



Brussels, 30.06.2025

**Note for the attention of
Mr Stephen Quest – Director-General for Human Resources and Security**

Subject: Reclassification of contract agents – 2025 methodology

Dear Mr Quest,

In accordance with the General Implementing Provisions for Article 87(3) of the CEOS, as set out in Commission Decision C(2013)2529 of 3 May 2013, amended by C(2014)2222 of 7 April 2014, contract staff employed under Article 3a of the CEOS are subject to reclassification.

Article 6 of C(2013)2529 outlines, for each grade, the average time typically required for reclassification. Depending on individual performance, reclassification may occur more quickly or slowly.

In the past, administrative notices and information on My IntraComm provided further clarification. Reclassification was generally expected at the midpoint of the bracket, or at the beginning in the case of entry grades (FG I1, FG II4, FG III8, FG IV13).

However, since the 2024 exercise, it appears that such **guidance has no longer been included in administrative notices or on My IntraComm**. Given the broad span of some reclassification brackets (up to five years in higher grades) this lack of clarity is problematic. It is especially important when additional quotas are allocated, as **staff need to measure their realistic expectations**. The absence of this information might lead to confusion and frustration.

Generation 2004 therefore requests clarification on the **methodology already applied for the 2025 exercise**.

For the sake of transparency and to support informed decision-making, **Generation 2004** urges the administration **to reinstate this guidance in future administrative notices and on My IntraComm**. This would help staff assess their prospects realistically and, among other elements, make informed decisions once deciding whether to appeal a decision on non-reclassification.

Thank you for considering our request.

Yours sincerely,
(electronically signed)
Marcela Válková, Chair of **Generation 2004**

CC: Mr Laurent DULUC – Head of Sector HR.F4.001