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Reward Exercise 2024

- 36% budget for steps and promotions

Dear colleagues,

The [Communiqué](#) of 27 October 2023 announces three rounds of reward exercise including two for bonus(es) in July and December 2024.

However, the Office silenced that the draft budget document for 2024 reveals a drastic reduction of the planned budget envelope for steps and promotions compared to the former year:

	2023	2024
Proposed in the Council	CA/50/22 (page 168/189)	CA/50/23 (page 79/111)
	€ 14,690 million	€ 9,440 million

This amounts to a **sharp decrease of -36%**. In this context, the budget envelope is clearly insufficient to reach the already too low ceiling of 60% for steps and promotions among eligible staff. In meetings with the staff representation, management justified the two rounds of bonus(es) by the need to motivate 850 examiners who have reached the end of their Job Group 4 at G13(5).

The stronger focus on bonus(es) is made at the expense of steps and promotions. In doing so, the administration chooses to set aside the other Job Groups and (younger) colleagues who still need and expect a well-earned career progression.

Since the entry into force of the (New) Career System, the promised “technical career” and the “managerial career” have *de facto* vanished:

- “Senior Experts are history” said Mr Rowan (VP1) to Team Managers, thereby ruining the hopes of Formalities Officers to move to Job Group 5 and Examiners to Job Group 3
- The latest DG1 [reorganisation](#) reduces further the number of Director posts (from 40 to 22), thereby abolishing career opportunities for Team Managers
- DG4 further develops the “[No café para todos](#)” policy of Ms Simon (VP4)

Hundreds of colleagues have been “left behind” and their career progression has been practically frozen, causing a huge negative impact on their salaries and pensions.

Management explained in the GCC meeting of 5 December 2023 that “*career development should not be seen as changing step or grade but as moving to different tasks*” (sic!). Management even considered that its performance development policies were fully “*backed up by jurisprudence from the Tribunal*”.

End of 2023, staff is striving to reach their targets. In 2024, staff will be faced with unattainable objectives and is [pressured](#) not to take statutory leave to increase capacity. In return, management is showing no will to reward and motivate staff with the career progression they deserve.

How can management expect more staff engagement in SP2028 and “sense of belonging” under such circumstances?

The Central Staff Committee