



**COUNCIL OF  
THE EUROPEAN UNION**

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**NOTE**

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From:	Presidency
To:	COREPER (Part 2)
No. Cion proposal.:	18638/11 STAT 52 FIN 1066 CODEC 2449
Subject:	Proposal for a Regulation of the European Parliament and of the Council amending the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union – Adoption of the revised draft mandate for the Working Party on the Staff Regulations (WPSR)

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**Revised draft mandate for the WPSR**

The reform of the Staff Regulations should be based on the careful implementation of the specific orientations set out in the European Council (EC) conclusions on Heading 5 adopted on 8 February 2013 and use as a reference the overall level of expenditure agreed.

The EC agreed the overall ceiling (level of commitments) for Heading 5 (EUR 61 629 million). More precisely, the EC agreed to a 5% reduction applied to all EU institutions, bodies, agencies and their administrations of 5% in the staff over the period 2013 to 2017. ~~in the staff headcount of all Institutions, bodies and agencies and their administrations.~~ In this context, the Commission is invited to produce a report on total staff levels in 2012 as quickly as possible, to act as a benchmark for future reductions and as a basis for the Commission's reporting on further progress towards the reduction. Furthermore, the EC agreed to a 2-year suspension of adjustment of salaries and pensions of all staff through the salary method (which could be applied already for 2013 and 2014 periods) as

well as to the implementation of other measures set out in the Commission proposal as outlined in paragraph 100 of the European Council conclusions.

The EC conclusions (notably in paragraphs 99 and 100) also make clear that certain elements of the Commission's proposal on the staff reform are agreed, i.e. the introduction of a reformed method to adjust salaries and pensions; as part of this, re-introduction of the new solidarity levy on salaries will be reintroduced at a level the rate of 6% and, which should apply immediately, including during the temporary suspension of the adjustment of salaries and pensions.

Against this background, considering the work already undertaken by the WPSR and in view of the need to commence trilogues with the European Parliament as soon as possible, COREPER now requests the WPSR to focus on and complete its work as a matter of priority on the following aspects which are still outstanding and to report back to it with specific recommendations by early May:

- Measures having a significant impact on the cost for pensions in the mid- and long-term, in particular (The implementation of the restrictions on early retirement and the proposal to increase the normal retirement age in order to have a significant impact on the cost for pensions in the mid- and long-term, and the pace at which to implement it (transitional arrangements)).
- The modalities of the reformed method to adjust salaries and pensions on the basis of the principle of parallelism with national civil servants' salary evolution while considering the possibility of introducing a certain capping and the conditions under which full automaticity might normally operate.
- The need to improve the efficiency of the public administration by reforming the career development of staff (AST/SC, AST, and AD) including in relation to their level of responsibility.

Progressing swiftly with this process will avoid any legal risk as regards the future adjustment of salaries and pensions, as the current Article 65 of the Staff Regulations remains in force until new Regulations are adopted.

Subsequently, and in parallel with the opening of the trilogues, the WPSR should also consider other issues (for example the duty for EU Institutions to preserve their capacity to attract and

~~maintain a highly professional and geographically balanced EU administration).issue of geographical balance).~~ Where necessary, the WPSR should also consider and report to COREPER on relevant suggestions made in the progress report adopted by COREPER in December 2012. In this context, the WPSR could, ~~for example,~~ scrutinise ~~travel and removal~~ allowances.

All of this work must be done expeditiously to ensure that the envisaged negotiating timetable is maintained and MFF thresholds are respected. It will also seek to strike a balance between cost efficiency and the need to modernise the EU public service. The impact of this reform should be equitable for officials and employees in and across all institutions.

