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## Clarification on untrue allegations in the July issue of the Gazette

Dear Colleagues,

some of those who still read the Gazette, may have noticed that the last issue contained an article entitled "*Developing Careers*" (pages 10 and 12). This article states that "*discussions with representatives from management and Staff representation have started*"<sup>1</sup> and that "[*t*]he working group "*Future Career System*" (see Communiqué 21) was set up. Headed by PD Human Resources and comprising members of all DGs and Staff Representatives [...]"<sup>2</sup>.

**For the record: the Staff representation disputes these statements; they are neither true nor do they bear any resemblance to the facts.**

We offer the following clarification:

- On **27 February**, the President published Communiqué 21 which included "draft mandate" for a Working Group on Careers which was unacceptable to staff.. In response, the Central Staff Committee sent on **12 March** [an open letter](#) to the President requesting [the commitments of the Office towards staff](#) to be respected before any discussions on a future career system, including the due promotions from 2012. This letter was never answered.
- In a meeting on **22 March**, the President indicated that he accepted to address the issue of promotions<sup>3</sup> separately from the issue of a future career system<sup>4</sup>. Consequently, on **16 April**, the Central Staff Committee [proposed to the President a way out](#) of his self-inflicted deadlock:
  1. To solve **first** the issue of promotions for the years 2012, 2013 and 2014;
  2. **Then** to jointly define an acceptable mandate for a working group on careers;
  3. **Thirdly**, after successful completion of the previous steps, proceed to the constitution of a meaningful working group on careers.

In order to not create further delay, the Central Staff Committee even provided a conditional list of nominees for the promotion issue if the President were to accept the proposal.

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<sup>1</sup> In the header directly under the title.

<sup>2</sup> On page 10, in the middle of second paragraph.

<sup>3</sup> Which correspond to the implementation of the Office commitments towards staff.

<sup>4</sup> Which could correspond to the future promises towards staff.

- PD Human Resources, Élodie Bergot, invited the nominated staff representatives to the first working group meeting on **10 June**. We deduce from this that the President had accepted the proposal from the Central Staff Committee.
- On **24 June**, during the second meeting of the working group promotions, PD Human Resources, Élodie Bergot, made it clear that the President was refusing to solve the issue of promotions for the years 2012-2014 despite its modest cost<sup>5</sup>. [The working group on promotions was therefore terminated by the staff representation.](#)

As a consequence, there is in fact no such working group in existence today - contrary to what is reported in the Gazette - and there has never been anything resembling it.

The staff representation also notes with great interest the assertion of Élodie Bergot that she has had exchanges with staff representatives at all sites in the past few weeks, since no staff representative can recall any such discussions<sup>6</sup>. In view of the forgoing, we would like to simply quote a statement in the (Official Management) Gazette: "*Therefore transparent communication plays a vital role*"<sup>7</sup>.

The article is a grotesque attempt to manipulate the opinion of staff. If the management is serious about discussions on this topic the Central Staff Committee offers the following suggestions, which in our view would help to support genuine social dialogue:

1. Stop pushing dogmatic solutions to undefined problems;
2. Start telling the truth about your motives and goals;
3. Clearly define the problems and provide verifiable data supporting this;
4. take into account Staff opinion including the surveys from [2010](#) and [2013](#) :

The lack of confidence of staff in the senior management should give a clear indication that a more open and transparent approach is needed to achieve real social dialogue, if that is in fact the aim of management.

The Central Staff Committee

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<sup>5</sup> Estimated to cost between 1 and 1.5 million Euros a year, it corresponds only to a tiny fraction of the advertisement costs of the self-promotion engaged in by the President ([CNN advertisement contract](#) - 1.5 M€/year, inventor of the year event 3.5 M€/year, "Official Management" Gazette ?? M€/year, ...).

<sup>6</sup> Page 12, last paragraph.

<sup>7</sup> Page 12, last line on left-hand side column.