



Renouveau & Démocratie

Syndicat du personnel des Institutions Européennes

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CONTRACTUAL AGENTS “3 BIS” A PROMOTION EXERCISE WILL ACTUALLY TAKE PLACE IN 2009

In view of the AC3bis¹ contractual agents' concern regarding the delay in their evaluation procedures for 2008 and their gradation for 2009, **R&D** and other Unions of the Alliance have obtained the guarantee from DG ADMIN that a promotion exercise will be urgently launched by the end of the year. **R&D** spells out the guidelines of that new ad hoc exercise.

Yet another ad-hoc exercise

The rules for evaluation and promotion of staff in category AC 3 bis in 2009 should in theory have been based on those that are applied to the civil servants. In view of the disaster and delays in the conduct of the promotion exercise for civil servants, DG ADMIN decided - at **R&D's** insistence – to launch a new ad-hoc exercise in 2009 and not to lose the credits.

They take the REC 2007's results and start from there

In view of the urgency and the legal constraints, the only option available is to begin from 2007 results and to carry out the re-grading procedure on the same basis as previous year. The Joint Committee will be required to adapt the merit groups and to obtain the re-grading rates which are the most favourable to staff.

Which guarantees for the staff?

In order to avoid the “interventions” of the services to correct the REC results "artificially" after the event, **R&D** has requested that nothing could change the order established by the Joint Committee in 2008; whether it be in terms of calculation of seniority, merit level or of treatment of appeals. Only the newly eligible colleagues who do not yet have evaluation reports for 2007 will be invited to create them as quickly as possible.

And afterwards??

For the moment, no one is able to explain what will be the basis of the re-grading system for Contractual Agents as the principal basis (the system applied for officials) is highly criticized and rejected by the majority of the staff – exactly as **R&D** has predicted and announced. However, **R&D** will go on defending the staff and denouncing the several abusive and other abnormal practices of DG's. Those same practices the new procedure generated and that will have to be corrected before the CA get punished on the same basis.

¹ Article 3 Bis: Conditions of employment of other servants of the European Communities: it is about contractual agents in delegations, representations and Commission's Offices as well as the contractual agents GFI in the services.

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