

NON PAPER

on the main elements of a mandate to the Presidency

Supported by

Germany, Czech Republic, United Kingdom, Finland, Denmark, Austria, Netherlands, Sweden, Spain (scrutiny reservation on the method proposal)

Career Structure

- **Agreement with the Commission proposal to reserve the two highest grades of Assistant's career (AST 10 and AST 11) for staff with a high degree of responsibility (e.g. staff management, coordination, budget implementation)**
- **Agreement with the Commission proposal to introduce a new function group of Assistants /Secretaries (AST/SC).**
- **Establish a stronger link between responsibility and grade also for AD careers by, reserving the grades above AD 11 for staff in specific functions with a high level of responsibilities**
- **Cap the AD career at AD 13, including heads of unit**
- **An official shall advance to the next step in his grade, provided that he has three consecutive satisfactory annual reports—referred to in Article 43.**
- **Reduce the promotion rates for AST and AD careers by changing the AST and AD promotion rates in Annex I.B. as follows: AST 1, AST 2, AST 3, AST 4: 25%; AD 5, AD 6, AD 7, AD 8: 25%, AD 9, AD 10: 20%; AD 11, AD 12, AD 13: no multiplication rates.**
- **Following the above changes, introduce regular fast track processes for the best officials (i.e. By means of regular internal competitions)**

Pensions

- **Early retirement scheme without any penalization should be abolished.**
- **Increase the share of EU staff for the financing of the pension scheme from 33,3% to 45% in 2 percentage points increments per year.**
- **Agreement with the Commission objective to raise the retirement age to 67 years no longer on an exceptional basis by**
 - **Changing the accrual rate to 1,67% annually**
 - **Phaseout of the Barcelona incentive**

- Quicker phase in of the increased retirement age (see annex 1)

Sickness insurance

- Bring staff share for the financing of the sickness insurance in line with pensions and increase it from 33,3% to 45% in 2 percentage points increments per year. Raise the ceiling from 2% to 4%.

Solidarity levy

- Apply the solidarity levy of 6% to salaries; phase in the application of the solidarity levy to allowances and pensions by 1 percentage point per year up to 6%.
- Eliminate the deduction of the salary of an AST/SC 1/1 official from the tax base (=abolish Article 66a, paragraph 3. a) ii))
- The solidarity levy will be re-introduced at the rate of 6%, to apply immediately, as agreed in the European Council conclusions of 8 February 2013.

Allowances (Annex VII)

- An expatriation allowance (Article 4) shall be paid, equal to 16% as a percentage of the total amount of the basic salary plus household allowance and the dependent child allowance for staff recruited after 31 December 2012 as follows:
 - o 16% during the first year of service
 - o 15% during the second year of service
 - o 14% during the third year of service
 - o 13% during the fourth year of service
 - o 12% during the fifth year of service
 - o 10% during the sixth year of service
 - o 8% during the seventh year of service
 - o 6% during the eighth year of service
 - o 4% during the ninth year of service
 - o 2% during the tenth year of service
 - o 0% in subsequent years of service

Staff recruited before 31 December 2012 the expatriation allowance shall be paid as a percentage of the total amount of the basic salary according to the same schedule; the first year of service is assumed to start on 1 January 2013.

- The foreign residence allowance shall equal one quarter of the expatriation allowance during the first year of service, to be reduced by 0,4 percentage points each year for subsequent years of service for staff recruited after 31 December 2012. For staff entitled to the foreign residence allowance and recruited before 31 December 2012 the

allowance shall be paid according to the same schedule; the first year of service is assumed to start on 1 January 2013.

- The household allowance (Article 1) shall be set at a basic amount of EUR 274. It shall not be paid if the spousal income exceeds the salary of AST/SC 1/1 plus the amount of the allowance.
- The possibility to double the ceiling for the disbursement of the education allowance (Article 3) should be abolished.
- The travel allowance (Article 8) covers costs that are financed by the expatriation allowance. It should therefore be not be paid out to any individual receiving the expatriation allowance
- Travel costs for plane travel will only be reimbursed for economy class.

Method

Introduction of a salary method with an annual update procedure. The update amount shall be the result of the Belgian HICP, the net specific indicator based on the sample of 8 MS used in the method that expired on 31 December 2012, and a reduction of 0,5 percentage points. The maximum update amount will be capped at 2% per year. No exception clause will apply.