

## STRIKING INEQUALITY IN PAY OF OFFICIALS

### Can we keep the gap from growing even wider?

**800 000 euros** is a huge sum of money, enough for a house in Luxembourg or a *Maison de maître* in central Brussels.

**DID YOU KNOW** that the difference in salary between an official recruited as (old) A7 (converted to AD 8) and an official recruited as AD 5 earned over 35 years is over 800 000 Euros?

Both officials are doing the same job. So what makes their earnings so different? The first official was recruited in April 2004, but the second official in May 2004, just ONE month later, after the new Staff Regulations came into force... and yet the difference in their lifelong earnings may well reach a million Euros!

For an AD 7, as compared with an AD 10 (recruited as LA 6), the difference will be well over 500 000 Euros.

The promotion system should be applied so as to stop this gap from growing even wider...The remedy which EPSU proposes is **PRO RATA TEMPORIS**.



**Prorata TemporiX:**  
 'I do not have a magical solution. But I can stop things getting out of control!

**PRORATA TEMPORIS** may sound like a character out of Asterix. But behind the latin name is a concept that is very easy to understand.

Imagine you were recruited in **June 2005** and that every year you receive 2 promotion points. Due to the application of the **PRORATA TEMPORIS**

mechanism, your promotion will take effect from **June 2008** and not from **January 2009**. Such delays can pile up throughout your career (and affect your pension).

In the ongoing consultation with the Administration, EPSU proposes to apply **PRO RATA TEMPORIS** to all staff recruited under the new Staff Regulations to halt any further "slowing down" in their career development (*i.e.* to prevent the gap between "new" and "old" officials from growing even wider than foreseen).

**NB:** Application of *pro rata temporis* to new officials will not affect the promotions of staff recruited before 1 May 2004!