



Brussels, 13 May 2026

**Note for the attention of Ms Mojca BOLTIN,  
Acting Head of Unit HR.B.3 - Recruitments & Mobility: Other agents**

**Subject: Classification in grade of CA3Bs**

Dear Ms Boltin,

We would like to request clarification regarding the application of the rules governing the **re-engagement of contract agents**, *in particular* in situations involving CA3B to allow the maximum duration of 6 years allowed by Article 88 of CEOS, and the way grading is decided for such recruitment.

We understand that, in practice, **CA3As** colleagues often move between bodies, inter-agencies, institutions, or different contractual arrangements, and they may in certain circumstances benefit from a reassessment of grading upon recruitment under a new contract.

Such situations appear to provide greater flexibility in comparison with **CA3Bs** colleagues who remain continuously employed under the same contractual framework, where possibilities for grade reassessment are virtually non-existent, apart from those engaged in the very first grade of their function group and subject to some additional requirements. It is particularly disappointing for colleagues who, had they waited a couple of weeks longer, they would have been engaged to a higher grade. Indeed, in line with the current rules, **in extreme cases colleagues with 5 and 15 or 17 years of experience<sup>1</sup> are classified in the same grade, with no possibility of being upgraded** during the total 6-year duration of their contract.

Indeed, the situation appears less clear in cases where a colleague does not complete the full six-year allowance in one uninterrupted period and subsequently seeks re-engagement within the Commission as a contract agent to complete the remaining period permitted under Article 88. **Is there a stand-by period (interruption) required before re-arrangement to allow a new classification on grade in line with article 5 of C(2017)6760?**

We fully recognise the need to respect the applicable legal framework and implementing provisions. At the same time, the current framework does not appear to specifically clarify it.

---

<sup>1</sup> See article 5 of C(2017)6760, especially grade 9 in FG III and grade 14 in FG IV

Given the current employment conditions applicable to contract agents, we strongly believe that colleagues have the right to clear guidance on how to proceed, enabling them to fully benefit from the flexibility offered by the system. **This is particularly important as the current structure of the system does not sufficiently support the level of professional advancement that colleagues reasonably expect and aspire to achieve.**

This note was triggered by the questions we have received from CA colleagues.

Thank you for considering our request.

Yours sincerely,

*(electronically signed)*

Marcela Válková

Chair of **Generation 2004**

CC: Mr Stanislav DEMIRDJIEV – Head of Unit HR.F.4 - Legal Affairs & Social dialogue  
Ms Albane DEMBLANS – Deputy Head of Unit HR.B.3 - Recruitments & Mobility: Other agents  
Mr Laurent DULUC – Deputy Head of Unit HR.F.4 - Legal Affairs & Social dialogue