



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels
HR/GI

NOTE TO THE ATTENTION OF THE REPRESENTATIVES OF THE COMMON FRONT

Subject: Your note on EPSO – Ares(2023)3380363

Thank you for your note referred to in subject, whereby you shared with me certain considerations on the recent cancellation of the competition EPSO/AST/154/22 and a number of proposals concerning the use of remote testing.

From the onset, and on a general note, I would like to reassure you that DG HR is open to dialogue with the staff representatives on the topics you mentioned. That would however have to take place within the framework of the procedures and our respective competences as laid down in the applicable rules on social dialogue.

In this context, there is a clear distinction between the roles enjoyed by the Commission's DG HR, the EPSO Management Board and the EPSO Director, as set out in the EPSO founding decisions.

In this regard, the decision on the new competition model, which also includes the use of remote testing, was taken by unanimity in the EPSO Management Board. The practical implementation of the new model nonetheless falls within the responsibility of EPSO.

Against this background, I should stress that the Commission had a constant position in the Management Board according to which the use of remote testing techniques must strike the right balance between the efficiency, accessibility and integrity of the process, the equal treatment of candidates and the protection of personal data.

These principles are shared by all the EPSO Management Board Members and they also guide the work that EPSO is carrying out in order to continuously improve the test delivery mechanisms. Should you wish to obtain more information on the concrete measures taken in that respect and on the means envisaged to pilot or test certain solutions, you may address the EPSO Director.

I also take note of your wish to bring to the table a possible review of the new competition model. Nonetheless, that would be for the Management Board to consider and, in my view, appears premature at this stage, since the model was just adopted.

In this respect, contrary to what is stated in your note, the recruitment phase is not a “second stage” of the competition model, but a separate process, which takes place in each Institution on the basis of Article 29 of the Staff Regulations, after the establishment of a reserve list. As far as the Commission is concerned, an analysis as to whether (and how) the recruitment process should be adapted is currently ongoing. Once more concrete solutions in this respect are crystallised, DG HR is of course looking forward to presenting them to you and hear your views.

Electronically signed

Gertrud Ingestad

Cc: M. C. Roques, Deputy Director-General HR
M. C. Levasseur, Director HR. B, Recruitment & Mobility
Ms M. Vuorio, Director EPSO