

# COMMISSION OF THE EUROPEAN COMMUNITIES

COM(77) 247 final.

Brussels, 10 June 1977.

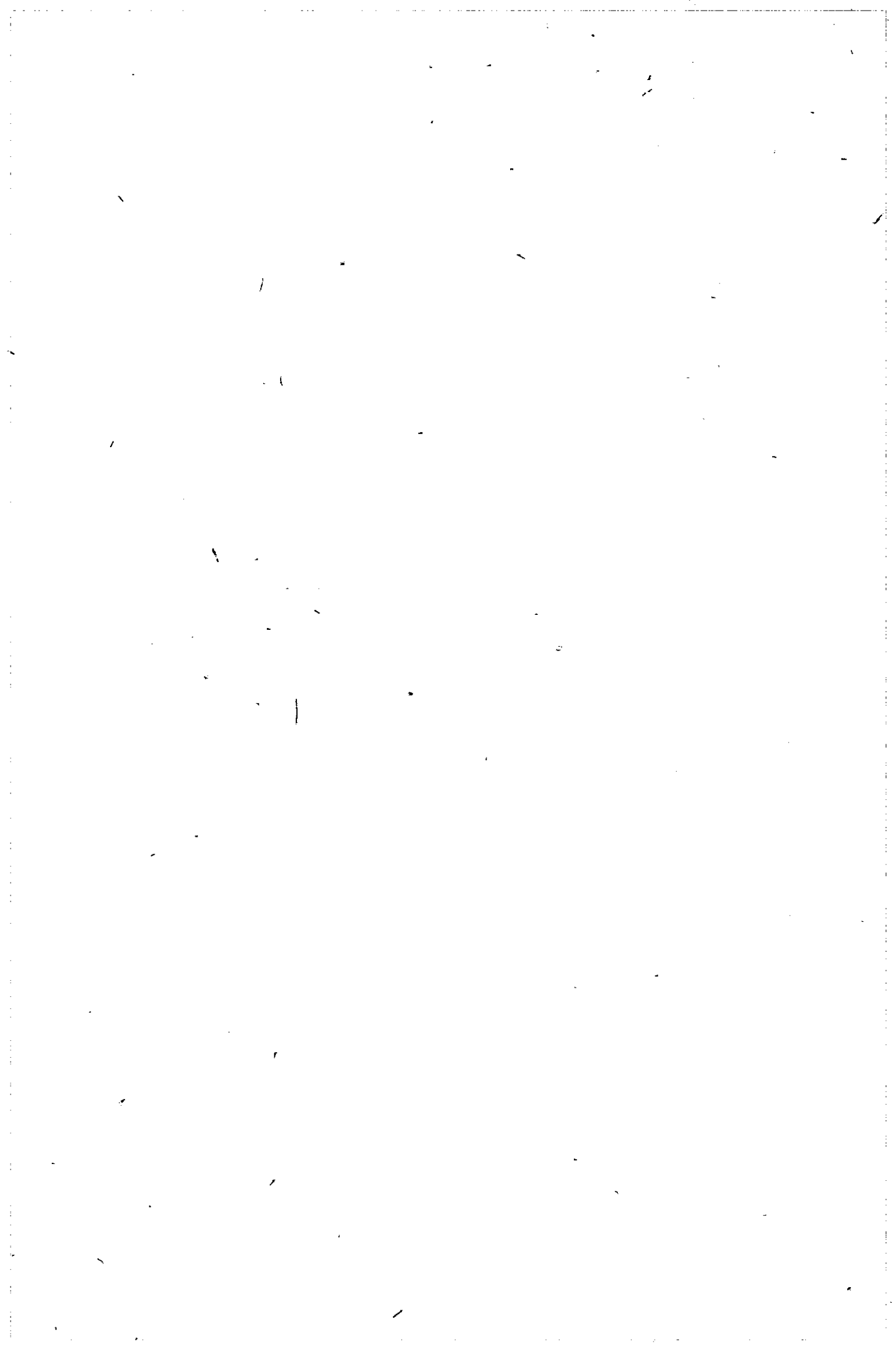
Proposal for a  
COUNCIL REGULATION (EEC, EURATOM, ECSC)

concerning the extension of the period of payment of the  
temporary flat-rate allowance provided for certain cate-  
gories of officials

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(submitted to the Council by the Commission)

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PROPOSAL FOR A COUNCIL REGULATION (EEC, EURATOM, ECSC) No .....

concerning the extension of the period of payment of the temporary flat-rate allowance provided for certain categories of officials

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THE COUNCIL OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing a Single Council and a Single Commission of the European Communities,

Having regard to the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Communities, laid down by Regulation (EEC, Euratom, ECSC) No 259/68<sup>1</sup> and last amended by Regulation (ECSC, EEC, Euratom) No 3177/76<sup>2</sup>, and in particular Article 4a of Annex VII to the Staff Regulations and Articles 21 and 65 of the Conditions of Employment,

Having regard to the proposal from the Commission,

Whereas the temporary fixed allowance provided for in Article 4a of Annex VII to the Staff Regulations should be retained,

Whereas it is for the Council, acting by the procedure laid down in Article 65(3) of the Staff Regulations, to determine the period for which the allowance shall be paid,

HAS ADOPTED THIS REGULATION:

Article 1

The period during which the temporary fixed allowance provided for in Article 4a of Annex VII to the Staff Regulations can be paid is extended until 30 June 1979.

Article 2

This Regulation shall enter into force on the day following its publication in the Official Journal of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

For the Council,

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<sup>1</sup>OJ No L 56, 4 March 1968, p. 1.

<sup>2</sup>OJ No L 359, 30 December 1976, p. 1.

### SECRETARIAL ALLOWANCE

- I. When the fixed temporary allowance for secretarial staff was put into the Staff Regulations, the main reason was that difficulties were being found in recruiting suitably qualified staff for secretarial work in the Community institutions.
- II. Is this still true in 1977? Surely unemployment has affected the labour market in the Member States in such a way as to eliminate these difficulties in recruiting the qualified secretarial staff which Community institutions require?

The answer is: No. The general labour market situation has not solved the difficulties of recruiting such staff for, although the overall number of applicants for secretarial posts is on the increase, the level of qualifications of these applicants is declining which means that a larger number of applicants does not mean a larger number of desirable applicants. Yet the demand for secretarial staff in the Communities is increasing.

In addition, it is obvious that highly-qualified secretarial staff are not affected by unemployment problems in their home countries.

Recruiting such persons has therefore not been made easier by the overall employment situation which has no effect on such recruiting because of the special demands made on secretarial staff by the Community institutions.

- III. The Communities have to recruit, over as wide a geographical area as possible, secretarial staff possessing qualifications in excess of what would generally be required of them in their home countries.

The special demands made upon such staff are related to general knowledge, specific knowledge, constant adaptability and language knowledge.

Certain specific requirements deserve to be spelled out: in both professional and personal terms working for the Community inevitably implies a permanent intellectual and mental effort to adapt oneself. While such an effort may obviously be asked of personnel in the higher grades, even in a national setting, it is indisputable that what is required of secretarial staff in Community institutions goes far beyond what is required of them on their home ground.

- IV. These special requirements represent awkward problems for the staff in question and they will continue to have two major consequences. Firstly, recruiting secretarial staff with the high standard of qualifications required for secretarial duties with the Community will continue to be difficult. Secondly, the turnover of such personnel will be far in excess of that of other categories; the fluid nature of this section of the Community staff, caused by the severity of the demands made upon them, means that new staff constantly have to be recruited.
- V. It follows from all this that the reasons for the introduction of the secretarial allowance have lost none of their validity, and may indeed have added to it.

It has not become easier to persuade qualified staff to leave their accustomed environment and work in intellectual and psychological conditions that are far more demanding than those to which they are used.

It is therefore fair to say that the allowance continues to be fully the inducement which its originators intended it to be, and that it should be retained.