

Promotion 2020: what to do if...?

Luxembourg, 17/04/2020

Even in this period of confinement, the 2020 promotion exercise has been started. The USF-L **informs you about what to do.**

No system is perfect, the current one is even less than the previous ones. All the unions had opposed this system, but the Commission imposed it. It is important to remember it.

- The DGs have received their "share of the cake" called "quotas per grade". "Cascades" meaning transfers from high grades to lower grades are possible but only in a strictly limited and controlled extent.
- Internal negotiations within DGs between different Directorates and Units is currently taking place to decide on the colleagues who will be on the first list of proposed names. In making their choice the DGs have to undertake a comparison of the merits described in your assessment taking into account the level of responsibilities (see above) and of the use of languages in your work.

From May 13th, the Director Generals will meet with a delegation of Staff Representatives, appointed by the Staff Committee, in order to hold a discussion and carry out a "fine-tuning" to take into account the comments of your representatives.

Here are the main stages of the promotion procedure from May to November 2020 and **what you need to do:**

- This list of colleagues proposed for promotion should be available on 18th June in Sysper and also accessible through your promotion file in Sysper.
- **If you are on the list, this means that you are promoted: Congratulations!!!**
- If you are not on the list, hope is not lost: You have five working days (not counting justified absences) to make an appeal. **Please feel free to contact us to help you drafting your appeal properly. The joint promotion committees (JPC), composed of staff representatives, have a global quota of 5% for appeals.**
- Appeals will be analysed in September for a decision by the JPC. Final publication of those promoted expected in November.

Your appeal should be factual, concise and it should be based on your merits, as outlined in your self-assessment and [evaluation](#). Similarly to your evaluation, an appeal should lean on the three main promotion criteria, namely, your efficiency, level of responsibilities and use of languages as well as any exceptional work that you have carried out during the reference year.

For more factual information, please consult the administrative information:

<https://myintracomm.ec.europa.eu/infoadm/en/2020/Pages/ia20013.aspx>

If you believe you deserve to be proposed for promotion, please feel free to contact your representatives directly or contact us:

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