



EN

EPSO & Internal competition

You surely remember or heard about the new EPSO competition model called EPSOLUTION. You have surely heard about it as it concerns you or your colleagues, in general persons that either wish to become Officials or are already but would like to reach a higher function group and/or grade. Competitions are not organised and launched only by EPSO, they can also be implemented by some Institution directly. +

The EPSOLUTION model certainly generates inequalities of treatment. Needless to say, it also generates a significant amount of frustration, especially when it comes to the organisation and implementation of the online remote testing. In view of the tens of thousands of EU citizens participating to competitions yearly, it definitely does not help to enhance the image of the EU and of our Institution in particular (to which most EU citizens refer too). Without going back to all the underlying details which you can find in our previous communications listed hereunder, we still wish to update you.

The file came to the attention of the European Ombudsman and is ongoing. More importantly, EPSO decided to implement a standstill on a large number of ongoing competitions and to delay the launch of some others (of course, EPSO's decision is not linked officially to the decision to implement EPSOLUTION which includes remote testing). Last but not least, several actions including legal ones have been initiated by Trade Unions at the Commission as well as by the Central Staff Committee. Let's see how things evolve.

Then, beyond the competitions organized by EPSO, each Institution has the possibility to organize its own competition on its own terms. This is how it was always done in the past. Let's remember that EPSO was created mainly for fulfilling interinstitutional resources needs and/or when there is an obvious economy of scale and/or organisational interest to do so (i.e. specialized skills of EPSO).

Our institution has initiated a series of internal competitions that are meant to hire colleagues who are already working for the Commission ([list of internal competitions](#)). These internal competitions are often criticized and rightly so in many cases, although they have the merit to exist and were expected for some time. One recent internal competition (COM/AD5/2023) drew the attention of our Federation: it just did not fit the purpose of hiring valuable internals or at least its deadline was strangely excluding some. Our Federation wrote to DG HR.



2023-11-07_Note-to
-GIngestad_ddl-inter

As this is an internal competition, candidates' eligibility is calculated on the basis of the time they have been working for the Institution: 'at least the last 12 consecutive full months prior to the deadline for applications as contract or temporary agents, of which at least the last 6 consecutive full months as temporary agents in the AD function group'. Setting the deadline for applications on the 27th day of any given month of the year simply means that a number of potential candidates just miss the deadline for three days! Sometimes Commission staff wonders what its administration has in mind when making such decisions.

We hope our call will be heard.

USFL always on deck!

- News: [EPSO: THE NIGHTMARE CONTINUES](#) (09-10-2023)
- Leaflet: [Cancelling of competition AST/154/22: Once again EPSO is overwhelmed by its own inadvertence at the expenses of candidates!](#) (04/04/2023)
- News: [COMPETITIONS : WATCH OUT POTHOLE !](#) (03/2023)
- Leaflet: [NEW SYSTEM FOR COMPETITIONS: IS EPSO HEADING ONCE AGAIN TOWARDS A LEGAL WATERLOO?](#) (17/02/2023)