

Welcome to the Virtual Floor Meeting

We will start shortly

- Please mute microphone and switch off camera
- To ask a question, write “**floor**” in the MS Teams chat
- Feel free to post comments in the chat
- Unanswered questions can be sent later at mnstcom@epo.org



New Career System (NCS)

- *“If a job applicant has 5 y of experience, he/she should rather work 1 more year outside the EPO to be placed 1 grade higher when starting service.”*

Mr Campinos, GCC meeting of 10-12-2020

- *“Until you have proven that the career system doesn’t work, I won’t change it”*

Mr Campinos, meeting with the CSC on 18-11-2020

Ignoring the obvious won’t foster employee engagement

Opinion of the CSC members of the GCC on GCC/DOC 25/2020:

Circular 364 – Implementation of the Career System; Minimum qualification for recruitment, grading on recruitment, promotion and other rewards

The CSC members of the GCC give the following opinion on the proposal to revise Circular 364 (Implementation of the Career System).

On the amendments to the Circular

We appreciate the positive amendments in the Circular following the constructive discussions in the Working Group (WG) on one single topic, namely on the calculation of the time to be considered for grade assignment and career development for a doctoral degree (PhD) in new sections 5 and 6 of Part II of the Circular.

This step forward will help to solve a number of pending litigation cases and will help to limit further litigation on the topic.

As set out by the President during the GCC meeting, a time-limited transitional period will allow staff to ask for a review of their recognised experience. This is also a positive development and we are confident that the WG will take up this discussion in a constructive way.

On the Circular as a whole: a general (negative) note

Whilst the above amendments – taken in isolation – would deserve a positive vote, the negative points of the Circular as tabled to the GCC for opinion have not been amended. As regards Circular 364 taken as a whole, our main reservations have already been expressed in the GCC last year (see sc19059cp attached), where we unanimously voted against the Circular. These deficiencies still need to be discussed and improved as soon as the WG takes up their discussions again early next year.

We refer to our earlier proposals for an EPO career reform, which identify the deficiencies to be addressed and which could form the basis for discussions to be resumed in the WG next year. The “Position of the CSC with regard of performance management” of 14.11.2018 (see sc18154cp attached) and the open letter “Input for the Working group on Performance Management” (see sc19095cl attached) summarise our point of view and need to be further addressed within the WG.

Concerning the recognition of prior experience upon recruitment, the current assignment to the lowest step within an assigned grade should be addressed. It leads to the doubtful situation that experience outside the Office will regularly count more than inside. Furthermore, the Office’s current focus on diversity and inclusion should also be reflected in the recognition of childcare periods, but as well of civil and military service.