

R&D DEFEND

- ⇒ THE DIGNITY OF THE STAFF
- ⇒ THE MAGE OF OUR INSTITUTION
- ⇒ THE BASIC PRINCIPLE OF THE EUROPEAN CIVIL SERVICE
- ⇒ THE ESSENTIAL SERVICES OF OUR INSTITUTION

On 24, 25 & 26
October 2018,
VOTE R&D

Junior professionals

PROGRAMME :

« buddies first! »

We have...

R&D requests...

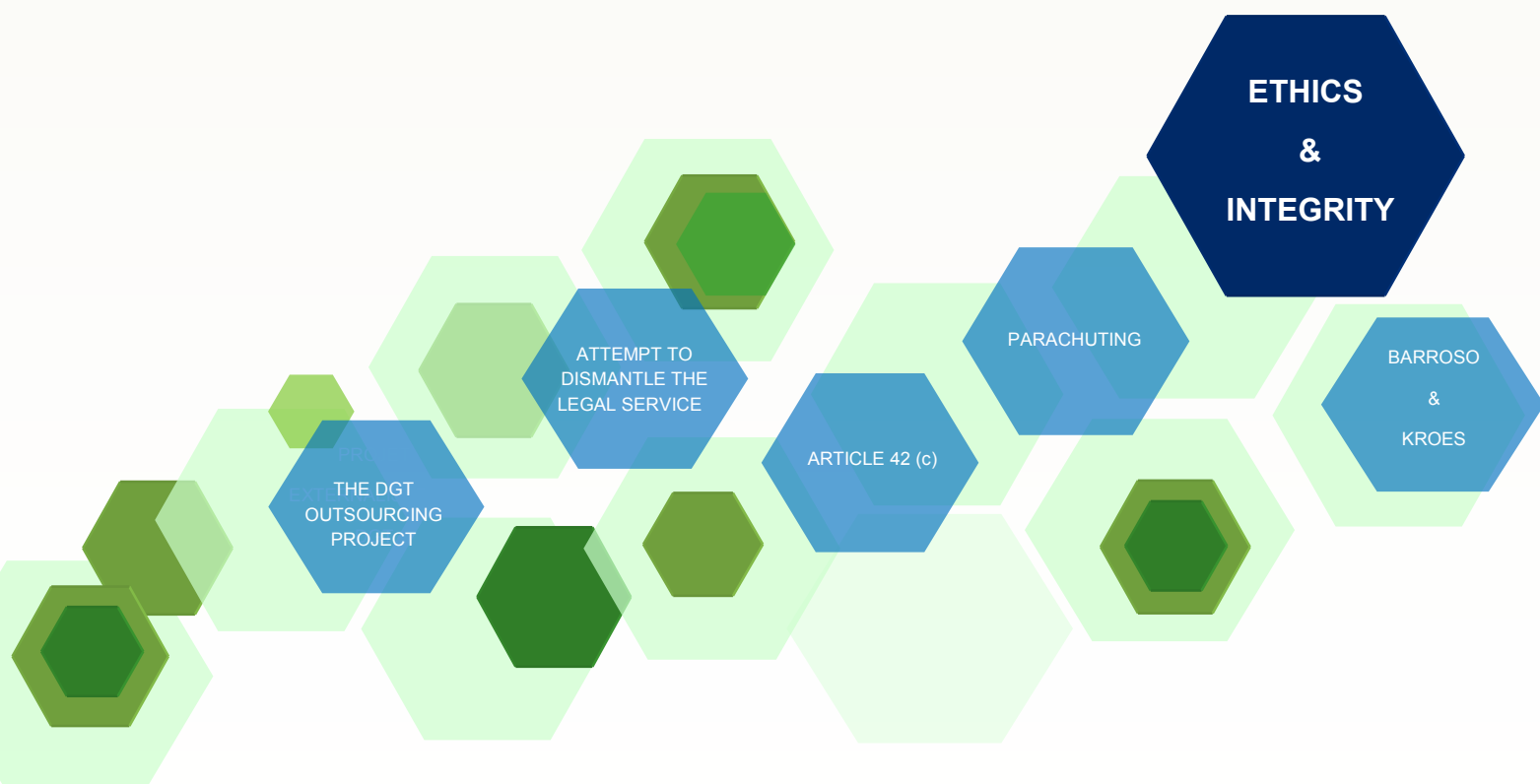


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Dear colleagues,

R&D was the first union to denounce, on 8 March 2018, the new "first class" recruitment procedure of DG HR.

In particular, we highlighted the:

- ⇒ total lack of transparency in the recruitment procedure;
- ⇒ discriminatory nature of the conditions laid down for the eligibility of candidates;
- ⇒ absence of any involvement of the staff representation...

... in short, open door to favouritism and nepotism... which seem to be the real basic principles of this project.

We also denounced the urgent need for a profound reform of EPSO and emphasized that the power struggle between DG HR and EPSO could not lead our institution to abandon its mission as guardian of the Staff Regulations by organizing absolutely scandalous "in-house" procedures.

Nevertheless, despite the organization of meetings with the Staff Representation, the improvements obtained have not made it possible to correct the indisputable limits of this project.

We have :

- ⇒ in collaboration with our lawyers, proposed a model of complaint to all colleagues and we are committed to continue our efforts

R&D requests:

- ⇒ the end of this absolutely discriminatory programme which stigmatizes our institution and its recruitment procedures

EMPLOI
LE PISTON, CRITÈRE DE RECRUTEMENT

(QUELS BAGAGES
VOUS AVEZ ?...)

(J'AI PISTON+5!)



"JUNIOR PROGRAMME"

Alias

"Aka buddies first"

R&D does not limit itself to denouncing the indecent nature of this program

**As promised , R&D puts at your disposal a [MODEL OF COMPLAINT](#)
as well as the assistance of its legal service in order to challenge
the discriminatory nature of this programme from a legal point of view**

We thank all colleagues who have massively shown their support for our actions after the release of our flyers!

We thank all colleagues who have massively signed the petition initiated by our AFI TAO allies, members of the Alliance, asking, among other things, that this scandalous procedure is cancelled!

We also thank all colleagues in the DGs who reported all their difficulties in that, faced with the disappointment and complaints of their staff, they were asked to assist their DGs in the evaluation of applications on the basis of absolutely vague criteria within the framework of a procedure offering no guarantee for transparency and fairness!

It is now clear to everyone ... except naturally for DG HR, that the Junior Programme represents the triumph of the principle "Buddies first", "le fait du prince", or princess, which the DG HR strives to reintroduce as a founding principle of its action.

R&D shares the anger of the staff !

Indeed, how not to understand the indignation of:

- ⇒ our non-eligible CA colleagues or those working for executive agencies or still those whose application has just been rejected, to whom the DG HR services constantly remind the limits imposed by the Staff Regulations on internal competitions open to the CA ... namely the same limits which will not be applicable to the "lucky ones" of the junior programme - thanks to the creativity of the same DG HR services - due to the granting of TA contracts on the eve of the organization of the internal competition aimed at making them permanent?
- ⇒ our TA colleagues and trainees who are ineligible, who work or have chosen an executive agency, or whose application has been rejected?

- ⇒ our fellow civil servants who have very often a very remarkable training and professional experience, who have passed very selective general competitions, not even comparable with the masquerade of selection organized within the framework of this programme, and who:
- as an AST/SC, are deprived of any real prospect of career development and even less of a chance to become AD;
 - as AST/SC, are eligible for the certification procedure allowing them access to the AD category only after long years of service, after a severe selection and a range of exams ... while the same possibility is now offered so graciously to young trainees after a few weeks of permanence in our institution;
 - as AD have never benefited of and / or are not currently eligible for such a training and integration programme, that our institution should offer to any new recruit.

Instructions for lodging the complaint

Who can lodge a complaint?

As this procedure is intended to provide an opportunity for employment as TA for 2 years and for receiving training, any trainee, official or other member of staff, regardless of grade or function group, may produce evidence of personal grievance.

Must the claimant have previously submitted an application?

No. It is not necessary to have tried / applied as the discriminatory nature of the call for expression of interest itself is disputed.

How to submit a complaint ?

For this purpose, you must:

- ⇒ complete the enclosed [complaint template](#) with your personal data and sign it;
- ⇒ send the signed [complaint using the form](#) attached to DG HR [HR MAIL E2](#) no later than 8 September 2018, i.e. three months from the publication of the CEI notice;
- ⇒ if you wish, send us a copy of the lodged complaint so that we can do follow up.

With our lawyers, we remain at your disposal for any further clarification and assistance that you may wish to obtain and for ensuring the continuation of the procedure.

We can't blindly pretend that everything is just fine: let us end this scandalous procedure!

During his meeting with the unions held yesterday, Tuesday 10 July, Commissioner Oettinger did not accept, at this stage, the unanimous proposal from the unions to freeze the Junior Programme but he undertook to meet the unions in September to draw up an initial assessment and adopt, as appropriate, the necessary measures.

While appreciating this proposal for a dialogue, we regret that the Commissioner has refused to stop this real masquerade.

Indeed, it is enough to note the all critical reactions of colleagues starting with those published on the intranet site announcing the launch of this programme, the great success of the

In these circumstances, it becomes increasingly difficult for the DG HR to continue to deny any problem, to claim that all critics are malicious and unfounded ... and to finish again and again with the invitation to joyfully join their chorus which, sadly, only knows how to play a single song: "All is well Madame la Marquise, everything is fine I tell you everything is just fine" ... this while everything is far from going very well!



[See the video](#)

Cristiano SEBASTIANI
President

NOTE TO THE ATTENTION OF MR OETTINGER
COMMISSIONER IN CHARGE OF BUDGET AND HUMAN RESOURCES

Subject : « Junior Professionals » programme

The "Juniors Professionals" project was designed, as explained by DG HR, as an instrument of the recruitment policy, as part of talent management.

The reasons given by DG HR for launching this programme, even as a pilot project, do not seem to meet the standards required for recruitment, for several reasons:

1. The principles of **equal treatment, merit and capability, which constitute the fundamental pillars of any recruitment policy in our public services**, are seriously compromised because the scope of the **target population** is limited in an unjustified way: many colleagues who have a proven legitimacy to participate, such as GFIII and II contract agents, AST and AST/SC, are excluded. Moreover, GFIV contract agents are de facto excluded because in the majority of cases they have more than 5 years of professional experience (according to JP's criteria the maximum length of experience is 3 years); Blue Book trainees of executive agencies are also discriminated against because they do not have access to the programme.
2. The planned **size** of this recruitment instrument (80 persons/year) seems disproportionate for a pilot project as it represents around 25 % of the annual recruitment of AD staff.
3. The purported justification referring to a **geographic imbalance** appears to be poorly substantiated because the recent report under Article 27 of the Staff Regulations reveals a certain imbalance but does not offer a convincing explanation as to the causes of this imbalance. Putting in place a pilot project to address a structural problem when the causes of the problem are not known appears as a premature and risky response.
4. **The participation of the staff representation** in the implementation of the pilot project, either in the adoption of the programme or in its effective implementation in the services, in particular as regards the identification and selection of candidates and the criteria to be taken into account, is not specified. An **in itinere monitoring** mechanism should also have been put in place.
5. **The links with the internal competitions and recruitment policy** in general are neither clear nor convincing. In particular, the massive recruitment of contract agents in the recent years to carry out permanent tasks has never been discussed in the context of the social dialogue, although it represents a radical change in the staff policy of the Commission. The pilot project, the contract agents' management policy and the internal competitions policy have never been placed in the context of **integral multiannual programming**.

6. **The delay in the implementation of the GIP on contract agents at the end of 2017** (after several years of consultations) is an additional element that caused serious resentment among those colleagues who are excluded from the JP Programme and who, at the same time, do not see any other perspective.
7. For a pilot project, **a precise and one-shot timetable** should have been developed. The current project leaves the door open for its extension in the future before carrying out a thorough analysis of its impact.

Since this is an area as sensitive as the recruitment policy, consultation must be organized as soon as possible on this policy, including the job vacancy problem, especially the AST/SC one, that the administration has shared with us repeatedly.

The "Junior Professionals" project, which is part of it, should therefore be put on hold pending the consultation.

C. Sebastiani SG Alliance (<i>signé</i>)	M. Vicente-Nunez (<i>signé</i>)	G. Sciarabone (<i>signé</i>)	R. Trujillo Herrera (<i>signé</i>)	E. Di Meglio (<i>signé</i>)
R&D	USL	Conf-SFE	TAO-AFI	SE/R&D
M. Gemelli (<i>signé</i>)	P. Le Grand (<i>signé</i>)	L. Dricot-Daniele (<i>signé</i>)	P-P. BACRI (<i>signé</i>)	
CISL	Génération 2004	Save Europe	FFPE	

Copy:

Ms I. Souka – Director General DG HR
Messrs C. Levasseur, C. Roques, L. Duluc – DG HR

"JUNIOR PROGRAMME" AKA "BUDDIES FIRST"!

We would like to thank all colleagues

who massively demonstrated their support after the distribution of our leaflets!

The dozens of comments ([link](#)), ALL disapproving, posted on the intranet page presenting this programme, demonstrate the extent of rejection caused by this pilot programme.

We also share your disappointment, even disgust, after the briefing organized on 14 June by DG HR. This awkward marketing session is a vain and pain-ful attempt to defend this obviously indefensible programme. It has merely been a question of constantly repeating the same arguments which, at times, reach a grotesque level.

Your question: and now, what can we do?

R&D's answer:

1) Massively sign the petition initiated by our Alliance TAO AFI fellow member's allies (please find email attached)

You could thus express your opposition to this programme and reinforce our request to Commissioner OETTINGER for a major overhaul of the "Junior professionals programme".

2) In any case, submit your application before the deadline of 19 June 2018 - Midday ([link](#))

In case of rejection, **R&D** will provide you with templates for making a complaint to be able to contest the discriminatory nature of this programme

As you can see, it is not just about denouncing an unfair and discriminating pilot programme: we will not remain without acting.

"YOUNG - JUNIOR PROFESSIONALS" PROGRAMME A SCANDALOUS APPROACH!

With its new programme "Young - Junior Professionals" DG HR organises a more than easy access to AD posts for a handful of "elected" trainees as well as for some privileged CA-FG IV and TA-AD selected exclusively on the "fait du prince" (or princess) basis, thus opening the door wide to favouritism and nepotism.

Meanwhile **R&D** continues to defend all colleagues and offers **ALL** trainees **FREE TRAINING COURSES** to

help them prepare for EPSO competitions and selections, so that they can integrate our civil service with dignity and without having to pull a few strings!

Our line of conduct:

TRANSPARENCY, SOLIDARITY and EQUITY.

R&D has always stood up for transparency in the selection of Bluebook trainees and for providing them the best support within our services.

R&D has always appreciated the qualities and the commitment of the hundreds of trainees we welcome every six months in our services.

Faithful to our principles and in view of the significant difficulties established in the past in the service responsible for the selection of trainees, we have provided assistance to colleagues who, after having reported serious malfunctions, have been shamefully left to their fate by the Administration and by IDOC, often for long months and sometimes with serious consequences.

Likewise, we have requested that our institution ensures an irreproachable selection and guarantees dignified working conditions for trainees as well as the necessary sup-

port throughout their presence in the institution.

In this respect, among our members, many are those who ensure with passion the selection of applications and the responsibility of supervising their Bluebook trainees.

They always tell us about the excellence, the European commitment, the enthusiasm and the dedication of these young colleagues. This is why they invited us to assist them in their preparation for competitions and selection procedures so that they can join our public service through clear procedures.

Transparency, fairness, equality of treatment that our trainees and all other colleagues are entitled to expect from our institution ... quite the opposite of what DG HR proposes with its "Young-Junior Professionals" programme, namely a triumph of unfettered power and opening the door wide to favouritism and nepotism!

In our communication of 8 March 2017 ([read](#)) we have already expressed all our criticisms concerning the delirious project entitled "Young Professionals" secretly concocted by DG HR.

Indeed, not satisfied with having become the helpful kingpin always ready to accompany all "parachuting" and questionable appointments and to organize internal competitions "adapted" to ensure soft "landing" of cabinet members, DG HR could not do better than invent this new programme.

As a result of our criticisms and the opposition from other unions but also from DGs, DG HR has slightly reconsidered its position ... it is no longer named "Young Professionals" but "Junior Professionals Programme" ([read](#)).

Notwithstanding some significant new features such as the mobility of candidates between two DGs while participating in an apprenticeship and development programme organized by the European School of Administration, namely the draft of an integration programme that R&D has always requested to be put in place at the Commission for all new officials, the approach remains absolutely unacceptable.

Indeed, it is still all about enabling a handful of Bluebook trainees (about ten of the 900 hosted per semester!) and a few CA-FG IV and TA colleagues (30 persons in total), selected without any real guarantee for transparency and equal treatment, to become permanent officials. To these "elected" will be added 10 young AD5 officials ... who will be able to appreciate how it can be simple and

practical to become AD officials without having to go through a long and painful procedure as the general competition they have just succeed.

As many of you have told us, the obvious risk is the triumph of the principle "buddies first", the "fait du prince" - or princess - that DG HR strives to apply again as the founding principle of its action.

And in this way, DG HR plans to recruit not less than 20 % of our future AD colleagues! While thousands of candidates will be asked to succeed / register for long and ultra selective external competitions!

It is also reassuring to note that DG HR, faithful to its priorities, has already planned everything in the event that one or more of the selected trainees would be assigned to a cabinet. For all intents and purposes ... because you never know ... as luck would have it ... DG HR is therefore careful to clarify that if ever, in such a case ... the selected trainees would then be "parachuted" as CA-FG IV in the DG placed under the responsibility of the cabinet concerned, thus ensuring the equality of treatment with the other cabinet members "parachuted" in their turn!

R&D shares the anger of the staff!

How can we not share the anger of colleagues who tell us of their disgust at an administration capable of producing slogans but incapable of putting an end to social dumping in our services and imposing an effective human resources policy which meets their expectations? In order to realise the extent and the merits of these criticisms just take note of the tens of outraged comments already posted, in minutes, by colleagues on "myintracom" following the publication of the "Junior Professionals" programme.

How can we stay indifferent to the outrage of our CA colleagues?

To these colleagues, systematically recruited into function groups far below their real missions and therefore structurally excluded from this programme, DG HR constantly reminds the very strict limits imposed by the Staff Regulations on internal competitions open to CA and in particular the maximum rate of 5% for their recruitment.

However, we note that, precisely to escape these constraints, within the framework of this "Junior Professionals" programme, DG HR proposes, before organizing an internal competition, to award TA-AD contracts to the few trainees and to the CA-FG IV that will be selected.

How can we stay indifferent to the outrage of our AST and AD colleagues?

How can we not share the outrage of our AST and AD colleagues, confronted with the constraints and the limits of the procedure of certification and / or having passed very selective general competitions, vis-a-vis this more than arranged gateway to reach straightaway AD official jobs?

How can we stay indifferent to the indignation of our trainee colleagues who won't be eligible or have chosen an executive agency?

Indeed, they now discover that they are ineligible for this programme, although of course this was absolutely unknown when they chose to do their internship at an agency. In these conditions, it is obvious that from now on the executive agencies will never have the possibility of recruiting young trainees ...

Needless to confirm that DG HR refused any real negotiation of this issue with unions: "le fait du prince" (or princess) is self-sufficient!

It is not even necessary to confirm that no real negotiations have been organized on this issue as DG HR increasingly confused social

dialogue with psychotherapy sessions offered to staff representatives to explain their project and convince them of the lack of merit of any possible criticism. So, again for this dossier, after the few adjustments made to the original proposal, DG HR services have been limited to illustrating all the merits of their project and trying, of course without success, to dispel fears expressed by unions, in simple social dialogue meetings, excluding from the outset any possibility of consultation and therefore of negotiation

In order to try to justify its project, DG HR suddenly discovers the limitations of the procedures organized by EPSO which it had hitherto always denied...

The peak of the dialogue parody organized on this project was reached when DG HR services, after having rejected for years all criticisms concerning the model chosen by EPSO for the organization of competitions, were suddenly illuminated by a mysterious divine light - perhaps during a mission in Damascus ... - and now justify their "innovative" project by invoking the limitations of the current EPSO competitions. The latter are now described as lotteries where candidates are called to mark boxes and which do not allow the recruitment of candidates, and notably of young colleagues, who meet the expectations of the institutions

.... but instead of profoundly reforming these procedures as R&D has asked for a long time ...

Let us be clear: **R&D** has always denounced the limitations of the procedures organized by EPSO while DG HR has so far totally denied them!

Because of DG HR's role on the EPSO board and the fact, which it pretends to forget, that since the creation of this office, **the EPSO management has always been provided by colleagues from the Commission and more particularly from DG HR** (sic!), our institution has had all the possibilities to propose the necessary reforms.

... DG HR is inventing "house made procedures" ... while making sure that they will not be "phony"!

By rejecting the invitation of **R&D** to abandon its "Young-Junior Professionals" project in order to launch a joint reflection with a view to correct EPSO's practices and to reform in depth the organization of competitions to better meet the institutions' needs, DG HR has decided to continue its project by inventing "house made" recruitment procedures... while taking care to reassure us that they will not be "phony"!

The Commission is thus resigning its role of guarantor for the Staff Regulations and the principles on which they are based, and sets a very bad example for the other institutions...

With this more than questionable decision the Commission resigns its role of guarantor for the Staff Regulations and the principles on which they are based.

Worse, it sets a bad example for other institutions by inviting them to follow it, while they have already demonstrated in turn all their "inventiveness" to create "tailor-made" procedures.

Is it also about a tug of war between institutions in connection with the future management of EPSO?

Some have pointed out to us that DG HR's decision to organize these internal recruitment procedures, suggesting that the Commission could gradually withdraw from EPSO, would also aim at increasing the pressure with respect to the procedure for appointing the new Director of EPSO, which has been stagnant for many months, on other institutions which, as we learn, feel that they are being held hostage in a power struggle between Commission and Parliament!

Conclusion

R&D is now asking the Commission to suspend the "Young - Junior Professionals" programme and to start real negotiations with the unions.

In addition, **R&D** will continue to oppose it and reserves the right to initiate any legal action.

In the meantime, R&D remains alongside our colleagues by strengthening its usual training activities which are extremely successful, and will continue to support trainees who are not among the "happy few" by organizing free EPSO training courses for ALL trainees so that they can integrate our Civil Service in transparency and with dignity.

This is also to make sure that they can leave our institution without yielding to the feeling of disgust which has been creeping in, as we have learned, since the announcement of the "Young-Junior Professionals" project.

The first completely free training cycle was held on 4, 5, 8, 15 and 29 May and was a huge success. This, of course, without the slightest obligation to join **R&D**. Soon, new training courses for trainees will be organized.

For any information about our courses, please send us an email to: OSP-RD-FORMATION@ec.europa.eu (Brussels) and OSP-SE@ec.europa.eu (Luxembourg). Our teams are there to support you!

Cristiano Sebastiani
President

CREATIVITY IN THE EC RECRUITMENT PROCESS DG HR BREAKS ALL RECORDS AND ...

THE APPROACH “HAPPY FEWS” ALSO FOR CAs!

At all costs, we wish to avoid that through the simplification of procedures, the use of imagination and fantasy, and the dismissal of the staff representation ... the scenario reported above may become a sad reality within our institution. To avoid this risk, we must ensure the greatest clarity and transparency of our recruitment procedures, as well as equal access to all jobs.

The last approach envisaged by DG HR doesn't go at all in the right direction and we ask for an immediate correction of the new proposal.

Indeed, DG HR is once again showing creativity and proposes, as usual without any consultation with staff representatives, a new “first class” recruitment channel reserved to some “trainees” of our Institution...

Nothing seems to fascinate our administration more than the elitist approach “happy fews” ... provided that it is the sole responsible for their selection, by carefully avoiding any involvement of staff representatives.

This is the new “Young Professionals Program”, whose pilot phase will be launched in March 2017.

The fact is that, as with other files managed in an equally opaque way, the staff representation must disguise itself as a detective in order to discover the information making it possible to understand what DG HR is excogitating in its “Laboratory”.

It is somewhat reassuring to note that in these investigations we are often in good company with DGs who, as in this case, are addressing us in order to try to understand what is going on and to know whether these measures have been discussed with the staff representation ... **quod non.**

For some “Happy fews”: an EPSO test, two years as CA (FGIV), one year as TA (AD5) with final destination ... internal competition to be appointed as permanent!

According to the information available to us, among the hundreds of trainees hosted by our institution there are a few “happy fews” who, after passing an EPSO test, will be pre-selected by their DG and then selected by a central panel and will be offered:

- first, a contract of **two years as GFIV Contract Agent**

and then

- a one-year contract as **Temporary Agent (AD5),**

This with the declared purpose of allowing them to attend the next internal competition that will be organised to enable their establishment as permanent staff.

Non-respect for the principle of equal treatment and motivation of staff are left behind

This program has just been announced by DG HR to the directors of resources, which have already expressed their fears about the non-respect of the principle of equal

treatment and the consequences of these facilitated recruitments for the motivation of the rest of the staff.

Indeed, how to explain this “first class” treatment to the thousands of CA colleagues who already work in Commission services ... in less than a “low cost” class?

Moreover, since the pool of these future CA posts would be centrally managed by DG HR, DGs are also afraid of the repercussions of this system on the reduction of the resources earmarked to each DG for colleagues hoping for the renewal of their current CA contracts and for the recruitment of new CAs.

It is worth reminding DG HR that these “happy fews” who have just finished their studies would have access to FGIV contracts and then even TA AD5 ones, while in Commission services thousands of CA colleagues, with a range of diplomas and years of experience, are offered contracts in lower Function Groups and called to perform tasks of a much higher level in an absolutely detestable social dumping approach that R&D has always denounced.

Moreover, hundreds of CA colleagues who have reached the limit of their contract, but not yet the 7-years one, must leave our institution because the services explain them that it is not possible to grant a TA contract because DG HR does not authorize them to do so.

The “act of the Prince” again and again

And here is that the same DG HR proposes to grant automatically to these “happy fews”, who have just finished their studies, a TA AD5 contract after only 2 years of FGIV contract!

It has to be said that the purpose of the exercise has not been clarified, as DG HR has merely explained to the DGs that it does not aim at selecting specialists since other “recruitment tools” do already exist for this purpose.

As everyone knows, the act of the Prince is

self-sufficient and requires no explanation.

There is no need to stress that R&D supports all efforts to open up the possibility for young candidates to exploit their experience as trainees by making their enthusiasm and skills available to Commission services.

However, this needs to be done with the utmost transparency, with the greatest respect for equal treatment with the rest of staff, taking care to avoid any risk of nepotism and favouritism by artificially creating “Happy fews” in an already very sensitive population like the one of our CA colleagues.

On the one hand, inventing a “happy fews” channel for some privileged trainees after having proposed the inadmissible project of new GIPs for CA staff – which is now subject of a request for unions’ conciliation – inflicting a deterioration in recruitment conditions that would make the Commission the worst employer among all institutions, is an absolutely unacceptable provocation and a slap in the face of thousands of CA colleagues!

On the other hand, the traineeship represents the showcase that we offer to these young colleagues, it is the image of our institution that they will keep and transmit.

Thus everything, absolutely everything, before, during and after the traineeship must be managed in an irreproachable manner by establishing the confidence and recognition of our young trainees and, possibly, future colleagues without bringing them into an artificial competition to obtain access to the artificial paradise of “happy fews”.

In view of the above, R&D asks Vice-President Oettinger not to validate the approach presented by DG HR, to provide all required clarity in relation to this project and to open a formal negotiation between DG HR and the staff representation by taking into account the rights and expectations of hundreds of CA colleagues who work in our services with dedication, under contracts often well below their competences.





Renouveau & Démocratie

Syndicat du personnel de la fonction publique européenne

RUE DE LA LOI, 200 B-1000 BRUXELLES - Bureau JII 70/ 01 48 Tél: +32 02 29 55676

OSP-RD@ec.europa.eu <http://www.renouveau-democratie.eu>