

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(77) 434 final.

Brussels, 16 September 1977.

REPORT FROM THE COMMISSION TO THE COUNCIL

In accordance with the provisions of Article 99 of the Staff Regulations, the appointing authority has granted to certain officials and agents occupying a post in the field of nuclear science, calling for scientific or technical qualifications and who are paid from appropriations in the research and investment budget, a bonus for exceptional service.

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REPORT TO THE COUNCIL

Applying Article 99 of the Staff Regulations, the Appointing Authority has awarded a bonus for exceptional service to a number of officials and other staff paid from research and investment appropriations and occupying posts in the field of nuclear energy.

Those awarded bonuses were chosen according to the following criteria:

- (a) outstanding work, usually published (not including inventions patented and used, covered by Article 94 of the Staff Regulations);
- (b) high-level performance (sustained effort for experiments and various other work);
- (c) meritorious behaviour under hazardous circumstances (accidents at work, fires, or contamination).

The statistical data in the attached tables gives the following information:

Annex I

The number and value of the bonuses awarded, with a breakdown of the establishment, department and grade of the recipients;

Annex II

- (1) The value of the bonuses awarded, compared with basic salaries paid in 1976;
- (2) the number of staff in the scientific and technical service on 30 June 1976 with a breakdown of the recipients into officials and temporary staff, establishment staff, and local staff;
- (3) percentage figures for the information under (1) and (2);

Annex III

those awarded bonuses, showing their category and under which of the three basic criteria the award was made.

The Commission would like to draw particular attention to the fact that the limits laid down by the Staff Regulations have been respected; the aggregate bonus awards for the year represent 0.53% of the total basic salaries paid to scientific and technical staff, although the Staff Regulations allow for an aggregate of up to 3%, and the individual awards have been kept well below the regulation maximum of three times the amount of the basic monthly salary.

Summary table of exceptional-service bonuses awarded for 1976 ANNEX I cont

ESTABLISHMENTS	Bonuses awarded Amount in Hfrs	Number	Grade of recipients																	
			A 3	A 4	A 5	A 6	A 7	A 8	B 1	B 2	B 3	B 4	B 5	C 1	C 2	C 3	E 3	L		
JRC carried forward	3,690,000	123			9	3					2	6	5	7	1	5	4	2	41	38
(b) Geel Establishment	540,000	18			1					1	1	4	3	1	1				3	3
(c) Karlsruhe Establishment	510,000	17									1	1	3	1	1	2			8	
(d) Petten Establishment	360,000	12										3	4	3					2	
TOTAL JRC	5,100,000	170			10	3				3	8	13	17	6	7	6	2	54	41	
Other activities:																				
(a) DG III - Industrial and Technological Affairs Reactors	270,000	7		2	2	3			1											
Plutonium recycling	30,000	1									1									
(b) DG V - Social Affairs Euratom/CEA contract-pollution	30,000	1			1															
(c) DG XII - Research, Science and Education Biology	210,000	7			2	1							1	1					8	
Fusion	570,000	19		3	6	3					2	4	1							
ER 2	180,000	6			1						1	3	1							
CBR	60,000	2			2															
Environment research	30,000	1									1									
Total other activities	1,380,000	44		6	15	4			1	5	7	3	1							
GRAND TOTAL (JRC and other activities)	6,480,000	214		6	25	7			4	13	20	20	7	7	6	2	54			

The amount of the merit allowance was deducted from the exceptional-service bonus.

One of whom was awarded two bonuses.

STATISTICAL FIGURES

(1) For the financial year 1976 the basic salaries paid to scientific and technical staff amounted to approximately 24 656 350.28 u.a.

broken down as follows: 18 429 226.28 u.a. (officials and temporary staff)
3 230 079.60 u.a. (establishment staff)
2 997 044.40 u.a (local staff)

The bonuses for exceptional services totalled 129 600 u.a.

(2) 2 013 officials, temporary staff, establishment staff and local staff were classed on 31 May 1976 in the scientific and technical service of whom 332 were establishment staff and 300 local staff.

214 bonuses were granted, two recipients each being awarded two separate bonuses:
117 to officials and temporary staff
54 to establishment staff
43 to local staff.

(3) The following percentages result from the above figures:

10.63% of the staff were granted this bonus.

The bonus amounted to 0.53% of the annual amount of basic salaries.

Award of bonuses in recognition of
exceptional services for the financial year 1 9 7 6

ANNEX III

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CRITERIA	C A T E G O R I E S						TOTAL
	A	B	C	ES	LS		
(a) Outstanding work, usually published (excluding patented or exploited inventions as covered in Article 94 of the Staff Regulations)	20	17	2	12	11		62
(b) Special performance (sustained efforts in connection with experiments and various studies)	9	31	10	18	9		77
Criteria (a) + (b)	8	13	2	11	7		41
(c) Special behaviour under particular circumstances (industrial accidents, fire, contamination)	1	3	1	12	17		34
T O T A L :	38	64	15	53	44		214