

Pilot mobility exercise for AST- AST/SC in Luxembourg: Bright idea but...

Luxembourg, 6/02/2018

On the 5th of December, DG HR emailed staff to inform them of its pilot mobility exercise for AST and AST / SC officials based in Luxembourg. This pilot project, for Luxembourg only (for the moment), is based on the Talent Management Strategy initiated by Commissioner Georgieva in 2016. It concerns all AST and AST / SC officials, with more than two years of seniority in their post (three years in case of first appointments) as of December 31, 2018.

The Union Syndicale Fédérale Luxembourg is in favor of any process and initiative improving the mobility of AST, who have been heavily impacted by the 2014 reform and the decline in the number of posts.

What is it concretely?

A call for expressions of interest was launched on the 27th of January 2018 on a voluntary basis (<https://myintracomm.ec.europa.eu/net/luxweb/Pages/ast-sc-mobility.aspx>). It concerns 31 posts classified by domain area (Administration, Finance, IT, etc.), posts and DGs. Volunteers have until February 12 to get information and state their interest.

This call details the general and specific conditions (in particular the exclusion of posts blocked in AST 7, 9 and 11).

Transfers will be made in the interest of the service pursuant to Article 7 of the Staff Regulations. Nevertheless, candidates can retract without consequences from participation in the call.

In practice, when one of the proposed posts is filled, the old one will be added to the reserve of available posts. The Union Syndicale Fédérale Luxembourg wonders, on the basis of the deadlines of the various stages as detailed in the available documentation, on the repetition of the operation several times during the year: this will depend on the number of posts released during the course of the previous call but also on the number of retirements, departures, etc.

Does this seem to be a useful and well thought out operation? USF-Luxembourg has a number of doubts!

- Is this operation intended to fill vacancy notices for which there are no applicants or the post has seen a significant turnover rate?
- What about recruitment delays generated by this operation, especially if it is repeated? Actually some of the blocked posts could certainly be filled more quickly if published as soon as possible.
- What about the difficulty of recruiting AST / SC in Luxembourg: the salaries does not allow for a decent living in Luxembourg.
- In case of transfer to another DG, it is unclear whether the original DG keeps the AST post or transforms it into AST / SC. It seems that this detail is left to the discretion of the DGs.
- According to the DGHR, the chances of promotion of colleagues who have moved to another DG remain the same because they keep the same rights. Chances, yes, but the reality is different! The Union Syndicale Fédérale Luxembourg will remain attentive to this issue.

It seems that DGHR is planning to apply the same principle to ADs in Luxembourg in the near future, but nothing has been confirmed yet. The Union Syndicale Fédérale Luxembourg will follow the evolution of this operation very closely and remains at the disposal of all interested colleagues for advice and opinion - as this is a matter of professional career path for the staff concerned.

L'Union Syndicale Fédérale Luxembourg is listening to you and will continue to inform you.



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