



# TOGETHER FOR LUXEMBOURG

## YOUR CAREERS: PROMOTION AND RECLASSIFICATION

The Promotion of Officials and reclassification of Contract Agents are the needed recognition that deserving employee logically expect.

These yearly exercise are linked to budget and rules. No systems are perfect, the actual ones in place was no approved by USFL. Besides, working in Luxembourg influences your career in comparison to colleagues based in Brussels and that, even if DG HR replied to your Local Staff Committee that it is not true. That is possibly the reason why every single year DG HR ‘forgets’ that Luxembourg colleagues have a day more to file their appeals (National Holiday – 23<sup>rd</sup> of June - usually falling within the deadline to do so).

Despite all this, USFL is at your side at all steps of these yearly processes with an unparalleled expertise:

- accompanying you for the writing of your self-assessment and appeal on your reports
- accompanying you when meeting with your appeal assessor
- defending your advancement when meeting with your DG’s
- advising you for and defending your appeals for non-promotion
- helping you with further Art 90 complaints

USFL moreover accompany you in your career year after year, guiding you on how to tackle the hurdles. USFL supports you enhance your work performance and when achieved, helps you to express it properly for a future advancement.

USFL always supports you in a tailored way, without templates, false promises or payback clause.

The actual yearly reporting template is actually being revised, in fact simplified. One wonders what is the real drive beyond it. The matter is at social dialogue level and your USFL representatives are on deck to ensure that this is done with a purpose and a real added-value.

### USFL always on deck!

- [Promotion 2022: what to do if...](#) (16/06/2022)
- [Promotion 2021: what to do if...](#) ? (18/06/2021)
- [2021 appraisal of contract staff 3a and 3b: here we go again ! Union Syndicale Fédérale Luxembourg can help you !](#) (20/01/2021)
- [The 2021 appraisal exercise is launched. Union Syndicale Fédérale Luxembourg can help you](#) (7/01/2021)
- [The 2021 appraisal exercise approaching – Union Syndicale Fédérale Luxembourg can help you](#) (18/12/2020)
- Also elements expressed by USFL through the Local Staff Committee formal gathering with DG HR ([COCOLO](#))