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REPORT

drawn up on behalf of the Committee on Budgets

on Section I - Parliament - of the draft
general budget of the European Communities
for the financial year 1982

Rapporteur: Mr V. ANSQUER

1.2.1

On 25 May 1981 the Committee on Budgets appointed Mr ANSQUER rapporteur on the estimates of the European Parliament for the financial year 1982.

Parliament adopted the draft estimates on 7 May 1981. The Council considered the estimates on 27 July 1981, when it established the draft budget.

The Committee on Budgets considered Parliament's section of the draft budget at its meetings of 30 September/1 October 1981 and 19/20/21 October 1981.

At its meeting of 28 October 1981 the Committee on Budgets adopted the following motion for a resolution by 17 votes to one.

Present: Mr LANGE, chairman; Mr NOTENBOOM, vice-chairman; Mr ANSQUER, rapporteur; Mr ADONNINO, Mr BAILLOT, Mr BALFE, Mr BALFOUR, Mr FICH, Mr GOUTHIER, Mr HELMS (deputizing for Mr LEGA), Mr HOWELL, Mr LANGES, Mr NEWTON DUNN, Mr NORD, Mr PFENNIG, Mr PRICE, Mr SABY, Mrs SCRIVENER, Mr Konrad SCHÖN and Mr SIMONNET.

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ANNEX

- I. DRAFT AMENDMENTS APPROVED AND TABLED BY THE
COMMITTEE ON BUDGETS

The Committee on Budgets hereby submits to the European Parliament the following motion for a resolution, together with explanatory statement:

MOTION FOR A RESOLUTION

on Section I 'Parliament' of the draft general budget of the European Communities for 1982

The European Parliament,

- having regard to Section I of the draft budget for the financial year 1982 drawn up by the Council (estimates of revenue and expenditure of Parliament) (Doc. 1-550/81),
- having regard to the resolution passed on the occasion of the adoption of its estimates on 7 May 1981¹,
- having regard to the report of the Committee on Budgets (Doc. 1-670/81),

Volume of appropriations in the estimates

1. Notes that it is not opportune to reduce further the overall volume of the estimated appropriations adopted on 7 May 1981, having regard firstly to the commitments and utilization of appropriations for 1981 as of the present date and secondly to the additional expenditure which was not yet known when the estimates were adopted in May and will in all probability be required in the next financial year for the:
 - (a) setting up of new parliamentary bodies (institutional committee and Committee of Inquiry into the Situation of Women in Europe);
 - (b) installation of modern means of telecommunication and certain measures of reorganization and equipment designed to ensure better operation of the secretariat and, in the longer term, to achieve savings;
 - (c) strengthening of the security system in the various buildings occupied by it at the three places of work.
2. Is in favour, provided the necessary financial resources are made available in the course of the year by transfer from the reserve:
 - (a) of the decisions of its Bureau increasing the appropriations against Item 1050 for members of the institution (language courses for members);
 - (b) of an increase in the appropriations for Article 151 'Professional training of staff'.

¹ OJ C 144, 15 June 1981

3. Moves to the general reserve, in order to follow implementation more closely, the provisional appropriations for 1982 entered against specific reserve items such as Articles 109, 119, 129 and 209 in the estimates.
4. Notes that the overall total of its estimates fixed on 7 May 1981 at 209,229,250 ECU, which represented an increase of only 4.93% on the previous financial year, is now only slightly modified, amounting to 209,826,250 ECU.

Financial management

5. Is convinced that its internal rules for budgetary forecasting and implementation require improvement and that, after defining the financial responsibilities of the various bodies of Parliament, it is therefore essential to:
 - (a) draw up the budgetary estimates on the basis of general application of the system for integral assessment of the needs and costs of the activities corresponding to the appropriations against each item,
 - (b) ensure more continuous monitoring at Parliamentary level of implementation of the budget in the course of the year.

Nomenclature

6. Takes over the new budgetary nomenclature already adopted by all the institutions (Annex 1 to this resolution) in respect of the new system of numbering for certain administrative appropriations and the opening, on the revenue side, of a line for entry of the special crisis levy on the salaries of officials as soon as it has been definitively adopted by the Community institutions.

Policy of the institution on buildings

7. Encourages its President to pursue and strengthen a policy designed to stabilize and if possible reduce rentals - an objective which is certainly attainable, in particular after rental for several years. Considers, moreover, in this context that a policy for the acquisition and construction of buildings is also possible without conflicting with the obligations resulting from the currently valid texts.

Establishment plan

8. Points out that, with the adoption of its estimates, it has also pursued a policy of stabilization of its establishment plan since it has created no new posts and simply effected a number of post conversions.

Changes in the budgetary nomenclature

New Heading		Old Heading	
<u>REVENUE</u>			
TITLE 4	Miscellaneous Community taxes, levies and dues		
Chap. 40	Deductions from staff remuneration	Title 4	(same wording)
Art. 400	Proceeds from taxation on the salaries, wages and allowances of members of the institutions, officials, other servants and persons in receipt of a pension	Chap. 40	(same wording)
Art. 401	Staff contributions to the pension scheme	Chap. 41	(same wording)
Art. 402	Levy on remuneration	New Article	
TITLE 5	Revenue accruing from the administrative operation of the institution		
Chap. 50	Proceeds from the sale of movable and immovable property	Chap. 90	(same wording)
Art. 500	Proceeds from the sale of movable property	Art. 900	(same wording)
Art. 502	Proceeds from the sale of publications, printed works and films	Art. 902	(same wording)
Chap. 52	Revenue from investments or loans granted, bank and other interest		
Art. 520	Revenue from investments or loans granted, bank and other interest on the institution's accounts	Art. 950	(same wording)
Chap. 53	Exchange gains		
Art. 530	Exchange gains	Art. 951	(same wording)
TITLE 6	Contributions to Community programmes, repayment of expenditure and revenue from services rendered against payment		
Chap. 61	Repayment of miscellaneous expenditure	Chap. 93	(same wording)
Art. 610	Repayment of expenditure incurred on behalf of another institution	Art. 930	(same wording)

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New Heading		Old Heading	
TITLE 9	Miscellaneous revenue	unchanged	
Chap. 90	Miscellaneous revenue	Chap. 99	Other revenue
<u>EXPENDITURE</u>			
Chap. 14	Socio-medical infrastructure		
Art. 140	Restaurants and canteens	Art. 142	(same wording)
Art. 141	Medical service	Art. 143	(same wording)
Chap. 16	Expenditure on welfare	Chap. 14	(same wording)
Art. 160	Special assistance grants	Art. 140	(same wording)
Art. 161	Social contacts between staff	Art. 141	(same wording)
Art. 162	Other welfare expenditure	Art. 149	(same wording)
Item 1620	Other expenditure	Item 1490	(same wording)
Item 1621	Fitting out of a Community sports centre	Item 1491	(same wording)

EXPLANATORY STATEMENT

1. When the estimates of Parliament were adopted, our institution - acting on a proposal from the Committee on Budgets - passed a resolution providing for the review, if the need arose, of the estimates in the course of the procedure leading up to adoption of the general budget of the European Communities for 1982, the purpose of that review being to attain greater budgetary clarity and transparency¹.

2. It will also be noted that the resolution in question accompanied the draft estimates which, thanks to the efforts made by the Committee on Budgets, provided for an increase in expenditure of only 4.93% as against 1981 (in absolute terms the estimates represented a total of 209,229,150 ECU, as against 199,400,879 ECU in 1981).

3. The rapporteur was entrusted with his task on 23 September 1981 with a view to enabling the Committee on Budgets to determine whether any further review of the estimates already adopted in May was appropriate; he proceeded as follows:

- he examined on a sample basis a series of items in Parliament's budget in order to analyse the accuracy of the budgetary forecasts. He gave attention to the following specific items:

- 950: income from investments and loans, bank interest and other items,
- 1004: travel and subsistence allowances; attendance at meetings and associated expenditure,
- 1301: mission expenses, travel expenses and incidental expenditure for staff,
- 2400: entertainment and representation expenses - members of the institution,
- 3707: expenditure on contacts between Members of the European Parliament and members of the parliaments of third countries,
- 2990: subsidies and financial contributions towards the cost of group visits,
- 2210: furniture - new purchases,
- 2220: technical equipment and installations - new purchases,
- 203: cleaning and maintenance,
- 230: stationery and office supplies;

¹ Paragraph 3 of the resolution adopted on 7 May 1981 (OJ C 144, 15.6.1981)

- he examined the level of commitments and payments as at 31 August 1981 so as to enable an assessment to be made at this stage of the justification for the size of the 1981 budget;
- he took account of the questions put by several members of the Committee on Budgets to the departments of the secretariat and the answers given by the latter;
- he followed movements of appropriations effected to date by transfer;
- he obtained up-to-date information on the procedures for filling posts on the establishment plan in order to ascertain whether the criticisms made last year of the numerical strengthening of the secretariat - based essentially on the large number of posts still vacant at the time - could still be considered valid.

This work programme enabled a broad analysis to be made relatively quickly; the Committee on Budgets would like that analysis to be extended to all the items in the budget in order to assess the justification of the needs underlying the appropriations entered against each budget item and to scrutinize the methods by which increases in expenditure from one year to the next are determined.

In the limited time available before the adoption of the budget, the rapporteur was of course unable to examine in respect of each budget item the justification of the anticipated increase in appropriations from one year to the next, the justification for the appropriations entered against each item for the current year and the assessment of rational use of the available appropriations according to the criteria of sound financial management. However, the approach adopted by the rapporteur did enable the problems linked with the above requirements to be analysed in some detail.

Examination of the use of the appropriations against each item

4. The examination on a sample basis of the appropriations against each item (see first indent of paragraph 3 above) gave rise to the following observations which may result in a series of operational proposals which will no doubt improve budgetary clarity and transparency but cannot have immediate financial repercussions in the sense of a reduction of the budgeted amounts for specific items already adopted last May in respect of the 1982 financial year.

Consideration of these particular items (in particular Item 1301 covering mission expenses) led the rapporteur to suggest the need for more effective regulations and greater discipline in the management of advance funds since the appropriations against this item are generally used by systematic recourse to the advance fund system. However, the measures which can be proposed to bring about improvements must be taken in the context of the revision of the financial rules for implementation of the

budget of Parliament and cannot really bring immediate improvements in the estimates as such.

5. The examination of other items among those listed above also led the rapporteur to request, as has already been done by the Committee on Budgetary Control, a general revision of the nomenclature of the budget of Parliament so as to ensure that a clear and transparent instrument is available for implementation of the budget; that is imperative not only for the officials responsible for management of the appropriations but also for the parliamentary bodies which have to control implementation of the budget. It is true that the present budgetary nomenclature can hardly be amended to meet the requirements of Parliament alone since it is common to all the institutions. However, agreement should be reached on the establishment of a far more detailed nomenclature giving a better breakdown¹ at least for internal use.

An instrument of that kind is useful during the phase of implementation of the budget and it is also indispensable for the authority responsible within Parliament for decisions having financial implications since it enables the specific nature (new or repetitive) of a given item of expenditure to be defined and thus permits the opening of the procedures stipulated for reaching decisions having financial consequences; depending on the circumstances these procedures may give rise to transfers of surplus appropriations to a different item, to other movements reducing appropriations which have remained unused against other items and, what is more important, to supplementary or amending budgets. The existing nomenclature is clearly too general so that it leaves an excessive margin for the assessment of possible expenditure in the context of the annual budgetary authorization;

¹ As an example, all expenditure relating to the following is at present recorded against Article 230 'Stationery and office supplies':

- white typing paper
- reproduction paper
- other paper
- filing materials (files, folders, box files, hanging files ...)
- writing materials (pencils, pens, ink, marker pens)
- punches, staplers, paper-clips, adhesive tape.

Item 2400 'Entertainment and representation expenses for members of the institution' covers expenditure on the following at the habitual places of work and elsewhere:

- meals
- receptions, cocktails
- cars
- representation articles.

The two above items could be broken down into these various sub-headings.

this also applies to the assignment of items of expenditure to particular items in the budget. The present nomenclature is not detailed enough for the officials responsible for implementation of the budget of Parliament since it does not define specifically the procedures for implementation which should comply with criteria that, although not rigid, must be clear, consistent and well established.

6. Finally, examination of this particular budget item has led the rapporteur to suggest that in future years the assessment of appropriations against certain items (chosen on a random sample basis) should be systematically based on a fresh evaluation of the needs and costs not only in relation to the additional increase for the next financial year but also, and above all, in relation to all the activities financed by the appropriations against each item. Taking next year as the initial year of application of this system, this criterion might, for example, be adopted for the appropriations in Article 203 'Cleaning and maintenance', Article 230 'Stationery and office supplies' and for furniture (Item 1200) etc. An analysis of this type enables the justification of expenditure to be assessed together with the expediency of the acts leading up to such expenditure - in other words it covers the whole management policy.

Level of commitments and payments as at 31 August 1981

7. The level of utilization of commitments was as follows on 31 August 1981 in respect of the main budget items:

Chapter	Heading	Commitments entered into	Payments made	1981 appropriations	(in m ECU)
10	Members of the institution	25.8	11.6	35.8	
11	Staff	58	49.4	98	
12	Allowances and expenses on entering and leaving the service and on transfer	1.6	1.1	2.2	
13	Expenditure relating to missions and duty travel	3.9	3.5	5.2	
14	Expenditure on social welfare	0.36	0.26	0.66	
15	In-service training and further training for staff	0.27	0.15	0.38	
20	Immovable property investments, rental of buildings	21.4	11.1	23.5	
22	Movable property and associated expenditure	4.3	2.4	7.1	
23	Current operating expenditure	3.4	2.1	3.9	

Chapter	Heading	Commitments entered into	Payments made	1981 appropri- ations	(in m ECU)
24	Entertainment and representation expenses	0.21	0.11	0.42	
25	Expenditure on formal and other meetings	0.20	0.03	0.28	
26	Expenditure on studies, surveys, etc.	0.009	0.006	0.03	
27	Expenditure on publishing and information	4.4	2.7	6.2	
29	Subsidies and financial contributions	1.3	0.86	2.1	
37	Expenditure relating to certain institutions and bodies	3.6	2.9	7.1	
100	Provisional appropriations	0	0	4.1	
101	Contingency reserve	0	0	6.1	

It might therefore be felt that some reductions of appropriations are still possible; however, that would be an over-hasty conclusion since account must be taken of transfers currently in progress and which prove necessary especially in the last quarter of the year. According to the table made available to the committee there are far more transfers this year than in previous years given the effort already made in 1981 to prepare more accurate budgetary forecasts for each item.

By way of example, the amount of expenditure for staff remuneration and related allowances stood at 79,656,195 ECU for the first 9 months of the year (up to September) in respect of a total of 2,435 posts.

The appropriation available in Title 1 for the financial year 1981 is approximately 106,700,000 ECU. It is logical to suppose that this appropriation will be fully used up since, on the basis of the data referred to above, each month costs approximately 9,000,000 ECU; 27,000,000 ECU will therefore be needed between now and the end of the year. These 27,000,000 ECU will be added to the 79,700,000 ECU already spent. Applying the same reasoning to the 1982 estimates which show an amount of 118,000,000 ECU for staff salaries and other allowances, the estimated figure does not appear exaggerated since the amounts entered against this heading would be needed to defray the salaries not of 2,435 posts as in 1981 but for the complete establishment plan of 2,565 posts.

The rapporteur has chosen this example since the appropriations in respect of staff salaries are the largest item in the 1982 budget, i.e. 118,000,000 ECU out of a total of 209,000,000 ECU. It is true that where urgent needs arise at the

end of the financial year, appropriations are normally taken from the items covering staff salaries for transfer to other items once the reserve has been fully used up; however, that situation is made possible by the large overall total of staff appropriations rather than by excessively generous calculation for this item in recent years.

Questions put by several members of the Committee on Budgets

8. Several members put questions to the secretariat relating in particular to:

- bookkeeping;
- analysis of the workload and performance of staff;
- the possibility of making use of mobile staff;
- the number of hours of overtime in respect of which payment was made;
- the excessive level of mission expenses, rental, cost of fitting out premises, etc.

The answers given to these questions by the departments of the secretariat show once again that the present heavy financial burden is essentially attributable to the special characteristics of work in the European Parliament; there is an inflexible limit on efforts to rationalize these services due to:

- the excessive dispersal of activities of Parliament between geographically remote places and a large number of buildings;
- obligations resulting from the present language system;
- the impossibility of reducing mission expenses without first applying all the measures of rationalization indicated in a report recently adopted by Parliament (Zagari report);
- the difficulty of assessing the efficiency of staff use on the basis of parameters which are hard to apply to the whole establishment plan given the rhythm, characteristics and conditions of parliamentary work.

9. Possible reductions might apply to the appropriations entered against Item 2000 'Rental' if an immediate decision were taken to cancel the lease on the building in the rue de l'Empereur in Brussels which appears to be under-utilized; further reductions might be made in respect of the renewal of furniture and technical equipment if it were, for instance, decided that furniture would be renewed after a period longer than the present 10 years and that typewriters and dictating machines should be replaced every 10 years for example instead of at the present intervals of 8 and 6 years respectively.

10. In order to enable the responsible parliamentary bodies to follow implementation of the budget during the financial year more closely, appropriations might also be moved from the specific reserves at chapter level to Title 10 'Contingency reserve'. By adopting this procedure, the whole situation relating to certain appropriations would necessarily be reviewed on the occasion of decisions concerning the transfer of appropriations to the operational items for which they are needed. The reserves to which the rapporteur is referring are as follows:

- Article 109 'Provisional appropriations to cover any adjustments to the allowances of Members' (2,400,000 ECU);
- Article 119 'Provisional appropriations to cover any adjustments to the remuneration of officials and other servants' (4,000,000 ECU);
- Article 129 'Provisional appropriations to cover any adjustments to the remuneration and allowances paid to officials and other servants (85,000 ECU);
- Article 209 'Other expenditure for the rental of buildings and associated expenditure' (495,000 ECU).

The total amount of the reserves to be moved to Chapter 100 is thus 6,980,000 ECU. The Committee on Budgets approves this proposal.

In connection with the two first reserves indicated above, it should, however, be noted that the sums earmarked are likely to be used in full. In 1981, the amount available in Article 109 which stood at 4,500,000 ECU, i.e. much higher than the 1982 figure, has already been utilized to an extent of 3,000,000 ECU and must cover the recently decided increase in the secretarial allowances of Members. The reserve in Article 119 for adjustments to the salaries of officials stands at 5,500,000 ECU in 1981 of which 2,700,000 ECU have already been used by transfer to Chapter 116 for weightings on staff salaries. The reserve against this item for 1982 is much smaller and stands at 4,000,000 ECU.

11. In the same context it should be noted that at present the appropriations against certain items in the 1981 budget which were reduced at the time of adoption of that budget, are inadequate so that even the 1982 estimates can already be considered insufficient. One example is Item 1103 'Flat rate secretarial allowances' which has had to be increased by a transfer of 225,000 ECU added to the initial 473,000 ECU; Item 1110 'Auxiliary servants' has had to be increased in respect of auxiliary sessional staff by 545,500 ECU added to the initial figure of 2,627,000 ECU; Item 1211 'Travel expenses for staff (trainees)' has been augmented by a transfer of 37,000 ECU added to the initial 30,000 ECU.

12. Other savings cannot be envisaged at this stage since, in general, no decision has yet been taken on the package of measures which would enable the guidelines set out in the report submitted by Mr Zagari to Parliament to be applied. However, it seems likely that in the long run application of these guidelines will result in savings; in an initial stage on the other hand, additional expenditure might be incurred. On this subject, it should be noted that, by its resolution of 7 July 1981, Parliament felt that the operation of its secretariat and technical services could be improved both by general measures of reorganization and by systematic use of modern means of telecommunication giving in general more rapid links between the three places of work of Parliament.

Decisions of the Bureau

13. The Bureau recently considered it necessary to increase by 70,000 ECU the appropriations in Item 1005 in respect of language courses for Members of Parliament. The Staff Committee has presented a request for an increase in the appropriation against the item in respect of professional training for staff. The rapporteur considers that it is both necessary and opportune to act on these decisions and requests. However, so as not to increase the total appropriations for the financial year, the appropriations necessary for these two measures can be made available in the course of the year by transfer from the reserve to the operational items concerned.

Establishment plan

14. When its estimates were drawn up, Parliament decided to consolidate its establishment plan without creating new posts. It merely decided to convert a number of posts. The rapporteur is convinced that the guidelines resulting from these decisions must be maintained. However, he notes that following the creation of new parliamentary bodies¹ staff requirements will necessarily increase and that a solution will have to be found by strengthening the numbers of staff available to service these bodies. He points out in that connection that in the view of the Committee on Budgets these requirements should be covered from the Secretariat's existing establishment.

15. As regards post conversions to ensure a normal career development, the rapporteur communicated to the Committee on Budgets the Staff Committee's requests to ensure the promotion of staff who have reached a certain age and are in the last step of their grade or category (the last step in a given grade is normally reached after 12 or 16 years of service where an official remains in the same grade).

¹ For the moment this involves the institutional committee and the Committee of Inquiry into the Situation of Women in Europe, which is not intended to be a permanent body.

The Committee on Budgets is of the opinion that this request must be more effectively structured and that decisions on this matter should be postponed.

Requests by the groups

16. The political groups are asking for a strengthening of the reserve covering officials of Parliament seconded to their secretariats. This request is both quantitative and qualitative (it relates to 8 additional posts and 10 conversions of posts figuring in the reserve). The rapporteur considers that, as in previous years, this request should be met. He is, however, of the opinion that there should be no absolute and automatic parallel between the career of officials in the political group secretariats and their career on return to the permanent establishment plan of Parliament. Consequently, it would be appropriate in future, having regard to the fact that the reserve of posts for these officials covers a considerable number of staff in fairly high grades, to suspend any further increase.

The Committee on Budgets views favourably the requests concerning career development for political group staff.

Other requests by the Staff Committee

17. The Staff Committee also insisted on the need to arrange for the rental of the premises necessary for the day nursery and restaurant in Luxembourg. These are social measures for which Parliament is already responsible but which need to be strengthened in particular as a result of the increase in the establishment plan. The rapporteur considers that these requests should be taken into consideration. Clearly, however, means must be sought of meeting these requirements without leading to a need to increase overall expenditure.

Budgetary nomenclature

18. Since Parliament adopted its estimates, the Commission has forwarded to it a new proposal for a budgetary nomenclature which consists essentially in an adjustment to the present system of numbering. However, the proposal also creates a new budget line for the entry of appropriations accruing on the revenue side from the special crisis levy on staff salaries. The rapporteur notes that this nomenclature is now being applied by all the institutions and should therefore also be incorporated into the estimates of Parliament. That is now possible, even in the case of the new revenue line, since Parliament has pronounced in favour of the proposal for a regulation relating to the special crisis levy on salaries.

Conclusions

19. Since the 1981 estimates were drafted, the responsible bodies of Parliament have undeniably been giving their attention to the need to hold expenditure down and ensure greater budgetary clarity and transparency.

However, this is a complex process which can only be carried out partially and in the medium term given the constraints which characterize the activities of the European Parliament. Nevertheless, the efforts already undertaken have already had tangible budgetary consequences since the rate of growth of the 1982 budget has been held down to 4.93% - a fact which deserves to be stressed. Moreover, a further improvement through rationalization of management should be achieved in the near future once the bodies of Parliament have been able to supplement and improve the internal regulations laying down financial responsibility for implementation of the budget. This will be a qualitative change in our financial management and should logically enable expenditure estimates to be more accurate while also giving better control over implementation of the budget. This should certainly have implications for the budget itself.

In the light of the decisions of the Committee on Budgets the amount of 209,229,250 ECU arrived at in May is only slightly modified and becomes 209,826,250 ECU.

POSITION OF THE COMMITTEE ON BUDGETS ON THE DRAFT AMENDMENTS TO SECTION I OF THE DRAFT GENERAL BUDGET
OF THE COMMUNITIES FOR 1982 (ESTIMATES OF REVENUE AND EXPENDITURE)

At its meeting of 21 October 1981, the Committee on Budgets adopted the following positions:

BUDGETARY NOMENCLATURE				DA	PM	Author	POSITION OF COMMITTEE ON BUDGETS		Result of the vote and remarks
Chapter, Article or item	Heading	Payments ECU	Commitments ECU				Decision or opinion	Pos.	
	Expenditure								
LIST OF POSTS	Committee Establishment Plan.			385		Committee Chairmen		X	(2,14,4). The Committee is of the opinion that the Staff Requirements for new committees should be found from the existing establishment plan of the Secretariat.
	Creation of an A2 post 'ad personam'.			75,000 /2 PDA		Committee on Budgets	X		(11,3,3).
	Reserve lists for political groups - add 8 posts; amend 10 posts.			280		Glinne and Group Chairmen		X	(1,9,5). It was made clear in this vote that if a requirement arose for greater staff numbers it could be met from the Establishment Plan of the Secretariat, although provision would have to be made in the 1983 budget for extra posts on that Establishment Plan to cover this eventuality.
	Conversion of six posts in political groups.			281		---		X	(14,0,2). The Committee believes that it will be difficult to up-grade posts from one category to another and in any case when officials who have been seconded to groups are reinstated in the Secretariat the rules of promotion laid down in the Staff Regulations must be respected.