

The post-2004 problem

Extract of presentation slides

Generation 2004

February 2013

About this presentation



- Brief discussion of the DG-HR **2013 proposal for internal competitions** and of **Generation 2004's** negative position regarding it
- Backdrop explaining our position: a factual **overview** of the post-2004 problem
- Presentation '**the problem**' going around different DGs (Brussels/Lux), February 2013
- To be shortly followed by another presentation '**the solutions**' (March 2013)

2013 DG-HR project for internal competitions: ADministrators



Internal competition Administrator			
	AD7	AD8	AD9
Minimum grade required	AD5	AD6	AD7
Minimum appropriate professional experience	6 years	8 years	10 years
Minimum experience at the Commission	2 years including 1 year in the function group AD	2 years including 1 year in the function group AD	2 years including 1 year in the function group AD
Selection	EPSO talent screener + interview with presentation	EPSO talent screener + interview with presentation	EPSO talent screener + interview with presentation
Number of successful candidates desired	60	60	60

Fields:

- 1.Law
- 2.Economics
- 3.Creation and management of policy, program management, project conception

Published 14.2.2013

2013 DG-HR project for internal competitions: ADvisor



Published 14.2.2013

	Internal competition Advisor	
	AD10	AD12
Minimum grade required	AD8	AD10
Minimum appropriate professional experience	12 ans	15 ans
Minimum experience at the Commission	2 years including 1 year in the function group AD	2 years including 1 year in the function group AD
Selection	EPSO talent screener + interview with presentation	EPSO talent screener + interview with presentation
Number of successful candidates desired	40	40

Fields:

1. Smart and inclusive growth (research, education, transports, energy, social affairs, regional politics, enterprises, information society, EMU)
2. Sustainable growth, natural resources (agriculture, fisheries, environment, climate change)
3. Security and European Citizenship (justice, internal affairs, health, protection consumer protection, communication)
4. Europe in the world/external representation of the Union (development, trade, enlargement, humanitarian aid, external dimension of internal policies)
5. Budgetary & Human Resources Management, coordination Internal competition

2013 DG-HR project for internal competitions: AST



Internal competition Assistant		
	AST 3	AST 4
Minimum grade required	AST 1	AST 2
Minim appropriate professional experience	3 years	6 years
Minimum experience at the Commission	2 years including 1 year in the function group AST	2 years including 1 year in the function group AST
Selection	EPSO CBT + interview	EPSO CBT + interview
Number of successful candidates desired	60	60

Published 14.2.2013

Fields:

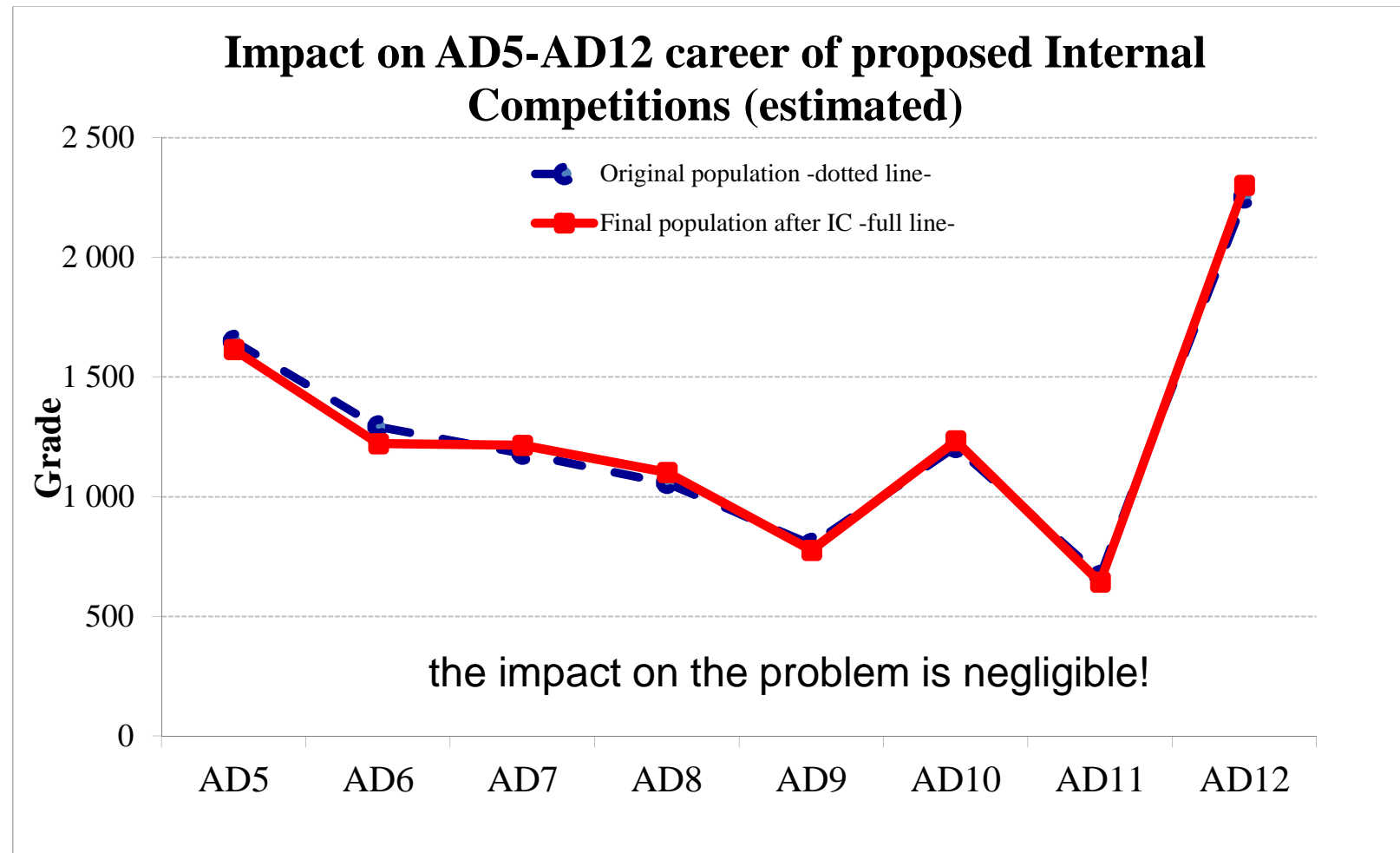
AST3

- Executive Secretary

AST 4

- Management of resources (human, financial, IT, equipment, communication)
- Project Management, Programme Management, Contract Management

2013 DG-HR project for internal competitions



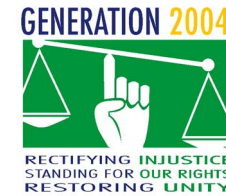
What we request about internal competitions



- **Comprehensive diagnosis** of the whole post-2004 problem (20 times bigger!) – formulation of a management perspective of an integral solution (internal competitions + promotions, AD+AST)
- **Solidary financing:** redistribute a sizeable part of the entire promotions pool over 3 years
- **Fair treatment:** pertinence, economy, equality
 - **Pertinence:** Use professional experience (already contained in our personal dossiers) as main assessment criterion
 - **Economy:** Don't re-test competences already demonstrated by officials having passed open competitions
 - **Equality:** Apply the same type of criteria/tests to everybody

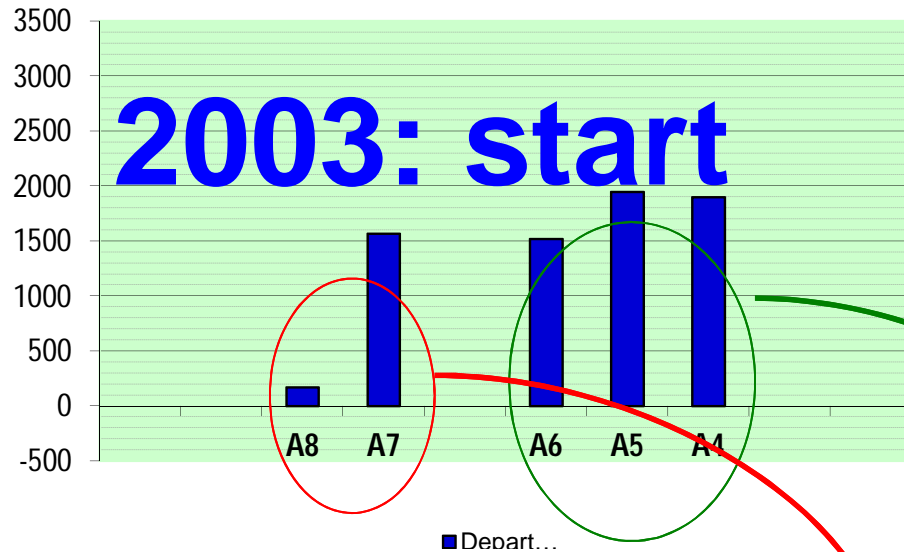
Even HR final proposal does not meet all these characteristics!

The big problem



- The post-2004 staff situation is a big problem for the European Institutions: **thousands of staff have a grade much lower than it would fairly correspond to their professional experience**
- As a consequence we have several very negative consequences: **reduced perspectives of career, reduced motivation, business continuity jeopardised, inefficient allocation of resources**

AD career 2003-2012...

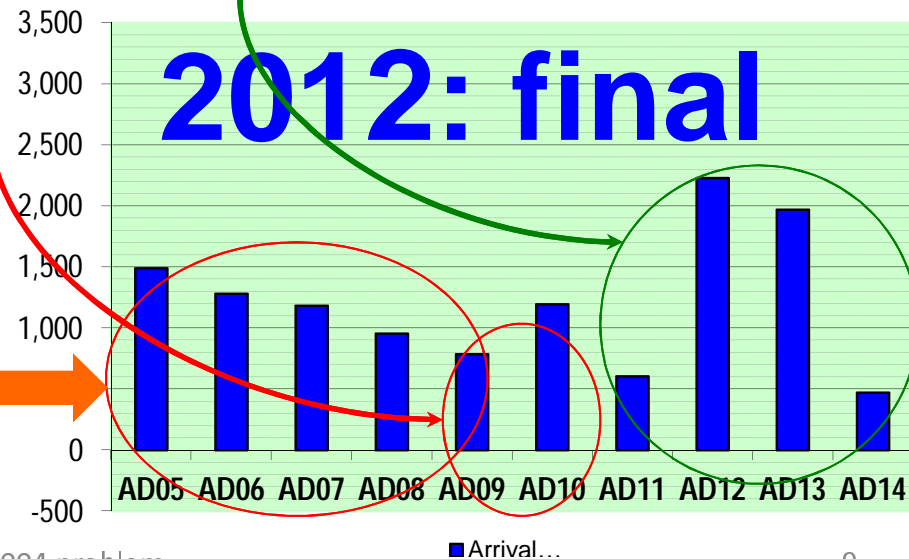


The Commission AD career grew from around 7000 to around 12000

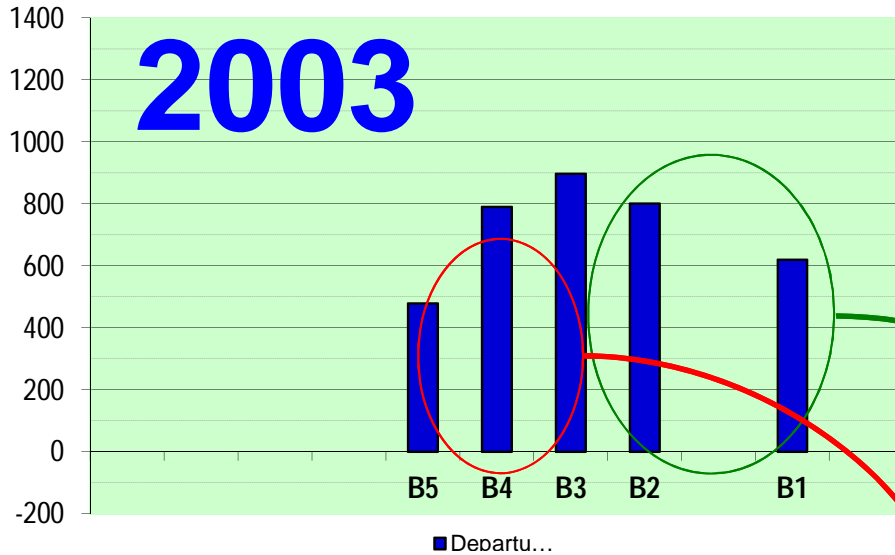
Upstream solidarity:
 Higher grades have been pushed upwards (around 5300-5400)

Former junior-mid grades went upwards and became a 'intermediate zone' (around 1800)

LOWER GRADES FILLED BY MASSIVE 'JUNIOR' RECRUITMENT (>5000)



AST career 2003-2011...

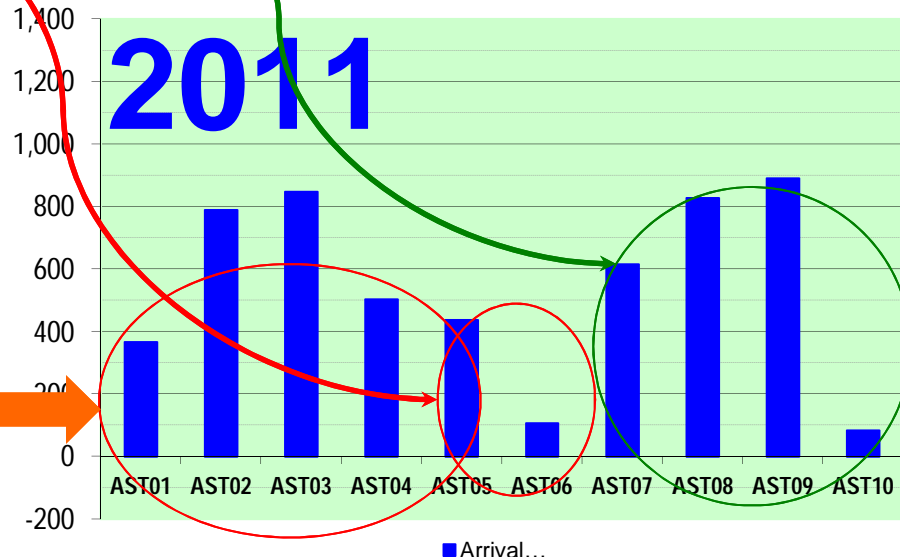


The Commission AST career grew from around 7000 to around 12000

Upstream solidarity:
 Higher grades have been pushed upwards (around 2400)

Former junior-mid grades went upwards and became a 'intermediate zone' (around 500)

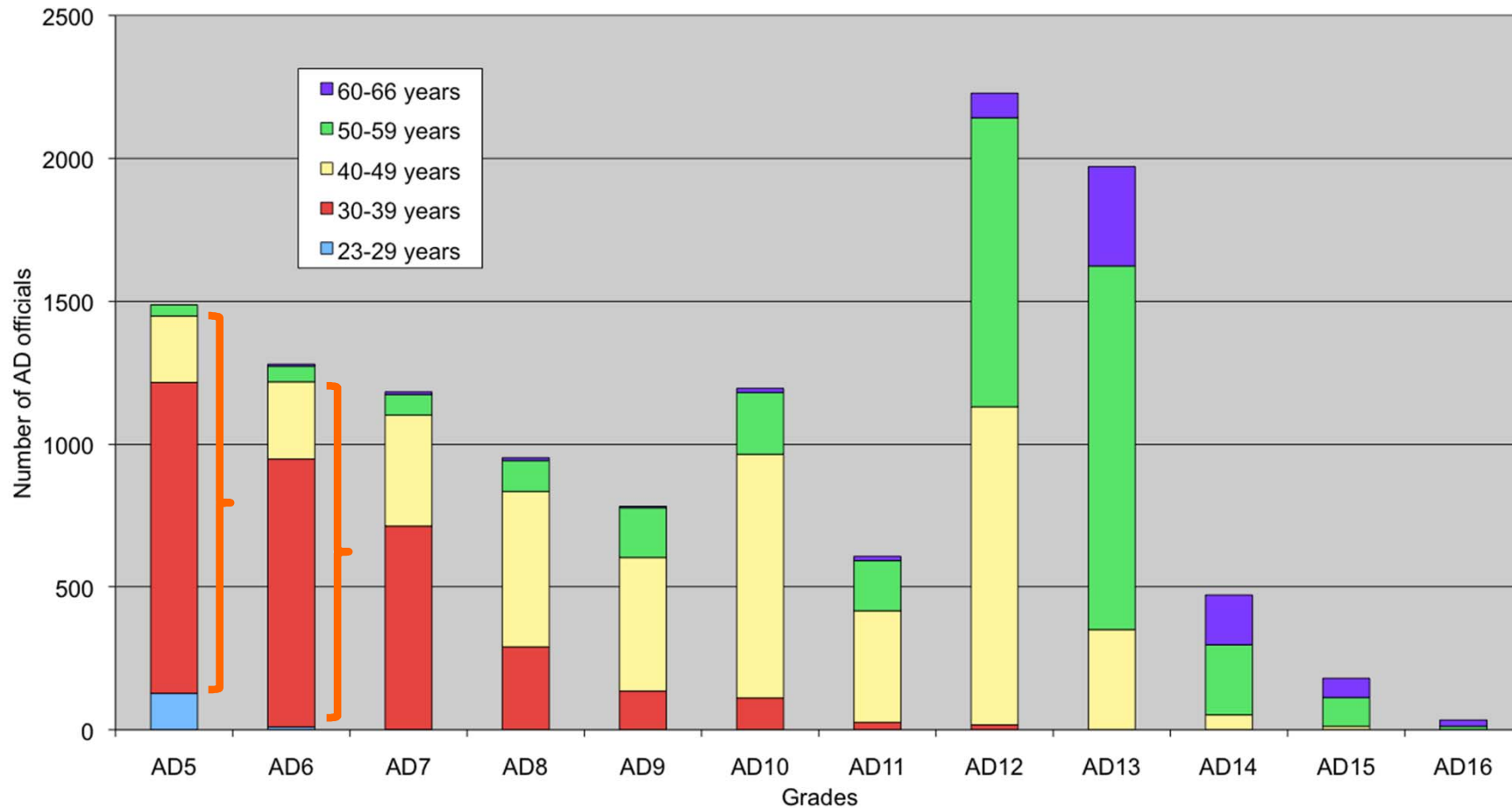
LOWER GRADES FILLED BY MASSIVE 'JUNIOR' RECRUITMENT (>2900)



Over the period studied (2003-2012)...

- The **working methods** of the Institution, and consequently the **AD/AST job requirements**, **have stayed basically the same, or even became more challenging** (EU27, soon 28)
- The ‘**real experience and qualifications profile**’ of recruited AD/AST officials **either stayed the same or has even improved** (average recruitment age increased, job market became more competitive)
- If we accept both assumptions above, the massive influx of ‘junior’ AD/AST officials results in a main conclusion: **grade and experience and job requirements are no longer inter-related for a wide swath of the AD/AST careers**

Age brackets (absolute), AD career



Note the **astounding proportion** of 'not-so-junior' staff (30-49) in junior grades!

What **age-grade** relationship can be reasonably expected?

THEORY

Grade	Arrival age	Averages Annex I.B		Average age
		Time in grade	Promotion rate	
AD16	<i>promotion to these grades under different mechanisms</i>			
AD15				
AD14	60			62,5
AD13	55	5	20%	57,5
AD12	50	5	20%	52,5
AD11	46	4	25%	48
AD10	42	4	25%	44
AD9	39	3	33%	40,5
AD8	36	3	33%	37,5
AD7	33	3	33%	34,5
AD6	30	3	33%	31,5
AD5	27	3	33%	28,5

The 2004 Reform certainly announced that staff would be recruited at **lower** grades: but it also promised that the standard career would carry them **higher**

Let's check what is the **average promotion pace** contained in Annex I.B of Staff Regulations:
 if we expect that **an official of average competence will reach AD14 when she/he turns 60**, then reckoning backwards with the 'average time in grade' approximately equivalent to the 'average promotion rate' stated by Annex I.B, **this official should be recruited as AD5 no older than 27**

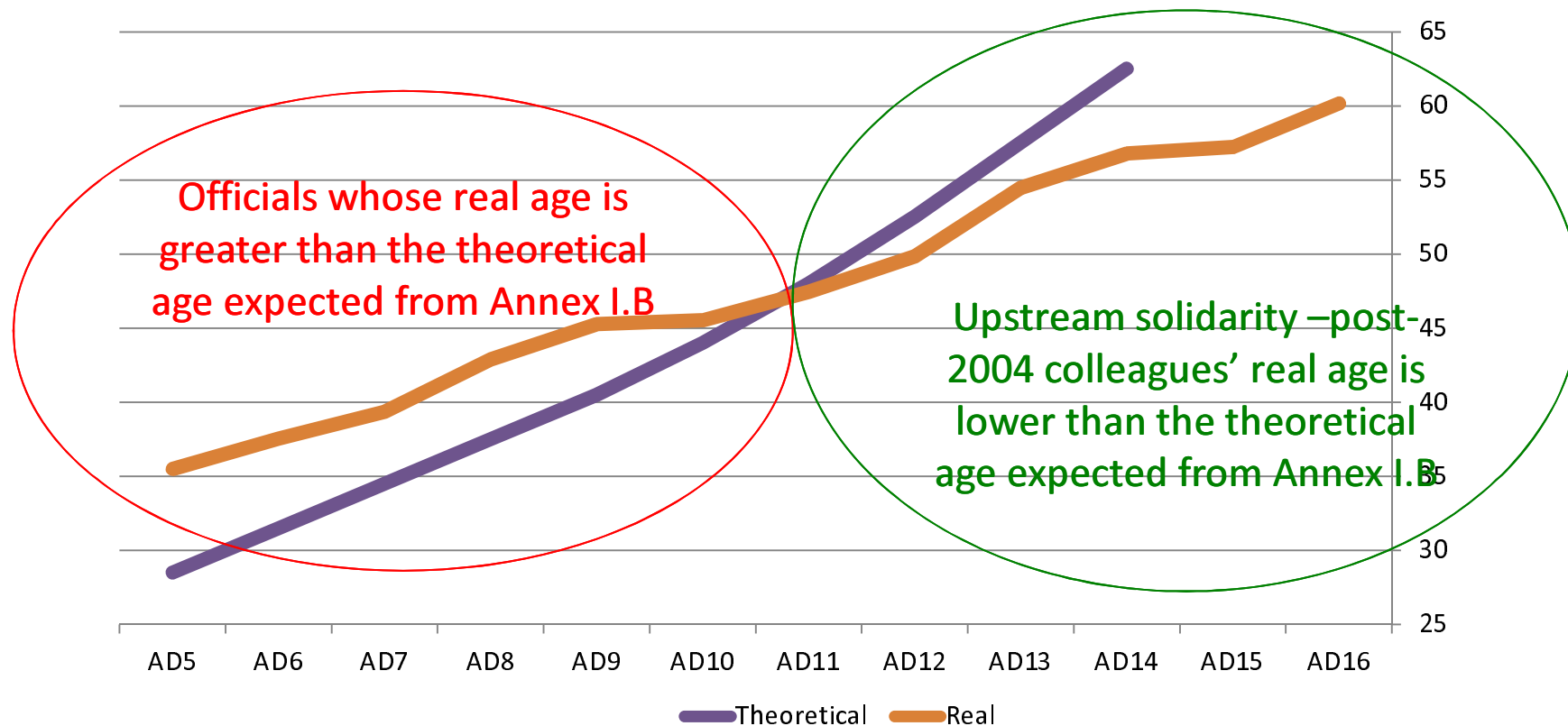
What about real age?

THEORY					REAL LIFE	
	Arrival age	Annex I.B		Average age theoretical	Average age (real)	Total staff
		Time in grade	Promotion rate			
AD16	<i>promotion to these grades under different mechanisms</i>				60,18	34
AD15					57,23	180
AD14	60			62,5	56,78	471
AD13	55	5	20%	57,5	54,47	1.971
AD12	50	5	20%	52,5	49,86	2.228
AD11	46	4	25%	48	47,45	606
AD10	42	4	25%	44	45,53	1.196
AD9	39	3	33%	40,5	45,26	784
AD8	36	3	33%	37,5	42,88	954
AD7	33	3	33%	34,5	39,36	1.184
AD6	30	3	33%	31,5	37,53	1.281
AD5	27	3	33%	28,5	35,49	1.488

Let's compare that theoretical progression with the actual age distribution, end of 2012

Actual versus theoretical average age

Let's also compare graphically that theoretical progression with the actual age distribution, end of 2012



Officials whose real age is greater than the theoretical age expected from Annex I.B

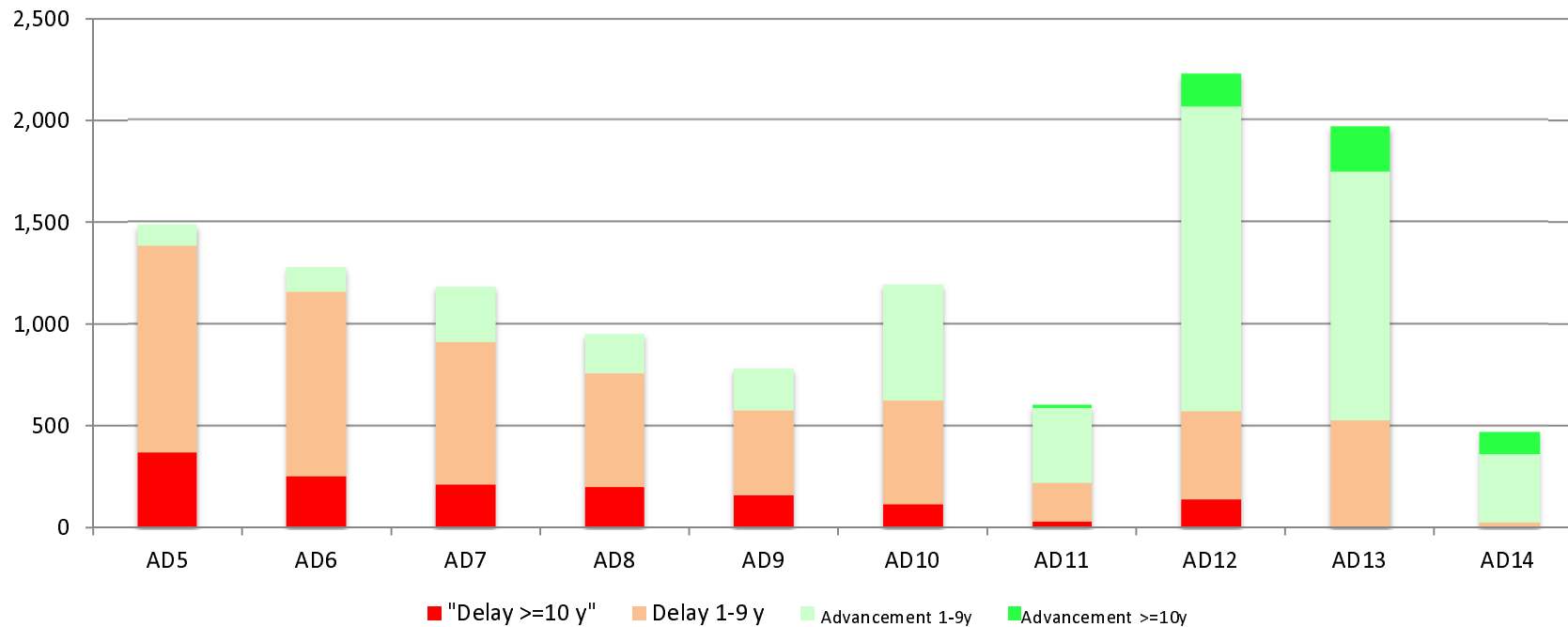
Upstream solidarity – post-2004 colleagues' real age is lower than the theoretical age expected from Annex I.B

We find two distinct areas of the distribution: officials in grades AD5-AD10 are actually **older** than their expected theoretical age

How much career **delay** (or **advancement**)?

Within every grade, there is a wide distribution of ages – so it's important to see how many people are **much under** the theoretical age, **under** it, **over** it, and of course **much over** it (+10 years)

[Please note that this graph represents the gain or delay over the whole career, not the speed]



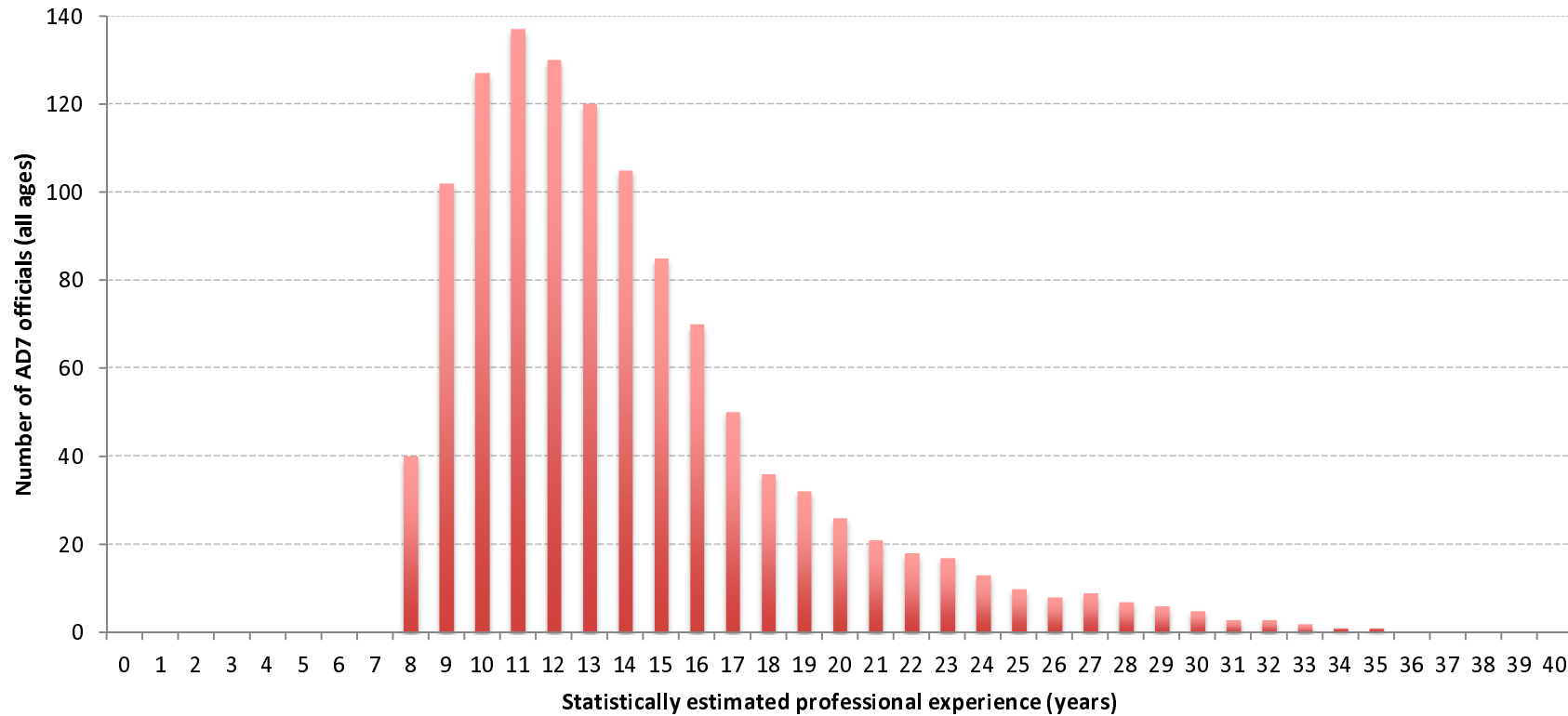
Career delays of +=10 years affect 1.500 AD staff (87% of them in the bracket AD5-AD10)

Career delays 1-9 years affect 5.300 AD staff (78% of them in the bracket AD5-AD10)

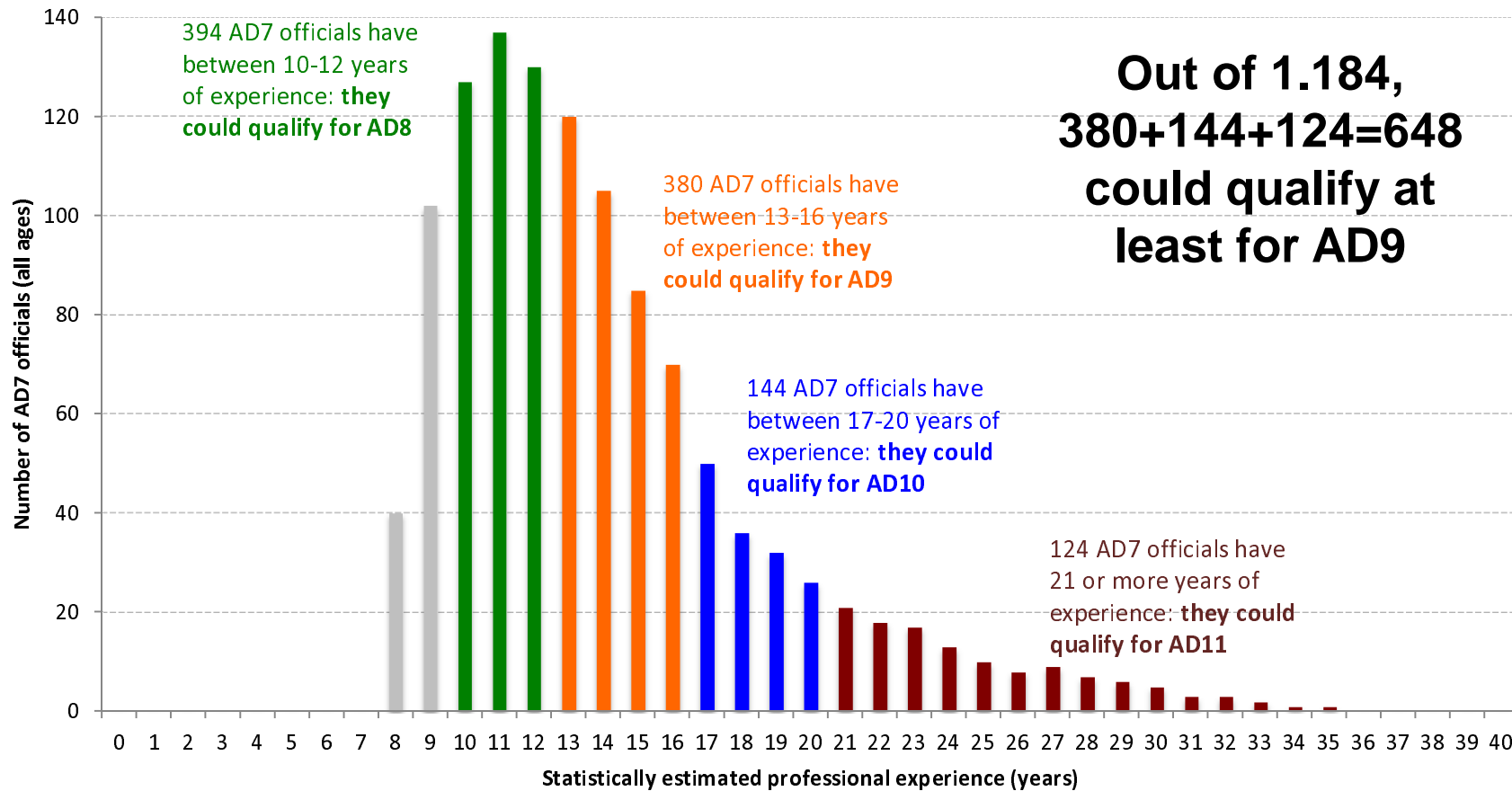
Advancements 1-9 years benefit 4.900 AD staff (70% of them in the bracket AD11-AD14)

Advancements of +=10 years benefit 500 AD staff (98% of them in the bracket AD11-AD14)

An example: the estimated distribution of AD7 professional experience



An example: grade AD7



What happened?

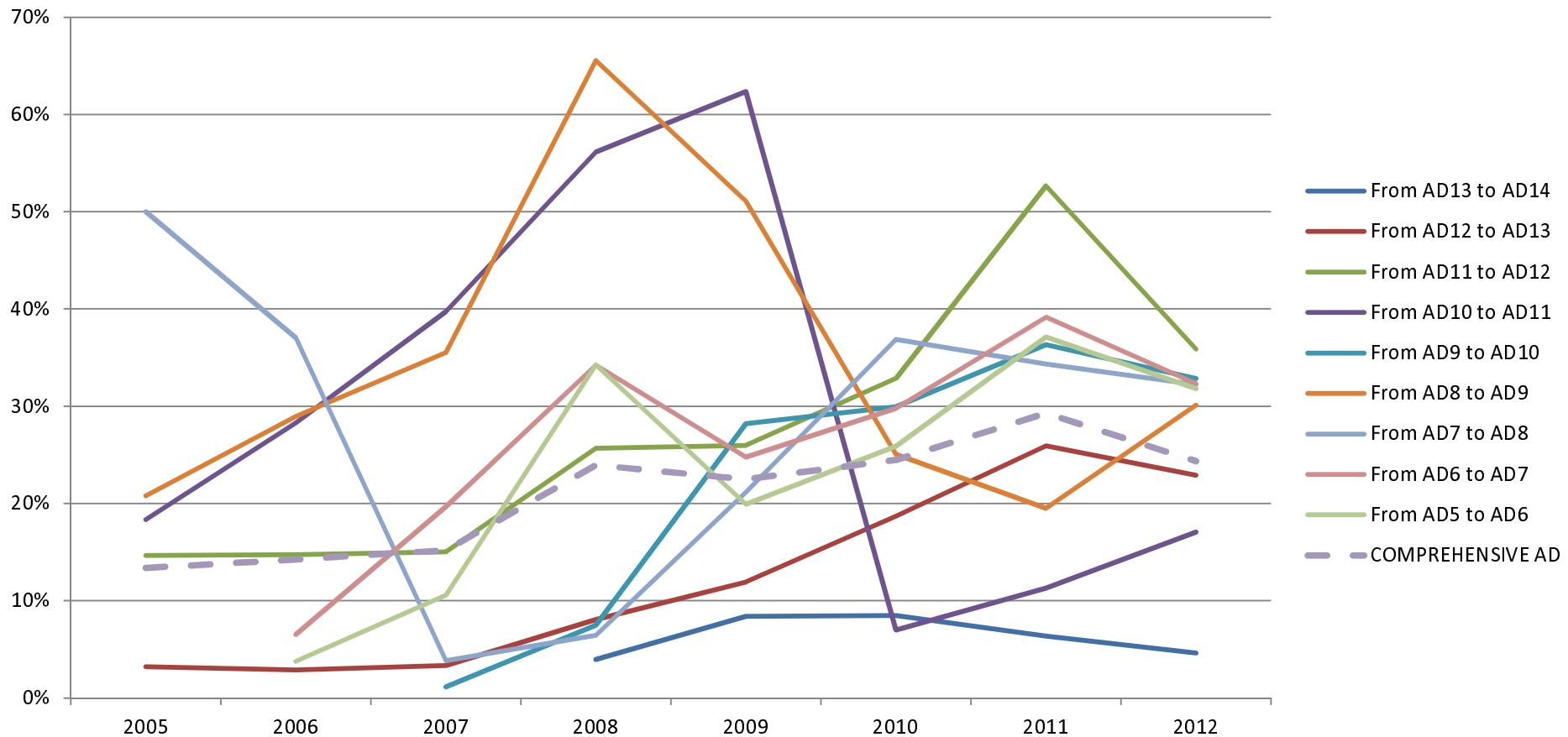
- These figures could perhaps include a certain amount of ‘explainable’ cases (less qualified officials recruited at a senior age, in the first case; or officials with a distinguished career and recruited quite young, in the second case);
- Nevertheless, most of these divergences from the theoretical career progression goals of Annex I.B are very likely **artificial**, resulting from the combination of two major ‘**2004-related effects**’:
 - **Recruitment at junior grades mismatched with real experience,**
 - **A use of promotions (2005-2012) disregarding the career convergence goals set explicitly by Art. 6 of the 2004 Staff Regulations. Post-2004 staff and pre-2004 staff have diverged.**

This diagnosis is valid both for AST and AD careers

Rates of promotion – AD career

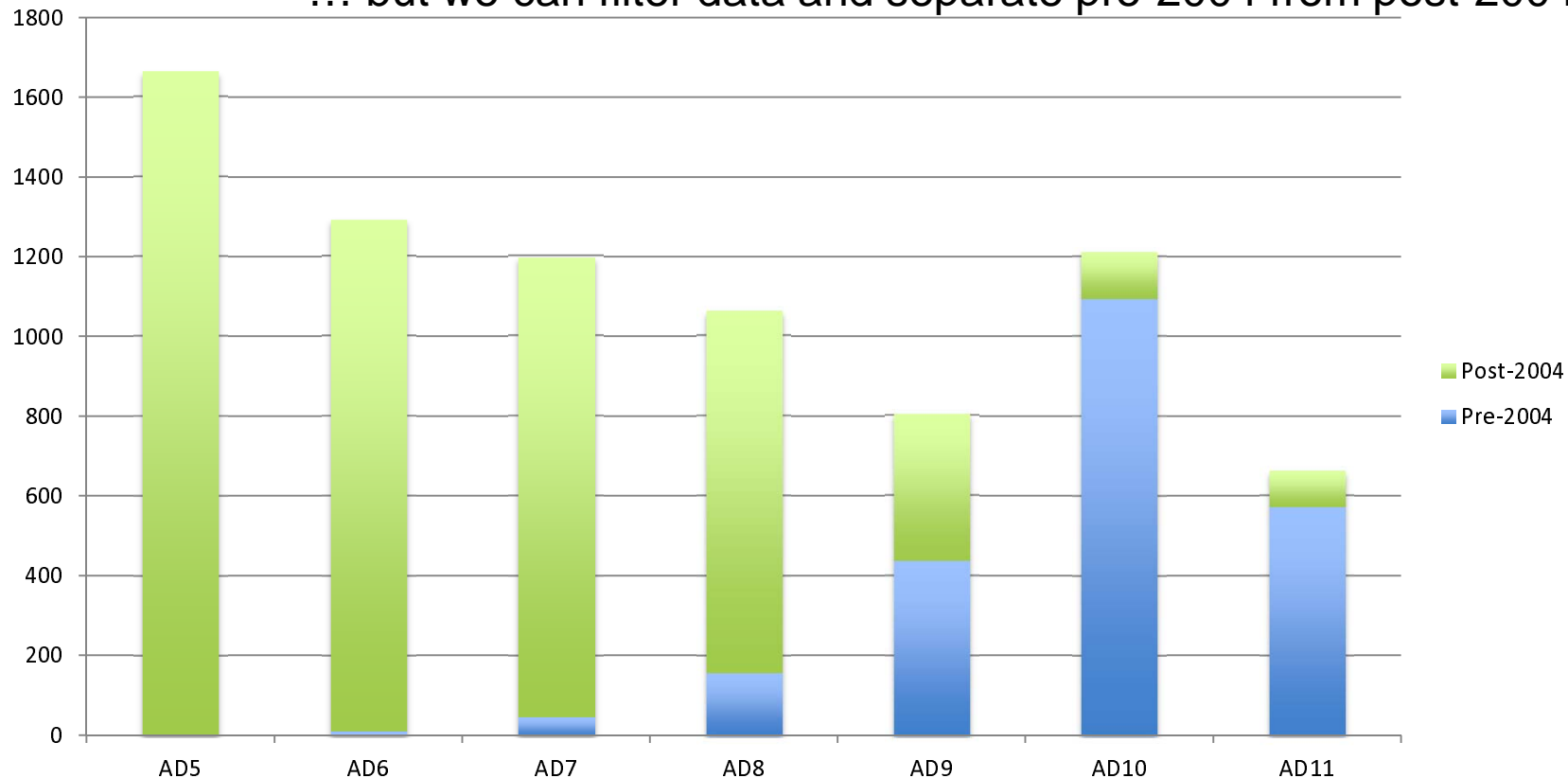


The comprehensive graph is difficult to understand...



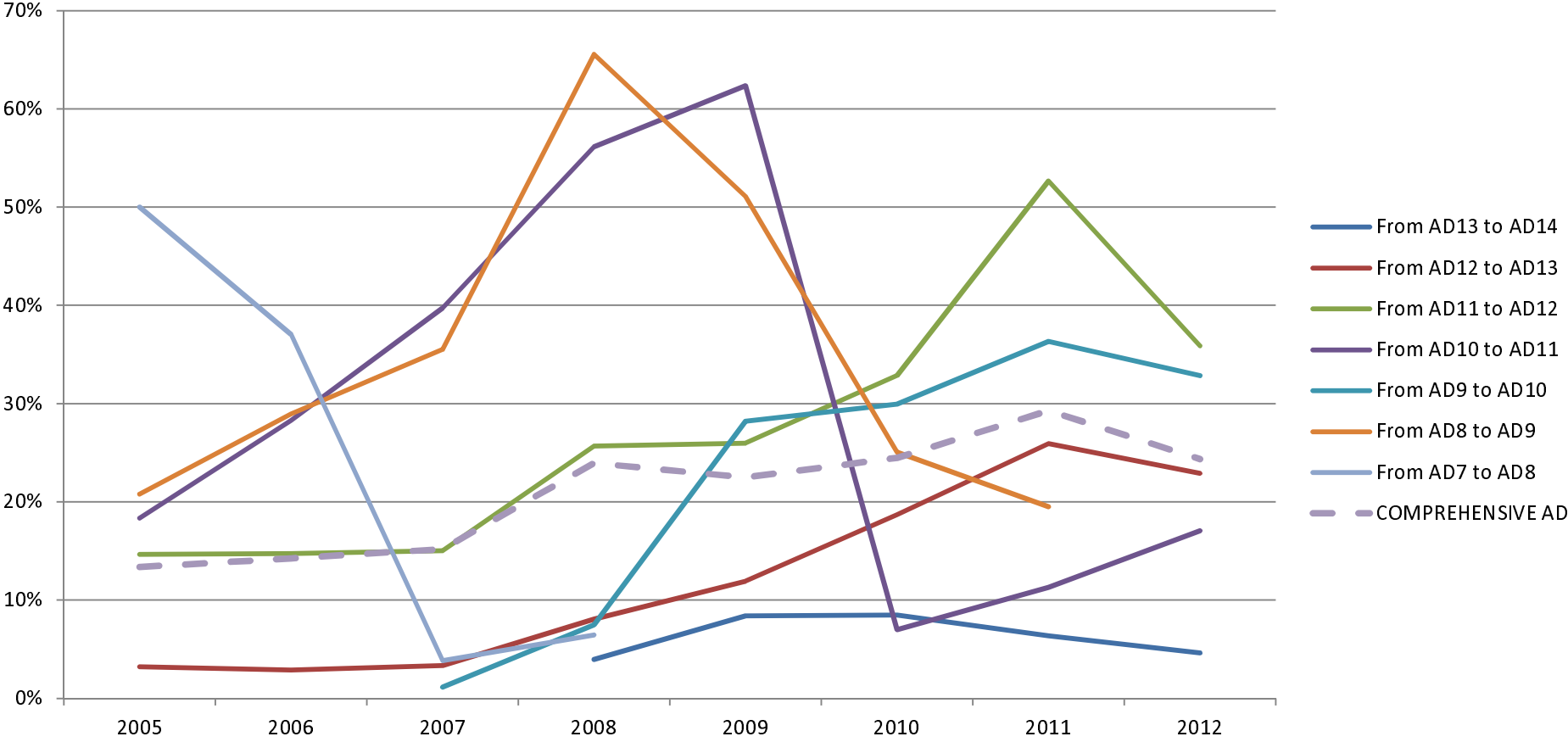
Pre- and post-2004 AD staff (end 2012)

... but we can filter data and separate pre-2004 from post-2004...



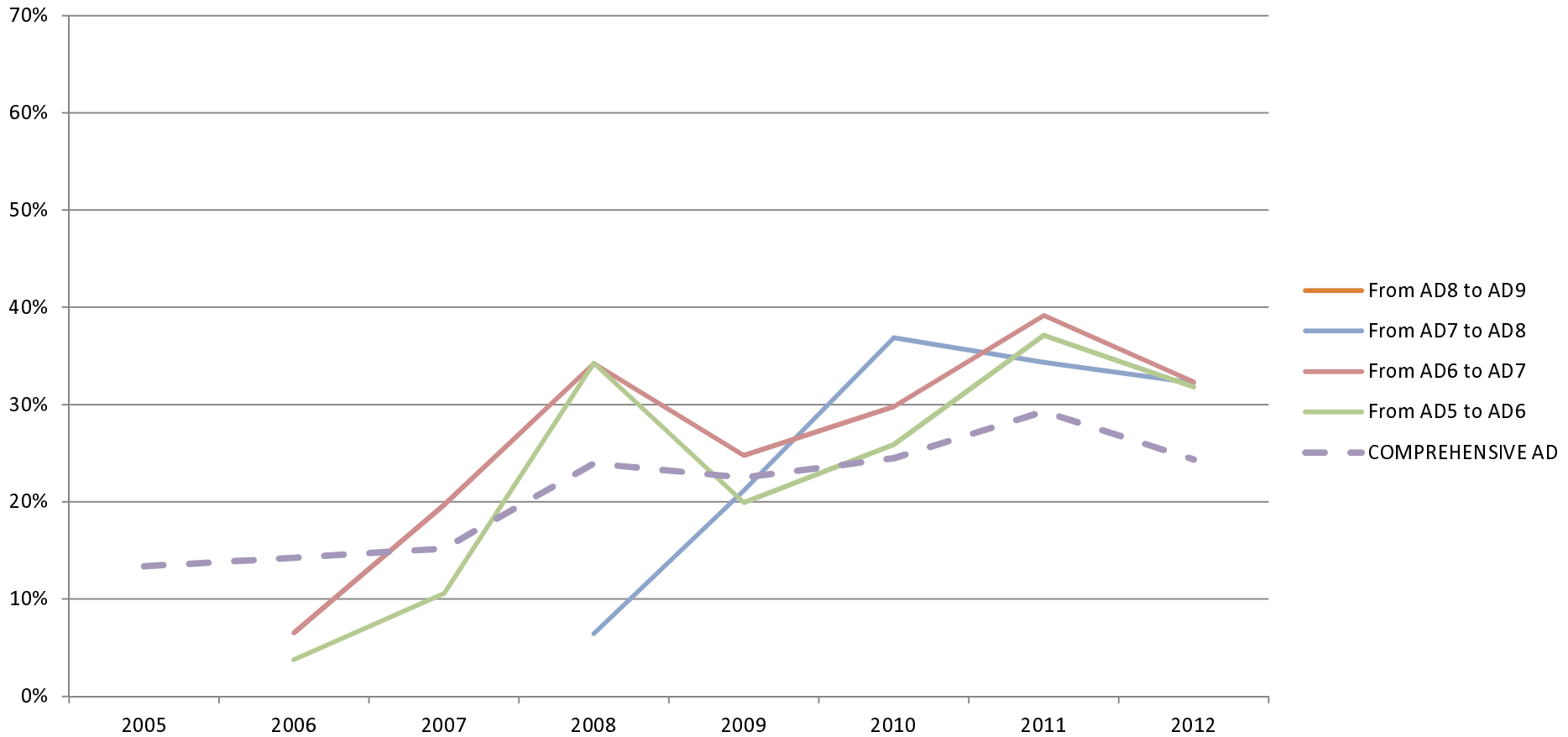
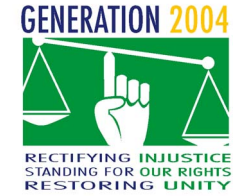
A close-up of the bracket AD5-AD11 as of end 2012: there is a certain mix-up of pre- and post 2004 AD staff. **Post-2004 AD staff is a clear majority in grades AD5-AD8.** Most of them are in reality much more senior than their grades – it's not just their late arrival to the service.

Promotions AD career rates for pre-2004 officials



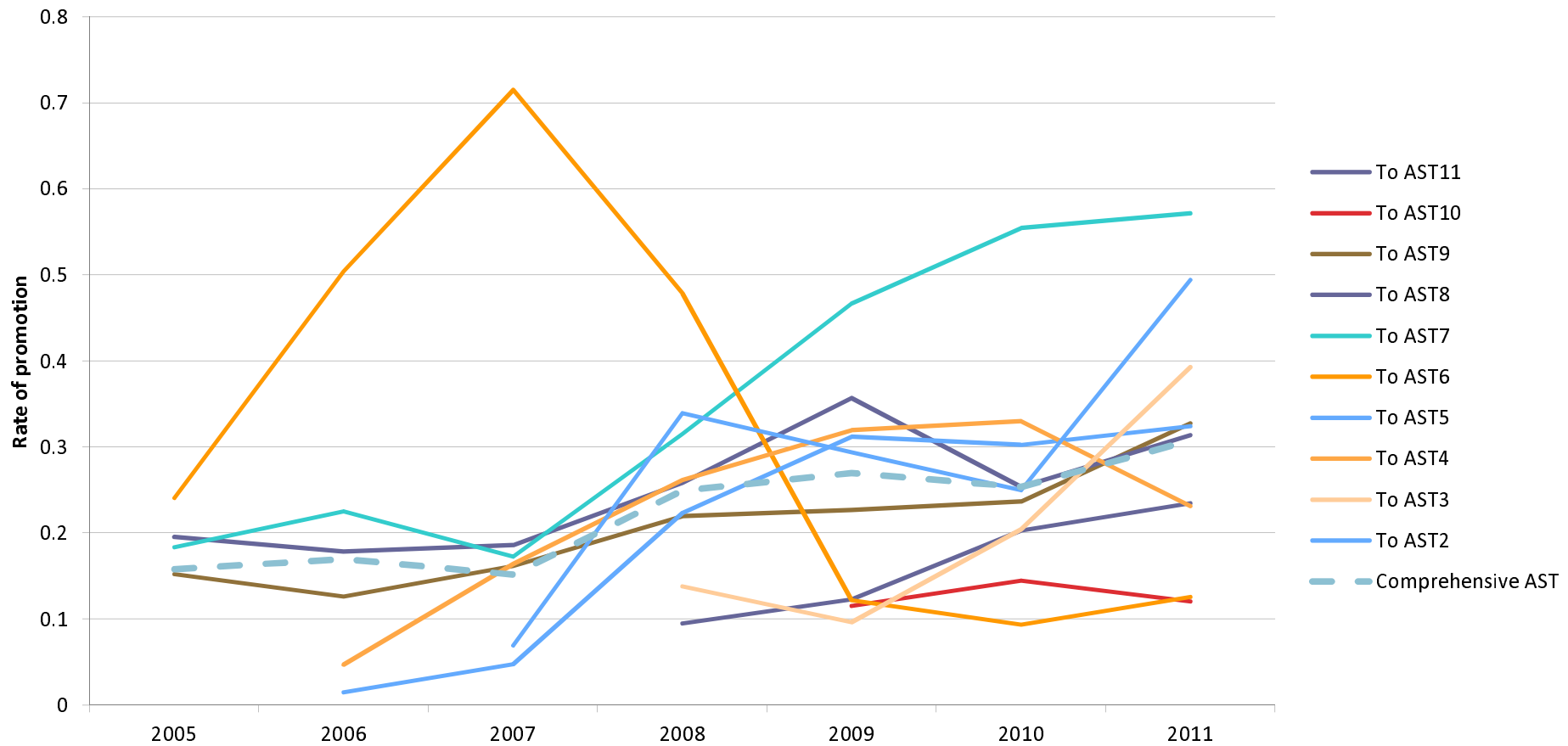
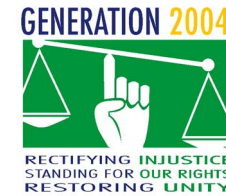
... these are the promotion rates received by pre-2004 colleagues...

Promotions AD career rates for post-2004 officials



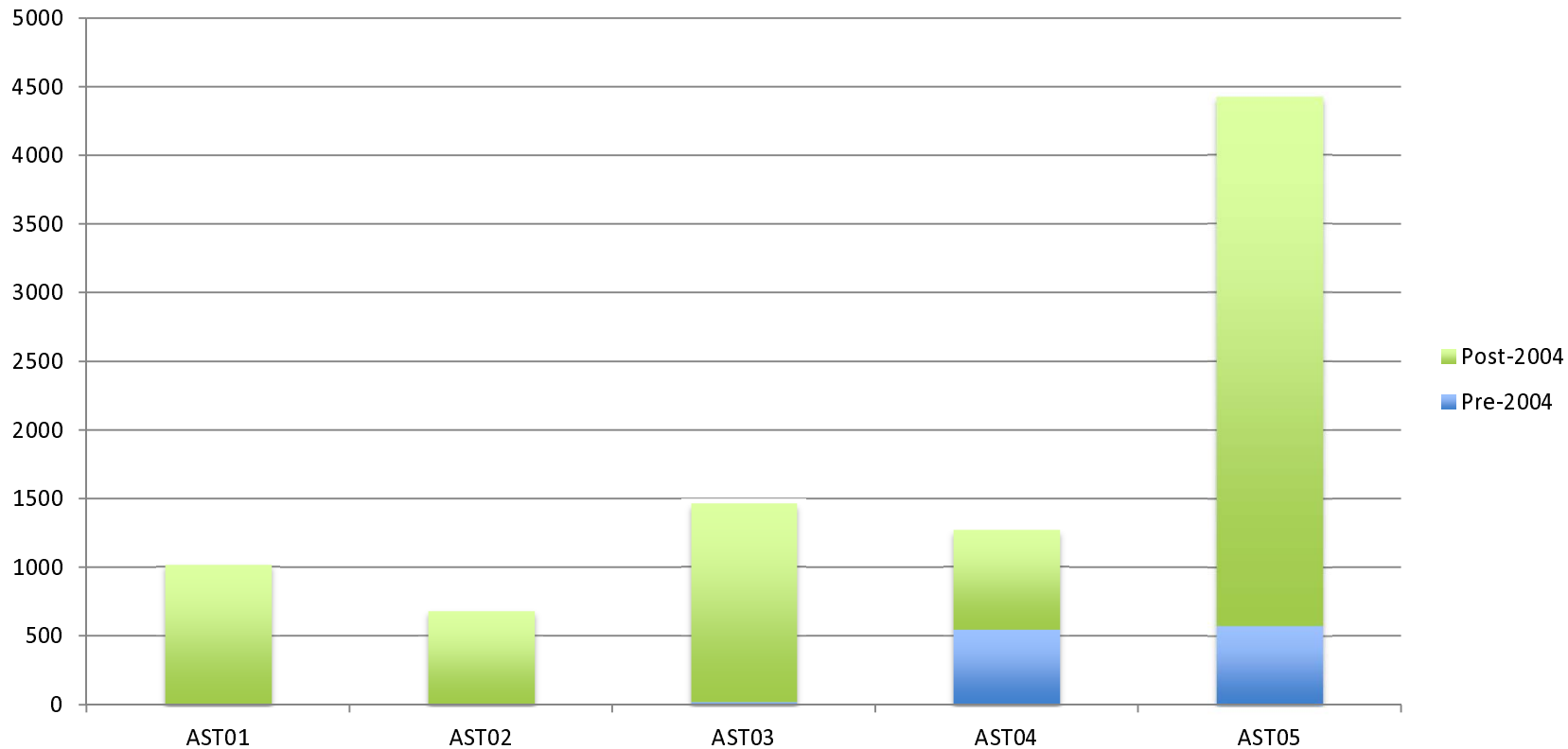
... and these are the (quite different) promotion rates received by post-2004 colleagues...

Rates of promotion – AST career



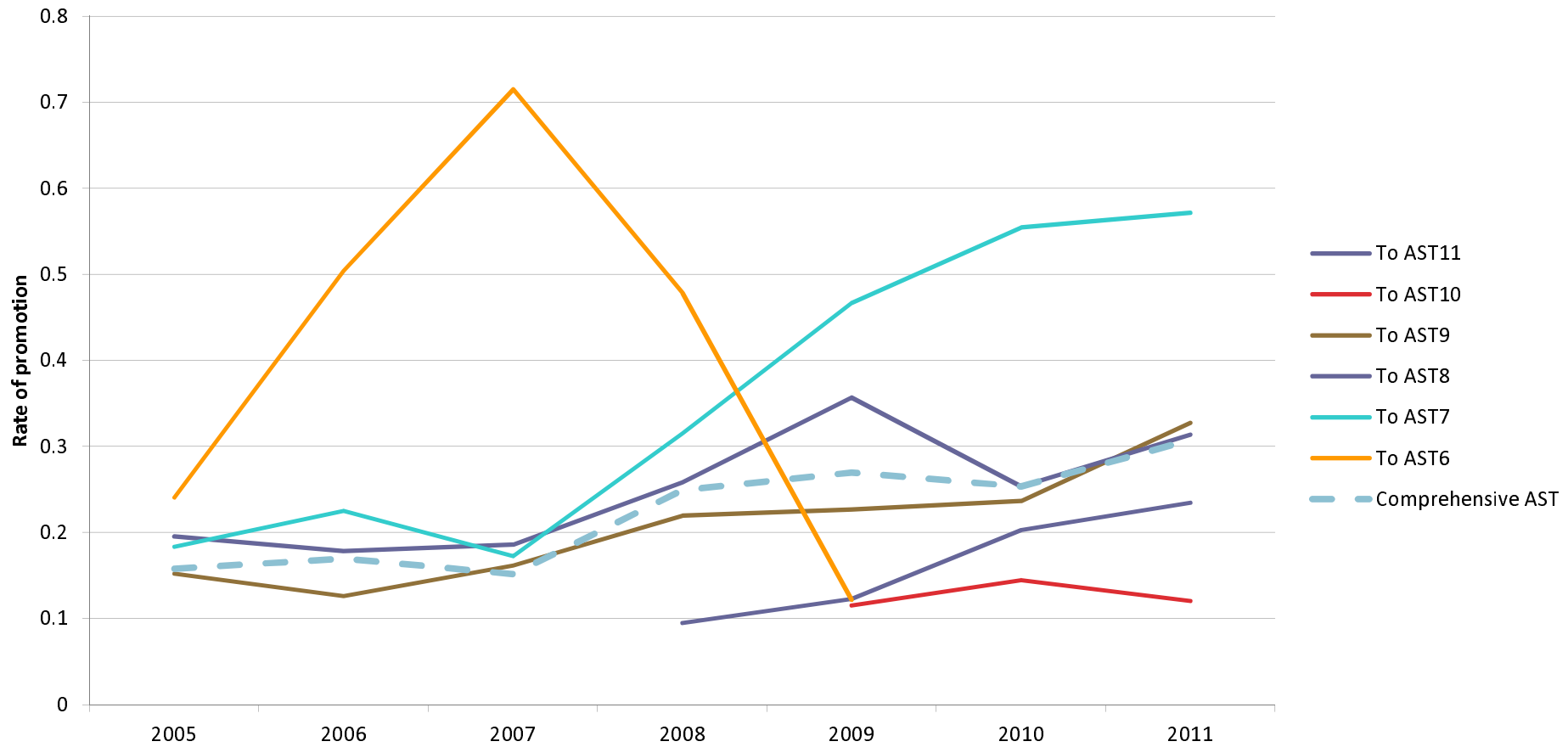
The same filtering can be done for AST promotion rates...

Pre- and post-2004 AST staff (end 2012)

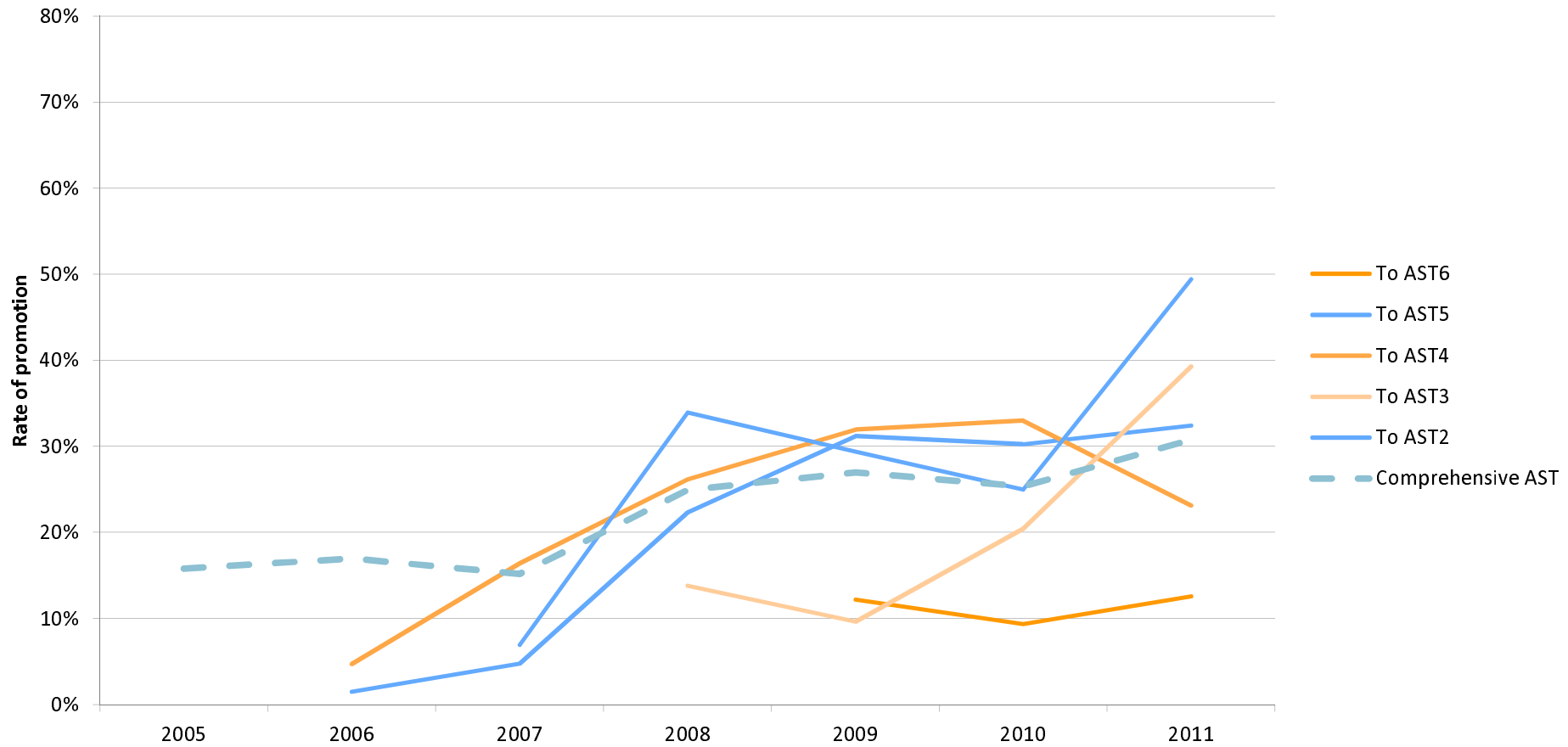


Close-up of the bracket AST01-AST05 as of end 2012. **Post-2004 AD staff is practically everybody in grades AST1-AST3, a majority in AST4, a overwhelming majority for AST5.** Many of them are in reality much more senior than their grades – it's not just their late arrival to the service.

Promotions AST career rates for pre-2004 officials



Promotions AST career rates for post-2004 officials



What can you do?



- You are not alone: become a **full member** of our staff association **Generation 2004**
 - we must be able to bring your voice to the Social Dialogue table, since neither the Administration nor the Trade Unions seem willing to speak about this problem
 - we need 400 members by mid-March to stay representative
- Give **diffusion** to these data, engage colleagues in discussion, enhance our visibility, network
 - <http://www.cc.cec/wikis/display/generation2004/Home> (for Commission)
 - <http://intracomm.ec.testa.eu/wikis/display/generation2004/Home> (for other EU institutions, Commission agencies)
- Contribute to our **working groups**
- Attend our coming **meetings & presentations** (March 2013 – **'solutions to the post-2004 problem'**)

Thanks!