

The logo for ushu. is located at the top center of the page. It consists of the word "ushu." in a lowercase, sans-serif font. The letters "u", "s", and "." are white, while the letters "h" and "u" are yellow. The logo is set against a dark blue rounded square background.

ushu.

# Unity and Solidarity Outside the EU

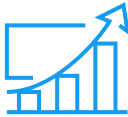
A black and white portrait of a young woman with long, dark hair, looking slightly to the right. She is wearing a plaid shirt. The background behind her is a blurred landscape with mountains. The portrait is positioned in the lower half of the page, overlapping the blue background and the yellow bar at the bottom.

**BROCHURE**

**CONTRACT AGENTS**

# Issues that we address for contract agents

Improved access to internal competitions and a better selection methodology



Addressing the lack of equality in allowance payments



Enhancing the current mobility scheme and ensure sufficient flexibility during its implementation



Ensuring extensions of contracts are in line with the procedures



Close follow up of the annual appraisal and reclassification exercises



Acceleration of reclassification of contract agents



Ensure contract agents gain access to career development (internal concours, specialist concours, access to TA posts, Senior Professional programme)



Establishing a joint mobility scheme between EEAS, Commission and EU Agencies



Review of the current installation allowance in favour of a scheme based on equality between staff categories





## BREAKING THE GLASS CEILING

# CONTRACT AGENTS CAREER PATH

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Make no mistake – the stakes are high as any new HR strategy will lead to policies that will be in force for many years to come and will shape the way staff are recruited in the future, how talent is managed and how our Institutions will rise to the challenges in a post-pandemic era. USHU has fully engaged with the Social Dialogue process and made specific proposals in relation to Contract Agents (at HQ and in EU DEL) and the need to provide a career paths that meets legitimate expectations.

We know that EU Delegations add to the attractiveness of the Commission and offer enviable posts to staff who are willing to bring the EU to the globe yet the aspirations of the majority of their staff (Local Agents and Contract Agents ) are simply absent from the current proposal. This sends the message that certain staff categories are not a priority even if it is evident that they are critical to the success of the EU institutions on the ground, in third countries. USHU is lobbying for a **more ambitious and inclusive HR Strategy**. A strategy that indeed attracts talent from the outside and is also mindful of the talent that already exists within its services.

**Now is the time for our managers and political leaders to take the leap and offer more career pathways for Contract Agents – this is a win-win!**

### USHU PROPOSALS FOR CA CAREER OPPORTUNITIES:

1. **New Special Senior Expert Program (SSEP):** the eligibility criteria and the nuts and bolts of how to implement this need to be fully discussed but USHU's proposal is to organise an annual internal selection procedure providing access to TA/AD posts. This could complement or even replace expensive external specialist programmes and fully harness the substantial internal CA talent that exists within the institution. Highly qualified CAs with proven skills and enviable expertise together with sound institutional knowledge **must be provided** with a pathway to permanent posts.

2. **Better organised Internal Competitions accessible to CAs.** USHU is insisting that the **Talent Screener be assessed at an earlier stage** to avoid highly qualified CAs with strong professional records being eliminated unnecessarily by verbal (V), numerical (N) and abstract reasoning (A) computer based tests (CBT). A change in the preselection procedure is necessary to ensure equal treatment and to accounting fully for qualifications and expertise.

3. **Certification procedure for CAs:** USHU believes DG HR must find a way to allow and encourage CAs with strong and proven performance **to access a certification process** to be reclassified as AST/AD. This is a win-win scenario and both rewards performance and motivates staff.

# OUR PRIORITY ISSUES FOR CONTRACT AGENTS

## ➔ Acceleration of reclassification of contract agents

We can clearly see that contract agents reclassification happens on a slower path than the promotion of officials. This unacceptably slow progression is highly demotivating for staff who have been in the service for a considerable time and have performed well.



## IMPROVED ACCESS TO INTERNAL COMPETITIONS AND A BETTER SELECTION METHODOLOGY

Contract Agents have been deprived of opportunities in spite of their sincerity, dedication and hard work for the institution over several years and when there is a narrow opportunity for career progress. Equal access to internal competitions without the additional hurdle of taking psychometric tests is important and would put contract agents on an equal footing with temporary agents and ironically junior professionals.

## ➔ Addressing the lack of equality in allowance payments

Contract agents do not only receive much lower salaries while often performing similar duties as Administrators, but also much lower allowances. We are encouraging greater equity and asking COM/EEAS to look at a combination of lump sum and percentages payments instead of applying percentages only.

The institution has been playing a game of divide and conquer since the 2004 reforms. However, this is not what this is about - we rather focus on the future and emphasise that internal competitions among people that have proven their worth to the institution **should be organised in an equal manner**. It is not acceptable that temporary agents and junior experts get preferential access to competitive procedures that allow us to enter the more favourable staff category, which also comes with many benefits that contract agents do not receive.



Among the contract agents that are not allowed this equal access to these competitions are also those that have reached the end of their career path and after 15 years with the institution have no more reclassifications to expect. **Their experience and knowledge of the institutions and development cooperation, however, weighs heavy and is hard to replace.**

Most colleagues in the service agree that this should change.

**Alternative methods to test candidates to narrow down to a smaller group of applicants at assessment centre stage should be looked into and rolled out gradually.** EPSO exams have proven over and over again how unreliable psychometric testing can be with a verbal reasoning database that gets translated into all Community languages and an abstract reasoning test constructed in the US.



## SALARY INCREASES

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# ACCELERATION OF RECLASSIFICATION OF CONTRACT AGENTS

IN THE SPOTLIGHT

Contract agents are important and committed colleagues in EU Delegations. Yet, the reclassification scheme for contract agents leads to **a slower change in grades than the promotion system for officials** – although nominal increases in salaries are lower for contract agents upon reclassification.

As contract agents are a large group of employees among those working in Delegations, the incentive to change this situation is low for the institution and colleagues are getting increasingly frustrated with the situation.

There are also a number of cases, where colleagues have remained longer in their grade than the normal time spend in that particular grade and CA team leaders that hoped for a fast track on reclassification were disappointed too.

**It is clear that this policy is unsustainable in the long run and will lead to an exodus or a demotivation of talents in the EU system.**

More fundamental changes are needed to address this problem and improvements within the appraisal system could accompany any such change. We need a merit-based appraisal system based on a wider set of criteria, and a look back at the grading/steps tables.

**WE SUPPORT AND REPRESENT  
STAFF IN EU DELEGATIONS**

## **Contract Agents make an important contribution to Delegations around the world.**

**WE CONVEY YOUR  
MESSAGE IN A SIMPLE  
YET POWERFUL WAY.**

**As members of the CLP HU, the  
EEAS Staff Committee and the  
Central Staff Committee we miss  
no opportunity to voice your  
concerns.**



**Unity and Solidarity Outside the EU**

# MANAGEMENT BASED ON TRUST AND UNDERSTANDING

our candidates for the CLP HU.



**Helen CONEFREY - G.N. Sunil KUMAR - Alessandro LIAMINE -  
Michael STEFFENS - Aminata ONGOIBA - Antonio MARQUEZ  
CAMACHO - Luca PALAZZOTTO - Helen HENDERSON - Halima  
ZORGANE-TAIRI**



# MANAGEMENT BASED ON TRUST AND UNDERSTANDING



our candidates for the CLP HU.



**Ranjan Prakash SHRESTHA - Nermeen SOKKAR - Carlos PEREZ  
PADILLA - Konan N'Guessan Leonce YAO - Gonbcalo Cristovao  
ANDRESEN GUIMARES LEITAO - Jozet MULLER - Karoly SOOS -  
Alice OLEYA JINO - Maja VUCKOVIC KRCMAR**



# MANAGEMENT BASED ON TRUST AND UNDERSTANDING

our candidates for the CLP HU.



**Jean-Christophe FILORI - Federico ROMOLI - Dhallys MOTA NUNES - Arnaud CUNIN - Ahmed ELBELTAGUI - Layla El KHADRAOUI - Oksana POPRUGA - Omar ABU EID - Cheick KAMISSOKO**



# MANAGEMENT BASED ON TRUST AND UNDERSTANDING

our candidates for  
the CLP HU.



***Cheick KAMISSOKO***  
***EU Delegation to Mali***

