AAPOCAD

COUNCIL OF EUROPE / CONSEIL DE L'EUROPE • ECMWF • esa • NATO OTAN • OCDE • EUMETSAT • WEU UEO

ASSOCIATION DES AGENTS PENSIONNÉS DES ORGANISATIONS COORDONNÉES ET DE LEURS AYANTS DROIT
ASSOCIATION OF PENSIONED STAFF OF THE CO-ORDINATED ORGANISATIONS AND THEIR DEPENDANTS

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In this Issue

REMINDER …

- Information about the 2025 General Assembly will be sent out separately.
- If you wish to be a candidate in the **Election of the Governing Board**, please fill in the form on **the AAPOCAD website** and return it to us by **Friday, 11 April 2025**.
- Please inform us if you have a new e-mail address not yet notified to AAPOCAD or if any of your other contact details have changed recently. The GDPR regulations do not allow the pension units to share this information with us.

Annual Report of the Chairman

Introduction

Time passes and years often go by more or less identically, with their fair share of challenges, good times and highs, but also with times of sadness, distress and even despair. Despite all the ups and downs, we owe it to ourselves - and to our loved ones - to look to the future with a sense of optimism, because otherwise we are left staring into nothing. It is with this in mind that I wish you all the best for a 2025 filled with recognition of all the positives, so you can make the most of life.

> ***In addition to this report, I strongly recommend that you (re-)read my 2023 Annual Report and the addendum to it, published in the collection of documents distributed in the run-up to the October 2024 Paris General Assembly.***

1. THE LIFE OF THE ASSOCIATION

a. General Assembly on 18 October 2024

Around a hundred members attended the General Assembly, held at the OECD in Paris, the vast majority in person. The proceedings followed the usual pattern, with speeches - followed by Q&A sessions - from guest speakers in the morning, and the Association's internal management issues in the afternoon. You will find the texts of the speeches later in this bulletin while the main management-related topics are summarised under points b. to g. below.

As usual, the day ended with a relaxed dinner, this time aboard a bateau-mouche. The next day, 40 members went on a guided tour of the Palais du Luxembourg, home of the French Senate. The restricted number of participants was imposed by the Senate authorities, who were unable to accommodate our request for a second group of 40. I would like to express my deepest sympathy to all those who would have liked to go on the tour but were denied the opportunity.

b. Finances

As you will have seen from the documents you received in the run-up to the General Assembly, AAPOCAD's financial situation was, as the Treasurer stated and the auditor confirmed, more than healthy at the end of the 2023 financial year. The outlook for 2024 is also excellent and will of course be the subject of a detailed report at the next General Assembly, scheduled for 7 November 2025 in Budapest (Hungary).

AAPOCAD's assets include a bequest of EUR 20 000 received several years ago to help members of the association who may find themselves in difficulty. This item - the "Pfändner Fund", named after its donor - will appear in a separate line in the 2024 accounts, which will be presented at the 2025 General Assembly. Any detailed applications for assistance from this "Pfändner Fund" should be sent to the AAPOCAD secretariat. They will then be analysed by the Bureau before being forwarded to the Governing Board for a decision.

c. Composition of the Governing Board

On 18 October, the General Assembly ratified the results of the Governing Board elections held in the spring of 2024, which saw the election of two new members for NATO – Franco Veltri (who was already AAPOCAD Regional Delegate for Italy) and Huub Simons – and one new member for the OECD, Beth Van Hulst.

d. Composition of the Bureau

The only change in the composition of the Bureau following the spring 2024 elections involved the transition of Hessel Rutten, who did not stand at the elections, from the status of Elected Vice-Chairman to that of Honorary Vice-Chairman (Article 16(a) of the Articles of Association). It is reassuring to know that, in this role, Hessel will be able to continue to bring his knowledge and energy to the Bureau and all the Governing Board.

The Governing Board appointed Jonathan Parish, NATO alumnus and Chairperson of the Confederation of NATO Retired Civilian Staff Associations, to succeed Hessel as Elected Vice-Chairman.

The current compositions of the Bureau and Governing Board are available on page 27 of this bulletin.

e. AAPOCAD membership

Between 1 January and 31 December 2024, AAPOCAD welcomed 123 new members, while over the same period mourning the loss of 80 members and deploring the resignation of 17 members in Türkiye, who were followed by some twenty others at the beginning of 2025. The reasons for these departures in Türkiye will be analysed in item 7 of this report.

All in all, our membership remained stable in 2025.

f. Participation in the General Assemblies of "local" associations

One of the most obvious and, we hope, effective ways of raising awareness of AAPOCAD among pensioners from Co-ordinated Organisations is for one or more of its senior members to attend the General Assemblies of the specific pensioners' associations attached to these Organisations. To this end, and with great pleasure, in 2024 I accepted invitations to attend General Assemblies sent to me by Gordon Bridge (Chairman of the EUMETSAT Pensioners' Association (EPA)), Lothar Winzer (Chairman of the Association of Retired ESA Staff (ARES)), Sylvia Baylis (Chairwoman of the ECMWF Pensioners' Association (EPA)), Olivier Guidetti (Chairman of the NSPA Former Staff Association (NFSA)), and Ahmet Kizil (Chairman of the Pensioners Association of the Council of Europe Development Bank (APCEB)). In my role as Chairman of the International Association of Former Staff of the Council of Europe (AIACE), I naturally referred to AAPOCAD and its activities at the association's General Assembly in June.

g. Participation in retirement preparation courses

The retirement preparation courses and sessions offered by some Organisations to people nearing the end of their career and getting ready to retire are a good way of connecting with this population and disseminating information about AAPOCAD. To this end, in September 2024 our Executive Secretary Elfi Lindner had the honour of addressing the first course of this kind ever set up by the HR division of the ECMWF, while in the same month I myself attended the biennial event organised by the Council of Europe, as well as the two retirement preparation courses organised by ISRP for OECD staff (April and November 2024).

h. Guidelines for financial support for appeals

I would like to remind you of the information published in the addendum to my annual report dated 6 September 2024 and circulated in preparation for the General Assembly of 18 October 2024, namely the adoption by the Governing Board in May 2024 of guidelines intended to present to members the framework for considering requests for financial support for appeals brought before the administrative tribunals and appeals boards of their Organisations, or even taken to national courts.

The guidelines are appended to this report (cf. page 8).

2. ADJUSTMENT OF PENSIONS AND SALARIES

a. Reminder of rules and procedures

As you are aware, since 1 January 2020, our pensions are no longer adjusted in line with salary developments in our original Organisations but in line with changes in the Harmonised Index of Consumer Prices (HICP, calculated by Eurostat) or, where there is no HICP, in the Consumer Price Index (CPI, calculated by the relevant office for national statistics). As pensions must be adjusted on 1 January each year ('year n'), the change in the HICP or CPI from December (year n-2) to December (year n-1) is calculated to one decimal point. After being checked by CAPOC and endorsed by the CRSG, the results are sent to the Organisations - normally in February - for automatic retroactive application to 1 January. Neither the CCR nor the governing bodies of our Organisations are involved in this procedure.

b. Adjustments on 1 January 2025

The adjustments resulting from the aforementioned procedure and effective retroactively to 1 January 2025 are listed in the table on page 9 of this bulletin. The adjustments are positive for all countries (which is not the case for salaries under the Italian scale which, due in particular to the application of purchasing power parities, have fallen by 3.6%).

c. Pension / Salary developments under CCR recommendations from 1 January 2020 to 1 January 2025

In the February bulletins for 2021, 2022, 2023 and 2024, I inserted tables showing the total percentage change in salaries (as recommended by the CCR) and pensions since 1 January 2020, and presenting the basic difference between the changes for each country listed. This presentation certainly made it possible to determine whether or not the method of adjusting pensions in line with inflation was unfavourable for pensioners - and as you saw, the results were relatively mixed.

However, the presentation in this form did not make it possible to identify the difference - positive or negative - between pensions at 1 January resulting from the inflation-indexed adjustment, and what pensions would have been if the adjustment had continued to be indexed on salaries.

It is for this reason - and in a bid to simplify matters - that the table below shows, in percentage terms, how much more (or less) your 2025 pension is than it would have been if it had continued to be adjusted in line with salaries (as recommended by the CCR):

Advantage pensions		Disadvantage pensions	
B	4.3	F	-2.9
I	7.8	D	-1.6
L	1.1	E	-5.5
NL	2.6	P	-18.7
UK	3.8	CH	-3.9
USA	0.8		

N.B. In September 2024 nearly 60% of Coordinated Organisation pensions administered by ISRP were based on the French and German scales.

The specific case of Türkiye will be covered in section 7 of this report.

This simple table illustrates, among other things, the impact of not taking into consideration purchasing power parities (PPPs), which have always been included in the salary scales for all countries, in pension adjustments as of 2020. The very negative figures for pensions in Spain and Portugal reflect the application of very high PPPs to salaries, whereas pensions based on the Italian salary scale will not suffer in 2025 from the very negative PPP applied to the scale.

The fact is that there are pros and cons to the current pension adjustment method, and in purely monetary terms, there are "winners", just as there are "losers". But where we have all lost out is in the severing of the link, which we believed to be indestructible, between pensions and salaries, between pensioners and serving officials. This link acted as a rampart until 2019 when, as you know, and despite our considerable efforts to protect it, it was overrun by the Member countries, aided and abetted by the CRSG.

d. Implementing Instructions for Article 36(2) of the Rules of the Co-ordinated Pension Scheme

Since the enactment of the new Article 36 of the Pension Scheme Rules, we have been waiting for the publication of implementing instructions for its paragraph 2, which provides that, *"At regular intervals, the Secretary General shall establish a comparison of the difference between increases in salary and increases in pensions, and may, where appropriate, propose measures to reduce it."* At a bilateral meeting on 12 September 2024, the CRSG informed the CRP, based on an opinion by CAPOC, that there was no reason to draw up implementing instructions for Article 36(2) on the grounds, inter alia, that based on the judgments of administrative tribunals and appeals boards in cases involving changes to the pension adjustment method, the purchasing power of pensioners was protected by adjusting pensions in line with inflation.

However, this refusal to address the drafting of implementing instructions negates the implicit right contained in the Article, if only by failing to define key terms such as: "regular intervals" (what is the duration of an interval?), "a comparison of the difference between increases" (what size difference should be taken into consideration?), "may propose ... measures" (define "may"? what types of measures could they be?). AAPOCAD will examine this issue, with the aim of establishing a course of action designed in particular to pave the way for a solution to the problem in Türkiye (see section 7 below).

3. CO-ORDINATION

a. New Salary Adjustment Method (2026-2029)

The agenda for the tripartite meeting (CCR, CRSG, CRP) at the end of September 2024 was covered in record time. The most important recommendation to emerge concerned the salary adjustment method for the period 2026-2029. The major innovation in the new method is the possibility it offers the governing bodies of the Council of Europe and the OECD to "neutralise" the effect of the purchasing power parity (PPP) between Brussels and Paris in the salary adjustments of their staff based in France, with the aim of slowing down the pace of salary increases. While it is true that PPP have generally worked in favour of the French salary scale, the case of Italy, referred to above, shows that PPP are not always positive. This "neutralisation" will not, of course, affect pensions already paid, but it will have an impact – whether positive or negative we do not yet know – on pensions paid for the first time after 1 January 2026.

b. New Salary Scale for Türkiye

The other very significant recommendation adopted by the CCR in September (in its 347th Report) proposes a completely overhauled salary scale for Türkiye and the abolition of the special temporary allowance introduced by the 338th Report and paid to A and L grade officials since 1 January 2024. Under the new scale, the salaries of A and L grade officials on 1 January 2025 will be 76.3% higher than in September 2024, those of B6 grade officials 66.3% higher, and those of other B grades and C grades 56% higher.

This issue in its entirety will be dealt with in section 7 below.

4. SOCIAL CONTRIBUTIONS ON PENSIONS IN FRANCE

According to the various reports we have received, the procedures applied by the different tax centres continue to be anything but uniform. In Alsace, where the French tax authorities' campaign was in full swing during the summer and autumn of 2022 and 2023, there seemed to be a certain lull in 2024. However, just before Christmas 2024, a new case was brought to my attention in Strasbourg, which may be just the tip of the iceberg. Only time will tell what is really going on.

As the situation remains unclear, we can only recommend that you continue to declare the pension you receive from your International Organisation as you have always done, pending any summons or instructions from your tax office.

5. REGIONAL DELEGATES

AAPOCAD continues to offer the services of its Regional Delegates in countries where there is a large number of pensioners from Co-ordinated Organisations. In 2024, they were at work in Belgium (Billy Roden), Spain (Robin Flood), France (Malcolm Gain), Italy (Franco Veltri), the Netherlands (Nico De Boer), Türkiye (Kamil Erker), and the United Kingdom (Robin Flood).

At the Governing Board meeting of 18 October 2024, Paul Nice was appointed Regional Delegate for Luxembourg.

On 31 December 2024, Kamil Erker resigned as Regional Delegate for Türkiye.

The question of whether or not to appoint a new Regional Delegate for Germany remains open for the time being. There is, however, a potential candidate in the pipeline.

In 2025, the Governing Board intends to review the role of the Regional Delegates in a changing environment.

6. RELATIONS WITH OTHER PENSIONERS' GROUPS

a. "Local" pensioners' associations from Co-ordinated Organisations

As you will have seen from the previous sections, AAPOCAD maintains excellent relations with the specific pensioners' associations of each Co-ordinated Organisation (called "local" associations). It should be remembered that, if they are not elected members of the Governing Board, the Chairs of these associations nevertheless have a seat on it, and their presence and participation make it possible to obtain a deeper understanding of certain problems and to tackle other issues which do not fall strictly within the scope of Co-ordination matters.

b. Conference of pensioners' associations from International Organisations

It was precisely with this relationship in mind that we had previously announced a major conference for March 2025, which would bring together representatives of pensioners' associations from much wider backgrounds than just the Co-ordinated Organisations. For reasons beyond our control, Jean-Pol Matheys (CERN) and I have been forced to postpone this conference until the spring (March) of 2026. Further information will be made available in due course.

7. PENSIONS AND PENSIONERS IN TÜRKIYE

We are all aware that the situation in Türkiye, which has been dominated by galloping inflation for several years now, is making life difficult for many of our members living there. AAPOCAD has not remained inactive in addressing this situation, but its efforts have apparently not lived up to the expectations of pensioners with pensions calculated using the Turkish salary scale. Their dissatisfaction led seventeen of them to resign from AAPOCAD in December 2024, with another twenty following suit in January 2025. What problems and grievances were reported, and what were AAPOCAD's reactions and responses?

a. Reported problems and grievances

Several problems and grievances were reported, namely: the inflation figures used to adjust pensions do not correspond to the real situation on the ground; AAPOCAD failed to prevent or delay the implementation of the amendment to Article 36 of the Pension Scheme Rules, which indexes pensions on inflation instead of the salaries of serving officials; AAPOCAD did not manage to secure the drafting of implementing instructions for Article 36(2); AAPOCAD provided no support for the local initiatives launched to have the special temporary allowance that was granted to serving A and L grades only - pending the complete overhaul of the Turkish salary scale - taken into account in calculating existing pensions as of 1 January 2024.

b. AAPOCAD's reactions and responses

Taking these criticisms one by one:

i) Firstly, AAPOCAD has no control over the inflation figures provided to Eurostat by the Turkish Statistical Institute, which, according to our colleagues in Türkiye, do not reflect the reality of their situation; nor does AAPOCAD have any means of independently verifying these figures. The same applies to the figures communicated by the offices of national statistical of other Member countries. However, it is worth noting the following observation by the ISRP (para. 3.2 of the 347th CCR Report):

> *The ISRP analysed the prices of individual items resulting from price surveys carried out by the Turkish Statistical Institute (TURKSTAT) as part of the Eurostat-OECD's European Comparison Programme (ECP). The analysis confirmed that the prices used in the calculations did not reflect any consistent bias against the detailed national consumer price indices and that there was no significant impact on any specific classification of items. In addition, the calculations carried out for 2024 suggest that prices derived from the most recent surveys have mitigated the perceived disparity in the cost of living.*

This last observation is important in the context of setting up the new Turkish salary scale and comparing it with the old scale used to calculate the pensions currently being paid, as it seems to suggest that not everything was necessarily perfect in the statistics collected previously.

ii) Secondly, it is completely unfair to criticise AAPOCAD for not preventing or delaying the introduction of the inflation-indexed adjustment. It is well known that AAPOCAD commissioned an in-depth legal study of the proposed amendment, allocated a budget of 75 000 euros to finance actions taken before the administrative tribunals and appeals boards of the seven Organisations concerned, and arranged for plaintiffs who so wished to be represented before these same boards and tribunals. AAPOCAD can in no way then be held responsible for the rulings rejecting these appeals subsequently handed down by all the aforementioned boards and tribunals.

iii) As for the need for implementing instructions for Article 36(2), I refer you first to the comments in point 2.d above. It was not for lack of trying, at several bilateral meetings between the CRSG and the CRP (which includes an AAPOCAD delegation), that the representatives of serving and retired officials were dismissed by the CRSG, on the grounds that, according to the tribunals' rulings, the inflation-indexed adjustment protected the purchasing power of pensions.

It is nevertheless worth noting in this context that, between 1 January 2020 and 1 January 2023, the percentage change in pensions calculated on the basis of the Turkish scale was always higher than the change in the basic salaries of serving officials. This situation even continued until 1 January 2024, except for pensioners in grades B1-B5 and C1-C6, whose pensions at that date showed a negative variation (-3.7%) compared with the Coordinated-scale basic salaries of serving officials. At the same date, pensions for former A and L grades had increased 8.3% more than Coordinated-scale basic salaries.

iv) The issue rose to a head when serving A and L grade officials were granted, as of 1 January 2024, a special temporary allowance of 100% of their basic salary. Our pensioner colleagues in Turkey immediately took steps - without, I might add, consulting AAPOCAD, whose support they nonetheless expected - to invoke Article 36(2) in order to have this special temporary allowance included in pension calculations.

While I fully understand the frustration of our colleagues in Türkiye, it is nevertheless important to keep a cool head and carefully read - and properly understand - the relevant articles of the Pension Scheme Rules. Article 3, paragraph 1 of these Rules stipulates that:

> *For the purposes of these Rules, salary shall be the **monthly basic salary** of the staff member, according to the scales in force in the Organisations listed in Article.*

Neither the allowances nor the total remuneration of serving officials have ever been used to calculate the basic pension. This is a fact. We may not like it, but there is no getting away from it.

AAPOCAD therefore regrets that the pensioners in Türkiye did not wait for the new salary scale to come into force (on 1 January 2025) before taking action.

c. Actions that can now be taken

Now that the 347th CCR Report providing for a new salary scale for Türkiye has been adopted by NATO (to which almost all the pensioners living in this country belong), the situation looks completely different. The comparative development of salaries and pensions up to and including 1 January 2025 clearly shows the extent to which pensioners are now worse off:

Türkiye	1.1.2020 - 1.1.2023	1.1.2020 - 1.1.2024	1.1.2020 - 1.1.2025
Advantage all pensions	15,9		
Advantage A/L pensions		8,3	
Advantage B6 pensions		2,7	
Disadvantage all pensions			-32,6
Disadvantage B1-B5/C1-C6 pensions		-3,7	

In view of this latest and very negative development for pensioners in Türkiye and the arguments put forward at various times and in various documents to justify the huge boost to the salary scale as a whole from 1 January 2025, it seems to me that the time has - finally - come to initiate serious action to obtain (a) the drafting of implementing instructions for Article 36(2) of the Rules, as this is now fully justified and necessary, and then (b) the application of this article to the situation of pensions based on the old Turkish scale.

Although it does not have many members left in Türkiye, I am confident that AAPOCAD will join forces with any other pensioner representative bodies to see this through. It will not be easy, and there will undoubtedly be obstacles on the road ahead - a fact confirmed by some of the unofficial legal opinions we have received - but it is our duty to try.

The only major regret in all of this is that AAPOCAD has had to watch members leave whom it would have loved to have to helped, as long as they were willing to accept the institutional and regulatory framework within which we have to operate.

8. THANKS

As usual, the efficient running of AAPOCAD has been ensured by a highly effective team comprising our permanent assistant Doris Cachin, our Executive Secretary Elfi Lindner, and our Treasurer Yann De Buyer. I would like to extend my most sincere thanks to all three of them - as well as to our volunteers Nadine L'Helgoualch and Michèle Lobin who regularly lend a hand – for all the work they manage to accomplish in what are not always easy conditions.

On the Governing Board, I am particularly grateful to Vice-Chairmen Nico De Boer and Hessel Rutten, to Honorary Chairmen Yves Borius and Bernard Wacquez, and to the numerous other members, too many to name, who provide support and sound advice. Co-ordination work can be particularly demanding, and I am delighted to have been able to count on the dedicated presence of Isabelle Tezcan and Alain Bataillé, along with all the other members of the delegation to the CRP.

No annual report would be complete without mentioning the vital importance of the support we receive from the OECD, and in particular its Secretary-General Mathias Cormann and his Executive Director Josée Touchette, and the services which report to her. I would like to express my most sincere thanks to them, on behalf of all AAPOCAD.

John Parsons
Chairman

ANNEX of the Annual Report of the Chairman

Guidelines on financial support

adopted by the Governing Board
at its 151st meeting on 17 May 2024

Any member of AAPOCAD may submit a request for financial aid for legal action that is under way or envisaged before a tribunal competent for his or her Organisation or, exceptionally, before a national court or tribunal competent for the case in question.

The request must set out the reasons for its being made and include a detailed description of the case as seen by the requester.

The Bureau of AAPOCAD shall examine the request, where necessary referring it for report to an ad hoc committee of three members.

The Bureau shall forward the report and its opinion to the Governing Board, which shall make the final decision on the request.

In an emergency (e.g. a tight deadline for lodging an appeal with a national court or the judicial body of a Coordinated Organisation), the Bureau may conduct its examination of the request by electronic means (email) and/or videoconference.

The Governing Board may likewise make its decision using electronic means and/or videoconferencing.

A decision on the granting on financial assistance shall be made in the light of the following criteria:

- The case must concern the application or interpretation of Pension Scheme Rules, where appropriate in conjunction with other staff rules and regulations and with the general principles of law;
- The case must not be confined to the interests of the requester alone but be of interest to all pensioners or to a category of pensioners from at least two Organisations;
- The case must have a reasonable chance of success.

The Governing Board shall decide on a case-by-case on the amount of the assistance to be granted, it being understood that the relevant local association(s) will be expected to contribute to any costs incurred.

The beneficiary of assistance so granted shall undertake to reimburse AAPOCAD *pro rata* if the competent tribunal awards costs.

AAPOCAD Membership Statistics

NOMBRE D'ADHERENTS A L'AAPOCAD COMPARE AU NOMBRE DE PENSIONNES, PAR ORGANISATION (*)

PROPORTION OF PENSIONERS AFFILIATED TO THE AAPOCAD vs NUMBER OF PENSIONERS, BY ORGANISATION (*)

DATES	RUBRIQUES	AGENCE SPATIALE EUROPEENNE EUROPEAN SPACE AGENCY	CEPMMT ECMWF	CONSEIL DE L'EUROPE COUNCIL OF EUROPE	OCDE OECD	OTAN NATO	UEO WEU	EUMETSAT	TOTAL
30-nov-20	Pensionnés / Pensioners <a>	1610	134	942	1661	4122	114	80	8663
	Adhérents / Affiliated <b>	465	91	366	741	1251	82	19	3015
	% b / a	**28,88%**	**67,91%**	**38,85%**	**44,61%**	**30,35%**	**71,93%**	**23,75%**	**34,80%**
30-nov-21	Pensionnés / Pensioners <a>	1676	139	986	1690	4154	112	90	8847
	Adhérents / Affiliated <b>	449	98	357	740	1259	80	19	3002
	% b / a	**26,79%**	**70,50%**	**36,21%**	**43,79%**	**30,31%**	**71,43%**	**21,11%**	**33,93%**
30-nov-22	Pensionnés / Pensioners <a>	1746	147	1043	1711	4276	105	108	9136
	Adhérents / Affiliated <b>	435	103	354	721	1257	72	19	2961
	% b / a	**24,91%**	**70,07%**	**33,94%**	**42,14%**	**29,40%**	**68,57%**	**17,59%**	**32,41%**
30-nov-23	Pensionnés / Pensioners <a>	1847	153	1080	1747	4359	104	121	9411
	Adhérents / Affiliated <b>	418	104	343	738	1241	71	19	2934
	% b / a	**22,63%**	**67,97%**	**31,76%**	**42,24%**	**28,47%**	**68,27%**	**15,70%**	**31,18%**
30-nov-24	Pensionnés / Pensioners <a>	1907	164	1127	1760	4432	103	131	9624
	Adhérents / Affiliated <b>	430	114	353	730	1232	70	27	2956
	% b / a	**22,55%**	**69,51%**	**31,32%**	**41,48%**	**27,80%**	**67,96%**	**20,61%**	**30,71%**

(*) Ces chiffres ne tiennent pas compte des pensions d'orphelin. / These figures do not take into account orphans' pensions.
SIRP/11/2024

Annual Adjustment of Pensions w.e.f. 1.1.2025 (percentage)

after taking into account special adjustments granted during 2024

AUSTRALIA	2.4	LATVIA	3.4
AUSTRIA	2.1	LITHUANIA	1.9
BELGIUM	4.4	LUXEMBOURG	1.6
CANADA	1.8	MEXICO	4.2
DENMARK	1.8	NETHERLANDS	3.9
ESTONIA	4.1	NEW ZEALAND	2.2
FINLAND	1.6	NORWAY	1.7
FRANCE	1.8	POLAND	3.9
GERMANY	2.8	PORTUGAL	3.1
GREECE	2.9	SPAIN	2.8
HUNGARY	4.8	SWEDEN	1.6
ICELAND	3.6	SWITZERLAND	0.4
IRELAND	1.0	TURKEY	1.1
ITALY	1.4	UNITED KINGDOM	2.5
JAPAN	3.7	UNITED STATES	2.9
KOREA	1.9		

N.B. In accordance with the amended Article 36.1 of the Pension Scheme Rules, the adjustments should be applied automatically.

Pension adjustments

Reminder:

- Since 2020, pensions are adjusted according to the Harmonised Index of Consumer Prices (HICP, published by Eurostat) for the country whose salary scale is used as the basis for calculating the pension.
- The national consumer price index (CPI) is used for countries where there is no HICP.
- The annual adjustment takes effect on 1 January of each year. It reflects the change in the HICP or CPI from December to December.
- The final indices for December are usually not available until the beginning of the second half of the following January, so too late to be taken into account for pensions paid in January. The annual adjustment is therefore only reflected in the February pay/pension slip; the adjustment is nevertheless applied retroactively to 1 January.
- The annual adjustment can be positive or negative, depending on the development of the HICP or CPI indices.
- A special adjustment occurs as soon as inflation exceeds 6% since the previous annual or special adjustment. Special adjustments of this kind are deducted from the inflation percentage recorded from December to December.

N.B.:

- The ISRP monitors the development of the HICP or CPI for all countries involved in the payment of pensions and immediately informs CAPOC, which, through its technical opinion, clears the way for the adjustments resulting from the indices.
- **It is therefore unnecessary to contact the ISRP (by phone or e-mail) regarding pension adjustments - and you are asked to refrain from doing so. The relevant information will appear at the bottom of your pay/pension slip (normally the one for February).**

Calendar of Co-ordination Meetings for 2025

<table>
<tr><th>DATE</th><th>VENUE</th><th>FORMAT</th><th>ITEMS ON THE AGENDA FOR DISCUSSION/DECISION</th></tr>
<tr><td>14 May</td><td>ESA, Paris / videoconference</td><td>CRSG/CRP</td><td rowspan="2">– CCR Chair’s activity report for 2024 (written procedure)

<u>Recurrent item(s):</u>
– Balance sheet of the Co-ordinated Pension Scheme
– 2026 Programme of work
– Election of the CCR Chair in June 2025
– Pensions’ adjustment at 1 January 2025 (for information)

<u>New item(s):</u>
– Review of the rules of the daily subsistence allowance (DSA)</td></tr>
<tr><td>11-12 June</td><td>Council of Europe, Strasbourg</td><td>Tripartite Session</td></tr>
<tr><td>10 September</td><td>OECD, Boulogne / videoconference</td><td>CRSG/CRP</td><td rowspan="2"><u>Item(s) to be continued (if necessary):</u>
– See list above

<u>Recurrent item(s):</u>
– Annual adjustment of salaries at 1 January 2026
– Adjustment of allowances/supplements expressed in absolute values at 1 January 2026
– 2026 ISRP Budget (CCR/CRSG)
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<tr><td>24-25 September</td><td>OECD, Boulogne</td><td>Tripartite Session</td></tr>
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Statements by the speakers at the AAPOCAD General Assembly 2024

Mr Ulrik Vestergaard Knudsen

Deputy Secretary-General of the OECD

Ladies and Gentlemen,

I am pleased to welcome you all to the AAPOCAD General Assembly 2024. The OECD is honoured to host this significant gathering of esteemed former staff from all Co-ordinated Organisations. Your presence here today is a testament to the enduring legacy and institutional memory that AAPOCAD represents within the framework of Co-ordination.

AAPOCAD is an essential component of our collective efforts, bringing together the wisdom and experience of those who have dedicated their careers to the service of our organisations. Your contributions continue to shape the future of Co-ordination, ensuring that we remain true to our shared values and objectives.

The OECD is delighted with the most recent outcomes of Co-ordination. We have witnessed a remarkable ability to think flexibly and provide relevant recommendations to the Co-ordinated Organisations. This is exemplified by the new Salary Adjustment Method (SAM), which will govern salary adjustments from 1 January 2026. The option to neutralise the effect of Co-ordination-wide Purchasing Power Parity (PPP) was precisely what the OECD needed. In the past, we had to invoke our affordability clause several times, but with the broader flexibility granted by the SAM, we hope this will be less necessary.

Co-ordination is most effective when it serves the interests and needs of all Co-ordinated Organisations. Designing a co-ordinated method that achieves this balance was a significant challenge, but one that we have successfully met. The accelerated procedure for special and extraordinary salary adjustments in cases of high inflation is another example of our collective success. This is particularly relevant for our staff posted in Istanbul, where the situation is highly sensitive.

We are also grateful for the review of the salary scale for Türkiye, and we anticipate a switch in the reference city for rent parity from Ankara to Istanbul. This adjustment is crucial for the OECD and will also benefit other Co-ordinated Organisations with staff in Türkiye, such as NATO and the Council of Europe. Addressing the past issues with salary levels in Türkiye is vital to ensuring our ability to deliver on our Programme of Work and Budget (PWB).

Co-ordination must always consider the competitiveness of the Co-ordinated Organisations, enabling them to fulfil their mandates and the priorities defined by member countries.

As you know, the OECD is currently undergoing a new pension reform. I want to reassure our existing pensioners that they will not be impacted, as it is not about the pension arrangements of retired staff. It is to ensure the OECD pension provision is fit for the coming decades, reflecting trends in retirement systems and the current economic realities. The review was initiated by our Members, as many OECD countries have recently worked to revise and modernise their pension systems to address ageing populations and rising costs. At the OECD, since the introduction of the NPS in 2002, contribution rates to the scheme have been increasing.

For current staff, several grandfathering provisions will soften the changes. The new age limit of service has been set at 67, allowing current staff to enjoy longer careers if they wish. Additionally, changes have been approved for staff under the New Pension Scheme regarding normal and early retirement ages. We are also in the process of approving a third pension scheme, set to enter into force in July 2025. This new defined benefit scheme will offer a dynamic accrual rate over time and more options for staff, including the ability to take a lump sum at retirement.

Throughout our pension reform process, the OECD has relied on the expertise of the International Service for Remunerations and Pensions and the technical expertise of CAPOC[1], the technical subsidiary body of the CRSG[2] in charge of pensions. Their contributions have been invaluable.

In conclusion, the OECD values the work of Co-ordination and is deeply grateful for the input it provides at various levels. Together, we continue to build a future that honours our past while embracing the challenges and opportunities ahead.

Thank you.

Ulrik Vestergaard Knudsen

1 Pensions Administrative Committee of the Co-ordinated Organisations

2 Committee of Representatives of the Secretaries/Directors-General

Mr Syd Maddicott

Chairman of the Co-ordinating Committee on Remuneration (CCR)

(Original English)

Mr Chairman, Members of AAPOCAD and its Board, My Co-chairs of Co-ordination, Colleagues of the ISRP, and fellow pensioners,

It is a pleasure for me to address you all once again at the AAPOCAD General Assembly.

If I were to give a title to my remarks it would be "Recent Developments in Co-ordination". I shall be very happy to talk to you today about the latest developments in Co-ordination and comment on what I see as their significance. I'll also be ready to try my best to answer questions at the end. Most I will mention has no direct effect on AAPOCAD members, but I know you all take a lively interest in the subject.

The most significant and recent development is agreement on a new Salary Adjustment Method (SAM). This was achieved at the Co-ordination meeting of last month in Paris at which your representatives were present. If the CCR recommendation is accepted by the COs, it will affect salaries from 1 January 2026.

The main feature of the new SAM is that two Co-ordinated Organisations (COs) will have the option of neutralising the effect of Co-ordination-wide PPP.

Some member countries of those two COs, (namely the OECD and the Council of Europe) have for some time been concerned about the impact of PPP on their organisations' budgets. Any increase in staff costs can pose serious problems for an organisation in which staff costs represent a very high proportion of total costs, especially when budgets are tight.

"Why" some member countries asked "should costs at our organisation be added to simply because of a comparison with Brussels? Nearly all our staff work in France."

Some CCR members questioned why Brussels was the base city for PPP calculations. Was it because most CO staff were based in Belgium at the time the choice of base city was made? If so, that was no longer the case. In the end it was discovered that staff numbers were not the deciding factor but collaboration with Eurostat and the assessment of the adjustment method by a monitoring committee (A64 and A65 WG) was very important.

Some CCR members wanted to consider changing the base city. On legal advice the CCR realised that no change could be made during the period of operation of the current SAM, which was not due to expire until 1 January 2026, so the CCR set itself a target of agreeing a new SAM well in advance of that date. The revised treatment of PPP was prioritised in discussion and various options considered.

In the case of the recently agreed SAM the CCR wished to agree some key elements as soon as possible to forestall any serious consideration by the OECD and Council of Europe of leaving the Co-ordinated SAM.

After lengthy discussions, including on the option of changing the base city or having more than one base city, it was agreed that at the outset of the next SAM in 2026 the two organisations, CoE and OECD, could opt to neutralise the effect of Co-ordination-wide PPP. I should stress that, along with parallelism, PPP is a pillar of the Co-ordinated system as it stands, and that does not change with the new SAM. If an organisation meets the criteria for neutralisation (75% or more of their staff in a single country where at least 25% of the staff of all COs are posted - in the case of OECD and CoE in France) then that organisation may opt to neutralise the effect of PPP to the extent that cost-of-living comparisons with Brussels will no longer be applied.

PPP will continue to be applied to all staff within that organisation based outside France, so that all staff of equivalent grade and seniority in CoE and OECD will have their salaries adjusted to ensure an equal standard of living, wherever they are based. Staff in these COs are not guaranteed to have an equal standard of living with similarly graded staff in other COs.

The result of the agreement on a new SAM is that the two organisations will have to decide whether to opt for neutralisation at the time they adopt the new SAM. They will then have to live with that decision for at least four years. As we have seen, legal advice is that changing something as fundamental as PPP cannot be done during the period of validity of a SAM.

I should say that until the 2022 salary adjustment calculations, neutralising PPP comparisons with Brussels would have, for a few years, reduced costs for both the COs concerned. Recent results are rather more ambiguous. Whether neutralisation of PPP will apply is now a matter for the Governing Councils of the two COs to decide. The CCR cannot give any guarantee which option will be the better from a budgetary point-of-view over the period of validity of the new SAM.

The national delegations who make up the Governing Councils of those two COs will need to continue to ensure that the budgets of the organisations are sufficient to pay staff any reasonable increases that the new SAM will prescribe.

A point I have made in discussion is that withdrawing from the Co-ordinated SAM will not provide any easy means of resolving the question of staff costs and budgets. The legal constraints on ANY Salary Adjustment

Method, even one developed independently for a specific organisation, would probably result in very similar salary adjustments to those produced by the Co-ordinated SAM but probably at much greater cost.

What has happened is that the CCR and the CRSG have agreed a new SAM which gives a little more flexibility to those two COs. The remaining four COs are happy to proceed with PPP as before. They would not in any case meet the very tightly defined criteria which would permit them to opt for neutralisation.

This flexibility hardly amounts to tearing up the CCR rulebook but does permit very different organisations to participate in the Coordinated SAM, irrespective of the proportion of staff costs to total costs and the location of their staff. Co-ordination may need in future to call on more flexibility.

What else is new in the SAM? Well, much has stayed the same. The reference index applicable to adjustments to the salaries of staff of the COs will continue to be calculated on the changes to net real salaries in the national civil services of the eight reference countries. The weightings of those reference countries will be updated. The duration of the next SAM will be the same as that of the current SAM – four years with two possible extensions of a year each.

The Moderation Clause has been altered slightly to give a new floor/ceiling of plus or minus 3% (as against the existing 2%).

The Exception Clause has also been modified so that is triggered if the average GDP of the reference countries is forecast to shrink by 2% or more (from -3% GDP growth in the current SAM). A proviso has been added that six of the eight reference countries must have a forecast decline in GDP for the clause to come into operation.

Another changed feature of the next SAM is the treatment of Special Adjustments of Salaries in the case of high inflation. In many cases, such adjustments have had to be agreed by silence procedures because they occurred between Co-ordination meetings. From now on, they will be agreed and applied automatically, though the CCR will retain the right to review and alter such adjustments if necessary.

A similar provision will apply to Extraordinary Adjustments due to very high inflation, which has now been integrated as part of the SAM. These adjustments have in recent years concerned salaries in Türkiye. The CCR and CRSG did investigate the possibility of pegging salaries to a hard currency like the Euro, but this was considered impracticable, mainly because of the effect on pensions and the complex nature of the calculations.

Moving on from the SAM, a new salary scale for Türkiye was also agreed at the September meeting subject to a silence procedure. This, with transition arrangements, will replace the temporary scale for Türkiye agreed in 2023 and is the ’permanent solution’ the CCR had pushed for.

Salaries in Türkiye will be adjusted by a PPP factor which takes into account the cost of living for Ankara (versus Brussels for most COs, but versus France for any CO which opts to neutralise the effect of Co-ordination–wide PPP). The difference is that rental costs will now be assessed on Istanbul, not Ankara. Similar methods have been previously employed elsewhere (for example using rents in Geneva while the prices of all other items in the basket continue being those collected by the Swiss Federal Statistical Office in Bern when assessing PPP for Switzerland).

This change will go a long way to resolving the problems of staff in positions in Izmir and in Istanbul itself, where rental costs vastly exceed those in Ankara. It will also limit the risk of rents in Izmir potentially greatly surpassing those of Ankara in the coming years.

Now that the question of the SAM has been settled, we anticipate being able to reduce the time spent in Co-ordination meetings. No meeting in 2025 is planned to last longer than two days at most. Time and money saved for all.

I highly recommend that Co-ordination continues to be held as a live, in-person meeting. It should not, in my view, be seen as a potentially hybrid meeting, though we will continue to offer remote participation where health reasons prevent delegates attending in person. Co-ordination is a live negotiation between the three committees and benefits greatly from the personal contact that takes place in the meeting and in its margins.

I want to place on record my thanks first to the ISRP for its accurate and efficient work over the last year. As you may know, the former head of the Remuneration and Benefits team, Gastone Guglielmina, is leaving the ISRP on retirement. I thank him and wish him well. His successor, Elizabeth Albarran, is well known to all at Co-ordination and is already doing an excellent job.

I would also like to thank my two co-Chairs, Christian Overbeck of the CRSG and Samuel Quesada-Ruiz of the CRP for the spirit of co-operation shown by them and their committees in recent months as we have striven to act as midwives to the new SAM. I detect an improving atmosphere in Co-ordination as we head into the future. Christian will be standing down as CRSG Chair shortly - Co-ordination owes him a big vote of thanks.

On family and dependant child allowances, which I know will be of particular interest to some, I can say that there have been some changes in the latest CCR Report which was agreed at the September meeting for implementation on 1 January 2025. Most allowances were increased but a few decreased. This is caused by the correct operation of the system, incorporating, as it does, both parallelism and PPP. I have asked for copies of the relevant parts of the CCR Report to be passed around.

I fear I have taken too much of your time, dealing with technical subjects. Thanks for your kind attention. I do hope that your next speaker can be more entertaining. I'm happy to attempt to deal with any questions.

Syd Maddicott

Mr Christian Overbeck

Chairman of the Committee of Representatives of the Secretaries/Directors-General (CRSG)

(Original English)

Thank you very much for the opportunity to address the AAPOCAD General Assembly. It's a pleasure to be with you again.

In today's uncertain world, it is more important than ever to maintain strong ties between pensioners and their former organisations. As former staff members, you spent your careers contributing to the success of these institutions. The insights and experiences you gained over those years continue to be valuable long after retirement. With regular dialogue and a sense of community between pensioners and their former employers, we not only strengthen institutional memory, but we also build a culture of mutual respect and continuity. The advantage for Coordination is evident.

One of the key benefits of the Coordination process with the three colleges—CCR, CRSG, and CRP—is that it gives us a dedicated forum to address highly technical and politically sensitive issues like remuneration and pensions. This helps to avoid the need for lengthy and difficult discussions within each organisation when it comes to compensation packages.

But for this system to work effectively, there must be a shared understanding among all parties in the three colleges. As former staff, you know better than anyone how passionate and dedicated our colleagues are to their work. However, we also need to face the reality of an increasingly competitive labour market, with a shrinking pool of skilled professionals, especially in some technical fields. Coordination needs to address these challenges.

Now, on the subject of the SAM, we were able to reach a reasonable compromise. From the CRSG's perspective, the improved tools to handle high inflation—especially in Turkey—are good news for all of us. We appreciate the constructive approach from the CCR in that respect. However, other topics, such as the role of the PPP, were much more controversial. The process, as I mentioned last year, was a bumpy road. There was significant political pressure to address an issue that four organisations were not interested in. And while it's understandable that some organisations face different circumstances—some are growing, while others are dealing with severe budget constraints—involvement in Coordination carries a responsibility to look after the needs of all six organisations. The CRSG worked hard to propose a solution, and it took long, difficult negotiations to get there.

We are concerned that some Member States in the CCR may not be fully considering the long-term needs of all organisations. And, given the global environment we are facing, that presents a serious challenge.

That said, just like last year, I want to commend the CCR Chair for his efforts to keep the Coordination process intact and to make sure everyone's concerns are heard and addressed.

Lastly, I want to express my thanks to the SIRP for making sure everything continues to run smoothly. It's quite an accomplishment to provide so many different services and to do it in a way that satisfies pensioners, Member States, organisations, and staff alike.

Thank you.

Christian Overbeck

Isabelle Conway

Vice Chair of the Committee of Staff Representatives (CRP)

(Original in French)

Mr. Chairman, dear John, dear colleagues,

Thank you for inviting me to attend this AAPOCAD General Assembly, and I am delighted to be here.

This is my first AAPOCAD General Assembly, having had the honour of being re-elected in September as first Vice Chair of the Committee of Staff Representatives (CRP) at Co-ordination level. I am well aware that I have taken on an important and challenging responsibility, and I recognise the importance of working together and of remaining strong and determined.

The CRP has proved in Co-ordination meetings that it is open to dialogue with the CCR and ready to consider ways of improving our salary adjustment method (SAM), but with a cool head and a medium/long-term strategy. In times of crisis (whether economic, health or military), it is never a good idea to want to go too fast.

Our current salary adjustment method was approved in September 2021 with the addition of the exception clause, which is designed to take account of exceptional crises like Covid-19 that affect the GDP of certain countries, even though these difficulties are already factored into the calculation of our adjustments, and we too have suffered from the health crisis. As this was not enough for some CCR members, a new review of the salary adjustment method was immediately added to the Programme of Work to give us enough time to examine it before September 2025 (after efforts to amend the method along the way, an idea for which the CCR received a negative legal opinion).

We have therefore just spent the last 3 years working on the salary adjustment method at the CCR's behest. The result is a new salary adjustment method which was approved by the CCR in September, and which will become applicable on 1 January 2026 after adoption by the Council of each Co-ordinated Organisation.

The CRP notes that the guiding principles of the SAM (parallelism with changes in net salaries in real terms in national civil services and purchasing power parities) are maintained, and that the method reasonably meets the requirement of producing results that are "stable, transparent and predicatble".

The CRP also notes that the reference countries and the period of validity and possible extension of the SAM have been maintained. It welcomes certain simplifications (such as the harmonisation of the method of calculating salary scales when applying the moderation clause), and the drafting efforts aimed at making the provisions more intelligible and improving terminological consistency between the two language versions (e.g. special and extraordinary adjustments).

The CRP regrets the decision to offer the OECD and the Council of Europe an option to neutralise the potential effect of the PPP curve for France on the salary adjustment index. The “specific situations” unassumingly referred to in the CCR Report reflect, in the view of the CRP, the desire of the Member country representatives of these Organisations to limit the impact of the payroll increase on the budgets of these Organisations. The Councils of these two Organisations have also stepped up their criticism of the effects of Purchasing Power Parities (PPP) on the SAM, threatening to develop their own salary adjustment method in order to impose a mechanism for neutralising the effects of PPP between Belgium and France. The CRP considers that the gains anticipated by the Organisations demanding this mechanism are speculative, as they are extrapolating a continuation of the PPP effects observed in recent years, when in actual fact future trends are uncertain. The CRP notes, however, that if the two Organisations eligible for PPP neutralisation decided to activate the mechanism, then it would neutralise all the effects of PPP when they move outside the ±2% corridor, both above and below. It also notes that once the neutralisation has been carried out, PPP will still be corrected between France and these Organisations' other duty stations. It therefore considers that the principle of purchasing power parities is maintained between officials in the same Organisation, but not between officials in two different Organisations. In the case of Türkiye, for example, this could lead to a rapid decline in the attractiveness of two of the three Organisations present in the country.

By allowing two members of Co-ordination to remove themselves from the system guaranteeing the equivalence of purchasing power parities for staff across the Co-ordinated Organisations, the CCR is undermining the unity of the system, for reasons related to the specific budgetary circumstances of specific Organisations. This development is emblematic of a process of de-coordination by which the Co-ordinated Organisations give precedence to what they consider to be their specific interests, which are sometimes short-sighted, at the expense of the simplicity and coherence of a more homogeneous co-ordinated system. The CRP feels that this trend is leading to an erosion of the status of the international civil service in the Co-ordinated Organisations.

With regard to the change in the threshold triggering the exception clause from -3% to -2%, the CRP expressed reservations about the uncertainty associated with the fact that it is based on real GDP projections that have not always turned out to be true. The CRP also expressed concern about the risk of the threshold - which is a weighted average of the growth forecasts of the eight reference countries - being triggered due to the collapse of growth forecasts in one or two countries while the other countries were nowhere near recession. In the CRP's view, a situation like this could not be considered an exceptional major economic crisis across all Co-ordination countries. The CRP would have liked the change in threshold to come with an additional condition requiring growth forecasts to be negative in all the reference countries, but in the end it accepted the CRSG’s proposal, which specifies that the growth forecasts must be negative in at least six reference countries.

The CRP took note of the change in the threshold for triggering the moderation clause, and observed that this would reduce the smoothing effect of adjustments.

The CRP welcomes the integration into the SAM of the “Exceptional temporary measure applicable in case of very high inflation in Turkey” mechanism (283rd CCR Report). An extraordinary adjustment mechanism of this type is necessary in countries experiencing very high inflation to complement the special adjustment mechanism. The CRP also welcomes the simplification of the procedure for implementing special and extraordinary adjustments, which will improve the responsiveness of these adjustments. In a context of very high inflation, rapid compensation is necessary, at the risk of failing in the objective of preserving the purchasing power of officials when adjustments are paid late, when prices have risen again. It hopes that the Co-ordinated Organisations will draw inspiration from the procedure adopted by the CCR to adopt, at their own level, a procedure enabling them to respond promptly to these losses of purchasing power.

The CRP regrets that the CCR rejected the CRSG's proposal to reintroduce a mechanism allowing the CCR, in certain cases, to recommend suspending a negative salary adjustment.

The CRP welcomes the reintroduction of a clause allowing the CCR to launch comparative studies of salary levels in some countries where Co-ordinated Organisations face a loss of competitiveness when the labour market has undergone structural changes that have not been accounted for by the ordinary SAM mechanisms. The CRP considers that these structural changes in national labour markets do not necessarily involve factoring in inflation or price volatility affecting the calculation of PPP. In these exceptional cases, the SAM must provide for the possibility of correcting the salary scale, and the CRP stresses the importance of involving all three committees in this mechanism.

It is important to remember that the duty of the Committee of Staff Representatives at Co-ordination level is to do its utmost to defend the rights of serving staff and pensioners in the Co-ordinated Organisations, because whenever it has the opportunity to do so, the CCR makes recommendations to our governing bodies that are eroding benefits. The CRP remained faithful to this principle during the discussions on the new SAM, and will remain true to this principle in all future Co-ordination discussions.

Naturally, we must remain open to dialogue with the CCR. We simply have to be prepared not to accept everything, and in particular to stand in the way of Member countries regularly reneging on their past commitments.

I think it is very important for the Representatives of the Secretaries/Directors-General in the CRSG and the staff representatives in the CRP to be able to agree on the need to defend the Co-ordination system in the interests of pensioners and serving staff, and therefore in the interests of the Organisations. I am a fervent advocate of constructive dialogue with the aim of protecting (as far as possible) the conditions of staff and pensioners in Co-ordination. The recent discussions on changing the salary adjustment method were a good example of how useful it is for the two committees (CRSG and CRP) to agree on defending a solution that is fair and works.

I would like to take this opportunity to pay tribute to the CRSG Chair, Christian Overbeck, for our respectful and constructive dialogue, to the CCR Chair, Syd Maddicott, who is not always in an easy position given the sometimes extreme ideas expressed by some CCR members, and to Jean-François Poels in his capacity as Head of the ISRP, with thanks to his service for their magnificent technical work in support of Co-ordination.

I would like to finish by saying how pleased I am to be working at the CRP with AAPOCAD, which is an essential partner when it comes to staff representation at Co-ordination level. With its Chair, John Parsons, of course, but also with Isabelle Tezcan, Bernard Waquez, Jean le Ber, and not forgetting Alain Bataille, former CRP Chair and now one of the CRP's AAPOCAD representatives. Your in-depth knowledge of Co-ordination and your technical assistance are absolutely essential for us to move forward. Thank you very much on behalf of the CRP.

Thank you, Mr Chairman, thank you John. Thank you all for listening.

Isabelle Conway

Mr Hannes Langeder

Chairman of Pensions Administrative Committee of the Co-ordinated Organisations (CAPOC)

(Original English)

Mr. Chairman, dear John, dear colleagues,

Thank you for giving me the opportunity to speak in my role as Chair of the CAPOC at your General Assembly!

Since I traditionally speak after my colleagues who chair the three Co-ordination Committees, which are much more political in their nature, let me start by giving the usual contextual overview and the “raison d´être” of CAPOC.

The Pensions Administrative Committee of the Co-ordinated Organizations was created in 1974 to ensure uniform application of our pension regulations. It is a technical committee, which reports to the CRSG, and which meets normally four times a year.

CAPOC consists of representatives from the six Co-ordinated Organizations, from observers, like the RATU, EU Sat Cen, EUISS as well as the European Patent Office, whose pension management is entrusted to the ISRP.

The legal, fiscal and actuarial experts from the ISRP support the Committee and its members with great efficiency and dedication on the various aspects and agenda items we need to cover.

The Committee's scope has been enlarged since its creation with the entry into force of new pension schemes in the various Coordinated Organizations, and it provides technical opinions on the other defined benefit schemes, which are the NPS (Council of Europe, ESA, EUMETSAT, OECD), ECMWFs DBFPS or the Council of Europe's TPS.

The tasks the Committee covers are in a nutshell (i) the review of the Pension Rules, or provision of technical opinions thereon at the request of the CRSG; (ii) review of the staff contribution rates to the different Pension Schemes; (iii) pension transfer agreements; (iv) matters relating to taxation/tax adjustment, (v) the annual balance sheet; and (vi) approving the assessment of pension rights.

Moving to the current tasks, which kept the Committee - but even more the ISRP - busy, I can now at my 4th intervention at your GA state that the work on the review of the Staff Contribution Rates of the Pension Schemes has been practically concluded.

Just to re-call: we started the activities in early 2022 for rates which will apply as of January 2025, and the 342nd CCR Report on the CPS Rates was issued after the Tripartite Session in February this year; as of today this report has already been adopted in 3 Organisations.

The 342nd Report included also the revised Early Retirement Coefficients (Pension Rules Article 8), and we believe that it is good practice to submit the staff contribution rate and coefficient changes also in the future together, rather than addressing them in 2 separate reports with a half year gap in-between.

The final step in this exercise is to update the set of coefficients relating to transfers under the Instructions to Article 12.

You are all aware that recommendations for changes to the CPS are within the remit of the Coordination Process. The governance for the various New Pension Schemes lies however with the Organisations' Delegate Bodies.

For those schemes, the work concluded with dissemination of the CAPOC technical reports to the Organisations, which equally contained new contribution rates and early retirement values.

Let me at this point thank the members of the CRP Pensions Working Group, to which AAPOCAD also contributes, for the excellent and open discussions we had over the past years, and which lead to various improvements, e.g. on the way the discount rate is calculated.

I mentioned last year the tendencies or pressure from governing bodies in some organisations to change certain aspects of the new schemes to ensure the sustainability of the organisations' pension schemes and that we could expect that the NPSs will not remain aligned among the COs in the same way as the CPS in the long term.

Well, we are getting there a bit faster than we thought and, some "NPS organisations" have chosen to implement organisation-specific individual contribution rates instead of an aggregated one in their NPS.

You may also have heard that the OECD, based on the request of its Member States, is working on a set of further reaching amendments to its NPS rules, and on the implementation of a Third Pension Scheme. In this context it is noteworthy that the respective rules for contribution rate calculation will most likely include the new parameter of expected return of the fund's assets. This approach might be inspiring in the near future for other organisations and pension schemes, as CAPOC will obviously need to address the issue of the value of the discount rate for the calculation of the contribution rates.

This is obviously a paradigm-shift, from a regulatory framework perspective, namely from the concept of a purely "budgeted" scheme to inclusion of funding elements in such calculations. If it is natural and relevant that the funding of pensions is better taken into account, it is nevertheless important to include some safeguard mechanism to avoid that the risk is not fully shifted to the staff contributing to the scheme in case the performance of the respective fund falls behind the expectations.

Another - and completely different - complex item that was discussed at length and led to a technical opinion of CAPOC, was the question of how a safeguard clause in the new Salary Adjustment Method (SAM) (by temporarily setting a hard-currency scale in duty stations with very high inflation/currency depreciation) would affect pension matters. CAPOC concluded that it would be feasible, albeit only possible subject to a challenging change of the administrative processes and most likely requiring Pension Rule amendments. Ultimately, a different solution made it into the new SAM, which is from the pension related perspectives certainly appreciated.

As a last substantive point let me also mention that CAPOC has started brain- storming on the consequences of ESA's Administrative Tribunal's Decision, case 143. For those who are not aware what this decision covers: it is about the combined effect of special salary and pension adjustments. It is way too early to mention any possible ways forward now, but I am sure you will hear about it when we get there.

I want to thank the ISRP for its excellent support to CAPOC, despite the resource issues in the CAPOC Secretariat. I think that outside the Committee itself, nobody realised the challenging situation.

Before concluding, I want to also thank AAPOCAD for inviting me to your annual conference in my role as CAPOC Chair. After almost 5 years, which was an interesting period, firstly over-shadowed by the pandemic and then followed by the unprecedented high-inflation and complex discussions on the matters I alluded to earlier, I will step back to become again a “regular” CAPOC member representing my organisation at year end.

Needless to say, I will also support Alejandro Zamorano as my successor, who has been an excellent vice-chair in the last years, and I trust you will also join me in welcoming him in his new role.

Thank you for your attention and I am now available to answer your questions.

Hannes Langeder

Ms Margaret Gilman Jaouen

Head of the Payroll Administration Unit,
International Service for Remuneration and Pensions (ISRP)

(Original English)

Thank you, Mr Chairman, hello everyone,

I think you are already familiar with the International Service for Remunerations and Pensions (ISRP). Jean-François Poels, its Head, unfortunately cannot be here today. He was called away on an urgent matter and asked me to speak for the ISRP and to convey to you his warmest greetings. I would like to share some information before handing the floor to my colleague Tricia Joos, payroll officer at the ISRP.

First, I would like to emphasize that the ISRP remains at the service of pensioners and of the International Organisations that have entrusted it with paying pensions. The actions we carry out are the result of applying the pension regulations of the different organisations, or the consequence of decisions taken by the governing bodies of these organisations. We simply apply the decisions taken by the organisations.

Secondly, as Jean-François Poels mentioned last year, thanks to the Coordinated Organisations, ISRP obtained some additional resources that are being deployed in the service of pensioners as quickly as possible. This is a positive outcome that we should all appreciate.

Thirdly, there have been some developments since the last General Assembly of AAPOCAD.

The consulting firm commissioned last year by the Executive Directors, as part of an effort to streamline management costs, reported its recommendations in January 2024.

Their analysis included interviews with stakeholders, among whom your Chairman John Parsons, given the opportunity to speak freely about pensioners’ needs.

The consulting firm’s recommendations focused on areas and processes which could and should be automated, especially in payroll services.

Some concern our internal operations, invisible to pensioners.

Other recommendations reinforce the general trend across services to step up the pace of digitisation and increase the autonomy of everyone involved, including you pensioners.

In the future, you may be given more access to tools and information databases that can help answer your questions, because we will have comparatively fewer resources dedicated to this type of activity. This aims to free our payroll officers to concentrate more on evaluating your pension rights.

How and when ISRP would enact the recommendations are currently the subject of ongoing study.

Rest assured, the tools will be designed to be simple, and you will have help to use them easily and effectively.

The comparison with banking services is apt. You are now accustomed to carrying out many transactions with on-line tools at all hours of the day or night and no longer need to contact your branch as often as before.

Because we care about protecting your data, we are looking into reinforcing the security of our tools like IPSI KiosK, for example, implementing double authentication measure just like for banks.

Despite constant growth in the volume of pensions served, we make every effort to keep the human touch.

The ISRP already developed an on-line tool for accessing pay slips and other pension documents, the digital safe IPSI KiosK.

IPSI KiosK is part of the drive to streamline and automate. You may not know that all the paper documents we receive must be converted into electronic format for archiving. No conversion is necessary when the communication is entirely electronic.

Jean-François Poels asked me to thank you for embracing IPSI KiosK and reaching 68% of all pay slips deposited on the digital safe! He encourages you to keep it up!

Electronic messages sent you from IPSI KiosK will become more frequent, particularly with the addition of annual statements of benefits for even more countries.

The head of ISRP will keep in touch with the AAPOCAD Chairman so that together AAPOCAD and ISRP can chart the course for the future and support the digital transformation that is already underway.

I will now hand the floor to my colleague Tricia Joos, for more concrete information. She is the ISRP payroll officer responsible for Council of Europe.

Margaret Gilman Jaouen

Ms Tricia Joos

Payroll officer in the Payroll Administration Unit, International Service for Remuneration and Pensions (ISRP)

(Original English)

Good morning, everyone! It is a pleasure to be with you today and have the opportunity to share with you all that my colleagues and I have been doing over the past year.

These figures include pensions for NATO and the Associated organisations administered at the ISRP payroll administration unit.

- Total pensions under administration in September 2024: 13 441
- A 3% increase since September 2023
- This includes:
  - 274 under the New Pension Schemes
  - A 20% increase over September 2023
  - The 3rd Pension Scheme at the Council of Europe now has 2 active retirement pensions.
- Geographically speaking, 9013 pensions are administered at the ISRP Payroll Administration Unit here in the Paris area.
- 91% of them reside in 5 principal countries:
  - 38% FRA 3456
  - 21% DEU 1899
  - 15% NLD 1309
  - 5% GBR 449
  - 5% AUT 426

There continues to be a 2% tie for BEL ITA and ESP.

For the pensions administered at the ISRP payroll administration unit,

- 68% of pay slips in September 2024 were delivered via IPSI KiosK, ISRP's digital safe.
- A 2% increase over September 2023.
- We'd like to take this moment to remind everyone to open their pay slips every month, as we often add notes at the bottom of them to give further information or instructions.
- Statements of Annual Benefits are now available for over 41 countries on IPSI KiosK; development continues to add more countries in future.

Other note-worthy events include:

- Our 2024 Annual Forms have been sent out in the past week. The emergency contact details, which are voluntary, have been very helpful for us to locate missing pensioners and avoid interruption of payment. Thank you for continuing to update us with this vital information.

We encourage everyone to visit the website as it is open to staff and pensioners at www.sirp-isrp.org. For easier access to information and a more modern look and feel, an updated website is under development. Delivery is expected in 2025, but there is -and will be- no interruption to the website so that you can continue to consult payment dates, practical notebooks on the pension schemes, newsletters and contact details at any time.

The Frequently Asked Questions section on the website has received praise from our Human Resources colleagues at the organisations, as well as from pensioners who find the topics and explanations to be very helpful.

- ISRP has spent extra energy and dedication in 2024 to integrating the OECD New Employment Package Salary scales and its reforms to the New Pension Scheme for staff retiring from July 2024 onward.
- Along with our pre-retirement seminars at other organizations, ISRP had the privilege of participating in ECMWF's first pre-retirement seminar last month.

Thank you very much for this time together. We wish you a well-deserved and happy retirement!

Tricia Joos

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AAPOCAD's Regional Delegate Reports 2024

BELGIUM

Mr William RODEN +32 2 466 2273

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(Original French)

Over the past year, I was only contacted by NATO retiree members of AAPOCAD who wanted information on plans for compulsory contributions to their medical cover, which are under discussion in the competent bodies. I pointed out that questions concerning retirees' medical cover do not fall within the remit of AAPOCAD, which nonetheless follows them informally.

Billy Roden

FRANCE

Mr Malcolm GAIN +33 6 84 30 85 43

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(Original English)

The French Finance Ministry, known colloquially as Bercy from its location in Paris, has still not made a ruling as to whether or not, and if so under what circumstances, we should be liable for CSG and CRDS contributions on our co-ordinated organisation pensions over and above the general income tax which we all pay. Policies and practices still vary from one tax office to another and since some of us benefit from leniency in the absence of a generally applicable decision, AAPOCAD will do nothing to provoke such a decision. However as a general principle it would seem only normal for those of us who benefit from health cover through the French Social Security System to be expected to contribute to covering its cost. Conversely if we have health insurance cover through an in-house scheme instituted by our organization then we should not be expected to have to contribute to financing the cost of the French Social Security system if it is of no benefit to us. Those of us in this latter situation should bear that fact firmly in mind when questioning the justification of calls for such contributions which they might receive from the French Tax Authorities.

I indicated in 2020 that the only written position of the French Finance Ministry that we have seen is that they consider pensions paid by Co-ordinated Organisations with their headquarters in France as being of French (and not foreign) origin. However, some local tax offices take a different view. If we declare our pensions on our tax forms as being from a French source (in box 1AS or 1BS as appropriate), we will most probably be asked to pay our tax in respect of year *n* in four equal instalments in the last four months of year *n+1*. If however we declare them as being from a foreign source (in box 1AM, or 1BM if one is "deuxième déclarant") – and some tax offices insist that we do - we will most likely be asked to pay the tax on our pension in monthly instalments in the year in which we receive it. These instalments are called "*acomptes contemporains*" and are directly debited from our bank accounts by the French authorities.

As a general rule I would suggest that you continue to declare your CO pension in the same way as you did last year, unless you have been instructed to do otherwise. It would be helpful, this year as last, if you could inform AAPOCAD of any sudden or recent changes in the manner in which your income tax is levied on your pension by the French Authorities so that AAPOCAD can in turn keep CRSG and ISRP abreast of the situation in the field.

I would like to take this opportunity to wish you and your loved ones all peace, health and happiness in 2025 and beyond.

Malcolm Gain

ITALY

Mr Franco VELTRI +39 0335 843 3313

fveltri@hotmail.com

(Original English)

The number of AAPOCAD members residing in Italy is 118, an increase of 4 compared to the previous year (85 NATO, 24 ESA, 4 OECD, 3 CE, 1 ECMWF, and 1 EUMETSTAT).

No new major issue emerged this year. Taxation of pensions remains the main common concern.

However, several members who receive invalidity pensions have received confirmation that taxes paid in previous years will be refunded.

The relationship with local international headquarters remains formally good but unproductive, as we and local retirees' associations have received no information about new and prospective retirees. This continues to have an impact on potential new membership. I wonder if an initiative can be taken with Coordinated Organisations to direct respective Human Resources to maintain an active relationship with our associations and involve them in the preparation of personnel close to retirement.

Francesco Veltri

LUXEMBOURG

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(Original English)

For those who don't know me I was employed by NAMSA (now NSPA), at Capellen from 1973 to 2004 in Finance.

I took up the position of Regional Delegate for Luxembourg in the middle of October 2024. At the end of November, I attended the NSPA Former Staff Association's (NFSA) annual general meeting, where I had the pleasure of briefly meeting the president of AAPOCAD – John Parsons.

There are just under 150 AAPOCAD members in Luxembourg, of which the majority are NATO pensioners, plus one from the WEU and one from the OCDE. The mission I've been given is to facilitate their contact with AAPOCAD and tackle problems that are closely linked to the legislation applicable to the pensioners resident in Luxembourg.

I was contacted by a few AAPOCAD members, in a personal capacity, prior to my appointment and I provided them with such assistance that I could. After the NSFA AGM, where I was introduced as the Regional Delegate for Luxembourg, I expect to be able to assist more of the members.

If AAPOCAD members need to contact me please do so by using my email address, which is listed in the member section of the AAPOCAD site, under AAPOCAD Contact Points, Regional Delegates.

All the best for 2025.

Paul Nice

THE NETHERLANDS

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nicodeboer@xs4all.nl

(Original English)

Since 2010 my reports have centred on the follow up to a Supreme Court decision in 2009 that was ignored by the tax authorities. The ESA and NATO Associations tried to come to agreement by negotiation as well as in court after negotiations were broken off. Negotiations were resumed with the help of various Ministries, but there was again no progress. The issues at stake are the following:

- which part of the pension is taxable and if so, the tax category to be applied (Box 1 or Box 3),
- the way tax compensation and allowances are taxed (Box 1 or Box 3)
- the link between the invalidity pensions and regular pensions.

The situation is now that there were negative decisions but also positive decisions. One of the positive decisions was challenged by the tax authorities and was dealt with at a High Court in January 2025. It is our sincere hope that after so many years of uncertainty, our members will get clarity about what is justice.

Another issue is related to the way the pensions of the Coordinated Organizations will be taxed in the future as the taxation of capital Box 3) in the Netherlands and is under review. Some time ago the High Court has decided that the present system is in violation of national and international law. Following this decision, the government has prepared a new method for the taxation of capital. However, the body which provides advice to the Government (Raad van State) has recently analysed the new proposals and concluded with a very negative judgement and the suggestion to abolish this proposal completely. If this advice is followed it will result in a further postponement of the new tax laws until 2028/2029. In the meantime, the taxpayers concerned are advised not to agree any tax assessment until the new tax law has been submitted to and approved by parliament. Until that time there will remain uncertainly about the way the pensions of the Coordinated Organizations will be taxed.

In the beginning of the year I decided that after many years of performing the function AAPOCAD's Regional Delegate for the Netherlands it is time for me to resign. I have asked the Governing Board to seek and nominate a successor at the earliest opportunity.

I would like to thank Hessel Rutten for his contribution to this report.

Nico de Boer

TÜRKIYE

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(Original English)

1. **PENSION ADJUSTMENTS**

The devastating effect of very high domestic inflation on the purchasing power of pensioners compensated in Turkish currency has continued in 2024. The official *annual* consumer prices index (CPI) increase for Türkiye has been 47.09% in November. The increase of the *annual* harmonized index of consumer prices (HICP) which is the Eurostat index applied for pension adjustments, was 48.66% in October.

With a special adjustment of 8.3% expected with effect from 1 December 2024, five special inflation adjustments will have been implemented in 2024. The cumulative effect of these interim adjustments for inflation in the year's first 11 months (January-November) is estimated to be an increase of 42.9%. The *balance* of the 2025 Annual Adjustment of Pensions should be limited to the increase of the HICP in the last month of the year.

Based provisionally on the official *annual* CPI increase *estimate* for 2024, pensioners compensated in Turkish currency are expected to receive a cumulative annual adjustment of approximately 44% for the Reference Period 1 January 2024-1 January 2025, over pension levels at the end of 2023.

The numerically large special adjustments of pensions in the local currency cannot be construed as any extra compensation beyond adjustments for inflation based on official figures, which can be conservative due to domestic reasons.

2. **CONSIDERATIONS AND REQUIRED ACTION ON THE APPLICATION OF ARTICLE 36.2 OF THE PENSION ADJUSTMENT METHOD FOR TÜRKİYE**

In 2023, NATO active staff representatives in Türkiye had submitted a request for a new household budget survey to help remedy their deteriorating situation. As a result, active staff salaries in Türkiye have been improved to a much greater extent than pensions in 2024 with NATO's implementation of CCR's 338th Report, which recommended a temporary extraordinary salary increase measure for Türkiye in the form of a pensionable allowance. The measure was a 100% increase in the A and L category basic salaries, which was implemented throughout the year and a 13% increase in the B category basic salaries, which NATO did not implement.

In December 2023, our Association of NATO-ACE Retired Civilian Personnel (ANARCP) National Representative for Türkiye (NatRep Türkiye) requested from NATO IS after consultation with ANARCP and through the Confederation of NATO Retired Civilian Staff Associations (CNRCSA) that Coordinated Pension Scheme (CPS) Article 36.2, which is also part of NATO CPRs Annex IV, be applied to remedy the huge gap to occur in 2024 between the increase in salaries and that of pensions to the detriment of pensions. CNRCSA submitted the request to NATO Assistant Secretary General for Executive Management on 1 January 2024.

NATO IS HR officials' claim that "*pensions increased at a higher rate than salaries over the past year*" is no longer true. Pensions have not increased at any higher rate than salaries once the salary adjustments compensating for inflation in the second half of 2023 have been implemented in early 2024 and by way of special adjustments in the course of the year. Further, CCR's 337th Report of October 2023 as adopted by NATO has allowed for the implementation of the compounded month-on-month absolute value of the HICP increases rather than the 7% threshold value for special adjustments. Moreover, the claim that "*pension adjustments are implemented more quickly than salary adjustments following any rise in inflation*" did not reflect the situation in 2024. CCR's 337th Report as adopted by NATO had done away with the three-month inflation monitoring for special salary adjustments when the 7% threshold is breached in one month. It seems illogical however to claim that the three-month inflation monitoring must be observed when the 7% threshold is breached in more than one month. An inflation increase exceeding 7% is devastating on staff's purchasing power irrespective of whether it occurs in a month or several months.

NATO IS decided to refer the request for the application of Article 36.2 to Coordination and thus took the matter to the Committee of the Representatives of Secretaries/Directors-general (CRSG). I and our ANARCP NatRep Türkiye argued that our request must not be a matter for "*monitoring within the context of the CRSG*" any longer as claimed at the NATO JCB meetings. The NATO Council had approved in November 2023 the "temporary special measure" for A and L grades as a "pensionable" allowance and the January 2024 revised salary table for B and C grades in Türkiye (CCR 338th Report). It should be incumbent upon NATO to implement the report in Türkiye irrespective of other Coordinated Organisations' implementations and NATO did in fact implement it throughout 2024. Hence, Article 36.2 being part of NATO's own CPRs Annex IV (Rules of the Coordinated Pension Scheme) since 1 January 2020, it should also be implemented independently by the

NATO Secretary General. From a NATO perspective, it had become a matter solely for the NATO Secretary General as in the case of regular annual and special adjustments of NATO pensions. However, Implementing Instructions for CPS Article 36.2 had to be finalized rapidly by ISRP under CAPOC scrutiny and be in conformity with the Implementing Instructions for Article 36.1 that are already part of NATO CPRs Annex IV.

The NATO IS argument in 2024 has been that the special measure implemented for A and L grades was deemed an "allowance" and has not been integrated in the salary scales, and that initial pensions are based on serving staff salary scales and not on serving staff salaries plus allowances. We object to this argument since it is the level of the total take-home pay that determines the staff's purchasing power, with the same very high inflation affecting both active and retired staff. In any case, the IS argument will no longer hold since CCR's 345th and 347th Reports have incorporated a very substantial increase in salaries in Turkish currency in the *salary* scales applicable as from 1 January 2025.

This very substantial increase in the *salary* scale compared with the scale as it stood at 1 January 2024 will mean that the gap between pension and salary increases will widen further in favour of salaries, with salary increases outstripping pension increases to a record extent in Türkiye. AAPOCAD was expected to push for a measure well within 2024. The calculations that I submitted to AAPOCAD showing that the gap in increases had grown to a difference of more than 300 percentage points to the detriment of pensions in the comparison since 1 January 2020 when the adjustment methods were de-linked, have not been shown to either CRSG or CAPOC. It has been argued that the task of ensuring an exceptional pension increase could be difficult, notably in the light of the CAPOC/CRSG decisions to the effect that automatic adjustment for inflation protects the purchasing power of pensions. But that argument was based only on Administrative Tribunal judgments of 2021 rejecting the appeals against the de-linking of the adjustment methods and data provided by NATO IS/ISRP in the absence of my comparative calculation reflecting the actual gap in *increases* in 2024. The advent of the huge gap in increases for Türkiye has obliterated that argument. The current situation is intolerable with pensioners experiencing the devastating effects of the same very high inflation that active staff have been assisted to cope with through a temporary measure since the beginning of the year.

Arguably, the calculation of the CPI by the Turkish Statistical Institution is problematic. However, neither NATO IS nor AAPOCAD should think that it would be difficult to prove to the satisfaction of the International Service for Remunerations and Pensions (ISRP) that the reported CPIs are not the only problem. CCR's 345th and 347th Reports show that ISRP have already tacitly agreed that the current salary adjustment method has not produced realistic results for the case of Türkiye and strived to improve the scale for 1 January 2025 by measures such as substantially improving the purchasing parity curves for Türkiye based on a new consumption structure and a new rent survey, thereby bringing the geographical index for Türkiye from 50.6 to 67.3, with cost-of-living for Belgium set as 100. Obviously, the CPI figures reported to ISRP were not the only problem in previous years. I wish to believe ISRP, CRSG and NATO IS would no longer overlook the fact that pensioners compensated in Turkish currency are subject to the same inflationary environment experienced by the serving staff who have been helped out since early 2024.

ANARCP NatRep for Türkiye has followed up the matter with NATO IS Assistant Secretary General for Executive Management through ANARCP with a view to ensure Article 36.2 is implemented in 2024, but to no avail. In view of the new situation created with NATO's adoption of the 347th Report, ANARCP NatRep for Türkiye will continue to follow up his request within NATO.

3. **MEMBERSHIP**

Based on AAPOCAD's membership data, there were 49 AAPOCAD members residing in Türkiye as of 31 December 2023. There was no staff retiring from NATO's headquarters in Türkiye joining AAPOCAD in 2024. One member resigned from membership. The current number of members will be shown on the AAPOCAD data base as of 31 December 2024.

I thank our Chairman and members of the Bureau and Governing Board for their assistance in 2024 and wish the entire AAPOCAD community a prosperous new year in good health.

Kamil Erker

UNITED KINGDOM / SPAIN

Mr Robin Adrian FLOOD +44 7378 235253
aapocad@dragonsblood.org.uk
(Original English)

I received no requests for assistance this year which fell within the AAPOCAD remit.

Robin A. Flood

Vacancy:

- **Regional Delegate for Belgium**
- **Regional Delegate for The Netherlands**
- **Regional Delegate for Türkiye**

We encourage any AAPOCAD member who is resident in Belgium, The Netherlands or Türkiye and who would be able to peform this function to send his/her application to:
aapocad@oecd.org.

All applications must be accompanied by a letter of motivation stating why the applicant considers him or herself qualified for the position. Applications will be reviewed by the Governing Board at its next meeting, scheduled for the second week of May 2025.

Has your e-mail or postal address changed?

Neither the ISRP nor your original Organisation will inform us of any changes to your e-mail or postal address.

Please therefore inform our secretariat (aapocad@oecd.org) of any change to your e-mail or postal address.
Otherwise, you will no longer receive any information that we e-mail or send by post.

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Elections for the 2025 AAPOCAD Governing Board

The mandates of 12 Governing Board Members expire this coming month of May; there is also one vacancy to be filled for OECD. The seats to be filled, by Organisation, are as follows:

NATO	2
OECD	2
ESA	3
CoE	1
ECMWF	1
EUMETSAT	2
WEU	1
	_
TOTAL	12

The names of the Board Members whose mandates are expiring are shown **in bold** in the table, which for convenience also lists all the other existing Members of the Board.

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Board Members whose term of office is ending and who would like to stand again and pensioners or their dependants who wish to be candidates for the Governing Board are all asked to complete the application form on the website (www.aapocad.org).

Candidates should keep the presentation of their previous experience and of the reasons why they wish to be a Board Member short and concise, i.e., no longer than one-half typed page. This summary should be presented in English and French.

The form is available in English and French on the website under the section "Forms". If you wish to have an electronic or paper copy of the form, please contact the AAPOCAD Secretariat (+33 1 45 24 85 87).

a) Your application form must reach the AAPOCAD Secretariat no later than the final deadline of **Friday, 11th April**.

b) The Bureau will verify that the applications are formally admissible, after which the table of the candidates and the positions to be filled will be prepared along with the ballot papers, which will be sent to you the week of **21st April**.

c) You must then choose how you wish to vote, i.e. either **electronically on the AAPOCAD website (please use this method if possible)** or by post.

The practical instructions for voting electronically or by post will be sent to you together with the ballot papers.

d) Your vote(s) must be received by the deadline of **13th June**, and they will be counted immediately afterwards, with the results being announced at the AAPOCAD Governing Board on **6th November** and ratified at the General Assembly on **7th November.**

e) Any additional information will be sent to you together with the list of candidates and the ballot papers.

Thank you for respecting these deadlines.

John Parsons
Chairman

MEMBRES ÉLUS DU CONSEIL D'ADMINISTRATION à JANVIER 2025
ELECTED MEMBERS OF THE GOVERNING BOARD AT JANUARY 2025

Les noms en gras indiquent le terme des mandats en 2025
Names in bold show mandates ending in 2025

Nom - Name	Mandats - Mandates 1er-1st	Fin-End
OTAN / NATO (8 sièges / seats)		
M. DESBOIS	**2019**	**2025**
M. PARISH	**2022**	**2025**
M. PROUTEAU	2023	2026
M. RODEN	2011	2026
Mme TEZCAN	2017	2026
M. GOYENS	2015	2027
M. SIMONS	2024	2027
M. VELTRI	2024	2027
OCDE / OECD (6 sièges / seats)		
M. HUGONNIER	**2016**	**2025**
M. VANSTON	**2007**	**2025**
M. MOORE*	2017	2026
Mme DUBOSCQ	2021	2027
Mme LINDNER	2003	2027
Mme VAN HULST	2024	2027
ASE / ESA (5 sièges / seats)		
M. CAMPBELL	**2007**	**2025**
M. DE BOER	**2007**	**2025**
M. JAGTMAN	**2016**	**2025**
M. LE BER	2011	2026
M. VELDHUYZEN	2011	2026

Nom - Name	Mandats - Mandates 1er-1st	Fin-End
CE / CoE (4 sièges / seats)		
M. PARSONS	**2016**	**2025**
M. DE BUYER	2023	2026
M. BOHNER	2012	2027
M. COURADES	2021	2027
UEO / WEU (2 sièges / seats)		
M. DE GOU	**2013**	**2025**
Mme BRISSET	2012	2027
CEPMMT / ECMWF (2 sièges / seats)		
M. ERLER	**1995**	**2025**
M. BATAILLE	2021	2027
EUMETSAT (2 sièges / seats)		
Mme NICHOLAS	**2019**	**2025**
M. THIEM	**2013**	**2025**

* Membre de 2009 à 2015, réélu en 2017

AUTRES MEMBRES DU CONSEIL / OTHER BOARD MEMBERS

**PRÉSIDENTS D'HONNEUR/
HONORARY CHAIRS**

M. BORIUS (OCDE)
M. WACQUEZ (OCDE)

**VICE-PRÉSIDENT(ES) D'HONNEUR/
HONORARY VICE-CHAIRS**

Mme DU VILLARD (UEO)
M. GARROUSTE (OCDE)
M. NEITZEL (OTAN)
M. RUTTEN (OTAN)

CONSEILLER JURIDIQUE / LEGAL ADVISER

M. PALMIERI (CE)

**DÉLÉGUÉS RÉGIONAUX/
REGIONAL DELEGATES**

Allemagne / Germany :	**Vacant**
France :	M. GAIN (OCDE)
Luxembourg :	M. NICE (OTAN)
Türkiye :	**Vacant**
RU / UK :	M. FLOOD (ESA)

**PRÉSIDENTS DES ASSOCIATIONS/
CHAIRS OF ASSOCIATIONS**

Mme BAYLIS (ECMWF)
M. WINZER (ESA)
M. ROLLI (EUMETSAT)
M. COMBARIEU (UEO)

Glossary of Co-ordination & Pensions

FORMER STAFF ASSOCIATIONS

AAPOCAD: Association of Pensioned Staff of the Co-ordinated Organisations and of their Dependants.

Its purpose is to bring together all pensioned retired staffs of the six Co-ordinated Organisations, excluding retired staff receiving only a "Provident Fund".

AAUEO: Association of Former Staff of the WEU

AIA: International Association of Former OEEC & OECD Staff

AIACE: International Association of Former Council of Europe Staff Members (AIACE)

AIACE: International Association of Former European Communities Staff

ANARCP: Association of NATO/ACE (Allied Command Europe) Retired Civilian Personnel

APCEB: Pensioners' Association of the Council of Europe Development Bank

ARES: Association of Retired ESA (European Space Agency) Staff.

ARNS: Association of Retired NATO Civilian Staff and of their Dependents

ARNF: Association of NATO Retirees in France

CNRCSA: Confederation of NATO Retired Civilian Staff Associations

EPA: ECMWF Pensioners' Association

EPA: EUMETSAT Pensioners' Association

NFSA: NSPA [*NATO Support and Procurement Agency*] Former Staff Association

CO-ORDINATION

Purposes of the Co-ordination system:

To make recommendations to the governing bodies of the Co-ordinated Organisations relating to:

1. Basic salary scales and the method by which they are adjusted, applicable to the staff categories and all the countries where there are serving staff or pensioners,
2. The Coordinated Pension Scheme Rules,
3. The purpose, amount and method of adjustment of the various allowances.

CCR: Co-ordinating Committee on Remuneration

The correct application of the 1974 Pension scheme is the subject of on-going discussion within the so-called Co-ordination system, which brings together delegates to the CCR proper (comprising some twenty Member countries) and representatives of the staffs and heads of the Co-ordinated Organisations (see below).

CRP: Committee of Staff Representatives from the six Co-ordinated Organisations (on which AAPOCAD is represented), which takes part in all Co-ordination negotiations.

CRSG: Committee of Representatives of the Secretaries/Directors-General of the Co-ordinated Organisations, which advances the views of the Secretaries/Directors-General in the Co-ordination negotiations.

ISRP: International Service for Remunerations and Pensions

This service, resulting from the merger of the JPAS and IOS, is charged essentially with:

a) The management and monitoring of all matters pertaining to the remuneration of staff of the Co-ordinated Organisations (COs) and the Pension Scheme common to the COs;

b) Providing the Secretariat of the Co-ordinating Committee, the CAPOC, and working groups of the CCR.

CAPOC: Pensions Administrative Committee of the Co-ordinated Organisations (the abbreviation CAPOC is now used in both French and English texts).

This body is appointed by the CRSG for more technical work on subjects such as the Pension Scheme Rules. This is an administrative body but has sometimes called on AAPOCAD for its expertise.

PENSIONS

The paragraphs which follow consider, in very condensed terms, some provisions of the Co-ordinated Pension scheme adopted in 1974 which are of practical interest for pensioners. Naturally, reference will have to be made to the actual Pension Scheme Rules for any details relating in particular to the establishment and calculation of rights to a pension and allowances. The Secretariat of AAPOCAD will, on request, supply a copy of any provision concerning our pensioners.

Right to a pension

Retirement pension:

Any permanent member of staff who has completed ten or more years actual service in one or more of the Co-ordinated Organisations is entitled to a retirement pension (for less than 10 years a "leaving allowance" is paid).

- Entitlement to a deferred pension: "entitlement to a pension" starts at the age of 60; if a member of staff retires before pensionable age, payment of his/her retirement pension is deferred until he/she reaches that age. The pension may, however, be paid after the age of 50 at an actuarially reduced rate.

- Survivor's pension: the surviving spouse of a staff member who dies in service is entitled to a pension, provided they had been married to each other for at least one year at the time of the staff member's death (unless death results either from disablement or illness contracted in the performance of his duties or from an accident).

- Reversionary pension: there is entitlement to a reversionary pension for the surviving spouse:
    - of a former staff member in receipt of a retirement pension provided they have been married for at least one year prior to the staff member's retirement;
    - of a staff member in receipt of an invalidity pension provided they were married when the invalidity was recognised;
    - of a former staff member entitled to a deferred pension provided they were married for at least one year when he/she retired.

- The pension payable to the surviving spouse of a member or former member of staff is normally 60% (i) of the retirement pension to which the member of staff would have been entitled while in service; (ii) of the retirement pension to which the former member of staff would have been entitled at the age 60 in the case of a pension deferred to that age; (iii) of the invalidity pension which was being paid to the former member of staff at the date of his/her death; (iv) of the retirement pension which was being paid to the member of staff at the date of his/her death.

Scales for the calculation of pensions

Pensions under our Scheme are initially calculated by reference to the basic monthly salary and the scale applicable to the country of the staff member's last posting at the time the staff member retires. This is the basic rule, but if a former staff member settles subsequently either in a country of which he is a national or in a country of which his/her spouse is a national or in a country where he he/she has served for at least five years in one of the Co-ordinated Organisations, he/she may opt for the scale applicable to that country; in this case the pension is recalculated in accordance with Article 36, paragraph 5 of the Pension Scheme Rules.

On the death of his/her spouse, a former staff member may, on settling in the country of which he/she is a national and /or of which his/her deceased spouse was a national opt for the scale applicable to the country concerned, the pension then being recalculated in accordance with Article 36, paragraph 5 of the Pension Scheme Rules.

Once exercised, these options are irrevocable.

The salary scales for Co-ordinated Organisations' staffs are calculated in euros for the European Union countries which have adopted the euro as their common currency.

Annual adjustment of pension benefits

The new adjustment method which came into force on 1 January 2020 is a consequence of the CCR's 263rd Report: on 1 January each year the adjustment corresponds to the inflation observed according to the national consumer price index (HCPI or CPI) for the country on the basis of whose salary scale the pension is calculated. The adjustment therefore no longer takes account of salary trends in the reference national civil services (B, D, E, F, I, L, NL, UK) or of purchasing power parities.

"Tax adjustment" applying to pensions

The "tax adjustment" established by Article 42 of the Pension scheme rules is one of the provisions of the scheme which has been most fiercely defended by AAPOCAD over the last few years because some Member countries would purely and simply have liked to put an end to this system.

If this had happened, the real level of pensions would have been significantly and in some cases considerably lowered depending on each pensioner's tax position.

The principle underlying the fiscal adjustment is as follows: as pensions are taxable (whereas they were originally calculated by reference to a non-taxable salary) an adjustment is allowed at the rate of 50% of the amount by which the pension of the individual concerned would have to be increased so that, after deduction of any national taxes on the whole sum, the balance is the same as the pension paid. The figure of 50% is due to a compromise reached between Member countries when the 1974 scheme was started because the theoretical adjustment should logically have been 100%.

In calculating the theoretical figure indicated above account is taken only of the statutory tax regulations affecting the tax base or amount of tax for all pensioned taxpayers in the country concerned; obviously no account is taken either of the individual tax position or the assets of the pensioner; or of income other than that paid under the Pension Scheme, or of the incomes of spouses or dependants.

The ISRP works out for each Member state correspondence tables, which specify for each pension paid a figure for the adjustment to be added. These tables determine the recipients' entitlements.

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In Memoriam: Ivan Divoy

Our colleague and friend Ivan Divoy passed away on August 14th. Born on 6 December 1930 in the municipality of La Tour in Belgium, he studied at the University of Louvain and joined the OEEC, the forerunner of the OECD in the early 60s. He worked in the Financial Affairs Branch, where he was responsible for financial statistics in the Capital Markets Division until his retirement in 1993.

But beyond your professional activity, it is to your permanent and unwavering commitment to the representation and defence of your colleagues that we pay tribute to today, dear Ivan. I can attest to this commitment after the years when, in your role as Vice Chairman of AAPOCAD, you provided me with your invaluable advice and long experience.

Before letting our friend Yves Borius make his contribution to this tribute, I would like to say to Joëlle Divoy, who faithfully accompanied Ivan to all our social events, how much we share her sorrow and keep the memory of her dear husband intact.

Bernard Wacquez

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The news of Ivan Divoy’s passing shocked all of us who were privileged enough to be his friend, first at the OECD and then at the AIA and AAPOCAD.

Ivan was indeed a wonderful, loyal and kind friend (although that didn't stop him from sometimes making - well-deserved - fun of one or other of us with his characteristic sense of humour! Ivan was the kind of friend who always listened, who you could turn to for advice and then benefit from his insight and recommendations, so great was his knowledge of everything that concerned our Organisation [*sc. OECD*] and so wide-ranging was his culture, nurtured by his dual French and Belgian roots.

It was his intellectual rigour and fine judgement that led him to be appointed to the challenging position of OECD Mediator by Secretary-General Jean-Claude Paye, who greatly appreciated the quality of his opinions.

It is these same qualities that enabled him, within the AIA and AAPOCAD, to constantly stand by our side as the great defender of our Pension Scheme.

During the difficult times for Co-ordination, when the then Chairman of the Co-ordinating Committee was determined to “erode” our Scheme, it was thanks to Ivan's determination that we avoided being “pared to the bone”. Throughout this difficult period, Ivan was able to counter the arguments of the Member countries in his polite but firm manner, using arguments based on his perfect knowledge of the texts and regulations, and constantly reminding us of the value of the rights that we had acquired.

It is surely in great part thanks to Ivan that we have managed to preserve the essentials of our original Pension Scheme, and in particular, for a long time, the pension adjustment procedures.

In the current, and still challenging, context of ongoing persistent attempts to compromise our Pension Scheme, we owe it to his memory never to forget what Ivan was: our friend, our inspiration and the staunch defender of our pensions.

On behalf of all of us, I would like to offer Madame Divoy and her daughter our deepest condolences.

Yves Borius

In Memoriam*

* The information contained in this section is, to the best of our knowledge and belief, correct.

On behalf of all AAPOCAD Members, I would like to express my deepest sympathy and sincere condolences to the families and relatives of those of our members who have left us and whose names and dates of death are listed below. These colleagues and friends will always be present in our memory. - *The Chairman*

CE/CoE

Christine BELENESI	05/07/2024
Bernadette CLAES	15/10/2024
Yolande DURR	09/10/2024
Francoise MALLET	20/02/2024
Alphonse, Félix OBERLE	31/08/2024
Marillyn ROBINOT	06/03/2024
Robert STRAUSS	15/04/2024
Yvonne ZAEGEL	17/06/2024

CEPMMT/ECMWF

Astrid DINSHAWE	10/08/2024

ESA

Jacques AUDRIC	22/02/2024
Italo BRAGA	27/11/2024
Peter BRINKMANN	21/06/2024
Julia CONNOLLY	19/11/2024
Jacqueline EMMETT	24/03/2024
Cecilia Theresa FEIKES DE GROOT-VAN DER KROGT	12/11/2024
Klaus FUHRMANN	17/09/2024
Marcel GRENON	09/09/2024
Soe Tjoeng HO	12/05/2024
Joan HOLMES	21/04/2024
Marc KUDLIKOWSKI	20/08/2024
Horst MARTENS	30/09/2024
Jacqueline MARTIN-FORLINI	09/11/2024
Henri VAN LOOIJ	19/02/2024

OCDE/OECD

Gina BABOU-ZONGHERO	26/02/2024
Fabio BALLARIN	07/05/2024
Mauricette, Henriette BAZOUGE	27/10/2024
Monique BECQUEREL	22/03/2024
Lucienne BOULAY	23/03/2024
Thérèse BUERGER	13/06/2024
Pierre COUSIN	29/09/2024
Monique DECKERS	07/11/2024
Christiane DEVISME	06/04/2024
Rodolfo DI COLA	04/05/2024
Ivan DIVOY	14/08/2024
Michèle FLEURY-BROUSSE	21/07/2024
James GASS	06/08/2024
Janine GILLET-JULLIARD	14/09/2024
Françoise HAMET	29/09/2024
Denise HARANGER	07/01/2024
Eric MAGNUSSON	21/06/2024
Micheline MARUANI	24/01/2024
Armandine MATHIEU	17/10/2024
François Roger Yves Edmond MONTEIL	11/08/2024
Manuel PESTANA	14/02/2024
Paola PIANTONE	10/01/2024
Maurice POUJADE	14/06/2024
Ludovico ROSPIGLIOSI	21/11/2024
Klaus B. STADIE	23/04/2024
Philip P. TURNER	12/01/2024
Carl WAHREN	13/04/2024

OTAN/NATO

Giuseppe BARBARUOLO	03/02/2024
Sheila BENNETT	11/08/2024
Colette BINET	20/07/2024
Clare BROADBENT	30/05/2024
Klaus BROECKER	03/06/2024
Claudine CHARLOTEAUX	30/07/2024
Patrick DAVALL	03/09/2024
Jeannine FRANCOIS-DE RIDDER	23/09/2024
Enrico FRASCHETTI	26/09/2024
Leontien GLAS-MOL	13/02/2024
Willi HARTMANN	03/04/2024
David HAWKINS	17/09/2024
Ronald Geoffrey KING	19/05/2024
Madeleine LAPORTE-JOYCE	18/04/2024
Jean-Claude LELOIR	21/07/2024
Nellie MASELEK-MOURGE	08/08/2024
Malcolm MCCREEDY	17/07/2024
Mathijs PERGENS	25/08/2024
Jean-Noêl RALET	01/04/2024
Nicolas SCHILTZ	08/08/2024
Catrinus Adrianus (Carel) STIENSTRA	10/08/2024
Christa K. VAN 'T WOUT VON STADEN	02/11/2024
Joseph VAUTOUR	11/05/2024
Johannes, Bernardus VERHEYEN	28/01/2024
Peter WECKERLE	06/06/2024

UEO / WEU

Claudine FUSILLIER-LE ROY	20/07/2024
Maria-Elisabeth STEIN-RUYG	17/07/2024

New Members by Organisation*

CE/CoE

Annie ARMIANOVA
Monique BLEICHNER
Régis BRILLAT
Sanda IMBERT
Leyla KAYACIK
Catherine LAHMEK-SCHNEIDER
Jacques MULLER
John MURRAY
Michael REMMERT
Wojciech SAWICKI
Françoise TONDRE
Christine WILLKOMM - PEREIRA
Geneviève WOODS

CEPMMT/ECMWF

Peter BAUER
Paul BERRISFORD
Jean BIDLOT
Hilda CARR
Claude GIBERT
Jean-François GUEGANTON
Alfred HOFSTADLER
Sylvie LAMY-THEPAUT
Carsten MAASS
Lennart SORTH
Jean-Noël THEPAUT

ESA

Wim ADMIRAAL
Valter ALPE
Salim ANSARI
Maurizio BELINGHERI
John CREDLAND
Juan DE DALMAU
Philippe DELOO
Franziska ERKELENS
Lars ERUP
Philippe GARE
Garry GOULD
Jésus JIMENEZ IBANEZ
Petronella LIJPHART-HERMANS
Pierre MAIGNE
Brunhilde MARTENS
Keith MILLER
Paul Robert NUGTEREN
Pedro Antonio PABLOS CHUECA
Dominique PARPEX-DUPAS
François PETITJEAN
Giovanni ROMERIO
Reinhart ROOS-SCHMIDT
Peter RUMLER
Kaisa VAN BAAREN
Jean Gilbert VERNIOLLE
Drusilla WISHART MILLER
Mikael WOLFF

EUMETSAT

Gordon BRIDGE
Paul Herman COHN
Dorothée DIEBEL
James FLEWIN
Claude KEPPENNE
Sonia MISURI
Angiolo ROLLI

OCDE/OECD

Caroline ABETTAN
Mario BARRETO
Agnès BURGHGRAEVE
Rachel CERLES
Joëlle DIVOY
Sylvie FOUCHER-HANTALA
Michel GUINAND
Christine HUDE
Lynn KIRK-BALDOCK
Ursula KNAPP-MCINNES
Jean-Marie LE GRAND
Concetta MIANO
Marco MIRA D'ERCOLE
Nadine NDIAYE
Antonella NOYA
Michele PAGE
Isabelle PASQUIER MAGNUSSON
S. Josette RABESONA
Penelope RECURT
Ahmed SAIM
Janet SCHOFIELD
Christophe TURPIN
Thierry Josef VEBR
Oscar Raymundo VILLARREAL FERNANDEZ
John WEST

OTAN/NATO

Dirk DEWULF
Malou (Marie-Louise) GOUBER-KIRSCH

Ursula HARTMANN-LORITZ
Edgard KROPP
Nadine LAMBERT - BERNARD
Joerg LAUTH
Luc MARY
Kevin MCGIRR
David NELSON
Elisabeth POWELL - BERBEN
Claudia REIJMAN - NIEUWENHUYS
Maria Francisca SLENTER
Lea STEFFES
Doris STIENSTRA
Michel TANGUY
Osman TASMAN
Ibrahim TÜRKEN
Marie-Line WUIDART

* The above-mentioned members have agreed to have their name appear on the list of members. However, having regard to the EU law on data protection we are not publishing their contact details. Should you wish to contact one of them, please send an e-mail request to aapocad@oecd.org.