

Brussels, 16 July 2008

30 April 2004 - Recruitments in the dark!

During this period where all staff are suffering from the implementation of the Kinnock reform, and the 'Centeno' case has been taken right to the Court of Justice, the issue of the 'last-minute recruitments' has raised its head again. In effect, the 16th of April 2004 should have been the final chance to be recruited under the old 'more favourable' staff regulations. When we say more favourable, we mean at least two grades higher, € 1000 per month more, and better pension contributions! Some escaped this unique opportunity (sic) to be recruited under the new regime... But why?

The 16th of April 2004 was not the last day of recruitment to the Commission, because five lucky souls were sneaked in on the 30th of April! In its written response to Parliamentary Question E-2677/04, the Commission stated that these five recruitments took place 'either following administrative delay or to meet an imperative need of the service'.

A follow-up question Number, P-2865/08 has now been posed. This MEP seems to suggest that the recruitment on 30 April of someone, notified only five days earlier that they were on a laureate list, could not be 'administrative delay'. She then seems to wonder what on earth could be the imperative needs of the service for recruiting people on a Friday afternoon.

The Commission has asked for more time to answer this Parliamentary question. We understand this, because we in R&D also have trouble to identify what the imperative needs of the service could be for recruitments on Friday 30 April. Could these be essential needs at a global level, such as world peace, climate change, or about the world's food supply? Well, one of these lucky five was recruited as a B grade in DG ENTR. So make up your own mind!

Given the Commission's delay in answering the question - it obviously takes more time to answer a simple question than to authorise recruitments outside normal procedures - some of you cynics might be thinking that the Commission will try to sneak the answer out in August, when many staff are on holiday. Don't worry! In our efforts to ensure transparency and openness, R&D will inform all staff of the answer to this question.

Also, in all collegiality, perhaps we could even suggest an answer for the Commission to use: "Dear MEP. Oops we got it wrong! There was no delay in recruiting these people. On the contrary, they were ushed through. This was so that they could be recruited at the correct grade and not the junior 'second class' grades of the new Staff Regulations."

Or to put all of this another way: Why can't the Commission simply recognise that the unlucky souls recruited after 1 May 2004 are unjustly discriminated against in comparison with people from their same reserve list, but who were sneaked in during April 2004? And then of course re-instate these unlucky souls to their proper grade.

This murky story increases R&Ds resolve to fight to the very end for justice for those left shipwrecked by the reform.

This issue hasn't gone away!

This issue will not go away!

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