



Promotion 2022: What to do if...

Luxembourg, 16/06/2022

The 2021 promotion exercise has been launched and the list of the official proposed for promotion is now/soon published.

As usual, USF-L informs you about what to do.

No system is perfect, the current one is even worse. All the unions were opposed to this system, but the Commission imposed it. It needs to be reminded.

- 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 to a limited and controlled extent.
- Internal negotiations within DGs have taken place to decide on the colleagues who will be on the list of proposed names. In order to do that the DGs shall undertake a comparison of the merits described in your assessment taking into account mainly your efficiency the level of responsibilities as well as the use of languages in your work.

Since May 16th, the Director Generals have further meet with delegations of Staff Representatives, appointed by the Central Staff Committee, with the aim to hold a discussion and carry out a "fine-tuning" that should take into account the comments of your Representatives.

Here are the main steps from May to November 2020 and **what you should do:**

- This list of colleagues proposed for promotion should be made available on 16th June 2022 through your promotion file in Sysper.
- **If you are on the list, this means that will be promoted: Congratulations!**
- If you are not on the list, hope is not lost: You have 5 working days (not counting justified absences) to make an appeal. **Please feel free to contact us for helping you drafting your appeal in a correct way. The joint promotion committees (JPC), have a global quota of 5% to threat appeals.**
- Appeals will be analysed in September for a decision in October by the JPC. Final publication of those promoted is expected in November.

Your appeal should be factual, concise and based on your merits as they are 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, consult the administrative information and related linked information: <https://myintracomm.ec.europa.eu/staff/EN/talent-management/appraisal-promotion/officials-promotion/Pages/exercise-2022.aspx?ln=en>

If you believe you deserve to be proposed for promotion, please feel free to contact your representatives directly or contact us via the functional mailbox

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

Your representatives:

BECH et T2: N. MAVRAGANIS, C-A POPESCU	Gasperich: N. FETTAH-ZAIT C. PALADINO S. KARDARAS P. VAKONDIOS	OP: I. WOLFF, M. COLLIGNON
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UNION SYNDICALE FEDERALE LUXEMBOURG

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

www.usf-luxembourg.eu

