



TOGETHER FOR LUXEMBOURG

THE HR “I PROMISED YOU A MIRACLE” OR “IT’S A KIND OF MAGIC” STRATEGY

The new HR strategy was “discussed” in big masses during the crisis. A proper consultation of your Staff Representatives did not happen. Our Administration obviously confused the Staff representatives you elected with the Staff as a whole. Many promises were done in these masses and many soft and unclear ones can be found in the issued strategy. They fooled you (staff) and they fooled us (staff representatives).

However, one has to recognize that the strategy was accompanied with an ambitious implementation calendar that should lead to results meaning new effective rules, tools and processes. Such concrete rules clearly need to be presented to your Staff Representatives. In fact some elements of the strategy are already implemented (i.e. the new decision on working time and hybrid working, the planning of internal competitions) or in the process of being (i.e. the yearly report review, the harassment framework and legal basis).

USFL within its federation (USF) is following the matter closely, insisting on a precise set of actions and results and being very attentive for example to the new hiring means in the strategy (i.e. Young Professional Programme, AST/SC careers)

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)