

**Question for written answer E-013252/2013
to the Commission**
Rule 117
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Subject: EPSO selection procedure for candidates wishing to work in the EU institutions

At the beginning of the decade EPSO introduced a new selection procedure for candidates wishing to work in the EU institutions. The first round of this procedure introduced computer-based tests comprising verbal, numerical and abstract reasoning, and a trial of situational judgement tests.

A year later, the situational judgement tests were included again and now given half the weighting (40 points out of 80) in the final result. It was explained that this was to correct perceived gender imbalances in success rates.

I have now learned that EPSO has changed the system yet again. The score for the numerical reasoning part of AD-level tests will now no longer be taken into account and will simply be pass/fail, with the pass mark set at 4/10.

1. Why does EPSO see fit to constantly rejig its tests to engineer the results it wants to see, rather than set objective criteria and tests and then take the most capable candidates who pass?
2. Why is numeracy given so little importance when recruiting for staff for institutions dealing with a trillion-euro budget?
3. How can staff who fail 60 % of basic numeracy questions still be deemed competent to gain managerial responsibility and manage very large amounts of public money?