



The purpose of this newsletter is to keep the Chairs of the Staff Association and AAPOCAD informed of the dossiers being discussed in the Co-ordination process and of the CRP's position with regard to those dossiers. For further information, we recommend that they consult their representative. This newsletter will be published after every Co-ordination meeting, and will also be used to inform you of the agendas for meetings throughout the year. Please do not hesitate to send us any suggestions you may have on how we can improve this newsletter to the best of our ability.

CO-ORDINATION MEETINGS IN SEPTEMBER 2019

The representatives of Member countries (CCR), of the Secretaries- and Directors-General (CRSG) and of the staff (CRP) met on 23, 24, 25 and 26 September 2019 and discussed the following issues:

- 1. Review of the education allowance**
- 2. Reform of the Co-ordinated Pension Scheme (CPS)**
- 3. Review of the contribution rate for officials to the Co-ordinated Pension Scheme (Article 41)**
- 4. Annual remuneration adjustment at 1 January 2020**
- 5. Annual adjustment of allowances and supplements expressed in absolute terms at 1 January 2020**
- 6. Letter from the Executive Directors**
- 7. Personal message from the new CRP Chairman**
- 8. Next meetings**

1. Review of the education allowance

The first significant point of note in the new version presented was that the CRSG had finally taken into consideration one of the CRP's longstanding demands concerning the entitlement to the education allowance of C grade officials in the event that they complied with expatriation criteria. However, the CRP's other demand, which was to request entitlement to the education allowance for officials who were not nationals of their duty country was once again rejected by the CRSG. Lack of time resulting from discussions about the co-ordinated pension system meant that the CRSG did not propose any other new developments for the three-year review, even if it confirmed that it wanted to build on the original description.

Lastly, in response to questions from some CCR delegations, the CRSG integrated some amendments and clarifications, with no impact on the essence or interpretation of the rules.

2. Reform of the Co-ordinated Pension Scheme (CPS)

Before going into the details of what happened at the September meetings, I would like to join my predecessor in thanking everyone who came to the protest at the OECD in Boulogne-Billancourt. Some people travelled a long way to attend, and the CRP members fully appreciated their efforts, which were much less popular with the CCR.

Nevertheless, this was not enough to prevent the CCR from continuing its efforts to take a wrecking ball to the Co-ordinated Pension Scheme (CPS). As Jean-Pierre Cusse announced to you in the previous bulletin, the CCR had already more or less rubberstamped the two options proposed by the CRSG(-1) and the purpose of the September meetings was, among other things, to study the possibility of adding a third option consisting of increasing the normal retirement age from 60 to 63.

After a most astonishing session, the CCR finally confirmed, without any attempt at further discussion with the CRP, what it had already announced in July, i.e.:

- Removal of entitlement to the education allowance for pensioners
- Adjustment of pensions solely to inflation

The CCR's conduct in choosing to totally disregard the CCR was unacceptable and we strongly expressed as much at the first possible opportunity.

We must now refocus our efforts on each individual organisation and put pressure on our respective Councils so as to force them, as we did in 1999, to reject this report. The CRP is calling on you all to take the necessary measures. I will repeat here what we stated in the previous bulletin and which is more relevant than ever:

“For this reason, all officials need to come together to ensure that their Councils receive the clear message that the proposal to change the benefits of serving staff and pensioners is unacceptable because it is a breach of country commitments and threatens the legal security of officials”.

3. Review of the contribution rate for officials to the Co-ordinated Pension Scheme (Article 41)

As we specified in the previous bulletin, the CRP had expressed reservations about the mortality tables and yields of long-term bonds¹. We had also suggested improvements which could be made to the method, but these were rejected by the Pensions Administrative Committee of the Co-ordinated Organisations (PACCO).

Nevertheless, and following the CCR's adoption of the changes to the CPS, the contribution rate was downwardly revised from 12.1% to 11.8%.

The CRP will therefore ask the CRSG to launch discussions forthwith on the next review of the rate.

4. Annual remuneration adjustment at 1 January 2020

As it does every year at the same time, the CRP met the International Service for Remunerations and Pensions (ISRP) thereby allowing its members to ask questions about the outcomes of the salary adjustment method. In conjunction with this meeting, the CRSG set out its position on the remuneration adjustment based on the ISRP's calculations, taking account of the method of the 244th report (salary adjustment method) including the moderation clause.

The CRP noted that on this occasion the moderation clause played its role as a smoothing mechanism to scale back the reference index from 101.1 to 100.3.

This outcome strengthened the CRSG's analysis concerning the effectiveness of this current method with a moderation clause.

¹CCR/CRSG/CRP/WD(2019)16

The three Committees approved the adjustment. The recommendation will therefore be presented to the Governing bodies of the Organisations.

5. Annual adjustment of allowances and supplements expressed in absolute terms at 1 January 2020

The CRSG set out its position on the annual adjustment of allowances and supplements expressed in absolute terms, as required by the regulations, concerning the household allowance, the child's allowance, the supplement for a dependent child, the expatriation allowance for a dependent child, the benefit for a handicapped child, the supplement for disabled child and severely disabled child, the allocation for another dependent person, and the supplement for disabled and dependent relative.

The three Committees approved the adjustment. The recommendation will therefore be presented to the Governing bodies of the Organisations.

6. Letter from the Executive Directors

The CRP was surprised to learn the existence of a new letter from the Executive Directors, this time concerning the organisation and management of the number and duration of Co-ordination meetings. Once again, the CRP was faced with a fait accompli and it would have liked to have been informed of this communication.

While the CRP understood the Executive Directors' intention, it did not consider that it was very productive to merge discussions into a single day.

7. Personal message from the new CRP Chairman

I would like to end this bulletin on a personal note.

As you may have already noticed Jean-Pierre Cusse from the OECD is no longer the author of this report. This is because the CRP has elected its new Bureau and with it a new Chairman, a position which I have consequently accepted with honour and responsibility.

I would therefore like to take this opportunity to thank Jean-Pierre on behalf of the CRP and all the officials in the Co-ordinated Organisations for his many years as the voice of the CRP in conditions which were not always easy. I wish him every happiness in his new undertakings.

Stepping into his shoes is no easy matter and to start with I would like to present myself very briefly. I have been an official at the European Centre for Medium-Range Weather Forecasts (ECMWF) for just over 25 years. I first joined the CRP in the 2000s as the ECMWF representative, a period followed by several years of separation before I returned in 2013.

My objective is to pursue the task that is ours and to defend the Co-ordinated Organisations and the interests of all members of staff.

8. Next meetings

The CRP will meet on 15 January at OECD (Boulogne), ahead of the bilateral CRSG/CRP meeting which will take place on 16 January OECD (Boulogne).

The CRP will meet again on 4 February at OECD (Boulogne), ahead of the Co-ordination meetings of 5 – 6 February at OECD (Boulogne).

2020 programme of work

Items on the agenda of the 2020 programme of work:

Ongoing items

- Education allowance
- Review of the salary adjustment method

New items

- Revision of daily subsistence allowance rates
- Three-year revision of the caps on the installation allowance

Recurring items

- 2019 Activity report by the CCR Chairman
- Annual Co-ordinated pension scheme (CPS) balance sheet
- 2021 programme of work
- Election of the CCR Chairman
- Annual adjustment of remuneration at 1 January 2021
- Adjustment of the allowances/supplements expressed in absolute terms at 1 January 2021

Life of the CRP

The CRP elected its new Bureau for a one-year term:

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| ● Chairman | Alain Bataillé | ECMWF |
| ● Vice-Chair | Miguel Lopez
Carlos Suarez Gonzalez | ESA
NATO |

Regular CRP Delegates