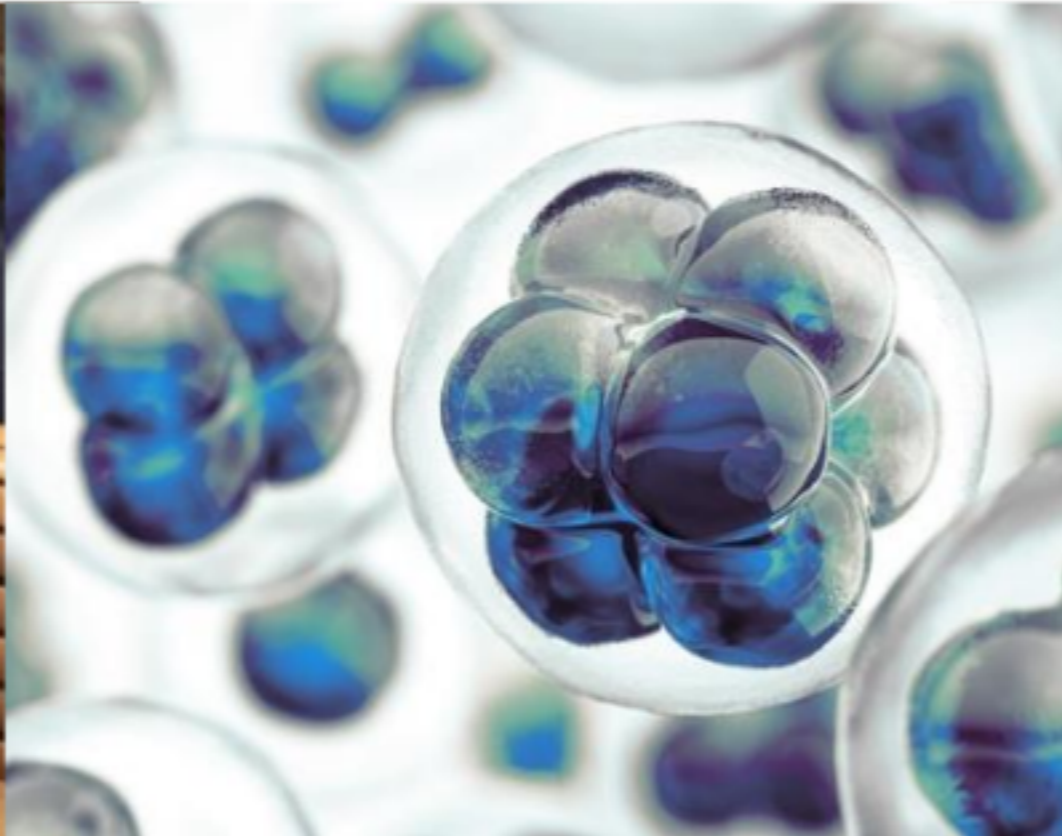




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Facts and performance of our career system



**The NCS has made career advancement
subject to performance.**

Circular 364 states consideration for equal
opportunities & attention to staff left out

**But does the NCS
deliver?**

What is performance?

Necessary: Achieve goals, Demonstrating strength in competencies, Show engagement on priorities

Can staff be compared?

Regulations silent on criteria sufficient to avoid arbitrariness. Instead: Harmonization process.

The case of DG1: Examiners and FOs

Examiners perform similar tasks
with a well-defined end point

Work intensity



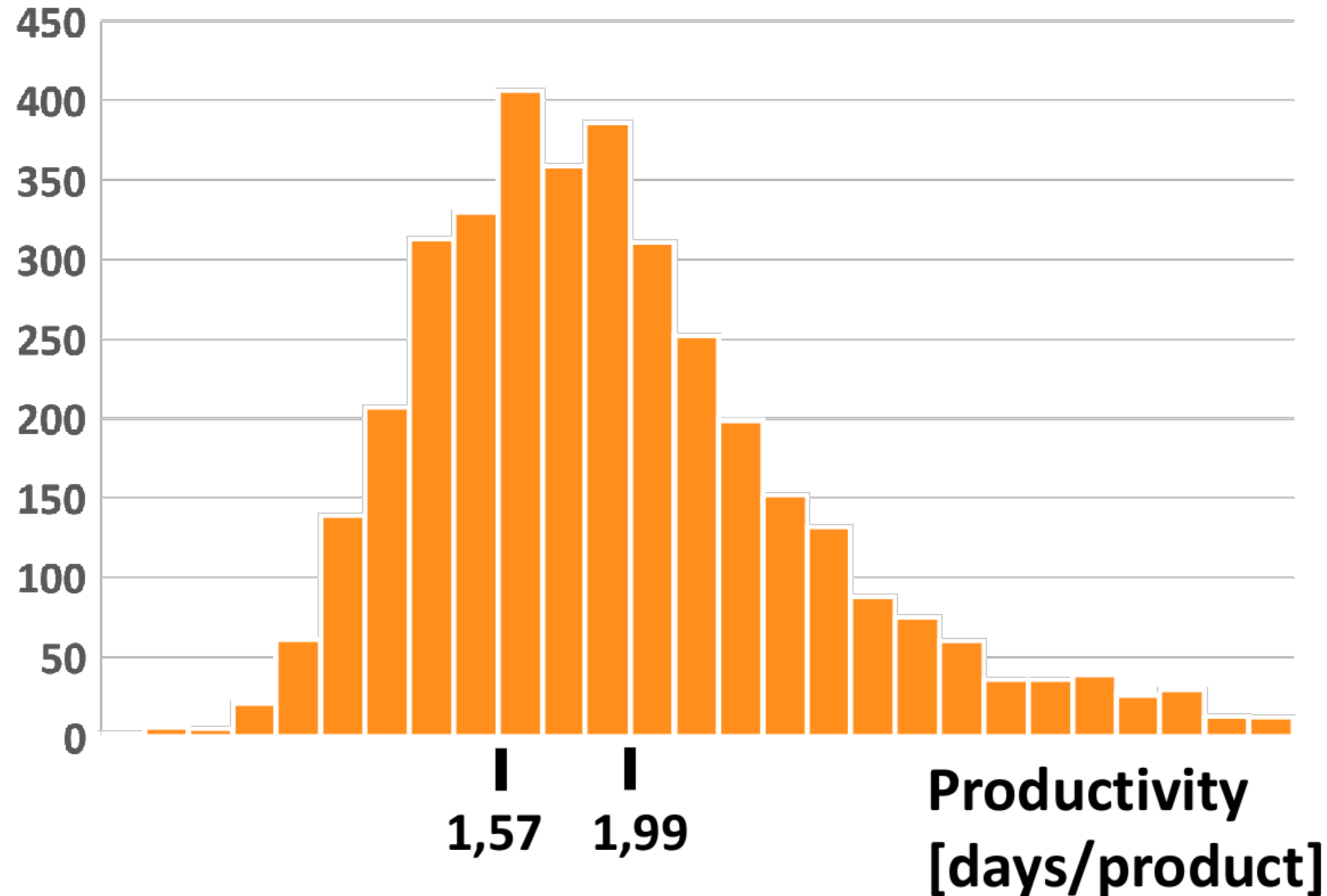
Work output



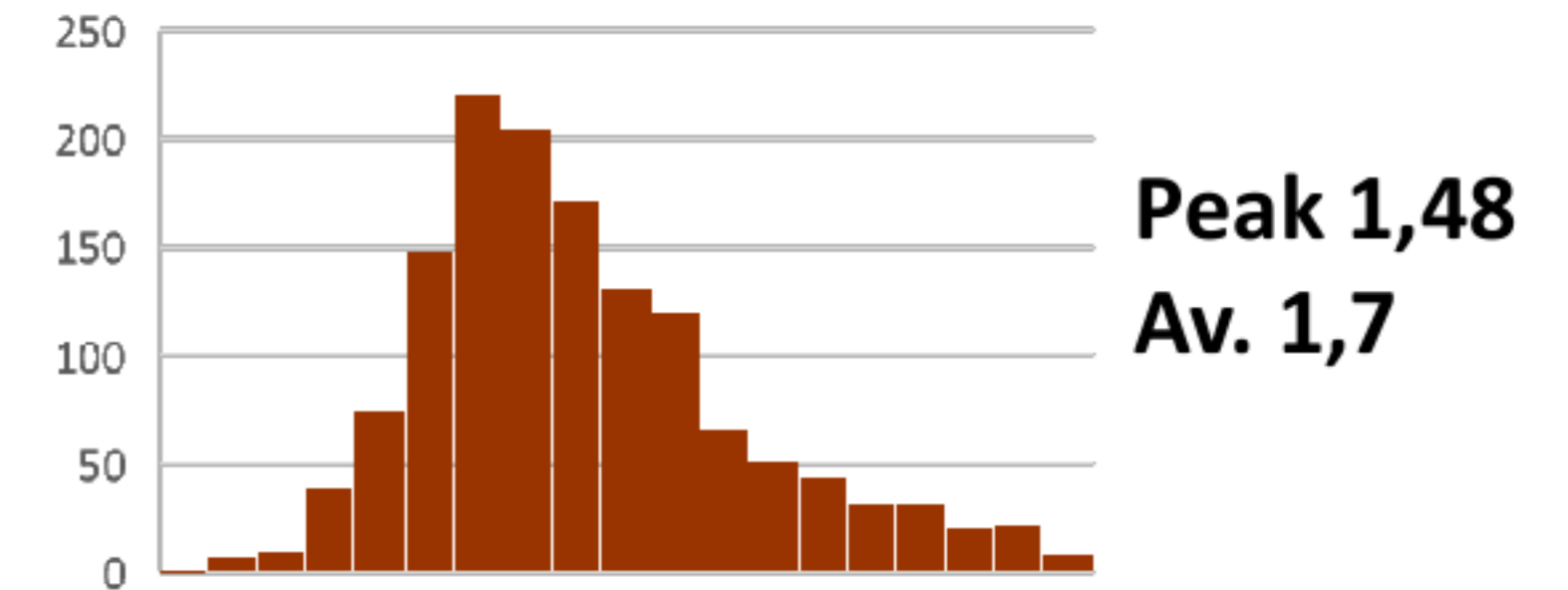
Work output per unit time = productivity

One KPI to compare performance: productivity

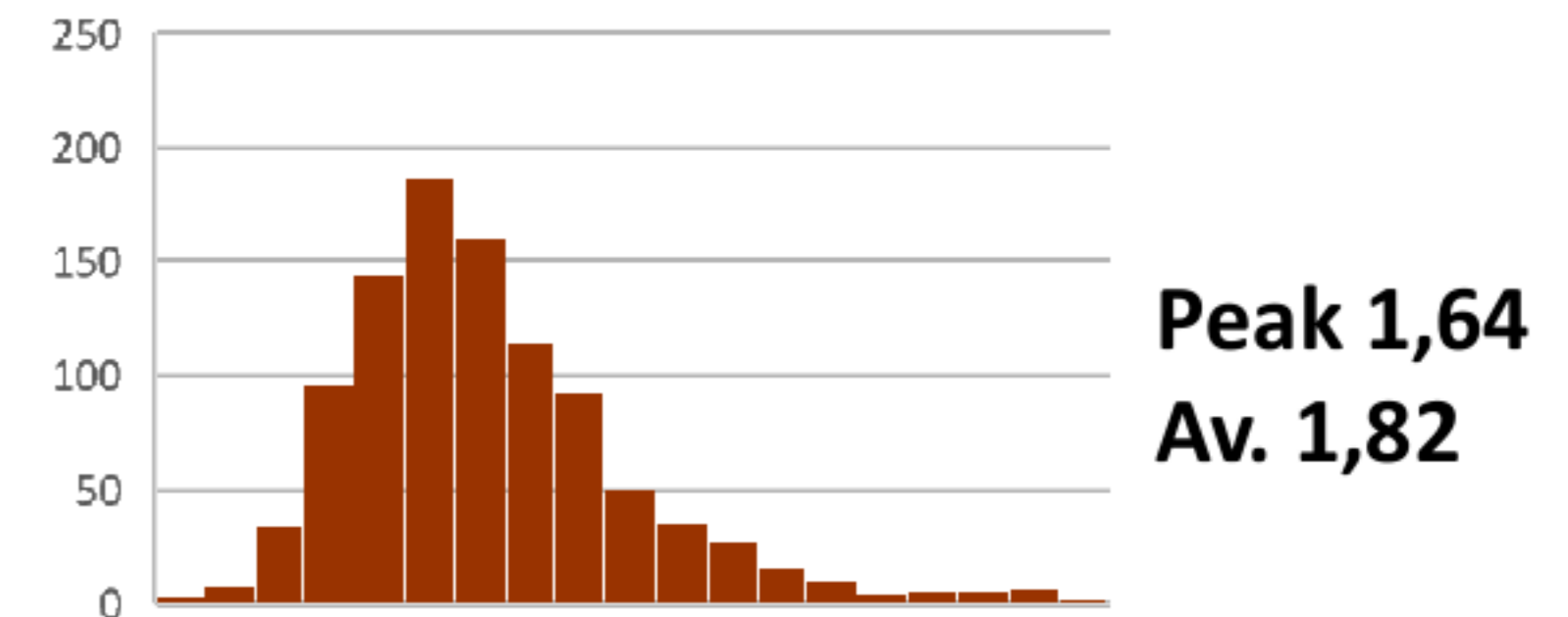
Distribution of productivity in DG1 over 10 months



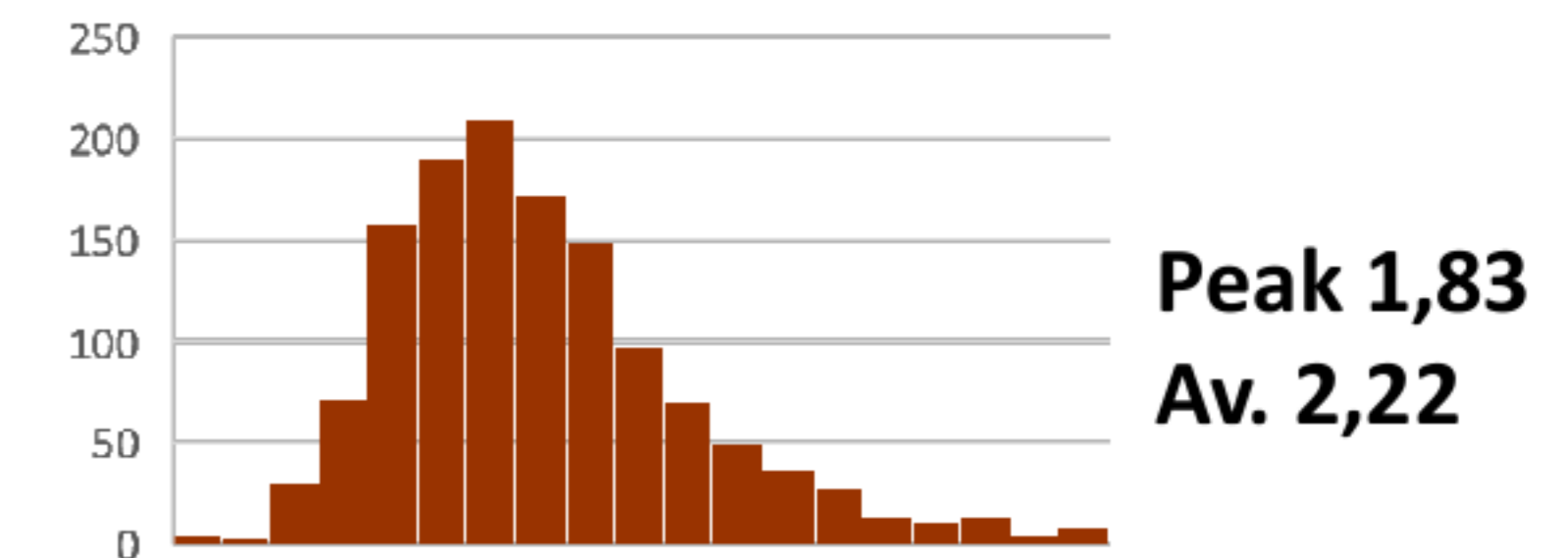
Sector ICT



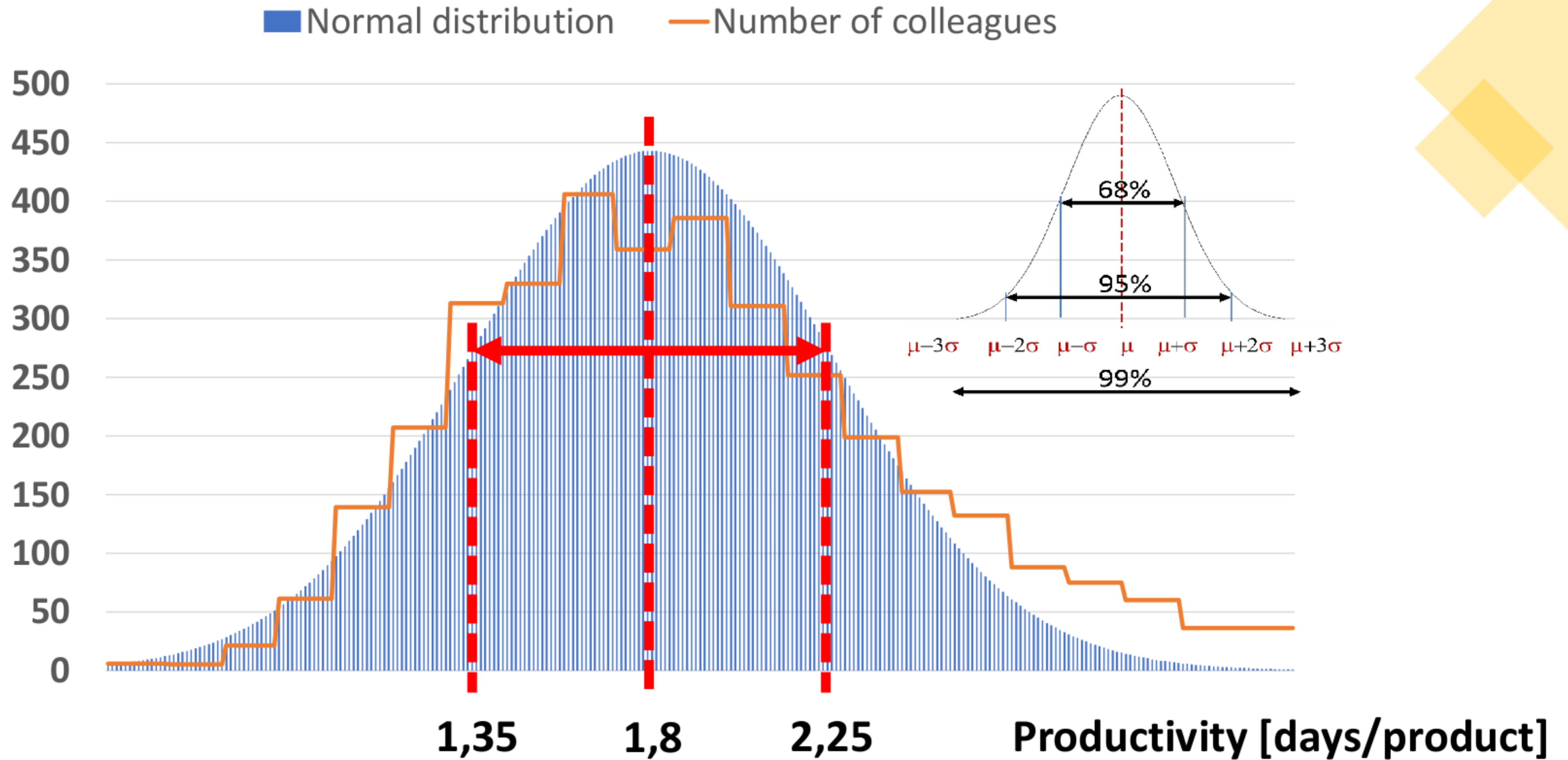
Sector M&M



Sector HBC



Productivity shows a Gaussian spread



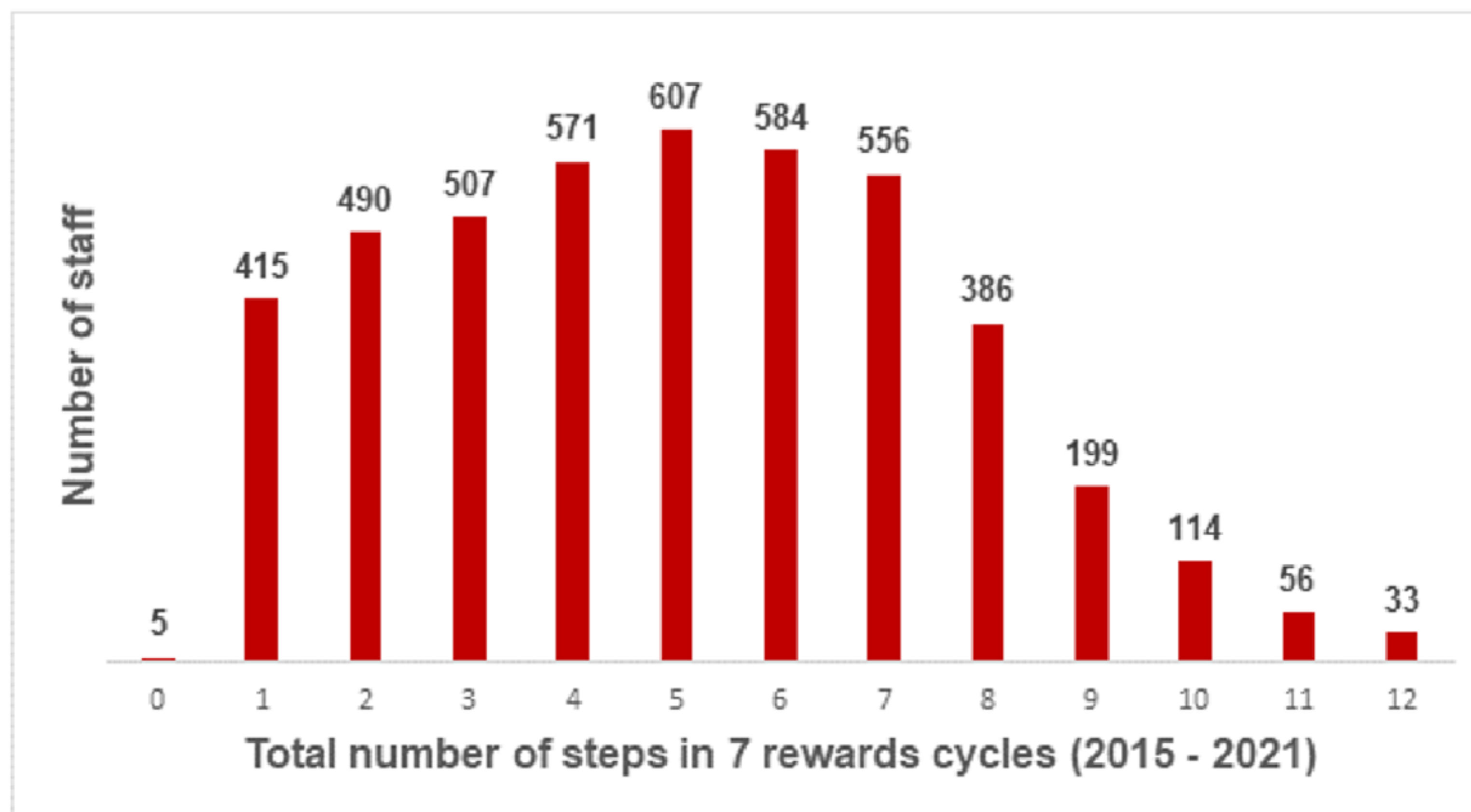
One would expect the distribution of rewards to display a Gaussian distribution as well



But does it?

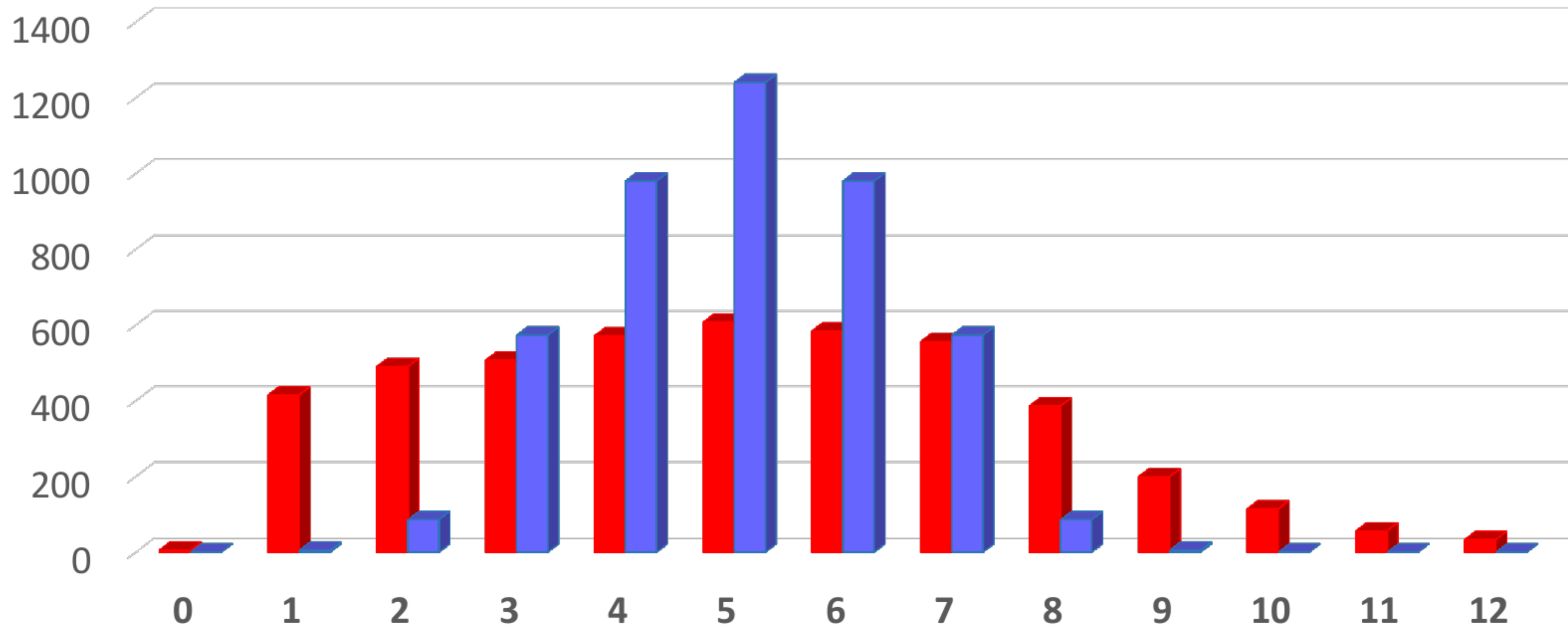


The real distribution of awards (Average : 5)



Expected Gaussian distribution with an average of 5 steps and a sigma of 1 step

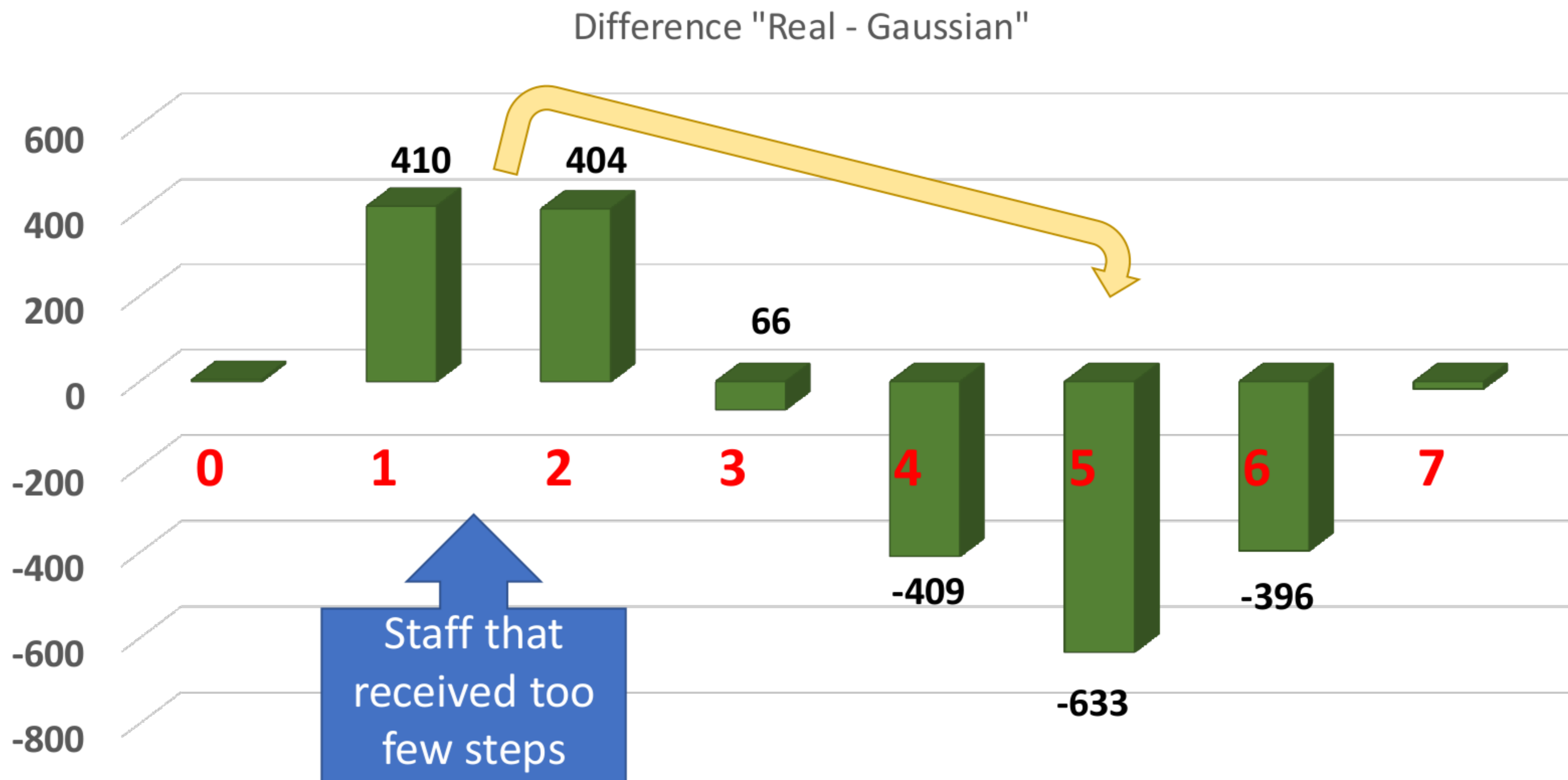
Pensionable reward distribution 2015-2021



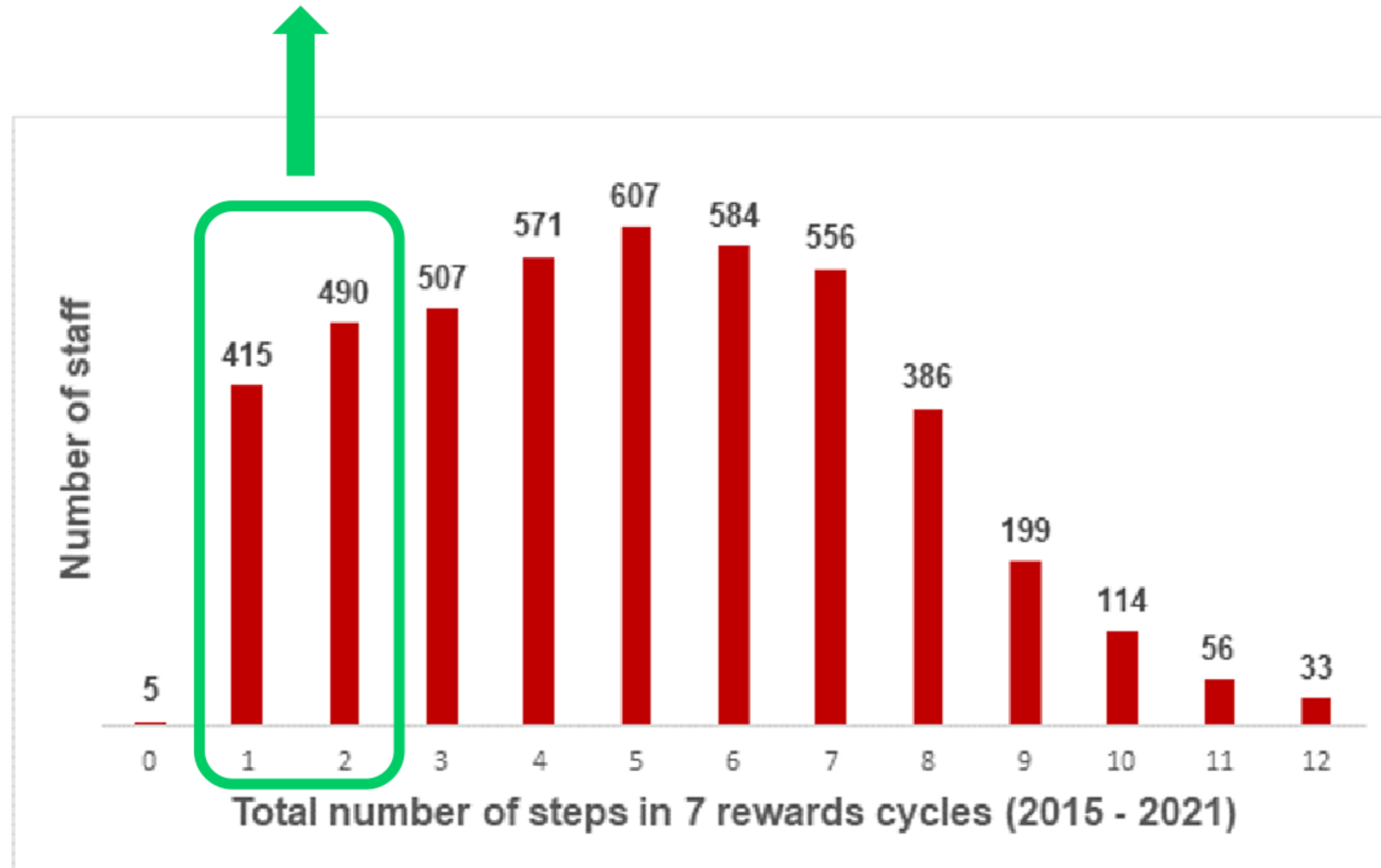
The career system does not
reflect the performance

It amplifies the differences

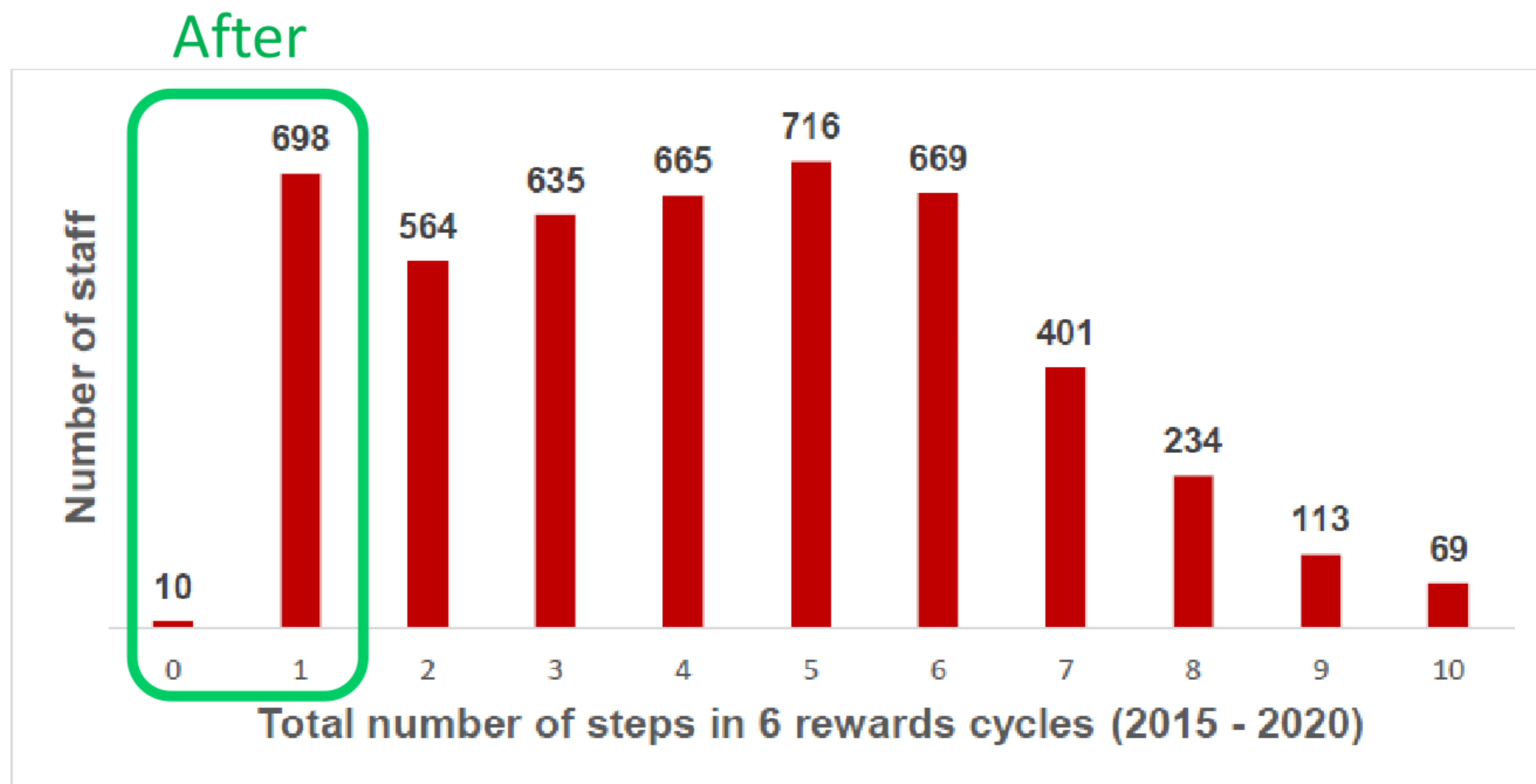
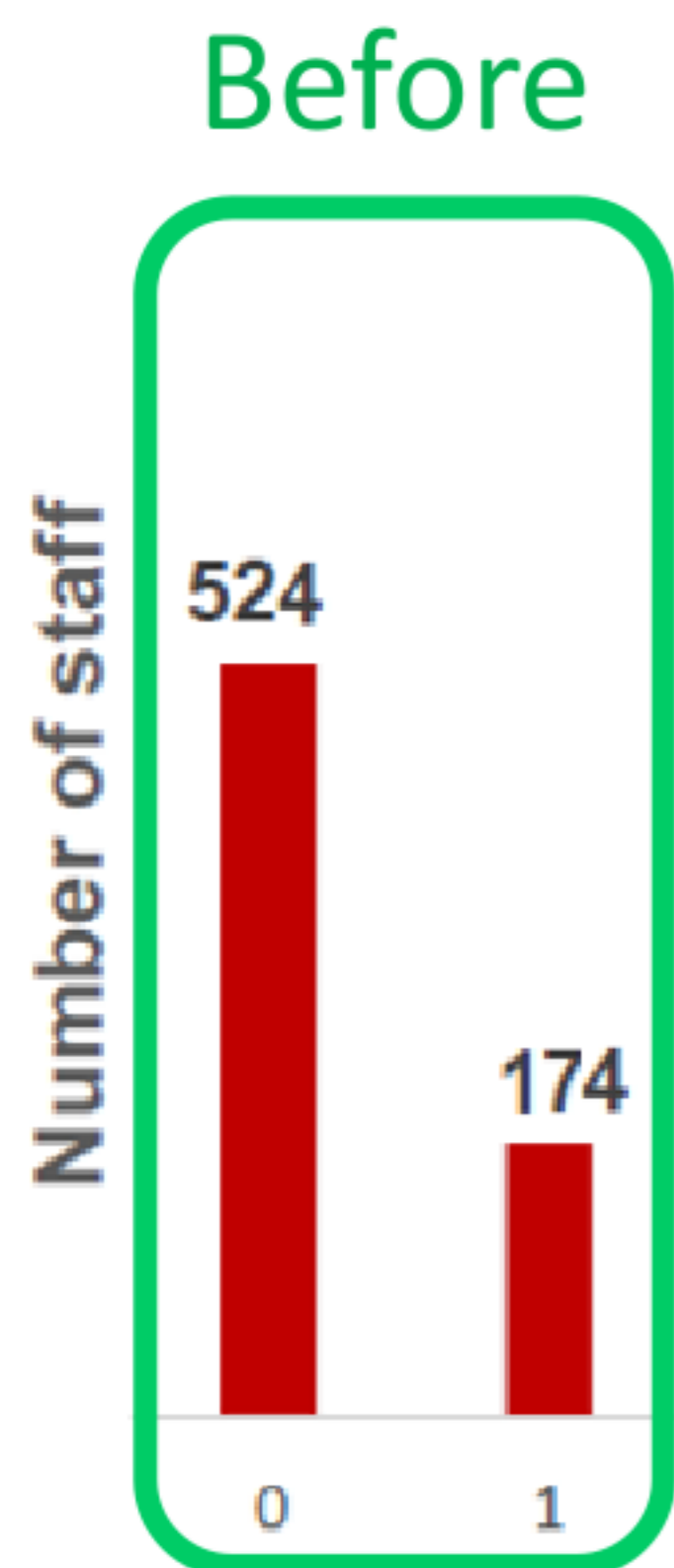
Difference between reality and fairness



Notwithstanding the catch-up mechanism !



The catch-up mechanism of 2020



Formality officers perform a
large variety of tasks

Work intensity ✓

Work output ✗

Same observation for the distribution of rewards

Conclusion : if you have been rewarded less than average and yet you provide a fair contribution to the collective output, you have a reasonable cause to request a pensionable salary progression.

Disclaimer: this presentation is not an endorsement of any feature of the “New Career System” as all aspects of it are still subject to legal challenges.

