

Resolution of 26 February 2004

§2 *"Calls on its Secretary-General to provide supplementary information on the following points by 15 April 2004:*

- a) correspondence between old and new grades;*
- b) rules relating to the integration of temporary agents from political groups into its general secretariat;*
- c) clarification of the criteria for the new heads of unit level;"*

a) The correspondence between old and new grades

The core of the new Staff Regulations is a fundamental restructuring of the career system for European officials and temporary staff involving the replacement of the present A/LA, B, C, and D categories by two new function groups, AD (administrators) and AST (assistants). There is an initial two-year period during which transitional grades will apply in accordance with Annex XIII of the new Staff Regulations.

A table is annexed setting out the correspondence between the existing grades and those in both the transitional and definitive versions of the new Staff Regulations. A number of explanatory comments should perhaps be made:

1. Under the new system, directors-general may be appointed at either AD15 or AD16 and directors at either AD15 or AD14.
2. The new scale contains a number of intercalated grades with no existing equivalent. This is the case, for example, immediately above existing grades A4/LA4, B1 and C1. There being only five steps (rather than the present eight) in each of the new grades, the intercalated grades are the equivalent, in salary terms, of steps 5 to 8 of the existing grades immediately below them. Access to these new grades will, of course, be via the promotion system rather than automatically.
3. In accordance with Article 2 of Annex XIII, existing staff at grades A4/LA4, B1 and C1 enter the new system at grades A*12, B*10 and C*6, respectively. One consequence of this is that A4/LA4 staff who are currently eligible for promotion to A3/LA3 positions will no longer be so and will not in practice be able to reach the equivalent of A3/LA3 level (AD14) until late 2007.
4. The new system also includes new entry grades below the existing ones.
5. Both the new Staff Regulations and the transitional provisions of Annexe XIII specify fixed promotion percentages at all levels up to AD14.
6. Existing C and D staff can progress via the promotion system up to grades AST7 and AST5, respectively. They can only progress further via a special attestation procedure whose details are currently being defined. Similarly, the system provides for movement between the AST and AD function groups (from grade 5) on the basis of a certification procedure to be run by EPSO.

7. Given the existence of the new, lower, entry grades, Annex XIII contains a number of transitional provisions relating to grade equivalence in the context of competitions launched, or reserve lists established, prior to 1 May 2004. This has a bearing on the conversion of the existing grades in the 'technical' amending budget. By interinstitutional agreement existing (EUR 15) posts, whether occupied or unoccupied, have been converted on the basis of strict equivalence (i.e. in accordance with the annexed table), while all enlargement posts have been converted to the new entry grades.

b) Rules relating to the integration of temporary agents from political groups into the EP general secretariat

The relevant provisions are contained in Article 29(3) and (4) of the new Staff Regulations which stipulate that each institution can organise for itself internal competitions on the basis of qualifications, tests or both at grades AST 6 and AD 9 or above, the conditions attaching to such competitions being that:

- they are open to the temporary staff of the institution recruited in accordance with Article 2 of the Conditions of Employment of other Servants of the European Communities (hereinafter referred by its French initials as the RAA);
- the temporary staff in question must have at least 10 years service as temporary staff;
- they have to have been recruited via a procedure based on the same standards as those applying to full-time officials in accordance with Article 12(3)a (the latter provision provides for an EPSO guarantee of such equivalence);
- when filling posts the institution examines in parallel the list of successful candidates from such competitions and candidates for transfer among its permanent officials;
- at least two such competitions for each function group are to be held every five years.

Parliament has adopted an amendment to the text of Article 29, the effect of which would be:

- to limit participation in such competitions solely to temporary staff recruited in accordance with Article 2(c) of the RAA (in practice, political group staff),
- to limit such competitions, for each function group, to one every five years:
- to make it compulsory for such competitions to be held on the basis of both qualifications and tests.

c) The criteria for designating heads of unit

There is currently a major difference between Parliament and the Commission in relation to middle management structures. Whereas, in the Commission, the principle of separation of grade and function applies up A3 level, in Parliament it does not go beyond A4. In consequence, the Commission structure is based on units, whose heads may be appointed at any grade between A5 and A3, whereas Parliament retains a traditional structure based on divisions, the heads of which are appointed only at A3 level.

Under the new Staff Regulations, because of the new intercalated grade A*13/AD13, Parliament will not be able to make new promotions to grade A*14/AD14 (the equivalent of A3) before late 2007. Furthermore, under the new regulations access to grade this grade is by way of the promotion system rather than as a result of appointment to a specific management post. Additionally, the Staff Regulations stipulate that heads of unit in post on 1 May 2004, or persons subsequently appointed to such a post, receive an automatic advancement in step. Parliament is

thus obliged, for the purposes of implementing the new regulations, to define the notion of head of unit. Moreover, the general nature of the new system is such as to call into question the viability of a management structure based on traditional divisions whose heads are appointed only at A*14/AD14 level.

The administration has therefore taken the view that it should adapt its management structures to - broadly speaking - the Commission model and to regard this as an opportunity rather than an imposition, since many of the existing divisions are unwieldy and there is a significant number of staff who, within existing divisions or outside of them, are called upon to assume substantial responsibilities for little reward or prospect thereof. Moreover, opening access to middle-management responsibilities to grades other than A3 has much to recommend it. While all existing divisions will become units, a number of new units will be created based on the following criteria:

- the size of the unit and the exercise, by its head, of genuine management responsibilities;
- important strategic or executive responsibilities;
- significant responsibilities in the financial field and, in particular, authorising officer responsibilities.

In accordance with the new Staff Regulations, heads of unit will be appointed at any grade between A*9/AD9 and A*14/AD14. Whereas there are currently 114 divisions, it is likely that the new system will lead to some 176 units. Much of the increase, however, is accounted for by enlargement (new language units and external offices), the 'raising the game' reform and, to a lesser extent, the implementation of the new Financial Regulation.
