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1978 COMMISSION REPORT FOR THE ANNUAL REVIEW OF THE REMUNERATIONS OF OFFICIALS AND OTHER SERVANTS

(submitted to the Council by the Commission)

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REPORT

of the
Statistical Office of the European Communities
on the establishment of the Joint Index
for 1978

(Article 65 of the Staff Regulations)

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SummaryI. Cost-of-living

Cost-of-living index numbers for 1 July 1978 are shown below
(1 July 1977 = 100)

Germany	102,9
France (Paris)	108,3
Italy (Rome)	110,3
Netherlands	103,5
Belgium/Luxembourg	104,1
United Kingdom	109,8
Ireland	106,1
Denmark	110,3
Switzerland (Geneva)	101,8
USA	107,4
Japan	103,5
Canada	109,2
Greece	113,6
Turkey	160,1

II. Development of civil service salaries

Real index numbers for net civil service salaries at the end of June 1978
are given below (end June 1977 = 100)

Germany	102,9
France	101,7
Italy	97,8
Netherlands	103,3
Belgium	100,9
Luxembourg	101,4
United Kingdom	108,1
Ireland	108,1
Denmark	95,9
COMMUNITY	102,5

III. Total emoluments and the specific indicator

(gross, real)

Trends 1977-1978

	<u>Total emoluments</u>	<u>Specific indicator</u>
Germany	2,4	1,8
France	4,4	2,0
Italy	7,8	- 1,0
Netherlands	- 1,3	3,6
Belgium	1,8	1,2
Luxembourg	4,7	0,1
United Kingdom	- 1,5	1,8
Ireland	1,4	5,8
Denmark	- 3,7	- 4,3
COMMUNITY	3,2	1,2

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Introduction

1. In accordance with Article 65 of the Staff Regulations of Officials of the European Communities and the Council Decision concerning the method for adjusting the remuneration of officials and other servants of the European Communities⁽¹⁾, the Statistical Office has established the joint index for the period from 1 July 1977 to 1 July 1978.

This report gives a detailed account of the work carried out by the Statistical Office in this connection.

It has not been considered necessary to repeat the technical and statistical comments on the method used; this was described in detail in the 1976 report, the first in which it was applied. Such comments refer mainly to Part C and to the explanatory notes provided by the Statistical Office and can be found in document R/2938/76, Stat 91 - Fin 770 of 30 November 1976 (pages 110 to 121 for Part C and pages 145 to 160 for the explanatory notes).

2. This report, like the previous one, is in three parts:

Part A shows the cost-of-living trends in the nine Member States and some other places of employment;

Part B shows the development of civil service salaries in the Member States between the end of June 1977 and the end of June 1978;

Part C shows the development of civil service per capita emoluments in real terms and a number of other general economic and social factors.

3. Whenever necessary, the Statistical Office has provided technical explanations. It should also be pointed out that its calculations to establish the joint index are based on information provided by the departments responsible in the various Member States.

⁽¹⁾ See Annex 1.

4. In the comments at the end of the report the Statistical Office has attempted to comply as far as possible with points 2 and 3 of the Council Decision, which require it to provide a statistical assessment and explanations on certain data.

5. As provided for in point 2(d) of the remuneration adjustment method, the Statistical Office convened a meeting of the Working Party composed of experts from national statistical institutes in March 1978. The minutes of the meeting are annexed to this report.

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PART A

Cost-of-living trends
in EEC Member States and some other places of
employment

(1 July 1977 to 1 July 1978)

1. To calculate cost-of-living trends over a fixed period in the various places of employment the Office uses "international indices", i.e. indices covering the spending by international civil servants, wherever possible.

2. There are international indices for:

Belgium (including Luxembourg)

Germany (FR)

France

Italy

Netherlands

United Kingdom

Switzerland.

For Denmark, Ireland, the USA, Japan, Canada and Greece the Office uses national indices.

3. For all places of employment except Brussels international indices have been supplied by either the OECD or (for Switzerland) the ILO, which have prepared them in cooperation with the national statistical offices of the countries in question.

4. The index for Brussels has been prepared from a price survey conducted in Brussels by the Index Office of the Ministry of Economic Affairs and the SOEC.

As rent makes up a large part of officials' household expenditure, the Statistical Office has repeated the Brussels survey on rents paid by Community officials, which it has been carrying out since 1963 as part of the work of preparing the joint index. A rent index for Brussels was thus prepared for the period 1977-78 and was sent to the Index Office of

the Ministry of Economic Affairs to be used in calculating the index for Brussels.

5. In Ireland the cost-of-living index is calculated every three months (January, May, August and November).

Since these periods do not correspond to the index period specified by the Staff Regulations (July/July) it has been decided, in agreement with the Irish authorities, to use the May/May period.

6. The following are the joint cost-of-living index numbers (base 100 at 1 July 1977) for 1 July 1978 for the various countries and places of employment.

List of tables⁽¹⁾

Indices broken down by expenditure

Table 1	Germany
Table 2	Paris
Table 3	Rome
Table 4	Netherlands
Table 5	Brussels
Table 6	United Kingdom
Table 7	Ireland, Denmark, Geneva, USA, Japan, Canada, Greece and Turkey

⁽¹⁾It should be noted that, because of rounding, multiplication of the individual index numbers by the weighting does not always give the exact overall index number.

SUMMARY TABLE OF THE JOINT INDEX
for the various countries and places of employment

Situation at 1 July 1978

Base 100 at 1 July 1977

Country or place of employment	Index numbers
<u>Germany</u>	102.9
<u>France</u>	
Paris	108.3
<u>Italy</u>	
Rome	110.3
<u>Netherlands</u>	103.5
<u>Belgium/Luxembourg</u>	
Brussels ⁽¹⁾	104.1
<u>United Kingdom</u>	109.8
<u>Ireland</u>	106.1
<u>Denmark</u>	110.3
<u>Switzerland</u>	
Geneva	101.8
<u>USA</u>	107.4
<u>Japan</u>	
Tokyo	103.5
<u>Canada</u>	
Ottawa	109.2
<u>Greece</u>	113.6
<u>Turkey</u>	160.1

⁽¹⁾ 103.7 without rent.

Table 1

GERMANY (FR)

Consumer price index number by expenditure groups at 1 July 1978

Base 100 at 1 July 1977

(calculation based on index numbers prepared by OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1978 Base 100 at 1 July 1977
OVERALL INDEX	1000	102.9
I. Food, drinks, restaurants	271.0	101.5
II. Housing (basic rent), utilities	191.0	102.9
III. Household equipment	121.0	103.6
IV. Domestic services	18.5	109.6
V. Clothing and footwear	100.0	104.4
VI. Personal care	28.0	105.0
VII. Medical care	25.0	101.0
VIII. Transport	145.5	103.6
IX. Entertainment, books, etc.	64.5	102.3
X. Miscellaneous	35.5	100.2

Table 2

FRANCE
(Paris)

Consumer price index numbers by expenditure groups at 1 July 1978

Base 100 at 1 July 1977

(calculated by the French National Statistical Institute
(INSEE) using the OECD system)

Expenditure groups	Weighting	Index numbers at 1 July 1978 Base 100 at 1 July 1977
OVERALL INDEX	1000	108.3
I. Food, drinks, restaurants	289.3	108.6
II. Housing (basic rent), utilities	223.9	105.6
III. Household equipment	75.2	108.8
IV. Domestic services	45.6	112.7
V. Clothing and footwear	78.5	109.6
VI. Personal care	29.6	111.4
VII. Medical care	48.7	110.2
VIII. Transport	104.9	107.1
IX. Entertainment, books, etc.	77.2	108.9
X. Miscellaneous	27.1	109.7

Table 3

ITALY
(Rome)

Consumer price index numbers by expenditure groups at 1 July 1978

Base 100 at 1 July 1977

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1978 Base 100 at 1 July 1977
OVERALL INDEX	1000	110.3
I. Food, drinks, restaurants	302	108.1
II. Housing (basic rent), utilities	201	110.9
III. Household equipment	78	107.5
IV. Domestic services	32	119.6
V. Clothing and footwear	102	112.8
VI. Personal care	35.5	122.4
VII. Medical care	22.5	117.0
VIII. Transport	124	107.8
IX. Entertainment, books, etc.	69.5	107.4
X. Miscellaneous	33.5	109.3

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Table 4

NETHERLANDS

Consumer price index numbers by expenditure groups at 1 July 1978

Base 100 at 1 July 1977

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1978 Base 100 at 1 July 1977
OVERALL INDEX	1000	103.5
I. Food, drinks, restaurants	253	102.5
II. Housing (basic rent), utilities	180	104.4
III. Household equipment	117	102.8
IV. Domestic services	22	113.0
V. Clothing and footwear	98	102.2
VI. Personal care	29	105.5
VII. Medical care	36	108.0
VIII. Transport	158	102.8
IX. Entertainment, books, etc.	72	102.5
X. Miscellaneous	35	105.1

Table 5

BELGIUM
(Brussels)

Consumer price index numbers by expenditure groups at 1 July 1978
Base 100 at 1 July 1977

(calculated from a price survey carried out by the Index Office of the Ministry of Economic Affairs and Energy and weighted using the results of the survey on European civil servants' family budgets)

Expenditure groups	Weighting		Index numbers at 1 July 1978 Base 100 at 1 July 1977	
	With rent	Without rent	With rent	Without rent
OVERALL INDEX	1000	1000	104.10	103.74
Food	256.2	305.2	103.80	103.77
Housing, furniture, household equipment, related articles and services	328.0	199.6	104.03	102.15
Clothing	98.7	117.6	103.92	103.92
Medical services and personal care	54.9	65.3	103.69	103.68
Transport	144.1	171.7	104.53	104.55
Culture and entertainment	83.7	99.6	102.99	102.99
Miscellaneous	34.4	41.0	109.19	109.26

Table 6UNITED KINGDOM

Consumer price index numbers by expenditure groups at 1 July 1978

Base 100 at 1 July 1974

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1978 Base 100 at 1 July 1977
OVERALL INDEX	1000	109.8
I. Food, drinks, restaurants	246.5	108.4
II. Housing (basic rent), utilities	244.5	109.9
III. Household equipment	78.5	114.2
IV. Domestic services	42.0	115.9
V. Clothing and footwear	83.5	110.4
VI. Personal care	28.0	108.5
VII. Medical care	24.5	116.0
VIII. Transport	144.0	108.5
IX. Entertainment, books, etc.	65.0	110.7
X. Miscellaneous	43.5	102.7

Table 7

<u>IRELAND:</u>	106.1	(May 1977 to May 1978)
<u>DENMARK:</u>	110.3	(June-July 1977 to June-July 1978)
<u>GENEVA:</u>	101.8	(taken from the index for the canton of Geneva specially calculated for the ILO and including rent)
<u>USA:</u>	107.4	
<u>JAPAN:</u>	103.5	
<u>CANADA:</u>	109.2	
<u>GREECE:</u>	113.6	
<u>TURKEY:</u>	160.1	(international index supplied by OECD)

PART B

Development of civil service salaries between
the end of June 1977 and the end of June 1978

Explanatory note concerning the calculation of the development
of civil service salaries in the Member States

1. The tables below give an outline of the development of the salaries of civil servants in the Member States between the end of June 1977 and the end of June 1978.

2. Five tables have been drawn up for each of the nine countries. Tables 1 and 2 show salaries, for the various countries and the various periods, in the national currencies, as reported to the SOEC by the departments responsible in the Member States.

Where comments, technical notes or additional information (for example, weighting) were supplied with these tables, they have been attached. The Statistical Office produced Tables 3, 4 and 5 on the basis of Tables 1 and 2.

3. Table 3 shows the change in nominal indices for the period from the end of June 1977 to the end of June 1978 for each grade. The different grades have been broken down according to family circumstances (single, married with two children, etc.), and for each grade minimum, average and maximum salaries are shown.

The indices show the trend in gross salaries and net salaries (with taxes and social security contributions deducted).

4. Table 4 shows the trend in real indices for the same period and is based on the same factors as those mentioned above. The real indices are obtained by dividing each nominal index by the consumer price index.

The consumer price indices used are the original indices as published by the various countries.

Since the consumer price indices for all the countries except Luxembourg normally reflect the situation about the middle of the month concerned, the SOEC took as base the arithmetical average of the June and July indices; these reflect most closely the situation as at 30 June. However, following a request from the Belgian Delegation in the Financial Questions Working Party, submitted when the report on the joint index for 1966 was being discussed, the calculations for Belgium have been made on the basis of the June indices only. Since no monthly cost-of-living indices are available for Ireland, the indices used for Ireland cover the period from May 1977 to May 1978 in agreement with the Irish Department responsible. The consumer price indices used are shown in Table 1.

5. Table 5 is a summary table showing the trend in real salaries according to officials' categories (A, B, C and D). The indices are weighted to take account of the staff to which they refer.

In view of the distinction made between grades, categories, family circumstances and the official's position within his grade, an ideal weighting should take account of all these factors.

However, most countries cannot or cannot yet provide this type of weighting and only give staff figures by grade and/or by category.

On a recommendations from the Working Party on the Joint Index combined indices by category and for each country as a whole have been calculated from total salaries (number of staff x average salary) by category and by country.

The indices in Table 5 are weighted - to provide further information - according to the structure of Community staff complements by Category A, B, C and D (point 5 of the Council Decision of 28 June 1976).

This structure is indicated in the table below.

Staff of the European Communities

Breakdown by category of staff numbers (permanent and temporary) who could receive salaries during 1977

(absolute numbers and percentages)

Categories				Overall ⁽¹⁾
A	B	C	D	
5 348	3 142	4 563	796	13 849
38.6	22.7	32.9	5.8	100.0

(1) Not including 447 establishment staff.

Source: Official Journal of the European Communities
No L 78, 28 March 1977.

6. Table II gives a recapitulation of the various indices relating to salaries. The indices for the Community as a whole have been weighted on the basis of numbers corresponding broadly to the numbers of civil servants in each of the countries.

Since there are no harmonized statistical sources to give a valid indication on a comparable basis of the number of civil servants in each of the nine Member States, the SOEC decided to use population statistics and chose as a basis for weighting the total population of each of the member countries.

The weighting applied for the nine Member States is as follows¹:

¹Source: SOEC.

Country	Total Population	
	(%)	('000/1977)
Germany	23.7	61 400
France	20.5	53 084
Italy	21.8	56 462
Netherlands	5.3	13 853
Belgium	3.8	9 830
Luxembourg	0.1	356
United Kingdom	21.6	55 967
Ireland	1.2	3 192
Denmark	2.0	5 089
Total	100.0	259 233

Tables III and IV are summary tables by category.

The indices in Table III allow for the structure of national civil service staff, those in Table IV for the structure of Community staff.

Table I - Consumer price index trends in the Member States
End June 1977 to end June 1978

Period	Germany		France		Italy		Netherlands		Belgium		Luxembourg		United Kingdom		Ireland		Denmark	
	1970 = 100	1970 = 100	1970 = 100	1970 = 100	1976 = 100	1976 = 100	1969 = 100	1969 = 100	1971 = 100	1971 = 100	1965 = 100	1965 = 100	15.1. 1974 = 100	15.1. 1974 = 100	Nov. 1968 = 100	Nov. 1968 = 100	1964 = 100	1964 = 100
June 1977	147.2	182.5	118.0	182.7	167.71	100.0	183.6	100.0	285.7 (a)	100.0	271.8	100.0	271.8	271.8	271.8	271.8	271.8	271.8
July 1977	147.0	184.1	118.9	182.4	-	100.0	183.8	100.0	-	100.0	273.6	100.0	273.6	273.6	273.6	273.6	273.6	273.6
June-July 1977	147.1	183.3	118.5	182.6	-	100.0	183.7	100.0	-	100.0	272.7	100.0	272.7	272.7	272.7	272.7	272.7	272.7
June 1978	150.8	198.9	132.4	188.4	173.96	103.7	197.2	106.1	303.2 (a)	300.3	300.3	300.3	300.3	300.3	300.3	300.3	300.3	300.3
July 1978	150.8	201.3	133.4	189.8	-	-	198.1	-	-	102.4	301.1	198.1	301.1	301.1	301.1	301.1	301.1	301.1
June-July 1978	150.8	200.1	132.9	189.1	-	103.6	197.7	107.6	-	-	300.7	197.7	300.7	300.7	300.7	300.7	300.7	300.7

(a) Half of May.

Table II - Trends in civil service salaries in the Member States
End June 1977 to end June 1978

	Nominal indices		Real indices	
	Gross	Net	Gross	Net
Germany	104.4	105.6	101.8	102.9
France	111.4	111.0	102.0	101.7
Italy	111.1	109.7	99.0	97.8
Netherlands	107.3	107.0	103.6	103.3
Belgium	104.9	104.6	101.2	100.9
Luxembourg	102.5	103.8	100.1	101.4
United Kingdom	109.5	116.3	101.8	108.1
Ireland	112.3	114.7	105.8	108.1
Denmark	105.6	105.8	95.7	95.9
COMMUNITY	108.7	110.1	101.2	102.5

**Table III -- Trend of real civil service salaries in the Member States
for Categories A, B, C and D
End June 1977 to end June 1978**

Countries	Weight- ing in %	Categories												Total ⁽¹⁾
		A		B		C		D						
		Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	
Germany	23.7	102.0	102.9	101.5	102.7	101.7	103.2	101.8	103.6	101.8	103.6	101.8	102.9	
France	20.5	102.1	101.6	101.2	100.9	102.6	102.3	104.4	104.1	102.0	104.1	102.0	101.7	
Italy	21.8	96.6	95.7	98.6	97.4	100.0	98.6	101.3	99.6	99.0	99.6	99.0	97.8	
Netherlands	5.3	103.6	103.2	103.6	103.2	103.7	103.4	-	-	103.6	-	103.6	103.3	
Belgium	3.8	100.8	99.9	101.1	100.8	101.3	101.4	101.4	101.5	101.2	101.5	101.2	100.9	
Luxembourg	0.1	100.1	101.7	100.1	101.4	100.1	101.3	100.1	101.1	100.1	101.1	100.1	101.4	
United Kingdom	21.6	102.0	107.8	101.8	108.0	101.8	108.2	101.9	108.7	101.8	108.7	101.8	108.1	
Ireland	1.2	104.7	105.5	105.2	107.4	106.3	108.6	106.0	108.5	105.8	108.5	105.8	108.1	
Denmark	2.0	93.7	94.6	96.2	96.1	97.7	97.1	98.7	97.6	95.7	97.6	95.7	95.9	
COMMUNITY	100.0	100.8	101.9	100.9	102.2	101.6	103.0	102.2	103.8	101.2	103.8	101.2	102.5	

⁽¹⁾Weighting: national civil service staff.

Table IV - Trend of real civil service salaries in the Member States for Categories A, B, C and D
End June 1977 to end June 1978

Countries	Weighting in %	Categories												Total (1)	
		A		B		C		D							
		Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Germany	23.7	102.0	102.9	101.5	102.7	101.7	103.2	101.8	103.6	101.8	103.6	101.8	103.0	101.8	103.0
France	20.5	102.1	101.6	101.2	100.9	102.6	102.3	104.4	104.1	102.1	104.1	102.1	101.7	102.1	101.7
Italy	21.8	96.6	95.7	98.6	97.4	100.0	98.6	101.3	99.6	98.2	99.6	98.2	97.1	98.2	97.1
Netherlands	5.3	103.6	103.2	103.6	103.2	103.7	103.4	-	-	103.6	-	103.6	103.3	103.6	103.3
Belgium	3.8	100.8	99.9	101.1	100.8	101.3	101.4	101.4	101.5	101.0	101.5	101.0	100.5	101.0	100.5
Luxembourg	0.1	100.1	101.7	100.1	101.4	100.1	101.3	100.1	101.1	100.1	101.1	100.1	101.5	100.1	101.5
United Kingdom	21.6	102.0	107.8	101.8	108.0	101.8	108.2	101.9	108.7	102.0	108.7	102.0	108.0	102.0	108.0
Ireland	1.2	104.7	105.5	105.2	107.4	106.3	108.6	106.0	108.5	105.2	108.5	105.2	106.7	105.2	106.7
Denmark	2.0	93.7	94.6	96.2	96.1	97.7	97.1	98.7	97.6	95.4	97.6	95.4	95.7	95.4	95.7
COMMUNITY	100.0	100.8	101.9	100.9	102.2	101.6	103.0	102.2	103.8	101.1	103.8	101.1	102.4	101.1	102.4

(1) Weighting: Community staff.

GERMANY

TABLE 1

Total emoluments of a Federal civil servant in a senior Federal department

Country: Germany

in DM/month

(1 July 1976 - 30 June 1977)

Career group	Pay group	Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade
Senior (A)	A 9	9 364,-			5 405,-			9 667,-			6 500,-		
	A 6	7 977,-			4 780,-			8 280,-			5 785,-		
	A 3	6 703,-			4 125,-			7 006,-			5 106,-		
	A 16	3 860,-	4 788,-	6 131,-	2 734,-	3 217,-	3 915,-	4 267,-	5 196,-	6 434,-	4 076,-	4 792,-	
	A 15	3 304,-	4 273,-	5 385,-	2 434,-	2 950,-	3 550,-	3 878,-	4 681,-	5 751,-	3 762,-	4 401,-	
A 13	3 243,-	3 693,-	4 455,-	2 401,-	2 645,-	3 047,-	3 726,-	4 101,-	4 759,-	3 143,-	3 592,-	3 811,-	
Higher intermediate (B)	A 13	3 130,-	3 693,-	4 455,-	2 338,-	2 645,-	3 047,-	3 538,-	4 101,-	4 758,-	3 017,-	3 392,-	3 811,-
	A 11	2 675,-	3 112,-	3 623,-	2 076,-	2 328,-	2 607,-	3 082,-	3 520,-	4 030,-	2 667,-	3 005,-	3 346,-
	A 9	2 259,-	2 477,-	2 821,-	1 821,-	1 957,-	2 161,-	2 666,-	2 884,-	3 228,-	2 335,-	2 509,-	2 783,-
Intermediate (C)	A 9	2 122,-	2 441,-	2 785,-	1 735,-	1 935,-	2 141,-	2 529,-	2 849,-	3 192,-	2 224,-	2 480,-	2 755,-
	A 7	1 901,-	2 134,-	2 381,-	1 591,-	1 742,-	1 897,-	2 304,-	2 536,-	2 783,-	2 040,-	2 229,-	2 428,-
	A 5	1 757,-	1 834,-	2 018,-	1 489,-	1 543,-	1 668,-	2 159,-	2 234,-	2 420,-	1 923,-	1 983,-	2 136,-
Junior (D)	A 5	1 653,-	1 802,-	1 988,-	1 415,-	1 521,-	1 648,-	2 055,-	2 205,-	2 391,-	1 838,-	1 959,-	2 111,-
	A 3	1 584,-	1 698,-	1 839,-	1 361,-	1 448,-	1 547,-	1 987,-	2 100,-	2 242,-	1 783,-	1 875,-	1 990,-
	A 1	1 476,-	1 583,-	1 690,-	1 279,-	1 360,-	1 442,-	1 878,-	1 985,-	2 093,-	1 694,-	1 781,-	1 868,-

Note: See the observations in our letter of 15 August 1977 - D I 6 - 218 543/70.

TABLE 2
Annex 1
Total emoluments of a Federal civil servant

Country: Germany
In a senior Federal department
(1 July 1977 - 30 June 1978)

Career group	Pay group	Single						Married, 2 children								
		Gross amount			Net amount			Gross amount			Net amount					
		Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade			
Senior (A)	B 9	9 725.-			5 630.-		10 081.-					6 826.-				
	B 6	8 281.-			4 980.-		8 626.-					6 080.-				
	B 3	6 953.-			4 331.-		7 309.-					5 376.-				
	A 16	4 013.-	4 985.-	6 355.-	2 869.-	3 374.-	4 085.-	4 444.-	5 415.-	6 710.-	3 699.-	4 303.-	5 049.-	4 649.-		
	A 15	3 612.-	4 452.-	5 646.-	2 656.-	3 099.-	3 738.-	4 042.-	4 882.-	6 002.-	3 436.-	3 978.-	4 649.-	4 027.-		
A 13	3 452.-	3 845.-	4 607.-	2 569.-	2 782.-	3 180.-	3 883.-	4 276.-	4 953.-	3 328.-	3 590.-	4 027.-				
Higher Intermediate (B)	A 13	3 256.-	3 845.-	4 607.-	2 460.-	2 782.-	3 180.-	3 686.-	4 276.-	4 953.-	3 189.-	3 590.-	4 027.-			
	A 11	2 780.-	3 237.-	3 771.-	2 186.-	2 450.-	2 741.-	3 210.-	3 668.-	4 202.-	2 817.-	3 177.-	3 542.-			
	A 9	2 351.-	2 579.-	2 939.-	1 924.-	2 066.-	2 279.-	2 701.-	3 010.-	3 370.-	2 474.-	2 658.-	2 945.-			
Intermediate (C)	A 9	2 210.-	2 544.-	2 903.-	1 835.-	2 044.-	2 258.-	2 610.-	2 974.-	3 334.-	2 362.-	2 629.-	2 917.-			
	A 7	1 979.-	2 222.-	2 480.-	1 683.-	1 843.-	2 004.-	2 406.-	2 647.-	2 906.-	2 170.-	2 367.-	2 574.-			
	A 5	1 831.-	1 909.-	2 104.-	1 578.-	1 633.-	1 766.-	2 237.-	2 335.-	2 530.-	2 047.-	2 111.-	2 271.-			
Junior (D)	A 5	1 724.-	1 880.-	2 075.-	1 498.-	1 613.-	1 747.-	2 149.-	2 305.-	2 500.-	1 959.-	2 088.-	2 246.-			
	A 3	1 652.-	1 771.-	1 919.-	1 441.-	1 535.-	1 610.-	2 078.-	2 196.-	2 344.-	1 901.-	1 997.-	2 119.-			
	A 1	1 539.-	1 651.-	1 763.-	1 350.-	1 410.-	1 530.-	1 964.-	2 076.-	2 188.-	1 807.-	1 899.-	1 990.-			

Note: In pay groups A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade. In pay groups A 1 to A 5, the fifth incremental step was regarded as the middle grade. In the remaining pay groups, the seventh incremental step was regarded as the middle grade. The salaries in pay groups B 3, B 6 and B 9 do not vary.

Civil Service posts in the senior Federal departments
under the 1978 Federal budget (prescribed figures)

Germany

Annex 2

Career group senior (A)	Number	Career group higher intermediate (B)	Number	Career group Intermediate (C)	Number	Career group junior (D)	Number
Pay group B 11	27	Pay group A 13	2331	Pay group A 9	776	Pay group A 5	514
B 10	4	A 12	828	A 8	484	A 4	361
B 9	104	A 11	416	A 7	335	A 3/4	-
B 8	-	A 10	173	A 6	171	A 3	-
B 7	1	A 9	39	A 5	27	A 2/3	425
B 6	223					A 1/2	-
B 5	2						
B 4	-						
B 3	930						
B 2	-						
B 1	-						
A 16	382						
A 15	1768						
A 14	1001						
A 13	238						
Total	4680		3787		1793		1300

Overall total: 11560

Notes on the calculation of the emoluments of a Federal civil servant in a senior Federal department | July 1977 - 30 June 1978

1. Total salary comprises the following:

- (a) Basic salary
- (b) General supplement
- (c) Regional supplement, first level for single people, second level for single people over forty, fourth level for married people with two children
- (d) Supplement for working in a senior Federal department
- (e) The annual special payment (Christmas bonus) equal to one-twelfth of the total of (a) to (d), where applicable further raised by the proportionate supplement for children (DM 8.33)
- (f) One-twelfth of the annual holiday allowance of DM 150 = DM 12.50.

The special children's allowance of DM 50 for each child was discontinued as from 1 January 1975. Under a general legal regulation, a tax-free allowance is now paid as a welfare payment for all children, whether or not a parent is employed in the public service. This is DM 50 for the first child, and DM 80 for the second child. To keep the tables comparable with previous tables, the figure of DM 80 for the second child. To keep the tables comparable with previous tables, the figure of DM 130 has been added to all figures for married civil servants with two children.

2. Salary liable to tax has been calculated by deducting DM 33.33 (one-twelfth of the tax-free allowance of DM 400 given in December each year) and, where applicable, the children's allowance of DM 130 from gross salary. Tax applicable on 1 January 1978 was then subtracted to determine net salary. In the case of single people tax bracket I (or II for final steps A 15, A 16, B 6 and B 9) was taken as the basis; in the case of married people, tax bracket III (two children) was taken. Tax allowances generally granted (e.g. employees' allowance, overall allowance for professional expenses, overall allowance for special expenditure, overall savings allowance) have been taken into account in deducting tax. Church tax has not been deducted.

3. Both gross and net figures have been rounded up or down to the nearest IM.

4. Capital formation payments under the employees' savings scheme, and the employees' savings supplement, have been excluded. These payments are subject to application, the amount and the time over which they are to be paid being subject to variation. Certain conditions must also be satisfied. Similarly, health insurance contributions have not been deducted.

Table 3
 NOMINAL INDEX NUMBERS
 Civil servants' salaries - Index number at 30 June 1978
 (30 June 1977 = 100)

GERMANY

CAT.	GRADES	Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	B 9	103.9	-	-	104.2	-	-	104.3	-	-	105.0	-	-
	B 6	103.8	-	-	104.2	-	-	104.3	-	-	105.1	-	-
	B 3	103.7	-	-	105.0	-	-	104.3	-	-	105.3	-	-
	A 16	104.0	104.1	103.7	104.9	104.9	104.3	104.2	104.2	104.3	105.7	105.6	105.4
	A 15	109.3	104.2	104.9	109.1	105.1	105.3	104.2	104.3	104.4	105.9	105.7	105.6
	A 13	106.4	104.1	103.4	107.0	105.2	104.4	104.2	104.3	104.3	105.9	105.8	105.7
B	A 13	104.0	104.1	103.4	105.2	105.2	104.4	104.2	104.3	104.3	105.7	105.8	105.7
	A 11	103.9	104.0	104.1	105.3	105.2	105.1	104.2	104.2	104.3	105.6	105.7	105.9
	A 9	104.1	104.1	104.2	105.7	105.6	105.5	104.3	104.4	104.4	106.0	105.9	105.8
C	A 9	104.2	104.2	104.2	105.8	105.6	105.5	104.4	104.4	104.5	106.2	106.0	105.9
	A 7	104.1	104.1	104.2	105.8	105.8	105.6	104.4	104.4	104.4	106.4	106.2	106.0
	A 5	104.2	104.1	104.3	106.0	105.8	105.9	104.5	104.5	104.6	106.5	106.5	106.3
D	A 5	104.3	104.3	104.4	105.9	106.1	106.0	104.6	104.5	104.6	106.6	106.6	106.4
	A 3	104.3	104.3	104.4	105.9	106.0	106.0	104.6	104.6	104.6	106.6	106.5	106.5
	A 1	104.3	104.3	104.3	105.6	105.9	106.1	104.6	104.6	104.5	106.7	106.6	106.5

Table 4

REAL INDEX NUMBERS

Civil servants' salaries - Index numbers at 30 June 1978
(30 June 1977 = 100)

GERMANY

CAT.	GRANDES	Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	B 9	101,3	-	-	101,6	-	-	101,7	-	-	102,3	-	-
	B 6	101,2	-	-	101,6	-	-	101,7	-	-	102,4	-	-
	B 3	101,1	-	-	102,3	-	-	101,7	-	-	102,6	-	-
	A 16	101,4	101,5	101,1	102,2	102,2	101,6	101,6	101,6	101,7	103,0	102,9	102,7
	A 15	106,5	101,6	102,2	106,3	102,4	101,6	101,7	101,7	103,2	103,0	103,0	102,9
	A 13	103,7	101,5	100,8	104,3	102,5	101,8	101,6	101,7	101,7	103,2	103,1	103,0
B	A 13	101,4	101,5	100,8	102,5	102,5	101,8	101,6	101,7	101,7	103,0	103,1	103,0
	A 11	101,3	101,4	101,5	102,6	102,5	102,4	101,6	101,6	101,7	102,9	103,0	103,2
	A 9	101,5	101,5	101,6	103,0	102,9	102,8	101,7	101,8	101,8	103,3	103,2	103,1
C	A 9	101,6	101,6	101,6	103,1	102,9	102,8	101,8	101,8	101,9	103,5	103,3	103,2
	A 7	101,5	101,5	101,6	103,1	103,1	102,9	101,8	101,8	101,8	103,7	103,5	103,3
	A 5	101,6	101,5	101,7	103,3	103,1	103,2	101,9	101,9	102,0	103,8	103,8	103,6
D	A 5	101,7	101,7	101,8	103,2	103,4	103,3	102,0	101,9	102,0	103,9	103,9	103,7
	A 3	101,7	101,7	101,8	103,2	103,3	103,3	102,0	102,0	102,0	103,9	103,8	103,8
	A 1	101,7	101,7	101,7	102,9	103,2	103,4	102,0	102,0	101,9	104,0	103,9	103,8

Table 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by categories - Index number at 30 June 1978

GERMANY

Category	Single		Married, 2 children		Total civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	102.3	103.0	101.7	102.9	102.0	102.9
B	101.3	102.2	101.7	103.0	101.5	102.7
C	101.6	103.0	101.8	103.4	101.7	103.2
D	101.8	103.3	101.9	103.8	101.8	103.6
Total: national weighting	101.8	102.7	101.7	103.1	101.8	102.9
Total: Community weighting	101.9	102.8	101.7	103.1	101.8	103.0

FRANCE

Table 1

FRANCE

ANNEX I

Overall remuneration before tax of civil servants at 1 July 1977
(FF/month)

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A						
University education	3 497 (3)	5 822 (4)	13 281 (5)	3 899(3)	6 292 (4)	13 758 (5)
	3 138 (6)	4 544 (7)	6 961 (8)	3 529(6)	4 977 (7)	7 452 (8)
B						
Secondary education	2 429 (9)	3 187(10)	4 307 (11)	2 807(9)	3 579(10)	4 732 (11)
C						
Vocational training	2 140 (12)	2 543(13)	2 887 (14)	2 518(12)	2 921(13)	3 270 (14)
			3 100 (15)			3 490 (15)
D						
Primary education	1 894 (16)	1 956(17)	2 341 (18)	2 273(16)	2 334(17)	2 720 (18)
			2 517 (15)			2 895 (15)

- (1) Basic salary + Paris residence allowance (9.50%).
 (2) Basic salary + residence allowance + family income supplement + family allowances including compensatory allowance + single income supplement (for two children under ten years of age).
 Note that two adjustments dating from 1 August 1976 and 1 July 1977 have been included.

- (3) Civilian administrator, scale 2, 1st incremental step.
 (4) Civilian administrator, scale 2, last incremental step.
 (5) Director outside scale E, 2nd level.
 (6) Administrative attaché, scale 2, 1st incremental step.
 (7) Administrative attaché, scale 1, 1st incremental step.
 (8) Principal administrative attaché, last incremental step.
 (9) Administrative secretary, 1st incremental step.
 (10) Administrative secretary, 8th incremental step.
 (11) Section head, last incremental step.
 (12) Shorthand-typist, 1st incremental step.
 (13) Shorthand-typist, 7th incremental step.
 (14) Secretary/shorthand-typist, administrative assistant, last incremental step.
 (15) Upgrading available to no more than 25% of staff at this level.
 (16) Service officer after six months' service (guaranteed minimum).
 (17) Service officer, last incremental step.
 (18) Clerical officer, last incremental step.

NB: As in the past, a productivity bonus is added to the remunerations; the total appropriation is 5% of the average salary for each grade.

Table 1a

FRANCE

ANNEX II

Net remuneration after tax of civil servants
at 1 July 1977 (FF/month)

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	3 042 (3)	4 703 (4)	9 499 (5)	3 785 (3)	5 869 (4)	11 568 (5)
	2 774 (6)	3 792 (7)	5 484 (8)	3 455 (6)	4 744 (7)	6 813 (8)
B Secondary education	2 216 (9)	2 811 (10)	3 622 (11)	2 796 (9)	3 500 (10)	4 528 (11)
C Vocational training	1 979 (12)	2 309 (13)	2 579 (14)	2 518 (12)	2 902 (13)	3 223 (14)
			2 747 (15)			3 420 (15)
D Primary education	1 771 (16)	1 825 (17)	2 142 (18)	2 273 (16)	2 334 (17)	2 716 (18)
			2 287 (15)			2 878 (15)

(1) Basic salary + residence allowance.

(2) Basic salary + residence allowance + family income supplement (family allowances not taxable).

(3) To (18) see Annex I.

ANNEX I

Overall remuneration before tax of civil servants at 1 July 1978 (FF/month)

	Single ¹			Married, 2 children ²		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	: 3.692 ³	: 6 575 ⁴	: 14 598 ⁵	: 4 322 ³	: 7.085 ⁴	: 15.212 ⁵
	: 3.549 ⁶	: 5 150 ⁷	: 7 835 ⁸	: 3 969 ⁶	: 5.437 ⁷	: 8 349 ⁸
B Secondary education	: 2.688 ⁹	: 3 527 ¹⁰	: 4 766 ¹¹	: 3 092 ⁹	: 3 946 ¹⁰	: 5.225 ¹¹
C Vocational training	: 2.349 ¹²	: 2.814 ¹³	: 3 195 ¹⁴	: 2 753 ¹²	: 3 518 ¹³	: 3.604 ¹⁴
	:	:	: 3 431 ¹⁵	:	:	: 3.847 ¹⁵
D Primary education	: 2 172 ¹⁶	: 2 339 ¹⁷	: 2 591 ¹⁸	: 2 575 ¹⁶	: 2 743 ¹⁷	: 2 995 ¹⁸
	:	:	: 2 785 ¹⁵	:	:	: 3 189 ¹⁵

¹ Basic salary + Paris residence allowance (9.50%).

² Basic salary + residence allowance + family income supplement + family allowance including compensatory allowance + single income supplement (for two children under ten years of age).

Note that two adjustments dating from 1 January 1978 and 1 July 1978 have been included.

³ Civilian administrator, scale 2, 1st incremental step.

⁴ Civilian administrator, scale 2, last incremental step.

⁵ Director outside scale E, 2nd level.

⁶ Administrative attaché, scale 2, 1st incremental step.

⁷ Administrative attaché, scale 2, last incremental step.

⁸ Principal administrative attaché, last incremental step.

⁹ Administrative secretary, 1st incremental step.

¹⁰ Administrative secretary, 8th incremental step.

¹¹ Section head, last incremental step.

¹² Shorthand-typist, 1st incremental step.

¹³ Shorthand-typist, 7th incremental step.

¹⁴ Secretary/shorthand-typist, administrative assistant, last incremental step.

¹⁵ Upgrading available to no more than 25% of staff at this level.

¹⁶ Service officer, grade I, after six months' service (guaranteed minimum) including special allowance.

¹⁷ Service officer, grade II, 4th incremental step.

¹⁸ Clerical officer, last incremental step.

NB: As in the past, a productivity bonus is added to these remunerations; the total appropriation is 5% of the average salary for each grade.

ANNEX II

Net remuneration after tax of civil servants
at 1 July 1978 (FF/month)

	Single ¹			Married, 2 children ²		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	3 359 ³	5 278 ⁴	10 375 ⁵	4 185 ³	6 576 ⁴	12 700 ⁵
	3 115 ⁶	4 266 ⁷	6 136 ⁸	3 870 ⁶	5 177 ⁷	7 613 ⁸
B Secondary education	2 449 ⁹	3 093 ¹⁰	3 992 ¹¹	3 076 ⁹	3 850 ¹⁰	4 991 ¹¹
C Vocational training	2 167 ¹²	2 545 ¹³	2 843 ¹⁴	2 753 ¹²	3 459 ¹³	3 545 ¹⁴
			3 025 ¹⁵			3 762 ¹⁵
D Primary education	2 021 ¹⁶	2 157 ¹⁷	2 365 ¹⁸	2 575 ¹⁶	2 743 ¹⁷	2 935 ¹⁸
			2 523 ¹⁵			3 166 ¹⁵

¹ Basic salary + residence allowance.

² Basic salary + residence allowance + family income supplement (family allowances not taxable).

³ To (18) see Annex I.

* Generally, not taxed.

NOTE

Review of the level of remuneration of officials of the European Communities.

Enclosures: 2

In connection with the annual review of the salaries of Community officials, the French Government has pleasure in enclosing two tables showing gross and net (tax deducted) remuneration of French civil servants (single and married with two children) at 1 July 1978.

To keep these statistics comparable with those supplied previously, gross monthly remuneration has been calculated after deduction of pension (6%) and social security contributions.

If the national percentage distribution per category is applied, total central administration staff breaks down as follows.

Category A - 20%	8 000
Category B - 38%	15 200
Category C - 32%	12 800
Category D - 10%	4 000
	<hr/>
	40 000 officials
	<hr/>

Table 3

NOMINAL INDEX NUMBERS

Civil servants' salaries

Index numbers at 1 July 1978

(1 July 1977 = 100)

FRANCE

Cat.	Scale	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	average	Max.	Min.	average	Max.	Min.	average	Max.	Min.	average	Max.
A	University éducation	111.3	112.9	109.9	110.7	112.2	109.2	110.9	112.6	110.6	112.1	109.8	
		113.1	113.3	112.6	112.3	112.5	111.9	112.5	109.2	112.2	112.0	109.1	111.7
B	Secondary education	110.7	110.7	110.7	110.3	110.2	110.2	110.2	110.3	110.4	110.0	110.2	
		109.8	110.7	110.7	109.5	110.2	110.2	109.3	120.4	110.2	109.3	119.5	110.0
C	Vocational training	114.7	119.6	110.7	114.1	118.2	110.4	113.3	117.5	110.1	113.3	109.9	
		114.7	119.6	110.7	114.1	118.2	110.4	113.3	117.5	110.2	113.3	110.0	
D	Primary education	114.7	119.6	110.7	114.1	118.2	110.4	113.3	117.5	110.1	113.3	109.9	
		114.7	119.6	110.7	114.1	118.2	110.4	113.3	117.5	110.2	113.3	110.0	

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Table 4

REAL INDEX NUMBERS

Civil servants' salaries

Index numbers at 1 July 1978

(1 July 1977 = 100)

FRANCE

cat.	Scale	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	average	Max.	Min.	average	Max.	Min.	average	Max.	Min.	average	Max.
A	University education	101.9	103.4	100.6	101.4	102.8	100.0	101.6	103.1	101.3	101.3	102.7	100.6
		103.6	103.8	103.1	102.8	103.0	102.5	103.0	100.0	102.8	102.6	99.9	102.3
B	Secondary education	101.4	101.4	101.4	101.0	100.9	100.9	100.9	101.0	101.1	100.7	100.7	100.9
C	Vocational training	100.6	101.4	101.4	100.3	100.9	100.9	100.1	110.3	100.9	100.1	109.4	100.7
				101.4		100.9	100.9			100.9			100.7
D	Primary education	105.0	109.5	101.4	104.5	108.3	101.1	103.8	107.6	100.8	103.8	107.6	100.6
				101.4		101.0	101.0			100.9			100.7

Table 5 (summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by category

Index numbers at 1 July 1978

FRANCE

Category	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	102.3	101.7	101.8	101.4	102.1	101.6
B	101.4	100.9	101.0	100.8	101.2	100.9
C	101.1	100.7	103.9	103.5	102.6	102.3
D	105.0	104.4	103.9	103.9	104.4	104.1
Total: National weighting	101.8	101.4	102.1	101.8	102.0	101.7
Total: Community weighting	101.9	101.5	102.2	101.8	102.1	101.7

ITALY

SINGLE

Table 1

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts
at 30 June 1977

Career and grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special allowance	(d) 13th month allowance	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Gross total	(j) Social security contributions	(k) Net total after deduction of social security contributions	(l) Income tax	(m) Net total
Administrative:														
Gen. Director	-	830.000	-	102.884	70.933	5.745	-	45.000	3.750	1.079.212	93.563	985.649	177.337	808.292
Senior Director	-	416.666	241.657	102.884	54.961	6.745	-	45.000	3.750	871.373	73.254	798.319	125.210	673.109
Principal Director	-	296.667	136.667	102.884	36.111	6.745	-	45.000	3.750	627.824	50.959	576.855	70.440	506.415
Dep. Director of Division	337	237.037	-	102.884	19.753	5.745	87.962	45.000	3.750	503.131	39.708	463.423	44.472	418.951
Director of	397	188.037	-	102.884	15.663	5.745	82.735	45.000	3.750	444.891	34.293	410.588	34.760	375.828
Section Adviser	190	116.375	-	102.884	9.698	6.745	65.758	45.000	3.750	351.410	25.521	325.789	21.380	304.409
Advisory:														
Chief Secretary	370	226.525	-	102.884	13.893	6.745	103.333	45.000	3.750	507.222	40.056	467.165	45.230	421.936
Principal Secretary	255	156.187	-	102.884	13.915	6.745	68.912	45.000	3.750	396.393	29.805	366.588	27.720	338.868
Secretary	150	98.000	-	102.884	9.157	6.745	64.500	45.000	3.750	329.046	23.544	305.502	18.760	286.722
Clerical:														
Senior Assistant	245	150.062	-	102.884	12.505	6.745	83.271	45.000	3.750	404.317	30.504	373.713	28.840	344.873
Principal Assistant	183	112.037	-	102.884	9.340	6.745	62.912	45.000	3.750	342.713	24.819	317.899	20.340	297.559
Assistant	120	73.500	-	102.884	6.125	6.745	43.157	45.000	3.750	281.171	19.130	262.041	13.060	248.981
Auxiliary:														
Chief Clerk	143	97.587	-	102.884	7.298	6.745	62.412	55.000	3.750	315.575	22.500	293.376	17.050	276.286
Clerk	100	61.250	-	102.884	5.104	6.745	42.917	45.000	3.750	257.559	17.871	249.779	11.500	238.279

Table 1/e
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with step increments of certain civilian civil service posts
 at 30 June 1977

SINGLE

Career and Grade	Weighting	Periodic increments	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month allowance	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Gross Total	(j) Social Security contributions	(m) Net total after deduction of social security contributions	(n) Income tax	(o) Net total
Administrative:															
General Director	245	2	892.500	-	102.884	74.375	6.745	-	45.000	3.750	1.125.254	97.892	1.027.402	189.247	838.155
Senior Director	213	4	499.333	265.833	102.884	60.347	6.745	-	45.000	3.750	942.992	79.900	863.092	142.760	720.332
Principal Director	163	3	372.667	146.917	102.884	43.298	6.745	-	45.000	3.750	721.261	99.631	661.630	50.250	611.380
Dep. Director of Division	133	1	285.554	-	102.884	23.604	6.745	112.129	45.000	3.750	579.366	46.814	533.192	60.760	472.392
Director of Section	103	2	197.439	-	102.884	16.453	6.745	82.736	45.000	3.750	455.267	35.242	419.825	36.300	383.525
Adviser	73	1	161.345	-	102.884	12.142	6.745	67.597	45.000	3.750	400.759	25.215	375.544	29.160	346.384
Advisory:															
Chief Secretary	270	5	554.953	-	102.394	21.246	6.745	103.333	45.000	3.750	537.911	42.915	494.996	50.550	444.446
Principal Secretary	227	5	504.551	-	102.951	17.054	6.745	89.981	45.000	3.750	469.005	36.327	432.678	38.580	394.098
Secretary	186	2	140.201	-	102.981	11.683	6.745	66.475	45.000	3.750	376.730	27.981	348.757	24.940	323.817
Clerical:															
Senior Assistant	163	5	169.820	-	102.584	14.368	6.745	83.271	45.000	3.750	424.530	32.397	392.141	31.720	360.421
Principal Assistant	133	5	146.770	-	102.354	12.231	6.745	69.937	45.000	3.750	386.917	28.922	357.995	26.280	331.715
Assistant	103	3	107.325	-	102.884	8.944	6.745	58.495	45.000	3.750	333.143	23.937	309.206	19.170	290.036
Auxiliary:															
Chief Clerk	165	7	118.748	-	102.884	9.895	6.745	78.104	45.000	3.750	365.126	26.373	338.753	23.080	315.673
Clerk	133	3	87.572	-	102.884	7.197	6.745	51.871	45.000	3.750	305.119	21.340	283.779	15.920	267.859

Table 1/b

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts at 30 June 1977

MARRIED, 2 CHILDREN

Carer and Grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 112/77 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Family allowance	(j) Gross Total	(k) Social Security contributions	(l) Net total after deduction of social security contributions	(m) Income tax	(n) Net total
Administratives:															
General Director	-	530.030	-	102.884	70.833	6.745	-	45.000	3.750	29.640	1.108.532	94.007	1.214.845	172.917	841.928
Senior Director	-	416.866	241.657	102.884	51.561	6.745	-	45.000	3.750	29.640	901.213	73.698	827.515	120.760	706.755
Principal Director	-	396.657	136.657	102.884	36.111	6.745	-	45.000	3.750	29.640	657.464	51.412	606.052	65.020	541.032
Dep. Director of Division	387	237.037	-	102.884	19.753	6.745	87.952	45.000	3.750	29.640	532.771	40.152	492.619	38.520	453.759
Director of Section	307	165.037	-	102.884	15.669	6.745	82.796	45.000	3.750	29.640	474.521	34.737	439.784	28.750	411.034
Adviser	190	116.375	-	102.884	9.698	6.745	66.958	45.000	3.750	29.640	381.050	26.065	354.985	14.200	340.085
Advisory:															
Chief Secretary	370	226.325	-	102.884	13.885	6.745	103.333	45.000	3.750	29.640	536.862	40.900	496.162	39.580	456.782
Principal Secretary	255	156.157	-	102.884	13.015	6.745	68.912	45.000	3.750	29.640	425.733	30.249	395.794	21.460	374.324
Secretary	180	98.300	-	102.884	9.157	6.745	64.500	45.000	3.750	29.640	356.686	29.988	334.698	12.100	322.598
Clerical:															
Senior Assistant	245	150.062	-	102.884	12.505	6.745	83.271	45.000	3.750	29.640	433.837	30.948	402.909	22.580	380.329
Principal Assistant	183	112.087	-	102.884	9.340	6.745	62.912	45.000	3.750	29.640	372.338	25.263	347.095	13.660	333.435
Assistant	120	71.500	-	102.884	6.125	6.745	43.167	45.000	3.750	29.640	310.911	19.574	291.237	6.510	284.727
Auxiliary:															
Chief Clerk	143	87.287	-	102.884	7.298	6.745	62.412	45.000	3.750	29.640	345.316	22.744	322.572	10.540	312.032
Clerk	100	61.250	-	102.884	5.104	6.745	42.917	45.000	3.750	29.640	297.230	18.315	278.915	4.820	274.155

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MARRIED, 2 CHILDREN

Table 1/c
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with step increments of certain civilian
 civil service posts at 30 June 1977

Career and Grade	Weighting	Periodic increments	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(m)	(n)	(o)	(p)		
			Basic salary	Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable allowance equalizing	Application of Presidential Decree No 268/76 and Law No 112/77	13th month from Law No 112/77	Family allowance	Gross Total	Social Security contributions	Net total after deduction of social security contributions	Income tax	Net total	
Administrative:																	
General Director	2		592.500	-	102.884	74.375	6.745	-	45.000	3.750	29.640	1.154.894	96.296	1.055.598	185.097	871.501	
Senior Director	4		458.333	285.933	102.884	60.347	6.745	-	45.000	3.750	29.640	972.532	80.244	892.288	138.310	753.978	
Principal Director	3		372.657	115.217	102.884	43.258	6.745	-	45.000	3.750	29.640	750.201	60.075	690.126	85.250	605.876	
Dep. Director of Division	453		283.554	-	102.884	23.204	6.745	112.129	45.000	3.750	29.640	609.606	47.258	562.348	55.560	506.788	
Director of	307		197.439	-	102.884	16.153	6.745	83.796	45.000	3.750	29.640	484.707	35.586	449.121	30.160	418.961	
Section Adviser	237		151.348	-	102.884	13.445	6.745	57.237	45.000	3.750	29.640	430.399	25.359	404.740	22.900	381.840	
Advisory:																	
Chief Secretary	370		254.953	-	102.884	21.748	6.745	103.333	45.000	3.750	29.640	587.951	43.359	544.592	47.200	476.392	
Principal Secretary	297		204.651	-	102.884	17.054	6.745	89.921	45.000	3.750	29.640	498.645	36.971	461.674	32.930	428.744	
Secretary	210		140.201	-	102.884	11.683	6.745	66.475	45.000	3.750	29.640	406.379	28.425	377.953	18.580	359.373	
Clerical:																	
Senior Assistant	245		165.820	-	102.884	14.068	6.745	83.274	45.000	3.750	29.640	454.178	32.841	421.337	25.620	395.717	
Principal Assistant	213		146.770	-	102.884	12.231	6.745	69.937	45.000	3.750	29.640	416.257	29.366	387.891	20.180	367.711	
Assistant	163		107.325	-	102.884	8.944	6.745	59.495	45.000	3.750	29.640	362.753	24.391	338.402	12.620	325.782	
Auxiliary:																	
Chief Clerk	165	7	118.748	-	102.884	9.895	6.745	78.104	45.000	3.750	29.640	324.766	27.317	297.449	16.980	280.469	
Clerk	133	3	87.572	-	102.884	7.297	6.745	51.871	45.000	3.750	29.640	334.759	21.794	312.975	9.240	303.735	

S. MOLE

Table 2
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly starting salaries of certain civilian service posts at 30 June 1978

Career and grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month allowance	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 Law No 155/77	(h) Gross total	(i) Social security contributions	(j) Net total with social security contributions deducted	(m) Income tax	(n) Net total
<u>Administrative</u>													
General Director	-	950.000	-	147.488	70.533	10.049	-	45.000	1.123.370	96.965	1.026.405	198.957	237.448
Senior Director	-	416.665	211.567	147.488	24.861	10.049	-	45.000	915.731	76.556	839.075	136.280	702.795
Principal Director	-	296.667	135.567	147.488	36.111	10.049	-	45.000	671.981	54.370	617.611	75.540	537.971
Deputy Director of Division	397	237.037	-	147.488	19.753	10.049	87.962	45.000	547.289	43.111	504.178	54.350	449.798
Director of Section	307	188.037	-	147.488	15.659	10.049	92.796	45.000	489.039	37.696	451.343	44.000	407.343
Adviser	190	116.375	-	147.488	9.698	10.049	66.958	45.000	395.568	29.024	366.544	29.720	336.824
<u>Advisory</u>													
Chief Secretary	370	226.625	-	147.168	18.885	10.049	103.333	45.000	551.380	43.459	507.921	55.260	452.661
Principal Secretary	255	156.187	-	147.168	13.015	10.049	68.812	45.000	440.551	33.208	407.343	36.120	371.223
Secretary	160	98.000	-	147.488	8.167	10.049	64.500	45.000	373.204	26.347	346.857	26.360	319.857
<u>Clerical</u>													
Senior Assistant	245	150.062	-	147.168	12.505	10.049	83.271	45.000	448.374	33.906	414.468	37.240	377.228
Principal Assistant	183	112.087	-	147.488	9.340	10.049	62.912	45.000	286.876	28.122	358.654	29.440	330.214
Assistant	120	73.500	-	147.488	6.125	10.049	43.167	45.000	325.329	22.333	302.996	20.390	282.606
<u>Auxiliary</u>													
Chief Clerk	143	67.587	-	117.188	7.298	10.019	62.412	45.000	359.334	25.703	334.631	24.440	309.591
Clerk	100	61.150	-	117.488	5.104	10.049	42.917	15.000	311.908	21.274	290.634	18.830	271.704

Table 2a

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
Monthly salaries with step increments of certain civilian service posts at 30 June 1978

SINGLE

Career and grade	Weighting	Periodic increments	Basic salary	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)(h-i)	(m)	(n)(l-m)
			Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable equalizing allowance	Application of Presidential Decree No 268/76 and Law No 155/77	Gross total	Social security contributions	Net total with social security contributions deducted	Income tax	Net total		
<u>Administrative</u>															
General Director	-	2	892 500	-	147 488	74 375	10 049	45 000	1 169 412	101 255	1 068 157	201 137	867 020		
Senior Director	-	4	458 333	265 833	147 488	60 347	10 049	45 000	987 090	83 203	903 847	153 930	750 717		
Principal Director	-	3	372 567	146 917	147 488	43 298	10 049	45 000	765 419	63 034	702 385	106 250	602 135		
Deputy Director of Division	455	1	285 551	-	147 488	23 804	10 049	45 000	624 124	50 217	573 907	69 780	504 127		
Director of Section	307	2	197 139	-	147 488	16 453	10 049	45 000	499 225	36 545	460 580	46 052	414 528		
Adviser	257	1	161 348	-	147 488	13 445	10 049	45 000	444 917	33 518	411 299	36 750	374 539		
<u>Advisory</u>															
Chief Secretary	370	5	254 953	-	147 488	21 246	10 049	45 000	582 769	46 318	535 751	61 200	474 551		
Principal Secretary	297	5	204 551	-	147 488	17 054	10 049	45 000	513 163	35 930	473 233	48 370	424 863		
Secretary	219	2	140 201	-	147 488	11 683	10 049	45 000	420 896	30 912	389 984	33 400	355 584		
<u>Clerical</u>															
Senior Assistant	245	5	168 320	-	147 488	14 068	10 049	45 000	463 195	35 900	432 795	40 770	392 225		
Principal Assistant	213	5	146 770	-	147 488	12 231	10 049	45 000	431 075	22 325	398 750	34 840	363 210		
Assistant	163	3	107 125	-	147 488	8 944	10 049	45 000	377 301	27 340	345 961	27 000	322 961		
<u>Auxiliary</u>															
Chief Clerk	165	7	118 146	-	147 488	9 895	10 049	45 000	409 384	30 276	379 008	31 640	347 368		
Clerk	133	3	57 572	-	147 488	7 257	10 049	45 000	349 277	24 743	324 534	23 250	301 284		

Table 2b

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
Monthly starting salaries of certain civilian service posts at 30 June 1978

MARRIED, 2 CHILDREN

Career and grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month allowance on 23th month	(e) Special additional allowance on 23th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 155/77	(h) Family allowances	(i) Gross total	(j) Social security contributions	(k) Net total with social security contributions deducted	(l) Net family allowance with social security contributions deducted	(m) Taxable	(n) Income tax	(o) Net total
<u>Administrative</u>																
General Director	370	850 000	-	147 488	70 833	10 049	-	45 000	29 640	1 153 310	97 409	1 055 901	29 196	1 026 405	180 457	875 144
Senior Director	-	416 666	241 667	147 488	54 861	10 049	-	45 000	29 640	945 371	77 100	868 271	29 196	839 075	127 780	740 491
Principal Director	-	296 667	136 667	147 488	36 111	10 049	-	45 000	29 640	701 621	54 814	646 807	29 196	617 611	70 960	575 847
Deputy Director of Division	387	237 037	-	147 488	19 753	10 049	87 963	45 000	29 640	576 929	43 555	533 374	29 196	504 178	45 860	487 494
Director of Section	507	188 537	-	147 488	15 669	10 049	87 796	45 000	29 640	518 679	38 140	480 539	29 196	451 343	35 594	444 849
Adviser	190	116 375	-	147 488	9 698	10 049	66 958	45 000	29 640	425 208	29 668	395 740	29 196	366 544	21 220	374 520
<u>Advisory</u>																
Chief Secretary	370	226 525	-	147 488	18 885	10 049	103 333	45 000	29 640	581 080	43 383	537 697	29 196	507 921	45 760	490 357
Principal Secretary	295	196 187	-	147 488	13 015	10 049	58 812	45 000	29 640	470 191	33 552	436 639	29 196	407 343	27 620	408 975
Secretary	300	98 000	-	147 488	8 167	10 049	61 500	45 000	29 640	402 844	27 391	375 453	29 196	346 257	17 860	357 592
<u>Clerical</u>																
Senior Assistant	245	190 062	-	147 488	12 505	10 049	83 271	45 000	29 640	478 016	34 350	443 664	29 196	414 468	28 740	414 922
Principal Assistant	183	112 087	-	147 488	9 340	10 049	62 912	45 000	29 640	416 516	28 666	387 850	29 196	358 654	19 940	367 994
Assistant	120	73 500	-	147 488	6 125	10 049	43 167	45 000	29 640	354 969	22 377	331 992	29 196	302 796	11 290	310 100
<u>Auxiliary</u>																
Chief Clerk	143	87 587	-	147 488	7 298	10 049	62 612	45 000	29 640	389 474	26 147	363 327	29 196	334 131	15 940	347 438
Clerk	100	61 820	-	147 488	5 140	10 049	42 317	45 000	29 640	341 446	21 718	319 730	29 196	290 534	10 130	309 400

Italian General State Accounting Department

Monthly salaries with step increments of certain civilian service posts as of 30 June 1978

Married, 2 children

Career and Grade	Step increments	Basic salary	Service allowances	Special additional allowances	13th month allowances	Special additional allowances	Social additional allowances on 13th month	Pensionable equalizing allowance	Applications of Presidential Decree No 268/76 and Law No 155/77	Family allowances	Gross total	Social security contributions	Not total with social security contributions deducted	Net family allowance deducted	Net total with social security contributions deducted	Taxable	Income tax	Net total	
																			(a)
Administrative																			
General Director	2	698,500	-	147,458	74,373	89,049	-	-	45,000	29,840	1,995,952	101,699	1,797,353	29,196	1,768,157	192,537	524,745	524,745	
Senior Director	4	498,333	269,833	147,485	60,317	10,019	-	-	45,000	89,640	1,016,390	83,617	933,043	29,196	903,847	145,332	782,749	782,749	
Principal Director	3	382,869	448,917	147,485	43,290	10,019	-	-	45,000	29,810	795,059	63,478	731,581	29,196	702,385	91,790	610,595	610,595	
Deputy Director of Division	095	225,554	-	147,488	21,204	10,019	112,199	-	45,000	29,510	653,764	20,661	603,103	29,196	573,907	61,899	512,008	512,008	
Director of Section	307	197,459	-	147,488	16,153	10,019	82,796	-	45,000	29,610	526,665	36,629	489,778	29,196	460,582	37,290	423,292	423,292	
Adviser	257	161,318	-	147,485	13,445	10,019	67,597	-	45,000	29,610	474,357	34,032	440,325	29,196	411,129	32,942	378,187	378,187	
Advisory																			
Chief Secretary	370	251,953	-	147,483	21,216	10,019	103,333	-	45,000	29,410	611,709	46,762	564,947	29,196	535,751	59,700	476,051	476,051	
Principal Secretary	297	204,651	-	147,488	17,034	10,019	88,921	-	45,000	29,640	543,803	40,374	502,429	29,196	473,233	35,572	437,661	437,661	
Secretary	208	110,301	-	147,488	16,661	10,019	66,475	-	45,000	29,840	450,335	31,356	418,979	29,196	389,783	24,200	365,583	365,583	
Clerical																			
Senior Assistant	245	166,920	-	147,488	14,040	10,019	83,871	-	45,000	29,840	498,339	36,344	462,095	29,196	432,899	34,890	408,009	408,009	
Principal Assistant	213	146,770	-	147,488	12,931	10,019	65,573	-	45,000	29,440	456,715	32,765	423,950	29,196	394,754	26,342	368,412	368,412	
Assistant	163	107,323	-	147,488	8,946	10,019	54,495	-	45,000	29,840	408,341	27,724	379,617	29,196	350,421	18,200	332,221	332,221	
Auxiliary																			
Chief Clerk	145	118,746	-	147,488	9,455	10,019	74,104	-	45,000	29,440	416,364	30,720	385,644	29,196	356,448	23,942	332,506	332,506	
Clerk	133	87,978	-	147,488	7,297	10,019	57,871	-	45,000	29,840	378,917	28,187	350,730	29,196	321,534	16,790	304,744	304,744	

Ministry of the Treasury

GENERAL STATE
ACCOUNTING DEPARTMENT

INSPECTORATE-GENERAL
FOR STAFF REGULATIONS

Rome,

To the Ministry for
Foreign Affairs

ROME

CONCERNS: EEC - Annual review of Community officials' salaries

and for information:

TO THE OFFICE OF THE ITALIAN
PERMANENT REPRESENTATIVE

to the European Communities

74, rue de la Loi

BRUSSELS

TO THE STATISTICAL OFFICE OF
THE EUROPEAN COMMUNITIES

Centre Européen

Plateau du Kirchberg

LUXEMBOURG

TO THE COMMISSION OF THE
EUROPEAN COMMUNITIES

Directorate-General for

Personnel and Administration

200, rue de la Loi

BRUSSELS

TO THE EUROPEAN ORGANIZATION FOR
NUCLEAR RESEARCH

GENEVA

To enable the Council of the European Communities to decide whether or not the remuneration of Community officials needs to be adjusted, we enclose tables showing the development of the monthly salaries of certain civilian civil service posts in Italy between 1 July 1977 and 30 June 1978.

These tables give the remuneration of two types of civil servant in Italy: a single person and a married man with two dependent children. Starting salaries and salaries corresponding to a number of steps on the incremental scale are given in each case.

The following explanations should facilitate interpretation of the figures:

(i) For the second half of 1977 the special additional allowance (column (c)) went up from Lit 102 884 to Lit 129 344 gross per month. From 1 January to 30 June 1978 this allowance was again increased to Lit 147 488 gross per month. After deduction of social security contributions this gives a net amount of Lit 137 016 (this figure being included in taxable income).

(ii) The figure in column (e) represents one twelfth of the special allowance paid in addition to the 13th month in accordance with Article 3 of Law No 364 of 31 July 1975.

Under this Law the amount of the special additional allowance on the 13th month is equal to the difference between the amount of the allowance applicable at 31 December of the year in question and that applicable at 1 January 1975 (Lit 48 400).

Although the enclosed tables refer to June 1978, the special additional allowance applicable at 1 July 1978 (Lit 168 989) was

used in view of the fact that this allowance, which changes on 1 January and 1 July every year, is added to the 13th month due in December, account being taken of the figure applicable at 1 July.

- (iii) Under agreements concluded between the Government and the trade unions, the Lit 20 000 paid to civil servants from 1 July 1975 as an advance on increases under the collective agreement was raised to Lit 45 000 from 1 February 1977 (column (g)).

Under these agreements, the Lit 45 000 referred to above was also added to the 13th month until 31 December 1977. For this reason the fictitious figure of Lit 3 750 which appears in the tables for 1977 was not calculated for 1978. Under the governmental agreement dated 23 December 1977 (OO.SS (Ordinamenti sindacali - Trade Union Rules)), which provides in particular for a reorganization of structures and pay scales in the Italian civil service, the allowance will be incorporated into the wage increases deriving from renewal of civil service contracts for 1976-78.

- (iv) The family allowance due to serving staff was raised to Lit 9 880 gross per month from 1 January 1978; social security contributions are deducted from this allowance, giving a net figure of Lit 9 732 (columns (h) and (n) of Tables 2/b and 2/c). Moreover,

under Presidential Decree No 447 dated 30 June 1976, the family allowance was excluded from taxable income from 1 January 1978 (column (o)).

The same family allowance is now paid in respect of the spouse and each dependent child, thus putting an end to discrimination in relation to amounts paid to staff based on the population of the municipality of employment, sources of income accruing to the household and differentiation between children under and over fourteen years of age.

We also include statistical data on personnel strength in the civil service at 1 January 1977 by category (directive, advisory, clerical and auxiliary).

(Signature)

THE MINISTER

Establishment of the Italian civil service at 1 January 1977¹

	Regular staff	Temporary staff
1. Central and decentralized Government departments		
<u>CIVILIAN</u>	<u>981 996</u>	<u>228 919</u>
Ministries (white-collar and manual workers)	230 802 ^a	2 639 ^a
Other centralized services (Council of State, Court of Auditors, Attorney-General's Office)	9 566 ^b	—
<u>Education</u>	741 628	226 280
white-collar and manual workers	103 899 ^c	79 775
teachers	637 729	146 505
<u>MILITARY</u> (career)	<u>308 178</u>	—
2. Other public service bodies (local public corporations, social security, etc.)		
Independent state corporations:		
Post Office	167 161	5
Monopolies	15 247	9
Road Board	11 104	—
Telephones	12 714	—
Railways	217 884	—

¹ Staff on permanent contracts.

^a Excludes white-collar and manual workers and other special status staff employed by the Ministry of Education.

^b Includes 6 425 permanent magistrates.

^c Includes special status staff employed by the Ministry of Education.

2. Ministry staff, by basic posts, at 1 January 1977⁽¹⁾

<u>ADMINISTRATIVE GRADES</u>	
<u>Basic posts</u>	<u>Serving staff</u>
<u>SENIOR CIVIL SERVANTS</u>	
Ambassador	21
Prefect and equivalent	112
General Director	382
Senior Director	1 876
Principal Director	3 156
Total	5 547
<u>OTHERS</u>	
General Inspector	1 165
Director of Division	1 608
Total	2 773
<u>Below PRINCIPAL DIRECTOR</u>	
Deputy Director of Division	5 663
Director of Section	12 447
Adviser	7 000
Total	25 110

⁽¹⁾ For the Ministry of Education (103 516 staff), only staff (25 325) attached to the central and regional administration and university administration have been taken into consideration.

NON-BASIC POSTS

<u>Post</u>	<u>Serving staff</u>
Research Director (Min. of Health)	
Permanent Director (Min. of Agriculture)	12
Research Director (Min. of Health)	
Permanent Director (Min. of Agriculture)	25
Conscription Inspector (Min. of Defence)	56
Head Research Officer (Min. of Health)	5
Permanent Director (Min. of Agriculture)	
Permanent Director (Min. of Industry)	7
Regional Technical Inspectors (Min. of Education)	308
Director of Section and Research Officers (Min. of Health)	7
Permanent Director (Min. of Agriculture)	
Permanent Director (Min. of Health)	
Permanent Director (Min. of Industry)	56
Conscription Inspector (Min. of Defence)	35
Permanent Director of Section (Min. of Health)	13
Scientific Officer, Mineralogist, etc.; Research Director (Min. of Agriculture, Education and Health)	146
Acting Director, Scientific Officer (Min. of Agriculture, Industry and Education)	26
Conscription Inspector (Min. of Defence)	1
Conscription Inspector (Min. of Defence)	1
Research Officer, Scientific Officer, Astronomer (Min. of Agriculture, Education and Health)	139
Astronomer, Biologist, etc. (Min. of Agriculture, Culture, Education and Health)	107
	<hr/>
Total	944
	=====
Total administrative grades	<hr/> <hr/> 34 374 <hr/> <hr/>

ADVISORY GRADES

<u>Basic posts</u>	<u>Serving staff</u>
Chief Secretary and equivalent	3 861
Principal Secretary and equivalent	12 531
Secretary and equivalent	17 132
	<hr/>
Total	33 524
<u>Non-basic posts</u>	
Chief Director and others	40
Principal Secretary	13
	<hr/>
Total	53
	<hr/> <hr/>
Total advisory grades	33 577
	<hr/> <hr/>

CLERICAL GRADES

<u>Basic posts</u>	<u>Serving staff</u>
Senior Assistant	8 607
Principal Assistant	35 654
Assistant	32 117
Total	<u>76 378</u>

<u>Non-basic posts</u>	
Senior Radiologist (Min. of Education)	37
Senior Employee and Employment Exchange Official (Min. of Labour)	1 070
Principal Employee (Min. of Labour)	4 530
Principal Employee (Min. of Labour)	114
Employee and Employment Exchange Official (Min. of Education and Labour)	811
Employee and Employment Exchange Official (Min. of Education and Labour)	2 568
Employee and Employment Exchange Official (Min. of Education and Labour)	75
Total	<u>9 205</u>
	====
Total clerical grades	<u><u>85 583</u></u>

AUXILIARY GRADES

<u>Basic posts</u>	<u>Serving staff</u>
Chief clerk	10 225
Clerk	14 151
	<hr/>
Total	24 376

<u>Non-basic posts</u>	
Chief Lighthouse Technician (Min. of Defence)	
Chief Guard (Min. of Health)	279
Chief Curator (Min. of Culture)	468
Chief Technical Employee (Min. of Public Works and Health)	234
Chief Curator (Min. of Culture)	
Chief Technician (Min. of Defence)	903
Hydraulic Superintendent, etc. (Min. of Public Works)	296
	223
Guard, Lighthouse Technician (Min. of Health and Defence)	9
	<hr/>
Total	2 412
	====
Total auxiliary grades	26 788
	<hr/> <hr/>

Table 3

NOMINAL INDICES

Indices of civil servants' salaries at 30 June 1978

(30 June 1977 = 100)

Cat.	Grades	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	General Director	104.1	-	103.9	103.6	-	103.4	104.0	-	103.8	104.0	-	103.8
	Senior Director	105.1	-	104.7	104.4	-	104.1	104.9	-	104.5	104.8	-	104.5
	Principal Director	107.0	-	106.1	106.2	-	105.4	106.7	-	105.9	106.4	-	105.7
	Deputy Director of Division	108.8	-	107.6	107.4	-	106.7	108.3	-	107.2	107.4	-	106.9
	Director of Section Adviser	109.9	-	109.7	108.3	-	108.1	109.3	-	109.1	108.2	-	108.0
		112.6	-	111.0	110.7	-	108.1	111.6	-	110.3	110.1	-	108.0
B	Chief Secretary	108.7	-	108.2	107.3	-	106.8	108.2	-	107.8	107.4	-	107.4
	Principal Secretary	111.1	-	109.4	109.6	-	107.9	110.4	-	108.9	109.2	-	107.9
	Secretary	113.4	-	111.7	111.6	-	110.1	112.3	-	110.9	110.9	-	109.7
C	Senior Assistant	110.9	-	110.4	109.4	-	108.8	110.2	-	109.7	109.1	-	108.6
	Principal Assistant	112.9	-	111.4	111.0	-	109.7	111.9	-	110.6	110.3	-	109.4
	Assistant	115.7	-	113.3	113.4	-	111.4	114.2	-	112.2	112.4	-	110.7
D	Chief Clerk	114.0	-	112.1	112.1	-	110.2	112.8	-	111.2	111.3	-	109.9
	Clerk	116.5	-	114.5	114.0	-	112.5	114.9	-	113.2	112.9	-	111.6

REAL INDICES

Indices of civil servant's salaries at 30 June 1979
(30.6.1977 = 100)

CAT.	GRADES	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	General Director	92.8	-	92.6	92.3	-	92.2	92.7	-	92.5	92.7	-	92.5
	Senior Director	93.7	-	93.3	93.1	-	92.8	93.5	-	93.1	93.4	-	93.1
	Principal Director	95.4	-	94.6	94.7	-	93.9	95.1	-	94.4	94.8	-	94.2
	Deputy Director of Division	97.0	-	95.9	95.7	-	95.1	96.5	-	95.5	95.7	-	95.3
	Director of Section Adviser	98.0 100.4	- -	97.8 98.9	96.5 98.7	- -	96.4 96.4	97.4 99.5	- -	97.2 98.3	96.4 98.1	- -	96.3 96.3
B	Chief Secretary	96.9	-	96.4	95.6	-	95.2	96.4	-	96.1	95.7	-	95.7
	Principal Secretary	99.0	-	97.5	97.7	-	96.2	98.4	-	97.1	97.3	-	96.2
	Secretary	101.1	-	99.6	99.5	-	98.1	100.1	-	98.8	98.8	-	97.8
C	Senior Assistant	98.8	-	98.4	97.5	-	97.0	98.2	-	97.8	97.2	-	96.8
	Principal Assistant	100.6	-	99.3	98.9	-	97.8	99.7	-	98.6	98.3	-	97.5
	Assistant	103.1	-	101.0	101.1	-	99.3	101.8	-	100.0	100.2	-	98.7
D	Chief Clerk	101.6	-	99.9	99.9	-	98.2	100.5	-	99.1	99.2	-	98.0
	Clerk	103.8	-	102.1	101.6	-	100.3	102.4	-	100.9	100.6	-	99.5

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices of civil servant's salaries by category at 30 June 1978
(30.6.1977 = 100)

ITALY

Category	Single		Married, 2 children		Civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	96.9	95.7	96.4	95.7	96.6	95.7
B	98.9	97.5	98.2	97.3	98.6	97.4
C	100.5	98.8	99.6	98.4	100.0	99.6
D	101.9	100.0	100.8	99.3	101.3	99.6
Total - National weighting	99.5	98.0	98.7	97.7	99.0	97.8
Total - Community weighting	98.5	97.2	97.9	97.0	98.2	97.1

NETHERLANDS

TABLE 1

Remuneration of a civil servant at 30 June 1977
(Fl/month)

Netherlands

Category	Number on the salary scale	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	7.237,08	9.162,72	3.803,21	4.391,50	7.416,60	9.342,24	4.266,02	4.861,46	x			
	150	5.523,12	7.024,32	3.226,69	3.752,63	5.702,64	7.203,84	3.678,42	4.205,45		x		
	130	3.845,88	5.066,28	2.540,53	3.082,94	4.025,40	5.245,80	2.927,85	3.471,95			x	
B	114	3.264,84	4.303,80	2.272,97	2.742,91	3.444,36	4.485,32	2.656,83	3.151,92	x			
	89	2.581,20	3.333,96	1.913,38	2.309,96	2.760,72	3.515,48	2.226,99	2.678,52		x		
	57	1.931,96	2.644,92	1.523,75	1.952,13	2.111,48	2.824,44	1.827,09	2.265,74			x	
C	45	1.738,96	2.515,32	1.416,04	1.874,37	1.918,48	2.694,84	1.704,75	2.187,88	x			
	32	1.695,96	2.383,56	1.388,98	1.794,74	1.875,48	2.563,08	1.677,59	2.108,35		x		
	18	1.651,96	2.251,80	1.359,34	1.715,12	1.831,48	2.431,32	1.648,05	2.035,37			x	
D	18	1.651,96	2.251,80	1.359,34	1.715,12	1.831,48	2.431,32	1.648,05	2.035,37	x			
	1	1.520,96	1.877,96	1.269,26	1.492,58	1.700,48	2.057,48	1.561,66	1.792,92		x		

NB: The amounts given for single persons apply to the category up to 35 years of age.

The maximum amounts indicate the levels after extension of the scale.

TABLE 2

Remuneration of a civil servant at 30 June 1978
(Fl/month)

Netherlands

Category	Number on the salary scale	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.	
A	153	7.764,12	9.830,16	4.051,88	4.701,81	7.954,36	10.020,40	4.550,91	5.206,23				
	150	5.925,96	7.536,24	3.449,77	3.989,47	6.116,20	7.726,48	3.937,10	4.477,65				
	130	4.125,60	5.434,56	2.711,84	3.306,68	4.315,84	5.624,80	3.130,10	3.721,40				
B	114	3.502,44	4.617,--	2.430,41	2.930,05	3.692,68	4.807,24	2.821,58	3.344,77				
	89	2.769,12	3.576,96	2.047,93	2.470,01	2.959,36	3.767,20	2.381,84	2.863,01				
	57	2.072,88	2.838,24	1.629,04	2.088,12	2.263,12	3.028,48	1.953,93	2.422,03				
C	45	1.869,88	2.697,84	1.518,27	2.004,18	2.060,02	2.882,08	1.825,60	2.338,19	x			
	32	1.826,88	2.556,36	1.489,90	1.919,50	2.017,12	2.746,60	1.797,13	2.253,62	x			
	18	1.782,88	2.414,88	1.461,76	1.834,74	1.973,12	2.605,12	1.769,09	2.177,41	x			
D	18	1.782,88	2.414,88	1.461,76	1.834,74	1.973,12	2.605,12	1.769,09	2.177,41	x			
	1	1.650,88	2.014,88	1.373,60	1.595,97	1.641,12	2.205,12	1.686,84	1.917,56	x			

NB: The amounts for single persons apply to the category up to 35 years of age.

x The maximum amounts indicate the levels after extension of the scale.

Netherlands

Position at 1 January 1978

Category	Number on the salary scale	Total number per scale	Grand total per category
A	153 150 130	238 1804 4843	14008
B	114 89 57	1905 5959 11559	46457
C	45 32 18	11690 17955 25729	(C + D) 75274
D	18 1	25729 2770	

TABLE 3

NOMINAL INDEX NUMBERS

Civil servants' salaries
Index numbers at 30 June 1978
(30 June 1977 = 100)

Netherlands

Cat.	Scale	Single						Married, 2 children							
		Gross			Net			Gross			Net				
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.		
A	153	107,3	-	107,3	106,5	-	107,1	107,3	107,3	106,7	-	107,3	106,7	-	107,1
	150	107,3	-	107,3	106,9	-	106,3	107,3	107,3	107,0	-	107,3	107,0	-	106,5
	130	107,3	-	107,3	106,7	-	107,3	107,2	107,2	106,9	-	107,2	106,9	-	107,2
B	114	107,3	-	107,3	106,9	-	106,8	107,2	107,2	107,0	-	107,2	107,0	-	106,8
	89	107,3	-	107,3	107,0	-	106,9	107,2	107,2	107,0	-	107,2	107,0	-	106,9
	57	107,3	-	107,3	106,9	-	107,0	107,2	107,2	106,9	-	107,2	106,9	-	106,9
C + D	45	107,5	-	107,3	107,2	-	106,9	107,4	107,4	107,1	-	107,2	107,1	-	106,9
	32	107,7	-	107,3	107,3	-	107,0	107,6	107,6	107,1	-	107,2	107,1	-	106,9
	18	107,9	-	107,3	107,5	-	107,0	107,7	107,7	107,3	-	107,2	107,3	-	107,0
	1	108,5	-	107,3	108,2	-	106,9	108,3	108,3	108,0	-	107,2	108,0	-	107,0

TABLE 4
REAL INDEX NUMBERS
 Civil servants' salaries
 Index numbers at 30 June 1978
 (30 June 1977 = 100)

Netherlands

Cat.	Scale	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	153	103,6	-	103,6	102,3	-	103,4	103,6	-	103,6	103,0	-	103,4
	150	103,6	-	103,6	103,2	-	102,6	103,6	-	103,6	103,3	-	102,8
	130	103,6	-	103,6	103,0	-	103,6	103,5	-	103,5	103,2	-	103,5
B	114	103,6	-	103,6	103,2	-	103,1	103,5	-	103,5	103,3	-	103,1
	89	103,6	-	103,6	103,3	-	103,2	103,5	-	103,5	103,3	-	103,2
	57	103,6	-	103,6	103,2	-	103,3	103,5	-	103,5	103,2	-	103,2
C + D	45	103,8	-	103,6	103,5	-	103,2	103,7	-	103,5	103,4	-	103,2
	32	104,0	-	103,6	103,6	-	103,3	103,9	-	103,5	103,4	-	103,2
	18	104,2	-	103,6	103,8	-	103,3	104,0	-	103,5	103,6	-	103,3
	1	104,7	-	103,6	104,4	-	103,2	104,5	-	103,5	104,3	-	103,3

TABLE 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by category
Index numbers at 30 June 1978

Netherlands

Category	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	103,6	103,2	103,5	103,3	103,6	103,2
B	103,6	103,2	103,5	103,2	103,6	103,2
C	103,8	103,5	103,7	103,4	103,7	103,4
D						
Total: National weighting	103,7	103,3	103,6	103,3	103,6	103,3
Total: Community weighting	103,6	103,3	103,6	103,3	103,6	103,3

BELGIUM

Table 1

* Monthly remuneration of certain representative grades in the Belgian civil service at 1 July 1977

1.

Index: 1.7069

GRADES	Salary scale	Gross salary	Deductions			Residence allowance	Holiday allowance (17902,5 + 1% of b + e)	End-of-year bonus (4250 + 2,5% of b + e)	Taxable income	Taxes	Net
			Survivors and orphans fund	Sickness insurance							
	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.	
I. SINGLE PERSON											
<u>LEVEL 1</u>											
Director-General	Min. 16/1 Max. 16/1	90.767 120.621	5.900 7.840	1.634 2.171	- -	2.400 2.698	2.623 3.370	88.256 116.678	29.553 44.295	58.693 72.383	
Director or Adviser	Min. 13/2 Max. 13/2	53.194 83.048	3.458 5.398	957 1.495	- -	2.024 2.322	1.684 2.430	52.487 80.907	13.824 26.127	38.663 54.780	
Senior secretary (1)	Min. 10/1 Max. 10/1 Max. 10/S	38.900 62.150 63.686	2.529 4.040 4.140	700 1.119 1.146	- -	1.881 2.113 2.129	1.327 1.908 1.946	38.879 61.012 62.475	8.514 17.369 17.981	30.365 43.643 44.494	
<u>LEVEL 2</u>											
Administrative chief	Min. 24/1 Max. 24/1	33.020 51.475	2.146 3.346	594 927	407 -	1.826 2.007	1.190 1.641	33.703 50.850	6.596 13.122	27.107 37.728	
Assistant office supervisor (2)	Min. 22/4 Max. 22/4	28.044 45.233	1.823 2.940	505 814	814 -	1.780 1.944	1.075 1.485	29.385 44.908	5.052 10.740	24.333 34.168	
Clerk (1)	Min. 20/1 Max. 20/1 Max. 21/1	22.616 39.804 41.795	1.470 2.587 2.717	407 716 752	814 -	1.726 1.890 1.910	940 1.349 1.399	24.219 39.740 41.635	3.289 8.839 9.537	20.930 30.901 32.098	

* This corresponds to one twelfth of annual salary, including allowances, calculated on the basis of the index at 1 July 1977.

Table 1 (contd)

1.7.1977

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I. SINGLE PERSON										
	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.
<u>LEVEL 3</u>										
Chief clerk	Min. 34/1 Max. 34/1	25.330 35.096	1.646 2.346	456 650	814 -	1.753 1.853	1.008 1.257	26.803 36.210	4.157 7.522	22.646 28.688
Senior clerk	Min. 32/1 Max. 32/1	(3)20.807 (4)21.077 30.849	1.352 1.370 2.005	375 379 555	814 814 407	1.708 1.711 1.804	895 901 1.136	22.497 22.754 31.636	2.752 2.827 5.853	19.745 19.927 25.783
Clerk	Min. 30/1 Max. 32/1	(3)19.902 (4)21.077 (5)30.849	1.294 1.370 2.005	358 379 555	814 814 407	1.699 1.711 1.804	872 901 1.136	21.635 22.754 31.636	2.530 2.827 5.853	19.105 19.927 25.783
<u>LEVEL 4</u>										
Senior porter Chief porter	Min. 42/3 Max. 43/5	(3)20.988 (4)21.077 (5)27.592	1.364 1.370 1.793	378 379 497	814 814 814	1.710 1.711 1.776	899 901 1.064	22.669 22.754 28.956	2.802 2.827 4.913	19.867 19.927 24.043
Messenger Senior messenger	Min. 40/2 Max. 41/2	(3)18.455 (4)21.077 (5)25.059	1.200 1.370 1.629	332 379 451	814 814 814	1.685 1.711 1.751	836 901 1.001	20.258 22.754 26.545	2.194 2.827 4.065	18.064 19.927 22.480

1.7.1977

Table 1 (contd)

II. MARRIED (two children over 14 years of age - three dependants)

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j. (6)
<u>LEVEL 1</u>										
Director-General	16/1	90.767	5.900	1.634	-	2.400	2.623	88.256	28.205	65.818
Min.	16/1	120.621	7.840	2.171	-	2.698	3.370	116.678	42.936	79.508
Max.	13/2	53.194	3.458	957	-	2.024	1.684	52.487	12.448	45.806
Director or Adviser	13/2	83.047	5.398	1.495	-	2.322	2.430	80.906	24.768	61.905
Min.	10/1	38.900	2.529	700	-	1.681	1.327	38.879	7.155	37.491
Max.	10/1	62.150	4.040	1.119	-	2.113	1.908	61.012	16.011	50.008
(1) Max.	10/S	63.686	4.140	1.146	-	2.129	1.946	62.475	16.623	51.619
<u>LEVEL 2</u>										
Administrative chief	24/1	33.020	2.146	594	814	1.830	1.200	34.124	5.407	34.484
Min.	24/1	51.475	3.346	927	-	2.007	1.641	50.850	11.763	44.854
Max.	22/4	28.044	1.823	505	1.628	1.789	1.096	30.229	4.288	31.708
Assistant office supervisor	22/4	45.233	2.940	814	-	1.944	1.485	44.908	9.382	41.293
Min.	20/1	22.516	1.470	407	1.628	1.734	960	25.061	2.639	27.989
Max.	20/1	39.804	2.587	716	-	1.890	1.349	39.740	7.480	38.027
(1) Max.	21/1	41.795	2.717	752	-	1.910	1.399	41.635	8.179	39.223

Table 1 (contd)

II. MARRIED										
	a	b	c	d	e	f	g	h	i	j (6)
<u>LEVEL 3</u>										
Chief clerk	Min. 34/1	25.330	1.646	456	1.628	1.761	1.028	27.645	3.560	29.852
	Max. 34/1.	36.096	2.346	650	-	1.853	1.257	36.210	6.164	35.813
Senior clerk	Min. 32/1	(3) 20.807	1.352	375	1.628	1.716	915	23.339	2.411	26.695
	Max. 32/1	30.849	2.005	555	814	1.809	1.146	32.058	4.794	33.031
Clerk	Min. 30/1	(3) 19.902	1.294	358	1.628	1.707	892	22.477	2.202	26.042
	Max. 32/1	(5) 30.849	2.005	555	814	1.809	1.146	32.058	4.794	33.031
<u>LEVEL 4</u>										
Senior porter	Min. 42/3	(3) 20.988	1.364	378	1.628	1.718	920	23.512	2.445	26.834
Chief porter	Max. 43/5	(5) 27.592	1.793	497	1.628	1.784	1.805	29.799	4.165	31.401
Messenger	Min. 40/2	(3) 18.455	1.200	332	1.628	1.693	856	21.100	1.912	24.955
	Max. 41/2	(5) 25.059	1.628	451	1.628	1.759	1.021	27.388	3.486	29.669

Table 2

* Monthly remuneration of certain representative grades in the Belgian civil service at 30 June 1978

Annex 1.

Index: 177.58

GRADES	Salary scale	Gross salary	Deductions		Residence allowance	Holiday allowance (19.902,5 + 1% of b + d)(8)	End-of-year bonus (7,000 + 2,5% of b + d)	Taxable income	Taxes (6)	Net (g - h + family allowance in Table II)
			Survivors and orphans fund 6.5% + 1.8% = 8.3%	Sickness + insurance						
	a.	b.	c.	d.	e.	f.	g.	h.	i.	
<u>LEVEL 1</u>										
Director-General	16/1	94.431	7.838	-	2.603	2.944	92.140	33.753	58.387	
	16/1	125.490	10.416	-	2.914	3.721	121.709	50.208	71.501	
	13/2	55.341	4.593	-	2.212	1.967	54.927	15.792	39.135	
Director or Adviser	13/2	86.400	7.171	-	2.523	2.743	84.495	29.812	54.683	
	10/1	40.471	3.359	-	2.064	1.595	40.771	9.645	31.125	
Senior secretary	10/1	64.659	5.367	-	2.305	2.200	63.798	19.812	43.986	
	10/S	66.257	5.499	-	2.322	2.240	65.320	20.501	44.819	
(1)										
<u>LEVEL 2</u>										
Administrative chief	24/1	34.353	2.851	424	2.007	1.453	35.385	7.429	27.957	
	24/1	53.553	4.445	-	2.195	1.922	53.225	15.010	38.215	
	22/3	28.235	2.344	847	1.950	1.310	29.998	5.256	24.742	
Assistant office supervisor	22/4	29.176	2.422	847	1.959	1.334	30.894	5.512	25.382	
	22/3	46.118	3.820	-	2.120	1.736	46.146	11.862	34.284	
(2)	22/4	47.059	3.906	-	2.130	1.760	47.043	12.222	34.821	
	20/1	23.529	1.953	847	1.903	1.192	25.519	3.602	21.917	
Clerk	20/1	41.412	3.437	-	2.073	1.619	41.667	10.024	31.643	
(1)	21/1	43.482	3.609	-	2.094	1.670	43.637	10.816	32.821	

* This corresponds to one twelfth of annual salary, including allowances, calculated on the basis of the index at 30 June 1978.

Table 2 (contd)

2.
30.6.1978

I. SINGLE PERSON										
	a.	b.	c.	d.	e.	f.	g.	h.	i.	
<u>LEVEL 3</u> Chief clerk	Min.	26.353	2.197	847	1.931	1.263	28.207	4.578	23.629	
	Max.	34/1	37.553	-	2.035	1.522	37.993	8.510	29.483	
Senior clerk	Min.	(3) 21.647	1.797	847	1.884	1.146	23.727	3.034	20.693	
	Max.	(4) 21.928	1.820	847	1.887	1.153	23.995	3.114	20.881	
Clerk	Min.	32/1	2.664	424	1.984	1.396	33.234	6.551	26.663	
	Max.	(3) 20.706	1.719	847	1.875	1.122	22.831	2.792	20.039	
<u>LEVEL 4</u> Senior porter Chief porter	Min.	(4) 21.928	1.820	847	1.887	1.153	23.995	3.114	20.881	
	Max.	(5) 31.153	2.586	424	1.975	1.373	32.339	6.195	26.144	
Messenger	Min.	42/3	1.812	847	1.886	1.150	23.906	3.097	20.819	
	Max.	(4) 21.928	1.820	847	1.887	1.153	23.995	3.114	20.881	
Senior messenger	Min.	42/3	2.281	847	1.942	1.292	29.282	4.985	24.297	
	Max.	43/5	2.383	847	1.955	1.322	30.447	5.443	25.004	
Senior messenger	Min.	(3) 19.200	1.594	847	1.860	1.085	21.398	2.433	18.965	
	Max.	(4) 21.928	1.820	847	1.887	1.153	23.995	3.114	20.881	
Senior messenger	Min.	40/2	2.031	847	1.912	1.216	26.415	3.924	22.491	
Senior messenger	Max.	41/2	2.164	847	1.928	1.256	27.938	4.462	23.476	

Table 2 (contd)

3.

II. MARRIED (two children over 14 years of age - three dependants)

30.6.1978

	a.	b.	c.	d.	e.	f.	g.	h.	i. (7)
<u>LEVEL 1</u>									
Director-General	16/1	94.431	7.838	-	2.603	2.944	92.140	32.180	65.960
	16/1	125.490	10.416	-	2.914	3.721	121.709	48.636	79.073
Director or Adviser	13/2	55.341	4.593	-	2.212	1.967	54.927	14.220	46.707
	13/2	86.400	7.171	-	2.523	2.743	84.495	28.240	62.255
Senior secretary	10/1	40.471	3.359	-	2.064	1.595	40.771	8.073	38.693
	10/1	64.659	5.367	-	2.306	2.200	63.798	18.239	51.559
	10/5	66.257	5.499	-	2.322	2.240	65.320	18.929	52.391
<u>LEVEL 2</u>									
Administrative chief	24/1	34.353	2.851	847	2.011	1.463	35.823	6.067	35.735
	24/1	53.553	4.445	-	2.195	1.922	53.225	13.437	45.786
Assistant office supervisor(2)	22/3	28.235	2.344	1.694	1.958	1.332	30.875	4.475	32.395
	22/4	29.176	2.422	1.694	1.968	1.355	31.771	4.771	33.000
	22/3	46.118	3.828	-	2.120	1.736	46.146	10.289	41.857
	22/4	47.059	3.906	-	2.130	1.760	47.043	10.550	42.392
Clerk (1)	20/1	23.529	1.953	1.694	1.911	1.214	26.395	3.127	29.268
	20/1	41.412	3.437	-	2.073	1.619	41.667	8.451	39.215
	21/1	43.482	3.609	-	2.094	1.670	43.637	9.244	40.393

Table 2 (contd)

II. MARRIED

30.6.1978

	a	b	c	d	e	f	g	h	i (7)
<u>LEVEL 3</u>									
Min.	34/1	26.353	2.187	1.694	1.940	1.285	29.085	3.934	31.151
Chief clerk									
Max.	34/1	37.553	3.117	-	2.035	1.522	37.993	6.938	37.055
Min.	32/1	(3) 21.647	1.797	1.694	1.892	1.167	24.603	2.525	27.967
Senior clerk									
Max.	32/1	(4) 21.081	1.749	1.694	1.886	1.153	24.065	2.502	27.563
	32/1	32.094	2.664	847	1.988	1.407	33.672	5.383	34.289
Min.	30/1	(3) 20.706	1.719	1.694	1.883	1.143	23.707	2.427	27.280
Clerk									
Max.	30/1	(4) 21.081	1.749	1.694	1.886	1.153	24.065	2.502	27.563
	30/1	(5) 31.153	2.586	847	1.979	1.383	32.776	5.098	33.678
<u>LEVEL 4</u>									
Min.	42/3	(3) 21.835	1.812	1.694	1.894	1.172	24.783	2.685	28.098
Senior porter									
Max.	42/3	(4) 21.081	1.749	1.694	1.886	1.153	24.065	2.502	27.563
Chief porter									
Max.	43/5	27.482	2.281	1.694	1.951	1.313	30.159	4.259	31.900
	43/5	(5) 28.706	2.383	1.694	1.963	1.343	31.323	4.628	32.695
Min.	40/2	(3) 19.200	1.594	1.694	1.868	1.106	22.274	2.115	26.159
Messenger									
Max.	40/2	(4) 21.081	1.749	1.694	1.886	1.153	24.065	2.502	27.563
Senior messenger									
Max.	41/2	24.471	2.031	1.694	1.921	1.237	27.292	3.386	29.906
	41/2	(5) 26.071	2.164	1.694	1.937	1.277	28.815	3.839	30.976

COMMENTS

(1), (2) and (5)

Special administrative and financial provisions apply to certain civil servants from 1 January 1976.

(Royal Decree of 11 February 1977 - Moniteur belge of 2 March 1977). These measures do not however apply to all government departments. The Royal Decree of 29 March 1973 remains generally applicable.

(1) At four years seniority of grade, the salaries of staff in the grades below are as follows:

- senior secretary (10/1): 10/S (284.280-447.732)
 $3^1 \times 8.904$
 $10^2 \times 13.674$

- clerk (20/1): scale 21/1
(Royal Decree of 11 February 1977, Articles 11 to 14).

(2) The salary of an assistant office supervisor was fixed from 1 January 1975 at scale 22/4 (Royal Decree of 11 February 1977, Article 8).

(3) Minimum of the scale (e.g. for staff below the age of majority).

(4) Guaranteed minimum (for staff above the age of majority only)
(Royal Decree of 29 June 1973).

(5) By way of derogation from Article 65 of the Royal Decree of 7 August 1939, the following are promoted in accordance with standard career rules when they have four years seniority in their grade:

- clerk, from salary scale 30/1 to scale 32/1 (senior clerk);
 - senior porter, from salary scale 42/3 to scale 43/5 (chief porter);
 - messenger, from salary scale 40/2 to scale 41/2 (senior messenger)
- (Royal Decree of 11 February 1977, Articles 6, 8, 9 and 10).

(6) From 1 January 1978 includes the advance payment (bedrijfsvoorheffing) for wages, salaries, etc. and the municipal surcharge (6%) not previously deducted.

(7) The following must be added for married staff (two children over 14 years of age):

- (a) family allowances: 1st child: 2.158,75
2nd child: 2.984,50

5.143,25

- (b) family holiday allowance + additional (= 14th month) family allowances
 $2/12 \text{ of } 5.143 = 857,16$

6.000,41
i.e. 6.000

(8) The holiday allowance amounts to 17.902,5 + 1% of b + d per annum. In 1978 a further special payment of Bfrs 2.000 was made.

Table 3

NOMINAL INDICES

Indices at 30 June 1978 of civil servants' salaries
(30.6.1977 = 100)

BELGIUM

CAT.	GRADES	Single person						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	16/1	104,4	-	104,3	102,6	-	102,6	104,4	-	104,3	102,9	-	102,8
	13/2	104,6	-	104,4	103,4	-	102,8	104,6	-	104,4	103,7	-	103,0
	10/1 - 10/5	104,8	-	104,5	104,3	-	103,2	104,7	-	104,5	104,4	-	103,5
B	24/1	104,9	-	104,6	104,7	-	103,5	104,8	-	104,6	104,6	-	103,7
	22/4	105,1	-	104,7	105,2	-	103,9	104,9	-	104,6	104,9	-	104,1
	20/1 - 21/1	105,3	-	104,8	105,7	-	104,1	105,0	-	104,7	105,2	-	104,3
C	34/1	105,2	-	104,9	105,5	-	104,4	105,0	-	104,8	105,1	-	104,6
	32/1	105,4	-	105,0	105,7	-	104,9	105,1	-	104,8	105,3	-	104,7
	30/1	105,4	-	-	105,7	-	-	105,1	-	-	105,3	-	-
D	42/3 - 43/5	105,4	-	105,1	105,7	-	105,3	105,1	-	104,9	105,3	-	105,0
	40/2 - 41/2	105,5	-	105,2	105,8	-	105,6	105,2	-	105,0	105,3	-	105,2

Table 4

REAL INDICES

Indices at 30 June 1978 of civil servants' salaries
(30.6.1977 = 100)

BELGIUM

CAT.	GRADES	Single person						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	16/1	100,7	-	100,6	98,9	-	98,9	100,7	-	100,6	99,2	-	99,1
	13/2	100,9	-	100,7	99,7	-	99,1	100,9	-	100,7	100,0	-	99,3
	10/1 - 10/5	101,1	-	100,8	100,6	-	99,5	101,0	-	100,8	100,7	-	99,8
B	24/1	101,2	-	100,9	101,0	-	99,8	101,1	-	100,9	100,9	-	100,0
	22/4	101,4	-	101,0	101,5	-	100,2	101,2	-	100,9	101,2	-	100,4
	20/1 - 21/1	101,5	-	101,1	101,9	-	100,4	101,3	-	101,0	101,5	-	100,6
C	34/1	101,5	-	101,2	101,7	-	100,7	101,3	-	101,1	101,4	-	100,9
	32/1	101,6	-	101,3	101,9	-	101,2	101,4	-	101,1	101,5	-	101,0
	30/1	101,6	-	-	101,9	-	-	101,4	-	-	101,5	-	-
D	42/3 - 43/5	101,6	-	101,4	101,9	-	101,5	101,4	-	101,2	101,5	-	101,3
	40/2 - 41/2	101,7	-	101,5	102,0	-	101,8	101,5	-	101,3	101,5	-	101,5

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices at 30 June 1978 of civil servants' salaries by categories

BELGIUM

CATEGORIES	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	100,9	99,7	100,8	100,0	100,8	99,9
B	101,2	100,8	101,1	100,8	101,1	100,8
C	101,5	101,5	101,3	101,3	101,3	101,4
D	101,5	101,7	101,3	101,5	101,4	101,5
Total - National weighting	101,2	100,9	101,1	100,9	101,2	100,9
Total - Community weighting	101,1	100,5	101,0	100,5	101,0	100,5

LUXEMBOURG

TABLE 1
Total remuneration of a civil servant at 1 July 1977
(Lfrs/month at index level 281,76)

Luxembourg

Category	Grade	Gross		Net		Gross		Net	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	79.770	165.884	46.533	57.626	85.949	113.123	64.639	77.397
	14	65.217	85.145	40.661	48.867	71.384	91.384	55.587	67.383
	12	52.536	74.275	35.093	44.427	58.050	80.514	48.287	61.720
B	13	57.971	79.770	37.506	46.633	63.703	85.949	51.893	64.639
	10	43.840	61.232	30.970	38.899	49.354	67.159	42.432	54.043
	7	31.884	46.558	24.495	32.296	37.398	52.072	33.783	44.294
C	8	36.775	54.166	27.297	35.822	42.289	59.680	37.412	49.351
	6	29.529	44.203	23.048	31.167	35.043	49.717	31.997	42.670
	4	25.087	40.679	20.862	29.334	31.601	46.093	29.398	40.153
D	3	23.913	36.594	19.410	27.212	29.427	42.108	27.702	37.286
	1	19.384	28.442	16.311	22.353	24.898	33.956	23.766	31.169

Married, 2 children**

Single*

* Basic salary.

** Basic salary + head of family allowance + family allowances (children).

To calculate the net amount the levy for pension equalization, the contribution to the Sickness Fund and taxes were deducted.

TABLE 2

Total remuneration of a civil servant at 1 July 1978
(Lfrs/month at index level 288,80)

Luxembourg

Married, 2 children**

Single*

Category	Grade	Gross		Net		Gross		Net	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	81.701	109.554	48.657	59.859	88.096	115.949	67.244	80.763
	14	66.847	87.272	42.409	50.865	73.167	93.667	58.711	70.168
	12	53.849	76.131	36.611	46.355	59.501	82.526	50.000	64.183
B	13	59.419	81.701	39.163	48.657	65.294	88.096	53.801	67.244
	10	44.936	62.761	32.299	40.605	50.568	68.836	43.907	55.052
	7	32.680	47.721	25.410	33.654	38.332	53.373	34.882	45.841
C	8	37.694	55.520	28.365	37.353	43.346	61.172	38.671	51.113
	6	30.266	45.307	23.895	32.467	35.918	50.959	33.060	44.159
	4	26.738	41.593	21.583	30.518	32.390	47.245	30.368	41.541
D	3	24.510	37.508	20.113	28.258	30.162	43.160	28.640	38.518
	1	19.868	29.152	16.950	23.201	25.520	34.804	24.360	32.227

* Basic salary.

** Basic salary + head of family allowance + family allowances.

To calculate the net amount the levy for pension equalization, the contribution to the Sickness Fund and taxes were deducted.

Luxembourg - Government Administration

Category A

Career:

Government attaché

Position	Grade	Service
First Government Adviser	17	9
Government Adviser	15/16	20
Deputy Government Adviser	14	10
First Government attaché	13	6
Government attaché plus trainees	12	13
		58
First Chief Inspector	13	17
Chief Inspector	12	25
Inspector	11	24
Office Head	10	20
Deputy Office Head	9	21
Chief Executive Officer	8	21
Executive Officer plus trainees	7	33
		161
First Chief Clerical Officer	8bis	8
Chief Clerical Officer	8	19
Clerical Officer	7	14
Assistant Clerical Officer	6	5
Clerk plus trainees	4	14
		60
Chief messenger	4	5
Head messenger	3	11
Usher	2	14
Office Boy	1	3
		33
Total:		312

Category B

Career:

Executive Office

Category C

Career:

Clerk

Category D

1 July 1978

TABLE 3

NOMINAL INDICES

Indices of civil servants' salaries at 1 July 1978
(1 July 1977 = 100)

Luxembourg

Cat.	Grade	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	17	102,5	-	102,5	104,3	-	103,9	102,5	-	102,5	104,0	-	104,4
	14	102,5	-	102,5	104,3	-	104,1	102,5	-	102,5	103,8	-	104,1
	12	102,5	-	102,5	104,3	-	104,3	102,5	-	102,5	103,6	-	104,0
B	13	102,5	-	102,5	104,4	-	104,3	102,5	-	102,5	103,7	-	104,0
	10	102,5	-	102,5	104,3	-	104,4	102,5	-	102,5	103,5	-	103,7
	7	102,5	-	102,5	103,7	-	104,2	102,5	-	102,5	103,3	-	103,5
C	8	102,5	-	102,5	103,9	-	104,3	102,5	-	102,5	103,4	-	103,6
	6	102,5	-	102,5	103,7	-	104,2	102,5	-	102,5	103,3	-	103,5
	4	102,5	-	102,5	103,5	-	104,1	102,5	-	102,5	103,3	-	103,5
D	3	102,5	-	102,5	103,6	-	103,8	102,5	-	102,5	103,4	-	103,3
	1	102,5	-	102,5	103,9	-	103,8	102,5	-	102,5	102,5	-	103,4

TABLE 4
REAL INDICES

Indices of civil servants' salaries at 1 July 1978
(1 July 1977 = 100)

Luxembourg

Cat.	Grade	Single						Married, 2 children						
		Gross			Net			Gross			Net			
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	
A	17	100,1	-	100,1	101,9	-	101,5	100,1	-	100,1	101,6	-	-	102,0
	14	100,1	-	100,1	101,9	-	101,7	100,1	-	100,1	101,4	-	-	101,7
	12	100,1	-	100,1	101,9	-	101,9	100,1	-	100,1	101,2	-	-	101,6
B	13	100,1	-	100,1	102,0	-	101,9	100,1	-	100,1	101,3	-	-	101,6
	10	100,1	-	100,1	101,9	-	102,0	100,1	-	100,1	101,1	-	-	101,3
	7	100,1	-	100,1	101,3	-	101,8	100,1	-	100,1	100,9	-	-	101,1
C	8	100,1	-	100,1	101,5	-	101,9	100,1	-	100,1	101,0	-	-	101,2
	6	100,1	-	100,1	101,3	-	101,8	100,1	-	100,1	100,9	-	-	101,1
	4	100,1	-	100,1	101,1	-	101,7	100,1	-	100,1	100,9	-	-	101,1
D	3	100,1	-	100,1	101,2	-	101,4	100,1	-	100,1	101,0	-	-	100,9
	1	100,1	-	100,1	101,5	-	101,4	100,1	-	100,1	100,1	-	-	101,0

TABLE 5 (Summary)
REAL WEIGHTED INDICES

Indices of civil servants' salaries by category at 1 July 1978

Luxembourg

Category	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	100,1	101,8	100,1	101,6	100,1	101,7
B	100,1	101,8	100,1	101,1	100,1	101,4
C	100,1	101,6	100,1	101,1	100,1	101,3
D	100,1	101,4	100,1	100,9	100,1	101,1
Total: National weighting	100,1	101,7	100,1	101,2	100,1	101,4
Total: Community weighting	100,1	101,7	100,1	101,3	100,1	101,5

UNITED KINGDOM

TABLE 1

STEWART MAY

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
DEPUTY SECRETARY	FLAT-RATE	14208.80	13995.67	5987.94	8107.73	7794
	FLAT-RATE	12208.80	12025.67	4648.40	7377.27	7063
ASSISTANT SECRETARY	MIN	8858.80	8725.92	2836.41	5889.51	5576
	3rd POINT	10008.80	9858.67	3397.52	6461.15	6147
	MAX	11208.80	11040.67	4057.40	6983.27	6669
PRINCIPAL	MIN	6202	6108.97	1789.75	4319.22	4005
	5th POINT	7147	7039.80	2117.92	4921.88	4608
	MAX	7972	7852.42	2443.34	5409.08	5095
ADMINISTRATION TRAINEE	MIN	2843.61	2801	665.04	2135.96	1972
	5th POINT	3526.11	3473.22	893.59	2579.63	2377
	MAX	4182.36	4119.63	1113.37	3006.26	2766
SENIOR EXECUTIVE OFFICER	MIN	5422	5340.67	1528.53	3812.14	3500
	4th POINT	6092	5911.97	1723.77	4188.20	3875
	MAX	6423	6325.67	1863.43	4462.24	4148
HIGHER EXECUTIVE OFFICER	MIN	4422	4355.67	1193.63	3162.04	2908
	4th POINT	4892	4808.77	1347.68	3461.09	3180
	MAX	5222	5143.67	1461.55	3682.12	3382
EXECUTIVE OFFICER	AGE 21	2592.70	2559.72	583.00	1976.72	1827
	MIN (MS)	2813.61	2801	665.04	2135.96	1972
	MAX (MS)	4182.36	4119.63	1113.37	3006.26	2766
CLERICAL OFFICER	AGE 21	2203.70	2249.45	477.51	1771.94	1641
	3rd Pt (MS)	2543.70	2505.55	564.59	1940.96	1795
	MAX (MS)	2995.86	2959.92	716.01	2244.91	2063

TABLE 1 (contd.)
SINGLE MAN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	703.70	2211.02	2041
	4th POINT MAX	3400.11 3694.11	3349.11 3638.70	851.40 949.86	2497.71 2688.84	2302 2476
PERSONAL SECRETARY	MIN	2473.70	2436.60	541.14	1895.46	1753
	4th POINT MAX	2791.11 3121.86	2749.24 3075.03	647.44 758.21	2101.80 2316.82	1941 2137
SHORTHAND TYPIST	MIN	2140.20	2108.10	429.45	1678.65	1556
	3rd POINT MAX	2307.24 2557.80	2272.63 2519.43	485.39 569.31	1787.24 1950.12	1655 1803
TYPIST	MIN	1973.16	1943.56	373.51	1570.05	1457
	3rd POINT MAX	2140.20 2390.76	2108.10 2354.90	429.45 513.37	1678.65 1841.53	1556 1704
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	397.99	1617.56	1500
	3rd PT (MS) MAX (MS)	2218.50 2390.76	2185.22 2354.90	455.67 513.37	1729.55 1841.53	1602 1704
P&TO I	MIN	5242	5163.37	1468.25	3695.12	3394
	5th POINT MAX	5922 6452	5833.17 6355.22	1695.98 1873.47	4137.19 4481.75	3823 4168
P&TO III	MIN	3951.36	3892.09	1036.01	2856.06	2629
	4th POINT MAX	4250.61 4447	4186.85 4380.30	1136.23 1202.00	3050.62 3178.30	2806 2923
P&TO IV	AGE 21	2875.11	2831.98	675.57	2156.41	1991
	MIN (MS) MAX (MS)	3541.86 3951.36	3488.73 3892.09	898.87 1036.01	2589.86 2856.08	2386 2629

TABLE 1 (contd)

SINGLE MAN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
MESSENGER	MIN	2145.42	2113.24	431.20	1682.04	1559
	MAX	2252.43	2218.64	467.04	1751.60	1622
PAPERKEEPER	MIN	2275.92	2241.78	474.91	1766.87	1636
	MAX	2393.76	2354.90	513.37	1841.53	1704
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	485.39	1787.24	1655
CRAFTSMAN	FLAT-RATE	2688.30	2647.98	613.01	2034.97	1880

TABLE 1 (contd)

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
DEPUTY SECRETARY	FLAT-RATE	14208.80	13995.67	5357.54	8638.13	8324
UNDER SECRETARY	FLAT-RATE	12208.80	12025.67	4158.80	7866.87	7553
ASSISTANT SECRETARY	MIN	8358.80	8725.92	2469.21	6256.71	5943
	3rd POINT MAX	10008.80	9858.67	2988.01	6869.83	6556
PRINCIPAL	MIN	11208.80	11040.67	3598.82	7441.85	7128
	5th POINT MAX	6202	6108.97	1512.31	4596.66	4283
ADMINISTRATION TRAINEE	MIN	7147	7039.80	1828.79	5211.01	4897
	5th POINT MAX	7972	7852.42	2116.57	5735.85	5422
SENIOR EXECUTIVE OFFICER	MIN	2843.61	2801	387.60	2413.40	2250
	4th POINT MAX	3526.11	3473.22	616.15	2857.07	2654
HIGHER EXECUTIVE OFFICER	MIN	4182.36	4119.63	835.93	3283.70	3043
	4th POINT MAX	5422	5340.67	1251.09	4089.58	3778
EXECUTIVE OFFICER	MIN	6002	5911.97	1445.33	4466.64	4153
	4th POINT MAX	6422	6325.67	1585.99	4739.68	4426
CLERICAL OFFICER	MIN	4422	4355.67	916.19	3439.48	3185
	3rd PT (MS) MAX (MS)	4882	4808.77	1070.24	3738.53	3458
CLERICAL OFFICER	AGE 21	5222	5143.67	1184.11	3959.56	3659
	MIN (MS) MAX (MS)	2593.70	2559.72	305.56	2254.16	2105
CLERICAL OFFICER	AGE 21	2843.61	2801	387.60	2413.40	2250
	3rd PT (MS) MAX (MS)	4182.36	4119.63	835.93	3283.70	3043
CLERICAL OFFICER	AGE 21	2283.70	2249.45	200.07	2049.38	1918
	3rd PT (MS) MAX (MS)	2543.70	2505.55	287.15	2218.40	2072
CLERICAL OFFICER	MAX (MS)	2995.86	2950.92	438.57	2512.35	2340

TABLE 1 (contd)

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS. WHERE APPROPRIATE
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	426.26	2488.46	2318
	1th POINT	3400.11	3349.11	573.96	2775.15	2580
	MAX	3694.11	3636.70	672.42	2966.26	2754
PERSONAL SECRETARY	MIN	2473.70	2436.60	263.70	2172.90	2031
	1th POINT	2791.11	2749.24	370.00	2379.24	2219
	MAX	3121.86	3075.03	480.77	2594.26	2415
SHORTHAND TYPIST	MIN	2140.20	2108.10	152.01	1956.09	1868 *
	3rd POINT	2307.21	2272.63	207.95	2064.68	1932
	MAX	2557.80	2519.43	291.87	2227.56	2080
TYPIST	MIN	1973.16	1943.56	96.07	1847.49	1853 *
	3rd POINT	2140.20	2108.10	152.01	1956.09	1968 *
	MAX	2390.76	2354.90	235.93	2118.97	1982
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	120.55	1895.0	1860 *
	3rd PT (MS)	2218.50	2185.22	178.23	2006.99	1879
	MAX (MS)	2390.76	2354.90	235.93	2118.97	1982
P&TO I	MIN	5242	5163.37	1190.81	3972.56	3671
	5th POINT	5922	5833.17	1418.54	4414.63	4101
	MAX	6452	6355.22	1596.03	4759.19	4445
P&TO III	MIN	3951.36	3892.09	758.57	3133.52	2906
	4th POINT	4250.61	4186.85	853.79	3328.06	3084
	MAX	4447	4380.30	924.56	3455.74	3200
P&TO IV	AGE 21	2875.11	2831.98	328.13	2433.85	2269
	MIN (MS)	3541.65	3488.73	621.43	2867.30	2664
	MAX (MS)	3951.36	3892.09	758.57	3133.52	2906

TABLE 1 (contd)

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
MESSENGER	MIN	2145.42	2113.24	153.76	1959.48	1868 * 1900
	MAX	2252.43	2218.64	189.60	2029.04	
PAPERKEEPER	MIN	2275.92	2241.78	197.47	2044.31	1913 1982
	MAX	2390.76	2354.90	235.93	2118.97	
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	207.95	2064.68	1932
	FLAT-RATE	2688.30	2647.98	335.57	2312.41	

* Includes Family Income Supplement.

TABLE 1 (contd)
MARRIED MAN WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
DEPUTY SECRETARY		14208.80	13995.67	5136.80	8858.87	8545
	PLAT-RATE	12202.80	12025.67	3954.80	8070.87	7757
ASSISTANT SECRETARY	MIN	8858.80	8725.92	2329.97	6395.95	6082
	3rd POINT MAX	10008.80	9658.67	2825.95	7032.72	6719
PRINCIPAL	MIN	11208.80	11040.67	3411.82	7628.85	7315
	5th POINT MAX	6202	6108.97	1396.71	4712.26	4393
ADMINISTRATION TRAINEE	MIN	7147	7039.80	1713.19	5326.61	5013
	5th POINT MAX	7972	7852.42	1909.48	5862.94	5549
SENIOR EXECUTIVE OFFICER	MIN	2843.61	2801	272.00	2529	2365
	4th POINT MAX	3526.11	3473.22	502.55	2972.67	2770
HIGHER EXECUTIVE OFFICER	MIN	4182.36	4119.63	720.33	3399.30	3159
	4th POINT MAX	5422	5340.67	1135.49	4205.18	3893
EXECUTIVE OFFICER	MIN	6002	5911.97	1329.73	4582.24	4268
	4th POINT MAX	6422	6325.67	1470.39	4855.28	4541
EXECUTIVE OFFICER	MIN	4422	4355.67	800.59	3555.08	3301
	4th POINT MAX	4882	4808.77	954.64	3854.13	3573
EXECUTIVE OFFICER	MIN	5222	5143.67	1068.51	4075.16	3775
	4th POINT MAX	2598.70	2559.72	189.96	2369.76	2220
CLERICAL OFFICER	MIN	2843.61	2801	272.00	2529	2365
	3rd PT (MS) MAX (MS)	4182.36	4119.63	720.33	3399.30	3159
CLERICAL OFFICER	MIN	2283.70	2249.45	84.47	2164.98	2179 *
	3rd PT (MS) MAX (MS)	2543.70	2505.55	171.55	2334	2293 *
		2995.86	2950.92	322.97	2627.95	2456

TABLE 1 (contd)

MARRIED MAX WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	310.66	2604.06	2434
	4th POINT	3400.11	3319.11	458.36	2890.75	2695
	MAX	3694.11	3638.70	556.82	3081.88	2869
PERSONAL SECRETARY	MIN	2473.70	2436.60	148.10	2288.50	2197 *
	4th POINT	2791.11	2749.24	254.40	2494.84	2334
	MAX	3121.86	3075.03	365.17	2709.86	2530
SHORTHAND TYPIST	MIN	2140.20	2108.10	36.41	2071.69	2165 *
	3rd POINT	2307.21	2272.63	92.35	2180.28	2181 *
	MAX	2557.80	2519.43	176.27	2343.16	2204 *
TYPIST	MIN	1973.16	1943.56	-	1943.56	2131 *
	3rd POINT	2140.20	2108.10	36.41	2071.69	2165 *
	MAX	2390.76	2354.90	120.33	2234.57	2189 *
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	4.95	2010.60	2157 *
	3rd PT (MS)	2218.50	2185.22	62.63	2122.59	2173 *
	MAX (MS)	2390.76	2354.90	120.33	2234.57	2189 *
P&TO I	MIN	5242	5163.37	1075.21	4088.16	3787
	5th POINT	5922	5833.17	1302.94	4530.23	4216
	MAX	6452	6355.22	1480.43	4874.79	4561
P&TO III	MIN	3951.36	3892.09	642.97	3249.12	3022
	4th POINT	4250.61	4186.85	743.19	3443.66	3199
	MAX	4447	4380.30	808.96	3571.34	3316
P&TO IV	AGE 21	2675.11	2631.98	262.53	2549.45	2384
	MIN (MS)	3541.66	3489.73	505.83	2982.90	2779
	MAX (MS)	3951.36	3892.09	642.97	3249.12	3022

TABLE 1 (contd)

MARRIED MAN WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
MESSENGER	MIN	2145.42	2113.24	38.16	2075.08	2166 *
	MAX	2252.43	2218.64	74.00	2144.64	2176 *
PAPERKEEPER	MIN	2275.92	2241.78	81.87	2159.91	2178 *
	MAX	2390.76	2354.90	120.33	2234.57	2189 *
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	92.35	2180.28	2181 *
CRAFTSMAN	FLAT-RATE	2688.30	2647.98	219.97	2428.01	2273

* Includes Family Income Supplement.

TABLE A

MOVEMENT IN THE RETAIL PRICES INDEX - 1977/8

RPI - 15 January 1974 = 100

14 June 1977 = 183.6

13 June 1978 = 197.2

Percentage increase over year = 7.4%

12 July 1977 = 183.8

18 July 1978 = 198.1

Percentage increase over year = 7.8%

TABLE B

SEC ANNUAL SALARY REVIEW - 1978 UPDATE

Category A	40497
Category B	309838
Category C	190944
Category D	25109 (excluding Industrial Civil Servants)

TABLE C (1)

STAFF-IN-POST IN GRADES CORRESPONDING TO FEC CATEGORIES A-D AT 1 APRIL 1978 (1)

A.	Deputy Secretary	164	(2) (2)
	Under Secretary	609	
	Assistant Secretary	1203	
	Principal	4534	
	Administration Trainee	516	
		<hr/>	
	TOTAL	7026	
		<hr/>	
B.	Senior Executive Officer	8315	
	Higher Executive Officer	24982	
	Executive Officer	47276	
	Clerical Officer	90595	
		<hr/>	
	TOTAL	171168	
		<hr/>	
C.	Senior Personal Secretary	600	
	Personal Secretary	4210	
	Shorthand Typist	1850	
	Typist	13111	
	Clerical Assistant	73225	
	P and TO I	5748	
	P and TO III	11950	
	P and TO IV	11463	
		<hr/>	
		122157	
		<hr/>	
D.	Messenger	8958	
	Paper Keeper	3303	
	Non-Industrial Car Driver	46	
		<hr/>	
		12307	
		<hr/>	

(1) Any discrepancy with previously published totals in Civil Service Statistics 1978 is due to late revisions.

(2) The figures for the grades of Deputy Secretary and Under Secretary do not include the Diplomatic Service.

TABLE C (2)

NUMBERS OF STAFF IN POST

A Grade	B Salary Point	C Salary 30 6 77	D Salary 30 6 78	E Total Number of Staff in Post at 1 4 77	F Total Number of Staff in Post at 1 4 78	
Deputy Secretary	Flat Rate	14208.80	15629	158 (1)	164 (1)	
Under Secretary	Flat Rate	12208.80	13429	614 (1)	609 (1)	
Assistant Secretary	Min 3rd Point Max Total in grade	8858.80 10008.80 11208.80	10043 11302 12273	113 126 719 1260	72 (2) 156 674 1203	
Principal	Min 5th Point Max Total in grade	6202 7147 7972	6791 7825 8729	91 365 2828 4561	136 227 2720 4534	
Administration Trainee	Min 5th Point Max Total in grade	2843.61 3526.11 4182.36	3113 3861 4579	74 98 12 615	62 67 26 516	
Senior Executive Officer	Min 4th Point Max Total in grade	5422 6002 6422	5937 6572 7032	42 844 5699 8443	33 832 5821 8315	
Higher Executive Officer	Min 4th Point Max Total in grade	4422 4882 5222	4842 5345 5718	747 3239 9715 24911	749 2998 14989 24982	
Executive Officer	Min Max	Age 21 Main Scale Main Scale Total in grade	2598.70 2843.61 4182.36	2845 3113 4579	943 94 16026 47136	946 236 17019 47276
Clerical Officer	3rd Pt Max	Age 21 Main Scale Main Scale Total in grade	2283.70 2543.70 2995.86	2500 2785 3280	2757 6893 25734 91907	2718 8154 29896 90595
Senior Personal Secretary	Min 4th Point Max Total in grade	2959.11 3400.11 3694.11	3240 3723 4045	1 42 465 603	1 30 456 600	
Personal Secretary	Min 4th Point Max Total in grade	2473.70 2791.11 3121.86	2708 3056 3418	169 508 1990 4234	168 379 2273 4210	

TABLE C (2) (contd)

A	B	C	D	E	F
Shorthand Typist	Min 3rd Point Max Total in grade	2140.20 2307.24 2557.80	2343.78 2526.48 2801.05	104 124 1430 2072	93 130 1221 1850
Typist	Min 3rd Point Max Total in grade	1973.16 2140.20 2390.76	2160.56 2343.78 2617.83	1611 1611 5638 13424	92 2229 6031 13111
Clerical Assistant 3rd Pt Max	Age 21 Main Scale Main Scale Total in grade	2046.24 2218.50 2390.76	2240.42 2429.39 2617.83	1450 6524 26820 72488	2197 4394 23432 73225
P and TO I	Min 5th Point Max Total in grade	5242 5922 6452	5739 6484 7064	58 522 3071 5795	115 460 3334 5748
P and TO III	Min 4th Point Max Total in grade	3951.36 4250.61 4447	4326 4654 4869	239 957 8493 11962	239 1076 8485 11950
P and TO IV	Age 21 Min Main Scale Max Main Scale Total in grade	2875.11 3541.86 3951.36	3148 3878 4326	121 1091 5819 12123	115 802 6190 11463
Messenger	Min Max Total in grade	2145.42 2252.43	2349 2466.45	1316 6204 9400	1702 6091 8958
Paperkeeper	Min Max Total in grade	2275.92 2390.76	2492.03 2617.83	230 2726 3284	33 2973 3303
Non-Industrial Car Driver	Flat Rate	2307.24	2526.48	44	46
Craftsman	Flat Rate	2688.30	2936.25	30700 (approx)	27874

(1) The figures for the grades of Deputy Secretary and Under Secretary do not include the Diplomatic Service.

(2) Figures for numbers at each salary point are subject to late revisions.

NON-INDUSTRIAL NON-CIVIL SERVICE (1); STAFF IN POST AT 1 1 70 ANALYSED BY SEX, MARITAL STATUS, WHOLE-TIME/PART-TIME STAFF

	WHOLE-TIME						PART-TIME						Total (2) (Part timers = whole units)
	MALE			FEMALE			MALE			FEMALE			
	Single	Married	Un-known	Single	Married	Un-known	Single	Married	Un-known	Single	Married	Un-known	
Deputy Secretary	4	130	5	2	2	1	-	-	-	-	-	-	156
Under Secretary	33	533	17	16	7	-	-	-	-	-	-	-	621
Assistant Secretary	92	1008	16	31	23	3	2	-	-	-	-	-	1201
Principal	366	3652	81	193	120	10	7	-	-	-	-	-	4528
Administration Trainee	264	102	-	105	46	3	-	-	-	-	-	-	530
Senior Executive Officer	366	6889	155	407	145	-	2	-	-	1	-	-	8046
Higher Executive Officer	2011	16185	546	1748	1420	1	2	-	-	3	-	-	22196
Executive Officer	9876	20109	914	6199	9363	13	4	-	-	8	-	-	47737
Clerical Officer.	16305	16297	918	18251	33822	61	71	-	-	82	-	-	91455
Senior Personal Secretary	1	3	-	204	211	-	-	-	-	-	-	-	574
Personal Secretary	17	23	5	1708	1992	8	-	-	-	1	-	-	4153
Shorthand Typist	11	18	1	625	817	2	1	-	-	25	-	-	2046
Typist	12	15	1	4409	5825	33	4	-	-	98	-	-	14111
Clerical Assistant	10842	4804	267	22734	32891	155	25	-	-	87	-	-	78370
PFO 1	321	5177	79	20	21	-	7	-	-	-	-	-	5645
PFO 3	1066	10677	160	25	27	-	-	-	-	-	-	-	11959
PFO 4	1832	9666	143	27	33	-	5	-	-	-	-	-	11732
Messenger	986	3686	268	523	2879	3	63	-	-	1	-	-	8926
Paperkeeper	305	1172	99	183	1140	4	4	-	-	-	-	-	3107
Non-Industrial Car Driver	3	20	-	1	-	-	-	-	-	-	-	-	24

Footnotes

(1) These figures do not include Foreign and Commonwealth Office grades.

(2) Any discrepancy with the figures in Table C (1) and with previously published totals in Civil Service Statistics 1978 is due to:

- a. Late revisions.
 - b. The figures shown here were obtained from PRISM Computer Records and therefore cover staff in museums, small departments, etc who are not civil servants and are therefore not included in Civil Service Statistics 1978.
 - c. Part-time staff are here counted as whole units, not as half units.
- (3) "Ex-Married" refers to those who are divorced/separated/widowed.

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TABLE D (1)

TABLE 2

30 JUNE 1978 GROSS AND NET PAY

SINGLE MAN

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay
	A	I	C	D	E	F
Deputy Secretary	Flat Rate	15629	15394.57	5921.22	9473.35	9201
Under Secretary	Flat Rate	13429	13227.57	4613.41	8614.16	8432
Assistant Secretary	Min	10043	9892.36	2942.94	6949.42	6677
	5th Point Max	11302	11132.47	3503.74	7628.73	7356
Principal	Min	12273	12068.91	3987.15	8101.76	7829
	5th Point Max	6791	6689.14	1822.37	4866.77	4594
Administration Trainee	Min	7825	7707.63	2158.47	5549.16	5277
	5th Point Max	8729	8598.07	2452.31	6145.76	5873
Senior Executive Officer	Min	3113	3066.31	626.83	2439.48	2292
	4th Point Max	3861	3803.09	869.97	2933.12	2756
Higher Executive Officer	Min	4579	4510.32	1103.36	3406.96	3201
	4th Point Max	5937	5847.95	1544.77	4303.18	4043
	Min	6572	6473.42	1751.18	4722.24	4450
	4th Point Max	7032	6926.52	1900.70	5025.82	4753
	Min	4842	4769.37	1188.84	3580.53	3364
	4th Point Max	5345	5264.83	1352.34	3912.49	3794
		£718	5632.23	1473.59	4158.64	3907

TABLE 2 (contd.)

TABLE D (1) (contd.)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay
	A	B	C	D	E	F
Executive Officer	Age 21	2845	2802.33	539.72	2262.61	2126
	Min (MS)	3113	3066.31	626.83	2439.48	2292
	Max (MS)	4579	4510.32	1103.36	3406.96	3201
Clerical Officer	Age 21	2500	2462.50	427.58	2034.92	1912
	3rd Pt (MS)	2785	2743.23	520.22	2223.01	2089
	Max (MS)	3280	3230.80	681.11	2549.69	2396
Senior Personal Secretary	Min Point	3240	3191.40	668.11	2523.29	2371
	4th Point	3723	3667.16	825.11	2842.05	2670
	Max	4045	3984.33	929.78	3054.55	2870
Personal Secretary	Min Point	2708	2667.38	495.19	2172.19	2041
	4th Point	3056	3010.16	608.30	2401.86	2257
	Max	3418	3366.73	725.97	2640.76	2481
Shorthand Typist	Min Point	2343.78	2308.62	376.80	1931.82	1815
	3rd Point	2526.48	2493.58	436.18	2052.40	1929
	Max	2801.05	2759.03	525.43	2233.60	2099
Typist	Min Point	2160.56	2128.15	317.24	1810.91	1702
	3rd Point	2343.78	2308.62	376.80	1931.82	1815
	Max	2617.83	2578.56	465.87	2112.69	1965
Clerical Assistant	Age 21	2240.42	2206.81	343.20	1863.61	1751
	3rd Pt (MS)	2429.39	2392.95	404.62	1988.33	1868
	Max (MS)	2617.83	2578.56	465.88	2112.68	1985

TABLE D (1) (contd)

TABLE 2 (contd)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay
P and TO I	A	B	C	D	E	F
	Min	5739	5652.92	1480.41	4172.51	3920
	5th Point	484	6386.74	1722.57	4664.17	4392
	Max	7064	6958.04	1911.10	5046.94	4775
P and TO III	Min	4326	4261.11	1021.12	3239.99	3044
	4th Point	4654	4584.19	1127.73	3456.46	3248
	Max	4969	4795.97	1197.62	3598.35	3381
P and TO IV	Age 21	3148	3100.78	638.21	2462.57	2314
	Min (MS)	3878	3819.83	875.49	2944.34	2766
	Max (MS)	4326	4261.11	1021.12	3239.99	3044
Messenger	Min	2349	2313.77	378.49	1935.28	1819
	Max	2466.45	2429.45	416.67	2012.78	1891
Paperkeeper	Min	2492.03	2454.65	424.99	2029.66	1907
	Max	2617.83	2578.56	465.88	2112.68	1985
Non-Industrial Car Driver	Flat Rate	2526.48	2488.58	436.18	2052.40	1929
Craftsman	Flat Rate	2936.23	2892.2	569.38	2322.82	2183

(1) At 1 July 1978.

TABLE 2 (contd)

TABLE D (2)

30 JUNE 1978 GROSS AND NET PAY

MARRIED MAN WITH 2 CHILDREN (under 11 years of age)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
	A	B	C	D	E	F
Deputy Secretary	Flat Rate	15629	15394.57	5450.74	9943.83	9671
Under Secretary	Flat Rate	13429	13227.57	4200.91	9026.66	8754
Assistant Secretary	Min	10043	9892.36	2642.94	7249.42	6977
	3rd Point	11302	11132.47	3158.86	7973.61	7701
	Max	12273	12088.91	3606.96	8481.95	8210
Principal	Min	6791	6689.14	1574.87	5114.27	4842
	5th Point	7825	7707.63	1910.97	5796.66	5524
	Max	8729	8598.07	2204.81	6393.26	6121
Administration Trainee	Min	3113	3066.31	379.33	2686.98	2540
	5th Point	3861	3803.09	622.47	3180.62	3003
	Max	4579	4510.32	855.86	3654.46	3449
Senior Executive Officer	Min	5937	5847.95	1297.27	4550.68	4290
	4th Point	6572	6473.42	1503.68	4969.74	4697
	Max	7032	6926.52	1653.20	5273.32	5001
Higher Executive Officer	Min	4842	4769.37	941.34	3828.03	3612
	4th Point	5345	5264.83	1104.84	4159.99	4042
	Max	5718	5632.23	1226.09	4406.14	4155

TABLE 2 (contd)

TABLE D (2) (contd)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
	A	B	C	D	E	F
Executive Officer	Age 21	2845	2802.33	292.22	2510.11	2374
	Min (MS)	3113	3066.31	379.33	2686.98	2539
	Max (MS)	4579	4510.32	855.86	3654.46	3449
Clerical Officer	Age 21	2500	2462.50	181.68	2280.62	2158
	3rd Pt (MS)	2785	2743.23	272.72	2470.51	2336
	Max (MS)	3280	3230.80	433.61	2797.19	2643
Senior Personal Secretary	Min	3240	3191.40	420.61	2770.79	2618
	4th Point	3723	3667.16	577.61	3089.55	2918
	Max	4045	3984.33	682.28	3302.05	3118
Personal Secretary	Min	2708	2667.38	247.69	2419.69	2289
	4th Point	3056	3010.16	360.80	2649.36	2504
	Max	3418	3366.73	478.47	2885.26	2729
Shorthand Typist	Min	2343.78	2308.62	143.41	2165.21	2120
	3rd Point	2526.48	2488.58	188.68	2299.90	2176
	Max	2801.05	2759.05	277.93	2481.10	2346
Typist	Min	2160.56	2128.15	98.29	2029.86	2083
	3rd Point	2343.78	2308.62	143.41	2165.21	2120
	Max	2617.83	2578.56	218.38	2360.18	2233
Clerical Assistant	Age 21	2240.42	2206.81	117.95	2088.86	2099
	3rd Pt (MS)	2429.39	2392.95	164.49	2228.46	2137
	Max (MS)	2617.83	2578.56	218.38	2360.18	2233

* * Includes Family Income Supplement.

TABLE 2 (contd)

TABLE D (2) (contd)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
P and TO I	A	B	C	D	E	F
	Min	5739	5652.92	1232.92	4420.00	4168
	5th Point	6484	6386.74	1475.07	4911.67	4639
	Max	7074	6958.04	1663.60	5294.44	5022
P and TO III	Min	4326	4261.11	773.62	3487.49	3292
	4th Point	4654	4584.19	880.23	3703.96	3495
	Max	4869	4795.97	950.12	3845.85	3628
P and TO IV	Age 21	3148	3100.78	590.71	2710.07	2561
	Min (MS)	3878	3819.83	627.99	3191.84	3014
	Max (MS)	4326	4261.11	773.62	3487.49	3292
Messenger	Min	2349	2313.77	144.69	2169.08	2121
	Max	2466.45	2429.45	173.61	2255.84	2144
Paperkeeper	Min	2492.03	2454.65	179.91	2274.74	2152
	Max	2617.83	2578.56	218.38	2360.18	2233
Non-Industrial Car Driver	Flat Rate	2526.48	2488.58	188.68	2299.90	2176
	Flat Rate	2936.25	2892.2	321.88	2570.32	2430

* *

* Includes Family Income Supplement.

(1) At 1 July 1978.

30 JUNE 1978 GROSS AND NET PAY

MARRIED MAN WITH 4 CHILDREN (under 11 years of age)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
	A	B	C	D	E	F
Deputy Secretary	Flat Rate	15629	15394.57	5330.74	10063.83	9791
Under Secretary	Flat Rate	13429	13227.57	4090.91	9136.66	8664
Assistant Secretary	Min	10043	9892.36	2565.93	7326.43	7054
	3rd Point	11302	11132.47	3068.86	8063.61	7791
	Max	12273	12098.91	3506.96	8581.95	8310
Principal	Min	6791	6689.14	1508.87	5180.27	4908
	5th Point	7825	7707.63	1844.97	5862.66	5590
	Max	8729	8598.07	2138.81	6459.26	6187
Administration Trainee	Min	3113	3066.31	313.33	2752.98	2606
	5th Point	3861	3803.09	556.47	3246.62	3069
	Max	4579	4510.32	789.86	3720.46	3515
Senior Executive Officer	Min	5937	5847.95	1231.27	4616.68	4356
	4th Point	6572	6473.42	1437.68	5035.74	4763
	Max	7032	6926.52	1587.20	5339.32	5067
Higher Executive Officer	Min	4842	4769.37	875.34	3894.03	3678
	4th Point	5345	5264.83	1038.84	4225.99	4107
	Max	5718	5632.23	1160.09	4472.14	4221

TABLE D (3) (contd)

TABLE 2 (contd)

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
Executive Officer	A	B	C	D	E	F
	Age 21	2845	2802.33	226.22	2576.11	2468
	Min (MS)	3113	3066.31	313.33	2752.98	2606
	Max (MS)	4579	4510.32	782.86	3720.46	3515
Clerical Officer	Age 21	2500	2462.50	131.88	2330.62	2409
	3rd Pt (MS)	2785	2743.23	206.72	2536.51	2461
	Max (MS)	3280	3230.80	367.61	2863.19	2709
Senior Personal Secretary	Min	3240	3191.40	354.61	2836.79	2684
	4th Point	3723	3667.16	511.61	3155.55	2984
	Max	4045	3984.33	616.28	3368.05	3184
Personal Secretary	Min	2708	2667.38	183.10	2484.28	2450
	4th Point	3056	3010.16	294.80	2715.36	2570
	Max	3418	3366.73	412.47	2954.26	2795
Shorthand Typist	Min	2343.78	2308.62	93.41	2215.21	2378
	3rd Point	2526.48	2488.58	138.40	2350.18	2414
	Max	2801.05	2759.03	211.93	2547.10	2462
Typist	Min	2160.56	2128.15	48.29	2079.86	2341
	3rd Point	2343.78	2308.62	93.41	2215.21	2378
	Max	2617.83	2578.56	160.89	2417.67	2432
Clerical Assistant	Age 21	2240.42	2206.81	67.95	2138.86	2357
	3rd Pt (MS)	2429.39	2392.95	114.49	2278.46	2395
	Max (MS)	2617.83	2578.56	160.89	2417.67	2432

* Includes Family Income Supplement.

Grade	Salary Point	Gross Pay	Gross Pay Less Super-annuation	Tax 1978/79	Pay After Tax	Net Pay Including FIS where appropriate
P and TO I	A	B	C	D	E	F
	Min	5739	5652.92	1166.91	4486.01	4234
	5th Point	6484	6386.74	1409.07	4977.67	4705
	Max	7074	6958.04	1597.60	5360.44	5038
P and TO III	Min	4326	4261.11	707.62	3553.49	3358
	4th Point	4654	4584.19	814.23	3769.96	3561
	Max	4969	4795.97	894.12	3911.85	3694
P and TO IV	Age 21	3148	3100.78	324.71	2776.07	2627
	Min (MS)	3878	3819.83	561.99	3257.84	3080
	Max (MS)	4326	4261.11	707.62	3553.49	3358
Messenger	Min	2349	2313.77	94.69	2219.08	2379
	Max	2466.45	2429.45	123.61	2305.84	2402
Paperkeeper	Min	2492.03	2454.65	129.91	2324.74	2407
	Max	2617.83	2578.56	160.89	2417.67	2432
Non-Industrial Car Driver	Flat Rate	2526.48	2488.58	138.40	2350.18	2414
Craftsman	Flat Rate	2936.25 ⁽¹⁾	2892.2	255.68	2636.32	2496

* * * * *

* Includes Family Income Supplement.

(1) At 1 July 1978.

EXPLANATORY NOTES ON TABLE D

1. During the period 30 June 1977 to 30 June 1978 non-industrial civil servants up to Assistant Secretary level have had a pay settlement within the British Government's pay policy guidelines. The main features of the settlement are consolidation of the 1976 and 1977 supplements into basic pay and an across-the-board increase of 9 $\frac{1}{2}$ % from 1 April 1978. The pay of the Higher Civil Service (and therefore the grades of Under Secretary and Deputy Secretary in the survey) has also been reviewed. The rates of pay recommended by the independent Top Salaries Review Body in their tenth report are to be paid in instalments and the first instalment, from 1 January 1978, is an increase of 10% of basic salary plus the 1977 pay supplement. The main features of the 1978 pay settlement for industrial civil servants (ie the grade of Craftsman in the survey) are consolidation of the 1976 and 1977 supplements at £8.60 per week and a 9% increase on the consolidated rates from 1 July 1978.
2. Gross = total pay less 1 $\frac{1}{2}$ % for superannuation (family benefits only - main pension is non-contributory).
3. Net = gross pay less tax and national insurance contribution plus Family Income Supplement where appropriate.
4. National Insurance contribution, for a single person and married man or woman, is currently 6.5% on the first £910 pa of earnings plus 4% on earnings between £910 pa and £6240 pa.
5. Neither the figures provided last year nor those given here for 1978 salaries include Child Benefit as this is paid to the wife. Child Benefit is not taxable but there is a substantial reduction in the husbands' Child Tax Allowances. Child Benefit is currently £2.30 per week for each child.
6. Family Income Supplement may be claimed if the total family income is below a fixed level for the size of the family. Total family income includes the husbands' gross earnings, plus those of his wife where appropriate. Child Benefit, however, does not count as income. In the case of a married man with 2 children, the level below which he can qualify for Family Income Supplement is £2486 pa, and for a married man with 4 children the level below which he can qualify for Family Income Supplement is £2902 pa. The figures given here assume that the wife has no income (which is perhaps unrealistic).
7. It is interesting to note that the 1976 Family Expenditure Survey (carried out by the Department of Employment *) reported that of the sample of 7203 households which co-operated in the survey, 112 (ie 1.6%) comprised 2 adults and 4 children. These are the most recent figures available.

* The Family Expenditure Survey originates from a recommendation of the Cost of Living Advisory Committee (now the Retail Prices Index Advisory Committee) in an interim report published in 1951 that an enquiry should take place into the pattern of expenditure of private households as a source for the weighting pattern of the Index of Retail Prices. A large-scale Household Expenditure Enquiry was undertaken in 1953-54 and was followed by the Family Expenditure Survey, which has been in continuous operation since 1957. Although the Survey was originally concerned mainly with the expenditure of private households in the United Kingdom, much additional information is now collected about the characteristics of each co-operating household and the income of its members.

ANNEX 2

Average gross basic salary (1) at 30 June 1978 for each grade in the survey (categories A-D) (2).

	£pa	
A. Deputy Secretary	15600	{flat rate}
Under Secretary	13400	{flat rate}
Assistant Secretary	11800	
Principal	8400	
Administration Trainee	3700	
B. Senior Executive Officer	6900	
Higher Executive Officer	5500	
Executive Officer	4000	
Clerical Officer	2900	
C. Senior Personal Secretary	4000	
Personal Secretary	3300	
Shorthand Typist	2700	
Typist	2500	
Clerical Assistant	2300	
P and TO I	6800	
P and TO III	4800	
P and TO IV	4100	
D. Messenger	2400	
Paperkeeper	2600	
Non-Industrial Car Driver	2500	{flat rate}

(1) The figures given above are to the nearest £100 pa and are the average gross basic salary ie 1½% superannuation contribution has not been deducted.

(2) Excluding Industrials.

TABLE 3
NOMINAL INDICES

Indices of civil servants' salaries at 30 June 1978
(30 June 1977 = 100)

United Kingdom

Cat.	Grade	Single						Married, 2 children						
		Gross			Net			Gross			Net			
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	
A	Deputy Secretary	-	-	110,0	-	118,1	-	-	110,0	-	-	-	-	117,2
	Under Secretary	-	-	110,0	-	119,4	-	-	110,0	-	-	-	-	117,1
	Assistant "	113,4	112,9	109,5	119,8	117,4	113,4	112,9	109,5	118,8	118,8	115,1	114,6	116,4
	Principal " Administration	109,5	109,5	109,5	114,7	115,3	109,5	109,5	109,5	115,1	114,6	116,8	116,5	114,6
B	Trainee	109,5	109,5	109,5	116,2	115,7	109,5	109,5	109,5	116,8	116,5	116,8	116,5	116,2
	Senior Exec. Off.	109,5	109,5	109,5	115,5	114,6	109,5	109,5	109,5	115,9	115,3	115,9	115,3	11,0
	Higher " "	109,5	109,5	109,5	115,7	115,5	109,5	109,5	109,5	116,2	119,3	116,2	119,3	116,0
	Executive Offic. Clerical	109,5	109,5	109,5	116,4	115,7	109,5	109,5	109,5	116,9	116,7	117,0	116,9	116,2
C	Senior Pers. Sec.	109,5	109,5	109,5	116,2	115,9	109,5	109,5	109,5	116,7	116,4	116,7	116,9	116,7
	Personal Secret.	109,5	109,5	109,5	116,4	116,1	109,5	109,5	109,5	117,0	116,8	117,0	116,8	116,6
	Shorthand Typist	109,5	109,5	109,5	116,7	116,4	109,5	109,5	109,5	118,1	117,1	118,1	117,1	117,0
	Typist	109,5	109,5	109,5	116,8	116,5	109,5	109,5	109,5	117,1	118,1	117,1	118,1	117,1
	Clerical Assist.	109,5	109,5	109,5	116,7	116,5	109,5	109,5	109,5	117,5	118,3	117,5	118,3	117,1
	P&TO I	109,5	109,5	109,5	115,5	114,6	109,5	109,5	109,5	115,9	115,3	115,9	115,3	115,0
	P&TO III	109,5	109,5	109,5	115,8	115,7	109,5	109,5	109,5	116,3	116,2	116,3	116,2	116,1
P&TO IV	109,5	109,5	109,5	116,2	115,8	109,5	109,5	109,5	116,7	116,4	116,7	116,4	116,3	
D	Messenger	109,5	-	109,5	116,7	116,6	109,5	-	109,5	118,1	-	118,1	-	117,4
	Paperkeeper	109,5	-	109,5	116,6	116,5	109,5	-	109,5	117,0	-	117,0	-	117,1
	Non-Industrial car driver	-	-	109,5	-	116,6	-	-	109,5	-	-	-	-	117,1

TABLE 4

REAL INDICES

Indices of civil servants' salaries at 30 June 1978
(30 June 1977 = 100)

United Kingdom

Cat.	Grade	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	Deputy Secretary	-	-	102,2	-	-	109,8	-	-	102,2	-	-	108,9
	Under Secretary	-	-	102,2	-	-	111,0	-	-	102,2	-	-	108,8
	Assistant "	105,4	104,9	101,8	111,3	109,1	105,4	104,9	101,8	110,4	110,4	106,5	106,2
	Principal " Administration Trainee	101,8	101,8	101,8	106,6	107,2	101,8	101,8	101,8	107,0	106,5	108,3	108,0
B	Senior Exec. Off.	101,8	101,8	101,8	107,3	106,5	106,5	101,8	101,8	101,8	107,7	107,2	106,9
	Higher "	101,8	101,8	101,8	107,5	107,3	107,3	101,8	101,8	101,8	108,0	110,9	107,8
	Executive Offic.	101,8	101,8	101,8	108,2	107,5	107,5	101,8	101,8	101,8	108,6	108,5	108,0
	Clerical "	101,8	101,8	101,8	108,3	107,9	107,9	101,8	101,8	101,8	108,7	108,6	108,5
C	Senior Pers. Sec.	101,8	101,8	101,8	108,0	107,7	107,7	101,8	101,8	101,8	108,5	108,3	108,2
	Personal Secret.	101,8	101,8	101,8	108,2	107,9	107,9	101,8	101,8	101,8	108,7	108,6	108,4
	Shorthand Typist	101,8	101,8	101,8	108,5	108,2	108,2	101,8	101,8	101,8	109,8	108,8	108,7
	Typist	101,8	101,8	101,8	108,6	108,3	108,3	101,8	101,8	101,8	108,8	109,8	108,8
	Clerical Assist.	101,8	101,8	101,8	108,5	108,3	108,3	101,8	101,8	101,8	109,2	109,9	108,8
	P&TO I	101,8	101,8	101,8	107,3	106,5	106,5	101,8	101,8	101,8	107,7	107,2	106,9
	P&TO III P&TO IV	101,8	101,8	101,8	107,6	107,5	107,5	101,8	101,8	101,8	108,1	108,0	107,9
D	Messenger	101,8	-	101,8	108,5	108,4	108,4	101,8	-	101,8	109,8	-	109,1
	Paperkeeper	101,8	-	101,8	108,4	108,3	108,3	101,8	-	101,8	108,7	-	108,8
	Non-Industrial car driver	-	-	101,8	-	108,4	108,4	-	-	101,8	-	-	108,8

TABLE 5 (Summary)
REAL WEIGHTED INDICES

Indices of civil servants' salaries by category at 30 June 1978

United Kingdom

Category	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	102,0	108,4	102,0	107,4	102,0	107,8
B	101,8	107,7	101,8	108,2	101,8	108,0
C	101,8	107,9	101,8	108,5	101,8	108,2
D	101,9	108,5	101,9	109,0	101,9	108,7
Total: National weighting	101,8	107,8	101,8	108,3	101,8	108,1
Total: Community weighting	102,0	108,2	102,0	107,8	102,0	108,0

IRELAND

IRELAND

Material for

1978 Annual Report on Remuneration of Community Officials

TABLE 1

SALARY POINTS FOR CERTAIN GRADES IN THE IRISH CIVIL SERVICE (1)
IRISH POUNDS PER ANNUM

C l a s s	GRADE	1 July 1977			1 July 1978		
		Min.	Mid.	Max.	Min	Mid.	Max.
A	Secretary	12,947	12,947	12,947	14,221	14,221	14,221
	Assistant Secretary	8,736	9,485	10,239	9,674	10,482	11,297
	Principal	7,438	8,054	8,471	8,272	8,937	9,387
	Assistant Principal	6,168	6,575	6,904	6,884	7,335	7,695
	Administrative Officer	3,688	4,973	6,168	4,139	5,562	6,884
B	Higher Executive Officer	5,021	5,586	6,168	5,615	6,240	6,884
	Executive Officer	2,445	3,946	5,021	2,763	4,425	5,615
C	Staff Officer	3,746	4,193	4,621	4,203	4,698	5,172
	Clerical Officer	2,070	3,070	3,749	2,357	3,455	4,207
	Clerical Assistant	1,998	2,343	2,741	2,285	2,650	3,091
D	Head Messenger (2)	2,886	3,064	3,164	3,251	3,448	3,553
	Paperkeeper (3)	2,660	2,817	2,856	3,000	3,173	3,212
	Messenger (4)	2,457	2,616	2,655	2,777	2,951	2,991

(1) Statistics for all grades are taken from General Service scales except Head Messenger.

(2) Mid. point = scale point 5

Max. point = scale point 6 plus 20 years service pay (£1 per week).

(3) Mid point = scale point 4 plus 5 years service pay (£0.25 per week).

Max point = scale point 4 plus 20 years service pay (£1 per week).

(4) Mid. point = scale point 3 plus 5 years service pay (£0.25 per week).

Max. point = scale point 3 plus 20 years service pay (£1 per week).

TABLE 2A
TOTAL REMUNERATION OF CERTAIN GRADES IN THE IRISH CIVIL SERVICE.
SITUATION AT 1 JULY 1977 - MONTHLY AMOUNT IN IRISH POUNDS

CLASS	GRADE	SINGLE MAN						MARRIED MAN WITH TWO CHILDREN					
		GROSS			NET			GROSS			NET		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
A	Secretary	1078.92	1078.92	1078.92	592.98	592.98	592.98	1094.48	1094.48	1094.48	618.74	618.74	618.74
	Assistant Secretary	728.00	790.42	853.25	454.72	479.31	504.07	743.57	805.98	868.82	510.48	535.07	559.83
A	Principal	619.83	671.17	705.92	409.09	432.33	446.02	635.40	686.73	721.48	457.42	483.41	500.52
	Assistant Principal	514.00	547.92	575.33	354.41	372.78	387.17	529.57	563.48	590.90	400.09	418.46	433.31
	Administrative Officer	307.33	414.42	514.00	229.48	298.04	354.41	322.90	429.98	529.57	268.44	337.00	400.09
B	Higher Executive Officer	418.42	465.50	514.00	300.60	328.13	354.41	433.98	481.07	529.57	339.56	369.70	400.09
	Executive Officer	203.75	328.83	418.42	162.06	242.15	300.60	219.32	344.40	433.98	195.96	281.11	339.56
C	Staff Officer	312.17	349.42	385.08	231.47	255.33	279.26	327.73	364.98	400.65	270.43	294.28	318.22
	Clerical Officer	172.50	255.83	312.42	140.64	195.41	231.64	181.98	271.40	327.98	172.87	234.37	270.59
	Clerical Assistant	166.50	195.25	228.42	136.21	156.62	177.86	172.90	201.65	234.82	161.02	182.92	207.41
D	Head Messenger	240.50	255.33	263.67	185.59	195.09	200.43	246.90	261.73	270.07	216.34	227.30	233.45
	Paperkeeper	221.67	234.75	238.00	173.54	181.97	183.99	228.07	241.15	244.40	202.43	212.09	214.49
	Messenger	204.75	218.00	221.25	162.70	171.19	173.27	211.15	224.40	227.65	189.93	199.72	202.12

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TABLE 2 B
TOTAL REMUNERATION OF CERTAIN GRADES IN THE IRISH CIVIL SERVICE.
SITUATION AT 1 JULY 1978 - MONTHLY AMOUNT IN IRISH POUNDS

CLASS	GRADE	SINGLE MAN						MARRIED MAN WITH TWO CHILDREN					
		GROSS			NET			GROSS			NET		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
A.	Secretary	1185.08	1185.08	1185.08	644.65	644.65	644.65	1200.65	1200.65	1200.65	721.92	721.92	721.92
	Assistant Secretary	806.17	873.50	941.42	495.36	521.89	548.65	821.73	889.07	956.98	572.62	599.15	625.92
	Principal Assistant Principal	689.33	744.75	782.25	449.33	471.16	485.94	704.90	760.32	797.82	518.41	545.70	563.20
B.	Administrative Officer	573.67	611.25	641.25	394.02	413.00	427.77	589.23	626.82	656.82	455.82	476.18	492.43
	Higher Executive Officer	344.92	463.50	573.67	259.12	334.33	394.02	360.48	479.07	589.23	310.62	386.55	455.82
	Executive Officer	467.92	520.00	573.67	336.73	364.94	394.02	483.48	535.57	589.23	389.37	422.72	455.82
C.	Staff Officer	230.25	360.75	467.92	184.30	274.38	336.73	245.82	384.32	483.48	238.01	325.88	399.37
	Clerical Officer	350.25	391.50	431.00	262.54	288.95	314.24	365.82	407.07	446.57	314.04	340.45	365.74
	Clerical Assistant	196.33	287.83	350.42	161.77	221.17	261.24	211.90	303.40	365.98	201.56	270.55	312.74
D.	Head Messenger	190.33	220.75	257.50	157.33	178.22	201.75	196.73	227.15	263.90	189.37	213.58	241.37
	Paperkeeper	270.92	287.33	296.08	211.75	220.85	227.86	277.32	293.73	302.48	252.91	263.41	271.50
	Messenger	249.92	264.33	267.58	196.89	206.12	208.20	255.32	270.73	273.98	235.77	246.42	248.82
		231.25	245.83	249.08	184.94	194.28	196.36	237.65	252.23	255.48	221.85	232.75	235.16

NOTES ON TABLE 2

Gross Pay comprises

- 1 Basic pay as listed in Table 1
- * 2 Civil service childrens' allowances
- * 3 Social Welfare childrens' allowance

Net Pay comprises

- 1 Basic pay as listed in Table 1
- * 2 Civil service childrens' allowances
- MINUS
- * 3 Widows' and Orphans' Pension Scheme contributions
- * 4 Social Welfare and Health contributions
- * 5 Income tax
- PLUS
- * 6 Social Welfare childrens' allowances.

* where appropriate

Basic Pay

The following increase in the salary scales of all thirteen grades were granted between 1 July 1977 and 1 July 1978:-

1 November 1977 $2\frac{1}{2}\%$ plus £1 a week, subject to a maximum
£4.23 a week and a minimum of £2 a week

(Increase under Clause 3(d) of Employer-Trade Union National Agreement, 1977).

1 March 1978 $8\frac{1}{2}\%$ subject to a minimum of £3.50 a week

(Increase under Clause 3(c) of Employer-Trade Union National Agreement, 1978)

Note - Service Pay, which is payable to those class D grades listed in Table 2, did not attract the above increases.

Civil Service Childrens' Allowances

An annual allowance of £55 is payable as a supplement to basic pay in respect of each dependent child. This allowance is payable to all listed grades in Classes A, B and C, with the exception of Clerical Assistant. This rate has been in force since 1 September 1975.

Social Welfare Childrens Allowances

The following are payable for each dependent child.

1st child £2.30 per month Each additional child £4.85 per month

2nd child £4.10 per month

These rates were applicable on 1 July 1977 and 1 July 1978.

Social Welfare allowances are not regarded as part of income for income tax purposes and are therefore not liable for income tax.

Widows' and Orphans' Pension Contributions

Payable by male official at the rate of $1\frac{1}{2}\%$

of basic pay (including service pay) plus Civil Service childrens' allowances.

Social Welfare and Health Contributions

Social Welfare contribution payable by established male officer

1.7.77 £0.45 per week

1.7.78 £0.54 per week

Health contribution payable by certain officers as determined by the Health Acts.

1.7.77 £0.39 per week

1.7.78 £0.50 per week

Income Tax

Income Tax is payable on basic pay (including service pay) plus civil service childrens' allowances. The amount of tax payable has been calculated on the basis of standard rates and allowances as follows.

Allowances as at 1 July 1977

Personal allowances.

single person £665 per annum

married person £1,100 per annum

Dependent

Child allowance £240 per annum

Social Welfare/Health Contributions.

Full amount of any contribution to the Widows' and Orphans' Pension Fund

Allowances as at 1 July 1978

Personal allowances

single person £865 per annum

married person £1,730 per annum

Dependent

Child allowance £240 per annum

Social Welfare/Health contributions.

Full amount of any contribution to the Widows' and Orphans' Pension Fund

Rates of Taxation

of taxable income:	
first £500	20%
next £1000	25%
next £3000	35%
next £1500	45%
next £1000	50%
balance	60%

TABLE 3 STAFF NUMBERS IN THE IRISH CIVIL SERVICE

Number in Grade (1)		GRADE	CLASS	Number in Class (2)	
1-7-77	1-7-78			1-7-77	1-7-78
17	18	Secretary	A	2279	2312
72	74	Assistant Secretary			
225	233	Principal			
513	526	Assistant Principal			
118	120	Administrative Officer			
1037	1073	Higher Executive Officer	B	6554	6648
1653	1695	Executive Officer			
821	839	Staff Officer	C	23717	24057
2854	2802	Clerical Officer			
6891	6957	Clerical Assistant			
12	12	Head Messenger	D	16250	16483
134	153	Paperkeeper			
717	716	Messenger			
Total				48800	49500

(1) Numbers in General Service grades only listed except for -

- (a) Secretary - Numbers include all officers on equivalent of General Service Secretary salary scale.
- (b) Head Messenger - No General Service grade exists. Numbers listed equals total departmental grades.

(2) Numbers in classes estimated. Total staff numbers apportioned as follows:

A 4.67%, B 13.43%, C 48.60%, D 33.3%

TABLE 4

NOMINAL INDICES

Indices of civil servants' salaries at 1 July 1978
(1 July 1977 = 100)

Ireland

Cat.	Grade	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	Secretary	109,8	109,8	109,8	108,7	108,7	108,7	109,7	109,7	109,7	111,3	111,3	111,3
	Assistant Secr.	110,7	110,5	110,3	108,9	108,9	108,8	110,5	110,3	110,2	112,2	112,0	111,8
	Principal	111,2	111,0	110,8	109,8	109,0	109,0	110,9	110,7	110,6	113,3	112,9	112,5
	Assistant Princ.	111,6	111,6	111,5	111,2	110,8	110,5	111,3	111,2	111,2	113,9	113,8	113,6
	Administ. Officer	112,2	111,8	111,6	112,9	112,2	111,2	111,6	111,4	111,3	115,7	114,7	113,9
B	Higher Executive Officer	111,8	111,7	111,6	112,0	111,2	111,2	111,4	111,3	111,3	114,7	114,3	113,9
	Executive Officer	113,0	112,1	111,8	113,7	113,3	112,0	112,1	111,6	111,4	116,4	115,9	114,7
C	Staff Officer	112,2	112,0	111,9	113,4	113,2	112,5	111,6	111,5	111,5	116,1	115,7	114,9
	Clerical Officer	113,8	112,5	112,2	115,0	113,2	112,8	116,4	111,8	111,6	116,6	115,4	115,6
	Clerical Assist.	114,3	113,1	112,7	115,5	113,8	113,4	113,8	112,7	112,4	117,6	116,8	116,4
D	Head Messenger	112,7	112,5	112,3	114,1	113,2	113,7	112,3	112,2	112,0	116,9	115,9	116,3
	Paperkeeper	112,7	112,6	112,4	113,5	113,3	113,2	112,4	112,3	112,1	116,5	116,2	116,0
	Messenger	112,9	112,8	112,6	113,7	113,5	113,3	112,6	112,4	112,2	116,8	116,5	116,4

TABLE 5

REAL INDICES

Indices of civil servants' salaries at 1 July 1978

(1 July 1977 = 100)

Ireland

Cat.	Grade	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	Secretary	103,5	103,5	103,5	102,5	102,5	102,5	103,4	103,4	103,4	104,9	104,9	104,9
	Assistant Secr.	104,3	104,2	104,0	102,6	102,6	102,5	104,2	104,0	103,9	105,8	105,6	105,4
	Principal	104,8	104,6	104,4	103,5	102,7	102,7	104,5	104,3	104,2	106,8	106,4	106,0
	Assistant Princ.	105,2	105,2	105,1	104,8	104,4	104,2	104,9	104,8	104,8	107,4	107,3	107,1
	Adminstr.Offic.	105,8	105,4	105,2	106,4	105,8	104,8	105,2	105,0	104,9	109,1	108,1	107,4
B	Higher Executive Officer	105,4	105,3	105,2	105,6	104,8	104,8	105,0	104,9	104,9	108,1	107,7	107,4
	Execut. Officer	106,5	105,7	105,4	107,2	106,8	105,6	105,7	105,2	105,0	109,7	109,2	108,1
C	Staff Officer	105,8	105,6	105,5	106,9	106,7	106,0	105,2	105,1	105,1	109,4	109,1	108,3
	Clerical Officer	107,3	106,0	105,8	108,4	106,7	106,3	109,7	105,4	105,2	109,9	108,8	109,0
	Clerical Assist.	107,7	106,6	106,2	108,9	107,3	106,9	107,3	106,2	105,9	110,8	110,1	109,7
D	Head Messenger	106,2	106,0	105,8	107,5	106,7	107,2	105,8	105,8	105,6	110,2	109,2	109,6
	Paperkeeper	106,2	106,1	105,9	107,0	106,8	106,7	105,9	105,8	105,7	109,8	109,5	109,3
	Messenger	106,4	106,3	106,1	107,2	107,0	106,8	106,1	105,9	105,8	110,1	109,8	109,7

TABLE 6 (summary)
 REAL WEIGHTED INDICES
 Indices of civil servants' salaries at 1 July 1978 by category

Ireland

Category	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	104,8	103,9	104,5	106,9	104,7	105,5
B	105,5	105,8	105,0	108,8	105,2	107,4
C	106,5	107,3	106,2	109,7	106,3	108,6
D	106,3	107,0	105,9	109,9	106,0	108,5
Total - National weighting	106,0	106,6	105,8	109,3	105,8	108,1
Total - Community weighting	105,3	105,2	105,0	108,0	105,2	106,7

D E N M A R K

TABLE 1

Gross Annual Salary 1 April 1977

Category A1	Established officials	Grades and allowances	Number employed	Married					Total			
				Unmarried	0 children	1 child	2 children	3 children		4 children	5 children	
H heads of department		40 2-630	9	296.639	296.639	296.639	296.639	296.639	296.639	296.639	296.639	296.639
H heads of department		39 4-250	12	285.660	285.660	285.660	285.660	285.660	285.660	285.660	285.660	285.660
D Directors, etc.		39 1-800	18	265.990	265.990	265.990	265.990	265.990	265.990	265.990	265.990	265.990
H heads of subdepartment, directors, etc.		39 2-750	43	253.038	253.038	253.038	253.038	253.038	253.038	253.038	253.038	253.038
A Ambassadors, etc.		38 600	39	232.233	232.233	232.233	232.233	232.233	232.233	232.233	232.233	232.233
A Advisors, heads of division, etc.		36 2-100	347	200.625	200.625	200.625	200.625	200.625	200.625	200.625	200.625	200.625
P Principal administrators, administrators, assistant administrators		34	328	167.364	167.364	167.416	168.385	170.054	171.735	173.415	175.096	176.776
O Others			261	207.624	207.624	207.672	207.938	208.703	209.967	211.499	213.031	214.563
Category A1 overall			1055	198.235	198.235	198.264	198.632	199.622	201.033	202.614	204.195	205.776
Category A2												
G Group contract officials												
C Civil engineers			122	154.905	154.905	155.465	156.543	158.082	159.743	161.419	163.095	164.771
P Principal administrators, administrators, assistant administrators			1648	131.033	131.033	132.144	133.663	135.342	137.023	138.706	140.389	142.071
E Editors, press attachés, journalists			23	136.019	136.019	136.997	138.552	140.239	141.923	143.607	145.291	146.975
O Others			328	129.667	129.667	130.744	132.346	134.019	135.698	137.380	139.061	140.743
Category A2 overall			2120	132.246	132.246	133.319	134.826	136.496	138.175	139.858	141.541	143.223
Category A overall			3176	154.181	154.181	154.907	156.035	157.479	159.029	160.580	162.131	163.682

TABLE 1 (contd)

	Grades and allowances	Number employed	Gross Annual Salary 1 April 1977						
			Unmarried	Married, 0 children	Married, 1 child	Married, 2 children	Married, 3 children	Married, 4 children	Married, 5 children
Category B1									
Established officials									
Supervisors, etc.	29	36	132,204	132,204	133,679	135,363	137,047	138,731	140,415
Book-keepers, principal administrators, etc.	25	51	120,513	120,513	122,157	125,841	125,525	127,209	128,893
Book-keepers, administrators, etc.	21	173	116,868	116,868	118,552	120,236	121,920	123,604	125,288
Administrators, principal administrative assistants, etc.	20	92	106,585	106,585	108,269	109,953	111,637	113,321	115,005
Archivists, senior administrative assistants	17	122	98,709	98,709	100,393	102,077	103,761	105,445	107,129
Senior administrative assistants	15	167	94,064	94,064	95,748	97,432	99,116	100,800	102,484
Others		233	108,675	108,675	110,259	111,940	113,624	115,308	116,992
Category B1 overall		873	107,553	107,553	109,200	110,883	112,567	114,251	115,935
Category B2									
Group contract officials									
Principal administrative assistants		146	107,526	107,526	109,210	110,894	112,578	114,262	115,946
Senior administrative assistants		602	95,953	95,953	97,637	99,321	101,005	102,689	104,373
Other		25	116,250	116,250	117,926	119,610	121,294	122,978	124,662
Category B2 overall		772	98,792	98,792	100,476	102,160	103,844	105,528	107,212
Category B overall		1646	103,443	103,443	105,106	106,790	108,474	110,158	111,842

Table 2/77

Category B1

Established officials

Supervisors, etc.

Book-keepers, principal administrators, etc.

Book-keepers, administrators, etc.

Administrators, principal administrative assistants, etc.

Archivists, senior administrative assistants

Senior administrative assistants

Others

Category B1 overall

Category B2

Group contract officials

Principal administrative assistants

Senior administrative assistants

Other

Category B2 overall

Category B overall

TABLE 1 (contd)

Category	Grades	Number employed	Gross Annual Salary 1 April 1977								
			Unmarried	Married, 0 children	Married, 1 child	Married, 2 children	Married, 3 children	Married, 4 children	Married, 5 children		
Category C1											
Established officials											
Designers, craftsmen, etc.	20	4	106.433	106.438	103.172	109.356	111.540	113.224	114.938		
Administrative assistants, etc.	09	292	80.709	80.709	82.393	84.077	85.761	87.445	89.129		
Assistants, clerical officers, etc.	07	74	80.016	80.016	81.700	83.384	85.068	86.752	88.436		
Others		62	99.550	99.550	101.210	102.894	104.578	106.262	107.946		
Category C1 overall		431	83.522	83.522	85.202	86.886	88.570	90.254	91.938		
Category C2											
Group contract officials											
Skilled employees		141	97.668	97.668	99.352	101.036	102.720	104.404	106.088		
Administrative assistants		2896	83.175	83.175	84.857	86.540	88.224	89.908	91.592		
Skilled workers		62	76.737	76.737	78.421	80.105	81.789	83.473	85.157		
Clerical officers		167	67.700	67.700	69.384	71.068	72.752	74.436	76.120		
Category C2 overall		3265	82.836	82.836	84.568	86.251	87.935	89.619	91.303		
Category C overall		3697	82.960	82.960	84.642	86.325	88.009	89.693	91.377		

TABLE 1 (contd)

	Grade	Number employed	Gross Annual Salary 1 April 1977						
			Unmarried	Married, 0 children	Married, 1 child	Married, 2 children	Married, 3 children	Married, 4 children	Married, 5 children
Category D1									
Established officials									
Head messengers, etc.	10	22	86.820	86.820	86.514	90.198	91.882	93.566	95.250
Head messengers, etc.	09	38	83.912	83.912	85.596	87.280	88.964	90.648	92.332
Messengers, chauffeurs, etc.	05	119	81.348	81.348	85.032	84.716	86.400	88.084	89.768
Messengers	03	59	72.551	72.551	74.235	75.919	77.603	79.287	80.971
Others		87	79.297	79.297	80.981	82.665	84.349	86.033	87.717
Category D1 overall		324	79.873	79.873	81.557	83.241	84.925	86.609	88.293
Category D2									
Group contract officials									
Unskilled workers		259	72.669	72.669	74.353	76.037	77.721	79.405	81.089
Cleaners, etc.		420	69.215	69.215	70.899	72.583	74.267	75.951	77.635
Others		121	49.442	49.442	51.117	52.801	54.485	56.169	57.853
Category D2 overall		799	67.348	67.348	69.030	70.714	72.398	74.082	75.766
Category D overall		1124	70.966	70.966	72.649	74.333	76.017	77.701	79.385

	Grade	Number employed	Gross Annual Salary 1 April 1977						
			Unmarried	Married, 0 children	Married, 1 child	Married, 2 children	Married, 3 children	Married, 4 children	Married, 5 children
Category C1									
Established officials									
Designers, craftsmen, etc.	20	4	62,222	67,690	69,374	71,058	72,742	74,426	76,110
Administrative assistants, etc.	09	292	50,642	56,110	57,794	59,478	61,162	62,846	64,530
Administrative assistants, clerical officers, etc.	07	74	50,126	55,595	57,279	58,963	60,647	62,331	64,015
Others		62	59,325	63,793	65,454	67,138	68,822	70,506	72,190
Category C1 overall		431	51,758	57,226	58,907	60,591	62,275	63,959	65,643
Category C2									
Group contract officials									
Skilled employees		141	57,464	62,932	64,616	66,300	67,984	69,668	71,352
Administrative assistants		2596	51,686	57,154	58,836	60,519	62,203	63,887	65,571
Skilled workers		62	48,441	53,910	55,594	57,278	58,962	60,646	62,330
Clerical officers		167	44,466	49,934	51,618	53,302	54,986	56,670	58,354
Category C2 overall		3265	51,504	56,972	58,655	60,337	62,021	63,705	65,389
Category C overall		3697	51,534	57,002	58,684	60,367	62,051	63,735	65,419

TABLE 1 (cont'd)

Table 5/77

Category A1

Established officials

Grade and allowances	Number employed	Net Annual Salary 1 April 1977				
		Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children
Heads of department	9	122,639	128,108	128,108	128,108	128,108
Heads of department	12	119,197	124,665	124,665	124,665	124,665
Directors etc.	18	113,013	118,481	118,481	118,481	119,199
Heads of subdepartment, directors etc.	43	103,933	114,401	114,401	114,401	115,752
Ambassadors etc.	39	102,421	107,889	107,889	107,889	110,374
Advisors, heads of division etc.	347	92,509	97,977	97,981	97,986	102,195
Principal administrators, administrators, assistant administrators etc.	328	82,126	87,594	87,647	88,616	93,649
Others	261	94,706	100,174	100,222	100,488	104,068
Category A1 overall	1055	91,775	97,243	97,272	97,640	101,622
Category A2						
Group contract officials						
Civil engineers	122	77,698	83,156	83,716	84,795	89,679
Principal administrators, administrators, assistant administrators etc.	1648	70,174	75,642	76,754	78,272	83,316
Editors, press attachés, journalists	23	71,697	77,366	78,344	79,899	84,954
Others	328	69,562	75,031	76,158	77,710	82,745
Category A2 overall	2120	70,529	75,998	77,071	78,578	83,610
Category A overall	3176	77,591	83,060	83,786	84,914	89,597

TABLE 1 (cont'd)

Grade & allowances	Number employed	Net Annual Salary 1 April 1977						
		Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Established officials								
Supervisors etc.	34	78.882	76.660	77.933	79.619	81.303	82.987	84.671
Book-keepers, principal administrators, etc.	31	66.933	72.443	74.092	75.776	77.460	79.143	80.828
Book-keepers, administrators etc.	173	65.531	70.999	72.633	74.367	76.051	77.735	79.419
Administrators, principal administrative assistants etc.	92	61.294	66.763	68.449	70.133	71.817	73.501	75.185
Archivist, senior administrative assistants etc.	122	58.143	63.613	65.297	66.981	68.665	70.349	72.033
Senior administrative assistants	167	56.297	61.765	63.449	65.133	66.817	68.501	70.185
Others	233	61.978	67.447	69.131	70.815	72.499	74.183	75.867
Category B1 overall	873	61.652	67.120	68.804	70.488	72.172	73.856	75.540
Category B2								
Group contract officials								
Principal administrative assistants	146	61.705	67.174	68.858	70.542	72.226	73.910	75.594
Senior administrative assistants	602	57.109	62.577	64.261	65.945	67.629	69.313	70.997
Others	23	63.367	72.835	72.511	74.195	75.879	77.563	79.247
Category B2 overall	772	58.243	63.711	65.395	67.079	68.763	70.447	72.131
Category B overall	1646	60.852	65.321	67.005	68.689	70.373	72.057	73.741

TABLE 1 (contd)

Table 8/II

Category	Grade & Allowance	Number Employed	Net Annual Salary 1 April 1977											
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children					
Established officials														
Head messengers etc.	10	22	52,912	58,300	60,064	61,748	63,432	65,116	66,800					
Head messengers etc.	08	38	51,638	57,157	58,841	60,525	62,209	63,893	65,577					
Messengers, chauffeurs etc.	05	119	50,399	56,067	57,751	59,435	61,119	62,803	64,487					
Messengers	03	59	46,856	52,325	54,009	55,693	57,377	59,061	60,745					
Others		87	49,719	55,187	56,871	58,555	60,239	61,923	63,607					
Category D1 overall		324	49,968	55,436	57,120	58,804	60,488	62,172	63,856					
Category D2														
Group contract officials														
Unskilled workers		239	46,881	52,350	54,034	55,718	57,402	59,086	60,770					
Cleaners etc.		420	45,534	51,003	52,687	54,371	56,055	57,739	59,423					
Others		121	34,193	39,662	41,346	43,030	44,714	46,398	48,082					
Category D2 overall		799	44,259	49,727	51,410	53,094	54,778	56,462	58,146					
Category D overall		1124	45,908	51,377	53,060	54,744	56,428	58,112	59,796					

Table 9/77

Salaries, taxes, etc. for unmarried and married personsCopenhagen 1977 (Dkr)

Gross Annual Salary	Taxes, contri- butions for supplementary pension	Family Allowance	Net annual salary - taxes, etc. + family allowances (1) - (2) + (3)
(1)	(2)	(3)	(4)
kr.	kr.	kr.	kr.

Single
person

154.181	(A)	76.590	--	77.591
103.443	(B)	43.391	--	60.052
82.960	(C)	31.426	--	51.534
70.966	(D)	25.058	--	45.908

Married man with dependent wife and two children

154.181	(A)	71.121	1.854	84.914
103.443	(B)	37.922	3.347	68.868
82.960	(C)	25.958	3.365	60.367
70.966	(D)	19.589	3.367	54.744

TABLE 2

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Table 1/78

Category A1	Grade and allowances	Number employed	Gross Annual Salary 1 April 1978							
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children	
Established officials										
Heads of department	40 21.350	11	305.707	305.707	305.707	305.707	305.707	305.707	305.707	305.707
Heads of department	39 37.400	12	294.703	294.703	294.703	294.703	294.703	294.703	294.703	294.703
Directors etc.	39 16.020	16	274.443	274.443	274.443	274.443	274.443	274.443	274.443	274.443
Heads of subdepartment, directors etc.	38 24.025	42	261.796	261.796	261.796	261.796	261.796	261.796	261.796	261.796
Ambassadors etc.	38 5.340	37	240.221	240.221	240.221	240.221	240.221	240.221	241.159	242.960
Advisors, heads of division etc.	36 18.700	353	203.543	208.843	208.852	208.862	209.752	211.544	213.547	
Principal administrators, administrators, assistant administrators etc.	34	304	173.659	173.659	173.708	174.727	176.516	178.321	180.129	
16/31		257	217.294	217.294	217.358	217.575	218.369	219.722	221.370	
Others		1033	206.855	206.855	206.883	207.247	208.277	209.793	211.495	
Category A1 overall										
Category A2										
Group contract officials										
Civil engineers		130	163.837	163.837	164.326	165.331	166.855	168.658	170.656	
Principal administrators, administrators, assistant administrators etc.		1767	136.729	136.729	137.855	139.387	141.179	142.978	144.783	
Editors, press attachés, journalists		24	144.563	144.563	145.316	146.914	148.706	150.514	152.322	
Others		354	134.279	134.279	135.304	136.937	138.764	140.372	142.380	
Category A2 overall		2274	137.977	137.977	139.031	140.503	142.350	144.143	145.953	
Category A overall		3309	159.497	159.497	160.230	161.401	162.947	164.658	166.430	

TABLE 2 (contd)

Table 2/78

Category	Grade	Number employed	Gross annual salary 1 April 1978							
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children	
Established officials										
Supervisors etc.	29	33	138-648	138-648	139-972	141-780	143-588	145-396	147-204	
Book-keepers, principal administrators etc.	25	48	126-722	126-722	128-455	130-263	132-071	133-879	135-687	
Book-keepers, administrators etc.	21	171	123-367	123-367	125-146	126-954	128-762	130-570	132-378	
Administrators, principal adm. assistants etc.	20	87	112-975	112-975	114-783	116-591	118-399	120-207	122-015	
Archivist, senior adm. assistants etc.	17	143	105-233	105-233	107-041	108-849	110-657	112-465	114-273	
Senior administrative assistants	15	136	100-089	100-089	101-897	103-705	105-513	107-321	109-129	
Others		236	114-827	114-827	116-674	118-277	120-085	121-893	123-701	
Category B1 overall		873	113-666	113-666	115-402	117-209	119-017	120-825	122-633	
Category B2										
Group contract officials										
Principal administrative assistants		148	114-272	114-272	116-079	117-888	119-696	121-503	123-311	
Senior administrative assistants		393	102-598	102-598	104-403	106-210	108-018	109-826	111-634	
Others		70	110-754	110-754	112-553	114-361	116-169	117-977	119-785	
Category B2 overall		811	105-436	105-436	107-241	109-047	110-855	112-663	114-471	
Category B overall		1684	109-703	109-703	111-473	113-279	115-087	116-895	118-703	

TABLE 2 (contd)

Category C1		Gross annual salary 1 April 1978												
Established officials	Grade	Number employed	Unmarried					Married						
			0 children	1 child	2 children	3 children	4 children	5 children						
Designers, craftsmen etc.	20	4	113-689	115-497	117-305	119-113	120-921	122-729						
Administrative assistants etc.	09	281	87-270	89-078	90-886	92-694	94-502	96-310						
Administrative assistants, clerical officers etc.	07	74	85-711	87-519	89-327	91-135	92-943	94-751						
Others		63	106-376	108-153	109-961	111-769	113-577	115-385						
Category C1 overall		421	90-074	90-074	91-877	93-685	95-493	97-301	99-109					
Category C2														
Group contract officials														
Skilled employees		145	103-588	103-588	105-396	107-204	109-012	110-820	112-628					
Administrative assistants		2910	89-819	89-819	91-621	93-425	95-233	97-041	98-849					
Skilled workers		63	79-613	79-613	81-421	83-229	85-037	86-845	88-653					
Clerical officers		163	72-669	72-669	74-477	76-285	78-093	79-901	81-709					
Others		3	105-664	105-664	107-472	109-280	111-088	112-896	114-704					
Category C2 overall		3284	89-396	89-396	91-199	93-003	94-811	96-619	98-427					
Category C overall		3705	89-473	89-473	91-276	93-081	94-889	96-697	98-505					

TABLE 2 (contd)

Table 4/78

Category	Grade	Number employed	Gross annual salary 1 April 1978						
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Established officials									
Head messengers etc.	10	23	92-473	92-473	94-281	96-089	97-897	99-705	101-513
Head messengers etc.	08	15	87-187	87-187	88-995	90-803	92-611	94-419	96-227
Messengers, chauffeurs etc.	05	113	87-649	87-649	89-457	91-265	93-073	94-881	96-689
Messengers	03	59	78-017	78-017	79-825	81-633	83-441	85-249	87-057
Others		118	86-671	86-671	88-479	90-287	92-095	93-903	95-711
Category D1 overall		327	85-882	85-882	87-690	89-498	91-306	93-114	94-922
Category D2									
Group contract officials									
Unskilled workers		257	77-297	77-297	79-105	80-913	82-721	84-529	86-337
Cleaners etc.		424	77-886	77-886	79-694	81-502	83-310	85-118	86-926
Others		125	52-527	52-527	54-335	56-143	57-951	59-759	61-567
Category D2 overall		806	73-773	73-773	75-581	77-389	79-197	81-005	82-813
Category D overall		1133	77-274	77-274	79-082	80-890	82-698	84-506	86-314

Table 5/78

Category A1

Established officials

Category	Grade and allowances	Number employed	Net annual salary 1 April 1978						
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Heads of department	40 21,350	11	127-200	132-972	132-972	132-972	132-972	132-972	132-972
Heads of department	39 37,400	12	123-750	129-522	129-522	129-522	129-522	129-522	129-522
Directors etc.	39 16,020	16	117-393	123-165	123-165	123-165	123-165	123-165	124-064
Heads of subdepartment, directors etc.	38 24,025	42	113-405	119-177	119-177	119-177	119-177	119-177	120-720
Ambassadors etc.	38 5,340	37	106-617	112-390	112-390	112-390	112-390	113-327	115-129
Advisors, heads of division etc.	36 18,700	353	96-843	102-615	102-624	102-634	103-524	105-316	107-119
Principal administrators, administrators, assistant administrators 15/31	34	306	85-840	91-613	91-661	92-680	94-469	96-274	98-082
Others		257	99-463	105-236	105-279	105-517	106-310	107-664	109-311
Category A1 overall		1033	96-217	101-989	102-017	102-381	103-411	104-927	106-628

Category A2

Group contract officials

Civil engineers		130	82-329	88-101	88-590	89-594	91-158	92-922	94-720
Principal administrators, administrators, ass. administrators etc.		1767	73-555	79-327	80-433	81-984	83-777	85-576	87-381
Editors, press attaches, journalists		24	76-347	82-119	82-873	84-470	86-263	88-071	89-879
Others		354	72-573	78-345	79-371	81-024	82-831	84-639	86-447

Category A2 overall

Category A2 overall		2274	73-932	79-704	80-759	82-295	84-077	85-876	87-680
Category A overall		3308	80-894	86-667	87-401	88-571	90-118	91-828	93-600

TABLE 2 (cont'd)

Table 6/78

Category	Grade	Number employed	Met annual salary 1 April 1978						
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Established officials									
Supervisors etc.	29	33	74.744	80.516	81.839	83.667	85.455	87.263	89.071
Book-keepers, principal administrators etc.	25	48	70.564	76.336	78.070	79.878	81.686	83.494	85.302
Book-keepers, administrators etc.	21	171	69.245	75.017	76.796	78.604	80.412	82.220	84.028
Administrators, prin. adm. assistants etc.	20	87	64.930	70.723	72.531	74.339	76.147	77.955	79.763
Archivists, senior adm. assistants etc.	17	143	61.809	67.581	69.389	71.197	73.005	74.813	76.621
Senior administrative assistants	15	156	59.696	65.468	67.276	69.084	70.892	72.700	74.508
Others		236	65.550	71.322	72.970	74.773	76.581	78.389	80.197
Category B1 overall		873	65.179	70.951	72.687	74.494	76.302	78.110	79.918
Category B2									
Group contract officials									
Principal administrative assistants		148	65.460	71.232	73.040	74.848	76.656	78.464	80.272
Senior administrative assistants		593	60.856	66.629	68.434	70.240	72.048	73.856	75.664
Others		70	64.008	69.780	71.579	73.387	75.195	77.003	78.811
Category B2 overall		811	61.970	67.742	69.547	71.354	73.162	74.970	76.778
Category B overall		1684	63.634	69.406	71.175	72.982	74.790	76.598	78.406

TABLE 2 (contd)

Table 7/78

Category	Grade	Number employed	Net annual salary 1 April 1978						
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Established officials	20	4	66.234	72.006	73.814	75.622	77.430	79.233	81.046
Designers, craftsmen etc.									
Administrative assistants etc.	09	281	54.398	60.170	61.978	63.786	65.594	67.402	69.210
Adm. assistants, clerical officers etc.	07	74	53.407	59.179	60.987	62.795	64.603	66.411	68.219
Others		63	62.185	67.958	69.734	71.542	73.350	75.158	76.966
Category C1 overall		421	55.488	61.260	63.064	64.872	66.680	68.488	70.296
Category C2									
Group contract officials									
Skilled employees		145	60.901	66.673	68.481	70.289	72.097	73.905	75.713
Administrative assistants		2910	55.448	61.220	63.023	64.827	66.635	68.443	70.251
Skilled workers		63	50.657	56.430	58.238	60.046	61.854	63.662	65.470
Clerical officers		163	47.511	53.283	55.091	56.899	58.707	60.515	62.323
Others		3	63.552	69.324	71.132	72.940	74.748	76.556	78.364
Category C2 overall		3284	55.211	60.983	62.787	64.591	66.399	68.207	70.015
Category C overall		3705	55.243	61.015	62.818	64.623	66.431	68.239	70.047

TABLE 2 (cont'd)

Table 8/78

Category D1	Grade	Number employed	Net annual salary 1 April 1978						
			Unmarried	Married 0 children	Married 1 child	Married 2 children	Married 3 children	Married 4 children	Married 5 children
Established officials	10	23	56,208	61,980	63,788	65,596	67,404	69,212	71,020
Head messengers etc.	08	15	53,973	59,745	61,553	63,361	65,169	66,977	68,785
Head messengers etc.	05	113	54,173	59,946	61,754	63,562	65,370	67,178	68,986
Messengers, chauffeurs etc.	03	59	50,099	55,871	57,679	59,487	61,295	63,103	64,911
Messengers		118	53,753	59,525	61,333	63,141	64,949	66,757	68,565
Others		327	53,422	59,195	61,003	62,811	64,619	66,427	68,235
Category D1 overall									
Category D2									
Group contract officials									
Unskilled workers		257	49,739	55,511	57,319	59,127	60,935	62,743	64,551
Cleaners etc.		424	50,108	55,880	57,688	59,496	61,304	63,112	64,920
Others		125	36,392	42,164	43,972	45,780	47,588	49,396	51,204
Category D2 overall		806	47,867	53,640	55,448	57,256	59,064	60,872	62,680
Category D overall		1133	49,474	55,246	57,054	58,862	60,670	62,478	64,286

Table 9/78

Salaries, taxes, etc. for unmarried and married persons Copenhagen 1978 (Dkr)

Gross annual salary (1)	Taxes, contributions for supplementary (2)	Family allowances (3)	Net annual salary - taxes etc. + family allowances (1) - (2) + (3) (4)
kr.	kr.	kr.	kr.
<u>Single person</u>			
159.497 (A)	78.603	-	80.894
109.703 (B)	46.069	-	63.634
89.473 (C)	34.230	-	55.243
77.274 (D)	27.800	-	49.474
<u>Married man with dependent wife and two children</u>			
159.497 (A)	72.830	1.904	88.571
109.703 (B)	40.297	3.576	72.982
89.473 (C)	28.458	3.608	64.623
77.274 (D)	22.028	3.616	58.862

Pay and Pensions Department
Statistical Advisory Officer

Ref: 6 kt.1140/78
21 September 1978

Calculation of the trend in salaries for certain groups of civil servants from 1 April 1977 to 1 April 1978, to be used in the preparation by the Communities of a special salary trend index for Denmark

1. The report and figures given this year have been prepared in accordance with the wishes expressed at the meetings of the Working Party on the Joint Index in Luxembourg on 14 and 15 March 1978; the information for 1977 and 1978 has been collected following the same principles as those of the last four reports, with certain changes described below.

2. Preparation of these reports requires a great deal of work, and new methods have had to be found. All the necessary information is registered with the Central State Salaries Office (Statens centrale lønansvisning), so that these data could easily be used in the calculations. Consequently this year's figures for 1978 are not directly comparable with last year's figures for 1976 and 1977. The main difference is that the new method makes it possible to calculate average salaries, whereas before initial and senior salaries under a series of collective agreements had to be given. It was accordingly necessary to calculate fresh figures for 1977.

Last year's material for 1977 was thoroughly compared with the new material for the same year, and the measure of agreement was so great that we had no hesitation in changing over from one method of calculation to the other.

The number of civil servants covered by the figures rose from 9.643 to 9.833 between 1 April 1977 and 1 April 1978.

As requested the information is presented in the same detail as last year.

Thus two sets of figures are given, one for 1977 and one for 1978, each giving the average figure for each category - A, B, C, D - supplemented by figures for a selection of posts inside the individual categories; gross and net salary have also been calculated for these. Net salary comprises gross salary minus taxes and contributions to the Wage-Earners' Supplementary Pension Fund (ATP).

3. As in previous years, calculations of individual salaries have included all general and special allowances attaching to the post.

4. There was no change in salary rates in the period 1 April - 1 July in 1977 or 1978.

5.

5.1 The framework for increases in public service pay between April 1977 and April 1978 was set by agreements covering the period 1 April 1977 to 31 March 1979. The increase for most salaries has been as follows:

A. Percentage increase: 1 April 1977: 0.365%
1 October 1977: 0.371%
1 April 1978: 0.468%
1 October 1978: 0.466%

Besides this basic increase there is a supplement which tapers off for higher salaries; for the lowest brackets it is as follows:

1 April 1977: 0.4%
1 October 1977: 0.4%
1 April 1978: 1.1%
1 October 1978: 1.1%

B. It was also agreed that both the wage drift allowance (taktreguleringstillæg) and the flat-rate cost-of-living allowance (dyrtidsportion) would be continued. In the period covered by the report two cost-of-living allowances were paid, plus 0.79% in wage

drift allowance from 1 October 1977 and 1.46% in wage drift allowance from 1 April 1978. The last two figures are not strictly comparable, as the method of calculating wage drift allowance was changed on 1 April 1978. Briefly this change means that firstly calculations are based on a cumulative wage drift percentage which includes all wage drift increases to date and secondly that the salary on which the calculations are based is present salary minus cost-of-living allowances. Hitherto the basis was the immediately previous salary excluding cost-of-living allowances.

5.2 The agreements entered into with civil servants' organizations have greatly slowed down the rate at which public service salaries were increasing, as compared with earlier periods. This phenomenon was most noticeable in the higher grades, while the lowest paid have felt it less.

6. Tables 1, 2, 3 and 4 show gross annual salaries for the posts covered by the report in the two years involved. It should be pointed out that in the case of staff employed on a group contract basis gross salary no longer includes contributions to pension schemes - it did hitherto - and that any children's allowance paid is now included in gross salary for both categories of staff. Tables 5, 6, 7 and 8 show net annual salaries, i.e. gross salaries minus income tax (in the commune of Copenhagen) and supplementary pension (ATP) contributions; children's allowance has also been taken into account. The calculations include unmarried people without children and married men with dependent wife and up to 5 children.

It has been assumed that there is no deduction of taxable income beyond the wage earners' deduction of Dkr 2.000 and a deduction for supplementary pension (ATP) contributions of Dkr 144. The amount of final taxation for persons under 67 in Copenhagen under the rules applicable in 1977 and 1978 has then been calculated. The figures for taxation include direct income tax to the State and the commune, church taxes, national pension contributions, to the social pension fund and

contributions to the daily subsistence allowance fund. Families with children receive a family allowance under the rules of social legislation; this is paid in cash and is tax-free. The figures applying on 1 April 1977 and 1 April 1978 have been used here. In both years the family allowance tapers off, in accordance with rules, on the basis of the taxable income in 1975 and 1976. It has also been assumed that the children were under 16 in both 1977 and 1978; this is the age limit for children's allowance.

Thus Tables 5 to 8 show the annual salary after tax and contributions to supplementary pension have been paid, and after the family allowance for a married couple with children has been taken into account in the tax (i.e. disposable income).

Table 9 gives a summary of salaries, taxes, family allowances and disposable income for the four groups A, B, C and D.

Table 3

NOMINAL INDICES

Indices for civil servants' salaries at 1.7.1978

(1.7.1977 = 100)

DENMARK

Cat.	GRADE	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A1	ESTABLISHED		103,1		103,7		103,1		103,1		103,8		103,8
	Head of department		103,2		103,8		103,2		103,2		103,9		103,9
	Director etc.		103,2		103,9		103,2		103,2		104,0		104,0
	Head of subdept. director, etc.		103,5		104,1		103,5		103,5		104,2		104,2
	Ambassador etc.		103,4		104,1		103,4		103,4		104,2		104,2
	Adviser, head of division etc.		104,1		104,7		104,1		104,1		104,7		104,7
	Principal adm., adm., ass. adm. 16/31		103,8		104,5		103,8		103,8		104,6		104,6
	Other		104,7		105,0		104,6		104,6		105,0		105,0
A2	GROUP CONTRACT												
	Civil engineer		105,8		106,0		105,6		105,6		105,7		105,7
	Prin. adm., adm., ass. adm. etc.		104,4		104,8		104,3		104,3		104,7		104,7
	Editor, press. attache, journalist		106,3		106,2		106,0		106,0		105,7		105,7
	Other		103,6		104,3		103,5		103,5		104,3		104,3

DENMARK

CAT.	GRADE	Single						Married, 2 children								
		Gross			Net			Gross			Net					
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.			
B1	ESTABLISHED															
	Supervisor etc.		104,9			105,3				104,7				105,1		
	Book-keeper, prin. adm., etc.		105,2			105,4				105,2				105,4		
	Book-keeper, adm., etc.		105,6			105,7				105,6				105,7		
	Adm., prin. adm. ass. etc.		106,0			106,0				106,0				106,0		
	Archivist, senior adm. ass., etc.		106,6			106,3				106,6				106,3		
B2	Senior adm. ass.		106,4			106,1				106,4				106,1		
	Other		105,7			105,8				105,7				105,7		
	GROUP CONTRACT															
	Prin. adm. ass.		106,3			106,1				106,3				106,1		
C1	Senior adm. ass.		106,9			106,6				106,9				106,5		
	Other		95,3			97,9				95,6				98,9		
	ESTABLISHED															
	Designers, craftsmen etc.		106,8			106,5				106,8				106,4		
C1	Adm. assistant etc.		108,1			107,4				108,1				107,2		
	Adm. ass., clerical officer etc.		107,1			106,6				107,1				106,5		
	Other		106,9			106,6				106,9				106,6		

Table 3 (contd)

DENMARK

Cat.	Grade	Single						Married, 2 children									
		Gross			Net			Gross			Net						
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.				
C2	GROUP CONTRACT																
	Skilled employee		106,1		106,0		106,1		106,0		106,0		106,0		106,0		106,0
	Adm. assistant		108,0		107,3		108,0		108,0		108,0		107,1		107,1		107,1
	Skilled worker		103,8		104,4		103,9		104,4		103,9		104,8		104,8		104,8
	Clerical officer Other		107,3		106,9		107,3		106,9		107,3		106,8		106,8		106,8
D1	ESTABLISHED																
	Head messenger etc.		106,5		106,2		106,5		106,2		106,5		106,2		106,2		106,2
	Head messenger etc.		103,9		104,4		104,0		104,4		104,0		104,7		104,7		104,7
	Messenger, chauffeur etc.		107,8		107,1		107,7		107,1		107,7		106,9		106,9		106,9
	Other		107,5		106,9		107,5		106,9		107,5		106,8		106,8		106,8
D2	GROUP CONTRACT																
	Unskilled worker		106,4		106,1		106,4		106,1		106,4		106,1		106,1		106,1
	Cleaner etc.		112,5		110,1		112,3		110,1		112,3		109,4		109,4		109,4
	Other		106,2		106,4		106,3		106,4		106,3		106,4		106,4		106,4

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices of civil servants' salaries by category at 1.7.1978

DENMARK

CATEGORY	Single		Married, 2 children		All civil servants	
	Gross	Net	Gross	Net	Gross	Net
A	93,8	94,6	93,7	94,6	93,7	94,6
B	96,2	96,1	96,2	96,1	96,2	96,1
C	97,8	97,2	97,7	97,1	97,7	97,1
D	98,7	97,7	98,6	97,5	98,7	97,6
Total national weighting	95,7	95,9	95,7	95,9	95,7	95,9
Total - Community weighting	95,4	95,7	95,5	95,7	95,4	95,7

PART C

General salary trends in real terms per
head in public administrations and some
other general economic and social factors

1. The Council Decision of 28 June 1976 lays down that the Office should submit data on the following in its report:
 - real per capita emoluments in central administrations, calculated in accordance with the definitions etc. used in the national accounts (see point 3 of the Decision);
 - the gross domestic product per head of occupied population;
 - the emoluments per wage-earner in the economy as a whole (see point 4 of the Decision).

2. The development of the economic parameters described above for the period 1963/1977 (1) is shown in the following tables:

General government (S 60)

Table 1: Wage and salary earners in general government (S 60).

Table 2: Compensation of employees in general government (S 60).
National currencies. Inclusive figures.

Table 3: Compensation of employees in general government (S 60),
National currencies. Per employee.

Table 4: Compensation of employees in general government (S 60)
in real terms. Per employee.

Table 5: Compensation of employees in general government (S 60)
in real terms. Per employee. Index.

Table 6: Compensation of employees in general government (S 60)
in real terms. Per employee. Annual rates of increase.

Central government (S 61)

Table 7: Wage and salary earners in central government (S 61).

Table 8: Compensation of employees in central government (S 61).
National currencies. Inclusive figures.

(1) The tables are taken directly from CRONOS and for reasons of convenience give retrospective statistical series.

Table 9: Compensation of employees in central government (S 61).
National currencies. Per employee.

Table 10: Compensation of employees in central government (S 61)
in real terms. Per employee.

Table 11: Compensation of employees in central governments (S 61)
in real terms. Per employee. Index.

Table 12: Compensation of employees in central government (S 61)
in real terms. Per employee. Annual rates of increase.

Gross domestic product

Table 13: Gross domestic product at market prices (N 1). Volume
indices. Per employed person.

Table 14: Gross domestic product at market prices (N 1). Annual
rates of increase in volume. Per employed person.

Compensation of employees:

Table 15: Compensation of employees (R 1B). National currencies.
Per employee.

Table 16: Compensation of employees (R 1B). In real terms.
Per employee.

Table 17: Compensation of employees (R 1B) in real terms. Per
employee. Index.

Table 18: Compensation of employees (R 1B) in real terms. Annual
rates of increase. Per employee.

Prices

Table 19: Implicit indices of final consumer prices for households
on the economic territory.

Table 3

Compensation of employees in general government (S 60)

At current prices

Year Country	Per employee														
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
	National currency (1)														
D	12294	13645	14765	15279	16145	17933	20195	23243	24580	28254	31742	33779	35213	37482	39334
F	17988	18460	15376	20280	22835	25574	20165	30952	33505	37058	42281	51079	58437	66163	75355
I	1805.9	2076.3	2170.5	2250.9	2359.7	2474.9	2658.6	3032.7	3321.5	3721.3	4320.4	4835.8	5685.4	6955.6	8291.2
NL	12744	14523	16152	17625	19208	21523	23776	27055	30449	34415	39854	45425	49815	53413	56847
B	:	:	:	:	:	:	243991	271992	312070	352403	412171	494335	550787	600791	642502
L	244706	254717	270452	271043	278917	284677	311428	353228	385028	448603	558762	631197	721119	820483	872449
UK	:	:	:	:	:	:	1328.2	1509.0	1697.7	1870.5	2287.9	3007.3	3365.4	3630.8	3863.3
IRL	:	:	:	:	:	:	1481.1	1645.8	1930.8	2284.9	2556.1	3341.3	3828.8	4377.6	4729.7
DK	:	:	:	:	:	:	38547	42093	44311	50846	60402	69956	75790	80275	86582

(1) National currency units:

D: DM

N: FL

UK: £

F: FF

B: FB

IRL: £ Ir

I: Lit 1000

L: FLux

DK: Dkr

Table 4

Compensation of employees in general government (S 60) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Year Country	Per employee																	
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978			
	National currency (1)																	
D	14625	15215	16272	16540	17170	18651	20195	21946	22333	23481	24621	24705	24655	25270	25859			
F	22784	23162	23515	23546	25666	26843	28165	29334	29994	31061	32022	33931	35379	36768	38356			
I	2166.8	2420.7	2455.7	2475.6	2558.1	2607.9	2658.6	2856.1	2946.1	2950.1	2820.5	2682.7	2675.4	2774.0	2938.7			
NL	16489	18057	15028	20364	21342	22463	23776	25021	25974	26548	28462	29311	29456	29546	30108			
B							243991	259267	283868	303110	315481	337822	349594	358126	368190			
L	29308	293051	30054	254066	295254	295968	311428	337800	351242	387501	443424	450435	470342	501546	517060			
UK							1328.2	1390.0	1467.6	1489.5	1544.5	1650.1	1592.4	1496.3	1466.0			
IRL							1481.1	1508.8	1621.0	1712.4	1656.8	1777.5	1717.8	1726.5	1727.9			
DK							38547	39395	38439	40054	42325	44678	43956	42292	41831			

(1) National currency units:

- D: DM
- N: Fl
- UK: £

- F: FF
- B: FB
- IRL: £ Ir

- I: Lit 1000
- L: Flux
- DK: Dkr

Table 5

Compensation of employees in general government (60) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Year Country	Per employee														
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
EUR 9							100.0	106.3	109.0	113.3	117.4	120.1	120.4	121.9	125.4
EUR 6							100.0	106.7	109.7	113.9	117.4	119.8	121.2	124.4	128.9
D	72.4	77.2	80.6	81.9	85.0	92.4	100.0	108.7	110.6	116.3	122.0	122.3	122.1	125.1	129.1
F	80.9	82.3	83.7	85.0	91.1	95.3	100.0	104.1	106.5	110.2	113.7	120.5	125.6	130.5	136.2
I	82.3	91.1	92.5	93.3	96.2	98.1	100.0	107.8	110.8	111.0	106.1	100.9	100.6	104.3	110.5
NL	69.4	75.9	80.0	85.7	89.8	94.5	100.0	105.2	109.2	112.3	115.7	123.3	123.9	124.3	126.6
G							100.0	106.3	116.3	124.2	125.5	138.5	143.3	146.8	150.9
L	93.1	94.1	96.4	94.4	94.8	95.0	100.0	108.5	112.0	124.6	142.4	144.6	151.0	161.0	166.0
UK							100.0	104.7	110.5	112.1	116.2	124.2	119.9	112.7	110.4
IRL							100.0	101.9	109.4	115.6	111.9	120.0	116.0	116.6	116.7
DK							100.0	102.2	99.7	103.9	105.8	115.9	114.0	109.7	108.5

Table 6

Compensation of employees in general government (S 60) in real terms
(Deflation by the implicit index of final consumer prices for households
on the economic territory)

Year Country	Annual rates of increase														Per employee			
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978			
EUR 5	3	2	3	3	3	3	3	6.3	3.1	2.5	2.6	2.3	0.3	1.3	2.0			
EUR 6	3	3	3	3	3	3	3	6.7	2.0	2.0	1.3	1.9	1.2	2.7	3.6			
D	2.4	6.6	4.4	1.6	3.3	8.6	8.3	8.7	1.8	5.1	4.5	0.3	- 0.2	2.5	2.4			
F	5.3	1.7	1.7	1.5	7.2	4.6	4.9	4.1	2.3	2.6	2.1	6.0	4.3	3.9	4.3			
I	2.3	10.7	1.6	6.8	3.2	1.9	1.9	7.8	2.8	0.1	4.4	6.5	- 0.3	3.7	5.9			
NL	15.6	5.5	5.4	7.0	4.8	5.3	5.8	3.2	3.8	3.8	2.6	3.0	0.5	0.3	1.9			
B	3	3	3	3	3	3	3	6.3	4.5	6.9	4.2	6.5	3.5	2.4	2.8			
L	4.3	1.1	2.4	2.2	0.4	0.2	5.2	8.5	4.0	10.4	14.9	1.6	4.4	6.6	3.1			
UK	3	3	3	3	3	3	3	4.7	5.6	1.5	2.7	6.8	- 3.5	- 6.0	- 2.0			
IRL	3	3	3	3	3	3	3	1.9	7.4	5.6	- 2.3	7.3	- 3.4	0.5	0.1			
DK	3	3	3	3	3	3	3	2.2	- 2.4	4.2	5.7	5.6	- 1.6	- 3.8	- 1.1			

Table 7

Wage and salary earners in central government (S 61)

Inclusive figures

Year Country	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
								1000							
EUR 9	:	:	:	:	:	:	8296.5	8564.9	8818.2	9017.7	9202.8	9520.3	9742.5	9839.2	9910.4
EUR 6	:	:	:	:	:	:	6180.7	6406.2	6598.0	6774.8	6866.3	7023.7	7168.8	7275.0	7370.2
D	:	:	:	:	:	:	2020.0	2090.0	2190.0	2250.0	2290.0	2370.0	2410.0	2420.0	2444.0
F	:	:	:	:	:	:	1984.0	2034.0	2085.0	2141.0	2182.0	2234.0	2270.0	2306.0	2340.0
I	:	:	:	:	:	:	1548.2	1638.4	1664.3	1718.5	1717.6	1739.0	1794.4	1844.7	1863.0
NL	:	:	:	:	:	:	269.0	276.0	282.0	280.0	282.0	284.0	288.0	293.0	298.0
B	:	:	:	:	:	:	349.9	358.2	366.6	374.8	382.1	385.8	395.4	400.2	414.0
L	:	:	:	:	:	:	9.6	9.6	10.2	10.5	10.6	10.9	11.0	11.1	11.2
UK	:	:	:	:	:	:	1905.0	1940.0	1979.0	1958.0	2082.0	2242.0	2315.0	2305.0	2276.0
IRL	:	:	:	:	:	:	56.0	53.8	56.4	53.6	62.5	65.6	68.4	68.5	70.2
DK	:	:	:	:	:	:	154.8	164.9	184.8	185.3	185.6	188.8	190.3	190.7	194.0

Table 8

Compensation of employees in central government (S 61)

At current prices

Year Country	Inclusive figures														
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
	national currency (1)														
D							42460	50760	56880	65730	76250	82680	87280	93060	98665
F							60391	67472	74854	84521	100258	120098	140569	162229	187699
I							3915	4752	5211	6142	7285	8364	10262	13032	15964
NL							5599	6810	7820	8900	10250	12000	13440	14650	15353
B							85644	97024	114351	131452	156351	189844	216561	237055	259575
L							2890	3309	3772	4559	5703	6569	7617	8823	9617
UK							2784	3450	3905	4207	5671	7491	8807	9449	9977
IRL							931471	107660	331651	55272	185718	258990	302913	350167	392887
DK							10790	12239	13694	15371	18225	21900	23893	25804	27559

(1) National currency units:

D: DM (million)
N: Fl (million)
UK: £ (million)

F: FF (million)
B: BFr (million)
IRL: £ Ir (1000)

I: Lit (milliard)
L: FLux (million)
DK: Dkr (million)

Table 9

Compensation of employees in central government (S 61)

At current prices

Per employee

Year	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Country	National currency (1)														
D							21020	24287	25973	29213	33341	34886	36216	38463	40370
F							30439	33172	35901	39664	45551	53755	61925	70351	80213
I							2528.2	2900.4	3131.0	3574.0	4201.9	4809.7	5718.9	7036.6	8569.0
NL							20814	24674	27720	31786	36714	42254	46667	50300	51520
B							244766	270863	311965	350834	409282	492128	547750	592326	626993
L							301942	344688	369804	434190	528015	622660	632454	794865	858661
UK							1566.4	1778.3	1973.2	2155.7	2716.0	3241.2	3804.3	4098.9	4383.6
IRL							1663.3	2001.1	2334.2	2672.3	2952.6	3534.7	4428.6	5111.9	5596.7
DK							69703	74221	74102	82852	86724	115996	125554	133312	142087

(1) National currency units:

D: DM
N: Fl
UK: £

F: FF
B: FB
IRE: £ Ir

I: Lit 1000
L: Flux
DK: Dkr

Table 10

Compensation of employees in central government (S 61) in real terms

(Deflation by the implicit index of final consumer prices for households on the economic territory)

Year Country	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
	National currency (1)														
D	:	:	:	:	:	:	21020	22932	23220	24278	23172	25514	25357	25931	26550
F	:	:	:	:	:	:	30439	31432	32129	32245	34027	35712	37481	39096	40829
I	:	:	:	:	:	:	2528.7	2741.0	2777.2	2823.8	2808.4	2668.2	2691.2	2817.5	3037.1
NL	:	:	:	:	:	:	20814	22819	23655	24889	26220	27262	27594	27658	27286
B	:	:	:	:	:	:	244766	258190	283772	301760	313766	336213	347667	353081	359302
L	:	:	:	:	:	:	301042	329632	337346	375630	426359	430071	451646	485886	508888
UK	:	:	:	:	:	:	1566.4	1638.1	1705.8	1716.6	1822	1833.4	1800.1	1689.3	1653.4
IRL	:	:	:	:	:	:	1663.3	1834.6	1959.7	2002.8	1512.2	2593.2	1586.9	2016.1	2044.6
DK	:	:	:	:	:	:	69703	69464	64282	65346	69175	74081	72817	71289	68634

(1) National currency units:
 D: DM
 N: FL
 UK: £
 F: FF
 B: FB
 IRL: £ Ir

I: Lit 1000
 L: Flux
 DK: Dkr

Table 11

Compensation of employees in central government (S 61) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Index

Year Country	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
	1970=100														
EUR 9	100.0	106.4	109.1	112.9	117.6	118.5	119.4	121.5	125.3						
EUR 6	100.0	106.6	109.2	113.5	118.2	119.6	121.4	124.9	129.5						
D	100.0	109.1	110.5	115.5	123.1	121.4	120.6	123.4	126.3						
F	100.0	103.3	105.6	109.2	111.8	117.3	123.2	128.4	134.1						
I	100.0	108.4	109.8	111.7	111.1	105.5	106.4	111.4	120.1						
NL	100.0	109.6	113.6	119.6	126.0	131.0	132.6	132.9	131.1						
B	100.0	105.5	115.9	123.3	126.2	137.4	142.0	144.3	146.8						
L	100.0	109.5	112.1	124.7	141.8	142.9	150.0	161.4	169.0						
UK	100.0	104.6	108.9	109.6	117.1	117.0	114.9	107.8	106.2						
IRL	100.0	110.3	117.8	120.4	115.0	125.8	119.5	121.2	122.9						
DK	100.0	99.7	92.2	93.7	55.2	106.3	104.5	102.3	98.5						

Table 12

Compensation of employees in central government (S 61) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Annual rates of increase

Per employee

Year	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1979	
Country																
								Percentages								
EUR 5								6.4	2.6	2.5	4.2	0.7	0.8	1.7	3.2	
EUR 6								6.6	2.5	2.8	4.2	1.1	1.6	2.9	3.7	
D								9.1	1.2	4.6	6.6	1.4	0.6	2.3	2.4	
F								3.3	2.2	3.4	2.4	5.0	5.0	4.3	4.4	
I								8.4	1.3	1.8	6.6	5.0	0.9	4.7	7.8	
NL								9.6	3.7	5.2	5.3	4.0	1.2	0.2	1.3	
B								5.5	9.9	6.2	4.0	7.2	3.4	1.6	1.8	
L								9.5	2.3	11.3	13.7	0.7	5.0	7.6	4.7	
UK								4.6	4.1	6.6	6.8	0.0	1.8	6.2	1.5	
IRL								10.3	6.8	2.2	4.5	9.5	5.1	1.5	1.4	
DK								-0.3	7.5	1.7	5.6	7.1	1.7	2.1	3.7	

Table 13

Gross domestic product at market prices (N 1)

Volume indices

Year Country	Per employed person																
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978		
	1970=100																
EUR S	76.9	80.2	83.0	86.2	90.9	94.9	100.0	103.7	108.2	113.2	115.0	114.8	120.8	123.5	126.8		
EUR C	75.4	75.2	82.4	85.4	90.2	94.5	100.0	103.5	108.3	113.4	116.1	116.2	122.4	125.4	129.1		
D	76.0	75.9	82.1	84.7	90.0	95.5	100.0	103.0	107.0	111.9	114.6	116.2	123.8	127.6	131.3		
F	76.7	80.0	83.6	87.3	91.0	95.8	100.0	105.0	110.5	115.0	118.0	120.0	125.3	128.8	132.8		
I	71.4	75.1	80.7	85.4	90.9	95.6	100.0	101.6	106.0	112.5	115.6	111.4	116.8	118.2	121.1		
NL	75.7	75.1	80.7	85.3	90.1	94.7	100.0	103.8	108.8	115.1	119.5	119.4	125.2	127.7	130.0		
B	77.3	75.9	82.0	85.5	89.2	93.5	100.0	103.0	109.0	114.5	118.2	117.1	124.5	126.2	129.6		
L	84.0	84.5	86.0	88.9	93.0	101.1	100.0	101.6	104.3	112.9	114.6	103.5	107.3	109.7	113.6		
UK	85.8	87.0	88.3	91.9	95.9	97.2	100.0	104.0	106.5	112.2	109.7	108.5	113.3	114.0	117.1		
IRL	76.7	76.4	75.3	84.3	91.0	96.1	100.0	103.9	110.4	114.6	115.9	119.3	124.7	131.2	137.6		
DK	81.2	82.4	85.4	85.8	92.9	98.1	100.0	102.6	106.7	110.8	111.6	110.9	116.4	118.4	116.7		

Table 14

Gross domestic product at market prices (N 1)

Annual rates of increase in volume

Year Country	Per employed person														
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
	Percentages														
EUR 5	5.5	4.3	3.5	2.9	5.4	4.4	5.4	3.7	4.3	4.7	1.6	- 0.2	5.3	2.2	2.7
EUR 6	5.8	5.1	4.0	3.7	5.6	4.8	5.8	3.5	4.7	4.7	2.4	0.1	5.3	2.5	2.9
D	6.6	5.0	2.8	3.2	6.2	6.2	4.7	3.0	3.9	4.6	2.4	1.4	6.5	3.1	2.9
F	5.4	4.4	4.4	4.4	4.3	5.2	4.4	5.0	5.3	4.1	2.6	1.6	4.4	2.8	3.1
I	3.0	5.2	7.4	5.6	6.4	5.2	4.6	1.6	4.3	6.1	2.7	- 3.6	4.9	1.2	2.4
NL	6.7	4.4	2.0	5.7	5.7	5.0	5.6	3.8	4.8	5.5	4.2	- 0.4	4.9	2.0	1.8
B	5.5	2.4	2.7	4.2	4.3	4.9	6.9	3.0	5.8	5.0	3.2	- 0.9	6.3	1.4	2.7
L	6.8	1.1	1.3	2.4	4.6	8.7	- 1.1	1.6	2.6	8.2	1.5	- 9.7	3.7	2.2	3.6
UK	4.0	1.4	1.5	4.1	4.3	1.4	2.9	4.0	2.4	5.4	- 2.2	- 1.1	4.4	0.6	2.7
IRL	2.2	2.1	1.2	6.4	7.9	5.6	4.1	3.9	6.2	2.5	1.1	2.9	4.5	5.2	4.9
DK	7.1	2.7	2.4	5.2	3.4	5.6	1.9	2.6	4.0	3.9	6.1	- 0.1	5.0	1.7	- 1.5

Table 15

Compensation of employees (RIB)

At current prices

Per employee

Year	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
Country																
							National currency (1)									
D	5881	10818	11643	12030	12847	14077	16259	18232	20026	22601	25334	27308	29443	31504	33325	
F	14088	15006	15511	17002	18906	21002	23078	25721	28338	31551	37547	44465	51024	57692	64701	
I	1220.2	1315.6	1424.2	1545.6	1661.1	1788.2	2079.8	2353.7	2608.0	3118.2	3816.5	4619.2	5578.7	6752.5	7804.1	
NL	8821	9650	10544	11557	12987	14696	16552	18776	21157	24294	28250	32005	35478	39265	40958	
B	131254	143760	156158	167652	178183	193087	211244	235362	269161	303925	358572	418806	481711	526214	563819	
L	164104	172156	180535	187349	197729	209300	235500	256975	280345	315379	384787	436249	496934	542606	589314	
UK	846.3	904.0	961.7	1020.8	1100.6	1178.8	1329.1	1494.9	1684.7	1891.8	2281.1	2562.3	3422.2	3737.6	4206.7	
IRL	654.7	675.6	733.2	791.6	875.4	997.4	1165.2	1328.5	1545.5	1838.2	2172.7	2832.3	3403.5	4001.3	4631.8	
DK	18467	21017	23208	25727	28287	31434	34904	39308	42900	48585	57315	65748	73041	79066	85765	

National currency units:

D: DM
 N: FF
 UK: £

F: FF
 B: FB
 IRL: £ Ir

I: Lit 1000
 L: Flux
 DK: Dkr

Table 16

Compensation of employees (RIB)
In real terms

Year Country	Per employee															
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
								National currency (1)								
D	11660	12356	12814	13023	13663	14641	16259	17215	17904	18783	19659	19972	20615	21240	21917	
F	18147	18844	19367	20076	21250	22044	23078	24376	25369	26780	27779	29537	30891	32061	32933	
I	1477.6	1538.5	1614.0	1702.7	1800.7	1884.3	2078.8	2224.4	2313.2	2465.4	2491.6	2562.5	2625.2	2693.0	2766.0	
NL	11413	12246	12853	13661	14431	15338	16552	17365	18082	19101	20175	20650	20979	21167	21698	
B	158543	166355	173570	181831	187866	197859	211244	224351	244826	261412	274890	286206	305750	313672	323100	
L	194464	198130	200760	203263	209340	217601	235500	245751	255729	272704	305357	311316	324120	331685	337406	
UK	1111.5	1131.8	1157.7	1196.0	1232.2	1249.3	1329.1	1376.9	1456.4	1506.5	1540.3	1625.5	1619.3	1540.3	1596.2	
IRL	883.2	867.7	915.6	956.4	1015.3	1079.2	1165.2	1217.9	1297.5	1377.6	1407.2	1506.7	1527.0	1578.1	1692.1	
DK	26551	28452	29529	30805	31715	33733	34904	36789	37215	38277	40158	41991	42361	41645	41437	

Table 17

Compensation of employees (RIB)

In real terms
Index

Per employee

Year Country	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
							1970=100								
EUR 9	74.7	76.2	81.0	83.5	87.5	91.5	100.0	105.8	110.5	116.0	126.0	124.0	127.6	129.6	133.6
EUR 6	73.4	77.4	80.4	82.6	87.0	91.1	100.0	105.9	110.4	116.3	126.6	124.2	128.5	132.3	136.5
D	71.7	76.0	78.8	80.1	84.0	90.0	100.0	105.9	110.1	115.5	126.5	122.8	126.8	130.6	134.8
F	78.6	81.7	83.9	87.0	92.1	95.5	100.0	105.6	109.9	116.0	126.4	128.0	133.9	138.9	142.7
I	71.1	74.0	77.6	81.9	86.6	90.6	100.0	107.0	111.3	118.6	115.9	123.3	126.3	129.5	133.1
NL	65.0	74.0	77.5	82.5	87.2	92.7	100.0	104.9	109.2	115.4	121.5	124.8	126.7	127.9	131.1
S	75.2	76.8	82.2	86.1	88.9	93.7	100.0	106.2	115.9	123.7	130.1	135.5	144.7	148.5	151.5
L	82.6	84.1	85.2	86.3	88.9	92.4	100.0	104.4	108.6	115.8	125.7	132.2	137.6	140.8	143.3
UK	83.6	85.2	87.1	90.0	92.7	94.0	100.0	103.6	109.6	113.3	115.9	122.3	121.8	115.9	120.1
IRL	75.8	74.5	78.6	82.3	87.1	92.6	100.0	104.5	111.4	118.2	120.8	129.3	131.0	135.4	145.2
DK	76.1	81.6	84.6	86.3	90.9	94.6	100.0	105.4	106.6	109.7	115.1	120.3	121.4	119.3	118.7

Table 18

Compensation of employees (RIB)

In real terms

Annual rates of increase

Year Country	Annual rates of increase													Per employee		
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
EUR 9	5.5	4.6	2.5	3.1	4.9	4.5	9.3	5.8	4.5	4.9	2.5	3.3	2.9	1.6	3.1	
EUR 4	6.1	5.5	3.9	2.8	5.2	4.8	9.7	5.9	4.3	5.4	2.7	3.0	3.5	3.0	3.1	
D	5.5	6.0	3.7	1.6	4.9	7.2	11.1	5.9	4.0	4.5	4.7	1.6	3.2	3.0	3.2	
F	5.6	3.8	2.8	3.7	5.8	3.7	4.7	5.6	4.1	5.6	3.7	6.3	4.6	3.8	2.7	
I	6.4	4.1	4.9	5.5	5.8	4.6	10.3	7.0	4.0	6.6	1.1	2.8	2.4	2.6	2.7	
NL	9.0	7.3	5.3	4.0	5.6	6.3	7.9	4.9	4.1	5.6	5.6	2.4	1.6	0.9	2.5	
B	5.4	4.7	4.3	4.8	9.3	5.3	6.8	6.2	9.1	6.8	5.2	4.1	6.8	2.6	3.0	
L	11.1	1.9	1.3	1.2	3.0	3.9	8.2	4.4	4.1	6.6	12.0	2.0	4.1	2.3	1.7	
UK	3.3	1.8	2.3	3.3	3.0	1.4	6.4	3.6	5.8	3.4	2.2	5.5	- 0.4	- 4.9	3.6	
IRL	6.3	- 1.8	5.5	4.7	5.9	6.3	8.0	4.5	6.5	6.2	2.1	7.1	1.3	3.3	7.2	
DK	6.4	7.3	2.6	4.3	3.0	6.3	3.6	5.4	1.2	2.9	4.5	4.6	0.9	- 1.7	- 0.5	

Percentages

Table 19

Final consumer prices for households on the economic territory (P3B)

Implicit indices

Year Country	Implicit indices													Aggregate figures				
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978			
							1970=100											
EUR 9	80.3	82.3	86.4	88.6	91.5	95.5	100.0	106.3	112.8	122.1	127.5	154.3	169.9	186.0	199.6			
EUR 6	81.7	84.4	87.4	88.5	92.0	95.8	100.0	105.9	112.2	121.2	135.4	149.2	162.6	176.4	188.4			
D	84.7	87.5	90.9	92.4	94.0	96.2	100.0	105.9	111.9	120.2	128.5	136.7	142.8	149.3	152.1			
F	77.6	75.6	82.2	84.7	89.0	95.3	100.0	105.5	111.7	119.2	135.2	150.5	165.2	179.9	196.5			
I	82.6	85.8	88.2	90.8	92.2	94.9	100.0	105.8	112.7	126.5	153.2	180.3	212.5	250.7	282.1			
NL	77.3	80.4	84.9	87.5	90.0	95.8	100.0	108.1	117.2	127.7	140.0	155.0	169.1	180.0	198.8			
B	82.6	86.4	90.0	92.2	94.8	97.6	100.0	104.9	109.9	116.2	130.4	146.3	157.6	167.8	174.5			
L	84.4	86.8	90.1	92.2	94.5	96.2	100.0	104.6	109.6	115.6	126.0	140.1	153.3	163.6	168.7			
UK	76.1	75.5	83.1	85.3	89.3	94.4	100.0	108.6	115.7	125.6	146.1	182.2	211.3	242.6	263.5			
IRL	74.1	77.5	80.1	82.6	86.2	92.4	100.0	109.1	119.1	132.4	154.4	188.0	222.9	253.6	273.7			
DK	69.6	73.8	78.6	83.5	89.2	93.3	100.0	106.8	115.3	126.9	142.7	156.6	172.4	189.8	207.0			

With regard to national accounting figures, it should be pointed out that statistical sources differ depending on whether they relate to the period 1970-1977 or to the single year 1978.

Generally speaking figures for 1970 to 1978 were supplied to the Office by the national statistical departments; they are based on the definitions and concepts used in the European system of integrated economic accounts (ESA).

The aggregates presented in this paper are to be published by the Office (a) in the two volumes of ESA accounts. Any gaps have been filled in by estimates provided by the Directorate-General for Economic and Financial Affairs.

The series of central government staffing figures have been worked out with the help of those responsible in the Member States. Some countries prepare these figures for their own purposes at regular intervals and the figures are consistent with those for wages and salaries to which they relate. Other countries, such as Denmark, do not produce staffing figures for their national accounts. The information had to be taken from specialist publications which do not necessarily relate to ESA concepts. But it is clear that although a systematic error in the figures for the denominator may influence absolute remuneration levels, it does not automatically induce errors in the evaluation of year to year trends.

In the absence of statistical sources for Ireland, it has been assumed that central government staffing in the reference period represents the same percentage in public administrations as wages and salaries.

Estimates for 1978 are based on economic budgets, in other words on the simplified system of national accounting forecasts drawn up regularly along harmonized lines by the appropriate departments in the Member States.

(a) National accounts - ESA - Aggregates for 1960 to 1977, 1978 edition.

National accounts - ESA - Detailed tables 1970 to 1977, 1978 edition.

General indicators presented no particular difficulty. But because economic budgets give no explicit forecasts of staffing in central government departments, other national forecasts have had to be used.

A per capita aggregate for the Community of Nine was obtained as follows:

at the numerator, the aggregate was converted into EUA for each country using 1975 exchange rates; the resulting figures for the Nine were then added together;

at the denominator, staffing figures for each of the Nine were added together.

The deflation of nominal figures for remuneration is carried out by means of the index of final consumer prices for households on the economic territory. Implicit price index numbers are Paasche index numbers obtained by dividing absolute values at current prices by the corresponding values at 1970 prices.

EXPLANATORY NOTES

Cost-of-living trend

Specific indicators

Total emoluments in real terms per capita in
public and central administrations

1. In accordance with the spirit of the new method, the Office has provided comments in this part of the report on the joint index for 1978 on the various data which have been used in calculating the different elements of the joint index for the period in question.

As indicated in the Introduction, it was not considered necessary to reproduce the full range of statistical and technical explanations given in the Office's previous reports although they do continue to apply.

2. Cost-of-living trend

The different international and national indices did not cause any problems and do not call for any comment.

3. Specific indicators

(Trend of national civil service salaries)

National civil service salaries (gross and net) are generally given by category and for certain grades in each category, by seniority within the grade and by marital status (single and married with two children).

These distinctions are meaningful only if the trend of salaries over the period in question actually varies with these criteria and if suitable weightings are provided.

Tables 1 and 2 below summarize the information supplied in this connection by the Member States.

Table 1
Data on weighting supplied by Member States

Member State	Grade	Category	Min. / Av. / Max.	Single	Married, childless	Total
Germany	x	x	-	-	-	x
France	-	x	-	-	-	x
Italy	x	x	-	-	-	x
Netherlands	x	x	-	-	-	x
Belgium	x	x	-	-	-	x
Luxembourg	x	x	-	-	-	x
United Kingdom (1)	x	x	x	x	x	x
Ireland	x	x	-	-	-	x
Denmark		x	-	-	-	x

x = yes
- = no

(1) The United Kingdom provided weightings for single and married persons.

Table 2
Basic data supplied by the Member States on
grades and salaries (1)

Member State	Salaries provided by:													
	Number of grades per category		Single				Married, 2 children							
	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.		
Germany	A-6	X	X	X	X	X	X	X	X	X	X	X	X	
	C-3													
France	A-2	X	X	X	X	X	X	X	X	X	X	X	X	
	C-1													
Italy	A-6	X	X	X	X	X	X	X	X	X	X	X	X	
	C-3													
Netherlands	A-3	X	X	X	X	X	X	X	X	X	X	X	X	
	C et D 4													
Belgium	A-3	X	X	X	X	X	X	X	X	X	X	X	X	
	C-3													
Luxembourg	A-3	X	X	X	X	X	X	X	X	X	X	X	X	
	C-3													
United Kingdom	A-5	X	X	X	X	X	X	X	X	X	X	X	X	
	C-8													
Ireland	A-4	X	X	X	X	X	X	X	X	X	X	X	X	
	C-3													
Denmark	A-12	X	X	X	X	X	X	X	X	X	X	X	X	
	C-8													

X = yes
- = no

(1) The United Kingdom and Denmark also gave figures for married persons with more children.

Although the Working Party on the Joint Index considered the information supplied by the Member States to be broadly representative, it felt that it could be improved if the survey were extended in scope and adequate weightings provided.

An analysis for the reference period shows that these criteria have a certain importance, which differs from one country to another. The specific indicator would be better and more meaningful if the countries supplied maximum details.

Assessment of the difference between the gross and net rates of specific indicators

Every year, Member States send details of gross and net civil service salaries to the Office. For net salaries the only deductions for tax taken into account hitherto are those used at national level to calculate taxable income. Civil servants' social security contributions have also been deducted from the gross figure.

Bearing in mind that net salaries for the reference period were calculated without allowance being made for flat-rate or individual deductions and abatements, the table below shows that gross and net trends for the various countries are very different. In Germany, Luxembourg, the United Kingdom and Ireland, tax relief contributed greatly to the real net increase in civil servants' remuneration.

This is particularly striking in the case of the United Kingdom (over 6%) and Ireland (2,3%). In the other countries the net increase is slightly smaller than the gross increase. For the Community as a whole, the real gross increase is 1,2% and the real net increase 2,5%.

To check that the information supplied by the Member States was consistent, the Office calculated the relationship between net and gross salaries for each grade.

Table 3

Trend of civil servants' salaries in the Member States
from end of June 1977 to end of June 1978

Member State	Weighting %	Gross real weighted index numbers	Net real weighted index numbers
Germany	23,7	101,8	102,9
France	20,5	102,0	101,7
Italy	21,8	99,0	97,8
Netherlands	5,3	103,6	103,3
Belgium	3,8	101,2	100,5
Luxembourg	0,1	100,1	101,4
United Kingdom	21,6	101,8	108,1
Ireland	1,2	105,8	108,1
Denmark	2,0	95,7	95,9
COMMUNITY	100,0		
- Weighted average	-	101,2	102,5

A further check was made by calculating for each grade the relationship between the salary of a married civil servant with two children and the salary of a single civil servant. In neither case did the Office detect any inconsistency.

The specific indicator and the trend of total emoluments
(public and central administrations)

Point 3 of the new method specifies that the Office's report should explain the differences between specific indicators and the trend of total emoluments in central administrations.

We would stress yet again that the trend of total emoluments (public and central administrations cannot usefully be compared with the specific indicator for the period 1977-1978 in the table below.

Without going into too much detail, we would mention the following major differences:

1. Statistically speaking the two indicators have been calculated in completely different ways.
2. The trend of total emoluments includes changes in structure, (staff numbers) and content (steps, promotions, reorganization, individual bonuses, various allowances, social security contributions, etc.). The specific indicator shows the trend of a static situation where the only possible change is the increase in the salaries of certain categories of civil servants used in the sample.
3. The total emoluments cover a calendar year. The specific indicator refers to the situation on one date in two successive years (June-June).

Table 4

Trend of total emoluments and the specific indicator
(Annual rates - real gross)

Member State	Public administrations					Central administration					Specific indicator			
	1975	1976	1977	1978	1975	1976	1977	1978	1979	75/74	76/75	77/76	78/77	
Germany	0,3	- 0,2	2,5	2,4	- 1,4	- 0,6	2,3	2,4	0,5	0,4	0,6	1,8		
France	6,0	4,3	3,9	4,3	5,0	5,0	4,3	4,4	5,4	1,3	- 2,4	2,0		
Italy	- 4,9	- 0,3	3,7	5,9	- 5,0	0,9	4,7	7,8	- 11,8	1,6	0,3	- 1,0		
Netherlands	3,0	0,5	0,3	1,9	4,0	1,2	0,2	- 1,3	0,9	4,0	- 2,1	3,6		
Belgium	6,9	3,5	2,4	2,8	7,2	3,4	1,6	1,8	5,0	3,0	- 1,1	1,2		
Luxembourg	1,6	4,4	6,6	3,1	0,7	5,0	7,6	4,7	4,9	0,8	2,3	0,1		
United Kingdom	6,8	- 3,5	- 6,0	- 2,0	0,0	- 1,8	- 6,2	- 1,5	2,1	- 1,4	- 11,0	1,8		
Ireland	7,3	- 3,4	0,5	0,1	9,5	- 5,1	1,5	1,4	9,8	- 4,5	- 2,5	5,8		
Denmark	5,6	- 1,6	- 3,8	- 1,1	7,1	- 1,7	- 2,1	- 3,7	7,5	0,3	- 5,2	- 4,3		
COMMUNITY	2,3	0,3	1,3	2,6	0,7	0,8	1,7	3,2	0,0	0,7	- 2,9	1,2		

4. The total emoluments indicator relates to all civil servants. The specific indicator only covers some civil servants.
5. The specific indicator for the current year is real. The total emoluments indicator is an estimate drawn up in the context of economic budgets used for economic policy purposes.

The table below shows clearly how the estimate for a given year compares with the actual figures.

Estimate of the trend of total emoluments
and actual figures (real gross)

Member State	Estimate in year 1976 for year 1976 (as compared to 1975)	Actual figures in 1977 (1977 in relation to 1976)	Actual figures in 1978 (1978 in relation to 1977)	Specific indicator 1976/75
Germany	0,7	1,9	- 0,6	0,4
France	2,6	2,9	5,0	1,3
Italy	5,9	4,2	0,9	1,6
Netherlands	- 0,6	- 0,1	1,2	4,0
Belgium	3,0	1,3	3,4	3,0
Luxembourg	0,6	3,6	5,0	0,8
United Kingdom	4,2	- 5,1	- 1,8	- 1,4
Ireland	- 0,8	- 0,0	- 5,1	- 4,5
Denmark	3,7	- 2,5	- 1,7	0,3
COMMUNITY	2,7	1,4	0,8	0,7

It is interesting to note that there is a clear narrowing of the gap between the total emoluments indicator and the specific indicator as the figures for total emoluments become more definitive.

Given the significant differences between the two indicators (see 1 to 5 above) it is obvious that their respective trends can vary enormously.

Table 4 shows that for the period 1977-1978 the trend of the specific indicator is fairly close to the trend of total emoluments in central administrations between the year 1977 and 1978 in Germany, France, Belgium, the United Kingdom, Ireland and Denmark. In Italy, the Netherlands and Luxembourg, by contrast, the trends of the two indicators vary considerably.

In the case of Italy, where the difference between the two indicators is greatest, a partial explanation must be the substantial increase in the number of civil servants excluded from the calculation of the specific indicator (e.g. magistrates, parliamentary officials, etc.). Another factor is that salary increases for civil servants covered by the specific indicator which had not received legislative confirmation during the reference period(1).

The Office cannot provide any further explanations or data on the causes for the differences between the two indicators. This could only be done by means of a study and a detailed analysis in cooperation with the Member States' experts in both fields.

Finally, the general increase in the two indicators during the period in question lies between 3,2 for total emoluments in central administration and 1,2 for the specific indicator.

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(1) Increase of Lit 10.000 covered by Application of Presidential Decree and corresponding Lit 3.750 based on the 13th month, Act No 112/77.

General comments

At the end of its third report on implementation of the new method, the Office would refer readers to the comments made in its first two reports. These hold good for the period covered by the present report.

ANNEXES

1. Method for adjusting the remuneration of officials and other servants of the European Communities (R/1582/76 - STAT 49 - FIN 414).

2. Report on the meeting of the Working Party on the Joint Index held in Luxembourg on 14 and 15 March 1978 (3407/78 - EUROSTAT/C1/120/78).

EUROPEAN COMMUNITIES

Brussels, 28 June 1976

The Council

R/1582/76 (STAT 49)
(FIN 414)

DRAFT

METHOD OF ADJUSTING THE REMUNERATION
OF OFFICIALS AND OTHER SERVANTS OF
THE EUROPEAN COMMUNITIES

I. BASIC PRINCIPLE

The Council considers that the system of adjusting remuneration forms part of a policy aiming to guarantee, in the medium term, that the remuneration paid to European officials moves parallel to average salaries paid in the Member States to the various grades of national civil servants.

II. ANNUAL PAY REVIEW

(Article 65(1) of the Staff Regulations)

Pursuant to Article 65(1) of the Staff Regulations the Council shall decide, on a proposal from the Commission, whether in the context of the economic and social policy of the Communities, it is appropriate that remuneration should be adjusted.

This decision shall be taken in the light of the factors set out in points 1 to 5 below:

1. Cost-of-living trends

The joint index, designed to measure cost-of-living trends in each of the Member States, shall continue to be used in accordance with the procedure applied hitherto.

Periodically, the Statistical Office of the European Communities shall verify whether the ratios between weightings accurately compensate the variations in purchasing power between places of employment.

2. Development of the real income of national civil servants -
Specific indicator

The aim is to measure the development of purchasing power in national civil services. For this purpose:

- (a) the Statistical Office of the European Communities shall calculate specific indicators for the changes in real civil service salaries in the Member States during the preceding reference period ⁽¹⁾, on the basis of information supplied by the national authorities.

These indicators shall be calculated in two ways:

- one indicator for each of the four grades: A, B, C and D,
- an average indicator weighted to reflect the numbers of national civil servants in these four grades.

⁽¹⁾ Reference period: the 12 months preceding 1 July of the year in which the review is carried out.

Each of these indicators shall be calculated in real gross and real net terms. In converting the specific indicators from gross to net, account must be taken of all national taxation factors which reduce the amount of taxable income.

At the request of the Statistical Office of the European Communities, national authorities shall supply any additional information which it may consider necessary;

(b) if the Statistical Office of the European Communities finds statistical anomalies in the information obtained or finds it impossible to calculate indicators which measure with statistical accuracy the changes in the real incomes of civil servants in a given Member State, it shall report to the Commission and provide the Commission with material enabling it to draw up a proposal;

(c) the Statistical Office of the European Communities shall also assess statistically the difference between the gross and net rates of the specific indicators on the basis of national budgetary data and national accounts;

(d) in order to determine the arrangements for implementing the method described above and to minimize the risk of disputes regarding the data for the current financial year, the Statistical Office of the European Communities shall in March each year convene a Working Party composed of experts from national statistical institutes.

This Working Party shall examine all the factors necessary for an accurate measurement of the development in purchasing power in national civil services and the practical problems involved in calculating the net indicators. This will entail compiling a list of taxes and compulsory contributions and also of flat-rate or individual deductions and abatements which play a part in determining the basic taxable amount.

3. Civil service per capita emoluments in real terms

Besides the specific indicator, the Statistical Office of the European Communities shall submit data concerning real per capita emoluments in central administrations, calculated in accordance with national accounts definitions.

Its report on the specific indicators shall be accompanied by explanations of the differences between them and the changes in the level of total emoluments.

4. General economic and social factors

The Commission shall supply for information other macro-economic information, indicative of the economic and social policy of the Member States of the Community, such as gross domestic product per head of occupied population and emoluments per wage-earner in the economy as a whole.

.. Recruitment needs and structure of Community staff complements

In the annual report the Commission shall make a comprehensive survey of the facts and future prospects relating to recruitment, taking into account the requirements of Article 27 of the Staff Regulations of Officials.

The Statistical Office of the European Communities shall calculate, for information, an average indicator of changes in the level of real pay in national civil services weighted to reflect the structure of Community staff complements by grades: A, B, C and D.

6. Norms governing salary adjustments

- (a) The Commission shall make a proposal to the Council in the light of the factors set out in points 1 to 5.
- (b) The Council shall decide on remuneration adjustments in net terms. Such adjustments may be expressed as an identical, across-the-board percentage or in a non-proportional manner. In the latter case the adjustment may be expressed as a percentage and/or as a specific amount.
- (c) The net rate thus fixed shall be incorporated, in accordance with the following method, in the salary scales given in Article 66 of the Staff Regulations and in Article 63 of the Conditions of Employment of Other Servants:

- the rate of adjustment decided shall be applied to the amount of the net salary for each step of each grade of official and for each class in every group of other servants;
 - the new scale in gross terms shall be drawn up by calculating for each step or class the gross amount which, after deduction of tax and compulsory contributions, gives the new net amount referred to above.
 - this conversion of net amounts into gross amounts shall be based on the situation of an unmarried official who does not receive the various allowances.
 - the incorporation of the net rate into the salary scale shall result in the weighting for Belgium and Luxembourg being fixed at 100% and the weightings for other countries of employment being adjusted on the basis of the ratio between the cost-of-living indices in these countries and the cost-of-living index in Brussels, expressed in each case by joint indices.
- (d) The Council decision shall take effect on 1 July of the year in which the end of the reference period used for the pay review falls.

III. INTERIM ADJUSTMENT OF REMUNERATION

(Article 65(2) of the Staff Regulations)

Should the Council, acting on a proposal from the Commission based on Article 65(2) of the Staff Regulations, decide to adjust pay in view of a substantial rise in the cost of living in one or more countries, this shall be done by adjusting the relevant weighting(s). Allowance will be made for such adjustments when a decision is reached at the following annual review.

IV. TRANSITIONAL AND FINAL PROVISIONS

When the annual pay review for the reference period from 1 July 1975 to 30 June 1976 is held, the current weighting for Belgium and Luxembourg shall be incorporated into the salary scales in accordance with the procedure set out in Section II(6)(c), the weighting for Belgium and Luxembourg thus becoming 100% and the weightings for other countries of employment being adjusted accordingly.

V. REVIEW CLAUSE

Acting on a proposal from the Commission, the Council shall carry out a review of the results of applying the method described above, with a view in particular to determining possible further improvements and rectifying any distortions.

Item II.6(b) and (c) to be replaced by the following:

"(b) The Council shall determine remuneration adjustments in net terms. Such adjustments may be expressed as an identical, across-the-board percentage or in a non-proportional manner. The adjustment may therefore be expressed as:

a percentage;

and/or a specific amount.

(c) The net rate of adjustment thus fixed and the weightings applicable to officials in Belgium and Luxembourg shall be incorporated, in accordance with the following method, in the salary scales given in Article 66 of the Staff Regulations and in Articles 20 and 63 of the Conditions of Employment of Other Servants:

the net remuneration with a weighting of 100 attaching to each step of each grade of official and to each class in every group of other servants shall be increased by the above weighting and by the net rate of adjustment determined in accordance with (b) above, whether it is given as a percentage or as a specific amount;

the new scale of basic salaries in gross terms shall be drawn up by calculating for each step or class the gross amount which, after deduction of tax (having regard to (d) above) and compulsory contributions, gives the new net amount referred to above;

this conversion of net amounts into gross amounts shall be based on the situation of an unmarried official who does not receive the various allowances;

the weighting for Belgium and Luxembourg shall be fixed at 100;

the weightings for other countries of employment shall be adjusted on the basis of the ratio between the cost-of-living index numbers in these countries and the cost-of-living index number in Brussels/Luxembourg.

(d) For the purpose of applying Regulation (EEC, Euratom, ECSC) No 260/68 concerning Community tax to remunerations paid in accordance with the scale of basic salaries worked out in accordance with the first indent, the amounts in Article 4 of the Regulation shall be multiplied by a factor composed of:

the weighting applicable before incorporation to the remunerations of officials in Belgium and Luxembourg;

the net adjustment in remunerations referred to at (b) above; and/or, if the adjustment is made in the form of a specific amount, the equivalent average percentage.

Each time the scale of basic salaries is adjusted, the new multiplier shall be obtained by multiplying the former multiplier by the figures for the new reference period."

The old paragraph (d) is renumbered (e).

STATISTICAL OFFICE OF THE
EUROPEAN COMMUNITIES

Doc. N° 3407/78 e
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Orig.: French
EUROSTAT/C1/120/78

Directorate for Demographic
and Social Statistics
MF/ca

MINUTES

of the meeting of the Working Party
on the Joint Index (Art. 65 of the
Staff Regulations)

held in Luxembourg on 14 and 15 March 1978

Introduction

The Chairman opened the meeting by welcoming the members of the Working Party (the participants are listed in an annex to this document).

After reminding members of the Working Party's terms of reference and of the aims of the meeting, the Chairman proposed that a systematic examination should be made of the 1977 Commission Report for the annual review of the remunerations of officials and other servants (Doc. COM(77)572 final/2 of 10 November 1977).

I. Part A: Cost-of-living trends in the EEC Member States and some other places of employment

The Working Party had no comments to make on this part of the report, and approved the methods adopted by the Statistical Office.

II. Part B: Development of civil service salaries between the end of June 1976 and the end of June 1977

Two items in this part of the report were discussed in detail:

a) Representativeness of the categories and grades.

It was found that the categories and grades chosen in each country for calculating the development of salaries could be regarded as representative of the whole of the civil service of the country concerned.

The Italian delegation pointed out that the weighting given to each category could be modified as a result of the new legislative provisions regarding changes in the civil service in Italy. This problem would be dealt with in bilateral discussions.

b) Representativeness of the family circumstances.

In order to take family circumstances into account, the trend in salaries was calculated by distinguishing two representative groups: the single official (official without dependants) and the married official with two children (official with three dependants). These two representative groups were then given the same weight in the calculation of the overall index.

The Working Party thought this method was satisfactory. It was also pointed out that a suitable system of weighting would have to be worked out before a wider range of family circumstances - the calculation of which presented no major difficulties on a theoretical level - could be included. Such a system could be produced only by means of a survey on the structure of the civil service in each country.

Finally, it was agreed that the Statistical Office would carry out a detailed examination of this question; the delegations undertook to transmit the figures required for carrying out this pilot study.

III. Part C: General salary trends in real terms per head in public administrations and some other general economic and social factors

After hearing a statement by a representative of the Directorate-General for Economic and Financial Affairs on the methods used for calculating the indicator of total emoluments, the Working Party made a detailed examination of the contents and meaning of this indicator.

The following conclusions emerged:

- the Working Party did not attach great importance to this indicator; some delegations thought that its use for this particular work was unjustified;
- as regards comparability with the specific index, the Working Party agreed with the remarks on technical matters and methodology contained in the Statistical Office's report;
- as for the differences between the indicator of total emoluments and the specific index, the Working Party was considering the advisability of laying down a priori tolerance limits (for example, 5%), but it finally agreed that this approach would be unable to produce acceptable results;
- the Working Party thought that the calculation of the total emoluments indicator should distinguish between expenditure on salaries and other expenditure such as social security contributions, pensions, etc.

IV. Assessment of the difference between the gross and net rates of the specific indicators

The Working Party examined the problem of the differences between the salary trends calculated in gross terms and those calculated in net terms and pointed out how difficult it was at that stage to evaluate quantitatively the factors which might be responsible for these differences.

In order to look at this question more closely, the Statistical Office would hold bilateral meetings or, if necessary, produce an appropriate questionnaire dealing, amongst other things, with personal allowances.

V. Possible improvement of the Statistical Office's report

The Working Party agreed with the Statistical Office that the annual report could be improved if the statistical tables were accompanied by summary documents drawn up by the Member States. These documents would deal with:

- factors which might influence salary trends;
- action which might lead to improvements in the standard of living or terms of employment of national civil servants (for example, improvements in the pension system, the organization of working hours, the system of advancement and promotion, etc.).

VI. Breckdown by sex and category of statistics relating to persons employed in general government in each country

As part of the work done by the Statistical Office in the field of social indicators, a study was being prepared on the situation of women, for which it would be necessary to establish indicators relating to the employment of women in central government. The Statistical Office therefore asked the Working Party to collaborate in this work by transmitting to it the available statistics.

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At the end of the meeting, the Chairman thanked the members of the Working Party for their active participation.

Anwesenheitsliste - Persons Present - Liste de Présence

Elenco dei Partecipanti - Lijst van Aanwezigen

Vorsitzender
Chairman
Présidence
Presidenza
Voorzitter
M. VAN DER MEERDEN

Sekretariat
Secretariat
Secrétariat
Segretariato
Secretariaat
Mme. FRANCHI
Mme. MINGUZZI

Regierungssachverständige - Government Experts - Experts gouvernementaux -
Esperti governativi - Regeringsdeskundigen

Danmark
Hr. S. JAKOBSEN
Danmarks Statistik - Kjøbenhavn
Hr. B. BÜLOW
Finansministeriet - Kjøbenhavn

BR Deutschland
Frau SCHULZ
Statistisches Bundesamt - Wiesbaden
Herr H. KITSCHENBERG
Bundesministerium des Innerns - Bonn
Herr H. SCHULZ
Bundesministerium der Finanzen - Bonn

France
Mme. M. PERRON
INSEE - Paris

Ireland
Mr. P. PUNCE
Central Statistics Office - Dublin

Italia
Sig. S. DE FRANCISCI
ISTAT - Roma

Nederland
de Heer J.A. VRIENS
CBS - Voorburg

United Kingdom
Mr. D.B. MANWARING
Civil Service Department - London

Belgique/België
M. H. LARMUSEAU
Institut national de Statistique, Bruxelles

Kommission des Europäischen Gemeinschaften - Commission of the European
Communities - Commission des Communautés européennes - Commissione delle
Comunità europee - Commissie van de Europese Gemeenschappen

Mme. ZIEGLERMANN
DG IX

M. JUNIOR
DG II

Rat - Council - Consiglio - Raad

M. MANN

SAEG - SOEC - OSCE - ISCE - BSEG

M. BERARDI