



Brussels, 25 June 2026

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

Subject: Practices concerning the invitation to CAST testing

Dear Ms Boltin,

Generation 2004 has recently been approached by representatives of Blue Book trainees who have raised concerns regarding apparent differences in practices across Commission services concerning invitations to participate in CAST selection procedures. According to the information received, some DGs continue to facilitate or support CAST invitations for trainees nearing the end of their traineeship, while other services appear to have significantly restricted or discontinued this practice. We also suspect that **recent guidance may have been issued** with the objective of ensuring a more structured and less discretionary approach to CAST invitations.

We would also note that this issue is not only of relevance to trainees, but equally to colleagues already working within the institutions who may not yet have the possibility to test via CAST for a higher function. They also should be given such a possibility.

Without taking a position on the merits of any particular practice, we would welcome clarification on several points:

- *What is the current Commission-wide policy regarding invitations to CAST procedures?*
- *Have new instructions or guidelines recently been issued concerning the eligibility or nomination of candidates?*
- *To what extent do DGs retain discretion in deciding whether to invite trainees or other potential candidates?*
- *What measures are in place to ensure consistency of application across services?*
- *Has DG HR assessed whether significant differences exist between DGs in terms of access to CAST invitations?*
- *Are statistics available on CAST invitations issued to trainees, broken down by DG, over recent years?*

More generally, we would appreciate understanding **how DG HR intends to ensure equal treatment and equal access to opportunities** for trainees and exiting staff across the Commission, while maintaining transparency and coherence in recruitment-related practices.

We fully understand that budgetary restrictions affecting employment opportunities may have reduced the scope for new recruitment in certain services and may therefore have influenced decisions regarding invitations to CAST procedures. Nevertheless, we believe that **this question should be approached in a broader perspective, considering both the interests of colleagues and the needs of the European public service**. Successful participation in CAST procedures can enable colleagues to take up duties within the European administration more rapidly when recruitment needs arise, independently of the service that retested the original testing. Experience across many services has shown that **measures which help accelerate recruitment processes are always welcomed** and contribute to ensuring that vacancies can be filled efficiently when required.

We would be grateful for any information you can provide.

Yours sincerely,

(electronically signed)

Marcela Válková

Chair of **Generation 2004**

CC: Mr Stanislav DEMIRDJIEV - Head of Unit HR.F.4 - Legal Affairs & Social Dialogue
Mr Laurent DULUC – Deputy Head of Unit HR.F.4 - Legal Affairs & Social Dialogue