

EN

Promotions and their victims ...

Under the old rules, *transfer to a higher category* often involved the following paradox: "social advancement" was matched with salary stagnation, not to mention "salary regression".

Thus, a successful candidate in a "transfer of category" competition would keep on receiving, for many years, the basic salary corresponding to the grade he had in his/her old category.

By contrast, the new Staff Regs' transitional arrangements ensure, in case of "transfer of category", the maintenance of same grade and step as before.

→ Article 5 (2), Annex XIII to the Staff Regulations

The same principle applies to the *attestation* procedure (allowing Cs and Ds to become ASTs without restriction) and to the *certification* procedure (allowing ASTs to become ADs).

Colleagues transferred to a higher category since 1 May 2004 (in the example below, the official Y) were treated correctly: they kept the same classification in grade and step, while acceding to a faster career path.

By contrast, colleagues who had achieved their transfer of category under the old rules (see the official X) suffer a twofold handicap:

- they bear the consequences of the structural anomaly of the old rules;
- and find themselves classified below their same-category peers who advanced to a higher category *after* 1 May 2004.

The following example speaks for itself:

	ancien statut - avant le 1 ^{er} mai 2004		nouveau statut - après le 1 ^{er} mai 2004	
	ancien grade	passage de catégorie avant le 1 ^{er} mai 2004	1 ^{er} mai 2004 : renomination du grade	passage de catégorie après le 1 ^{er} mai 2004

fonctionnaire X	D1	⇒ C5	⇒ C*2	⇒ ⇒ ⇒ ⇒
fonctionnaire Y	D1	⇒ ⇒ ⇒ ⇒	⇒ D*4	⇒ C*4

- X, who was transferred to a higher category *before* 1 May 2004, finds him(her) self classified two grades below Y, who did so *after* 1 May 2004.
- Such situations are beyond human understanding and have to be redressed as quickly as possible, by catch-up promotions.
- Transition to the new Staff Regulations affects the officials' career in diverging ways. Promotions in 2005 provided a *missed* opportunity to redress these anomalies.
- In contrast to the then *Union Syndicale's* (later to become EPSU) position, the majority of the Staff Committee (which then became *Union Syndicale*), instead of defending the transition's 'victims', claimed consistently -and obtained!- the lowering of the thresholds in *all* grades.
- Obviously, such a mechanical and linear approach, far from redressing the existing inequalities inherited from the old rules, could only aggravate them.
- With your support, *EPSU* (banned until Decembre 2008 from the joint bodies) will negotiate solutions to all these problems (trans-category careers, salary blocking) in the framework of a *consultation* to be held with the Institution.