



AST and PROMOTION : MISSION IMPOSSIBLE ?

Luxembourg, 15 September 2016

This is the promotion period, during which intermediary groups are examining the appeals. The' **Union Syndicale Fédérale Luxembourg** wishes to remind everyone that the AST category is composed of different groups, each with its own specific problems that must be defended during plenaries:

- Difficult Mobility for AST, especially those with a non-typical profile;
- Ex-D and ex-C now transcategory after internal competition and attested (or not) are in a way forgotten (there are not even mentioned in the 2014 Staff Regulation). Indeed, administration seems to re-discover them at promotion time while wondering they are still there. **Union Syndicale Fédérale Luxembourg** already drew the attention of HR on the slow career of some 130 "transcategory people" and will reiterate its request at the Promotion Committee (preparatory and plenary);
- Internal competitions, specially the latest one aimed at contract agents, do not allow a qualitative career progression for AST. Moreover, they are limited to AD6 ;
- Certification procedure is not transparent; the number of happy few is quite reduced and it generates many expectations and even more frustrations. (Some DG organise competitions to select the "happy few"). Moreover, many certified people do not find a post – including the ones who underwent the old system;
- Many AST have AD tasks. This is recognized in the evaluation report. Sometimes this level is recognized officially, sometimes not so officially. How do we make sure the work and responsibility level is recognized (by the hierarchy, and under what form ?) to give a bit of oxygen and hope to the concerned people ;
- VP Georgieva speaks a lot about Talent Management: the implementation raises numerous questions. Is it yet another attempt to block careers and much ado about nothing?
- Quid of former Bs who can get to certification because their AD tasks are not sufficient and they are simply considered as assistants or administrative staff? They feel under-valued and have mobility problems;
- Quid of colleagues potentially attestable but still on the waiting list for various reasons (post description non conform, etc.)
- Quid of AST9 career blocked by lack of quota and of transparency concerning the promotion to Senior Assistant as AST10 or AST11: (in this regard, see [results of survey?](#))
- And AST in transition since 2014 ?
- And the AST/SC careers?

Our AST colleagues are doubly hit by the new staff policy through the «Synergies and Efficiencies in the Commission - New Ways of Working “ program as well as the « Allocation of establishment plan posts for 2016 » (AST number will fall from 9411 in 2016 to 9003 in 2017 ie a loss of 408 posts). Moreover, what about the rising number of AST/SC (491 posts in 2016, 512 in 2017 (are they replacing AST ?), and the (smallish) fall in the number of AD.

Considering all this, the AST collective requests DG HR to take the above mentioned problems into consideration during the Comités de Promotion as well as during the social dialogue meetings regularly organised. We also request the organisation of concertations on all blocked career to give a bit of hope to the sacrificed staff.

Plus d'informations? Contactez-nous: REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu



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