

## A. PENSIONS

### Article 52

Without prejudice to the provisions of Article 50, an official shall be retired:

(a) either automatically on the last day of the month in which he reaches the age of ~~65-67~~, or

(b) at his own request on the last day of the month in respect of which the request was submitted ~~where he is at least 63-65 years of age or where he is between 55-58 and 63-67~~ years of age and satisfies the requirements for immediate payment of a pension in accordance with Article 9 of Annex VIII. The second sentence of the second paragraph of Article 48 shall apply by analogy.

However, an official may at his own request and where the appointing authority considers it justified in the interest of the service, carry on working until the age of **70**, in which case he shall be retired automatically on the last day of the month in which he reaches that age.<sup>1</sup>

### Article 77

~~{LM proposal}~~

An official who has completed at least ten year's service shall be entitled to a retirement pension. He shall, however, be entitled to such pension, irrespective of length of service, if he is over ~~[.] 67~~ years, if it has not been possible to reinstate him during a period of non-active status or in the event of retirement in the interests of the service.

The maximum retirement pension shall be 70% of the final basic salary carried by the last grade in which the official was classified for at least one year. ~~1,67%~~ of the final basic salary shall be payable to an official for each year of service reckoned in accordance with Article 3 of Annex VIII.

(...)

**By way of derogation from paragraph 2, the accrual rate shall be<sup>1</sup> :**

**In the year 2014, 1.9%;**

**In the year 2015, 1.85%;**

**In the year 2016, 1.8%;**

**In the year 2017, 1.75%;**

**In the year 2018, 1.7%;**

**in the year 2019, 1.6775%;**

~~**in the year 2020, 1.7%.**~~

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<sup>1</sup> Annex XIII, Article 21 should be adapted accordingly.

~~The amount of the retirement pension must not be less than 4 % of the minimum subsistence figure per year or service.~~

The pensionable age shall be [.] 67 years.

### Article 83

#### AT proposal

(...)

2. Officials shall contribute 45% [...] of the cost of the pension scheme. The contribution shall be [~~11.3%~~] % of the official's basic salary, the weightings provided for in Article 64 not being taken into account. It shall be deducted monthly from the salary of officials. The contribution shall be adjusted in accordance with the rules laid down in Annex XII.

**By way of derogation from the previous paragraph the contribution shall be**

from 1.1.2015 to 31.12.2015	35%
from 1.1.2016 to 31.12.2016	37%
from 1.1.2017 to 31.12.2017	39%
from 1.1.2018 to 31.12.2018	41%
from 1.1.2019 to 31.12.2019	43%

(...)

### Article 83a (para.3,4 and 5)

[CY Progress report]<sup>2</sup>

3. On the occasion of the five-yearly actuarial assessment in accordance with Annex XII and in order to ensure the balance of the scheme, **the Council and the European Parliament [...]** shall decide on the rate of contribution and any change to the pensionable age.

4. Each year the Commission shall present to the Council an updated version of the actuarial assessment, in accordance with Article 1(2) of Annex XII. Where it is shown that there is a gap of at least 0,25 points between the rate of contribution currently applied and the rate required to maintain actuarial balance, **the Council and the European Parliament [.]** shall adjust [...] the rate [...] in accordance with the arrangements laid down in Annex XII.

5. For the purposes of paragraphs 3 and 4 of this Article, [...] **a regulation shall be adopted pursuant to Article 336 TFEU and after consultation of the Staff Regulations Committee.**

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<sup>2</sup> Reproduced exactly from the CY Presidency progress report (ST 17431/12, p. 11-12)

Annex VIII, Article 5 (Barcelona incentive)

[L-M proposal]

Article 5 shall be deleted.

Revise Annex VIII, Article 5 to read as follows:

**'Notwithstanding the provisions of Article 2 of this Annex, officials who remain in service after the age of 63 shall be entitled to an increase of their pension equal to 2% of the basic salary in 2014, 1.8% in 2015, 1.6% in 2016, 1.4% in 2017, 1.2% in 2018, 1% in 2019, 0.8% in 2020, 0.6% in 2021, 0.4% in 2022, 0.2% in 2023, 0% after 2023 taken into account for the calculation of their pension per year worked after that age, with the proviso that the total of their pension plus the increase does not exceed 70% of their final basic salary as referred to in the second or third paragraph, as the case may be, of Article 77 of the Staff Regulations.**

~~Such increase shall likewise be payable in the event of death of an official who has remained in the service after the age of 63 years'.~~

Annex VIII, Article 9 (early retirement schemes)

[L-M proposal]

Article 9 para. 2 shall be deleted.

Annex XIII, Article 22

[ES proposal]

1. Officials with 20 or more years' service on 1 May 2004 shall become entitled to a retirement pension when they reach the age of 60.

Officials aged 40 years or more on **[the entry into force ]** and who entered the service before **[the entry into force] [...]** shall become entitled to a retirement pension at the age shown in the table below:

Age on 1 May 2013	Pensionable age
59 years and above	60 years 0 months
58 years	60 years 2 months
57 years	60 years 4 months
56 years	60 years 6 months
55 years	60 years 9 months
54 years	61 years 0 months
53 years	61 years 3 months
52 years	61 years 6 months
51 years	61 years 9 months

50 years  
49 years  
48 years  
47 years  
46 years  
45 years  
44 years  
43 years  
42 years  
41 years  
40 years

62 years 0 months  
62 years 4 months  
62 years 8 months  
62 years 11 months  
63 years 2 months  
63 years 5 months  
63 years 9 months  
64 years 0 months  
64 years 3 months  
64 years 6 months  
64 years 9 months

**(new) Officials aged under 40 years [the entry into force ] and who entered the service before [the entry into force] [...] shall become entitled to a retirement pension at the age of 65.**

## B. METHOD - SALARY FREEZE - SOLIDARITY LEVY

### Article 64 SR (second subparagraph)

The correction coefficients shall be reviewed each year.

~~The correction coefficients shall be updated annually in accordance with Annex XI. The updated values shall be published by the appointing authority of each institution two weeks after the update in order to inform the staff of the institution.'~~

### Article 65 SR

'Without prejudice to the third sentence of Article 3(2) of Annex XI, the remuneration of the officials and other servants of the European Union shall be reviewed each year.

~~1. The remuneration of the officials and other servants of the European Union shall be updated every year in accordance with Annex XI. This update shall take place before the end of each year in the light of a report by the Commission based on statistical data prepared by the Statistical Office of the European Union in agreement with the national statistical offices, statistical institutes or other appropriate authorities of the Member States; the statistical data shall reflect the situation as at 1 July in each of the Member States. The amount of the update is capped at [2%] per year.~~

~~2. The amounts referred to in paragraph 1 and the weightings referred to in Article 64 shall be updated in accordance with Annex XI. The updated amounts and the weightings shall be published by the appointing authority of each institution two weeks after the update in order to inform the staff of the institution.'~~

### Article 66a SR

{AT-proposal}

'1. By way of derogation from Article 3(1) of Council Regulation (EEC, Euratom, ECSC) No 260/68 ~~and in order to take account of the application of the method for updating the remuneration and pensions of officials~~, a temporary measure regarding remuneration and pensions paid by the Union [...], to be known as the 'solidarity levy', shall be applied from [1 July] 2013 to 31 December 2020[.]

2. The rate of this **solidarity** levy, which shall apply to the base defined in paragraph 3, shall be 6 %.'

3. (a) **For remuneration—salaries paid by the Union to active staff:** The base for the solidarity levy shall be the basic salary and allowances used to calculate remuneration, minus:

(i) social security and pension contributions and the tax, before solidarity levy, payable by an official in the same grade and step without dependants within the meaning of Article 2 of Annex VII, and

(ii) an amount equal to the basic salary of an official in grade AST 1, step 1.

The amount to be deducted under (ii) will be phased out as follows:

from 1.1.2015 to 31.12.2015	100% of the basic salary of an official in grade AST 1, step 1
from 1.1.2016 to 31.12.2016	80% of the basic salary of an official in grade AST 1, step 1
from 1.1.2017 to 31.12.2017	60% of the basic salary of an official in grade AST 1, step 1
from 1.1.2018 to 31.12.2018	40% of the basic salary of an official in grade AST 1, step 1
from 1.1.2019 to 31.12.2019	20% of the basic salary of an official in grade AST 1, step 1
from 1.1.2020	0% of the basic salary of an official in grade AST 1, step 1

(b) For pensions and invalidity allowances paid by the Union: The base for the solidarity levy shall be the pension paid and allowances, minus:

(i) social security and pension contributions and the tax, before solidarity levy, payable by [...] the person concerned without dependants within the meaning of Article 2 of Annex VII, and

(ii) an amount equal to the basic salary of an official in grade AST 1, step 1.

(c) The components used to determine the base for the solidarity levy shall be expressed in euro and weighted at 100.

4. By way of derogation from paragraph 2, the rate of the solidarity levy on pensions and invalidity allowances and allowances shall apply as follows:

[...]

from 1.1.2015 to 31.12.2015	1%
from 1.1.2016 to 31.12.2016	2%
from 1.1.2017 to 31.12.2017	3%
from 1.1.2018 to 31.12.2018	4%
from 1.1.2019 to 31.12.2019	5%

5. The solidarity levy shall be deducted monthly at source; the proceeds shall be entered as revenue in the general budget of the European Union.

## ANNEX XI

### Rules for implementing Articles 64 and 65 of the Staff Regulations

#### Chapter 1

Annual review ~~update~~ of remuneration provided for in provided for in article 65(1) of the Staff Regulations

#### Section 1

Factors determining annual updates ~~adjustment~~

#### Article 1

1. Report from the Statistical Office of the European Union (Eurostat) to the Council and the EP

For the purposes of the review\_ provided for in Article 65(1) of the Staff Regulations, to be conducted by way of update, Eurostat shall draw up every year before the end of October a report on changes in the cost of living in Brussels, the economic parities between Brussels and certain places in the Member States, and changes in the purchasing power of salaries in national civil services in central government.

2. Changes in the cost of living for Brussels  
(Brussels International Index)

Eurostat shall ~~draw up an index, based on data provided by the Belgian authorities~~ **use the Belgian Harmonised Index of Consumer Prices** to measure changes in the cost of living for officials of the Union in Brussels. This index (~~hereinafter the 'Brussels International Index'~~) shall take into account the changes between June of the previous year and June of the current year. ~~and shall be based on the statistical methodology defined by the Working Group on Article 64 of the Staff Regulations referred to in Article 13.~~

3. Changes in the cost of living outside Brussels (economic parities) ~~and implicit indices~~

(a) Eurostat shall, in agreement with national statistical institutes or other appropriate authorities in the Member States, calculate the economic parities which establish the equivalence of purchasing power:

(i) of the salaries of officials of the Union serving in the capitals of the Member States, except for the Netherlands where The Hague is used instead of Amsterdam, and in certain other places of employment with reference to Brussels;

(ii) of the pensions of officials paid in the Member States with reference to Belgium];

(b) The economic parities shall refer to the month of June each year.

(c) The economic parities shall be calculated in such a way that each basic component can be updated twice per year and checked by a direct survey at least once every five years. Eurostat shall update the economic parities using the **change in the Harmonised Index of Consumer Prices of the Member States**. ~~most appropriate indices as defined by the Working Group on Article 64 of the Staff Regulations referred to in Article 13.~~

~~(d) Outside Belgium and Luxembourg, changes in the cost of living during the reference period shall be measured by the implicit indices. These indices are calculated by multiplying the Brussels International Index by the change in the economic parity.~~

4. Changes in the purchasing power of salaries of national civil servants in central government (specific indicators).

(a) For the purpose of measuring the percentage change, either upward or downward, in the purchasing power of salaries in the national civil services, Eurostat shall, on the basis of information supplied before the end of September by the national ~~authorities concerned~~ **statistical institutes or other appropriate authorities in the Member States as defined in the Regulation (EC) No 223/2009 on European Statistics (hereinafter "statistical institutes or other appropriate authorities in the Member States")**, calculate specific indicators reflecting changes in the real remuneration of civil servants in central government, between the month of July of the previous year and the month of July of the current year. The two should include one twelfth of all annually-paid elements.

The specific indicators shall take two forms:

(i) one indicator for each of the function groups, as **they are** defined in the Staff Regulations.

(ii) an average indicator weighted to reflect the ~~current~~ number of national civil servants corresponding to each function group. **For the purpose of weighing the results of the previous year and the current year the same weights shall be used.**

Each of these indicators shall be established in real gross and real net terms. For the transition from gross to net, account shall be taken of statutory deductions and general taxation factors. **For the transition from the nominal to real terms the national Harmonised Index of Consumer Prices shall be taken into account.**

To establish the gross and net indicators for the European Union total, Eurostat shall use a sample composed by the following Member States: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom. The European Parliament and the Council, acting on a Commission proposal under Article 65(3) of the Staff Regulations, may adopt a new sample which represents at least ~~75~~ 70% of the European Union GDP and which will apply from the year following its adoption. The results per country shall be weighted in proportion to its national GDP measured using purchasing power parities as shown in the most recent statistics published in accordance with the national accounts definitions in the European System of Accounts currently in force.'

(b)At the request of Eurostat, the ~~appropriate national authorities~~ **national statistical institutes or other appropriate authorities in the Member States** shall supply it with the additional information which it considers necessary in order to draw up a specific indicator accurately measuring changes in the purchasing power of national civil servants.

If, after further consultation of the national ~~authorities concerned~~ **statistical offices institutes or other appropriate authorities in the Member States**, Eurostat finds statistical anomalies in the information obtained or finds it impossible to draw up indicators



which measure with statistical accuracy the changes in the real income of civil servants in a given Member State, it shall report to the Commission and provide it with all the material it needs to make an assessment.

(c) Besides the specific indicators, Eurostat shall calculate ~~certain~~ **appropriate** control indicators. ~~One such indicator shall be in the form of data on real per capita emoluments in central government, drawn up in accordance with the national accounts definitions in the European System of Accounts currently in force.~~

The Eurostat report on the specific indicators shall be accompanied by comments on the differences between these indicators and the above-mentioned control indicators.

## Article 2

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### Section 2

Arrangements for the annual **update** of remuneration and pensions and correction coefficients

## Article 3

1. Under Article 65(3) of the Staff Regulations, ~~the Council, acting on a Commission proposal and on the basis of the criteria set out in Section 1 of this Annex, the review of remuneration and pensions shall be conducted by way of annual update.~~ **The remuneration and pensions shall be updated before the end of each year, with effect from 1 July, as well as the amounts in the second and third paragraphs of Article 42a, Articles 66 and 69, Articles 1(1), 2(1), 3(1) and (2), 4(1), 7(2), 8(2), 10(1) of Annex VII and Article 8(2) of Annex XIII, the amounts in the former Article 4a of Annex VII to be updated in accordance with Article 18(1) of Annex XIII, the amounts in Article 24(3), the second subparagraph of Article 28a(3), Articles 28a(7), 93, 94, the second subparagraph of Article 96(3), Articles 96(7), 133, 134 and 136 of the Conditions of Employment of Other Servants, the amounts in the first subparagraph of Article 1(1) of Council Regulation (ECSC, EEC, Euratom) No 300/76, the coefficient for the amounts in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68 shall be updated annually in accordance with Annex XI. The updated amounts shall be published by the appointing authority of each institution two weeks after the update in order to inform the staff of the institution.**

2. The amount of the update shall be obtained by multiplying the changes in the Belgian Harmonised Index of Consumer Prices by the specific indicator minus 0.5 percentage points. The amount of the update shall not exceed 2% to the upside and 0% to the downside and shall be in net terms as a uniform across the board percentage. **There shall be no such update for the years of 2013 and 2014.**

3. The amount of the ~~adjustment~~ **update** thus fixed shall be incorporated, in accordance with the following method, in the basic salary tables appearing in Article 66 of the Staff Regulations

and in Annex XIII to the Staff Regulations and in Articles 20 and 93 of the Conditions of Employment of other servants:

(a) the net remuneration and net pension without correction coefficient shall be increased or reduced by the annual ~~adjustment~~ **update** referred to above,

(b) the new table of basic salaries shall be drawn up by calculating the gross amount which, after deduction of tax having regard to paragraph 4 and compulsory deductions for social security and pension contributions, corresponds to the net amount,

(c) the conversion of net amounts into gross amounts shall be based on the situation of an unmarried official who does not receive the allowances provided for in the Staff Regulations.

4. For the purposes of applying Regulation (EEC, Euratom, ECSC) No 260/68, the amounts in Article 4 of that Regulation shall be multiplied by a factor composed of:

(a) the factor resulting from the previous ~~adjustment~~ **update**, and/or

(b) **the factor of update** ~~the rate of adjustment~~ of remuneration referred to in paragraph 2.

5. The update shall take place before the end of each year in the light of a report by the Commission based on statistical data prepared by the Statistical Office of the European Union in agreement with the national statistical offices of the Member States; the statistical data shall reflect the situation as at 1 July in each of the Member States.

6. The review of the correction coefficients, referred to in Article 64 of the Staff Regulations, shall be conducted by way of annual update. The updated values shall be published by the appointing authority of each institution two weeks after the update in order to inform the staff of the institution.

7. No correction coefficient shall be applicable in Belgium and Luxembourg. The correction coefficients applicable:

(a) to the salaries of officials of the European Union serving in the other Member States and in certain other places of employment,

~~{(b) by derogation from Article 82(1) of the Staff Regulations, to Union pensions paid in the other Member States for the part corresponding to the acquired rights acquired before 1 May 2004,}~~ shall be determined on the basis of the ratios between the corresponding economic parities referred to in Article 1 of this Annex and the exchange rates specified in Article 63 of the Staff Regulations for the relevant countries.

The procedures laid down in Article 48 of this Annex concerning the retrospective application of correction coefficients in places of employment with a high rate of inflation shall apply.

7. The institutions shall make the corresponding ~~positive or negative update adjustment~~ to the remuneration ~~{and pensions}~~ of the officials, former officials and other persons concerned with retroactive effect for the period between the effective date and the date of entry into force of the decision on the next ~~adjustment~~ update.

If this retroactive adjustment-update necessitates the recovery of sums overpaid, such recovery may be spread over a period of not more than twelve months from the date of entry into force of the decision on the next annual adjustment update.

#### Articles 4 - 7 are deleted

#### New Article 4

**1. For places with a high cost-of-living increase (as measured by the change in the implicit indices), the correction coefficient shall come into effect before 1 July.**

**2. The effective dates for the annual update adjustment shall be as follows:**

(a) 16 May for places of employment in the Member States having an increase in Harmonised Index of Consumer Prices implicit index higher than 6,3%, and

**(b) 1 May for places of employment in the Member States having an increase in Harmonised Index of Consumer Prices implicit index higher than 12,6 %.**

#### New Chapter 2: Creation and withdrawal of correction coefficients (article 64 of the Staff Regulations)

#### New Article 5

1. The appropriate authorities of the Member States concerned, the administration of an institution of the European Union or the representatives of officials of the Communities European Union in a given place of employment can request the creation of a correction coefficient specific to that place.

This request should be supported by objective factors revealing an appreciable difference over some years in the cost of living between that place of employment and the capital of the Member State concerned (except for the Netherlands where The Hague is used instead of Amsterdam). If Eurostat confirms that the difference is appreciable (more than 5 %) and sustainable, the Commission ~~should present a proposal to set~~ **shall enact, by way of update, by means of delegated acts in accordance with Articles 110a and 110b of the Staff Regulations,** a correction coefficient for that place.

2. Likewise ~~the Council~~ **the Commission** shall decide, ~~on a proposal from the Commission,~~ to withdraw the application of a correction coefficient specific to a certain place. In that case the proposal shall be based on one of the following:

(a) a request by the appropriate authorities of the Member State concerned, the administration of an institution of the European Union or the representatives of officials of the European Union in a given place of employment showing that the cost of living in that place is no longer significantly different (less than 2 %) than that of the capital of the Member State concerned. This convergence should be sustainable and validated by Eurostat,

~~(b) the fact that there are no longer any officials and temporary staff of the European Union employed in that place.~~

(b) the fact that there are no longer any officials and temporary staff of the European Union employed in that place.

~~3. Eurostat shall establish the purchasing power parity between the place of employment and the capital city of the Member State concerned. The economic parity for the place of employment shall be the product of the purchasing power parity and the correction coefficient applicable to the capital city.~~

#### New Article 6

The amount of the update referred to in Article 3(2) shall be 0% when the growth rate of EU real GDP has been 0% or negative in the year preceding the update referred to in Article 1.

**New Chapter 3: Role of Eurostat and relations with the ~~appropriate authorities~~ national statistical institutes or other appropriate authorities in the Member States**

#### New Article 7

It shall be the task of Eurostat to monitor the quality of basic data and statistical methods used to work out the factors taken into account for the adjustment update of remuneration. In particular, it shall make any assessments or carry out any studies required for such monitoring.

**The nominal and real changing rates as well as the considered Harmonised Index of Consumer Prices for all Member States shall be published no later than 6 months after the reference period.**

#### New Article 8

**At least once a year and no later than ~~in~~ March each year Eurostat shall convene a working group composed of experts from the national statistical institutes or other appropriate authorities in the Member States to be known as the 'Working Group on Article 64 and 65 of the Staff Regulations'.**

At this meeting, the statistical methodology and its implementation concerning specific and control indicators shall be examined.

The information required for the purposes of the update of remuneration shall be provided, together with the data on working hours in central government departments.

**This working group will also examine the statistical methodology and its implementation concerning the establishment of the economic parities.**

## **Article 13 shall be deleted**

### **New Article 9**

At the request of Eurostat, Member States shall inform Eurostat of any factors having a direct or indirect impact on the composition and changes in the remuneration of central government civil servants.

### **New Article 10**

1. The provisions of this Annex shall apply from [1 July ]~~January 2013~~ to 31 December 2020.

~~2. They shall be reviewed at the end of the fourth year particularly in the light of their budgetary implications. To this end, the Commission shall submit a report to the European Parliament and the Council and, where appropriate, a proposal to amend this Annex on the basis of Article 336 of the Treaty on the Functioning of the European Union.~~

## C. CAREER STRUCTURE

### Article 5

**5. Until 31 December 2017, the table of posts given in Annex I, Section C will be used for those officials in the function group AD who are in the grade AD 9 or above and do not hold management positions at the date of entrance into force of this Regulation.**

### Article 6

~~2. To ensure equivalence of the average career in the career structure before 1 May 2004 (hereinafter 'old career structure') and as from 1 May 2004 (hereinafter 'new career structure') and Without prejudice to the principle of promotion based on merit as laid down in Article 45 of the Staff Regulations, this plan shall ensure that for each institution, the number of vacant positions at every grade of the establishment plan on 1 January of each year corresponds to the number of officials in the lower grade in active employment on 1 January of the preceding year, multiplied by the rates laid down in Annex I, point Section B, for that grade. These rates shall be applied on a five-year average basis as from 1 **January 2013**.~~~~May 2004.~~

### Article 43

The ability, efficient and conduct in the service of each official shall be the subject of a report ~~made at least once every two years~~ as provided for by the appointing authority of each institution in accordance with Article 110. The appointing authority of each institution shall lay down provisions conferring the right to lodge an appeal within the reporting procedure, which has to be exercised before lodging a complaint as referred to in Article 90(2).

### Article 44 (first paragraph)

**An official advances to the next step in his grade, provided that he has two consecutive satisfactory annual reports referred to in Article 43.**

### Article 45

Promotion shall be by decision of the Appointing Authority in the light of Article 6(2). It shall be effected by appointment of the official to the next higher grade in the function group to which he belongs. Unless the procedure laid down in Articles 4 and 29(1) is applied, officials may only be promoted if they occupy a post which corresponds to one of the types of post set out in Annex I, Section A, for the next higher grade. Officials may only progress as far as AD11 unless applying for a specific post above that grade. The grades of AD 12 and AD 13 should be reserved for those staff whose roles entail significant responsibilities.

By way of derogation from the first subparagraph, promotions to grades AD 12 and AD 13 shall be also open to applicants from the three grades below as long as they fulfil criteria of experience and specific skills.

Promotion shall be exclusively by selection from among officials who have completed a minimum of three years in their grade after consideration of the comparative merits of the officials eligible for promotion. When considering comparative merits, the Appointing Authority shall in particular take account of the reports on the officials, the use of languages in the execution of their duties other than the language for which they have produced evidence of thorough knowledge in accordance with Article 28(f) and, where appropriate, the level of responsibilities exercised by them.

1a. By way of derogation from paragraph 1, an official may be appointed to a higher grade on the condition that they successfully pass an internal competition. The institutions should agree on minimum standards to apply to such internal competitions and their frequency. The total number of staff at grades AD 12 to AD 13 in each institution, body and agency shall not exceed [15%] of the total number of staff in the function group AD.

## Annex 1

### A. TYPES OF POSTS IN EACH FUNCTION GROUP, AS PROVIDED FOR IN ARTICLE 5(34)<sup>3</sup>

#### 1. Function Group AD

(...)

AD 14

Administrator working as: Director/Adviser  
~~linguistic expert/economic expert/legal expert/medical expert/veterinary expert/scientific expert/research expert/financial expert/audit expert~~

AD 13

Administrator working as:  
Head of Unit/Adviser/  
~~linguistic expert/economic expert/legal expert/medical expert/veterinary expert/scientific expert/research expert/financial expert/audit expert~~

AD 12

Administrator working as:  
Head of Unit/Adviser/**Deputy Head of Unit or equivalent**/~~principal translator/principal interpreter/principal economist/principal lawyer/principal medical officer/principal veterinary inspector/principal scientist/principal researcher/principal financial officer/principal audit officer~~

AD 11

Administrator working as for example:  
**Head of Unit/Deputy Head of Unit or equivalent** / (...)

AD 10

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<sup>3</sup> Annex 1A – Officials occupying after the end of the transitional period the type of post not corresponding to the required type post may remain in that post.

Administrator working as for example:

**Head of Unit/Deputy Head of Unit or equivalent / (...)**

AD 9

Administrator working for example as:

**Head of Unit/Deputy Head of Unit or equivalent / (...)**

AD 8

Administrator working for example as:

**Head of Unit/Deputy Head of Unit or equivalent / (...)**

(...)

## **B. MULTIPLICATION RATES FOR GUIDING AVERAGE CAREER EQUIVALENCE**

### **1. Multiplication rates for guiding average career equivalence in function groups AST and AD:**

Grade	Assistants	Administrators
13		20%
12	-	25%
11	-	25%
10	20 %	20 %
9	<del>20-8</del> 20 %	20 %
8	25 %	25 %
7	25 %	25 %
6	25 %	25 %
5	25 %	25 %
4	25 %	-
3	25 %	-
2	25 %	-
1	25 %	-

## **C. TABLES APPLICABLE TO OFFICIALS REFERRED TO IN ART. 5 (5)**

Table A contained in the current version of the Staff Regulations as amended by the Commission's proposal.