

# Modification of certification procedure

## The new selection procedure is finalised

The certification procedure allows qualified AST officials in grades AST5 and upwards to be appointed to a job in the Administrators' function group (AD) provided they are selected to follow a compulsory training programme and pass exams.

The critical analysis of the two first exercises organised by the Commission led to the conclusion that the selection procedure in place was not fully satisfactory, neither for the officials concerned, nor for the services. The main concerns were that almost no candidates with non-university education level were selected and that the procedure was exclusively based on the mathematical allocation of points, with no comparative evaluation of the competences to become AD.

After extensive concertations with the staff representatives, a new selection procedure was designed

and unanimously agreed. The new general implementing provisions underwent a first reading by the Commission this week. Before the final adoption of the Commission decision, the Staff Committee and the Staff Regulations Committee still have to be consulted. Subject to the positive reaction of these two Committees, the following are the main modifications foreseen to the implementing provisions. On the basis of a ranking combining points for merit, recent professional experience in priority fields and education level, a number of candidates will be pre-selected and their DGs and services will be consulted to provide an opinion regarding their applications. The input of the DGs and services in the selection process will help to identify the most suitable candidates, i.e. those who have shown potential and willingness to take on greater responsibilities and to broaden their career

perspectives. To ensure equitable treatment of all officials among DGs, guidelines will be established and the Joint Committee's role will be reinforced.

The entire ex-B\* population, including those who do not hold a higher education diploma but who have demonstrated their potential to become Administrators through their professional experience with the Institutions, will be given a chance to attend the compulsory training programme organised by the inter-institutional European Administrative School (EAS) – which is already well known for its high quality and extensive content.

Subject to the above-mentioned consultation and final adoption by the Commission, the new procedure should be the basis on which the next certification exercise is launched at the end of October 2007.

+ MAÏA DEBUSSCHERE, DG ADMIN

## Senior Promotion

The first promotion round for Senior Officials has been launched on 5th September following the Commission Decision establishing the promotion principles of 10th May 2007. It concerns those staff occupying a basic post of Director or equivalent of grade AD14, and those occupying a basic post of Director-General or equivalent of grade AD15. Only those having completed a minimum of two years in the grade will be eligible. Those who have not already benefited from a promotion after recruitment are required to demonstrate their ability to work in a 3rd language before the promotion.

The main selection criterion is merit. Other subsidiary factors could also be considered, such as the seniority within the post and in the grade, as well as the length of any potential temporary posting at a higher function.

The exercise will run from September to December, with a cut-off date of 31st August 2007 for the fulfilment of the eligibility criteria. The decision on promotions will be taken by the College after consultation of the Consultative Committee on Promotion for Senior Officials (CC-PSO). They will take effect as of 1st September 2007.

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