

COREPER meeting on 20 June 2013

NON PAPER

Principal elements of a possible compromise on the review of Staff regulations

Method

- A reformed method with full automaticity, with the calculations based on real remuneration of civil servants in Member States, three additional countries included in the basket of Member States (Austria, Sweden and Poland) and the use of a Joint Index composed of the Belgium Harmonised Index of Consumer Prices (BHCIP) and the Luxembourg CIP.
- Introduction of a moderation clause (with an upper limit of 2% and a lower limit of -2% of the salary element of the update), and a crisis clause triggered when a decrease in real EU GDP occurs. These could lead to the deferral of the update, and no update when the GDP decrease is below -3%. Both lead to savings with the effects being more pronounced for the crisis clause. If in place in 2009, the crisis clause would have resulted in no change to the purchasing power of salaries.
- The duration of the method will be until the end of 2023 with one interim report in 2018 and a final report with possible review in 2022.
- The salary freeze on remunerations, pensions and all allowances will apply in 2013 and 2014.

Solidarity levy

- The solidarity levy will be re-introduced immediately, including during the salary freeze, at a rate of 6%. A 7% rate shall be applied to senior officials at grade AD15, step 2, and above.

Pensions

- The normal retirement age for new staff will be 66 years, and 65 years for existing staff with a maximum pensionable age of 70 years subject to authorisation. Transitional periods proposed by the Commission have been restricted. Barcelona incentive maintained with reduced impact and rates.
- Introduction of an explicit link between the evolution of pensionable age and life expectancy, with an assessment of pensionable age every five years.
- There will be a reduced accrual rate for new staff and abolishment of early retirement without reduction in pension.

Career structure

- Cap at AST/AD careers at grades AST9 and AD12, thereby establishing a strong link between grade and responsibility. In return certain administrators currently at AD12 and 13 may receive additional steps. Eligibility for promotion after two years in the grade.
- AD13 and AD14 are reserved for officials exercising significant responsibilities either as Heads of Unit, Advisers or equivalent.
- Higher promotion rates for grades AD5 to AD7 which will benefit staff recruited after 1 May 2004. Reduced promotion rates for grades AD12 and AD13 will apply.

Allowances

- Reform of the travel allowances (to cover travel to place of origin) for particular grades as well as reduction of travel time from up to six days to two and a half days per year.
- Major reform of travel allowance, accommodation allowances and of annual leave for staff serving in third countries.