



AD OFFICIALS: TRANSPARENCY IN CAREER MANAGEMENT

U4U stands for improved career management

With a total staff of more than 2300 AD officials spread over three sites, 13 Directorates General, 309 units and 9 different job families and covering so many policies, managing AD careers at the EP General Secretariat is a particularly challenging task.

However, there is a large feeling of unease among many AD colleagues at the EP because of lack of transparency regarding in particular careers and appointments to management positions. Although rules of transparency regarding publication and promotions exist, there are concerns that these rules are too often only formally respected while decisions have already been made, including sometimes for positions outside management levels. The situation regarding management appointments and promotions is rather awkward as there is a feeling among many AD colleagues that the politicisation of such decisions has reached record levels, thus affecting the careers of colleagues outside the main political influences. There is therefore a need at the EP Secretariat General to stand firmly by the reputation of the institution outside and show that merit remains the sole criterion for career advancement.

It is also regrettable that the EP has not yet put in place a system enabling career advancement for end of career staff at AD 12 and AD 13 levels. This would be a good opportunity, if applied transparently, to reward colleagues with a respected track record in their profession and enhance coordination between policies and Directorates General or Directorates across the EP.

In general, U4U advocates genuine transparency for the careers of all AD officials, in particular:

- *on the adoption of rules and the decisions taken which affect our professional /private life*
- *in processes for appointments of staff to management positions*
- *in decisions affecting promotion and mobility*
- *with the development of clearer professional career tracks*
- *in processes for hiring staff*
- *in the workings of the Staff Committee when considering career issues.*

U4U wants clear professional career tracks and transparent management of careers for AD officials at the EP!

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