

EN

'Clerks' and contract staff: don't confuse them!

- The new Staff Regulations now attribute "*manual and administrative support service tasks*" to contract staff of function group I. Subject to transitional arrangements, category D is set to disappear.
- By contrast, the old category C, including its '*clerical*' path, is set to merge into the function group AST (see table below).

nouveau statut /RAA	⇐ ancien statut /RAA ⇒		nouveau RAA	
fonctionnaires /agents temporaires	agents auxiliaires		agents contractuels	
groupe de fonctions	catégorie / cadre		groupe de fonctions	
AD	⇐ A / LA	A / LA ⇒	IV	3 ter (max 3 ans)
AST	⇐ B	B ⇒	III	
	⇐ C	C ⇒	II	
	D ⇒	D ⇒	I	3 bis

- At present a significant number of '*clerks*' posts remain vacant.
- In the absence of a reserve list or of a foreseeable open competition, the institution should take the necessary steps to organise an internal '*clerks*' competition, as it has done for other functions, sometimes even for much more enviable jobs.
- More and more frequently, contract staff of function group I are called to perform tasks pertaining to '*clerks*' (C*/AST). However, the consequences of such confusion could turn out to be more far-reaching than they would have been under the old rules.
- Indeed, under the new Staff Regulations the difference is no longer one of category (C or D) but one of conditions of employment (official / contract staff).
- Should the need occur to replace a clerk who is absent for a more or less long period, the CEOS envisages the employment of "*contract staff for auxiliary tasks*" in Article 3b, in this case of function group

II.

- The vagueness which tends to prevail, on the one hand, demoralises our colleague '*clerks*', by giving them the feeling that their function is being downgraded.
 - On the other hand, contract staff called to perform AST tasks falling under the Staff Regulations feel frustrated by the fact that they enjoy neither the advantages of the Staff Regulations nor the same level of remuneration for tasks which in practice they perform. Moreover, contract staff cannot be admitted to internal competitions.
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- Article 80 (3) of the CEOS obliges each institution to define the **job description** attaching to each type of duties attributed to each function group of contract staff.
 - We call upon the Court to do so, in order to draw a clear line around the budgetary posts and put a halt to the widely felt impression that these posts are being eroded to make way for more flexible and cheaper jobs.