



Union  
Syndicale  
Fédérale  
**EPSU CJ**

EN

Sharing experience  
Building solidarity

24-Nov-2025

## **ELECTION OF A STAFF COMMITTEE FOR A TERM FROM 2025 TO 2028**

Dear colleagues,

Every three years, the staff of each institution are called upon to elect their Staff Committee, a body provided for by the Staff Regulations. We believe that the Staff Committee has a role to play in uniting staff in the face of an uncertain environment, by strengthening their solidarity and cohesion.

[USF/EPSU-CJ](#), a [representative](#) trade union, asks you to vote for the 13 candidates on its list. Staff have everything to gain from the complementary actions of the two branches of staff representation, statutory and trade union.

According to the **EPSU-CJ** [Articles of Association](#), Article 2(1),

“The union's objectives shall include:

a) defending **the independence, competence and permanence** of the European public service,  
which are necessary for the achievement of the objectives of European integration.”

When these foundations are undermined (when decisions are subject to interference from economic operators, e.g. "[optimising the use of premises](#)"), and **job security** is openly threatened (see [Une conseillère de la Commission...](#)), it is **European integration** that is undermined and, *among others*, EU staff who will suffer the consequences. And it is then up to the trade unions to get it back on track. This is where the need to strengthen the position of strong and competent trade unions comes in, which depends, *among other things*, on *voting* in Staff Committee elections.

### **Divisions and precariousness**

Staff are weakened by the many divisions within the institution: between cabinets and departments, between officials, temporary and contract staff, between permanent and precarious workers, and differing pay scales for the same tasks. And this is in addition to outsourced activities and freelancers.

**Job insecurity** can be characterised by a limited or uncertain contract duration, low pay, or a combination of both.

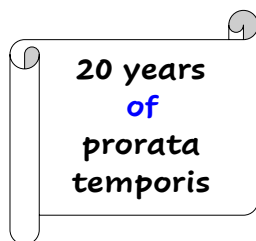
For those on the lowest incomes, we have been able to put in place **palliative measures**: [supplementary pay](#) up to the Luxembourg [Social minimum wage](#); [housing allowance](#) (joint inter-institutional action). And, regardless of income, subsidies for cross-border travel passes (see [union consultation](#)), with the aim of encouraging travel by public transport (see also [EPSU-CJ](#)).

EPSU-CJ has spared no effort in defending contract staff and continues to do so.

## Access to permanent employment

The **open competition** was designed as the preferred route into the civil service. Unfortunately, the open competition system is currently in disarray: [EPSO has introduced new](#), 'modern', fast-track and even hurried [methods](#), with tests fraught with technical risks and proctored remotely by a subcontractor, which have led to a wave of complaints and disputes, the cost of which has not been assessed. Under these circumstances, the Court will need to organise more **internal competitions**, enabling it to recognise and promote the human capital already present.

## A unique promotion system



Following the major reform of the Staff Regulations in 2004, lengthy consultations at the Court with the trade union in 2006 led to the [introduction of a system for promoting](#) officials, known as the pro rata temporis system, which is an asset for the Court of Justice (see [Careers - pro rata temporis](#)). This system is based on the accumulation of merits and equal treatment over time (by spreading promotions throughout the year) and offers the advantage of clarity and predictability. The presence of EPSU-CJ representatives in the management bodies ensures that it functions properly.

## The road ahead is fraught with obstacles

An undesirable reform of the Staff Regulations is likely. This is an area in which trade unions are able to play a key role in mitigating the adverse effects and bringing improvements. You can count on the union that has solid experience of previous reforms!

## VOTE FOR THE USF/EPSU-CJ CANDIDATES!

**Simona BLAGA**, AST - RO – **Sabine GIRTEN**, AST - BE – **Gianfranco GORI**, AD - IT/FR

**Dana IEPURE**, AD - RO – **Eliza JÜRSS**, AD - SE/FR – **Peter LOSSE**, AD - DE

**Carlos MARQUES**, AD - PT – **Paolo NASTASI**, AA - IT – **Guy NICKOLS**, AD - UK

**Petros PAPAKALOS**, AD - GR – **Jimmy STRYHN MEYER**, AD - DK

**Mari-Liis TÕRS**, AD - EE – **Marie-Anne WOLFF**, AA - FR