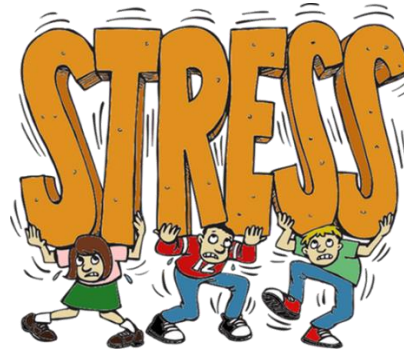


## Enough is enough!



Not a day goes by without **The Federation (FFPE)** receiving a complaint from a candidate for a EPSO competition, or a CAST selection, in which Unacceptable conditions are imposed on candidates for remote tests.

The Ombudsman has nevertheless taken up the matter and [an investigation is underway on the conditions imposed](#) for remote selection tests by EPSO. The EDPS will also analyse these conditions and to what extent the personal data provided is protected as part of a broader EPSO audit.

Concerning competition AST/154/22- Assistants (AST 3) Accounting, Finance and Communication, the Director of EPSO, supported by the HR of the Commission through the EPSO Management Board (board of directors), simply decided to cancel the event.

The Director of EPSO explains this cancellation citing the “**accumulation of difficulties linked to the first phase of selection, in particular concerning the implementation of the remotely monitored test, including technical malfunctions and concerns in terms of protection of personal data**”. She acknowledges that “**these difficulties have compromised the level of quality expected, concerning the principle of equal treatment**”.

As of December 14, 2022, **The Federation (FFPE)**, following complaints received by its members, had denounced the malfunctions, rightly seeing it as a [new madness](#) and had ensured to support colleagues who were victims of it by helping them, in particular, to lodge appeals based on Article 90§2.

**The Federation** acted by alerting all the other OSPs (Common Front), and by deploying the greatest activism within the Central Staff Committee. All of them took the initiative, in December and January 2023, to sound the alarm to the Director General of HR and the Director of EPSO.

In her reply, a month later, the director of EPSO minimized the difficulties encountered by the candidates and explained that these difficulties would serve as lessons for the future, without consideration for the candidates affected, whether they were able to pass the tests.

**The Federation** considers that the Director of EPSO could have taken the necessary corrective measures at the beginning of the year and eliminated the malfunctions without cancelling the competition three months later with disastrous consequences for the candidates who passed this stage of the competition and for the image of the European Commission.

In the meantime, we reminded you in our information of March 23, 2023 that the organization of EPSO competitions had to be thoroughly reviewed! As the Director of EPSO so aptly stated, **“This is an evolutionary development that will bring EPSO in line with current international standards for large-scale staff selection.”**

Even if **The Federation** can understand the current developments, and that distance tests will be used more frequently, these tests should not be carried out under any conditions, at the risk of calling into question the principles of equality. treatment between candidates.

**The Federation** is particularly concerned that selections continue to be carried out in conditions that are still unacceptable according to the feedback we receive. This is the case for competitions, external and internal, and CAST selections (internal AD6 competition, CAST at the PMO for example).

Are these last selections also likely to be cancelled within a few months? Will all the efforts made by the candidates to try to respond to the instructions and injunctions of EPSO and its contractor, therefore, be in vain?

By way of example, we note with the greatest surprise that for the EPSO/AD/22-4 competition (Administrators: Design, development/configuration, testing, operation and maintenance of IT applications and off-the-shelf solutions; Data management, data analytics and artificial intelligence) certain appalling criteria apply, such as facial recognition and verification of fingerprints, in particular, which will be left to the discretion of a private company sub-contracting to EPSO, to which the candidate must give consent, otherwise you will not be allowed to take the tests!

**The Federation** remains appalled by the lightness with which the candidates are treated and takes the measure of the stress which is theirs. She deplores the impact that this situation of confusion and waste will inevitably have on the image of the European institutions with European citizens. Not to mention the cost to the Union's finances of the cancelled competition...

**The Federation** calls for an immediate pause in the holding of competitions of this type, and as long as the dysfunctions have not been identified and corrected by means, in particular, of an investigation based on article 22 of the Status so that all the light is shed.

Candidates for European Union competitions deserve better than a cocktail of casualness and arbitrariness. The credibility of the Union and even its legitimacy are at stake.

**The Federation**

**You will never walk alone !**