



Promotion 2023: What to do if...

Luxembourg, 07/06/2023

The 2023 promotion exercise has been launched and the list of the official proposed for promotion is now/soon published. As usual, USF-L **informs you about the process frame, the steps and what to do if you are not proposed at this stage.**

- The DGs have received their "share of the cake" called "quotas per grade". "Cascades" meaning transfers from these quotas to lower grades are possible but only to a limited and controlled extent.
- Internal negotiations within DGs took place to decide on the "happy few" the DG will propose. In order to do that the DGs shall undertake a comparison of the merits (your evaluations since your last promotion or your entry into service) taking into account mainly your efficiency the level of your responsibilities as well as the use of languages (for your work). The few changings in the evaluation form introduced this year, has in theory no influence on these requirements.
- The Director Generals have further meet since mid May with delegations of Staff Representatives, appointed by the Central Staff Committee, with the aim to hold a discussion and carry out a "fine-tuning" that should take into account the comments of your Representatives.

Here are the next steps and what you should do:

This list of colleagues proposed for promotion is foreseen on the 15th of June 2023 and will be made visible in your promotion file in Sysper.

- If Sysper does not show that you would be promoted, hope is not lost: You have **5 working days** (not counting justified absences) to file an appeal. The joint promotion committees (JPC), have a global quota of 5% to threat appeals.
- Appeals will be analysed in September for a decision in October by the JPC. Final publication of those promoted (proposed by DG's and JPC) is expected in November.

We are available to help you properly draft your eventual appeal which must be dully substantiated. Your appeal should be factual, concise and based on your merits. Similarly to your [evaluation](#), an appeal should lean on the three main promotion criteria mentioned above, namely, your efficiency, level of responsibilities and use of languages for work; but as well as any exceptional work that you have carried out during the reference year or the previous years (since your last promotion or your entry into service).

For more information, consult the administrative notice or Intracomm :

- [PROMOTION EXERCISE 2023 \(europa.eu\)](https://europea.europa.eu/PROMOTION_EXERCISE_2023)
- [Exercise 2023 \(europa.eu\)](https://europea.europa.eu/Exercise_2023)

If you believe you deserve to be proposed for promotion, please feel free to contact your representatives directly or contact us via the functional mailbox

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Your representatives:

BECH et T2:	Gasperich:	OP:
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