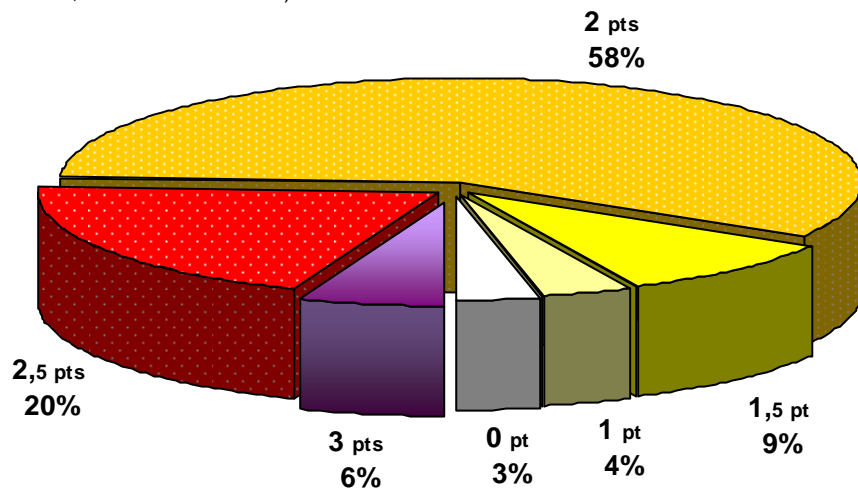


<b>EN</b>	<h2>Promotion points awarded in 2007</h2>
	<ul style="list-style-type: none"> <li>● <b>58%</b> of the population considered (made up of 945 officials) falls under a "normal career" profile, getting <b>2 points</b> per year.</li> </ul>
	<ul style="list-style-type: none"> <li>● Under the points scale (0-1-2-3) imported initially in 2000 from the European Parliament, 10% of the population got, in 2002, <b>1 point</b> = <b>slow career</b> = time waiting for a promotion <b>twice as long</b> as that required under a "normal career".</li> </ul>
	<ul style="list-style-type: none"> <li>● Following the introduction of 'half points', achieved in 2003 by the then <i>Union Syndicale</i> Delegation (now EPSU), this percentage is now (2007) reduced to only <b>4%</b>.</li> </ul>
	<ul style="list-style-type: none"> <li>● Of course, this specific improvement does not compensate for the deliberate opacity of the overall appraisal and promotions system.</li> </ul>
	<ul style="list-style-type: none"> <li>● The <b>3%</b> corresponding to <b>0 point</b> ("currently blocked career") accounts, to a large extent, for a practice whereby points are drawn from officials who are no longer in post at the end of the year to be distributed to those who are still in post.</li> </ul>

**points de promotion 2007 - tous services**  
 (hors cabinets, hors micro-services )

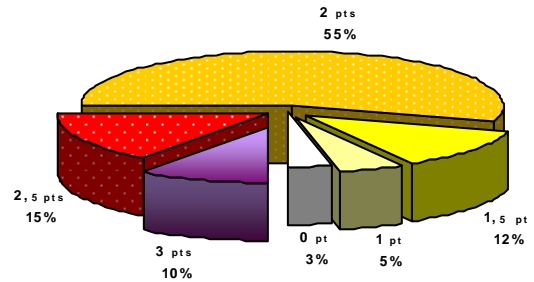
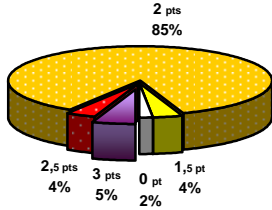


● *EPSU*, being excluded from the Joint Promotions Committee by the Staff Committee majority, is unable to specify the percentage of 'genuine' 0-

points.

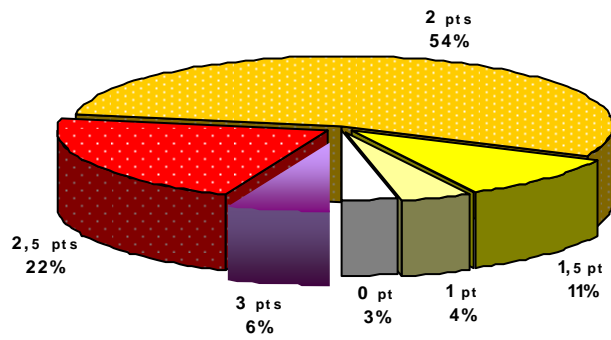
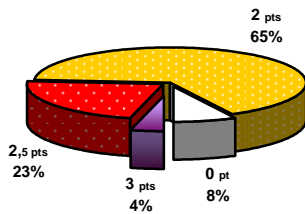
- A breakdown of the points distributed by each DG or autonomous service reveals important differences of practice.

Bibliothèque, recherche & doc (57 fonctionnaires)



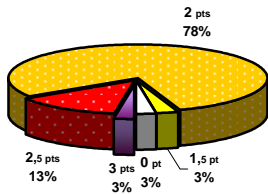
Infrastructures (119 fonctionnaires) ↗

Personnel & finances (53 fonctionnaires)

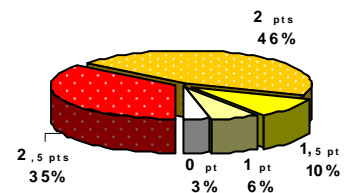


Traduction (592 fonctionnaires) ↗

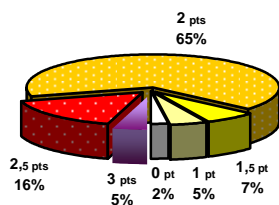
Greffe Cour (38 fonctionnaires)



Greffe Tribunal de première instance (31 fonctionnaires)



Interprétation (44 fonctionnaires)



Presse & info (11 fonctionnaires)

