



[Online version](#)

On the top!



SFE wishes you an happy new year for you and loved ones!

Have you prepared all your JSIS documents before your annual leave? [Click here](#).



MENU

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EDITORIAL

This end of year 2018 has obviously been marked for the elections of the Brussels Staff Representation (which usually takes place in June).

If the elections are only one stage, it marks the starting point of a new mandate of the Representation, which will include our organization (at the CSC and LSC).

Of course this is to strengthen our action for the defense of staff and our social vision and close to the staff. And this is our «trademark" since a lot of years.

- [Panoptic 116 and special edition GIPs for CA](#)
- [Legal consultation with our lawyer](#)

This last info-members for 2018 brings several information useful for you, such as internal competitions, salary indexation and more...

Good reading!
The Executive Committee



Carreras Sequeros and others VS Commission (T-518/16):

The fundamental right of officials serving in third countries to annual leave

SFE supported colleagues' appeals concerning the measures taken during the 2014 Reform, notably in terms of annual leave, pension, career, annual travel expenses and travel time.



This judgment in favour of colleagues is a great step forward for all colleagues concerned by this Reform of the Article 6 of Annex X of the Staff regulation.

[\[Read more...\]](#) (In French)]



Reform the Staff representation



Yes! There is a necessity to reform and modernize the Staff representation and to keep a connection with the staff.

No! We cannot be in touch after more than 20 years spent in detachment in the comfort of his "union".

SFE is in favour of a real reform of Staff representation and social dialogue!

(Re)discover our position? [Click here.](#)



Salary indexation, Recourse 2011/2012, what is the point?



Indexation for the year 2018 will be 1.7% (for salary less 0.2% increase contribution for pensions).

SFE has been associated since the beginning in case [T-530/16](#) concerning the legal appeal against the lack of wage indexation of 2011/2012.

The judgment was pronounced on **December 13th** and it was rejected by the court. Read [the judgement](#) (in French).

Unfortunately, it is the same for the resource on blocking careers.

Then, we will analyse in detail these judgements in order to know in an appeal is possible. We will keep you informed quickly.



SFE General Assembly 2019



This General Assembly takes place every year and another follows within 6 months the Elections of the Local Staff Committee of Brussels. This second Assembly is the starting point of our internal elections. These meetings allow us the renewal of our Executive Committee ([more details on this link](#)) which makes decisions for the smooth running of our union, as well as the Financial Committee (which controls and validates the accounts of the union) and the Litigation Committee.

The executive committee will also review its mandate over the last 3 years and the issues for future years. Our General Assembly will be held in early 2019. You will receive more details by mail soon.



Declare your spouse's activity! Home allowance cut for couples without dependent children



If you do not have /more dependent children, you can also receive the household allowance in respect of the spouse's income (*income ceiling set by Article 1 § 3 of Annex VII of the Staff regulation*).

The spouse, without income and without rights, does not necessarily receive a warning from the Belgian authorities, which makes it impossible to declare the spouse's income. Several colleagues received a reminder from the PMO indicating the obligation to make a declaration. If not, their household allowance will be cut at 31/12/2018.

What to do?

SFE has contacted the PMO for clarification on this subject! What they did quickly!

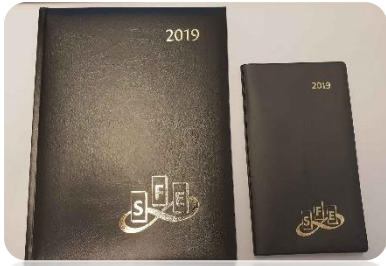
If you are concerned, you must actually file an annual spousal income tax return in your Sysper (*). If your spouse does not have a rollover warning, then you can provide a **recent sworn statement**.

Do not hesitate to contact us if you are concerned!

(*) *For retired colleagues, contact your pension manager first to find out how to proceed.*



Agendas SFE 2019



As every year, we offer our agendas (small and large formats), contact us quickly if you are interested, the quantities are limited!

Did you load holidays 2019 in your Outlook?

We explain how to do it quickly in [this PDF document](#)!



Internal Competition 2019



Unsurprisingly, the internal competitions are organized in parallel with the end of the present Commission's term of office (with the risk of usual parachutes that we strongly denounce). For those who have registered (or have tried registration), it turns out that the criteria are for some unsuitable, not in line with the reality on the ground, discriminatory and generating a lot of frustration.

Especially,

- You cannot apply for a competition which corresponds to your professional experience only because your current level (grade) is lower than the one requested in the competition notice (even though you are actually performing duties at the level requested);

- No competition is offered for those with multidisciplinary experience;

- Calculated experience does not take into account experience gained in other institutions.

If you are concerned, the SFE can support you in order to lodge an appeal under Article 90.1 of the Staff Regulations (deadline 20 December).

Despite our position, we would like to support those who present these competitions by striving to offer you a quality offer at democratic prices (or free for our members for face-to-face training). More details below!



EPSO competition preparation



Several offers that we reserve **in priority to our members!** There are also available on [our website](#), do not hesitate to consult it regularly!

Several internal competitions will be held in 2019 (see [notice of competition](#)), so feel free to register for our trainings with our trainer Anne DRAIME to put all the chances on your side!

We can also advise you during the contest registration phase!

We draw your attention to the choice of your languages 1 & 2. Indeed, we noticed a difference between the notice of competition in French and English, especially:

At least 2 Languages: L1 is the language entered in Sysper as your **main language** and L2 must be EN, FR or DE.

Language 1 must be different from language 2.

Au moins 2 langues: L1 langue indiquée comme votre **première langue** dans Sysper et L2 doit être l'allemand, l'anglais ou le français.

La langue 2 doit être toujours différente de la langue 1.

But you could have a first language + a main language.

Your first language is the one indicated in Sysper.

If you would be excluded from the selection for this reason, SFE is willing to study your case and advise you in your appeal.

- **Trainings**

As always, for the members (in order of contribution), **the courses are free.**

External persons who have worked or do not work in the European institutions can participate in our training courses (An identity document is mandatory).

Given the success of these courses, we recommend that you reserve your spot as soon as possible.

DATE	LANGUAGE	Seat available?	Subject
13/12/2018	EN	No	Assessment Centre *



Our next trainings for 2019

DATE	LANGUAGE	Seat available?	Subject
07/02/2019	FR	Yes	Internal Competition *
07/02/2019	EN	Yes	Internal Competition *
21/02/2019	EN	Yes	Assessment Centre *
14/03/2019	EN	Yes	Internal Competition *
14/03/2019	FR	Yes	Internal Competition *
21/03/2019	FR	Yes	Assessment Centre *

Internal Competition *: this is a presentation of 1h45 on the second phase of the internal competition, namely the Oral test.

Assessment Centre *: this is a presentation of 4h about structured interview, oral presentation, group exercise and case study.

Registration & terms on [our website](#)

- **Books**

We always offer ORSEU books at a preferential price for our members in good standing. More information on [our website](#).

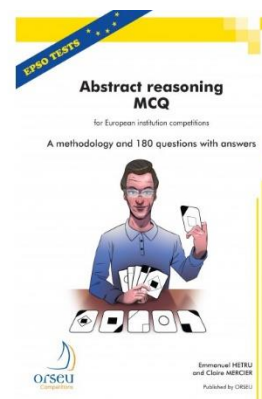
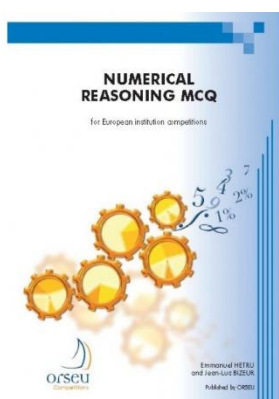
BOOKS	Edition	SFE prices €
QCM DE RAISONNEMENT NUMERIQUE (FR)	06/2014	30
QCM DE RAISONNEMENT VERBAL (FR)	03/2012	23
QCM DE RAISONNEMENT ABSTRAIT (FR)	06/2017	30

TEST DE JUGEMENT SITUATIONNEL (FR)	11/2013	25
EXACTITUDE ET PRECISION – PRIORITE ET ORGANISATION (FR)	09/2012	30
ETUDE DE CAS (FR)	04/2015	30
BAC A COURRIER (FR)	02/2017	30
LES BASES DU RAISONNEMENT NUMERIQUE (FR)	2016	27
NUMERICAL REASONING MCQ (EN)	02/2014	30
VERBAL REASONING MCQ (EN)	03/2012	23
ABSTRACT REASONING MCQ (EN) – PROMO!	03/2012	10
ABSTRACT REASONING MCQ (EN)	06/2017	30
SITUATIONAL JUDGEMENT TEST (EN)	11/2013	25
ACCURACY AND PRECISION - PRIORITISING AND ORGANISING (EN)	09/2012	30
CASE STUDY (EN)	04/2015	30
E-TRAY (EN)	02/2017	30
NUMERICAL REASONING – A TRAINING GUIDE (EN)	2016	27

- **Books for the CBT (Internal Competition & CAST)**

If you pass the CBT, you can buy our books dealing on the three topics scheduled for the internal competition (AST-2, AST-SC and AD6) or if you must pass a CAST (83 € for members). These books will introduce CBT (Computer Based Tests), with tips and a methodology of the subject that you will pass your exam. The methodology is explained with concrete examples while the second part of the books offers series of exercises with corrections.

Do you want advice in French for CBT? Contact our secretariat.



NEW Pack tests on web on CBT

SFE is in collaboration with **ORSEU** to offer very soon, at preferential prices for members, training packages in English or French on CBT to download: Verbal, numerical and abstract reasoning.

These trainings will be usable on your computer, at home or at the office for 3 weeks after their download. They will explain the CBT methodology with examples and corrections.

Registration on the **ORSEU** website will be necessary to enjoy your pack. The union will communicate on these offers and terms.





Panoptique 116

Find out our new digital panoptic that addresses several very important subjects for our organization, namely, **disability / critical illness, maternity leave**, with many useful information!

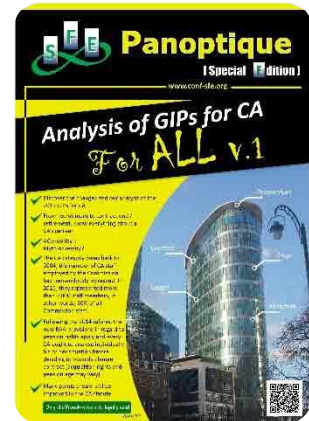
We are also pleased to present **the interview of our colleague Céline from OIB**, as well as **our current President and past Presidents**.

Panoptique [Special edition]: Analysis of GIPs for CA for ALL (v.1)

This document is intended to give you **an overview of the General implementing Provisions** and to inform you of the latest changes following the adoption of decision C (2017) 6760.

We were fortunate to receive many very positive feedbacks from colleagues, and even from other unions who found our analysis very detailed and useful!

A subject is important to you, so do not hesitate to contact us and participate in the drafting of the next panoptic!



And if you were the next one to write an article? A topic is important to you? You want to share a text, an analysis?



Legal Consultation with our lawyer Me Makram ITANI



The next legal consultations with our lawyer (free for members in order of contribution) will take place in:

- **February 2019 ;**

The exact dates will be communicated later.

If you want participate, feel free to contact us quickly. [Click here](#) to see our available schedules.

During these consultations, you address issues related to your professional situation (or private related to your professional life). It ranges from your working conditions to a problem with your salary or promotion.

Depending on your situation, our lawyer will be able to advise you or propose the lodging of an appeal with the administration (subject to the approval of the lawyer and the final agreement of the Executive Committee of SFE)



Votre équipe SFE / Our SFE team:
Giustina Sciarrabone, Alain Hubrecht, Cécile Jouan, Jamila Adda, Valérie Gerbehaye, Laurent Gruyez, Uwe Ihli, Ferdinand Kopp, Fabio Padalina ;
Membres cooptés : Beppino Ronchi, Hans Torrekens ;
Secrétaire / Secretary: Cyril Jouan

You have comments or suggestions on this member info, contact us:

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STAY CONNECTED:

