



## The organization of EPSO competitions must be reviewed: the FFPE is committed



**The Federation (FFPE)** has long been denouncing the difficulties and pitfalls faced by a growing number of candidates in the context, in particular, **of the AST/154/22 competitions**.

**The Federation** was thus able to observe that the instructions given to the candidates were not conspicuous by their clarity, at the same time that they could appear as discriminatory, disproportionate, and not always respectful of the private life of the candidates.

It is not normal that a contest within the contest should be established in this way: a contest to understand the conditions under which one can pass a contest and... understand who can!

**The Federation** brought these problems to the attention of DG HR, without a satisfactory response being able to be provided. EPSO thus refused the aggrieved candidates to take the tests again, regardless of the merits of their remarks.

**The Federation**, through its representatives and the Central Staff Committee, then decided to tackle the problem head-on.

Thus, **the Federation** took the initiative of a movement in Common Front with all the other unions to help and support the colleagues, by means, in particular, of the introduction of an appeal based on Article 90 §2 against our Institution.

**The Federation** thus paved the way for the dispute and was able to note, without surprise, that the European Ombudsman had also taken up the case. This authority has opened an inquiry procedure which can be consulted on the internet (**The Ombudsman opens an inquiry**

into how the staff recruitment test was carried out / News / European Ombudsman (europa.eu) on the conduct of the EPSO recruitment tests.

The investigation thus authorized by the Mediator concerns the tests that must be carried out online, under conditions whose appropriateness she intends to verify, and this in particular for the AST 154/22 competition (<https://www.ombudsman.europa.eu/en/opening-summary/en/167288>)

A series of questions have already been sent by the Ombudsman, in particular on the organization of the tests and the nature and quality of the technical support provided to candidates by EPSO and/or its contractor.

**The Federation** is delighted with these advances, and rewarded on its side, as within the Common Front, to give all its support to the candidates ousted, in the competition in question as in others, such for example the competition AST 155/22, governed by obscure and confusing instructions.

**The Federation (FFPE)** reiterates its demands:

- Candidates must have the choice between taking the tests on the computer or in centres open for this purpose, whether face-to-face or remotely;
- The conditions and instructions for taking the tests must be clear, proportionate, non-discriminatory and respect the privacy of the candidates;
- In-depth consideration must be given to the appropriateness and scope of the distance selection methods provided by EPSO more and more frequently.

The Administration must listen to its Staff, but also to those who would like and deserve to be part of it. It is about its repair.

**The Federation**

**You will never walk alone !**