



Solidarity, Independence, Democracy

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Kallas' CDR Re-Reform is no magic potion for your promotion

Your career progression is governed mainly by article 45 of the Staff Regulations and based on the budgets available to Commission for yearly promotions. Merit and its rucksack are only one parameter affecting your promotion chances. The evaluation of your merits is governed by article 43, where the current CDR system is its instrument. Both articles have General Implementing Provisions (GIP or DGE) explaining how they will be applied. Out of article 43 comes the Joint Evaluation Committees for each DG. And, article 45 has its own Promotion Committees. SID Member in Luxembourg has been defending staff in the Joint Evaluation Committees (JEC) for DG ECFIN.

Preparing the defence of a colleague in a JEC can be a tough job as each CDR file can be 15 to 20 pages long. Not only the CDR of the year in question, but the whole CDR history of each person has to be analysed in order to obtain a clear picture. As far as the priority points of the DG (PPDG) are concerned, this requires analysing the career of each person and comparing it with those of others in the DG in order to ascertain whether he has been treated fairly.

Although filing a complaint with the JEC is a possibility for all staff who are not happy with their CDR, not many take this crucial step. We have ascertained that in the DG ECFIN, for example, of around 60 people who had reason to complain this year, only 9 in fact applied to have their CDR reviewed by the JEC. The figures for previous two years are 12 & 5. This is a shame as, in fact, in many cases, the JEC does manage to improve the CDR for the person concerned.

However, in the future, this may no longer be the case. A proposal from DG ADMIN for changes to our CDR system foresees reducing the number of all JEC committees to only one for all the Commission. This will certainly not be in the interest of the personnel since the members of that committee will be completely overwhelmed by the sheer number of cases they have to treat in a very short time.

It should also be noted that administrations of the DGs concerned and DG ADMIN have not always made life easy for the Staff Representatives in these committees. Staff representatives have found their work hampered by DGs restricting access to SYSPER2 and to the CDR of the staff member concerned. Another example is delays in giving access to the use of SECEM (security email). Staff representatives of the JEC are often not able to read secure e-mails received using this method since various technical accesses are not given in time. In fact, it often takes several complaints to various levels and much time to have the required access.

Naturally, the reports of each JEC are not binding – the Director General must read them but is free to make his own decision. (What did you expect; democracy?) However, he must give detailed reasons why he defers from the recommendations of that JEC.

Even if the new CDR proposal from the Alliance, can be pushed through with no modifications some problems will remain. However, if proposals from Union Syndical and / or Administrations are pushed through, there would be more problems yet.

The promotion system in the Parliament can seem to be more satisfactory than that at the Commission. But, it is merely a question of budget: according to the treaties Parliament and the Council are the joint budgetary authorities. Thus, they slant the budget in favour of their Staff.

Considering that Commission with much difficulty managed for 2007 to secure from the Council the €1565 million euros for Staff already authorised and €34 million to pay for the salaries and allowances of the 775 new posts requested in 2007, then it is evident that by applying a new system of evaluations to the Staff one cannot simply out of the air conjure up the needed annual promotions with no extra cash. The spectre of 2000 job cuts attempt from last year must not be forgotten. This simply is further evidence that the Council has no political intention to make life easy for us.

In conclusion, we prefer the truth that no new CDR gimmick can satisfy the budgetary needs of a better promotion system. Of course, administration believes it is also necessary to whip up the personnel in support of a new CDR system. Usually personnel is passive, just like they were during the Reform. Personnel sees no reason to get involved in an untrustworthy CDR system. So you have to whip them up by hiding part of the truth.

But, SID believes that real trade unions will not sell the Staff interests for votes won with half truths and bare faced lies...

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