



**FINAL DRAFT
ANNUAL GENERAL ASSEMBLY (AGA)
MINUTES 23 MAY 2018**

ITEM 1 - OPENING REMARKS AND ADMINISTRATIVE ANNOUNCEMENT

1. The Chairman welcomed all present, especially the guests, Major General Alfredo Sanz (SPA A), Deputy Chief of Staff, Resources and ANARCP Patron, Enrique Varona Bosque, Chief Civilian Personnel, Marco Controtti, Chairman of the SHAPE Civilian Staff Association (SCSA), William Roden, Chairman of ARO and Olivier Guidetti, Chairman of NOBA. He also thanked all those who were presenting at the AGA. The Chairman welcomed and thanked Dr. Bojan Popadic and Yannik Brems of Allianz Partners.

2. **AGA Attendees.** A list of attendees is at **Annex A**.

3. **Approval of the Agenda.** The Agenda was approved.

4. **Approval of the Minutes.** The Minutes of the 2017 meeting was approved without change.

ITEM 2 - ADDRESS BY MAJOR GENERAL ALFREDO SANZ, ANARCP PATRON AND DCOS RESOURCES

5. Major General Sanz thanked the Chairman for the invitation for which he was honoured. He started the presentation by emphasising the value of the retirees and the ANARCP.

6. Major General Sanz's presentation is at **Annex B**.

7. Major General Sanz stated that the work into how retirees experience and expertise could be used by the ACO and NATO was ongoing and being led by Enrique Varona Bosque, Chief Civilian Personnel. This may be accomplished using web-based methods. **Action: Chief Civilian Personnel.**

8. The ITA NATRep asked if retirees should get involved politically in their respective country as a way of making best use of their experience and expertise. The General stated that was neither desirable nor the intention.

9. The BEL NATRep asked if we were gravitating towards a new Cold War. The General stated that geopolitical landscape is changing but that it was unlikely to be a Cold War as previously experienced.

ITEM 3 - PRESENTATION BY ENRIQUE VARONA BOSQUE, CHIEF CIVILIAN PERSONNEL)

10. The presentation is at **Annex C**.

11. The Secretary asked if as a result of recruiting by 'National Focus' the standard of recruits would decline. Mr. Varona Boske stated that the standard of recruits was exceptionally high.

12. The TUR NATRep's question concerned the possibility of moving of the 'reference period' in the current salary adjustment method from 1 July to 1 January in order to close the 6-month gap in a high inflation country like Turkey between the determination of new salary scales and their implementation. Also, the Turkish inflation rate indicated in the paragraph should be 15% instead of 50%.

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ITEM 4 – PRESENTATION BY THE SHAPE CIVILIAN STAFF ASSOCIATION. (SCSA) – MR. MARCO CONTROTTI

13. Marco Controtti's presentation is at **Annex D**.

14. Mr Controtti was asked if the Single Salary Spine would apply to all grades. The answer was 'Yes'.

ITEM 5 - REPORT ON THE CONFEDERATION OF NATO RETIRED CIVILIAN STAFF ASSOCIATIONS (CNRCSA)

15. Mr Hessel Rutten, CNRCSA Chairman, presented his report, which is at **Annex E**.

ITEM 6 – CHAIRMAN'S REPORT

16. The Chairman presented his report. The Chairman's Report is at **Annex F**.

ITEM 7 – NATREPS' REPORTS

17. The NATReps reports are at **Annex G**. The TUR and NLD NATReps gave their reports in full because there were items of general interest included in those reports.

ITEM 8 – HEALTH ISSUES

18. Mrs. Isabelle Tezcan presented her report, which is at **Annex H**. She reiterated that as the Chair of the CNRCSA Working Group she would not deal with individual health or Allianz issues but only issues of a general nature.

ITEM 9 – ALLIANZ PARTNERS PRESENTATION

19. Dr Popadic and Mrs Brems presented on behalf of Allianz Partners. Their report is at **Annex I**. In addition ten attending ANARCP members held individual meetings with Allianz Partners representatives.

20. As a result of a question, Dr. Popadic commented that they were looking into using Voice Over Internet Protocol (VOIP) for their Help Desk.

21. Asked about electronic signatures. Dr. Popadic stated that a signature was not required on claim forms if the document was provided electronically from an email address known to Allianz.

22. Asked about costs associated with a private room as an inpatient, Dr. Popadic stated that all additional costs associated with the member's choice of a private room, including additional medical costs, must be borne by the patient. Private room as an inpatient means day care and does not involve an overnight stay.

23. Expensive treatments in another country may be borne by Allianz Partners in certain cases and the decision would need to be made by Allianz Partners based on the availability of the treatment in other countries and cost containment.

24. The TUR NATRep asked Dr Popadic if the NATO Group Insurance Contract (NGIC) was one single contract or several contracts, each covering a specific NATO country. Dr Popadic answered that Allianz signed separate contracts for each NATO country, that it was NATO Admin's decision to do it that way, and that they did not decide how much solidarity would be exercised in distributing the burden of premium payments among NATO civilian staff.

ITEM 10 - TREASURER'S REPORT

25. The Treasurer presented his Report, the Financial Statement and the draft budget for the forthcoming year. The financial documents had previously been provided and was available on request. Mr. Delor indicated that the Association was in good financial condition. The Treasurer's Report, Financial Statement and Budget are at **Annex J**.

ITEM 11 – ELECTIONS

26. The Chairman thanked the four nominees for their applications for the three ANARCP EXCOM places. The nominees were Jorgen Moeller, Hessel Rutten, Jean Vanderwal and Michèle Vrydag. He stated that 245 votes had been cast and the voting was:

Jorgen Moeller	108
Hessel Rutten	212
Jean Vanderwal	191
Michèle Vrydag	185

The Chairman therefore declared that Mr. Hessel Rutten was re-elected and Mr. Jean Vanderwal was elected for a term of 3 years in the ANARCP EXCOM, and that Mrs. Michèle Vrydag was elected for a term of one year and would be eligible for re-election in 2019.

ITEM 13 - ANY OTHER BUSINESS

27. There being no other business, the Chairman wished all attending a good lunch and a safe trip home.

ITEM 13 - NEXT MEETINGS

28. The date of the 2019 AGA would be announced in the next ANARCP Bulletin.

Peter Ludford
ANARCP Chairman

29 May 2018

Annexes:

- A. List of Attendees
- B. Presentation by Major General Sanz (ESP A) Deputy Chief of Staff, Resources and ANARCP Patron
- C. Presentation by Mr. Enrique Varona Bosque, Chief of Civilian Personnel
- D. Presentation by Mr. Marco Controtti, the Chairman of the SCSA
- E. Report by Mr Rutten, Chairman CNRCSA.
- F. ANARCP Chairman's Report
- G. NATReps' Reports
- H. Briefing by Mrs. Tezcan
- I. Allianz Presentation
- J. Treasurer's Report, Financial Statement and Draft Budget.

AGA ATTENDEES

Surname	First Name
ACAR	Suleyman
AMUNDSEN	Else-Marie
ARZENI.	Vincenzo
BATSTRA	Jelle
BOSQUE VARONA	Enrique
BREMS (AWC)	Yannik (AWC)
BULLING	Falko
CHAMBERS	Geoffrey
CONTROTTI	Marco
DAYKIN	Laurie
DE COCK	Marie-José
DE VRIES	Victor
DE WINTER	Claude
DELOR	Jean
DEREDE	Nadine
DIERS	Jurgen
DIERS	Ailsa
DRAELANTS	Jo
DUVIVIER	Rosemarie
EIKEN	Jan
FLABAT	Roland
FRANZREB	Gunter
FRANZREB	Sandra
FUSSHOELLER	Robert
GIELENS	Theo en bep
GILLESEN	Geir
GREGOIRE	Bill
GÜCER	Yiğit
GUIDETTI (Chairman of NOBA)	Olivier
GUNGOR	Ismet
HUEY	Alan
LAMPE	Juergen
LEFEBVRE	Alain
LEROY	Veronique

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LUDFORD	Peter
MAGGI	Arnaldo
MAJOR GENERAL ALFREDO SANZ	(ESP A) (Deputy Chief of Staff, Resources)
MINET	Michel
MOELLER	Joergen
OVERBY	Kirsten
POPADIC (AWC)	Dr. Bojan
RAIT	Denis
RICHENDOLLER	Alex
RODEN (CHAIRMAN ARNS/ARO)	Billy
RUTTEN	Hessel
SANDERS	Yves
SCHNEIDER	H. Helmut
SINDONI	Don
SMITS	JACK
SMITS	Gwen
STEVENSON	Marc
TEZCAN	Isabelle
THORSEN	Gert Ladegaard
TIBERGHEIN	Godelieve
VAN DEN BROEK	Klaas
VAN 'T WOUT VON STADEN	Wilhelmina A
VANDERWAL	Jean
VELTRI	Franco
VRYDAG	Michèle
WALRAF	Marcel "Mike"
WARNIEZ	Michel
WILMES	Mrs

PRESENTATION BY MAJ GEN SANZ



ANARCP
23 May 2018

CHIRALALASERUBINLATOJUSAGLCOO

MG. Alfredo Sanz
SHAPE DCOS RES



Gen. Markus Kneip
COS SHAPE

NATO UNCLASSIFIED

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After the Functional Assessment, and to accomplish with the three Core tasks:

- Collective Defense
- Crisis Management
- Cooperative Security

A key component of NATO adaptation is a robust and agile Command Structure. This underpins both strengthened deterrence and defence posture and our ability to project stability beyond NATO's borders.

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• Key new elements:

- A Command for the Atlantic, to ensure that sea lines of communication between Europe and North America remain free and secure.
- A new Command to improve the movement of military forces across Europe. And ways to strengthen the logistical function across the NATO Command Structure
- creation of a new Cyber Operations Centre to strengthen NATO Cyber defences.

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• Military is not only about new commands. It's also about the ability to move forces and equipment quickly, with the right transport means and the right infrastructure:

- Enhancing transport capacity at NATO disposal.
- Removing many bureaucratic hurdles to allow NATO to move forces across Allied territory.
- Updating the military requirements for civilian infrastructure.

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- READINESS
- REINFORCEMENT
- ENABLEMENT
- NCS-A

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" My fellow Americans, ask not what your country can do for you: Ask what you can do for your country"

(Pres. Kennedy's Inaugural address)



Questions?

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PRESENTATION BY ENRIQUE VARONA BOSQUE



ANARCP AGA, SHAPE May 2018

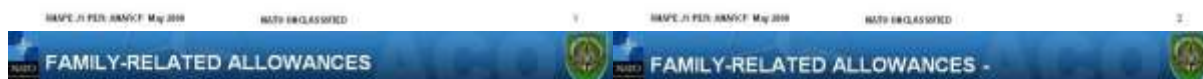
Agenda

Presentation to the

**ANARCP
AGA**

Enrique VARONA
SHAPE Civilian Human Resources Manager

- > Adjustments in Emoluments and Deductions
- > Family-related allowances – follow up
- > DPRC report on HR strategies implementation
- > Performance Management – follow up
- > At the JCB



FAMILY-RELATED ALLOWANCES

Former allowances:

- Household allowance
- Dependent child allowance
- Other dependant's allowance
- Handicapped child allowance

New system:

- Basic family allowance (BFA)
- Dependent child supplement
- Supplements for disabled or severely disabled child
- Supplement for disabled and dependent parent

Population

Scope

- New allowances applicable to future staff only
- Transitional measures to lower the age limit for the current dependent child allowance (from 24 to 22)

FAMILY-RELATED ALLOWANCES -

Allowance

Basic Family Allowance (BFA)

- Replaces Household Allowance (6% of basic salary)
- One fixed monthly amount for all grades (= current dependent child allowance)
- Spouse's income below 50% grade C1/1 (EUR 1270 in Belgium) + the BFA
- Supplement for expatriation
- Paid up to five consecutive years for residents
- Reduced over time for expatriates from the same geographical zone (paid in full for five years then gradually reduced to zero over five years)
- 4 geographical zones (Europe/Middle East, Africa, Americas, Asia/Pacific) (Europe and Americas apply to NATO)
- In case of staff relocation to a different country, the counter for the period of payment is reset



FAMILY-RELATED ALLOWANCES -

Dependent child supplement

- Replaces dependent child allowance
- Fixed monthly amount per child (= current dependent child allowance; EUR 287 in Belgium)
- Age limit 18 years (22 years if in full-time education)
- Single-parent families: allowance for first child doubled

Transitional measures for staff serving at 31 December 2016:

- Children born before 2032: dependent child allowance age limit (24 years)
- Children born on or after 1 Jan 2032: supplement for dependent child age limit (22 years)

Impact on Education allowance:

- Lower age limit restricts eligibility
- Paid through the end of the academic year when age limit reached
- Amount used to calculate ceilings

FAMILY-RELATED ALLOWANCES - HIGHLIGHTS OF NEW SYSTEM

Allowance

Supplement for disabled child

- Replaces handicapped child allowance
- Fixed monthly amount per child (= current dependent child allowance)
- In addition to supplement for dependent child

Supplement for severely disabled child

- New allowance
- Fixed monthly amount per child (=current dependent child allowance)
- In addition to supplements for dependent child and disabled child

Supplement for disabled and dependent parent

- Replaces the other dependants allowance
- Parent's income below 50% grade C1/1 (EUR 1270 in Belgium)
- Fixed monthly amount (=current dependent child allowance)
- Proof of disability



FAMILY-RELATED ALLOWANCES

DPRC on HR strategies 2013/2018

Follow up

- Expected savings over five years 6,462,000 EUR
- Expected savings over ten years 27,016,000 EUR
- DPRC report on HR strategies (2013/2018)

- > Pillar 1- Staff excellence, leadership and best practices
 - > Selection Improvement programme
 - > Quality assessment
 - > NTAP and AP WG on recruitment
 - > Accreditation programme for managers (2016/17) +BEPF and MCP
 - > Performance management (. and PDP)
 - > Horizontal mobility
- > Pillar 2- Compensation and benefits
 - > Review of adjustment method
 - > B, C salary scales Turkey
 - > CPS contribution 8.5%
 - > Review of DCPS

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- > **Pillar 3- Diversity and Inclusion**
 - > Advancing on gender balance
 - > Employment mix: "Focus Nations"/diversity scorecard
 - > Increase employee engagement
 - > Work-life balance
 - > Temporary personnel
 - > Working environment
- > **Pillar 4- Efficiency and planning**
- > **Pillar 5- Leveraging change**
- > **Pillar 1- Staff excellence, leadership and best practices**
 - > Young Professionals Programme
 - > Accreditation Programme for managers
 - > Contract policy
 - > Revised rules on complaints and appeals
 - > NATO pre-deployment training
- > **Pillar 2- Compensation and benefits**
 - > Recruitment premium
 - > SSS
 - > New Education Allowance

NAVC/J PER ANVC/ May 2018

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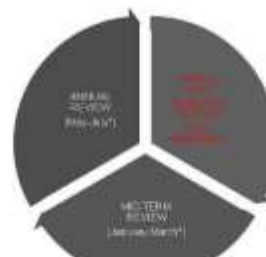
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Way ahead 2019/2023

Performance Management

NATO Performance Management System (NPMS) – for ACO/ACT

The most important change that we have during the ongoing cycle is the new timeline as shown below:



- > **Pillar 3- Diversity and Culture**
 - > Targeted initiatives on geographic diversity
 - > Gender diversity
 - > Absence and reintegration policy
 - > Revised rules on complaints and appeals
 - > NATO pre-deployment training
- > **Pillar 4- Efficiency and planning**
 - > Operational Performance Measures (OPMs)
 - > Shared services
- > **Pillar 5- Leveraging Change**
 - > HRIS, APMS, ERP

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NAVC/J PER ANVC/ May 2018

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At the JCB

Questions

- > **New Pension Scheme /Review of DCPS**
 - > ISRP to deliver a report (May 18) on a potential New Pension Scheme
 - > Staff representatives opposing to new DCPS PLUS but not to DCPS basic improvements
- > **SSS**
 - > Transition costs
 - > JCB WG
- > **Review of Complaints and Appeals**
- > **CCR review of EA**
- > **Supplement C Group insurance (Turkey)**



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NAVC/J PER ANVC/ May 2018

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11

PRESENTATION BY MARCO CONTROTTI



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

WELCOME

to the
SHAPE Civilian Staff Association
ANARCP Briefing

23 May 2015

Marco Controtti
(Chairperson GCSA Committee)

(PLEASE SWITCH YOUR PHONES ON AFTER THE MEETING)



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Agenda:

- Review of the Co-ordinated Pension Scheme (CPS)
- New NATO Pension Scheme
- Defined Contribution Pension Scheme (DCPS)
- Medical Arbitration
- Single Salary Spine (SSS)
- Allianz
- EU Schools
- Teleworking



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Review of the Coordinated Pension Scheme

- Requested by the Chairman of the CCR
- Should focus in particular on:
 - Tax adjustment
 - Officials' contribution rate
 - Increase in the age of entitlement to full rights
- CRP believes the request is unjustified:
 - The CPS is closed to new subscribers
 - There is no economic or budgetary justification
 - The legal basis for the measures is weak



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

New NATO Pension Scheme

- The International Service for Remunerations and Pensions (ISRP) actuarial study results are expected by the end of May 2018
- The Joint Consultative Board (JCB) will continue its discussions aimed at drafting a proposal for the NAC



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Defined Contribution Pension Scheme (DCPS)

- The CNCSC has reminded the administrations that it does not object to proposed technical changes
- It was agreed that the proposed changes would soon be submitted to the JCB for agreement before being presented to the NAC for approval



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Medical Arbitration

- It was agreed that reimbursement of undue leave by staff members eventually declared fit to work as a result of medical arbitration will be limited to 3 months



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Single Salary Spine (SSS)

- One country still maintains reservations on the cost associated with transferring serving staff into the SSS
- Executive Management (EM) is working with the subject country to find a solution
- Following the lifting of reservations the SSS concept will be forwarded to the NAC for approval



SHAPE Civilian Staff Association
Association des Personnels Civils du SHAPE

Allianz

- In the coming months a survey will be sent out to staff members and retirees
- The objective is to:
 - Assess the level of customer satisfaction
 - Possibly identify areas for improvement





European Union Schools

- Executive Management (EM) has renewed its contacts with EU schools
- The objective is to try and obtain better fees for NATO staff children



Teleworking

- In 2017 a NATO teleworking policy was agreed by the SECGEN, SACEUR and SACT
- So far, 18 NATO bodies have started to implement a local version of the policy



QUESTIONS ?

REPORT BY MR. HESSEL RUTTEN

Our main focus over the last years in the JCB has been the litigation procedures.

1. On 1 July 2013 the NAC approved new complaints and appeals rules. A review was to take place in 2014. The Confederation wrote end summer 2014 (8-9) a comprehensive comment on the new rules. Main aspects: A. complaints committees are useless for retirees and the wording in the rules on this is incompatible with the status of retirees. B. the former appeals board, now AT has a limited competence, is one sided chosen and must rule one-sided resulting from influence by NAC. Proven in statistics!

Finally, a WG; endless discussions by CNRCSA together with CNCSC in attempt to modernise procedure and make it workable. Some support for us from NATO bodies, none from Administration. Second detailed and strong letter summer 2017 (12-9) but to no avail. However in Feb 2018 in another WG meeting the Administration agreed that retirees can go direct to the AT and do not need to go to a Complaints committee first. Also agreed that the AT would rule based on principles of int law. Big step forward. Final draft this June in JCB.

2. WG on medical insurance matters; benefit guide, no contract provided, but art 7. arbitration timelines and other numerous medical issues. Isabelle instead of Falko

3. DCPS+: In JCB proposals were tabled to amend the DCPS. Rejected by CNCSC and us. Still far away from a pension scheme. Proposed to adopt the 3rd Council of Europe pension scheme. WG created. In meantime very minor amendments to DCPS.

4. SSS In principle not interesting for us but should not have any effect on 1974 pension scheme. Promised in JCB as well as in AAPOCAD.

5. Luxemburg salary scale Despite CCR lack of action probably a solution this year

6. Registered partnership. Change in CPR. discriminatory. No support to change

Confederation support to members:

1. Footnote 51.2 Valerie Laurita. Decision by AT expected end June

2. TUR problem; Meeting last October. Letter 3 January. Meeting 1 February with deputy ASG.TU Letters requesting Admin review. EXCOM 12 February. Our letter with CPR change proposals 5 March. No response. JCB 13 March: issue on agenda but no action. Referral to Izmir. Our letter 23 April and TU letters. Change proposals on 28 June JCB agenda

ANARCP CHAIRMAN'S REPORT

NATReps To Regional Delegates. In my view it is important that the ANARCP NATReps have a clear line of communication and command and Control. However, it is also crucial that we do not fall off a cliff edge without support. That is important for both the Associations and for the NATReps themselves. Therefore, we must have a transitional arrangement. This was advocated by the ANARCP in August 2017 and remains the case. Therefore, the following aspects that affect the Associations and the NATReps must be considered to be transitional within that framework:

- Financial arrangements to support the NATReps.
- Information and data management.
- Reporting.
- Support for the members.
- Support for the Associations
- Collection of Dues

As a first step the CNRCSA should convene a meeting with the Association Representatives to consider timelines for this transition. However, I believe that by this time next year you the NATReps should be fully transitioned to Regional Delegates. Yesterday may well have been the last Plenary meeting of the ANARCP. Nevertheless, all Regional Delegates may be invited to the ANARCP AGA next year and asked to give an update if they so wish.

Association Total. We have 1159 members in the Association. This is a decrease on last year of about twenty due to deaths and demissions. However, we have an increase in members agreeing to have their Annual Fee deducted at the pension. This now stands at 608 members. However, we have had a total of 24 deaths in the last year.

Payments. In late 2017 we demitted 20 ANARCP members for none payment. I understand there may be as many as 50 members *who have not paid for 2017*. Let there be no doubt, members have to pay and will be chased for their Annual Membership fee. I hope we don't have to demit 50 members at the end of this year. Turning to 2018, there are considerably more members who have not paid their 2018 Annual Membership Fee.

Elections for the ANARCP Executive Committee. This year we had four nominations for the ANARCP Executive Committee. As you know, Laurie Daykin is standing down from the ANARCP Executive Committee. One of the candidates, Mr. Jorgen Moeller, is standing for the second time. Therefore, we will have a full committee. After this meeting, the New ANARCP Executive Committee will meet to decide on the respective positions within the Committee. I would like to thank Laurie Daykin for being an excellent Secretary.

AWC. Although most members are happy with the service given by Allianz Partners, there is still one point that needs attention that is the delay in processing claims. Isabelle Tezcan is now the Health and AWC representative and I would like to thank her for following up on our issues.

I would like to thank all of you for coming to support this Annual General Meeting. We have more members and one or two prospective members today. Please rest assured that the Executive Committee and the NATReps work tirelessly on your behalf. Most of the work may be unseen but it is essential for the good of its individual members and the whole organisation.

NATREP REPORTS

BELGIUM

Membership NATREP BEL

Covers Belgium, Canada, Greece and US. The Belgium Chapter has 243 members, which is 21% of the total membership. There is a wide spread of members by age with 67 being born before 1940 and 15 born in the 1920s. Our oldest member, Mrs Solange De Muylder-Duvivier at 97 and Mrs De Cock-Nopp a few months behind her.

In the last year we have 5 new members but 3 deaths.

Statistics

- Male: 67 %
- Female: 33 %
- Average age: 74.1
- Average age male: 73.6
- Average age female: 75

Payments

- AUTODEDUCT: 101 (42%)
- Life members: 61 (25%)
- Cash: 81 (33%)
- In 2017 we have 11 members not paid (4.5%) and in 2018, 58 members not paid, which is 24%

A factor in the high rate of unpaid members is the death of Patrick Wilmotte, the CNRCSA rep for Canada and US.

Allianz

Surprisingly few problems related to Allianz claims have been raised to me.

Social

Two main events: the social gathering in January held with SCSA and the ANARCP AGA in May. The social in January this year was well attended. The ANARCP Executive Committee was invited and some attended, which was very welcome. We have a high rate of members attending the AGA.

DENMARK

1. **Background/Intro:**
Gert Ladegaard Thorsen and Kirsten Overby selected as NAT- and Deputy Representative in 2017.
2. **Personnel Issues**
NTR
 - a. **Number of Members Life Members:**
3
 - b. **Number of Paying members:**
22
 - c. **Deceased Members:**
None
 - d. **Other Personnel Issues and Problems:**
None
3. **Pension, Financial and Tax Issues:**
None
4. **NATO Health System (AWC):**
One case to be discussed with AWC during/after AGA
5. **Social events:**
August 2017 Reoccurring Information/Social Event :
14 attended
6. **The Future:**
NTR
7. **Other Issues**
NTR

FRANCE

8. **Background/Intro:**

My name is Günter Franzreb of German Nationality. I am the National Representative for the French Region. I retired in 2004 from INFOSEC Command, SHAPE, after nearly 35 years of service. This is my 7th year as the French Rep and my 6th address to the ANARCP General Assembly.

My Deputy is Graham Robertson of British Nationality. We have a very good relationship, keep each other informed of what's happening by means of regular consultation on the phone or by Email.

Graham is always up to date and is, therefore, ready to stand in for me when needed. He represented the French Region during last year's meetings when I was prevented from attending. I thank him for his cooperation and friendship.

Before I finish my short address I would like to thank the Chairman and the whole Executive Committee for their work, time and dedication they have given during the past year on our behalf. Without them we would not exist.

I have not been made aware of any specific issues to be raised - except one which I will mention a little later under other personnel issues - otherwise all my members seem to be happy.

9. **Personnel Issues**

e. Number of Members Life Members: 33

f. Number of Paying members: 15

g. Deceased Members: 1 (Suzanne Ranson)

h. Other Personnel Issues: One member of my Region is affected by a recent decision of the CCR with regards to the lowering of the child allowance entitlement from 26 to 24 years of the age. He is contemplating making a complaint to the SecGen of NATO as a first step.

10. Pension, Financial and Tax Issues: None

11. NATO Health System (AWC): None

12. Social events: None

13. Other Issues: None

THE UNITED KINGDOM

I am pleased to report that there have been no significant problems since the 2017 Annual General Assembly although the work associated with keeping track of members continues to be challenging - especially for those who have no email.

There are currently 118 ANARCP members in the UK Chapter, this includes members resident in Spain, Portugal, Cyprus and Barbados. We have 39 Life Members.

I am very happy to report that, with the exception of two members who continue to pay by direct transfer, all others are now paying their annual dues by Auto Deduction.

With regard to ALLIANZ I am not aware of any on-going problems being experienced by members of the UK Chapter. My personal experience has been that claims have been dealt with promptly and I take it that this has been the case with others in the UK.

However, one member, who has an ongoing medical condition, experienced difficulty last year by having his surgeon's credentials and fees questioned by Allianz which has consequently impacted the timely payment of surgical and hospital expenses. Fortunately the claims have now been settled.

Finally, we have not had any social activity during the past year.

ITALY

Mr Chairman, Ladies, Gentlemen, my name is Enzo Arzeni and I am the ANARCP Italy NatRep.

We are about 83 retirees. It is not a simply exercise to know how many paying members we are. Jean Delors could know better than me.

As we know, all the Former Staff Members belonging to the Coordinated Pension Scheme, except those residing in Turkey, are subject, according to me erroneously, to pay tax on the emolument we receive from the NATO Pension Unit. We know that the Nations have in mind to reduce, or may be eliminate, the Tax Adjustment. We hope not for us. I wonder why, considering the on going discussion, the Confederation will not consider the case to ask the NATO SecGen, as his predecessor stated in 1974, that the emolument we receive is just Deferred Salary ?

Many of us have a case with the Agenzia delle Entrate, tax agent, and we are still waiting, since 2010, that the Supreme Court make a decision regard one, of many, that they have to discuss.

In Italy many of us, because of the different percentage of Local Tax used by the Regional Administration, are loosing money because of the way the Tax Adjustment is calculated. The subject has been reported to ISRP and AAPOCAD and the final answer, from ISRP, has been : we receive data from the Italian Government which, lately, approve our tables.

The answer is : who is the Administration we have to complain about? The Italian Government or the Pension Unit ?

Apart from the case, about hidropinic cure of our colleague Carlo Calcagni, already discussed with Alliance, I don't have any other case to report . Alliance refers to the ESCOP document (European Scientific Cooperative on Phytotherapy) to certify about medicine and cure.

Could we ask the CNRCSA to have this document for our consultation?

We had the Christmas lunch in December and, some of us, meet during the events planned by JFC Naples in Lago Patria.

During the last AGA meeting, in May 2017, Maj General Sanz was looking at the possibility to make advantage of the experience of the Former Staff Member. The NATO Innovation Hub was apparently available to assist in this endeavor. Any news? Any news ?

THE NETHERLANDS

Personnel Issues

The number of NATO pensioners in The Netherlands has had a small increase over the last year. In 2017 we had a total of 376 pensioners, 330 ANARCP, 26 ARO members and 10 NOBA pensioners. this year we have 380 pensioners in total, of which 25 are ARO members, and 10 are NOBA members. The ongoing restructuring of NCIA resulted in a number of new members.

Some 50 members have not given an authorization for automatic deduction from their pension or are in the Provident Fund and have to pay their contribution on request.

Over the period February 2017 – March 2018, we were informed that 8 ANARCP members died.

Taxation

The most important issue in The Netherlands is related to the taxation of the NATO pensions. In 2012, a large number of NATO pensioners, who made an official complaint against their pensions being fully taxed as income, have been offered a compromise by the Dutch Tax authorities. In this compromise 1/3 of the pension can be taxed as property and 2/3 can be taxed as “normal” income. This way of taxation of the pension can result in considerable reduction of the taxes to be paid.

Starting in the beginning of 2017, a large number of NATO retirees who filed a complaint as from 2010, were offered a similar compromise. Although the compromise offer gives no justification to the special position of the NATO retiree community, it was accepted by most pensioners.

For those that did not file a complaint, and for retirees with an invalidity pension and for pensioners that retired after 2010, pensions are still fully taxed as income. This results in a difference of treatment, which is unacceptable as all NATO retirees retired under identical conditions.

The same income tax regime applies to retirees from the European Space Agency in The Netherlands. AAPOCAD, representing the pensioner organizations of NATO and ESA, together with the Administrations of NATO and ESA, have had discussions with the Dutch Tax Authorities. The impression was given that the discussions had been finalized without finding a solution, but unexpectedly, two further meetings were held early this year between representatives of the Dutch Ministry of Finance and the Tax Office and representatives of the NATO and ESA administration. The retiree organisations were not invited to these meetings.

The combined forum of Pensioners and Administration are doing their utmost to arrange further meeting with the Tax Authorities in order to reach an agreement by which all retirees are treated on an equal basis.

NATO Group insurance Contract

No major problems were reported in relation to the NATO Group Insurance contract. Some small issues cropped up, but they were all solved in a good cooperation with AWC.

One item of uncertainty keeps worrying the retiree community : How will the NHIC support the insured persons if someone has to be taken into a nursing home. This issue which cropped up a few times had to do with members of our community who had to be taken to a nursing home because of mental and or physical problems. In general AWC has been very helpful in finding solutions, but in general the uncertainty when one has to handle under difficult emotional conditions, where large amounts of money might be involved, causes much concern for those involved.

We received remarks from our community that processing of their claims took considerable longer than 48 hours, which is the time specified in the SLA.

Some problems occurred because of the Dutch Health Insurance system not being familiar with the way in which AWC operates.

Distribution of information

During 2017 and 2018 3 information bulletins were distributed to the ANARCP members.

Annual Meeting of ANARCP in The Netherlands.

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The Annual information meeting for ANARCP members was held on 18 March 2018 in the conference facilities of NCIA in The Hague. The meeting was attended by some 70 members.

Falko Bülling briefed the meeting on the ongoing discussions with NATO PSS and AWC.

A guest speaker, mr. Nico de Boer, was invited to represent AAPOCAD. He briefed the meeting on issues related to the 2018 Salary Review and the Tax problems with the Dutch Authorities.

AWC was represented by Dr. Bojan Popadic as IGO Operations Manager, by Mrs Yannik Brems, as Client Relationship Manager and Ms Katja Van Hek as Claims Supervisor.

Social Event.

After the meeting a lunch was arranged in which some 50 ANRCP members participated.

NORWAY

1. **Background/Intro:** ANARCP Norway is located in Oslo and holds its annual meetings at the Old AFNorth HQ at Kolsås.
2. **Personnel Issues**
 - a. **Number of Members who are Life Members:**
We have 15 Life Members
 - b. **Number of Paying members:**
The numbers of paying members are in two categories:
Provident Fund 5
Auto Deduction 20

Total member base is 40
 - c. **Deceased Members: John Einbu member no: 354**
 - d. **Other Personnel Issues: Johan –Peter Duister member no: 1197 has moved back to Holland**
3. **NATO Health System (AWC):**
4. **Social events:**

The annual membership gathering took place Monday 23 April 18. We had 23 attendees - 16 members and 7 dependents.
The agenda item no 1 was to enjoy meeting old friends.

After coffee and cakes, we proceeded to the informative part of the agenda dealing with the procedures for matters with AWC and the Norwegian tax system.

A live demo was performed using a pc and projector with access to internet. The demos took them through the process of accessing the AWC homepage and downloading the correct claim form, accessing the benefit guide and the health table of benefits.

As AWC now have the app, we made a separate demo using the App and showing the differences between them.

The third demo (also live) walked through the procedure of filling out the tax declaration in a proper manner using the information given to us by the NATO pension unit. This was done by logging on to the Norwegian Tax office homepage.

We had a walkthrough of the latest ANARCP Bulletin including voting .

This concludes the NO NATrep report

TURKEY

1. **Background/Introduction.** Upon a request by our former NATRep Turkey, Mrs. Ayhan Egribozlu who had decided to step down, I announced my decision to take over as NATRep and Mr. Yigit Gucer announced his decision to take over as Deputy from Mr. Oncel Cayirli. Earlier, in June 2017, Mrs. Egribozlu had conveyed a mail she had received from Chair, Health Insurances WG of CNRCSA in which it was stated that, in his opinion, Supplement C to NGIC would be rescinded. She asked the members whether we would decide to fight to preserve our legally earned right. I and many other ANARCP Turkey members decided to counter the request by the Izmir CSA for the rescinding. This very important issue formed the basis of my and my Deputy's decision to take over our ANARCP Representation duties.

Chairman, CNRCSA wrote a letter to the Chairman of the JCB (ASG Bush) in early January asking whether us, the Turkish members had been consulted or informed of a possible decision on Supplement C that would severely affect us. Subsequently, Chairman, CNRCSA held a meeting with Deputy ASG on 1 February. He was informed that a rescinding decision had indeed been taken upon the request of the CSA in Turkey totally ignoring the vested rights of the pensioners who outnumber the actives. We were informed that the discussion with Deputy ASG centered around outdated provisions of the CPR related to this issue as well as to discriminatory provisions vis-a-vis the retired staff. In early February, retired staff members in Turkey contributing to Supplement C sent an odd 35 individual petitions to NATO Management for Human Resources for an Administrative Review to secure the undoing of the rescinding following the complaints and appeal procedure. Later, a JCB meeting was held in March where it was agreed that CNRCSA would submit its proposed changes to the CPR. The ASG put the issue on the agenda of the June 2018 JCB meeting.

The fact that our pensioners have not only NOT been consulted, but more so that they have NOT been informed of a decision that severely affects us is our main complaint. Deputy ASG answered our requests for the Administrative Review by recommending that the Review be handled by the local headquarters, in blatant violation of Annex IX Article 2.4 of the CPR. In early May, our members reacted by reiterating their requests for the carrying out of the Administrative Review by NATO HQ in strict application of the CPR. Our objection to the rescinding of a supplementary insurance peculiar to members in Turkey and our request for an Administrative Review with a view to ensure the undoing of the rescinding paved the way for the CNRCSA to come out of this situation with a stronger position to defend the interests of all pensioners by proposing changes to the NATO Civilian Personnel Regulations to achieve mutual consultation on an equal footing with CNCSC on retired staff representation.

We are confident ANARCP will fully support us in our struggle to preclude the ignoring of retired staff by the Management to safeguard our vested rights now and in the future. We hope other NATO retired staff associations within CNRCSA would follow suit, particularly by supporting us by providing their contribution to legal representation costs in the event of Administrative Tribunal process.

2. Personnel Issues.

- a. Number of Life Members: 15.
- b. Number of Paying Members: 59.
- c. Deceased members: 2.
- d. Other Personnel Issues and Problems: When I and my Deputy, Mr. Gucer decided to take over the ANARCP and CNRCSA representation duties, we found out that there were no approved local by-laws governing the NatREP and Deputy NatREP election/selection process and other representation functions. Soon after we took office, we drafted local ANARCP Turkey Representation By-laws based on ANARCP Constitution and By-laws to regulate inter alia the representative election procedures. We secured membership approval by a silent procedure through e-mails. Subsequently, we coordinated the membership-approved by-laws with the relevant staff agencies of HQ Allied Land Command as the hosting local headquarters and had it concurred by the

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Chief of Staff. Additionally, the Chief of Staff and I signed an agreement detailing the administrative support provided by the command to both ANARCP National Representation and AAPOCAD Regional Delegation. Thus, we have formally ensured the provision of office space and associated support. On behalf of ANARCP Turkey members, I would like to extend my heartfelt appreciation and thanks to all colleagues who supported us by providing the necessary information.

3. Pension, Financial Issues: The perennial problem of the low level of pensions in Turkey is a constant agenda item for all ANARCP member pensioners. This is due to two main factors:
 - a. The inadequacy of the current Coordinated Organizations Salary Review Method based on purchasing power parities (PPP): Turkey is a high inflation country and the constant rapid rise of prices renders the PPPs outdated in periods considerably shorter than the one-year implementation interim of annual adjustments. The continuing high inflation during the 6-month period between the end of the reference period (1 July) and the Annual Adjustment (the following 1 January) drastically reduces the effect of the Annual Adjustments.
 - b. The infrequent and slow implementation process of Special Adjustments: The 7 % threshold in Consumer Price Index rise and the subsequent three-month waiting period prior to implementation seriously reduce the positive effect of interim Special Adjustments.ANARCP National Representation for Turkey, as CNRCSA Regional Representation will continue to collaborate with AAPOCAD Regional Delegate for Turkey with a view to improve the Turkish salary scales and ensure indispensable changes in the Salary Review Method to that end. We will coordinate with the newly elected local CSA Staff Committee in order to request and secure implementation of changes through AAPOCAD, in tandem with CNCSC and the NATO Representative in the Committee of Staff Representatives (CRP).
4. NATO Health System (AWC): Several old retired staff have complained to me about Allianz Partners refusing to fully meet their continuing ailments. I have contacted Allianz Partners Medical Advisors to resolve some of the issues. However, without support from the ANARCP Committee and close community results to the full advantage of the said needy insured members cannot be achieved. ANARCP should nominate a periodically-assigned colleague to assist in resolving insurance-related problems for the entire membership so that NatREPs would receive this much-needed support.
5. Social Events: No social events were held in the period May 2017-May 2018.
6. The Future: ANARCP Committee members on CNRCSA EXCOM should continue to vigilantly follow up the CCR agenda for 2018, particularly their change proposals for the Coordinated Pension Scheme. Upon the staff representatives' insistence, CCR Legal Advisor has already provided his opinion on the matter summarized as the immunity of pensioners acquired rights. ANARCP through CNRCSA should nonetheless follow the matter up and do its utmost to preserve our pension rights.
7. Other Issues: We will continue our efforts mentioned in paragraph 3 above for the improvement of the inflation-eroded salaries of our pensioners as well as the simplification of the Special Adjustment procedure in the new Salary Review Method.

CNRCSA HEALTH INSURANCES WG BRIEFING TO ANARCP AGA 23/05/19
Mrs Isabelle Tezcan

Introduction

Since your last AGA in May 2017, several developments have taken place in the area of health insurances. Most of them were addressed in the CNRCSA Newsletter Nr 8 published at the end of 2017. More recent ones have been discussed in the CNRCSA Chairman's presentation. Of course, Allianz issues will also be detailed in the briefing to follow this short introduction. Therefore, to save precious time, I'll only deal briefly with some points of interest.

1. New Responsibilities

As you know, I have been given the difficult task to replace Falko Bülling in the capacity of Chairperson of the CNRCSA WG on Health Insurances. At the same time, your "NATREPs" have been appointed as CNRCSA Delegates and tasked to act as the focal points for the flow of information to and queries from the members in their region. This means that I shall primarily act as the POC only for **general** issues concerning Allianz whereas individual requests should be addressed to the Allianz Helpline in the first place, and then to your delegates if required.

2. Delays and Complaints

Over the past two years, the Allianz Claims Team capacity has proven insufficient to deal with the increasing number and increasing complexity of claims. The increase of retired vs active staff (from 21% to 30% of total insured persons in 5 years) is among the reasons behind this.

During a WG visit to Allianz in February 2018, Allianz stated that measures had been taken to augment its staff to the required capacity in order to comply soon with the contractual 2-day claim treatment time.

In any case, when addressing queries to Allianz, courtesy is always required and of the utmost importance. Aggressive comments place Allianz staff under additional pressure and do never help in solving any problem. The CNRCSA cannot condone impolite comments or behaviour. On the contrary, appreciative comments are always welcome and are encouraged.

3. Cost Containment

A. Primary Insurance

Members should be reminded at all times that the primary insurance principle is one of the most crucial cost containment measures. In addition, it is to their full advantage as it allows them to benefit from 100% reimbursement.

This implies that the relevant Allianz database should be kept up-to-date, an effort that has been ongoing for several years and that we expect to be completed soon.

B. NATO-wide Supplementary Insurance (NWS)

Another way of achieving cost containment is the harmonization of the various NATO-wide supplementary insurance (NWS) regimes (Supplements A, B, C and D). This is an initiative launched by the active staff, as the local CSAs are formally the "owners" of these supplements. It is also encouraged by NATO HQ and by Allianz as a way to spread the financial burden of the NWS NATO-wide, which is of particular importance for "smaller" communities.

The CNRCSA feels that it should be fully involved alongside the CNCSC in any future harmonization discussions, a view that is supported both by the CNCSC and NATO HQ. At its own level, the CNRCSA WG on Health Insurances has established a good working relationship with its CNCSC counterpart, which should facilitate the CNRCSA involvement in this project.

Conclusion

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This completes my briefing, which I intentionally kept very short in order to give more time for explanations to be provided by Dr Bojan Popadic and Ms Yannik Brems. However, I am now available to answer any questions.

ALLIANZ PARTNERS PRESENTATION

ANARCP AGA

Dr. Bojan Popadić & Yannik Brems

23rd May 2018
SHAPE Mons

Allianz Partners

Who we are

Our focus

As the international health and life experts of Allianz Worldwide Partners, our focus is on addressing the health and wellbeing protection needs of clients worldwide, through straightforward, innovative solutions.

- Corporate & Middle Market
- IGOs, NGOs and government organisations
- Individuals & Small Groups
- Partnerships & Affinity Groups

Allianz Partners

Your NATO team

- 22 Claims Officers
- 4 Medical Advisors
- 8 Helpline Officers
- 1 Operations Manager
- 1 CRM
- 1 Provider Network Manager

Allianz Partners

Dedicated IGO team

18 nationalities, 26+ languages

Full support in-house 24/7/365

Allianz Partners

Building relationships

NATO

- Claims: 131,395 processed claims containing 495,929 invoices, 1,540 claims (1.12%) needed correction
- Helpline: 20,195 emails, 20,977 calls
- Medical: 2,728 GOPs in 54 countries, 15,007 emails
- Policy Management: 24,886 lives
- CRM

Allianz Partners

Service proposition

- Easy & convenient for your peace of mind
- Quality
- Cost management
- Insight & advice

Allianz Partners

Cost containment

- Provider network
- Prior approval and treatment guarantee
- Case management
- Fraud prevention and detection
- Remedial actions & other insurance
- Claims analyses

Allianz Partners



Allianz Partners



Retirees: Respect and peace of mind

Recently, we went the extra mile for one of our retirees who suffered a serious injury far away from home.

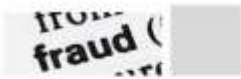
- At 4.5am, Helpline received a call from a hotel manager in a small country in Southeast Asia informing us that the member had a serious injury and was admitted to a local hospital. GOP was sent and accepted by the hospital at 5.30am.
- After a careful review of the medical reports and capabilities of local hospital, transfer to a hospital in Thailand where appropriate treatment can be given was arranged and member was transferred there within 24 hours.
- Our helpline proactively contacted member's travel insurance to assist them and facilitate potential repatriation of the member to his home country.
- Allianz provided direct payment with both hospitals and also provided cover for other medically necessary outpatient treatments and medical devices which allowed the member to recover and get home safely.



At Allianz Worldwide Care, we treat each member as an individual rather than a member.

We do not hesitate to go the extra mile in order to make sure our insureds receive

Allianz Partners



Fraud prevention and detection

Automated and human intervention controls

The primary objective is prevention

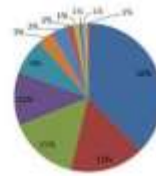
Controls are based on a combination of risk factors

Ongoing review to ensure continued effectiveness

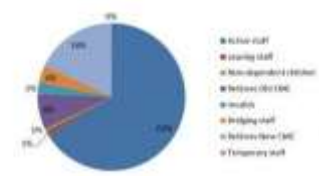
Allianz Partners

Claims analysis

Population size per country 2016



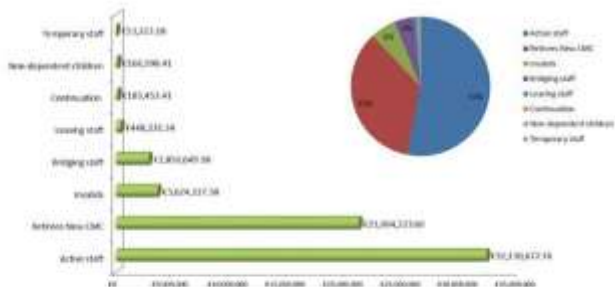
Population size per category 2016



Allianz Partners

Claims analysis 2014 - 2016

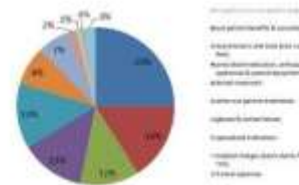
Expenditure per category 2016



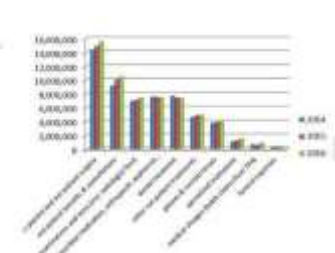
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Claims analysis

Expenditure per type of benefit 2016



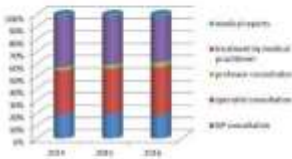
Evolution 2014 - 2016



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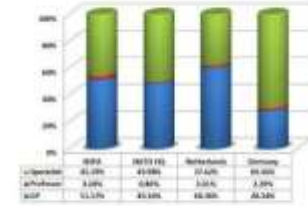
Claims analysis

Specialist expenses



- 42% of sub-claimant expenses
- Strong increase year after year
- Causes:
 - Ageing population
 - 6% having specialist degree
 - Supplement B

Number of doctors visits

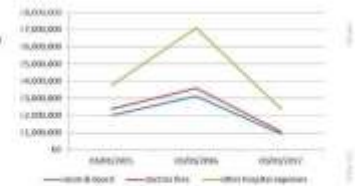


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Claims analysis

Results of remedial actions 2016

- Medication **-2%**
- Speech therapy, psychotherapy, chiropractic treatment, podiatry and acupuncture **-2.5%**
- Thermal cures **-38%**
- Out-patient surgery & day cases (one day clinic) **-70%**



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Claims analysis 2014 - 2016



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Looking back...

First years

- Very ambitious inception
- Learning experience



2016 and 2017

- Remedial actions
- Streamlining procedures
- New EBG
- New release MyHealth App



Allianz Partners

Looking forward...

Lean procedures

- Clarity, proactivity and efficiency
- Restore and maintain SLA

Enhanced member service

- Improvement of MyHealth app
- "First line right"

Strategic support

- Further data analysis
- Permanent dialogue with NATO HQ and other stakeholders

Allianz Partners

Talk to us, we love to help!

Telephone : +32 2 210 4600

Fax: +32 2 210 4306

myhealth@allianzworldwide.com

Allianz Worldwide Care Services
 1 Place du Semelli
 1000 Brussels
 BELGIUM

Allianz Partners

TREASURERS' REPORT

ANARCP

DRAFT BUDGET 2018

in euro

EXPENDITURES

POSTAGE	100.00
STATIONARY	150.00
ADP ALLOWANCE	750.00
AGA/DINNER	6,200.00
TRAVEL	5,000.00
BANK CHARGES	50.00
NAT REP ACTIVITIES (5€ per member)	1,000.00
HOSPITALITY	150.00
WEB SITE	150.00
TEL. NATREP	50.00
Contribution to Confed. (2€ per member)	2,400.00
Contribution to new WEB Site CNRCSA	1,000.00
Miscellaneous/Reserve	7,800.00
	24,800.00

INCOME

FEES (950 x 20)	19,000.00
AGA/DINNER	1,800.00
TRAVEL	4,000.00
INTEREST EARNED	<u>0.00</u>
	24,800.00

NET RESULT

0.00

Yearly contribution has been increased to 20 € for 2018

JED 16/10/2017

APCROC

ETAT FINANCIER AU 31 DECEMBRE 2017 (du 01.01.17 au 31.12.17)	en euro	<u>Budget</u> <u>2017</u>
DEPENSES		
TIMBRES	110.11	100
ALLOCATION ORDINATEUR	700.00	750
FOURNITURES DE BUREAU	0.00	150
FRAIS BANCAIRES	43.05	108
RECEPTION / CADEAUX	50.00	150
SITE INTERNET	73.81	150
TELEPHONE REP. NAT.	1.10	50
DEPLACEMENTS	5,346.86	4000
DIVERS	304.99	2742
ACTIVITES LOCALES	875.00	1000
ASSEMBLEE GENERALE + EXEC.	6,600.90	6200
Participation frais Conféd, (2€ par membre)	2,244.00	2400
Participation nouveau WEB site CNRCSA	0.00	1000
	16,349.82	18800
RECETTES		
COTISATIONS DES MEMBRES	4,664.80	12750
2016: 555		
2017: 2556,80		
2017 reçu de l' OTAN en janvier 2018: 11.120		
2019/2020/2021 : 80		
DEPLACEMENTS	3,985.25	4000
INTERETS CREDITEURS (326,34 + 162,83 + 0,47)	97.88	250
REPAS AG	1,680.00	1800
	10,427.93	18,800.00
RESULTAT	-5,921.89	
RAPPROCHEMENT DES ACTIFS ET DES COMPTES		
COMPTE COURANT AU 01/01/17	20,710.91	
LIVRET EPARGNE AU 1/01/2017	<u>102,130.45</u>	
		122,841.36
RECETTES DE 2017	10,427.93	
DEPENSES DE 2017	<u>16,349.82</u>	
		116,919.47
COMPTE COURANT AU 31/12/2017	14,691.14	
LIVRET EPARGNE AU 31/12/2017	<u>102,228.33</u>	
		116,919.47
DIFFERENCE		0.00
Divers:	Fleurs + nécrologie	3.99
	Remboursement reçu 2016	<u>301.00</u>
	Total	<u>304.99</u>
J.E.D.	15/01/2018	

ANARCP**FINANCIAL STATEMENT PER 31.12.2017**

(From 01.01.17 until 31.12.17)

in euroBudget
2017**EXPENDITURES**

POSTAGE	110.11	100
ADP Allowance	700.00	750
STATIONARY	0.00	150
BANK CHARGES	43.05	108
HOSPITALITY	50.00	150
WEBSITE	73.81	150
TEL NATREP	1.10	50
TRAVEL	5,346.86	4000
MISCELLANEOUS	304.99	2742
LOCAL ACTIVITIES (Nat rep)	875.00	1000
GENERAL ASSEMBLY + Exec Cottee	6,600.90	6200
Contribution to Confed, (2€ per member)	2,244.00	2400
Contribution to new WEB Site CNRCSA	0.00	1000
	<hr/>	<hr/>
	16,349.82	18800

INCOME

FEES MEMBERSHIP	4,664.80	12750
2016: 555		
2017: 2556,80		
2018: 1473		
2017 received from NATO in january		
2018:11.120		
2019/20/21:80		
TRAVEL	3,985.25	4000
INTERESTS (52,15+45,35+0,38)	97.88	250
DINNER G A	1,680.00	1800
	<hr/>	<hr/>
	10,427.93	18800

NET RESULT**-5,921.89****RECONCILIATION ASSETS/ACCOUNTING**

BANK per 01.01.17	20,710.91	
SAVINGS per 01.01.17	102,130.45	
	<hr/>	
		122,841.36

INCOME	10,427.93	
EXPENDITURES	16,349.82	
	<hr/>	
		116,919.47

BANK per 31.12.2017	14,691.14	
SAVINGS per		
31.12.2017	102,228.33	
	<hr/>	
		116,919.47

DIFFERENCE		0.00
Miscellaneous:		
Flowers + obituary	3.99	
Refund unknown receipt 2016	301.00	
	<hr/>	
Total:	304.99	

J.E.D.
15/01/2018