



**TOGETHER
FOR
LUXEMBOURG**

CAREER PERSPECTIVES FOR ALL EMPLOYEES? “EVERYBODY NEEDS SOMEBODY”

The new HR strategy left many with the idea that career perspective will be offered to all employee of the Institutions. The HR strategy claims a modernized and flexible recruitment adding new processes: a promising internal competition calendar, a greater recruitment flexibility overall and possibility of progressions whatever the contract type you have.

First, let us be reminded that the Staff Regulations indicates that the majority of Staff need to be recruited through General Competitions. Though, as we all know, this is not really the case today anymore. It further specifies how employees can change contract type, typically finding a more stable position or, progress in their career through promotion or reclassification.

Your representatives are ensuring this is implemented in a fair and regulatory way by participating to the various related processes (competition board members, Contract Agent and Temporary Agents selection panels members, delegates in various specialized Joint Committees (promotion, reclassification, certification)) and ensuring they are involved in future ones (Young Professional Programme). USFL and its Federation USF make sure these rules are well defined upfront by actively participating to their negotiation or social dialogue (Young Professional Programme, simplified yearly assesement). USFL abides by the Staff Regulations principle of a competent and independent public service but is also very attentive to the frustration potential of the employees. The recruitment and career processes need to remain transparent to Staff. Newcomers need to be properly accompanied and informed about their career perspective.

USFL always on deck!

- **The new HR strategy pretends to put people at the centre** (18/11/2021)
- **New HR Strategy: Enhancing the Commission's dwindling attractiveness** (03/03/2021)
- **Young Professionals Programme (YPP) – “How to impose” guide by DG HR** (21/06/2018)