



**BULLETIN**  
**No 1 March 2018**

**Dear Member,**

The primary purpose of this Bulletin is to disseminate voting slips for the forthcoming election to the Executive Committee and to announce our Annual General Assembly to be held on 23 May 2018. You are cordially invited to attend our Annual General Assembly where an update on our activities will be provided.

**PERSONNEL**

It is with sadness that we announce the deaths of the following members:

768	Mme	RANSON	Suzanne
717	Mr	STEWART	Alexander
636	Mr	DEUCHE	André
1188	Mr	NAPOLITANO	Giovanni
250	Mme	LUCAS-DEGRANGE	Marguerite
848	Mr	MAT	Hazim
451	Mr	BOOGERT	Bastiaan
1331	Mr	KEMPEN	Jan
487	Mrs	DE JONGE	W.A.
698	Mrs	COOK	Michelle

We express our sincere condolences to their families and friends.

**NEW MEMBERS**

We welcome the following new members to our Association:

1673	Mr	DOHMEN	Heinz-Josef
1674	Mrs	HERMANT	Christine
1675	Mr	CUJPERS	Jacobus-Paulus-Marie
1676	Mrs	AYBERK	Tulunay
1677	Mr	LELKE	Helmut
1678	Mr	PICKWELL	William H
1679	Mr	MEMISOGLU	Gokhan
1680	Mr	SCHNEIDER	Hans Helmut
1681	Mr	GUNDUZ	Mustafa

**ALLIANZ PARTNERS - CHANGE OF NAME**

The following statement has been received from Allianz Partners: "The Official company name is now Allianz Partners and the name of the product of international health insurance that we provide

to our clients including NATO is Allianz Care. If you would for example call our Helpline, you would notice that they answer with 'Allianz Partners, how may I help you?'"

What is important is that nothing has changed towards our members and clients except the name. You are still being serviced by exactly the same teams of exactly the same company which just rebranded the name"

## **ELECTIONS**

Hessel Rutten has served the ANARCP Executive Committee and completed his latest term of three years. Jean Vanderwal was co-opted onto the Executive Committee in May 2017 to fulfill a vacant position. Hessel Rutten has nominated himself again for re-election to the ANARCP Executive Committee. Additionally, Laurie Daykin will stand down from the Executive Committee with effect from May 2018. Therefore, there are three positions to be filled on the Executive Committee. The following personnel have now nominated themselves for election to the Executive Committee in May 2018:

MOELLER	Joergen
RUTTEN	Hessel
VANDERWAL	Jean
VRYDAG	Michele

There are four candidates for three positions on the ANARCP Executive Committee. All four résumés are detailed at Annex A. The voting paper is enclosed separately. Please vote for no more than three candidates. Votes will be accepted by email or post. The two candidates with the higher number of votes will be elected to the committee for a full term of three years. The candidate with the third highest number of votes will serve a period of one year. This will make best use of the skills of the current EXCOM members, as well as three of the nominees who will be elected to the ANARCP EXCOM.

## **PLENARY MEETING TUESDAY 22 MAY 2018, ANNUAL DINNER ON TUESDAY 22 MAY 2018 AND ANNUAL GENERAL ASSEMBLY (AGA) WEDNESDAY 23 MAY 2018**

Please see **Annex B** for details of the above meetings. **Please note the deadline for registering for the Dinner and AGA is Friday 27 April 2018.**

For all communication, please reply to: **laurie.daykin@gmail.com**

**Or by post, return this whole page by mail to:**

**ANARCP (Elections)  
HRM Branch  
Human Resources Management Directorate  
B-7010 - SHAPE Belgium**

## **FINANCES**

The Financial Statements for 2017 and the Budget for 2018 are at Annex C.

## **CNRCSA**

From your Vice Chairman who is also Confederation Chairman and an AAPOCAD Board member:

Your Confederation held an extraordinary EXCOM meeting consisting of our 4 Associations on February 13. This was necessary to deal with an urgent issue. The Confederation heard just prior to the Xmas break a rumour that the Supplementary Insurance covering our Turkish members would

be rescinded as of January 1. A letter was written to the Chairman of the JCB and delivered on the first working day of this year asking if this rumour was true, noting that our Turkish members had not been consulted nor informed of a possible decision that would severely affects them. Subsequently a meeting was requested with the deputy ASG that took place on February 1. As was already verified prior to February, a decision had indeed been taken upon the request of the Staff Association of actives in Turkey negating the pensioners who outnumber the actives in quantity by far. The discussion with the deputy ASG centered around outdated provisions in the CPR related to this issue as well as to discriminatory provisions vis a vis our Confederation. As stated in the meeting the ASG will put the issue on the agenda of the next JCB meeting. This indicates that our concern is seen as valid. The EXCOM was updated and endorsed a mandate for the bureau to present a more detailed proposal as to the way the CPR should be amended. In the meantime members of our Turkish Association have requested an admin review of the decision following the complaints and appeal procedure. The fact that our pensioners have not only not been consulted but more so that they have not been informed of a decision that severely affects their position is their main complaint. Our request to undo the rescinding for our pensioners had not yet been answered in mid February. It is the intent of the Confederation to come out of this situation with a stronger position to defend the interests of our pensioners and to achieve mutual consultation on all aspects of harmonisation of the Supplementary insurance.

The Nations have agreed in 2016 to a salary review system along the principles of the previous rules but under condition of inclusion of a moderation clause which was finally agreed to mid last year. The calculations of the 2018 salary came out as being within the limits of the new clause. The new tables were approved but there was another condition to be worked this cycle: a holistic review of our Coordinated pension scheme. This looked ominous but until February the review just produced a positive opinion by the CCR legal adviser who advised the Nations that vested rights have precedence over considerations to save money.

A hearing will take place mid March by the Administrative Tribunal on the appeal by a pensioner who was affected by the new footnote to art 51.2 of the CPR because she had 24 years and 11 months of service and missed therefore 1 month of service. This pensioner is supported by the Confederation

## **WEBSITE**

The ANARCP website is now live. The website link is:

[www.anarcp.org](http://www.anarcp.org)

There is a restricted part for members.

Login:

Username : **anarcp**

Password :: **Iamretired** (first character upper case)

With warmest regards

For the Executive Committee



Peter Ludford  
Chairman

**Annexes:**

- A Elections and Voting: List of Candidates and Voting Paper.
- B Annual General Assembly: Information and Attendance.
- C Financial Statements

**Attachments:**

- Draft AGA Agenda 23 May 2018
- Election Voting Paper (Separate Sheet)

**VOTING FOR ELECTION TO THE EXECUTIVE COMMITTEE  
RESUMÉS OF THE NOMINATED CANDIDATES FOR THE THREE POSITIONS**

**JOERGEN MOELLE**

My name is Joergen Moeller, I am 73 years old and retired from NATO in 2004, in connection with the closure of JHQ NORTHEAST. I am Danish of nationally, but living in England.

After 8 years, in The Royal Danish Airforce, and 4 years with The European Space Agency, I was employed by NATO in 1974. From 1974 to 1984 I was with in ACE ComSec. SHAPE. In 1984, I moved to HQ Pretreavie Castle, in Scotland, a part of HQ Northwood, and was there to the HQ's closure in 1995.

During my time with HQ Northwood, I held the position of Chairman of the NATO Civilian Staff Association for some years, but resigned for personal reasons.

In connection with the closure HQ Pretreavie Castle, as a redundant staff, I was offered a position, at HQ NORTHEAST Karup Denmark, and was there until 2004 when I retired in connection with this HQ's closure.

During my time at HQ NORTHEAST, I was member of the Civilian Staff Association Committee, where I served as Treasure for many years.

Even, after my retirement, although I have not been a retired staff Nat. Rep. or a retired staff committee member, I have always shown interest in the Staff Associations work, and have taken part each year in the annual General Assembly, for my own cost.

I am very interested in joining the committee, and think it is worth fight for our invested right, and with this in mind our ALLIANZ insurance. As a widower, I have the time, and believe, that I can contribute something to our association.

## **HESSEL RUTTEN**

In spring 1969 I graduated at the Leyden university in Law with specialisation in public International Law. In 2019 I will be 50 year member of the International Law Association. It does i.a. preparatory work for many Treaties. The NL MoD had the best job offer, being in need for someone with my specialisation. For more than a decade I was in charge of all international legal affairs of the MoD. In this capacity I had frequent contact with the NATO and the SHAPE legal advisors. At NATO HQ my first official duty was as head of the NL delegation in the Civil Aviation Planning Committee. Many committees followed. In the mid seventies I attended often simultaneously NAVSTAR (later called GPS) and AWACS committees.

In 1979 I was asked to join the NAEW&C Programme after Ministers of Foreign Affairs had signed the MMOU leaving many crucial issues open, also in the legal area. As legal adviser I had a different job from other NATO legal advisers in advising the General manager and Board of Directors not being part of the Staff under the Chief of Staff. In this fairly independent role I had an open door for Staff even in cases where they had problems with the Organisation.

Some years after the turn of the century, when the programme had matured, I decided on an early retirement that took place in 2006. Immediately I was approached by the ANARCP reps in the Hague who asked me to assist them. I thereafter also joined AAPOCAD, where I am a Board member for the last 9 years. The combination of the knowledge gathered in AAPOCAD and on NATO issues has proven to be valuable both in NATO and in AAPOCAD.

As ANARCP EXCOM member in the Confederation I have taken up a number of issues. In my current priority list the review of the Complaints and Appeals procedure in the JCB stands high. The changes agreed by Nations prior to my start in the EXCOM are detrimental to the position of both Staff and Retirees. The very low percentage of cases won compared with the past underline this as a fact. Together with the Confederation of active Staff we try to revert the situation and improve it. Also together we have recently convinced the Administration that the DCPS has failed to become a pension system as promised in 2005. A WG was started on a new pension scheme. In general the position of Staff has deteriorated over the last decade. Though this in particular affected newly hired Staff, Nations have now agreed to focus on the pension scheme of 1974 making an active representation of pensioners more needed than ever.

This requires a lot of specialised work for which continuity in knowledge is required. It is my intent to remain active in my role which was enlarged last autumn when the EXCOM of the Confederation consisting of the four Associations unanimously appointed me as Chairman. I have accepted the task and hope with your support to execute it to the benefit of all retirees.

## **JEAN VANDERWAL**

My name is Jean Vanderwal, I am 67 years old. I joined SHAPE/ADPSG in August 1991 and retired from SHAPE/NCIA in July 2013. I am leaving close to SHAPE.

I was elected in 1997, at SHAPE Civilian Staff Association (SCSA), I held the position of Vice-Chairman from 2000 till 2007 and became Chairman until 2011. Representing staff interest during reorganization and implementation of new command structures.

At my retirement, I became ANARCP National Rep, Belgium and in 2017 was co-opted as an ANARCP Executive committee member. During that period I dedicated time to help ANARCP President and Secretary in day to day business.

Always interested in Staff association work, I am attending SCSA meetings as ANARCP observer.

The knowledge of The HQ, contacts at NATO HQ and past experience prepared me to defend retiree's interests and their vested rights.

## **MICHELE VRYDAG**

Ms. Vrydag was born in Brussels, Belgium, on 5 August 1959. Following formative primary and secondary (Latin Sciences) education there, she pursued a legal degree (licence en droit) at Catholic University of Louvain (UCL, Louvain La Neuve) graduating magna cum laude in July 1982.

Ms. Vrydag became a member of the Brussels Bar in September 1982 and was, successively, employed by the law firms Taquet Wantiez and De Bandt-Van Hecke, specializing in labour law and, more generally, litigation (commercial law, copyright law – clients were major commercial companies with international operations). In 1986, Ms. Vrydag moved to Tournai, Belgium, where she practiced general law until March 1987 at which time she accepted employment with the United States Forces (Army) , co-located with NATO's Supreme Headquarters Allied Powers Europe (SHAPE) near Mons, Belgium. Her principal area of focus was human resources law connected with a local national labour force of over eleven hundred. In October 1999, Ms. Vrydag was selected to be an Assistant Legal Advisor in the Office of the Legal Advisor, SHAPE. Her initial area of concentration was all legal matters involving SHAPE and its relations with various elements of the Belgian government, matters that are best known under the rubric "status of forces and their personnel".

With the dramatic change in NATO's objectives and missions in the post September 11, 2001 era, Ms. Vrydag became involved in myriad legal issues involving, among others, stationing agreements of NATO, military subsidiary bodies, status and privileges (not related to military operations), civil/military cooperation (CIMIC) within the overall NATO context, relations with the European Union of a non-military nature, procurement, morale and welfare activities of SHAPE, as well as numerous fiscal and budgetary matters of the headquarters. Ms. Vrydag was the primary Legal Assistant for NATO civilian personnel matters, representing SHAPE and, from time to time any of its subordinate bodies, before the NATO Administrative Tribunal (formerly the NATO Appeals Board) in disputes with its international, civilian staff members. She was also the lead assistant for all legal matters involving SHAPE and its local national labour force, comprising over 400 workers having two, distinct labour status.

In November 2014, Ms. Vrydag was promoted to the position of Allied Command Operations (previously known as Allied Command Europe) Deputy Legal Advisor, the post from which she retired at the end of September 2016.

Ms. Vrydag's performance over the years has been acknowledged by the award of numerous superior performance certificates, the United States Superior Civilian Service Medal, rarely awarded to a non-US national, as well as the European Union Althea Mission, a service medal for assistance rendered to the EU Operational Headquarters established for Operation Althea in Bosnia-Herzegovina.

Ms. Vrydag has two children as is married to Max Johnson.

**PLENARY MEETING TUESDAY 22 MAY 2018**  
**DINNER TUESDAY 22 MAY 2018 AND**  
**ANNUAL GENERAL ASSEMBLY WEDNESDAY 23 May 2018**

**If possible, please send one email to cover all of the items detailed below to:**

**[laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)**

**Plenary Committee Meeting: Tuesday 22 May 2018**

On Tuesday 22 May 2018, the Executive Committee will meet with the National Representatives and their Deputies. This meeting will start at 1330 hours in the SHAPE Club Pathfinder Room. The agenda for the Plenary Committee Meeting will be issued to the Plenary Committee members by separate correspondence. Plenary Committee members intending to attend the meeting are asked to confirm their attendance to the ANARCP Secretary by E mail, (**[laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)**) not later than **27 April 2018**.

**AGA Dinner: Tuesday 22 May 2018**

In the evening of 22 May 2018, the ANARCP annual dinner will take place in the SHAPE Club Dining Room (SHAPE Building 903). This is open to ANARCP members and their guests. A welcome drink will be served at 1900 hours, followed by dinner. The subsidised price is expected to be approximately 45 Euros, all included. ANARCP Member's guests will not be subsidised. Dinner cancellations cannot be accepted after 1 May 2018. Those wishing to attend the dinner are asked to inform the ANARCP Secretary by E mail, (**[laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)**) by **Friday 27 April 2018**.

**Please Provide: Last Name, First Name, Email address/address.**

**General Assembly: Wednesday 23 May 2018**

The Annual General Assembly (AGA) of the ANARCP will take place in the SHAPE Club Main Ballroom (Building 903) on Wednesday 23 May 2018 starting at 0900 hours. It will be preceded by coffee at 0830 hours. The draft agenda is attached but may be subject to change. Please inform the Secretary (**[laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)**) of any additional item you wish to propose by Friday 27 April 2018. If you wish to attend the AGA on Wednesday 23 May 2018, please provide the following information to the ANARCP Secretary by email, (**[laurie.daykin@gmail.com](mailto:laurie.daykin@gmail.com)**) by **Saturday 27 April 2018**. **Please Provide: Last Name, First Name, Email address/address.**

**Hotel Accommodation**

It is the responsibility of each ANARCP member to make their own hotel booking. Currently there are sufficient rooms available at The Best Western Plus Hôtel & Aparthotel Casteau and 10 rooms have been pre-booked at the following rate:

Double room without breakfast : 82 €/room/night+ City tax : 1,15 €/person/night

Double room with breakfast : 92 €/room/night + City tax : 1,15 €/person/night.

To obtain one of these rooms please use the words 'ANARCP AGA 2018' at the time of booking, and request a reservation number. **It is first come first served and these rooms will only remain available until Friday 13 April 2018.** The Best Western Plus Hôtel & Aparthotel Casteau address is 38 Chaussée de Bruxelles, B-7061 Casteau, email: **[info@casteauresort.be](mailto:info@casteauresort.be)**, website: **[www.casteauresort.be](http://www.casteauresort.be)**, Telephone: **[+32 65320400](tel:+3265320400)**. **The ANARCP takes no responsibility for hotel reservations and will not book hotel rooms on behalf of members.**

**Access to SHAPE**

If you already have a valid SHAPE Access Pass please ensure that you bring it with you when entering SHAPE. However, those wishing to attend one or more of the above meetings who **do not**



**have a SHAPE Access Pass** must apply through the ANARCP Secretary (**laurie.daykin@gmail.com**) by providing the following information for each person requiring an Access Pass. **Applications must be received by Friday 27 April 2018.**

Please provide the following information:

**In the email please include:**

**Last Name:**

**First Name:**

**Date and Place of Birth:**

**Nationality:**

**If coming by car please include Car Details:**

**Make:**

**Type:**

**Colour:**

**Country of Registration:**

**Plate Number:**

**Private or Rental:**

## FINANCIAL STATEMENTS

## ANARCP - TREASURER'S REPORT 2017

all amounts in Euro

**TOTAL ASSETS**

Per end 2016	122.814,36
Per end 2017	116.919,47
	-----
	-5.921,89

The payment of dues deducted from the pensions (11.120€) was only received from NATO in January 2018. It explains the negative result. For the last 20 years, the total assets went from 21.600 € to € 116.919,47 i.e. an average yearly increase of 4.766,00 €

**INCOME****SUBSCRIPTIONS**

In 2016	12.927,79
In 2017	4.664,80
	-----

- 8.262,99 (still 11.120 to be received from NATO)

As of 31 December 2017 we had 1.085 active members among which 293 Life members.

**BANK INTERESTS**

In 2016	489,64 (interests + fidelity premium)
In 2017	97,88 (interests + fidelity premium)
	-----

- 391,76

As from the 1<sup>st</sup> of January 2018 the interest rate on the saving account for associations is zero per cent.

**EXPENDITURES****POSTAGE**

In 2016	105,64
In 2017	110,11
	-----

- 4,47

Many of our members do not have an e-mail. Postal mail remains the only mean of written communication.

**STATIONARY + ADP ALLOWANCE**

In 2016	750,00
In 2017	700,00
	-----

- 50,00

Major items are ink cartridges for printers. The amount for 2017 consists of the computer allocation for the members of the Exec. Committee.

**WEB SITE**

In 2016	73,81
In 2017	73,81
	-----
	+ 0,00

The Web site is managed by the Dutch Representation. The amount represents the hosting and domain registration cost.

### **TRAVEL**

The travel expenses (including per diem) related to official attendance of meetings are controlled and paid by SHAPE and to a lesser extend by the Confederation.

Travel expenses for 2017: 5.346,86.

The amount shown under income (3.985,25 €) represents the reimbursement by the Confederation for missions undertaken by ANARCP staff on behalf of the Confederation in 2016.

### **HOSPITALITY / PRESENTS**

In 2016	0
In 2017	50,00
	-----
	+50,00

The cost centre 'HOSPITALITY' covers costs for meals for guests at the ANARCP Executive Committee meetings.

### **LOCAL ACTIVITIES NAT.REP.**

In 2016	938,25
In 2017	875,00
	-----
	-63,25

This covers minor costs for social purposes. For 2017, the budget allocated was 5 € per member.

### **ANNUAL GENERAL ASSEMBLY + EXECUTIVE COMITTEE**

	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Meetings total cost	1.507,50	1.790,00	2.027,00	3.120,50	4.315,40	4.867,90
<b>ANNUAL DINNER</b>						
Menu	1.870,90	1.655,60	1.890,00	2.025,00	1.738,65	1.733,00
Contributions	1.645,00	1.505,00	1.560,00	1.845,00	1.800,00	1.680,00
	-----	-----	-----	-----	-----	-----
Cost to ANARCP	225,90	150,60	330,00	180,00	- 61,35	53,00
Number of persons	49	43	39	41	45	42

As from 2010, lunch is offered to the members who attend the G.A. In 2017 an additional meeting took place at SHAPE with the members of the Confederation.

### **CONCLUSION**

Our financial situation remains very safe. Mr Robert MORIAU(former SHAPE Auditor) has accepted to perform the audit of our accounts.

## ANARCP - FINANCIAL STATEMENT PER 31 DECEMBER 2017

(From 01.01.17 until 31.12.17)	in euro	<u>Budget 2017</u>
<b>EXPENDITURES</b>		
POSTAGE	110.11	100
ADP Allowance	700.00	750
STATIONARY	0.00	150
BANK CHARGES	43.05	108
HOSPITALITY	50.00	150
WEBSITE	73.81	150
TEL NATREP	1.10	50
TRAVEL	5,346.86	4000
MISCELLANEOUS	304.99	2742
LOCAL ACTIVITIES (Nat rep)	875.00	1000
GENERAL ASSEMBLY + Exec Cottee	6,600.90	6200
Contribution to Confed, (2€ per member)	2,244.00	2400
Contribution to new WEB Site CNRCSA	0.00	1000
	<b>16,349.82</b>	18800
<b>INCOME</b>		
FEES MEMBERSHIP	4,664.80	12750
2016: 555		
2017: 2556,80		
2018: 1473		
2017 received from NATO in january		
2018:11.120		
2019/20/21:80		
TRAVEL	3,985.25	4000
INTERESTS (52,15+45,35+0,38)	97.88	250
DINNER G A	1,680.00	1800
	<b>10,427.93</b>	18800
<b>NET RESULT</b>	<b>-5,921.89</b>	
<b>RECONCILIATION ASSETS/ACCOUNTING</b>		
BANK per 01.01.17	20,710.91	
SAVINGS per 01.01.17	102,130.45	
	<b>122,841.36</b>	

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

BANK per 31.12.2017	14,691.14
SAVINGS per 31.12.2017	<u>102,228.33</u>
	<u>116,919.47</u>
DIFFERENCE	0.00

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

J.E.D.  
15/01/2018

**ANARCP - DRAFT BUDGET 2018**  
in euro

**EXPENDITURES**

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

**INCOME**

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

**NET RESULT** 0.00

Yearly contribution has been increased to 20 € for 2018

JED 16/10/2017

**ANNUAL GENERAL ASSEMBLY OF THE ANARCP  
DRAFT  
Agenda  
0900 hours Wednesday 23 May 2018  
Coffee Served from 0830hours**

No.	AGENDA ITEM
<b>1.</b>	<b>Opening Remarks:</b> a. Administrative Announcements b. Approval of the Agenda c. Approval of the Minutes of the Last Meeting
<b>2.</b>	Address by our Patron (TBC)
<b>3.</b>	Presentation by Chief Civilian Personnel (TBC)
<b>4.</b>	Presentation by SCSA & ANARCP Relations with SCSA (TBC)
<b>5.</b>	ANARCP Issues: Chairman's Report
<b>6.</b>	Report on the Confederation of NATO Retired Civilian Staff Associations (CNRCSA) (TBC)
7.	NatReps Reports
<b>8.</b>	AWC Presentation
<b>9.</b>	Treasurer's Report
<b>10.</b>	Elections
<b>11.</b>	Any Other Business
<b>12.</b>	Next Meeting

**There will be a hosted lunch, which, if the agenda permits, will follow the meeting.**