



A happy day for "YOU" and another sad day for Injustus

"YOU" are around forty years old and finished **your** studies in 1998, YOU have **no more than thirteen years' worth of working experience**, hardly any of it managerial – if any at all

- Between 2004-2010 YOU are handpicked to work in the cabinet of the Commissioner nominated by your Member State at AD 10
- At the end of **your** Commissioner's term in 2010, YOU are parachuted (or rather catapulted) as a "principal adviser", with grade AD 14 into the DG falling under your Commissioner's direct competence – in order to soften **your** landing, the **jump of 4 grades is accompanied by a salary increase of more than 60% and you deserve a special leaflet from a trade union!**
- In February 2013, just around St Valentine's day, YOU are appointed as a director in the same DG – **without any vacancy call** having even been issued, **without facing any selection panel**, but based of course upon the certainty that being of a superior breed, your capabilities and potential are unequalled ... or are they?
- Or is it maybe that given the growing dissent amongst post-2004 staff, YOU have been randomly singled out as a single, symbolic recipient of some long overdue restitution for this sorry category?

Injustus Lipsius, on the other hand, is a mere mortal amongst other mortals, handicapped by the fact that he comes from no "illustrious" (or "notorious") family or political background back home, but as such, he would still like to put a number of questions to whomsoever the powers may be in these institutions, particularly to the Commission:

- **Injustus Lipsius** too is around 40 years old, and was recruited after 1 May 2004 at the lowest available grade having passed a competition for a much higher grade. In contrast to his above mentioned colleague, **Injustus** will likely spend all his remaining professional life at the Commission trying to obtain a promotion to the grade to which he should have been recruited. Is this fair he asks? Is this the Europe of equal opportunities which we preach to the outside world?
- **Injustus Lipsius** would never aspire to be a director at his age or with his experience, BUT over the years he has been in the Commission, he has come to know (and respect) a myriad of "older" colleagues with decades of managerial experience who would be natural choices for such a post in a fair and normal world. What's wrong with all of them he wonders? Are they all considered incompetent? What motivation are they expected to have when confronted with YOU ?

- Recently, a Commission proposal for internal competitions asked for twelve years of experience to be able to "jump" from AD 8 to 10 and fifteen years to "jump" from AD 10 to 12. Surely the math doesn't add up here thinks **Injustus**, when he sees that with only thirteen years of experience, some may become directors at AD 14? ... or is **Injustus Lipsius** simply too stupid to understand proceedings at these elevated levels well beyond his reach?
- Lastly, in these times when the EU civil service is increasingly becoming the target of scathing attacks by the media, when the Commission says that it is doing its utmost to counter such attacks, **Injustus Lipsius** wonders HOW the Commission could justify such behaviour? Should there be an overly inquisitive journalist who decides to expose this case as an example of the excesses within the EU civil service, HOW could the Commission begin to defend its actions? **WHY is the Commission putting itself – and for that matter all of its staff, by default – into such an embarrassing position???**