



**Union  
Syndicale  
Fédérale  
Luxembourg**

# Promotion 2021: what should you do if...?

Luxembourg, 10/11/2021

The 2021 promotion exercise ends with the publication of the following Administrative Notice

<https://myintracomm.ec.europa.eu/infoadm/en/2021/Pages/ia21031.aspx> (Promotion)

[Reclassification 2021 \(europa.eu\)](https://myintracomm.ec.europa.eu/infoadm/en/2021/Pages/ia21031.aspx)

The results are visible in your Sysper file, under 'Promotion'

No system is perfect. The current even less than the previous ones. As a reminder, all unions objected to it, but the Commission remained true to its 'dialogue' principle and imposed it.

In line with its mission, Union Syndicale Fédérale Luxembourg informs you on what you should do in case you did appeal but are not promoted.

The promotion committees (AD & AST) analysed all the appeals but held only had 5% of pre-assigned quotas per grade and so little room for manoeuvre to mitigate instances of injustice or discrimination.

The Staff Representation managed to obtain this year again a list going beyond those 5%, though failing to tackle all observed inequities and disparities identified in the appeals.

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

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

Would you like to prepare for the 2022 promotion exercise? A promotion start with a good self-assessment. USF Luxembourg offers you its assistance. So please do not hesitate to contact your representatives:

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
<b>AD</b>		
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
<b>AST</b>		
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
<b>AST/SC</b>		
SC5	12%	8,3
SC4	15%	6,7
SC3	17%	5,9
SC2	20%	5
SC1	25%	4

Your representatives:

BECH et T2: N. MAVRAGANIS, C-A POPESCU	Gasperich: N. FETTAH C. PALADINO S. KARDARAS	OP: I. WOLFF, M. COLLIGNON
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