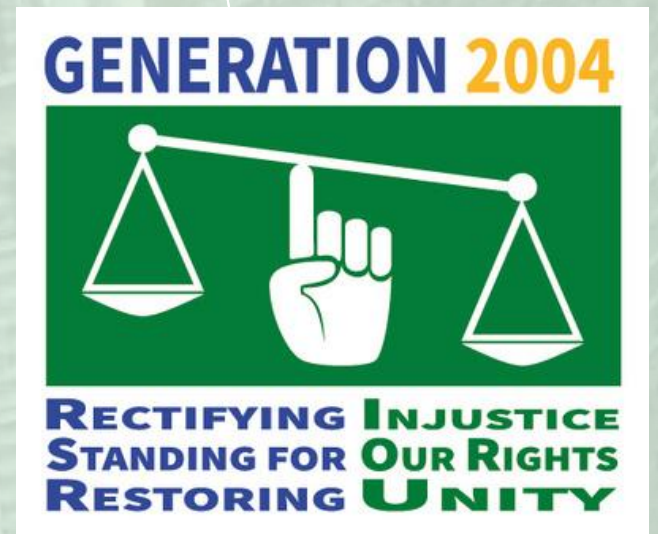


Generation 2004

Not promoted?
Consider appealing

Marcela Válková
11 June 2026



We record the presentation part of this conference.

We do **NOT** record the Q&A part and we don't publish the chat.

The recordings and this presentation will be available **after** this conference on our website.



GENERATION 2004



RECTIFYING INJUSTICE
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Overview of the appraisal and promotion/reclassification exercise

Staff representatives play a crucial role to ensure the “**comparison of merits**” which is required by the Staff Regulations
However: final decision is with DG!

JANUARY

Self-assessment

FEBRUARY

Appraisal interview

Appraisal report

MARCH

DG HR is allocating promotion quotas to each DG per grade

FEBRUARY

DG draft promotion proposals lists

FEBRUARY

Discussion with staff representation

Promotion proposal lists published

Joint Promotion Committee

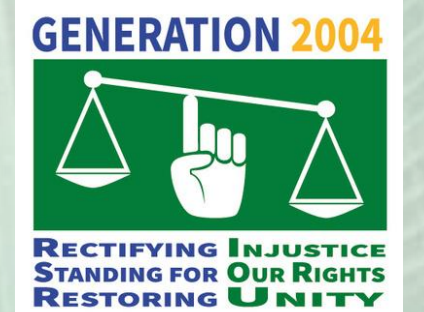
Publication of promotions list

Promotion/reclassification exercise



May be appealed in Sysper2

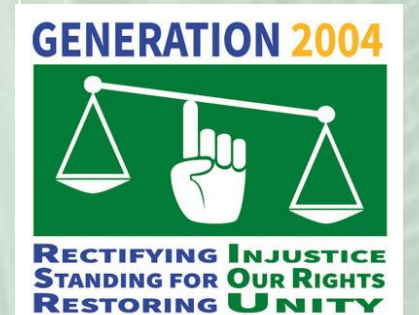
May be appealed using Art. 90.2 (Complaint)



Average promotion pace

Grade	Assistants	years	Administrators	years	Assistants/Clerks	years
13	—		15%	6,5		
12	—		15%	6,5		
11	—		25%	4		
10	20%	5	25%	4		
9	8%	12,5	25%	4		
8	25%	4	33%	3		
7	25%	4	36%	2,8		
6	25%	4	36%	2,8	—	
5	25%	4	36%	2,8	12%	8,3
4	33%	3	—		15%	6,5
3	33%	3	—		17%	5,8
2	33%	3	—		20%	5
1	33%	3	—		25%	4

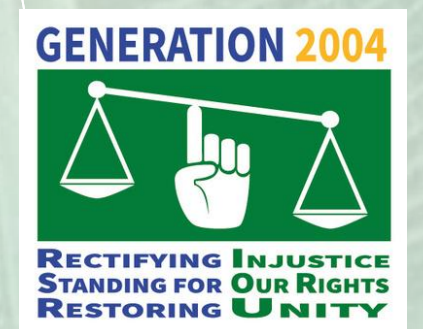
These are collective,
not individual guarantees!
Data from the GIPs



Average reclassification pace

FG	Grade	bracket	Average
IV	17	[6, 10]	8
	16	[5, 7]	6
	15	[4, 6]	5
	14	[3, 5]	4
	13	[3, 5]	3
III	11	[6, 10]	8
	10	[5, 7]	6
	9	[4, 6]	5
	8	[3, 5]	3
II	6	[6, 10]	8
	5	[5, 7]	6
	4	[3, 5]	3
I	2	[6, 10]	8
	1	[3, 5]	3

These are collective,
not individual guarantees!
Data from the GIPs



Reference dates



Seniority in the grade: the reference date for promotion is 1 January of the given year



At least 2 years in the grade for a promotion/reclassification



If you change DG: the cutting date for the responsibility for your promotion is 2 March

June

The draft list of proposed officials for promotion has been published today **11 June**

As well as the draft list of proposed CAs for reclassification

You have **5 working days** to file an appeal

Days where you could not access Sysper do not count in the 5 working days (sick/annual leave, bank holidays, ...)

Button not visible → write to HR

Appeal

Negative consequences?



Only the members of the Joint Promotion/Reclassification Committee will decide on your appeal and promotion/reclassification – your HoU, your Director are not involved anymore in this and cannot see your appeal!

If you get a promotion/reclassification via an appeal → one problem less for them next year

APPEAL DOs AND DON'Ts

The promotion committee will analyse your appeal on the basis on these **3 elements**:

- Merits,
- Responsibilities (management and team leadership; financial, representation)
- Languages (used at work)

Draft max. one A4 page:

- **Add quotations from your reports** underlining your performance (**the most positive adjectives**)
- Mention mobility or secondment (e.g. interest of service)
- NEVER refer to others, **NEVER** compare your performance with other colleagues' performance
- Keep the text as short as possible but precise and concise!

Don't repeat your appraisal reports!

EXAMPLE

Quotations from my report 2023

- contributed significantly to the performance of the unit
- contributions were instrumental in drafting the adopted strategies and .. acts
- demonstrated excellent command of the political and legal aspects of the XX portfolio
- demonstrated that she is an excellent team player
- demonstrated very good negotiation skills

Draft max. one A4 page:

- Add quotations from your reports underlining your performance (the most positive adjectives)
- Mention mobility or secondment (e.g. interest of service)
- NEVER refer to others, NEVER compare your performance with other colleagues' performance
- Keep the text as short as possible but precise and concise!

Don't repeat your appraisal reports!

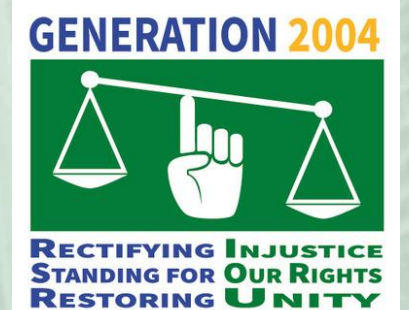
WHAT CAN **Generation 2004** DO FOR YOU?

We can help you by reviewing your draft appeal
→ register on our website.

We cannot write the draft for you!

Please draft it over the weekend at the latest!
We need time for the review
You need time to incorporate the feedback

Deadline in Sysper: 18 June
This is a hard deadline.



July
August

The Joint Promotion Committee starts its work

You may or may not see their accesses to your file in Sysper (they get PDF versions from HR, but sometimes they need more than the reports)

The members of the Joint Promotion Committee analyse and compare the appeals and the appraisal reports since your last promotion



September



**The members of
the Joint Promotion Committee:**

Discuss each and every appeal

**Come to an agreement on each case
whether to propose or not for
promotion**

**Proposes the final draft list for
promotion to DG HR**

**The Committee has 5% of the total
promotion quota at its disposal**

October

The members of the Joint Promotion Committee hold a meeting with DG HR to approve the final list

The Appointing Authority (DG HR) has the final word before publishing the final list of promoted officials

Reasons for exclusion from the promotion exercise: CCP, IDOC

November

Mid November: the final list of promoted officials is published

Your promotion will take effect retroactively as of 1 January of the given year

Your promotion will be visible in your December salary slip

EXERCISE FINISHED

You can make an article 90.2 complaint against non-promotion (very low chances!)

GENERATION 2004



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**Thank you for
your participation and
interest**



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Q&A



GENERATION 2004

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The logo for 'Generation 2004' is contained within a white rectangular box. At the top, the text 'GENERATION 2004' is written in blue, with '2004' in orange. Below the text is a green square containing a white graphic of a hand with the index finger pointing up, positioned between two scales of justice. The hand is tilted to the right, suggesting imbalance. At the bottom of the box, the slogan 'RECTIFYING INJUSTICE STANDING FOR OUR RIGHTS RESTORING UNITY' is written in blue, with 'UNITY' in green.