



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels, 06 August 2020
HR.B.1.003/AJC/gic

**NOTE FOR THE ATTENTION OF MR ŁUKASZ WARDYN,
CHAIR OF GENERATION 2004**

**Subject: Contract Agents' and Assistants' access to internal competitions
Ares(2020)4042374**

Dear Mr Wardyn,

Thank you for the abovementioned letter concerning the non-eligibility of contract agents and assistants to the recently published AD5 internal competition, which you indicate may be a source of frustration for these colleagues.

As you rightly point out, the 2014 Staff Regulations (SR) set out a precise legal framework as regards the participation of contract agents in the internal competitions. On the one hand, the SR establish that the yearly number of recruitments of laureates of internal competitions, who are contract agents, is limited to 5% of the total number of appointments of officials made that year in the relevant function group. On the other hand, they stipulate that such internal competitions may only be open exceptionally to contract agents.

Notwithstanding these limitations, the two previously organised internal competitions of 2016 and 2018 have successfully enabled the participation of thousands of contract agents. In this respect, I can assure you that the annual appointment quota is fully exhausted each year. The eligibility scope of this year's internal competition was defined in the light of this regulatory framework and of the necessity to ensure the smooth uptake of the existing reserve lists of laureates.

Concerning the participation of AST officials in this internal competition I should like to refer to the provisions of the Staff Regulations as modified in 2004. They provide for an explicit mechanism allowing Institutions to organize a certification exercise in order to grant AST access to the AD function group. This mechanism has been extremely beneficial to AST officials for at least three reasons:

- it provides for a specific selection/training/examination model that draws heavily on the applicants' competences as identified in the yearly appraisal exercise, thus reinforcing the link between performance on the job and probability of being appointed an AD official;
- it provides for the preservation of the grade when changing function groups (an AST7 is appointed at AD7). This is extremely important in the context of discussing an AD5 competition;
- the Commission has organised this exercise on a yearly basis, without interruption, since 2006.

The application of this instrument has led to the certification of more than 1000 AST colleagues since 2006. 953 of them have already been appointed in the AD function group, which is equivalent to an average of 65 per year during the last 15 years.

I trust these elements and very high numbers will reassure you as to the vast possibilities put in place by the Commission for colleagues in the AST function group wishing to join the AD function group.

As regards the situation of AST temporary agents, I have to admit that no internal competition within the AST function group and parallel to the one organised in the AD function group has been organised yet in 2020. I take this point for further consideration bearing in mind the presence in our services of a significant number of highly qualified AST temporary agents.

As you know, we are currently preparing a new HR strategy, which will include a general reflection on the procedures for competitions and selections, regarding in particular the place of internal competitions. Any additional input you may have is welcome and will be carefully considered in this context.

Yours sincerely,

(e-signed)

Gertrud Ingestad

Cc: Christian Levasseur (HR.B), Marco Umberto Moricca (HR.E), Marie-Hélène Pradines (HR.B1)