

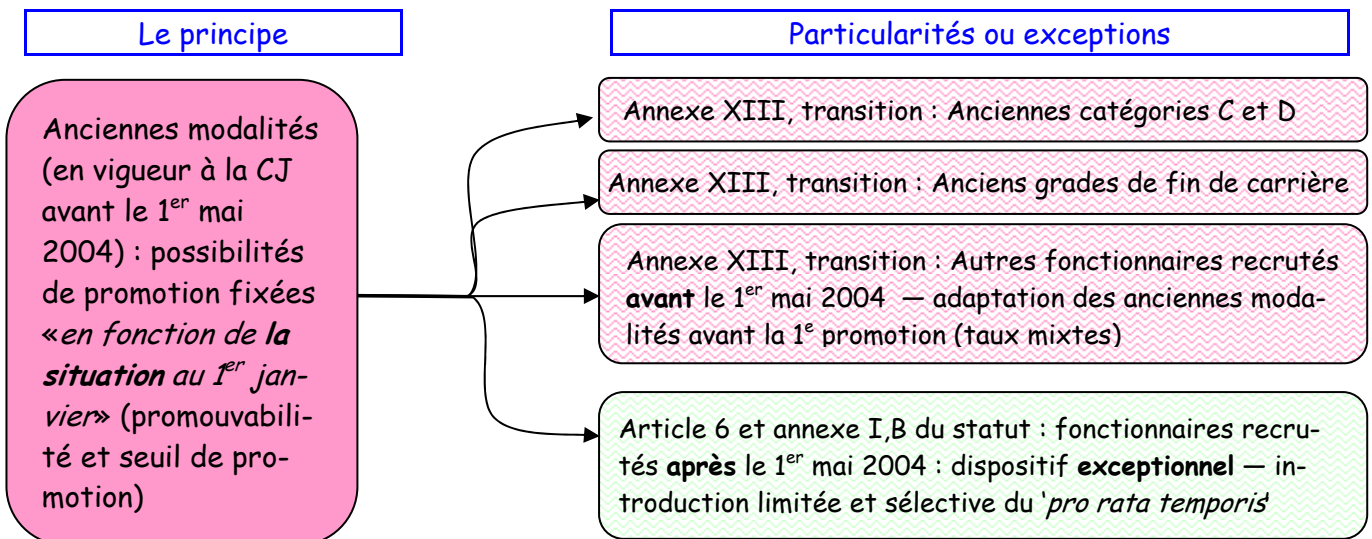
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Promotion system:
Time to get things straight!

- To kick-start promotions of officials recruited under the new Staff Regulations by 2006, our Union team worked out and proposed a '*pro rata temporis*' mechanism.
- The Court of Justice agreed to apply this mechanism, but only on an *exceptional* basis.

Wrong *

La pratique actuelle (version simplifiée)

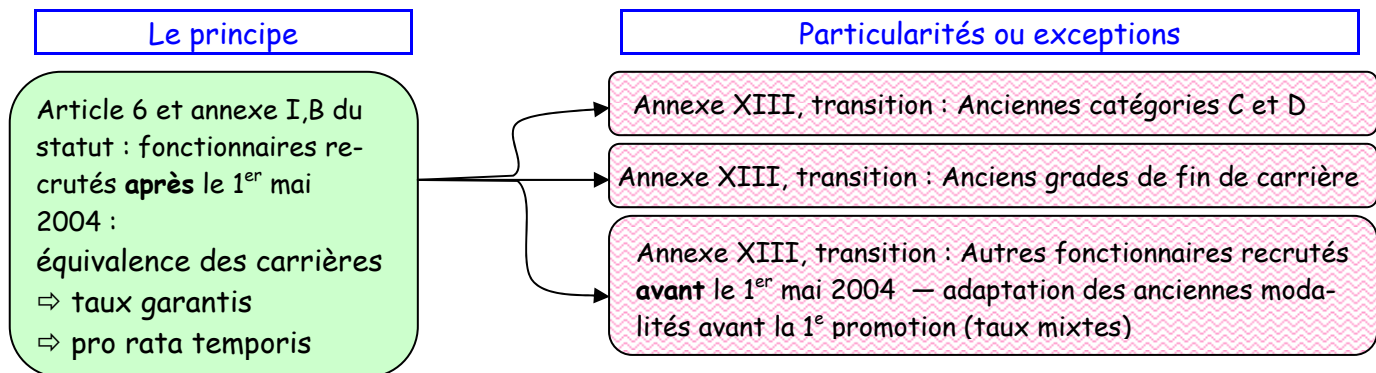


- This important breakthrough, which made it possible to start climbing the career ladder as promised by the new StaffRegs, was in fact achieved by means of a *device* inserted into the pre-2004 setup.
- Without the '*pro rata temporis*' mechanism guaranteed rates cannot be implemented and, as a consequence, equivalence with the old career structure cannot be achieved.
- However, the '*situation on 1 January*', which traditionally determines the Institution's annual budgetary requests, is *not* the same thing as the simple application of the rate to the relevant number of staff re-

quired by Article 6 of the StaffRegs.
● To avoid the system collapsing, the Administration concedes, in a fragmentary and uncertain manner, 'special' or 'exceptional' measures 'in favour of' new officials in the so-called 'starting grades'.
● One must recognise our Administration's art in presenting the staff's rights as a gift and in convincing even staff representatives that this is so...
● See, eg, an opinion of the Joint Promotions Committee (DG PerFin site), of which our Staff Committee (SC) members learnt by chance and long after its approval. Indeed, 'sensitive' issues were neither discussed with all SC members nor notified to them. Yet another example of 'transparency'...

Right ✓

Le schéma résultant du nouveau statut



● To avoid wasting 2 more years, we must stop improvising and put in place a system which complies with the StaffRegs' structure, implementing the basic rule of Article 6, instead of treating officials recruited under the new StaffRegs' as an 'exception to an exception'.
● The SC is not 'powerless'. If the outgoing majority has been incompetent, it's up to you to elect a different one!*

* Staff Committee elections held on 3 DEC 2008 resulted in 9 seats over 13 for EPSU.

Vote for all EPSU candidates :
 Martin BAILEY ☎ 2359 — Žilvinas BREIVE ☎ 4080 — Laurent BRÈS ☎ 3140 —
 Monique BRETON ☎ 2657 — Attila GAL ☎ 4164 — Calogero GALANTE ☎ 2137 —
 Justina JEROUVILLE-STUNGYTE ☎ 3515 — Petra OBERBECK ☎ 2344 —
 Martins OZOLINS ☎ 4022 — Barbara PATORA ☎ 4169 — Vassilis SKLIAS ☎ 5699 —
 Jimmy STRYHN MEYER ☎ 2795 — José Paulo VAZ ☎ 5498 EPSU-CJ-USPE@curia.europa.eu