

Promotions 2018: What should you do if....

Luxembourg, 13/11/2018

The 2018 promotion exercise ends with the publication of the Administrative Notice:

<https://myintracomm.ec.europa.eu/infoadm/en/2018/Pages/ia18034.aspx>

The results are shown in your Sysper file, under the 'Promotion' field.

No system is perfect, and the current one is even farther from perfection than its predecessors. All unions have objected to it, but the Commission remained true to its principle of 'dialogue' and imposed it nevertheless.

Loyal to its mission, Union Syndicale Fédérale Luxembourg informs you on what you should do in case you appealed and you are not promoted.

The promotion committees have examined all the appeals but only had 5% of pre-assigned quotas per grade at their disposal and had little room for manoeuvre in their efforts to mitigate instances of injustice or discrimination.

The Staff Representation strived and managed to obtain a list, beyond the 5%, but failed to eliminate all inequities and disparities.

Your appeal was not successful? You can introduce an 'Art. 90' complaint.

USF Luxembourg is at your disposal for further advice more detailed advice.

Would you like to prepare for the 2017 promotion exercise? USF Luxembourg offers you assistance starting with the self-assessment phase, so please do not hesitate to contact your representatives:

BECH et T2: N. MAVRAGANIS, A. KYRAMARIOS	Gasperich: R. DELGADO-SAEZ, S. KARDARAS N. FETTAH-ZAIT	OP: I. WOLFF, M. COLLIGNON J-M DEHOY
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Need advices : REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

Reminder: promotion rates in Annex IB of the Staff Regulations:

Taux de multiplication de référence pour l'équivalence des carrières moyennes

Groupe de fonction	Taux de promotion par grade	Ancienneté dans le grade
AD		
13	15%	6,5
12	15%	6,5
11	25%	4
10	25%	4
9	25%	4
8	33%	3
7	36%	2,8
6	36%	2,8
5	36%	2,8

Groupe de fonction	Taux de promotion par grade	Ancienneté dans le grade
AST		
10	20%	5
8	25%	4
7	25%	4
6	25%	4
5	25%	4
4	33%	3
3	33%	3
2	33%	3
1	33%	3
AST 4/D	10%	10

Groupe de fonction	Taux de promotion par grade	Ancienneté dans le grade
AST/SC		
SC5	12%	8,3
SC4	15%	6,7
SC3	17%	5,9
SC2	20%	5
SC1	25%	4



**UNION SYNDICALE FEDERALE
LUXEMBOURG**

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