



**TOGETHER
FOR
LUXEMBOURG**

OFFICIALS CAREERS (AD, AST AND AST/SC) THERE IS ONE TOO MUCH (AST)

The AD Officials career has evolved over time. The 2004 Staff Regulations created new lower entry grades (and an intermediary grade) thereby creating a bias/frustration between pre and post 2004 officials and the 2014 Staff Regulations capped their progress to AD12 leaving a limited and horizonless Senior Expert path that is besides another source of frustration.

The AST Officials career has also evolved over time. The 2004 Staff Regulations created new lower entry grades (and an intermediary grade) thereby creating a bias/frustration between pre and post 2004 officials. Then and adding the 2014 Staff Regulations, careers progress was limited to AST7 (for some) and AST9 (for all) leaving a limited and horizonless Senior Assistant path that is another source of frustration.

The certification process (for AST to become AD) exists and is of top quality but it is in effect limited. Last but not least the 2014 Staff Regulations created a new AST/SC group which is an obvious social dumping approach. Indeed one observes that AST and AST/SC in the vast majority of cases implement the same tasks with the same level of responsibility though not with the same pay or career perspective (29.5 years from SC1 to SC6).

More and more AST/SC are hired and the proportion of AD is growing while the AST is shrinking. For USFL and its federation USF it is clear that the AST are the victims of the previous reforms and of the new recruitment methods (more and more colleagues are hired with precarious contracts too: Temporary Agents, Contract Agents). AST are not offered with real career perspectives and it would seem they are just going to disappear on term...

USFL always on deck!

- **Certification 2022 – 2023 exercise** (21/09/2022)
- USFL article focusing on AST and AST/SC career: [Precarity & its consequences on the staff - Union Syndicale Fédérale](#)