



**Union
Syndicale
Fédérale
Luxembourg**

Promotion / Reclassification 2022: what should do if ...?

Luxembourg, 10/11/2022

The 2022 [promotion](#) (Officials) and [reclassification](#) (Contractual Agents) exercises are now over. The individual results are also available in your Sysper file.

No system is perfect. The current ones less than the previous ones. As a reminder, all Unions were against, but the Commission remained true to its 'dialogue' principle and imposed them.

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

The promotion committees (AD & AST) as well as the Contract Agents reclassification committee analysed all the appeals but they had only had 5% of pre-assigned quotas per grade/Function Group and so, little room for manoeuvre.

The Staff Representation managed to obtain this year again a list going beyond those 5%, though failing to tackle all observed injustices or discriminations 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 more detailed advice.

Would you like to prepare for the 2023 promotion or reclassification exercise? It all start with a good self-assessment. USF Luxembourg also remains available for that.

Reminder: promotion rates depend from Annex IB of the Staff Regulations (hereunder) while [reclassification 'average time spend'](#) depends mainly on available Budget.

Taux de multiplication de référence pour l'équivalence des carrières moyennes

Groupe de fonction	Taux de promotion par grade	Ancienneté dans le grade
AD		
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
AST		
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
AST/SC		
SC5	12%	8,3
SC4	15%	6,7
SC3	17%	5,9
SC2	20%	5
SC1	25%	4

Your representatives:

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