

ANNEX III

RULES APPLICABLE TO CHANGES IN ENGAGEMENT FOLLOWING A CONTRACT WITH THE COMMISSION OR WITH ANOTHER INSTITUTION WITHIN THE MEANING OF ARTICLE 1A OF THE STAFF REGULATIONS

I – Successive contracts within the same function group

Article 1 – Successive CA 3a contracts within the same function group

A CA 3a who concludes a CA 3a contract with the Commission in the same function group immediately after a CA 3a contract with another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she will not be subject to the preselection tests referred to in Article 2(2)(c) of Annex I if he or she successfully passed equivalent selections tests before being engaged by the other institution.
- (2) He or she will be invited by the Commission department wishing to engage him or her to an interview before a selection board in accordance with Article 2(2)(d) of Annex I.
- (3) If the CA 3a was confirmed in his or her duties by the other institution at the end of the probationary period provided for in Article 84 of the CEOS, he or she will be exempt from the requirement to serve another probationary period.

If the CA3a did not serve the probationary period provided for in Article 84 of the CEOS in the other institution, did not complete it or was not confirmed in his or her duties at the end of the probationary period, he or she will have to serve the whole of the probationary period at the Commission under the conditions set out in Article 11 of the Decision.

- (4) For the purposes of Article 7 of the Decision, the number of contracts concluded previously with the other institution will be taken into account by the Commission when the new contract is being concluded, except in the case provided for in paragraph (3).

This means that a CA 3a who had an indefinite contract with the other institution will also be engaged for an indefinite period by the Commission.

- (5) Pursuant to Article 86(2), third subparagraph, of the CEOS, the CA 3a will be classified in the most favourable function group, resulting from:
 - the maintenance of his or her grade, step and seniority within the grade and step during his or her previous contract, or
 - the grading in accordance with Article 5.

Article 2 – Successive CA 3b contracts within the same function group

A CA 3b who concludes a CA 3b contract with the Commission in the same function group immediately after a CA 3b contract with another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she will not be subject to the preselection tests referred to in Article 2(2)(c) of Annex I if he or she successfully passed equivalent selection tests before being engaged by the other institution.
- (2) He or she will be invited by the Commission department wishing to engage him or her to an interview before a selection board in accordance with Article 3, first subparagraph, of Annex I.
- (3) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.
- (4) For the purposes of Article 8 of the Decision, the AECE will conclude a new CA 3b contract.
- (5) He or she will be classified in the function group in accordance with Article 5 of the Decision.

*Article 3 – CA 3a contract succeeding a CA 3b contract
within the same function group*

A CA 3b who concludes a CA 3a contract with the Commission in the same function group immediately after a CA 3b contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she will not be subject to the preselection tests referred to in Article 2(2)(c) of Annex I if he or she successfully passed equivalent selection tests before being engaged by the other institution.
- (2) He or she will be invited by the Commission department wishing to engage him or her to an interview before a selection board in accordance with Article 2(2)(d) of Annex I.
- (3) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.
- (4) For the purposes of Article 7 of the Decision, the AECE will conclude a new CA 3a contract.
- (5) He or she will be classified in the function group in accordance with Article 5 of the Decision.

*Article 4 – CA 3b contract succeeding a CA 3a contract
within the same function group*

A CA 3a who concludes a CA 3b contract with the Commission in the same function group immediately after a CA 3a contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she will not be subject to the preselection tests referred to in Article 2(2)(c) of Annex I if he or she successfully passed equivalent selection tests before being engaged by the other institution.
- (2) He or she will be invited by the Commission department wishing to engage him or her to an interview before a selection board in accordance with Article 3, first subparagraph, of Annex I.
- (3) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.

- (4) For the purposes of Article 8 of the Decision, the AECE will conclude a new CA 3b contract.
- (5) He or she will be classified in his or her function group at the most favourable grade resulting from:
 - the maintenance of his or her grade, step and seniority within the grade and step during his or her previous contract, or
 - the grading in accordance with Article 5.

II – Successive contracts in a different function group

Article 5 – Successive CA 3a contracts in different function groups

A CA 3a who concludes a CA 3a contract with the Commission in a different function group immediately after a CA 3a contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she must pass the selection procedure set out in Article 2 of Annex I to the Decision.
- (2) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.
- (3) For the purposes of Article 7, the number of contracts previously concluded with the other institution will not be taken into account by the Commission when concluding the new contract, except where the CA 3a had an indefinite contract with the other institution, in which case he or she will also be engaged by the Commission for an indefinite period in the new function group.
- (4) As regards classification in the function group:
 - a) If the engagement is in a higher function group than the one to which he or she belonged in the other institution, the CA 3a will be classified in his or her function group at the most favourable grade resulting from:
 - the application of Article 86(2), second subparagraph, of the CEOS, using the lowest grade taking into account the steps, or
 - the grading in accordance with Article 5.
 - b) If the engagement is in a lower function group than the one to which he or she belonged in the other institution, the CA 3a will be classified in accordance with Article 5.

Article 6 – Successive CA 3b contracts in different function groups

A CA 3b who concludes a CA 3b contract with the Commission in a different function group immediately after a CA 3b contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she must pass the selection procedure set out in Article 3 of Annex I to the Decision.
- (2) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.

- (3) For the purposes of Article 8 of the Decision, the AECE will conclude a new CA 3b contract.
- (4) He or she will be classified in the function group in accordance with Article 5 of the Decision.

*Article 7 – CA 3b contract succeeding a CA 3a contract
in a different function group*

A CA 3a who concludes a CA 3b contract with the Commission in a different function group immediately after a CA 3a contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she must pass the selection procedure set out in Article 3 of Annex I to the Decision.
- (2) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.
- (3) For the purposes of Article 8 of the Decision, the AECE will conclude a new CA 3b contract.
- (4) He or she will be classified in the function group in accordance with Article 5 of the Decision.

*Article 8 – CA 3a contract succeeding a CA 3b contract
in a different function group*

A CA 3b who concludes a CA 3a contract with the Commission in a different function group immediately after a CA 3b contract with the Commission or another institution within the meaning of Article 1a of the Staff Regulations, will be subject to the following rules:

- (1) He or she must pass the selection procedure set out in Article 2 of Annex I to the Decision.
- (2) He or she will be required to serve the probationary period provided for in Article 84 of the CEOS at the Commission under the conditions in Article 11 of the Decision.
- (3) For the purposes of Article 7 of the Decision, the AECE will conclude a new CA 3a contract.
- (4) He or she will be classified in the function group in accordance with Article 5 of the Decision.

III – Horizontal provision

Article 9 - Horizontal Provision

For the application of the provisions of Article 1(5), Article 2(5), Article 3(5), Article 4(5), Article 5(4), Article 6(4), Article 7(4) and Article 8(4), the AECE may take into account the classification of the CA 3a or CA 3b when deciding whether to engage him or her.