REPORT ON THE ANARCP MEETING MAY 2015

The items discussed at the meeting and in which we are involved were:

1. New NATO Concept

2. Single Spine Scheme

3. Performance Management

4. New Way of Working

5. RMCF

6. AWC

7. Pension

1. New NATO Concept

 Because of the crisis in Ukraine, NATO is studying a new Operational Concept. Small Units in the East Countries.

2. Single Spine Scheme

According to the latest news, NATO is going to start this salary system on 1 January 2016. This system will cause a lot of disagreement among the serving staff. There will not be a grade system, but a level system. The most difficult exercise will consist on the transferring of the existing salaries to the new system.

3. Performance Management

There will not be any automatic salary increase. The activities of the serving staff will be examined against agreed objectives and their result. Then there will be a judgement and consequently, may be, a salary adjustment.

4. New Way of Working

It was measured that not more than 80% of the employees are occupying, at the same time, the desk available in an open space. Therefore, only 80% of the desks required will be installed in an open space.

5. RMCF

Supposing that the fund was not in a good shape and being afraid to not be able to use it, once retired, the serving staff proposed, and NATO accepted, to delete the foot note of art 51.2

( (2) Provided they were recruited before 1st January 2001, staff members who have contributed to the group insurance scheme for a minimum of 25 years shall not be required to pay a premium after the age of 65.)

Now this footnote will be changed, I do not know the right wording, but the new meaning. That is: whoever, either a retirees or someone going to retire at the 31 December 2015, and has 65 years, or less, and has not completed the 25 years of payment, will be required to pay a premium in order to benefit from the RMCF. The salary percentage to be paid has not yet been defined. In spite of the complaints presented by the retirees Confederation (CNRCSA) the JCB approved the serving staff request.

6. AWC

In the next future a new table of benefit will be published. It seems that generic medicine will be mandatory. If a significant amount of money is requested for a cure, causing difficulties in obtaining it, a direct billing procedure could be requested. There will be spot checks on paid bill and request to send the original bill, **which should be kept (conservati) for two years.**

 7. Pension

A new salary/pension system is under definition and will be in force by January 2017. How this will be affected by the Single Spine Scheme system, only the Padreterno knows it. It seems that only the Italians are fighting against the taxation of the pension. The Germans are requesting to be taxed at 15%, in Holland the tax Office agreed to tax only 2/3 of the amount of the pension. All the others are happy.

As soon as the official minutes of the meeting will be published I will let you know.

Good reading, Enzo.