

EN

Careers' equivalence and **transition**

● The guaranteed rates, a basic element of the new Staff Regulations, are to be reviewed in 2009. ▶

- The Reform of the Staff Regulations, which took effect on 1 May 2004, changed the career structure radically.
- Article 6 of the Staff Regulations introduces *the principle of equivalence* between the new and the old career structures.
- In the graphics, the old career structure (the one before 1 May 2004) is represented by a **violet** line.
- The new career structure (that of officials recruited after 1 May 2004) is represented by a **green** (or, for AD5s, a **blue**) line.
- In order to ensure that the said equivalence is respected, *the Commission shall –5 years after 1 May 2004– submit to the Council a report* comparing the average progression of these two careers.
- On the basis of that report, the Council will be able to *modify* this rule.
- This leaflet aims at drawing the Institution's and colleagues' attention to the vexed issue of 'equivalence', often misunderstood, if not misrepresented.
- Fortunately, equivalence does *not* concern careers straddling the new *and* the old Staff Regulations (**red** line), which are *more favourable than both* the new and the old careers.

Assumptions

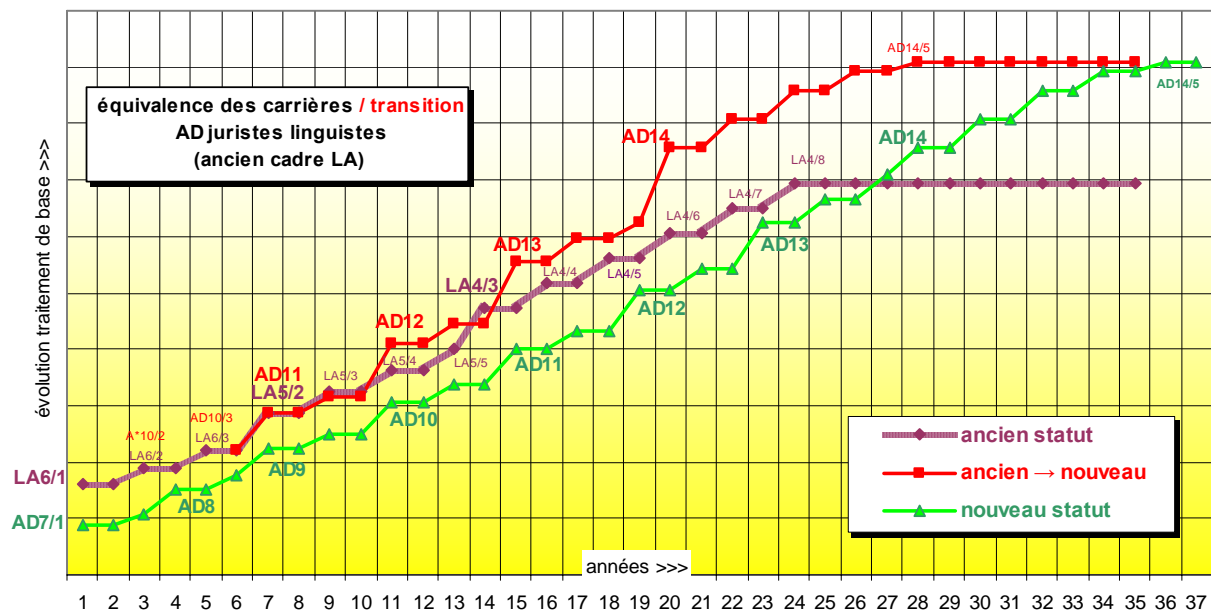
The graphics are based on the following assumptions:

- ▶ that all officials were recruited in step 1 of their Grade;
- ▶ that all careers follow an *average* profile (2 points per year);
- ▶ that old Staff Regulations careers (**violet** line) are based on the 'Instructions' adopted by the Court in 2000 and *not* on statistical data;
- ▶ in a similar way, that the lines for 'new Staff Regulations' careers involve *full* exploitation of the guaranteed rates;
- ▶ *that the present rules will remain in force.*

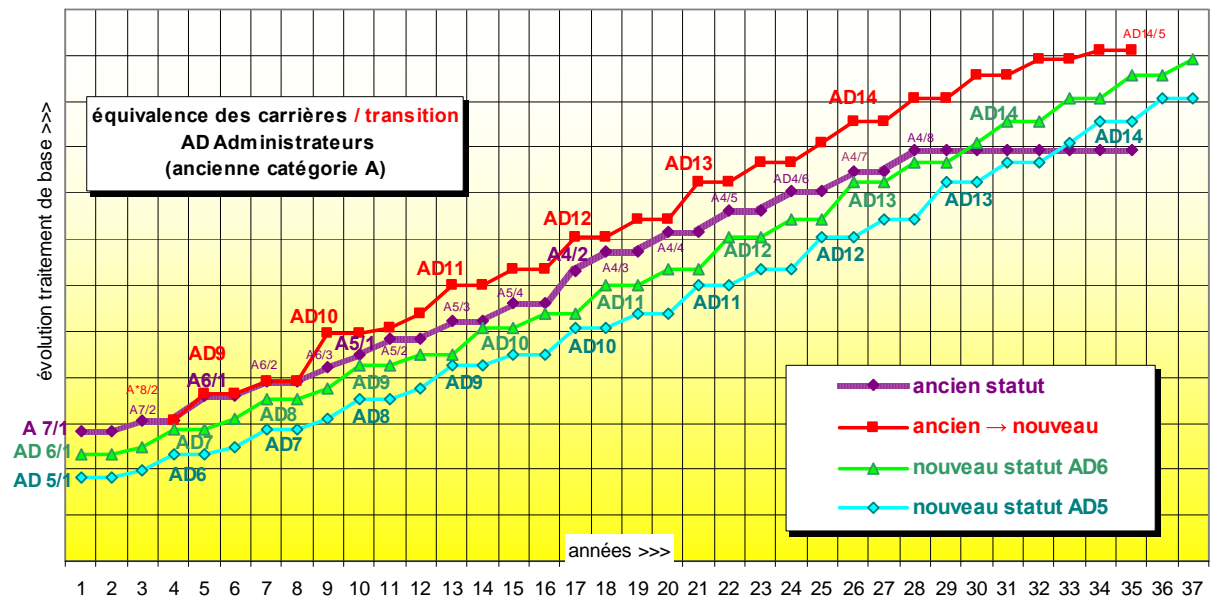
- ▶ While careers in transition include an infinite number of cases, the red line is limited to the case of an official recruited *shortly* before (in 2003 or early 2004) the new Staff Regulations took effect.
- ▶ The red line for ADs recruited in Grade A7 (new Grade A*8) is based on the 'official' thresholds without taking into account the 'favourable treatment' of their promotion to AD9.
- ▶ All values are rounded up to the nearest year.

Comments

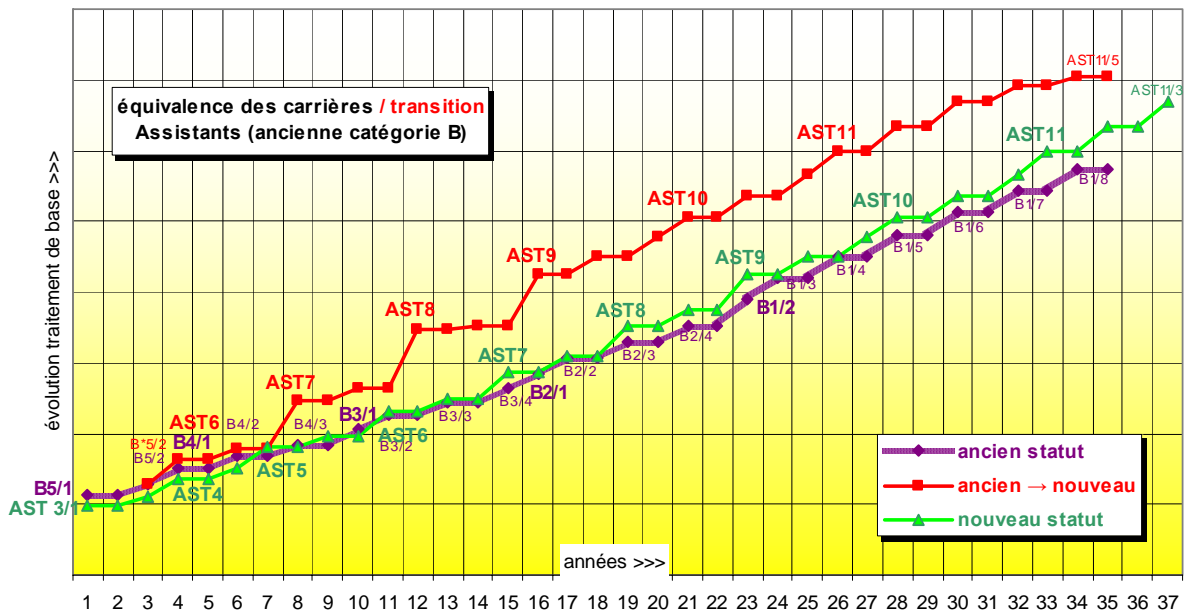
- ▶ Achieving equivalence will be possible only for a full career.



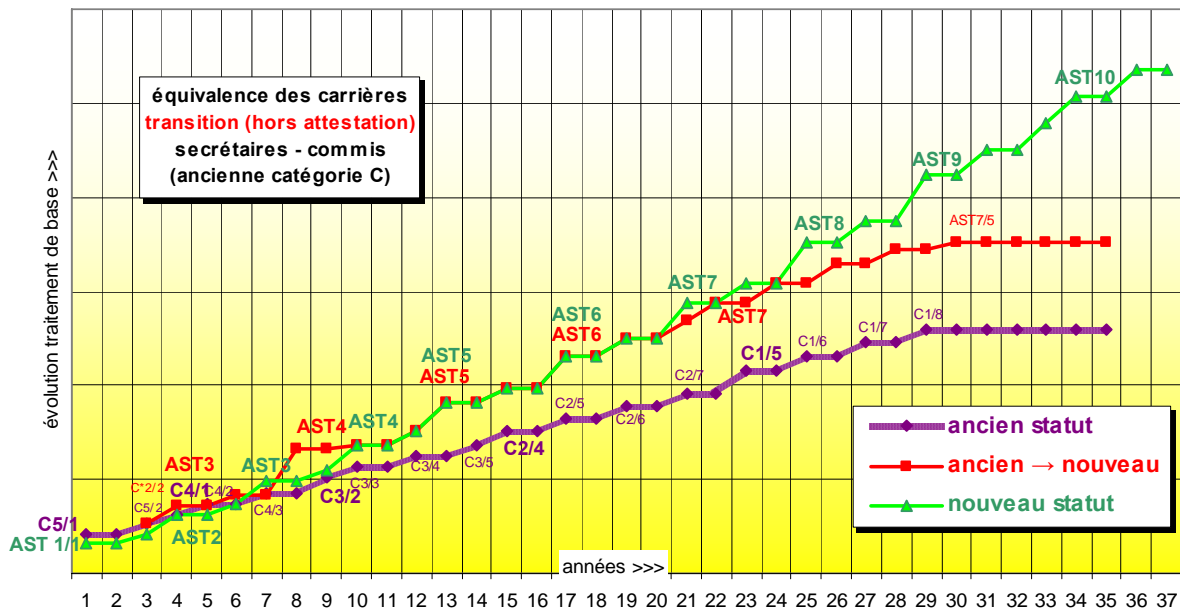
- ▶ New *lawyer linguists* should start earning more than the old career salary after 26 years of service.



- New ADs recruited in Grade AD 6 should do so after 29 years of service; those recruited in Grade AD 5 (which is the general rule) only after 32 years of service. It should be noted that the old Grade A8, corresponding to the new Grade AD 5, was never used by the Court.



- New AST3s catch up with the old career (which started at B 5) in 6 years, finally to overtake it only after 26 years of service.



- New *AST1s* (secretaries and clerks) start off for €100 less than the old *C5s*. They catch up with the old career in 3 years, and overtake it in 6 years. The advantage of this new career compared to the old one is explained by the fact that *AST1s* belong to the new *AST* function group *without restriction* (corresponding to the old Category B).

Conclusion

- On these assumptions, career equivalence will be easier to defend for *ADs* than for *ASTs*.

Transition

- The career bonus for officials recruited before 1 May 2004 benefits all grades, unless retirement is too close to allow the time necessary for taking advantage of the unblocking of blocked careers.
- Contrary to a wrong impression created by the dramatisation of the 'empty grade' *AD9*, those recruited as *A7* or *LA 7* are *no* exception to this general rule.

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| ● The time when the guaranteed rates, as well as the method for adjusting our remuneration and that for our pension scheme, will land on the Council's table is not far off. |
| ● <i>Strengthen EPSU's ability to defend you! Sign up now!</i> |