




Revision of the Staff Regulations 2013 –

This table is not complete. It only shows (1st column) parts of the Commission's proposal and EP's amendments (2nd column) which correspond to the **Council's partial mandate** of 14 May 2013 (3rd column)

 <p style="text-align: center;">European Commission proposal 2011</p>	 <p style="text-align: center;">European Parliament – draft legislative resolution 2012</p>	 <p style="text-align: center;">Council of the EU – partial mandate 14 May 2013</p>
A. PENSIONS		
<p>Staff Regulations – Article 52 – ... an official shall be retired:</p> <p>(a) either automatically on the last day of the month in which he reaches the age of 65, or</p> <p>b) at his own request on the last day of the month in respect of which the request was submitted where he is between ⁵⁵ 58 and 65 years of age ...</p> <p>However, on an exceptional basis, an official may at his own request and only in the case</p>		<p>... an official shall be retired:</p> <p>(a) either automatically on the last day of the month in which he reaches the age of 67, or</p> <p>(b) at his own request on the last day of the month in respect of which the request was submitted where he is between 58 and 67 years of age ...</p> <p>However, an official may at his own request and where the appointing authority considers</p>

where the appointing authority considers it justified in the interest of the service, carry on working until the age of 67 ,	<i>... or on an exceptional basis until the age of 70,</i>	it justified in the interest of the service, carry on working until the age of 70 ,
<p>Article 77</p> <p>... 1,90% of this final basic salary shall be payable to an official for each year of service reckoned in accordance with Article 3 of Annex VIII. <i>[no change proposed]</i></p> <p>The amount of the retirement pension must not be less than 4% of the minimum subsistence figure per year of service. <i>[no change proposed]</i></p> <p><i>The pensionable age shall be 63 65 years.</i></p>		<p>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.</p> <p>By way of derogation from paragraph 2, the accrual rate shall be :</p> <p>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, 1.67 %.</p> <p>[the calculation of pension on the minimum subsistence amount is abolished]</p> <p>The pensionable age shall be 67 years.</p>
<p>Article 83 (second paragraph)</p> <p>Officials shall contribute one third of the cost of financing this pension scheme. <i>[no change proposed]</i></p>		<p>Officials shall contribute 45 % of the cost of the pension scheme.</p>

		<p>By way of derogation from the previous paragraph the contribution shall be:</p> <table><tr><td>from 1.1.2015 to 31.12.2015</td><td>35 %</td></tr><tr><td>from 1.1.2016 to 31.12.2016</td><td>37 %</td></tr><tr><td>from 1.1.2017 to 31.12.2017</td><td>39 %</td></tr><tr><td>from 1.1.2018 to 31.12.2018</td><td>41 %</td></tr><tr><td>from 1.1.2019 to 31.12.2019</td><td>43 %</td></tr></table>	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 %
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 %											
<p>Annex VIII, Article 5 (Barcelona incentive)</p> <p>... officials who remain in service after the age of 63 65 shall be entitled to an increase of their pension equal to 2% of the basic salary 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</p>		<p>... 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, ...</p>										
<p>Annex VIII – Article 9</p> <p>2. The appointing authority may decide, in the interests of the service on the basis of objective criteria and transparent procedures ..., not to apply the 3,5 % reduction to the officials concerned. The total number of officials and temporary servants, who retire without any reduction of their pension each year, shall not be higher than 10 5 % of the</p>		<p>Article 9 paragraph 2 shall be deleted.</p>										

officials in all institutions who retired the previous year. The annual percentage may vary from ~~8-4 %~~ to ~~12 6 %~~, subject to a maximum of ~~20 5 %~~ over two years and the principle of budget neutrality.

Annex XIII, Article 22

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 30 years or more on 1 May 2013 and who entered the service before 1 January 2013 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 8 months
54 years	60 years 10 months
53 years	61 years 0 months
52 years	61 years 2 months
51 years	61 years 4 months

...

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:

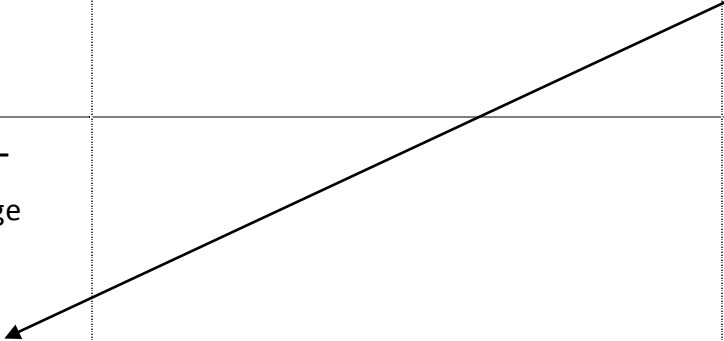
Age on 1 May 2013	Pensionable age
59 years and above	60 years 0 months
58 years	60 years 2 months
57 years	60 years 4 months
56 years	60 years 6 months
55 years	60 years 9 months
54 years	61 years 0 months
53 years	61 years 3 months
52 years	61 years 6 months
51 years	61 years 9 months

50 years	61 years 6 months	50 years	62 years 0 months
49 years	61 years 9 months	49 years	62 years 4 months
48 years	62 years 0 months	48 years	62 years 8 months
47 years	62 years 2 months	47 years	62 years 11 months
46 years	62 years 4 months	46 years	63 years 2 months
45 years	62 years 6 months	45 years	63 years 5 months
44 years	62 years 8 months	44 years	63 years 9 months
43 years	62 years 11 months	43 years	64 years 0 months
42 years	63 years 1 months	42 years	64 years 3 months
41 years	63 years 3 months	41 years	64 years 6 months
40 years	63 years 5 months	40 years	64 years 9 months
39 years	63 years 7 months		
38 years	64 years 0 months		
37 years	64 years 1 months		
36 years	64 years 2 months		
35 years	64 years 3 months		
34 years	64 years 4 months		
33 years	64 years 5 months		
32 years	64 years 6 months		
31 years	64 years 7 months		
30 years	64 years 8 months		
Officials aged less than 30 years on 1 May 2013 shall become entitled to a retirement pension at the age of 65 years.		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 66a			
1. ... a temporary measure regarding		1. ... a temporary measure regarding remuneration and pensions paid by the	

remuneration paid by the Union to staff in active employment, to be known as the 'solidarity levy', shall be applied from 1 January 2013 to 31 December 2022.		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%.		2. The rate of this solidarity levy, which shall apply to the base defined in paragraph 3, shall be 6 %.
3. (a) The base for the special levy [should remain unchanged].		3. (a) For remuneration 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

		<p>from 1.1.2017 to 31.12.2017 60 % of the basic salary of an official in grade AST 1, step 1</p> <p>from 1.1.2018 to 31.12.2018 40 % of the basic salary of an official in grade AST 1, step 1</p> <p>from 1.1.2019 to 31.12.2019 20 % of the basic salary of an official in grade AST 1, step 1</p> <p>from 1.1.2020 0 % of the basic salary of an official in grade AST 1, step 1</p> <p>(b) For pensions and invalidity allowances paid by the Union: The base for the solidarity levy shall be the pension paid and allowances, minus:</p> <p>(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</p> <p>(ii) an amount equal to the basic salary of an official in grade AST 1, step 1.</p> <p>...</p> <p>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:</p> <p>from 1.1.2015 to 31.12.2015 1 %</p>
--	--	---

		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 %
		<p style="text-align: center;"><u>ANNEX XI</u> Article 3</p> <p>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 [the so-called Habsburg method] ... There shall be no such update for the years of 2013 and 2014 [freeze agreed in European Council].</p>
C. CAREER STRUCTURE		
Staff Regulations – Article 5 1. The posts covered by the Staff Regulations shall be classified in an administrators' function group ('AD'), an assistants' function group ('AST') and a secretaries and clerks' function group ('AST/SC') . 2. <i>Function group AST/SC shall comprise</i>		

<p><i>six grades, corresponding to clerical and secretarial duties.</i></p>		<p>Article 5 (fifth paragraph)</p> <p>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.</p>			
		<p>C. TABLES APPLICABLE TO OFFICIALS REFERRED TO IN ART. 5 (5)</p> <p>Table A contained in the current version of the Staff Regulations as amended by the Commission's proposal. [Annex C is identical with the Commission's Annex B; it should be turned into a transitional provision applicable until end 2017]</p>			
<p>Staff Regulations – Annex I – Section B –</p> <p>B. Multiplication rates for guiding average career equivalence</p> <p>AST 9 8%</p> <p>[All the other multiplication rates remain unchanged]</p>		<p>[from 2018 onwards the following table should apply:]</p> <p>B. MULTIPLICATION RATES FOR GUIDING AVERAGE CAREER EQUIVALENCE</p> <p>1. Multiplication rates for guiding average career equivalence in function groups AST and AD:</p> <table> <tr> <th>Grade</th><th>Assistants</th><th>Administrators</th></tr> </table>	Grade	Assistants	Administrators
Grade	Assistants	Administrators			

1000

<p>Article 44 (first paragraph)</p> <p>An official who has been at one step in his grade for two years shall automatically advance to the next step in that grade, [no change proposed]</p>	<p><i>... unless his performance has been evaluated as unsatisfactory pursuant to the last annual report referred to in Article 43. An official shall advance to the next step in his grade after no later than four years, unless the procedure laid down in Article 51 (1) [‘for dealing with incompetence’] is applied.</i></p>	<p>An official advances to the next step in his grade, provided that he has two consecutive satisfactory annual reports referred to in Article 43.</p>
<p>Article 45</p>		<p>Promotion – ... 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.</p> <p>Promotion shall be exclusively by selection from among officials who have completed a minimum of three years in their grade.</p>
		<p>Article 45a (new paragraphs)</p> <p>1 (new). By way of derogation from the first subparagraph of Article 45 (1) appointments 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.</p>

		<p>1a. By way of derogation from the first subparagraph of Article 45 (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.</p>
--	--	--