, AD, and CA function groups/grades which are currently not eligible to participate in the internal competitions;
- Increase the number of posts for successful candidates ensuring proportionality between the number of posts per competition/field and the staff population eligible in the relevant function group/grade/field;
- Avoid any possible negative impact on the promotion exercise **by respecting Annex IB to the Staff regulation and** not using these credits for funding internal competitions;
- Ensure that successful candidates on the reserve list of the previous internal competitions are offered a position, in particular ASTs who are dramatically affected by the structural reduction in AST posts.

Moreover, **Union Syndicale Fédérale Luxembourg** requests the Commission:

- to respect the political agreement made between the Commission and the staff representation on General Implementing Rules for Contract Agents, in particular the provision of professional development opportunities for CA FGI (e.g. by implementing screening exercises to change function group and accelerating their reclassification) given that they are excluded from internal competitions by the Staff Regulations;
- to integrate the fair recognition of internal talents in the Commission human resources policy.

Union Syndicale Fédérale Luxembourg is available to help the candidates better complete their application forms and follow them through each step.

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