

Check-out Eva's message on Internal Competitions for ADs

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INTERNAL COMPETITIONS: FAQ

What is DG HR proposing for ADs?

Internal competitions with 70 laureates to AD7, 70 laureates to AD8, 70 laureates to AD10, 50 laureates to AD12. No competition to AD9 nor to AD11. The grades indicated above are the "receiving" grades. In order to participate in a competition, you need to be 2 grades or 1 grade below the receiving grade (e.g. those who currently are AD6 and AD7 can participate in the AD8 competition).

What about the AD6 competition?

This competition is rather intended for Contract Agents. However, those who are currently AD5 can apply and possibly get their promotion one year earlier than if they had been waiting for the normal promotion cycle. It seems that DG HR will propose 40 laureates in the AD6 competition but this remains to be confirmed.

When will the competitions start? What is their real purpose?

They will most probably start before the end of this year. DG HR is organising these competitions to parachute Temporary Agents from the Commissioners' "private" offices. The clock is ticking for these politically connected TAs, so DG HR cannot wait much longer. The competitions are already late compared to the previous parachuting exercise that took place in 2013. DG HR will probably also use the competition to parachute some TAs sent to the services from a few powerful permanent representations. (It should be noted that the format of the internal competitions, which are based on the highly subjective "talent screener" is evidence that no truly meritocratic promotion exercise is intended).

Will these internal competitions contribute to redressing the divide between pre and post-2004 ADs?

NO! The internal competitions as designed by DG HR rely on a process that we have labelled "cannibalisation". Like the 2013 parachuting competition, there is again no budget allocated. Therefore, this is a zero-sum game whereby the promotions allocated to the laureates will be taken away from the promotion quotas of the receiving grades in the normal promotion exercise. For instance, an AD6 who passes the AD8 competition will benefit from a promotion that would have normally been allocated to an AD7 (AD7 to AD8 normal promotion). This is largely an exercise of robbing Peter to pay Paul, where Peter and Paul are both post-2004 staff.

What will be the impact of the internal competitions proposed by DG HR on each grade?

Whilst clearly the laureates themselves gain, and there is a net gain for the entry level grade (AD5), there is no net gain overall, since these gains are simply compensated by other grades losing out. To keep things simple, let's look at an example where all the laureates come from 2 grades below. AD5s will benefit from an additional 70 promotions (to AD7). AD6s will benefit from an additional 70 promotions (to the AD8 grade) but will lose 70

promotions (promotions from AD6 to AD7 given to AD5s who have passed the AD7 competition). AD7s will gain nothing because there is no competition to AD9 and lose 70 promotions (given to AD6s who passed the AD8 competition). Etc. See the summary in the table below:

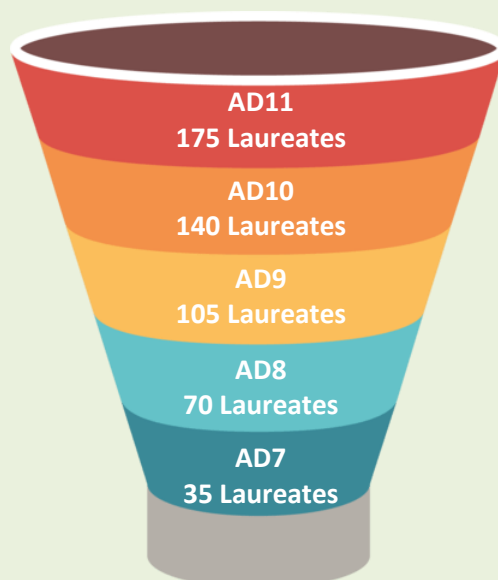
Grade	# of promotions gained	# of promotions lost	Net
AD5	70 (to AD7)	0	+70
AD6	70 (to AD8)	70 (given to AD5s who pass the AD7 competition)	0
AD7	0 (no AD9 competition)	70 (given to AD6s who pass the AD8 competition)	-70
AD8	70 (to AD10)	0	+70
AD9	0 (no AD11 competition)	70 (given to AD8s who pass the AD10 competition)	-70
AD10	50 (to AD12)	0	+50
AD11	0	50 (given to AD10 who pass the AD12 competition)	-50
AD12	0	0	0

Do we instead need internal competitions that target specifically under-represented nationalities in order to redress the geographical balance?

We would argue that this is not necessary. This is because the low grades and the high grades currently have very different nationality distributions. Therefore, even non-targeted competitions automatically restore geographical balance, without the need for measures targeting specific nationalities. For instance, there is a majority of citizens of new MS in the AD8 grade but less than 25% in the AD10 grade. If a sufficient number of AD8s were promoted to AD10, this would automatically increase the proportion of new MS citizens in the AD10 grade. DG HR needs to explain this to the MS that are asking for targeted internal competitions in favour of their citizens!

What would proper internal competitions look like?

The number of laureates in properly designed internal competitions would have a funnel shape with promotions earmarked for higher grades cascaded down to lower grades. This would prevent cannibalisation of promotions among the post-2004 grades. See an example below:



The impact on the various grades in this example is summarised in the table below:

Grade	# of promotions gained	# of promotions lost	Net
AD5	35 (to AD7)	0	+35
AD6	70 (to AD8)	35 (given to AD5s who pass the AD7 competition)	+35
AD7	105 (to AD9)	70 (given to AD6s who pass the AD8 competition)	+35
AD8	140 (to AD10)	105 (given to AD7s who pass the AD9 competition)	+35
AD9	175 (to AD11)	140 (given to AD8s who pass the AD10 competition)	+35
AD10	100 (cascades from AD11/12)	175 (given to AD9s who pass the AD11 competition)	-50

AD11	0	50 (promotions cascaded down to AD10)	-50
AD12	0	75 (promotions cascaded down to AD10)	-75

Would the internal competitions that Generation 2004 proposes be budget neutral?

No. boosting the careers of low-grade ADs would cost. However, in our manifesto we have proposed a number of measures to balance the budget, for instance redundancy measures applied to the "sombbrero hat" of the Commission's [Mexican army](#). Note that a number of pre-2004 colleagues have told us that they would be interested in these redundancy measures. They are still rather generous even if overall they would save money (they save money partly because the beneficiaries of the redundancy measures would eventually collect smaller pensions, but for someone with a pension close to €10,000/month, this is not necessarily a big issue).

Would the internal competitions that Generation 2004 proposes solve the 2004 problem?

If they were organised at a sufficient scale and with a sufficient budget, then yes, especially if those who currently are in the AD8 and AD9 grades would benefit from the largest number of laureates. It is this population that has been the most penalised by the 2004 reform, in particular by the creation of the AD9 "empty" grade, the recruitments at the AD5 level (without possibilities to be recruited at higher grades), the absence of the higher 36% promotion rates in the AD5-AD7 grades that were introduced only in 2014 and the penalisation of the probationary period under the old promotion system.