



Renouveau & Démocratie

*Syndicat du personnel de la fonction publique européenne*

RUE DE LA LOI, 200 B-1000 BRUXELLES - Bureau J11 70/ 01 48 Tél: +32 02 29 55676 OSP-RD@ec.europa.eu

<http://www.renouveau-democratie.eu>

**APPEAL AGAINST NON-PROPOSAL  
FOR  
PROMOTION / RECLASSIFICATION  
BY YOUR DG/OFFICE**

*14 June 2024*

*Cristiano Sebastiani*

*Chairman*

# R&D offers you all the personalised support you deserve!

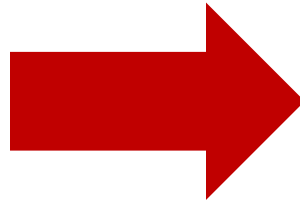


1. *R&D organises a conference to answer your questions*
2. *R&D will also provide you with templates to help you prepare your appeal*
3. *R &D has also set up a dedicated Help Desk to assist you*
4. *R&D representatives are available to assist you and defend your rights at all stages of these exercises!*

# On Thursday 13 June 2024, DGs has published the list of people proposed for promotion/reclassification in Sysper



**5 working days** to introduce an appeal



On the basis of:

- your seniority in the grade
- your merits as reflected in your appraisal reports
- your responsibilities
- the languages used in the service

# Promotion rates



## Promotion rates - AD

	staff regulation	seniority
AD 13*	15 %	6,6 yrs
AD 12**	15 %	6,6 yrs
AD 11	25 %	4 yrs
AD 10	25 %	4 yrs
AD 9	25 %	4 yrs
AD 8	33 %	3 yrs
AD 7	36 %	2,8 yrs
AD 6	36 %	2,8 yrs
AD 5	36 %	2,8 yrs

**\*promotion possible depending on the type of post occupied (Head of Unit or equivalent, Adviser or equivalent)**

**\*\*promotion possible for Heads of Unit or equivalent or as a consequence of a nomination to certain types of posts (Head of Unit or equivalent, Adviser or equivalent) following a selection procedure**



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# Promotion rates



## Promotion rates - AST

	staff regulation	seniority
AST 10	20 %	5 yrs
AST 8	25 %	4 yrs
AST 7	25 %	4 yrs
AST 6	25 %	4 yrs
AST 5	25 %	4 yrs
AST 4	33 %	3 yrs
AST 3	33 %	3 yrs
AST 2	33 %	3 yrs
AST 1	33 %	3 yrs
AST 4 /D	10 %	10 yrs



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# Promotion rates



## Promotion rates – AST SC

	staff regulation	seniority
SC 4	15 %	6,5 yrs
SC 3	17 %	5,9 yrs
SC 2	20 %	5 yrs
SC 1	25 %	4 yrs



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# Reclassification Rates



## Reclassification rates

	average (yrs)
GFI 1	3
GFI 2	8
GFII 4	3
GFII 5	6
GFII 6	8
GFIII 8	3
GFIII 9	5
GFIII 10	6
GFIII 11	8
GFIV 13	3
GFIV 14	4
GFIV 15	5
GFIV 16	6
GFIV 17	8

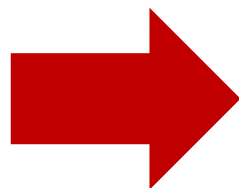


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# 4 Templates

How to use the  
following  
templates for  
appeal?



- **Keep it short** and to the point (maximum 1 to 2 pages).
- Please bear in mind that the Promotion Committees have access to your CDRs and promotion file



## Unjustified career delay

- *You exceed the average career seniority (AnnexIB) but are not proposed for promotion*

# Template 1

*Following the invitation by my Director-General to consult the promotion list, I wish to file an appeal with the Joint Promotion Committee.*

*My merit over time has accumulated to [ X ] years [calculated between 1.1.2024 and your last promotion] and I therefore face an unjustified career delay, despite proven consistent and good merits.*

*[add reasons]*

*I therefore ask the Joint Promotion Committee to check for consistency and equity of the exercise in my case and, to ensure the respect of the criteria for promotion in line with the GIP Art 45, with a view to promote me in 2024.*



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## Non promotion despite fulfilling all promotion criteria

- *You fulfil all promotion criteria but are not proposed for promotion*
- *Elaborate on reasons: very good evaluation reports, responsibilities beyond your grade, languages, particularly difficult circumstances, high workload, ....*

# Template 2

*Following the invitation by my Director-General to consult the promotion list, I wish to file an appeal with the Joint Promotion Committee.*

*My merit over time has accumulated to [X] years and I therefore reach the average career speed foreseen for my grade, despite fulfilling all promotion criteria with regard to [elaborate on reasons: very good evaluation reports, responsibilities beyond your grade, languages, particularly difficult circumstances, high workload, ....]*

*I therefore ask the Joint Promotion Committee to check for consistency and equity of the exercise in my case and, to ensure the respect of the criteria for promotion in line with the GIP Art 45 with a view to promote me in 2024.*



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## *For entry grades SC1-SC2, AST1 – AST3 and AD5 – AD6*

- *This is your first promotion: you fulfil all promotion criteria except for the third language*
- Elaborate on how and when: I already signed up to ... courses in the Commission / I am following language training at the XY language school

# Template 3

*Following the invitation by my Director-General to consult the promotion list, I wish to file an appeal with the Joint Promotion Committee.*

*My merit over time has accumulated to [ X ] years and I therefore arrive at / exceed the average career speed foreseen for my grade. Despite fulfilling all promotion criteria with regard to merits and the accumulated merit over time, I was not proposed for promotion because of not fulfilling the 3<sup>rd</sup> language criterion. Due to [elaborate on reasons: heavy workload, illness, family reasons....] I failed to prove my ability to work in a third Community language to date. However, I am willing and able to fulfill the third language criterion before the end of 2024 [elaborate on how and when: I already signed up to ... courses in the Commission / I am following language training at the XY language school.....]*

*I therefore ask the Joint Promotion Committee to check for consistency and equity of the exercise in my case and, to ensure the respect of the criteria for promotion in line with the GIP Art 45 with a view to promote me in 2024.*



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## *Discrimination*

- You fulfil all promotion criteria but are not proposed for promotion, possibly for discrimination
- Select and elaborate, part time work / recent mobility / parental leave / illness; add reasons

# Template 4

*Following the invitation by my Director-General to consult the promotion list, I wish to file an appeal with the Joint Promotion Committee.*

*My merit over time has accumulated to [X] years and I therefore arrive at / exceed the average career speed foreseen for my grade. Despite fulfilling all promotion criteria with regard to my evaluation reports, languages and [only if applicable: responsibilities] I was not proposed for promotion. A possible reason why my DG might have left me out of the promotion list might be discrimination on the basis of [select and elaborate, part time work / recent mobility / parental leave / illness; add reasons]*

*I therefore ask the Joint Promotion Committee to check for consistency and equity of the exercise in my case and, to ensure the respect of the criteria for promotion in line with the GIP Art 45 with a view to promote me in 2024.*



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# R&D at your service!

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**R&D** has also set up a Help Desk to answer all your questions.

Email : [OSP-RD@ec.europa.eu](mailto:OSP-RD@ec.europa.eu)