



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels,  
COM(95) 327 final  
95/0179 (CNS)  
95/0180 (CNS)

Proposal for a

COUNCIL REGULATION (EC)

introducing special measures to terminate the service of officials of the European Communities as a result of the accession of Austria, Sweden and Finland

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Proposal for a

COUNCIL REGULATION (EC)

introducing special measures to terminate the service of temporary staff of the European Communities

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(presented by the Commission)



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## EXPLANATORY MEMORANDUM

1. The object of these proposals is to introduce special measures to terminate the service of officials and temporary staff of the Communities in certain grades, in order to meet the recruitment requirements resulting both from the accession of Austria, Sweden and Finland to the Communities and from the acquisition of new powers.
2. The officials and temporary staff concerned must be at least 55 years of age, except for the temporary staff referred to in Article 2(c) of the Conditions of Employment, for whom the minimum age is 50.
3. The proposed measures will be applied in the interests of the service in connection with enlargement, with the consent of the person concerned. Age, ability, performance, conduct in the service, family circumstances and seniority will be taken into account. The Joint Committee will be consulted. Seniority in the service may not be less than 10 years, except in the case of temporary staff on contracts for an indefinite period, where 15 years will be required.
4. After giving staff the opportunity to express their interest, the institutions will choose the officials to whom the proposed measures are to be applied within the ceiling set in the proposals.

The Commission regards the figure of 100 Commission officials to whom the measures may apply as a ceiling which does not necessarily have to be reached, bearing in mind the budgetary cost of these operations.

5. The pecuniary benefits payable to officials and temporary staff affected by the measures referred to in this proposal are modelled on those laid down in the regulations terminating service on the accession of Spain and Portugal (Regulation No 3518/85 of 12.12.1985 and Regulation No 2274/87 of 23.7.1987), as regards both family allowances and social security benefits on the one hand and compensation on the other: staff affected will receive 70% of their last basic salary until they reach the age of 65 or until the date on which the maximum rate of retirement pension is reached, whichever is the earlier.

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COUNCIL REGULATION (ECSC, EC, EURATOM) No  
of ...

95/0179 (CNS)

introducing special measures to terminate the service of officials of the European  
Communities as a result of the accession of Austria, Sweden and Finland

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing a single Council and a single Commission of the European Communities, and in particular Article 24 thereof,

Having regard to the proposal made by the Commission after consulting the Staff Regulations Committee,

Having regard to the opinion of the European Parliament,

Having regard to the opinion of the Court of Justice,

Having regard to the opinion of the Court of Auditors,

Whereas following the accession of Austria, Sweden and Finland the make-up of the Community civil service needs to be adjusted;

Whereas special measures should accordingly be adopted with regard to termination of service,

HAS ADOPTED THIS REGULATION:

Article 1

In the interests of the service and in order to take account of requirements resulting from the accession of Austria, Sweden and Finland to the European Communities, certain institutions within the meaning of Article 1 of the Staff Regulations of Officials of the European Communities laid down by Regulation EEC, Euratom, ECSC No 259/68<sup>1</sup> are authorized, until 30 June 2000, to adopt measures terminating the service of officials who have reached the age of 55, with the exception of those in grades A/1 and A/2, under the conditions specified below.

Article 2

1. The number of officials regarding whom the measures referred to in Article 1 may be taken shall be:

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<sup>1</sup> OJ No L 56, 4.3.1968, p. 1.

- 100 for the Commission (including 65 in category A),
- 70 for the European Parliament,
- 70 for the Council,
- 20 for the Economic and Social Committee,
- 12 for the Court of Auditors,
- 25 for the Court of Justice.

2. The number of officials eligible for such termination of service measures in each of the following periods shall be as follows:

For the period from 1.7.1995 to 30.6.1996, that number shall be:

- 30 for the Commission,
- 14 for the European Parliament,
- 14 for the Council,
- 6 for the Economic and Social Committee,
- 4 for the Court of Auditors,
- 5 for the Court of Justice.

For the period from 1.7.1996 to 30.6.1997, that number shall be:

- 30 for the Commission,
- 14 for the European Parliament,
- 14 for the Council,
- 4 for the Economic and Social Committee,
- 4 for the Court of Auditors,
- 5 for the Court of Justice.

For the period from 1.7.1997 to 30.6.1998, that number shall be:

- 15 for the Commission,
- 14 for the European Parliament,
- 14 for the Council,
- 4 for the Economic and Social Committee,
- 4 for the Court of Auditors,
- 5 for the Court of Justice.

For the period from 1.7.1998 to 30.6.1999, that number shall be:

- 15 for the Commission,
- 14 for the European Parliament,
- 14 for the Council,
- 2 for the Economic and Social Committee,
- ... for the Court of Auditors,
- 5 for the Court of Justice.

For the period from 1.7.1999 to 30.6.2000, that number shall be:

- 10 for the Commission,
- 14 for the European Parliament,
- 14 for the Council,
- 4 for the Economic and Social Committee,
- ... for the Court of Auditors,
- 5 for the Court of Justice.

### Article 3

In the interests of the service in connection with enlargement, the institution shall, within the limits laid down in Article 2 and after consulting the Joint Committee, select officials to whom the measures terminating their service under Article 1 shall be applied, after giving staff the opportunity to express their interest.

For this purpose it shall take into consideration the age, ability, efficiency, conduct in the service, family situation and seniority of the officials. Minimum seniority of 10 years shall be required.

Under no circumstances may these measures be applied without the consent of the official concerned.

### Article 4

1. A former official affected by the measure provided for in Article 1 shall be entitled to a monthly allowance equal to 70 % of the basic salary for the grade and step held at the time of departure, determined by reference to the table set out in Article 66 of the Staff Regulations in force on the first day of the month for which the allowance is payable.

2. Entitlement to the allowance shall cease not later than the last day of the month in which the former official attains the age of 65 and in any event as soon as the former official is eligible for the maximum retirement pension.

At that point the former official shall automatically receive a retirement pension, which shall take effect on the first day of the calendar month following the month in which the allowance was paid for the last time.

3. The allowance provided for in paragraph 1 shall be weighted at the rate fixed in accordance with the second subparagraph of Article 82(1) of the Staff Regulations for the country situated inside or outside the Community where the recipient proves he has his residence.

If the recipient of the allowance establishes his residence in a country outside the Community, the weighting of 100 shall be applied.

The allowance shall be expressed in Belgian francs. It shall be paid in the currency of the country of residence of the recipient. However, if it is subject to the weighting of 100 under the second subparagraph, it shall be paid in Belgian francs.

Allowances paid in a currency other than the Belgian franc shall be calculated on the basis of the exchange rates specified in the second paragraph of Article 63 of the Staff Regulations.

4. Where gross income accruing to the former official from any new employment, when combined with the allowance provided for in paragraph 1, exceeds the total gross remuneration last received by the official, determined by reference to the salary scales in force on the first day of the month for which the allowance is payable, the amount of the excess shall be deducted from that allowance. That remuneration shall be weighted as provided for in paragraph 3.

Gross income and total gross remuneration last received, as referred to above, mean sums paid after deduction of social security contributions but before deduction of tax.

The former official concerned shall provide any written proof which may be required and shall notify the institution of any factor which may affect his right to the allowance.

5. As set out in Article 67 of the Staff Regulations and Articles 1, 2 and 3 of Annex VII to the Staff Regulations, family allowances shall be payable either to the recipient of the allowance provided for in paragraph 1 or to the person or persons to whom custody of the child or children has been entrusted by law or by an order of court or of the competent administrative authority; the household allowance shall be calculated by reference to that allowance.

6. Recipients of the allowance shall be entitled, in respect of themselves and persons covered by their insurance, to benefits under the sickness insurance scheme provided for in Article 72 of the Staff Regulations provided they pay the relevant contribution, calculated on the basis of the allowance provided for in paragraph 1, and are not covered by another sickness insurance scheme by virtue of legal or statutory provisions.

7. During the period for which he is entitled to receive the allowance, the former official shall continue to acquire further rights to retirement pension based on the salary attaching to his grade and step, provided that the contribution provided for in the Staff Regulations by reference to that salary is paid during that period and provided that the total pension does not exceed the maximum specified in the second paragraph of Article 77 of the Staff Regulations. For the purposes of Article 5 of Annex VIII to the Staff Regulations and Article 108 of the former Rules and Regulations of the European Coal and Steel Community, such period shall be considered to be a period of service.

8. Subject to Articles 1 (1) and 22 of Annex VIII to the Staff Regulations, the surviving spouse of a former official who dies while in receipt of the monthly allowance provided for in paragraph 1 shall be entitled, provided that he or she had been his or her spouse

for at least one year when the former official left the service of an institution, to a survivor's pension equal to 60 % of the retirement pension which, irrespective of length of service or age, would have been payable to the former official if he had qualified for it at the time of death.

The survivor's pension referred to in the previous subparagraph shall not be less than the amounts specified in the second paragraph of Article 79 of the Staff Regulations. However, in no case may it exceed the amount of the retirement pension to which the former official would have been entitled had he survived and been granted a retirement pension when he ceased to be eligible for the allowance referred to above.

The duration of the marriage referred to in the first subparagraph shall not be taken into account if there are one or more children of a marriage contracted by the official before he or she left the service provided that the surviving spouse maintains or has maintained those children.

The same shall apply if the former official's death resulted from one of the circumstances referred to at the end of the second paragraph of Article 17 of Annex VIII to the Staff Regulations.

9. On the death of a former official in receipt of the allowance provided for in paragraph 1, dependent children within the meaning of Article 2 of Annex VII to the Staff Regulations shall be entitled to an orphan's pension on the conditions set out in the first, second and third paragraphs of Article 80 of the Staff Regulations and in Article 21 of Annex VIII to the Staff Regulations.

10. For the purposes of Article 107 of the Staff Regulations and of Article 102 (2) of the Staff Regulations of Officials of the European Coal and Steel Community, an official affected by the measure provided for in Article 1 shall be treated as an official who has remained in service until the age of 65 provided he continues to pay the contribution during the period of receipt of the allowance referred to in paragraph 1 of this Article.

#### Article 5

1. Officials referred to in the last paragraph of Article 2 of Council Regulation (EEC/Euratom/ECSC) No 259/68 (1) and in Article 102 (5) of the Staff Regulations, with the exception of those who occupied an established post in grades A /1 or A /2 under the Staff Regulations of the European Coal and Steel Community before 1 January 1962 and to whom the measures under Article 1 are applied, shall be entitled to ask for their pecuniary claims to be settled in accordance with Article 34 of the Staff Regulations of the European Coal and Steel Community and Article 50 of the Rules and Regulations of the European Coal and Steel Community.

2. Nevertheless, Article 4 (3) and (5) to (9) of this Regulation shall continue to apply to the officials referred to in this Article and their entitled beneficiaries.

**Article 6**

**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.**

**Done at Brussels,**

*For the Council*

*The President*

**COUNCIL REGULATION (ECSC, EC, EURATOM)**

of .....

introducing special measures to terminate the service of temporary staff of the  
European Communities

**THE COUNCIL OF THE EUROPEAN UNION,**

Having regard to the Treaty establishing a Single Council and a Single Commission of the European Communities, and in particular Article 24 thereof,

Having regard to the proposal made by the Commission after consulting the Staff Regulations Committee,

Having regard to the opinion of the European Parliament,

Having regard to the opinion of the Court of Justice,

Having regard to the opinion of the Court of Auditors,

Whereas, by Regulation (ECSC, EEC, Euratom) No ....., the Council adopted special measures to terminate the service of officials of the European Communities as a result of the accession of Austria, Sweden and Finland;

Whereas, as a result of the accession of Austria, Sweden and Finland, it is also necessary to adopt similar measures in respect of temporary staff on contracts of indefinite duration, by means of a Regulation couched as far as possible in similar terms;

Whereas the purpose of these measures is to enable preference to be given to Austrian, Swedish and Finnish nationals when the posts thus released are filled;

Whereas it is clear that temporary staff carrying out their duties as specified in Article 2(c) of the Conditions of Employment of Other Servants, and in particular those working for the political groups in the European Parliament, would not be eligible for termination of service in order to enable Austrian, Swedish and Finnish nationals to be recruited in sufficient numbers and with normal career prospects if the age limit were set at 55 as was the case for officials and for temporary staff within the meaning of Article 2(a) of the Conditions of Employment;

Whereas, in the interests of the institutions and to take account of the particular situation of the European Parliament, a sufficient number of Austrian, Swedish and Finnish nationals should be recruited to fill, with normal career prospects, the posts referred to in Article 2(c); whereas the minimum age for termination of service of staff in that category should therefore be lowered to 50,

HAS ADOPTED THIS REGULATION:

#### Article 1

In the interests of the service, and in order to take account of requirements resulting from the accession of Austria, Sweden and Finland to the European Communities, certain institutions are authorized, until 30 June 2000, to adopt measures terminating the service of temporary staff within the meaning of Article 2(a) and (c) of the Conditions of Employment of Other Servants of the European Communities as specified below. The temporary staff in question, those on contracts for an indefinite period, must have a total of at least 15 years' service and be aged at least 50 in the case of temporary staff within the meaning of Article 2(c) and at least 55 in the case of temporary staff within the meaning of Article 2(a) of the conditions of employment.

#### Article 2

The number of temporary staff in respect of whom the measures referred to in Article 1 may be taken shall be 30 for the European Parliament and 2 for the Economic and Social Committee. These numbers shall be spread over the periods of application of this Regulation as follows:

	European Parliament	Economic & Social Committee
For the period from 1.7.1995 to 30.6.1996	2	2
For the period from 1.7.1996 to 30.6.1997	7	
For the period from 1.7.1997 to 30.6.1998	6	
For the period from 1.7.1998 to 30.6.1999	9	
For the period from 1.7.1999 to 30.6.2000	6	

#### Article 3

In the interests of the service in connection with enlargement, the institution shall, within the limits laid down in Article 2 and after consulting the Joint Committee, select temporary staff to whom the measures terminating their service under Article 1 shall be applied, after giving staff the opportunity to express their interest. For this purpose it shall take into consideration their age, ability, efficiency, conduct in the service, family situation and seniority.

Under no circumstances may these measures be applied without the consent of the member of the temporary staff concerned.

Article 4

1. A former member of the temporary staff affected by the measure provided for in Article 1 shall be entitled to a monthly allowance equal to 70% of the basic salary for the grade and step held at the time of departure, determined by reference to the table set out in Article 66 of the Staff Regulations in force on the first day of the month for which the allowance is payable.

2. Entitlement to the allowance shall cease not later than the last day of the month in which the former member of the temporary staff attains the age of 65 and in any event as soon as he becomes eligible for the maximum retirement pension.

At that point the former member of the temporary staff shall automatically receive a retirement pension calculated in accordance with Articles 39 and 40 of the Conditions of Employment, which shall take effect on the first day of the calendar month following the month in which the allowance was paid for the last time.

3. The allowance provided for in paragraph 1 shall be weighted at the rate fixed in accordance with the second subparagraph of Article 82(1) of the Staff Regulations for the country situated inside or outside the Community where the recipient proves he has his residence.

If the recipient of the allowance establishes his residence in a country outside the Community, the weighting of 100 shall be applied.

The allowance shall be expressed in Belgian francs. It shall be paid in the currency of the country of residence of the recipient. However, if it is subject to the weighting of 100 under the second subparagraph, it shall be paid in Belgian francs.

Allowances paid in a currency other than the Belgian franc shall be calculated on the basis of the exchange rates specified in the second paragraph of Article 63 of the Staff Regulations.

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4. Where gross income accruing to the former member of the temporary staff from any new employment, when combined with the allowance provided for in paragraph 1, exceeds the total gross remuneration last received by him, determined by reference to the salary scales in force on the first day of the month for which the allowance is payable, the amount of the excess shall be deducted from that allowance. That remuneration shall be weighted as provided for in paragraph 3.

Gross income and total gross remuneration last received, as referred to above, mean sums paid after deduction of social security contributions but before deduction of tax.

The former member of the temporary staff shall provide any written proof which may be required and shall notify the institution of any factor which may affect his right to the allowance.

5. As set out in Article 67 of the Staff Regulations and Articles 1, 2 and 3 of Annex VII to the Staff Regulations, family allowances shall be payable either to the recipient of the allowance provided for in paragraph 1 or to the person or persons to whom custody of the child or children has been entrusted by law or by an order of court or of the competent administrative authority; the household allowance shall be calculated by reference to that allowance.

6. Recipients of the allowance shall be entitled, in respect of themselves and persons covered by their insurance, to benefits under the sickness insurance scheme provided for in Article 72 of the Staff Regulations, provided they pay the relevant contribution, calculated on the basis of the allowance provided for in paragraph 1, and are not covered by another sickness insurance scheme by virtue of legal or statutory provisions.

7. During the period for which he is entitled to receive the allowance, the former member of the temporary staff shall continue to acquire further rights to retirement pension based on the salary attaching to his grade and step, provided that the contribution provided for in the Staff Regulations by reference to that salary is paid during that period and provided that the total pension does not exceed the maximum specified in Title II, Chapter 6 of the Conditions of Employment. For the purposes of Article 5 of Annex VIII to the Staff Regulations, such period shall be considered to be a period of service.

8. Subject to Articles 1(1) and 22 of Annex VIII to the Staff Regulations, the surviving spouse of a former member of the temporary staff who dies while in receipt of the monthly allowance provided for in paragraph 1 shall be entitled, provided that he or she has been his or her spouse for at least one year when the former member of the temporary staff left the service of an institution, to a survivor's pension equal to 60% of the retirement pension which, irrespective of length of service or of age, would have been payable to the former member of the temporary staff if he or she had qualified for it at the time of death.

The survivor's pension referred to in the preceding subparagraph shall not be less than the amounts specified in Title II, Chapter 6 of the Conditions of Employment. However, in no case may it exceed the amount of the retirement pension to which the former member of the temporary staff would have been entitled had he survived and been granted a retirement pension when he ceased to be eligible for the allowance referred to above.

The duration of the marriage stipulated in the first subparagraph shall not be taken into account if there are one or more children of a marriage contracted by the former member of the temporary staff before he left the service, provided that the surviving spouse maintains or has maintained those children.

The same shall apply if the death of the former member of the temporary staff resulted from one of the circumstances referred to at the end of the second subparagraph of Article 17 of Annex VIII to the Staff Regulations.

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9. On the death of a former member of the temporary staff in receipt of the allowance provided for in paragraph 1, dependent children within the meaning of Article 2 of Annex VII to the Staff Regulations shall be entitled to an orphan's pension on the conditions set out in Title II, Chapter 6 of the Conditions of Employment and in Article 21 of Annex VIII to the Staff Regulations.

#### Article 5

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.

Done at Brussels,

*For the Council*

*The President*

## Financial statement accompanying the Regulation on the termination of service of officials of the European Communities

### METHOD

1. The figures for the numbers of staff concerned (category, grade and step) have been supplied by the institutions concerned (Parliament, Commission, Council, ESC, Court of Auditors and Court of Justice).
2. The average length of time during which benefits will be payable has been taken to be five years.
3. Recipients of the termination-of-service allowance have been divided up by category and, where the information has been supplied, by grade and step. Where such data are not available, an average basic salary per category and grade has been calculated.
4. The calculation of the cost of the termination-of-service allowance by category and grade is based on the proposed termination-of-service regulation and was carried out as follows:
  - 4.1 Average basic salary by category and grade was calculated in BEF;
  - 4.2 The result was converted into ECU at the rate on 1.2.1995 (ECU 1 = BEF 39.1092);
  - 4.3 70% of average basic salary for one year was calculated;
  - 4.4. 3.4% was added to the resulting figure for sickness insurance and weighting of 3.33% applied;
  - 4.5. The rate of salary increase on 31.12.1995 (1.9%) was applied to the new figure.

This produces average cost per category as set out in the table below (only the categories, grades and steps selected by the institutions are listed):

	BEF	ECU = 39.1092	70%	1 year	Sick. ins. 3.40%	Weighting 3.33%	Subtotal	increase	Total	(ECU)
								1.90%		Rounded Total
A3/8	432,883	11,069	7,748	92,976	3,161	3,096	99,233	1,885	101,119	101,100
A3	368,620	9,425	6,598	79,173	2,692	2,636	84,502	1,606	86,107	86,100
A4/8	356,013	9,103	6,372	76,466	2,600	2,546	81,612	1,551	83,162	83,200
A3/A4	337,235	8,623	6,036	72,432	2,463	2,412	77,307	1,469	78,776	78,800
A4	305,851	7,820	5,474	65,692	2,234	2,188	70,113	1,332	71,445	71,400
A5	254,514	6,508	4,555	54,665	1,859	1,820	58,344	1,109	59,453	59,500
A6	216,962	5,548	3,883	46,600	1,584	1,552	49,736	945	50,681	50,700
B1/8	251,752	6,437	4,506	54,072	1,838	1,801	57,711	1,097	58,808	58,800
B1	216,962	5,548	3,883	46,600	1,584	1,552	49,736	945	50,681	50,700
B2	183,738	4,698	3,289	39,464	1,342	1,314	42,120	800	42,920	42,900
B3	153,931	3,936	2,755	33,062	1,124	1,101	35,287	670	35,957	36,000
C1	133,279	3,408	2,386	28,626	973	953	30,553	580	31,133	31,100
C2	116,695	2,984	2,089	25,064	852	835	26,751	508	27,259	27,300
C3	107,705	2,754	1,928	23,133	787	770	24,690	469	25,159	25,200
D1	102,880	2,631	1,841	22,097	751	736	23,584	448	24,032	24,000

The calculations have been carried out at constant 1995 prices.

## 5. Cost of the allowances payable in the first year (over 12 months)

		(ECU)												
		Parliament		Council		ESC		Court of Auditors		Commission		Court of Justice		TOTAL
A	4	315,200	2	157,600	1	86,100	1	101,100	15	1,291,500				
B	5	253,500	2	101,400	1	50,700	2	166,400	15	882,000	5	180,000		
C	4	124,400	8	248,800	2	56,300	1	58,800						
D	1	24,000	2	48,000										
Total	13	717,100	14	555,800	4	193,100	4	326,300	30	2,173,500	5	180,000	4,145,800	

6. Aggregate cost over the whole period

	year 1		year 2		year 3		year 4		year 5		year 6		year 7		year 8		year 9		Total ECU	
	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU	recip.	ECU		
<b>PARLIAMENT</b>																				
A	4	315,200	8	630,400	12	945,600	16	1,260,800	20	1,576,000	16	1,260,800	12	945,600	8	630,400	4	315,200		
B	5	253,500	10	507,000	15	760,500	20	1,014,000	26	1,318,200	21	1,064,700	16	811,200	11	557,700	6	304,200		
C	4	124,400	9	279,900	14	435,400	19	590,900	23	715,300	19	590,900	14	435,400	9	279,900	4	124,400		
D	1	24,000	1	24,000	1	24,000	1	24,000	1	24,000	0	0	0	0					0	
Total	14	717,100	28	1,441,300	42	2,165,500	56	2,889,700	70	3,633,500	56	2,916,400	42	2,192,200	28	1,468,000	14	743,800	18,167,500	
<b>COUNCIL</b>																				
A	2	157,600	5	394,000	8	630,400	12	945,600	14	1,103,200	12	945,600	9	709,200	6	472,800	2	157,600		
B	2	101,400	4	202,800	6	304,200	7	354,900	8	405,600	6	304,200	4	202,800	2	101,400	1	50,700		
C	8	248,800	16	497,600	24	746,400	32	995,200	42	1,306,200	34	1,057,400	26	808,600	18	559,800	10	311,000		
D	2	48,000	3	72,000	4	96,000	5	120,000	6	144,000	4	96,000	3	72,000	2	48,000	1	24,000		
Total	14	555,800	28	1,166,400	42	1,777,000	56	2,415,700	70	2,959,000	56	2,403,200	42	1,792,600	28	1,182,000	14	543,300	14,795,000	
<b>ESC</b>																				
A3	1	86,100	2	172,200	2	172,200	2	172,200	2	172,200	1	86,100	0	0	0	0	0	0	0	
A4			1	71,400	2	142,800	3	214,200	5	357,000	5	357,000	4	285,600	3	214,200	2	142,800	142,800	
A5				0	0	0	1	59,500	1	59,500	1	59,500	1	59,500	1	59,500	0	0	0	
A6	0	0	1	50,700	2	101,400	1	50,700	1	50,700	1	50,700	0	0	-1	-50,700	0	0	0	
B1	1	50,700	2	101,400	2	101,400	2	101,400	2	101,400	1	50,700	0	0	0	0	0	0	0	
B2					1	42,900	2	85,800	2	85,800	2	85,800	2	85,800	2	85,800	1	42,900	42,900	
B3					1	36,000	1	36,000	1	36,000	1	36,000	1	36,000	0	0	0	0	0	
C1	1	31,100	2	62,200	2	62,200	2	62,200	2	62,200	1	31,100	0	0	0	0	0	0	0	
C2					1	27,300	2	54,600	3	81,900	3	81,900	3	81,900	2	54,600	1	27,300	27,300	
C3	1	25,200	1	25,200	1	25,200	1	25,200	1	25,200	0	0	0	0	0	0	0	0	0	
Total	4	193,100	9	483,100	13	668,500	16	818,900	20	1,031,900	16	838,800	11	548,800	7	363,400	4	213,000	5,159,500	
<b>Court of Auditors</b>																				
A3/8	1	101,100	2	202,200	3	303,300	3	303,300	3	303,300	2	202,200	1	101,100	0	0	0	0	0	
A4/8	2	166,400	4	332,800	6	499,200	6	499,200	6	499,200	4	332,800	2	166,400	0	0	0	0	0	
B1/8	1	58,800	2	117,600	3	176,400	3	176,400	3	176,400	2	117,600	1	58,800	0	0	0	0	0	
Total	4	326,300	8	652,600	12	978,900	12	978,900	12	978,900	8	652,600	4	326,300	0	0	0	0	0	4,894,500
<b>Commission</b>																				
A3	15	1,291,500	30	2,583,000	38	3,271,800	45	3,874,500	50	4,305,000	35	3,013,500	20	1,722,000	12	1,033,200	5	430,500		
other (B1/8)	15	882,000	30	1,764,000	37	2,175,600	45	2,646,000	50	2,940,000	35	2,058,000	20	1,176,000	13	1,119,300	5	430,500		
Total	30	2,173,500	60	4,347,000	75	5,447,400	90	6,520,500	100	7,245,000	70	5,071,500	40	2,898,000	25	2,152,500	10	861,000	36,716,400	
<b>Court of Justice</b>																				
B3	5	180,000	10	360,000	15	540,000	20	720,000	25	900,000	20	720,000	15	540,000	10	360,000	5	180,000		
Total	5	180,000	10	360,000	15	540,000	20	720,000	25	900,000	20	720,000	15	540,000	10	360,000	5	180,000	5,251,500	
<b>Total</b>	<b>71</b>	<b>4,145,800</b>	<b>143</b>	<b>8,450,400</b>	<b>199</b>	<b>11,577,300</b>	<b>250</b>	<b>14,343,700</b>	<b>297</b>	<b>16,748,300</b>	<b>226</b>	<b>12,602,500</b>	<b>154</b>	<b>8,297,900</b>	<b>98</b>	<b>6,026,900</b>	<b>47</b>	<b>2,791,600</b>	<b>84,984,400</b>	

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**Financial statement accompanying the Regulation on the termination of service of temporary staff of the European Communities**

**METHOD**

1. The figures for the numbers of staff concerned (category, grade and step) have been supplied by the Institutions concerned (Parliament and ESC).
2. The average length of time during which benefits will be payable has been taken to be five years.
3. Recipients of the of the termination-of-service allowance have been divided up by category (an average basic salary per category and grade has been calculated).
4. The calculation of the cost of the termination-of-service allowance by category and grade is based on the proposed termination-of-service regulation and was carried out as follows :
  - 4.1. Average basic salary by category and grade was calculated in BEF;
  - 4.2. The result was converted into ECU at the rate on 1.2.1995 (ECU 1 = BEF 39.1092);
  - 4.3. 70% of average basic salary for one year was calculated;
  - 4.4. 3.4% was added to the resulting figure for sickness insurance and weighting of 3.33% applied;
  - 4.5. The rate of salary increase on 31.12.1995 (1.9%) was applied to the new figure.

This produces average cost per category as set out in the table below :

	BEF	ECU = 39.1092	70%	1 year	Sick. ins. 3.40%	Weighting 3.33%	Subtotal	Increase 1.90%	Total	(ECU) Rounded total
<b>A3/A4</b>	337,235	8,623	6,036	72,432	2,463	2,412	77,307	1,469	78,776	78,800
<b>A5</b>	254,514	6,508	4,555	54,665	1,859	1,820	58,344	1,109	59,453	59,500
<b>B1</b>	216,962	5,548	3,883	46,600	1,584	1,552	49,736	945	50,681	50,700
<b>C1</b>	133,279	3,408	2,386	28,626	973	953	30,553	580	31,133	31,100
<b>D1</b>	102,880	2,631	1,841	22,097	751	736	23,584	448	24,032	24,000

The calculations have been carried out at constant 1995 prices.

5. Cost of the allowances payable in the first year (over 12 months)

		Parliament		ESC		(ECU)
		ECU		ECU		Total
A	1	78,800				
A5				1	59,500	
B	1	50,700		1	50,700	
C	0	0				
D						
Total	2	129,500	2	110,200		239,700

6. Aggregate cost over the whole period

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		year 1		year 2		year 3		year 4		year 5		year 6		year 7		year 8		year 9	
		recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU
A	1	78,800	6	472,800	10	788,000	17	1,339,600	21	1,654,800	20	1,576,000	15	1,182,000	11	866,800	4	315,200	
B	1	50,700	2	101,400	4	202,800	6	304,200	8	405,600	7	354,900	6	304,200	4	202,800	2	101,400	
C	0	0	1	31,100	1	31,100	1	31,100	1	31,100	1	31,100	0	0	0	0	0	0	
D																			
Total	2	129,500	9	605,300	15	1,021,900	24	1,674,900	30	2,091,500	28	1,962,000	21	1,486,200	15	1,069,600	6	416,600	

		year 1		year 2		year 3		year 4		year 5		year 6		year 7		year 8		year 9	
		recip	ECU	recip	ECU	recip	ECU	recip	ECU	recip	ECU								
A5	1	59,500	1	59,500	1	59,500	1	59,500	1	59,500	0	0	0	0	0	0	0	0	0
B	1	50,700	1	50,700	1	50,700	1	50,700	1	50,700	0	0	0	0	0	0	0	0	0
Total	2	110,200	2	110,200	2	110,200	2	110,200	2	110,200	0	0	0	0	0	0	0	0	0

Total	4	239,700	11	715,500	17	1,132,100	26	1,785,100	32	2,201,700	28	1,962,000	21	1,486,200	15	1,069,600	6	416,800
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Total 11,008,500



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ISSN 0254-1475

COM(95) 327 final

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Catalogue number : CB-CO-95-357-EN-C

ISBN 92-77-91323-1

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Office for Official Publications of the European Communities

L-2985 Luxembourg