
EUROPEAN PARLIAMENT

Working Documents

1982-1983

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DOCUMENT 1-185/82

Report

drawn up on behalf of the Committee on Budgets

on the ~~draft~~ estimates of the revenue and
expenditure of the European Parliament for the
financial year 1983

Rapporteur: Mr SABY

PE 78.417/fin.

At its meeting of 27 January 1982 the Committee on Budgets appointed Mr Saby rapporteur.

On 15 December 1981 the Bureau drew up the establishment plan section of Parliament's first preliminary draft estimates for 1983. The Committee on Budgets delivered its opinion for the Bureau on 24 February 1982.

On 29 March 1982 the Bureau drew up the first preliminary draft estimates of the European Parliament's revenue and expenditure for 1983, which it forwarded to the Committee on Budgets on 7 April 1982.

The Committee on Budgets delivered its opinion on the first preliminary draft estimates at its meeting of 19 April 1982.

At its meeting of 20 April 1982 the Bureau adopted the preliminary draft estimates and considered the additional requests for staff for the political groups.

On 30 April 1982 the Committee on Budgets drew up the draft estimates of Parliament's revenue and expenditure for 1983 and adopted them, together with the following resolution, by 14 votes to 1 with 5 abstentions.

The following participated in the vote: Mr Lange, chairman; Mr Notenboom, 1st vice-chairman; Mr Saby, rapporteur; Mr Abens, Mr Adam, (deputizing for Mr Balfe), Mr Adonnino, Mr Balfour, Mr Bonde, Mr Croux, Mr Georgiadis, Mrs Hoff, Mr Kellett-Bowman, Mr Louwes, Mr Marck (deputizing for Mr Barbagli), Mr Newton Dunn, Mr Orlandi, Mr Price, Mr Protopapadakis, Mr Ryan and Mr Konrad Schön.

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The Committee on Budgets hereby submits to the European Parliament the following motion for a resolution:

MOTION FOR A RESOLUTION

on the draft estimates of the revenue and expenditure of the European Parliament for the financial year 1983

The European Parliament,

- having regard to the decision of the enlarged Bureau and the draft estimates submitted by the Committee on Budgets,
- having regard to the report of the Committee on Budgets (Doc. 1-185/82),

I. As regards the establishment plan of posts in the Secretariat

1. Has decided for the second year running not to create any new permanent posts and consequently to maintain the number of posts in the Secretariat's establishment plan at 2,612;
2. Reclassifies the following 17 posts, particularly in order to ensure suitable promotion prospects and to take account of a number of cases where jobs have been upgraded:
 - 1 A3 to A2 ad personam,
 - 1 A3 to A 2
 - 1 LA4 to LA3 ad personam,
 - 6 B2 to B1,
 - 2 B4 to B3/2,
 - 2 C1 to B3/2
 - 2 C2 to C1,
 - 2 D2 to D1.
3. Adopts in this connection the allocation of posts decided on by the Bureau during its discussions of 29 March 1982.
4. Has decided to use a temporary B3/2 post from the present establishment plan to recruit a second social welfare assistant;

5. Has decided, following the discussions of the Bureau and enlarged Bureau, to create the following 10 posts, which were not approved when it adopted the estimates for 1982:

- Socialists: 1 A7/6, 3 C3/2,
- EPP: 2 C3/2
- Liberals: 1 B3/2,
- Communists: 1 C3/2,
- EPD: 1 C3/2,
- CDI: 1 B3/2;

6. Has decided to reclassify the following 27 posts within career brackets:

- Socialists: 1 C3 to C2,
- ED: 4 A7 to A6,
- Liberals: 2 A7 to A6, 2 A5 to A4, 2 C3 to C2,
- Communists: 2 A7 to A6,
- CDI: 1 A5 to A4, 1 A7 to A6, 2 C3 to C2,
- EPP: 5 A7 to A6, 1 B3 to B2, 3 C3 to C2;
- EPD: 1 B2 to B1

7. Points out that the upgrading of posts from one category to another cannot be regarded as one of the normal methods provided for in the Staff Regulations for ensuring career progression; will thus, during the first reading of the draft budget of the Communities, consider other proposals already put forward for upgrading posts in the secretariats of the political groups in the light of their compatibility with the Staff Regulations;

II. As regards the estimates themselves

8. Adopts the estimates of expenditure for 1983 totalling 220,818,110 ECU, plus 7 million ECU under Item 3708 for information for electors in connection with the second elections to the European Parliament by direct universal suffrage;

9. Points out that the combined total of these two items represents an increase of 9% in appropriations compared to the financial year 1982, and as little as 5.5% in the case of the first figure;

10. Stresses that these rates of increase are markedly lower than that notified by the Commission each year for non-compulsory expenditure pursuant to Article 203 of the Treaty;

11. Has included in its estimates 7 million ECU for information in connection with the second elections to the European Parliament by direct universal suffrage and has decided that this sum should be disbursed on the basis of the criteria and guidelines for control applied in 1977 for the first direct elections to the European Parliament once they have been improved and strengthened;

12. Points out at this stage that the appropriations for this information campaign must be equivalent in real terms to those for 1977 and that, in this context, account should also be taken of the enlargement of the Community since 1977;

13. Points out, therefore, that the final figure to be adopted for the financial year 1983 will be determined during the procedure for the adoption of the next budget;

14. Fixes the appropriations for members' allowances (Chapter 10 of Title I) at 38,167,330 ECU to take account of the Bureau's decisions concerning the adjustment of these allowances in line with rises in costs;

15. Has decided to increase substantially the appropriations in the contingency reserve (Chapter 101, Title X) taking account in particular of the very large reductions - even in relation to the 1982 financial year - in the estimates of expenditure on officials' salaries (Chapter 11) and the need for an estimated 1 million ECU for the development of its data-processing facilities;

16. Intends to take account of the Staff Committee's requests as regards appropriations under Chapters 15 and 16 to cover certain social activities and professional training for the staff of the institution; has decided that the sum of 320,000 ECU should now be set aside for this purpose under Chapter 100, in which appropriations are not allocated for any specific purpose;

III. As regards possible adjustments to its
decisions on the estimates

17. Indicates its intention to make any necessary adjustments to its estimates during the first reading of the general budget of the Communities in order, in particular, to optimize the use of its financial resources and to use to the full modern methods and the most advanced management techniques to rationalize the experiments carried out in this area to date and make them more coherent.

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IV. As regards the payment staff salaries

18. Considers it necessary to pay staff salaries in ECU in accordance with the system used for the payment of Members' allowances; considers that this is a temporary measure that must be taken to maintain purchasing power, which has been seriously undermined recently.

ESTIMATES - REVENUE.

	<u>in ECUs</u>
<u>TITLE 4 - MISCELLANEOUS COMMUNITY TAXES, LEVIES AND DUES</u>	13,223,300
<u>Chapter 40</u> - Deductions from staff remuneration	13,223,300
Article 400 - Proceeds from taxation on the salaries, wages and allowances of officials and other servants	7,256,600
Article 401 - Staff contributions to the pension scheme	4,563,500
Article 402 - Levy on remuneration	1,403,200
<u>TITLE 5 - REVENUE ACCRUING FROM THE ADMINISTRATIVE OPERATION OF THE INSTITUTION</u>	1,222,000
<u>Chapter 50</u> - Proceeds from the sale of movable and immovable property	221,000
Article 500 - Proceeds from the sale of movable property	1,000
Article 502 - Proceeds from the sale of publications, printed works and films	220,000
<u>Chapter 52</u> - Revenue from investments or loans granted, bank and other interest	1,000,000
Article 520 - Revenue from investments or loans granted, bank and other interest	1,000,000
<u>Chapter 53</u> - Exchange gains	1,000
Article 530 - Exchange gains	1,000
<u>TITLE 6 - CONTRIBUTIONS TO COMMUNITY PROGRAMMES, REPAYMENT OF EXPENDITURE AND REVENUE FROM SERVICES RENDERED AGAINST PAYMENT</u>	1,000
<u>Chapter 61</u> - Repayment of miscellaneous expenditure	1,000
Article 610 - Repayment of expenditure incurred on behalf of another institution	1,000
<u>TITLE 9 - MISCELLANEOUS REVENUE</u>	800,000
<u>Chapter 90</u> - Miscellaneous revenue	800,000

in ECUs

Chapter 91 - (Voluntary) contribution by members to a
retirement pension scheme token entry

Total 15,246,300

Contributions due 212,571,810

GRAND TOTAL 227,818,110

in ECUs

ESTIMATES - EXPENDITURE

TOTAL ... 227,818,110

TITLE 1 - EXPENDITURE RELATING TO PERSONS WORKING WITH THE
INSTITUTION 152,578,030

<u>Chapter 10</u>	- Members of the institution	38,167,330
Article 100	- Salaries, allowances and payments related to salaries	17,510,330
Item 1000	- Basic salaries	token entry
Item 1001	- Residence allowances	token entry
Item 1002	- Family allowances	token entry
Item 1003	- Representation allowances	token entry
Item 1004	- Travel and subsistence allowances, attendance at meetings and associated expenditure	14,750,000
Item 1005	- Activities among the electorate and allowances for special travel by members in the course of their duties	2,760,330
Article 101	- Accident and sickness insurance and other social security charges	510,000
Article 102	- Temporary allowances	-
Article 103	- Pensions	240,000
Item 1030	- Retirement pensions	token entry
Item 1031	- Invalidity pensions	token entry
Item 1032	- Survivors' pensions	240,000
Article 105	- Language courses for members	437,000
Article 106	- Members' secretarial expenses	18,670,000
Article 109	- Provisional appropriations to cover any adjustments to the allowances of members	800,000
<u>Chapter 11</u>	- Staff	101,679,600
Article 110	- Officials and temporary staff holding a post provided for in the establishment plan	84,247,500
Item 1100	- Basic salaries	67,579,700
Item 1101	- Family allowances	5,676,700
Item 1102	- Expatriation and foreign residence allowances (including Article 97 of the ECSC Staff Regulations)	10,137,100

	<u>in ECUs</u>
Item 1103 - Secretarial allowances	854,000
Article 111 - Other staff	3,874,800
Item 1110 - Auxiliary staff	3,854,800
Item 1111 - Auxiliary interpreters	-
Item 1112 - Local staff	token entry
Item 1113 - Special advisors	20,000
Article 112 - Pensions, severance grants and unemployment insurance	token entry
Item 1123 - Severance grants	token entry
Article 113 - Insurance against sickness, accidents and occupational disease	2,703,300
Item 1130 - Insurance against sickness	2,027,500
Item 1131 - Insurance against accidents and occupational disease	675,800
Article 114 - Miscellaneous allowances and grants	1,718,900
Item 1140 - Birth and death grants	59,800
Item 1141 - Annual leave travel expenses	1,507,500
Item 1142 - Housing and transport allowances	-
Item 1143 - Fixed entertainment allowances	74,000
Item 1144 - Fixed travel allowances	37,000
Item 1145 - Special allowance for accounting officers and administrators of imprest accounts	22,000
Item 1146 - Constitution or maintenance of pension rights for temporary staff	18,600
Item 1149 - Other allowances and repayments	token entry
Article 115 - Overtime	864,800
Article 116 - Salary weightings	token entry
Article 117 - Supplementary services	4,797,600
Item 1170 - Freelance interpreters and conference technicians	4,100,000
Item 1171 - Freelance proof-readers	-
Item 1172 - Other services and work sent out for translation and typing	697,600
Article 119 - Provisional appropriation	3,472,700
Item 1190 - Provisional appropriation to cover any adjustments to the remuneration of officials and other staff	3,472.700

	<u>in ECUs</u>
<u>Chapter 12</u> - Allowances and expenses on entering and leaving the service and on transfer	3,203,900
Article 120 - Miscellaneous expenditure on staff recruitment	360,000
Article 121 - Travel expenses (including family members)	55,000
Item 1211 - Travel expenses for staff	55,000
Article 122 - Installation, resettlement and transfer allowances	1,018,400
Item 1221 - Installation, resettlement and transfer allowances for staff	1,018,400
Article 123 - Removal expenses	436,500
Item 1231 - Removal expenses for staff	436,500
Article 124 - Temporary daily subsistence allowances	874,000
Article 125 - Allowances for staff assigned non-active status, retired in the interests of the service or dismissed	375,000
Article 129 - Provisional appropriation to cover any adjustments to the remuneration and various allowances paid to officials and other servants	85,000
<u>Chapter 13</u> - Expenditure relating to missions and duty travel	8,025,000
Article 130 - Mission expenses, travel expenses and incidental expenditure	8,025,000
Item 1301 - Mission expenses for staff	8,025,000
Item 1302 - Special equipment for missions	-
<u>Chapter 14</u> - Socio-medical infrastructure	557,500
Article 140 - Restaurants and canteens	475,000
Article 141 - Medical service	82,500
<u>Chapter 15</u> - Graduate traineeships and further training for staff	490,900
Article 150 - Cost of organizing graduate traineeships with the institution	162,000
Article 151 - Language courses, retraining, further training and information for staff	328,900

	<u>in ECUs</u>
<u>Chapter 16</u> - Expenditure on social welfare	453,800
Article 160 - Special assistance grants	21,600
Article 161 - Social contacts between staff	51,200
Article 162 - Other welfare expenditure	381,000
Item 1620 - Other expenditure	381,000
Item 1621 - Fitting-out of an inter-Community sports centre	token entry
 <u>TITLE 2 - BUILDINGS, EQUIPMENT AND MISCELLANEOUS OPERATING EXPENDITURE</u>	 55,110,400
 <u>Chapter 20</u> - Investments in immovable property, rental of buildings and associated costs	 27,679,300
Article 200 - Rent	17,967,700
Item 2000 - Rent	17,967,700
Item 2001 - Deposits	token entry
Article 201 - Insurance	88,300
Article 202 - Water, gas, electricity and heating	2,123,500
Article 203 - Cleaning and maintenance	4,517,800
Article 204 - Fitting-out of premises	1,223,600
Article 205 - Security and surveillance of buildings	1,518,400
Article 206 - Acquisition of immovable property	token entry
Article 207 - Construction of buildings	token entry
Article 208 - Other expenditure preliminary to the construction of buildings or to the acquisition of immovable property	 token entry
Article 209 - Other expenditure on buildings	240,000
 <u>Chapter 22</u> - Movable property and associated costs	 7,306,100
Article 220 - Office machines	505,000
Item 2200 - New purchases of office machines	153,000
Item 2201 - Replacement of office machines	165,000
Item 2202 - Hire of office machines	token entry
Item 2203 - Maintenance, use and repair of office machines	 187,000

	<u>in ECUs</u>
Article 221 - Furniture	317,300
Item 2210 - New purchases of furniture	197,300
Item 2211 - Replacement of furniture	110,000
Item 2212 - Hire of furniture	token entry
Item 2213 - Maintenance, use and repair of furniture	10,000
Article 222 - Technical equipment and installations	4,049,800
Item 2220 - New purchases of technical equipment and installations	1,312,000
Item 2221 - Replacements of technical equipment and installations	529,800
Item 2222 - Hire of technical equipment and installations	1,708,000
Item 2223 - Maintenance, use and repair of technical equipment and installations	500,000
Article 223 - Vehicles	1,151,000
Item 2230 - New purchases of vehicles	25,000
Item 2231 - Replacement of vehicles	160,000
Item 2232 - Hire of vehicles	552,000
Item 2233 - Maintenance, use and repair of vehicles	414,000
Article 224 - Equipment, operating costs and services relating to data-processing	572,000
Item 2240 - New purchases	134,000
Item 2241 - Replacements	token entry
Item 2242 - Hire and maintenance of equipment	310,000
Item 2243 - Development and maintenance of applications ...	100,000
Item 2244 - Interrogation of data bases	28,000
Article 225 - Documentation and library expenditure	711,000
Item 2250 - Library funds, purchase of books	160,000
Item 2251 - Special library, documentation and reproduction equipment	15,000
Item 2252 - Subscriptions to newspapers and periodicals ...	181,000
Item 2253 - Subscriptions to news agencies	340,000
Item 2254 - Binding and upkeep of library books	15,000
<u>Chapter 23</u> - Current administrative expenditure	6,112,300
Article 230 - Stationery and office supplies	1,522,000
Article 231 - Postal charges and telecommunications	3,771,200
Item 2310 - Postage on correspondence and delivery charges	996,200
Item 2311 - Telephone, telegraph, telex, television	2,775,000

	<u>in ECUs</u>
Article 232 - Financial charges	15,000
Item 2320 - Bank charges	15,000
Item 2321 - Exchange losses	token entry
Item 2329 - Other financial charges	token entry
Article 233 - Legal expenses	54,000
Article 234 - Damages	token entry
Article 235 - Other operating expenditure	750,100
Item 2350 - Miscellaneous insurance	97,500
Item 2351 - Uniforms and working clothes	184,300
Item 2352 - Miscellaneous expenditure on internal meetings	173,000
Item 2353 - Departmental removals and associated handling	184,300
Item 2354 - Petty expenses	95,000
Item 2359 - Other operating expenditure	16,000
Article 239 - Services rendered between institutions	token entry
Item 2390 - Services rendered by the Office for Official Publications	1
Item 2391 - Joint Interpreting Service	token entry
Item 2393 - Automated Legal Information Service	token entry
<u>Chapter 24</u> - Entertainment and representation expenses	404,000
Article 240 - Entertainment and representation expenses	404,000
Item 2400 - Entertainment and representation expenses for members of the institution	365,000
Item 2401 - Entertainment and representation expenses for staff	19,000
Item 2402 - Fund for expenses in accordance with Rule 18 of the Rules of Procedure of the European Parliament	20,000
<u>Chapter 25</u> - Expenditure on formal and other meetings	390,000
Article 250 - Meetings in general	48,000
Article 251 - Committee meetings	
Article 255 - Miscellaneous expenditure on the organization of, and participation in, conferences, congresses and meetings	342,000

¹ Appropriations 1983: (2,420,000 ECU).

	<u>in ECUs</u>
<u>Chapter 26</u> - Expenditure on studies, surveys and consultations	30,000
Article 260 - Limited consultations, studies and surveys	30,000
<u>Chapter 27</u> - Expenditure on publishing and information	10,480,700
Article 270 - Official Journal	3,811,700
Article 271 - Publications	5,719,000
Item 2710 - General publications	4,269,000
Item 2719 - Expenditure on publicity and promotion of publications	1,450,000
Article 272 - Expenditure on the dissemination of information and on participation in public events	950,000
Item 2720 - Expenditure on information, publicity and participation in public events	950,000
Item 2721 - Participation of the Communities in international exhibitions	token entry
<u>Chapter 29</u> - Subsidies and financial contributions	2,708,000
Article 290 - Subsidies to higher education institutions	token entry
Article 294 - Study grants	398,000
Item 2940 - Research and study grants	110,000
Item 2941 - Grants for further training of conference interpreters	58,000
Item 2949 - Grants for nationals of non-member countries ...	230,000
Article 299 - Other subsidies	2,310,000
Item 2990 - Subsidies and financial contributions towards the cost of group visits	1,850,000
Item 2991 - Subsidies towards the cost of visits by 'opinion multipliers' from the Member States	460,000
<u>TITLE 3 - EXPENDITURE RESULTING FROM SPECIAL FUNCTIONS CARRIED OUT BY THE INSTITUTION</u>	14,554,680
<u>Chapter 37</u> - Expenditure relating to certain institutions and bodies	14,554,680
Article 370 - Special expenditure of the European Parliament	14,554,680

	<u>in ECUs</u>
Item 3700 - Expenditure on interparliamentary institutions stipulated in the ACP-EEC Convention of Lome ...	880,000
Item 3701 - Expenditure on the Joint Parliamentary Committee provided for within the framework of the association with Greece	-
Item 3702 - Expenditure on the Joint Parliamentary Committee provided for within the framework of the association with Turkey	token entry
Item 3704 - Expenditure on interparliamentary contacts set up under the association with Malta	28,000
Item 3705 - Contribution to secretarial expenses of the political groups of the European Parliament	4,321,000
Item 3706 - Other political activities	2,125,680
Item 3707 - Expenditure on contacts between members of the European Parliament and members of the parliaments of third countries	200,000
Item 3708 - Contribution to the costs of preparations for the next European elections	7,000,000
 <u>TITLE 10 - OTHER EXPENDITURE</u>	 5,895,000
 <u>Chapter 100</u> - Provisional appropriations	 1,895,000
Article 1000	1,895,000
Article 1001	-
 <u>Chapter 101</u> - Contingency reserve	 3,680,000
Article 1010	3,680,000
Article 1011	-
 GRAND TOTAL	 227,818,110

ANNEX I

O P I N I O N

for the Bureau

on the staffing proposals for 1983
(application of Rule 113(3) of the Rules of Procedure)

This opinion was adopted unanimously at the meeting of the Committee on Budgets on 24 and 25 February 1982.

Present at the vote: Mr Lange, chairman; Mr Notenboom, first vice-chairman; Mrs Barbarella, second vice-chairman; Mr Saby, rapporteur; Mr Abens, Mr Adam (deputizing for Mr Orlandi), Mr Aigner, Mr Ansquer, Mr Arndt, Mr Baillot, Mrs Boserup, Mr Balfour, Mr Barbagli, Mr Fich, Mr Gouthier, Mr Georgiadis, Mr Helms (deputizing for Mr Kazazis), Mrs Hoff, Mr Jackson, Mr Kellett-Bowman, Mr Langes, Mr Louwes, Mr Newton Dunn, Mr Nielsen (deputizing for Mrs Scrivener), Mr Pfennig, Mr Price, Mr Simonnet, Mr Simmonds, Mrs Van Hemeldonck (deputizing for Mr Lalumière).

INTRODUCTION

1. The Committee on Budgets is required to deliver an opinion on the staff situation in Parliament before the Bureau decides on the secretariat's establishment plan for 1983, pursuant to Rule 113(3) of the Rules of Procedure.

2. As agreed in December 1979 when the joint working party composed of members of the Bureau and the bureau of the Committee on Budgets completed its work (its findings were submitted to the Bureau and the full Committee on Budgets), decisions on the establishment plan were to be taken separately from those concerning the estimates proper. This explains why, this year, the Committee on Budgets is delivering its opinion on the proposals put forward by the Bureau in advance of its normal preparations for the estimates of revenue and expenditure.

The final decisions on the establishment plan and on the estimates of revenue and expenditure will subsequently be set out in an overall report which the Committee on Budgets will submit to Parliament at the May part-session pursuant to the interinstitutional agreements on the budgetary timetable.

THE RAPPORTEUR'S COMMENTS

3. Before considering the proposals submitted by the Secretary-General, and accepted by the Bureau, on the 1983 establishment plan, the rapporteur wishes to set out the following points and considerations in order to help the Committee on Budgets draw up its opinion on the establishment plan.

A. Parliament's decisions on the establishment plan

4. A few years ago, in preparing the 1979 estimates for the directly elected Parliament, the House adopted a series of principles intended not simply to increase staff numbers (which have in fact been raised quite considerably since 1980) but also to improve the operation of Parliament and rationalize its work.

Those principles were set out in the report on the 1980 estimates which stated that 'certain structural modifications' were beginning to be made in the light of the development of certain activities and that the directly elected Parliament should therefore be left to take any decision on structural changes, including those outlined by the Committee on Budgets in its discussion of the supplementary estimates for 1979 voted by Parliament (paragraph 2 of the resolution voted in May 1979).

This report also contained the following passage:

'The Staff Committee has insisted on certain qualitative changes being made to the establishment plan in order to ensure continuity of careers, in particular by upgrading certain posts. The Staff Committee has also stressed the desirability of creating more posts for technical assistants and

secretarial assistants so as to extend the career opportunities of principal secretaries who are at present limited to a single grade (C1).' (Ref. Doc. 176/79, para. 5, page 21.)

6. Paragraph 3 of the resolution adopted in conjunction with the vote on the 1979 supplementary estimates No. 1 (resolution voted on 15 March 1979, Doc. 641/78) reads as follows:

'Notes that, in view of the new composition of the Parliament and the increase in the duties of its Secretariat, a certain number of changes to the latter's structure will probably prove necessary; considers, however, that it will fall to the elected Parliament to determine the extent of such changes, having particular regard to the proposals put forward at the time of the formulation of these draft estimates'.

7. In adopting the 1980 estimates following direct elections, Parliament passed a resolution which stated that the establishment plan would have to be expanded in line with the new structures required by direct elections but that, at the same time, the Bureau and the Committee on Budgets would have to look closely at Parliament's structures and consider what changes were required.

The report adopted on that occasion made it clear that such changes might be based on a fresh assessment of requirements made by the directly elected Parliament in the light of experience (Doc. 1-459/79 - report by Mr Jackson on behalf of the Committee on Budgets).

8. In 1980, when it voted on the 1981 estimates, the Committee on Budgets (while stressing the importance of an in-depth study of possible structural reforms in the Secretariat and the advisability of calling on an outside firm of consultants, where necessary, to look into the problems of structural reform) pointed out that any study conducted in this area should be based on Parliamentary activities as they had developed following direct elections.

The rapporteur recalled that the Bureau of Parliament had also emphasized the need for structural reforms and had set up for this purpose a working party on structures in the conviction that as a result of the development of the Parliamentary institution, existing structures did not, in certain ways, adequately meet certain new requirements with which Parliament would be faced as a result of the changed circumstances (paragraph 1 of the report by the Working Party on Structures - PE 63.908/fin.).

Finally, the rapporteur quoted from the memorandum submitted by the Staff Committee on Parliament's 1981 budget (PE 63.858) which also recommended that structures in the Secretariat should be adjusted and rationalized and that the problems raised by an equitable development of the establishment plan and career structures should be taken into account (see Doc. 1-276/81).

9. Lastly, the same point was made again recently when the 1982 estimates were adopted. The rapporteur on this occasion, while pointing out that all attempts to rationalize came up against certain limits set by the working conditions of Parliament (paragraph 8 of Doc. 1-670/81), stressed the need not to increase the actual numbers on the establishment plan but to strengthen it where necessary and also to adopt staff policy measures that would allow proper career development through the systematic conversion of posts.

B. Advisability of an overall staff management and structures policy

10. It must be said that despite the line taken by Parliament and its bodies, the essential effect of what was subsequently done was simply to increase the numerical strength of the establishment plan. Bearing in mind that as far as the establishment plan is concerned 1982 and 1983 are years of stabilization, it is clear that the requirement now is for immediate qualitative changes to the establishment plan.

Talks with the Secretary-General and the staff representatives have shown that qualitative changes are possible and that consultations are necessary for the submission of proposals for improving staffing policy without creating additional posts.

Having regard to the positive outcome of everything that has so far been done to improve the quality of organization, it is clearly necessary to continue and step up efforts in this direction, with closer consultation between all of the parties concerned: administration, staff, the Bureau of Parliament and the Committee on Budgets. With this in mind, the Committee on Budgets will propose a certain number of approaches to this task between now and the first reading of the 1983 draft general budget.

11. The qualitative changes made since direct elections in a number of sectors (see the report on the 1980 estimates) were in response to the need to deal with urgent cases rather than to the requirement for rationalization in line with the development of parliamentary activities following direct elections. The steps that were taken, while satisfactory perhaps during the first half of Parliament's life, now look unbalanced and inadequate unless they are fitted into an overall, carefully considered and concerted policy governing the structure and management of the establishment plan.

Adjustment to modern methods

12. The improvements it is hoped to make in quality necessarily imply the use of modern management methods and advanced techniques; they must go hand-in-hand with a policy designed to introduce and adapt staff to those methods. The point here is that the experiments that are going on at the present time,