

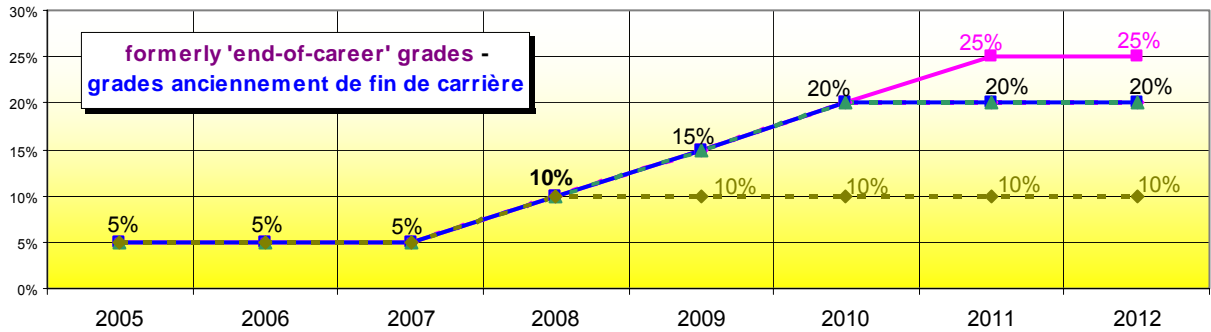
EN

## The undeclared war against officials recruited under the new Staff Regulations

- Despite our information campaign which proves the growing gap between the two groups of officials:
  - A. those recruited under the old and
  - B. those recruited under the new rules,
 the Administration seems ready to make 'concessions' to the first group's lobby inside the Staff Committee (SC)\*.
 

\* In its composition before Dec 2008 elections.
- This bias of the SC is all the more unjustifiable that the first group's interests are already (except for very few cases of 'trans-category' officials) more than well protected by the transition mechanism in force.
- The Administration's omission to ask for the number of upgradings necessary to apply the guaranteed rates to group B has created a shortage, which now has to be shared between groups A and B:
- Thus, *more promotions* for group A will mean *less promotions* for group B. Conversely, full application of guaranteed rates to group B would eliminate the margin for manoeuvre which the SC seeks in favour of group A.
- For group A, EPSU insists on strict application of the agreed rules without undue favours!
- For group B, EPSU insists on full application of guaranteed rates and, therefore, of '*pro rata temporis*'.
- ***pro rata temporis*** : twelfths of promotion points obtained for the previous year are added on to the rucksack calculated on 1 January, until the threshold is reached; promotion takes effect on the 1<sup>st</sup> of the month on which the threshold has been reached.

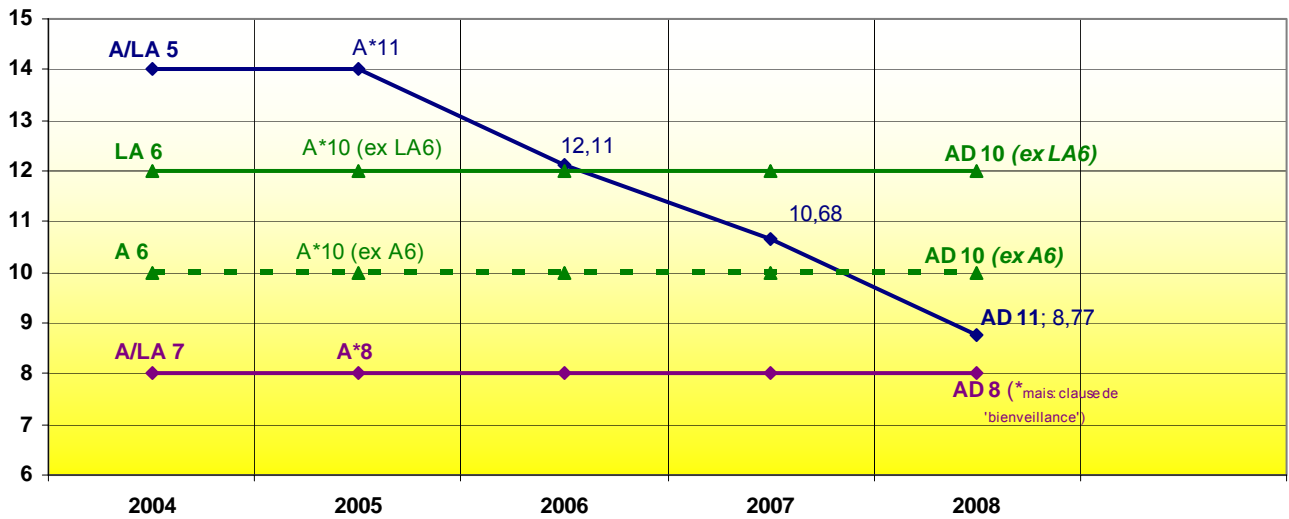
- For group A, the rules are clear enough: they were clarified during the consultation held in 2006 between the Court and our union team.
- The various grades under transition are evolving as follows :



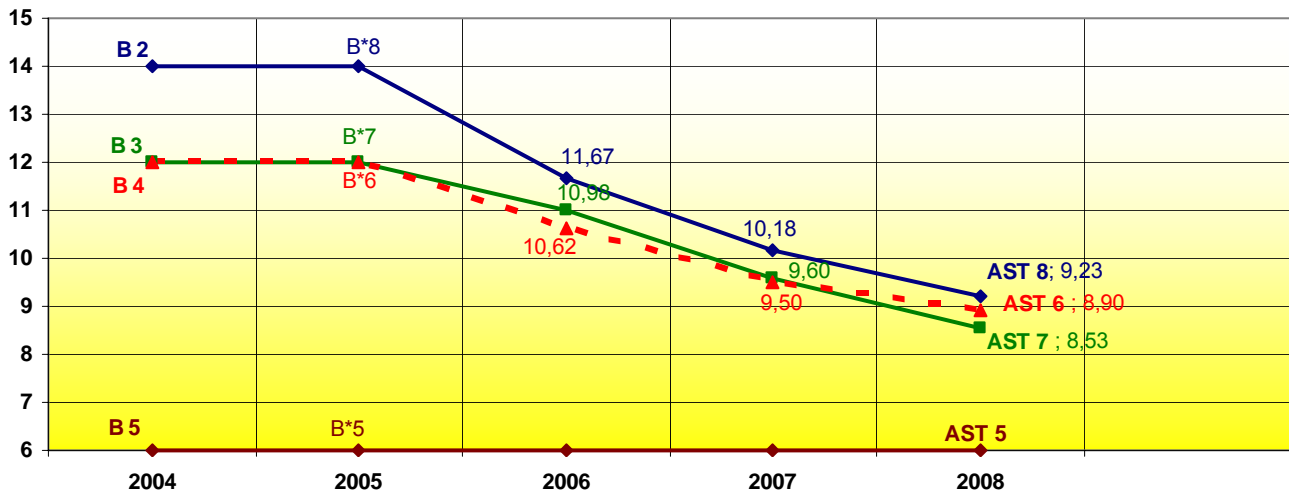
- -◆- - AD 13 → AD 14
- AD 12 → AD 13
- AST 10 → AST 11 (AST sans restriction de carrière)
- -▲- - AST 6 → AST 7 (parcours de carrière C)
- -◆- - AST 4 → AST 5 (parcours de carrière D)

- Careers which, under the old rules, had ended are now moving again. The new Staff Regulations (SR) set *a precise timetable* for this careers' extension.
- For 2008, the promotion rate for all former 'end-of-career' grades is going up to 10%.
- The SC, declaring that '*end-of-career colleagues are very frustrated*', asks for reversing the order of percentages set in the clear provisions of Articles 9 and 10 of Annex XIII ...
- For old Categories C and D, the Court decided in 2005 to switch, in one blow, to the —more favourable— promotion rates set out in Article 10 of Annex XIII.
- As for the other grades under transition:
- Implementing Article 6 of Annex XIII in conformity with the principle of equal treatment, led to the introduction of **mixed rates**, which apply to both those who have had and those who have not yet had any promotion since 1 May 2004.
- These rates, calculated every year, are equal to the **weighed average** between the historical rate and the new SR rate.
- Thresholds are evolving as follows :

évolution des seuils pour les fonctionnaires AD recrutés sous l'ancien statut



évolution des seuils pour les fonctionnaires AST sans restriction de carrière recrutés sous l'ancien statut



- For grades AD 11, AST 8, AST 7 and AST 6, thresholds are dropping, year after year, and are getting closer to the thresholds which result from the new Staff Regulations.
- Grade AD 10, made up exclusively of officials recruited under the old SR who have not yet had a promotion since 1 May 2004, remains subject to historical thresholds.
- It should be noted that these officials enjoy 8 automatic steps, a salary increase percentage guaranteed by the SR in case of a promotion and a particularly advantageous evolution of their multiplication factor.
- The same applies for Grade AST 5 (former B5), whose —exceptionally lower— threshold in force under the old SR was maintained on our re-

