



Brussels, 27 March 2026

**Note for the attention of Mr. Stephen QUEST,
Director-General for Human Resources and Security**

Subject: Reclassification methodology guarantees – 2026 exercise

Dear Mr Quest,

Following the note on the *Reclassification of Contract Agents – 2025 Methodology of 30.06.2025*, we would like to recall that since the 2024 exercise the administrative notice launching the reclassification exercise no longer refers to the accelerated reclassification of colleagues who are at the first grade of each function group.

Indeed, while reclassification is generally expected to take place at the midpoint of the bracket, and the beginning in the case of entry grades (FGI 1, FGII 4, FGIII 8, FGIV 13), the explicit assurance concerning the latter is no longer reflected in written communication.

This absence of clarification may create uncertainty, particularly in the context of possible appeals following non-reclassification, as colleagues may wish to better anticipate when a reclassification would normally be expected.

As the upcoming exercise is due to be launched through an administrative note in the coming weeks (likely in April), we would kindly **reiterate the importance of clearly outlining the approach regarding reclassification timing for the first grades of each function group.**

In addition, **Generation2004** noted that in one of previous exercises in executive agencies, it was officially communicated that the reference point for reclassifying the CA3a population would be set, subject to performance, one year before the midpoint of the bracket.

While we do acknowledge the efforts made at the time to increase reclassification quotas, we would welcome consideration of a similar initiative **covering the entire population of CA3As working in the Commission**. Even if implemented on an *ad hoc* basis rather than as a structural measure for all future exercises, particularly where budgetary constraints may not allow a permanent commitment, such an initiative would be greatly appreciated by all colleagues concerned.

Thank you in advance for your time and consideration of this request.

Yours sincerely,

(electronically signed)

Marcela Válková

Chair of **Generation 2004**

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