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25 October 2019

DOCUMENT
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Silence procedure ends:
4 Nov 2019 17:30

To : Permanent Representatives (Council)

From : Secretary General

**PROPOSED AMENDMENTS TO THE CIVILIAN PERSONNEL REGULATIONS
CONCERNING THE ROLE OF THE CONFEDERATION OF NATO RETIRED CIVILIAN
STAFF ASSOCIATIONS**

1. I attach at Annex proposed changes to article 90.3 of the Civilian Personnel Regulations (CPRs) concerning the role of the Confederation of NATO Retired Civilian Staff Associations (CNRCSA).
2. The CNRCSA represents the interests of retired NATO staff on matters that affect them directly. The proposed amendments align articles 90.3 and 90.1 of the CPRs related to the Confederation of NATO Civilian Staff Committees by using similar wording.
3. The Strategic Commanders and I have endorsed the proposed amendments recommended by the Joint Consultative Board, following consultation with administrations in Agencies and Military Commands, and Staff Representatives.
4. The remaining amendments are technical corrections.
5. I do not consider discussion on this matter necessary. Accordingly, unless I hear to the contrary **by 17:30 on Monday, 4 November 2019**, I shall consider that the Council has agreed the proposed amendments.

(Signed) Jens Stoltenberg

3 Enclosures

Original: English

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Current text	Proposed Text
<p>Contents</p> <p>PART THREE STAFF REPRESENTATION Chapter XVIII – Staff Associations and Staff Committees 88-90</p>	<p>Contents</p> <p>PART THREE STAFF REPRESENTATION Chapter XVIII – Staff Associations and Staff Committees 88-92</p>
<p>PART ONE Chapter VII Salaries, allowances, supplements, advances and loans Article 24 Allowances/supplements</p> <p>...</p> <p>24.7 The payment of the household allowance, dependent children's allowance, dependent child supplement, disabled or severely disabled child supplement, disabled and dependent parent supplement, rent allowance, education allowance and expatriation allowance, and shall be subject to the deduction of allowances/supplements of the same nature to which the household/family unit⁽¹⁾ or the unmarried staff member may be entitled. For the purpose of this article, it is understood that article 29.1 shall apply to staff appointed by NATO prior to 1st January 2017 and article 29.6 shall apply to staff appointed by NATO on or after 1st January 2017.</p> <p>...</p>	<p>PART ONE Chapter VII Salaries, allowances, supplements, advances and loans Article 24 Allowances/supplements</p> <p>...</p> <p>24.7 The payment of the household allowance, dependent children's allowance, dependent child supplement, disabled or severely disabled child supplement, disabled and dependent parent supplement, rent allowance, education allowance and expatriation allowance, and shall be subject to the deduction of allowances/supplements of the same nature to which the household/family unit⁽¹⁾ or the unmarried staff member may be entitled. For the purpose of this article, it is understood that article 29.1 shall apply to staff appointed by NATO prior to 1st January 2017 and article 29.6 shall apply to staff appointed by NATO on or after 1st January 2017.</p> <p>...</p>
<p>PART ONE Chapter VIII Travel and removal</p> <p>...</p> <p>Article 39 Removal expenses</p> <p>...</p> <p>39.11 Heads of NATO bodies ⁽¹⁾ may authorize an exception to the distance criterion in Article 26.1 or an advance against the payment of removal expenses where they feel that strict application might cause hardship.</p> <p>...</p>	<p>PART ONE Chapter VIII Travel and removal</p> <p>...</p> <p>Article 39 Removal expenses</p> <p>...</p> <p>39.11 Heads of NATO bodies ⁽¹⁾ may authorize an exception to the distance criterion in Article 26.1 or an advance against the payment of removal expenses where they feel feel that strict application might cause hardship.</p> <p>...</p>

Current text	Proposed Text
<p>PART THREE Chapter XVIII Staff Associations and Staff Committees</p> <p>...</p> <p>Article 90 Competences</p> <p>...</p> <p>90.3 The Confederation of NATO Retired Civilian Staff Associations shall:</p> <p>(a) provide a forum for the examination of matters of interest to retired NATO staff as a whole;</p> <p>(b) represent the interests of retired NATO staff as a whole on matters which affect them directly;</p> <p>(c) represent the views of retired NATO staff who are entitled to a pension under the Coordinated Pension Scheme in the Association of Pensioned Staff of the Coordinated Organizations and their Dependants (AAPOCAD) and in relations with the representative bodies of retired staff of other international organizations.</p> <p>...</p>	<p>PART THREE Chapter XVIII Staff Associations and Staff Committees</p> <p>...</p> <p>Article 90 Competences</p> <p>...</p> <p>90.3 The Confederation of NATO Retired Civilian Staff Associations shall:</p> <p>(a) provide a forum for the examination of matters of interest to retired NATO staff as a whole, to include proposals aiming at the protection of their collective interests;</p> <p>(b) represent the interests of retired NATO staff as a whole on matters which affect them directly;</p> <p>(c) give advice on matters submitted to it by the competent administrative authorities;</p> <p>(d) represent the views of retired NATO staff as a whole, notably in the Joint Consultative Board and other joint committees where participation of the CNRCSA is provided for;</p> <p>(e) represent the views of retired NATO staff who are entitled to a Pension under the Coordinated Pension Scheme in the Association of Pensioned Staff of the Coordinated Organizations and their Dependants (AAPOCAD) and in relations with the representative bodies of retired staff of other international organizations and the views of those who are entitled to a pension under the Coordinated Pension Scheme in the Association of Pensioned Staff of the Coordinated Organisations and their Dependants (AAPOCAD).</p>

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ORGANISATION DU TRAITÉ DE L'ATLANTIQUE NORD
HEADQUARTERS SUPREME ALLIED COMMANDER TRANSFORMATION
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NORFOLK, VIRGINIA, 23551-2490



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TO: See Distribution

SUBJECT : **REVIEW OF THE NATO DEFINED CONTRIBUTION PENSION SCHEME**

DATE : 24 September 2019

REFERENCE(S): A. EM(2019)0394 dated 9 Sep 2019

1. Thank you for your letter at Reference A forwarding editorial changes to NATO Civilian Personnel Regulations and proposed amendments to Article 90.3 concerning the role of the Confederation of NATO Retired Staff Associations. I am content to endorse these proposals prior to their consideration by Council.

2. Should there be any questions, our point of contact is Mr Neil McMullan, +1 757 747 3944, neil.mcmullan@act.nato.int.

FOR THE SUPREME ALLIED COMMANDER TRANSFORMATION:

A handwritten signature in black ink that reads "Paul Bennett". The signature is written in a cursive style.

Paul M Bennett CB OBE
Vice Admiral, GBR N
Chief of Staff

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Date: 27 September 2019

TO: See Distribution

SUBJECT: CHANGE TO THE NATO CIVILIAN PERSONNEL REGULATION – ROLE OF THE CONFEDERATION OF NATO RETIRED CIVILIAN STAFF ASSOCIATIONS

REFERENCE: EM(2019)0393, dated 09 September 2019.

1. We have reviewed the proposed changes to the NCPR regarding the expansion of the roles and responsibilities of the Retired Civilian Staff Associations. Based on our assessment, we welcome the changes and believe that they more closely reflect what the association offers as a key component to the Joint Consultative Board (JCB).
2. The SHAPE point of contact is Mr Steve Poet, J1 Policy at NCN: 254-3348.

FOR THE SUPREME ALLIED COMMANDER, EUROPE:

Olivier Rittimann
Lieutenant General, FRA A
Vice Chief of Staff

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