

Bulletin

Information bulletin for members of the Association

February 2014

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Version française au verso

17.02.2014
NM/1403 EN

SEPS Administrative Board

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Vice-president	Brigitte Pretzenbacher
Vice-president	Hendrik Smets
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Honorary President:	Marina Ijdenberg

Bulletin editorial team

Nicole Caby; Serge Crutzen; Rainer Dumont du Voitel; Mitsou Entringer; Brigitte Pretzenbacher; Hendrik Smets; Yasmin Soezen; Rosalyn Tanguy

Important notices

Bank account for the annual subscriptions:

IBAN: **BE 37 3630 5079 7728**

BIC: **BBRUBEBB**

Please don't use the Post bank account any more

Changes of address

Many members forget to inform us of their change of postal address. A telephone call to +32 (0)2 475 472 470, or e-mail or note to our secretariat would avoid several weeks' gap in receiving news.

Your Internet address

Please don't forget to let us know your e-mail address.

Many SEPS messages are sent by e-mail.

The address used is info@sfpe-seps.be

**The annual subscription has been increased to
minimum €30**

Decided at the AGM of 13 December 2013

Forthcoming (open) SEPS meetings

VM2 – Room 2. 2, rue Van Maerlant, 1040 Brussels
Metro Maelbeek – exit Chaussée d'Etterbeek.

Following the usual agenda of the meetings at Overijse : from 11.00 to 16.00

- Information: SEPS, pensions, sickness insurance, Staff Regulations
- Lunch at the Brasserie
- Members' problems
-

1. Thursday 27 February 2014

2. Thursday 29 May 2014 (AGM)

Don't forget to contact the secretariat to reserve your lunch (€25)

Secretariat: e-mail info@sfpe-seps.be ; fax : +32(0)2 2818378

Tel : +32 (0) 475 472 470

Payment for the lunch can be made on site or to the SEPS ING account (See page 2)

A few parking places can be reserved ten days in advance
for those members having difficulty in walking.

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I. Letter from the Editor

Late last October certain newspapers in a few Member States came up with the following comments:

The articles stated that, during negotiations on the new Staff Regulations for European civil servants a rare opportunity to cut expenditure was missed. Apart from a few concessions such as a 5% reduction in staff and pensionable age set at 66, reform was limited: there was virtually no change in allowances, automatic promotion or salary increases; there was no pension reform whereas that aspect had been a growing concern on the part of Brussels and national governments.

Nevertheless, the unions are accusing the Commission of having produced a tough and disastrous reform package for staff in active employment and more so for anyone coming to work for the Institutions in the future.

The future is not rosy and there is a definite risk that further reforms of the Staff Regulations, and especially of the pension scheme, will come up for consideration at the first opportunity.

Pending this further reform, retirees will be worrying about the “Sickness Insurance Scheme”. The saga of the system’s deficit, not a massive one however, has led the PMO to put a stricter interpretation on the rules, probably hastily and without consultation of the staff or any prior information. The PMO is being very strict in numerous cases involving our pensioners and, what is more, is considering changes that [they will prove prejudicial. It is clear that SEPS will be doing its utmost to keep our Sickness Insurance Scheme’s performance up to standard.

Another worry, which has already been dealt with in preceding bulletins, is the election of the new European Parliament. Shall we still be able to benefit from the kind of support for the European Institutions, their civil servants, other officials and their Staff Regulations that we enjoy at the moment?

Elderly people in the EU account for a considerable proportion of the electorate for this EP. These people are encountering numerous difficulties such as devaluation of their pensions or even poverty, sometimes a reduction in health care, disparity in access to information technology and so on – this will affect the elections. Will these pensioners who, like ourselves, have supported the development of the EU, be inclined to favour such a Union? Will they not rather join the ranks of the Eurosceptics who are now out to condemn the European Institutions and their civil servants to death?

Former officials should fight for a Europe better suited to the 21st century and which both we and our descendents truly need. We should help it to come about by trying to imagine what it should be like, to understand and explain it.

II. New SEPS Administrative Board

The election of the Administrative Board took place by written procedure between 16 January and 5 February 2014, in order to give all current and new members the opportunity to agree on the make-up of the Board and express their preferences for certain candidates.

The SEPS rules provide for a Board of maximum 20 members. The 19 candidates were all elected.

The make-up of the Board was decided at the constituent meeting on 13 February and is as follows :

1. Proposed functions

Serge CRUTZEN	President ¹
Brigitte PRETZENBACHER	Vice-president – contact Commission / active staff
Hendrik SMETS	Vice-president – legal affairs
Rainer DUMONT du VOITEL	Vice-president – contact EU Council
Philippe BIOUL	Vice-president – Health/JSIS rules/Social
Anna GIOVANELLI	Secretary 1
Nicole CABY	Secretary 2
Georges DISTEXHE	Treasurer
Giustina CANU	Vade-mecum manager
Antonio PINTO FERREIRA	IT and logistics manager
Yasmin SÖZEN	
Rosalyn TANGUY	
Fabio BOLOGNESE	
Patrizia DE PALMA	
Luigia DRICOT- DANIELE	
Mitsou ENTRINGER	
Annie LOVINFOSSE	
Marc MAES	
Myriam TOSON	

¹ Since 2007, the SEPS-SFPE has had an active and initiatory role. Hence, the role combines the task of representative president and secretary-general.

More precise information on individual tasks will be set out in the Board's rules of procedure.

Attention should be drawn to certain important tasks in addition to those referred to above :

Note : Treasurer and vice-treasurer:

Serge CRUTZEN has been acting treasurer since the death of Giovanni Lenarduzzi. Antonio PINTO FERREIRA was vice-treasurer but the post was never really taken up.

As from February 2014, the roles of treasurer and vice-treasurer will in fact be shared by Georges DISTEXHE et Serge CRUTZEN for several months; Georges DISTEXHE is being put forward as treasurer from the start of the Board's term of office; the post of vice-treasurer will perhaps be occupied only once S. CRUTZEN has withdrawn definitively from treasury activities.

2. Specific task groups

Bulletin – production/editing/translation:

Serge CRUTZEN, Brigitte PRETZENBACHER, Rainer DUMONT du VOITEL, Hendrik SMETS, Rosalyn TANGUY, Yasmin SÖZEN, Mitsou ENTRINGUER, Nicole CABY.

Translations in general

Rosalyn TANGHY, Yasmin SÖZEN

Seminars in preparation for retirement:

Participation, exposés and preparation of documents :

Serge CRUTZEN, Yasmin SÖZEN, Georges DISTEXHE, Anna GIOVANELLI, Gina DRICOT, Annie LOVINOSSE, Mitsou ENTRINGER.

Presence at the SEPS office SC29 02/22

Presence once a week and management of the informatics problems

Patrizia DE PALMA, Antonio PINTO FERREIRA.

Relations/contacts with AIACE :

Hendrik SMETS, Rainer Dumont du VOITEL, Annie LOVINOSSE, Serge CRUTZEN, Anna GIOVANELLI

Relations with Commission DG HR C1 and the PMO:

Serge CRUTZEN, Philippe BIOUL, Hendrik SMETS

Participation in CGAM meetings :

Brigitte PRETZENBACHER

Relations with unions and Commission CCP:

Brigitte PRETZENBACHER, Myriam TOSON (?)

Relations with Council CdP, social service and unions:

Serge CRUTZEN, Anna GIOVANELLI, Rainer DUMONT du VOITEL

Participation in meetings of COPAS, CASS, GTR, Staff Regulations committees, etc.:

Brigitte PRETZENBACHER, Serge CRUTZEN, (Pieter KERSTENS)

The Board will certainly decide to review the distribution of tasks once the new members have familiarized themselves with the workings of the Association.

III. 2014 Staff Regulations

The new Staff Regulations came into force on 1 January 2014.

We have been busy helping to reform the Regulations since 2011 by taking part in numerous union meetings and staff consultations at all levels.

The new Regulations mean a reduction in career prospects and pensions for staff in active employment. In addition, such staff will have to work longer and staff numbers will be reduced in the Institutions. Pensioners' acquired rights will be maintained. The existence of the "notional pension fund" peculiar to our system has been confirmed explicitly.

There is no "solidarity levy" on pensions.

The new Method will be "automatic" as from 2015 and "the parallelism principle" will be observed, but in tune with moderation and exclusion clauses.

Please refer to the memo from Mrs Souka, Director-General of HR&S DG in Annex 1.

As stated last year, some unions have lodged complaints with the European Civil Service Tribunal about the lump-sum payment of travel allowances that have caused considerable losses of income for certain families as a result of the new Regulations.

Nominal salaries for staff in active employment are going down for the first time in the history of the Institutions because of the freeze on our pay in 2013 and 2014 and the introduction of a 6% levy (7% for top grade staff).

IV. GIPs – actual presence at the workplace

Those articles of the Staff Regulations that have been amended now require implementing provisions called "general implementing procedures (GIPs).

As is often said, "the devil is in the details". One must be able to refer to the GIPs. They are available on the website for "administrative notices", for which one needs a European Commission Authentication Service (ECAS) account.

HR DG is setting up a large-scale staff consultation programme for the Commission. It is not yet complete. The DG has agreed that certain provisions may be reconsidered at

leisure during 2014 notwithstanding the implementation of the new Regulation as from 1 January – provided that the Commission agrees, of course.

There are very few GIPs of note for the pensioners for the simple reason that few articles concerning pensioners have been amended.

You may read a summary of amendments on page 7 of the November bulletin.

However, several GIPs are important for active staff and these have yet to be worked out. The best example concerns the increase in working hours to 40 per week and the manner in which flexitime can be applied to this. Without any consultation whatsoever, the Commission has introduced a system of “clocking-in”. Our colleagues are obliged to state their time of arrival at the office as well as their departure, by computer via SYSPER.

In this way, the 40-hour week will be respected and will probably also impose restrictions on many a colleague (see also page xx).

Note that Council staff have been clocking in since 2008.

V. Annual adjustment of salaries and pensions (cont'd)

Both active and retired staff are subject to a freeze on salary and pension for 2013 and 2014. The new adjustment method will not come into force until the end of 2015, with effect from 1 July that year.

As regards the 2011 and 2012 adjustments, because of the Court's negative judgement, the Commission has proposed a mere 0.9% increase for both years instead of the 1.7% resulting from increases in the Member States as reflected following the Method. It is the first time for over 40 years that the Commission has proposed a “political” figure.

The Commission proposal was put forward without any prior consultation with the unions. It is not based on any objective calculation – neither the old method nor the new, which would have come up with 1.4% in 2011 and 1.2% in 2012.

The European Parliament's Legal Affairs Committee has decided to back the Commission proposal as a starting point for consultations, which should result in a decision on a first reading by the Parliament and the Council following negotiations within the Trialogue.

Despite the wishes of the European Parliament and the Commission to come to a rapid agreement, the Greek presidency did not seem to want to commit itself. In an effort to help out, the other negotiators suggested that the Council and the Parliament adopt 0% for 2011 and 1.7% for 2012.

The Member States adopted a very restrictive attitude at the last meetings of CoRePer. The Council unions have issued a firm strike notice.

It now seems certain that there will be a 0% adjustment for 2011, in other words a maximalist application of the exception clause.

For what concern 2012, to find a qualified majority within Coreper, it will be essential to show that the adjustment can be paid without the need for an amending budget. That means that the adjustment will be somewhere close to 1%.

VI. Contributions to the pension scheme

Total pension contributions are to be reduced by 1.3% overall. (See also Annex 1

This reduction produces an increase in salary of 1.3% but affects those in active employment and very recent pensioners only.

2012 pension contribution rate

On 10 December 2013, the Council decided that pension contributions would go down from 11.6% to 10.6% of basic salary with retroactive effect from 1 July 2012.

2013 pension contribution rate

On 17 December 2013, the Council decided to reduce the contribution rate from 10.6% to 10.3% of basic salary with retroactive effect from 1 July 2013.

The 10.6% for 2012 will appear on the January 2014 pay slip, and the 10.3% for 2013 pensions on the February slip. The relevant sums resulting from the retroactive effect will appear on separate pay slips for January and February respectively.

2011 pension contribution rate

The case concerning reduction of pension contributions for 2011 is still pending before the Court of Justice.

This reduction of active staff contributions by 1.3% and the corresponding back payments somewhat mitigate the nominal salary reduction for January and February this year.

VII. 2013-2014 weightings

Weightings have not been changed since July 2011. The Council's refusal to adjust salaries and pensions in December 2011 and 2012 also blocked the weighting system.

The Council has adopted the new weightings with retroactive effect from 1 July 2013.

The table in Annex 2 (published as a proposal in the November bulletin) shows the pension weightings for the 26² Member States compared with those for 2010-2011 (as set end 2010).

² Belgium and Luxembourg do not have weightings.

VIII. JSIS - should we wait as suggested by certain unions?

In last November's bulletin we published a number of significant extracts from the sickness insurance scheme's financial report for 2012.

Our health system's chronic deficit has led the PMO to take measures –often negative for the more elderly – in the form of [abusively stricter] application of JSIS rules (GIPs) than in the past. The CGAM is working on ideas for restrictive measures that will save money.

According to certain unions, the lucubrations about the health system's deficit should not be dramatized nor should they induce immediate measures.

They are saying that "If the salary increases had been granted since 2011, the deficit in 2012 would have been minimal relative to the scheme's reserves which amount to over 200 million Euros. Even with an annual deficit of 10 million Euros, which is not currently the case, it would take more than 27 years to exhaust the scheme's reserves. This leaves enough time to observe the positive impact on the balance of the JSIS".

Our Association expressed its opinion at the January meeting of the Commission's Central Staff Committee, in the presence of the new PMO Director, Marc Lemaître. This opinion is given below.

SEPS message to the unions

The arguments put forward to minimize the importance of the JSIS deficit and render a reaction less urgent are probably acceptable. However; there must be an adequate reserve to cope with a possible pandemic.

But that is not the point!

For several months now, SEPS has been drawing attention to action by PMO 3, detrimental to pensioners, in the form of measures taken in reaction to the deficit³ and to staff shortage. Of course, it is not a question of changes to the GIPs but rather a change in degree regarding their strict application or otherwise, without prior notice, without transitional arrangements and without any consideration of moral and financial detriment to numerous members of the scheme.

Why has the PMO adopted this relatively brutal attitude if the deficit does not call for immediate action and if we have time to see what is coming?

It is a good idea to set up agreements, OK! But people must still have a degree of choice; raise the level of awareness of all members, very good; keep exaggerations under control, very good, provided it can be done without transforming the members into monitors or negotiators nor reducing the quality of care.

³ And probably to preamble N°35 of the Decision on the 2014 Staff Regulations published in the OJ of 29.10.2013: Member States' stance already known well beforehand.

What worries us, and what we must highlight here, is that former officials will have difficulty accepting such decisions. There are three very different examples that illustrate our reproaches:

1. Communication

The problems encountered can affect thousands of pensioners who are not all that familiar with information technology. If we look at the list of members of our Association, we can see that over 50% do not use internet, or too rarely. Many are happy merely to receive or send simple messages. Hence, there are probably at least 10 000 former officials that have real problems with communication / information.

For some time now, the essential services rendered by the PMO have been accessible almost exclusively via the “PMO Contact online” website. It is often very difficult for a good many pensioners to request direct billing for a hospital stay, inform the Commission of a change in bank account to receive pension payments, get information about a missing reimbursement, find a form for reimbursement or anything else. They have to rely on a telephone call to “PMO Contact 97777” but the line is open only on working days in the morning. Also, it is so overladen that a good many pensioners give up.

Postal services can be used for routine matters but, as soon as there is a problem, a more speedy contact must be made.

Several colleagues have had a very stressful time when they have had to go into hospital – no reply to their request for direct billing, impossible to reach the sickness insurance people in an emergency.

It must be possible, too, to reassure those pensioners that have not yet had such difficulties but are constantly worried about being dependent on a system that gives them such low priority.

The solution being proposed by SEPS is based on voluntary action.

2. Demands for tax receipts

According to the answers to our questions, it is true that such demands are justified and are covered by the rules, but why has the change of attitude had to be so brutal? No prior information, no instructions, just the reimbursement request sent back with the request for a tax slip, which, in many cases, is unavailable for the treatment provided. Why not issue a circular, an informative memo that the member can give to the care person? Consideration was said to be given to this at the latest meeting of the CGAM! Nothing doing.

3. Refusal to extend acknowledgement of serious sickness

We have numerous members who have had extension of acknowledgement of serious sickness refused. It is the rule, we were told.

For someone who finds him or herself in such a situation after 29 years of serious sickness, at age 74 and in need of frequent operations, it is the beginning of a nightmare (mitigated by

Article 72(3)!). In these circumstances, it is impossible to think about supplementary health insurance – one would have had to have the idea about it 30 years earlier!

In such cases, could we not think of having transitional measures - a kind, informative and caring letter? It would be better than waiting for Article 90(2) complaints!

It is the Commission's duty to care for its officials, the pensioners in particular, since they are more vulnerable and still depend on that Commission for their social security.

Consideration could be given to other specific examples⁴. This will probably happen in the near future. The reasoning behind any intervention by SEPS-SFPE will always be directed at respect for its weakest members and the tender care that is their due.

Once again, SEPS-SFPE wishes to repeat that, even if there is a deficit:

It is unacceptable suddenly to take away or reduce certain acquired rights from the pensioners.

A long period of notice should be given prior to going into retirement. Once retired, it becomes difficult, if not impossible, to offset any changes to the JSIS, for example through supplementary insurance.

Pensioners feel more inclined to accept an increase – even unilateral – in contributions to the system, proposed by JSIS, as is done by certain national supplementary schemes.

It should also be noted that, if we refer to the very detailed analysis of Ludwig Schubert⁵, Honorary President of the AIACE, the increase in contribution needed to fill the average gap that has appeared over the last few years is very small: +0.1% of overall salaries for the members and +0,2% for the Commission budget (usual rule: 1/3 and 2/3). As we know full well, the Member States do not wish to have anything to do with it and are telling the Commission to deal with the problem.

IX. Personal opinions

The advice and opinions expressed in these paragraphs do not necessarily represent the opinion of all members of the SEPS Administrative Board and are not the responsibility of SEPS.

1. Immigration from outside the European Union **Giovanni Martinetto**

Immigration from outside the European Union is an issue which will have a decisive impact on the results of the European Elections of 2014. Its influence will be all the greater if nothing is said about it, and especially if one cannot talk about it or one has the impression –

⁴ Proposals from working parties

⁵ Ludwig Schubert, « Notre assurance maladie – Problèmes structurels après les révisions du Statut » AIACE BE, L'ECRIN N° 65, Janvier-mars 2014.

true or false – of being surrounded by taboos and threats, which however latent they may be, are nonetheless felt. It is as if there were a barrier between what one should or can safely say and what cannot be said without the risk of shame and exclusion.

This barrier has been created and is being scrupulously maintained for political reasons. It is there to separate and protect the traditional parties, of all persuasions, from the emerging parties which have taken this issue of immigration as the main pillar of their discourse. On the one side there will be the constitutional and democratic space for political debate and on the other side, there will be a space of nebulous contours for demagoguery and populism. Between the two there is the ‘politically correct’, which if it plays a federating role for some, it excludes others; in certain countries it also allows the former to impose limits on the discourse of the latter, under threat of judicial pursuit. This marginalisation and this censure are perceived by the partisans of the emerging parties to be a violent attack and incite their resistance and a wholesale rejection of the system.

In these conditions, dialogue between the two camps is reduced to a confrontation between two stereotypical monologues, and the internal debates in each camp are virtually nonexistent. If there are only mutual accusations of “racism”, of “phobia” or of “malodorous stenches” or even of “laxism” and “human rights-ism” things will not move far and either the deep cleavages existing within each persuasion are conjured away or worse, things which normally escape our awareness because buried in our hearts, could turn all our lives upside down if brought up to the light of day.

Let us ask ourselves, for example, the question “Is it up to the host government to decide whether or not to accept migrants?” The question seems simple enough and yet, if one digs a little deeper, it is likely to shatter the unity of the “politically correct” and its followers.

2. The gallows – the vehemence of certain Euro-sceptics Members of the EP

Godfrey Bloom, Member of the European Parliament of the Euro-sceptic party UKIP, has violently accused the civil servants of the European Institutions of being profiteers and of not paying taxes.

This parliamentarian should read the European regulations. Fortunately, for once, the newspaper Libération and the channel ARTE have replied with a small video to explain the fiscal system applied to the civil servants of the European Institutions, demonstrating that, as in France, in Great Britain, and others, European civil servants are taxed at a rate of 45% in the highest tax bracket.

Whoever has access to the internet can watch this instructive film at:

http://www.liberatin.fr/monde/2014/01/09/quand-un-depute-europeen-accuse-les-fonctionnaires-de-l-ue-de-ne-pas-payer-d-impots_971596?utm_source=divr.it&utm_medium=twitter

Several members of the Administrative Board of SEPS and Giovanni Martinetto have commented on these utterings of MEP Godfrey Bloom. Hereafter the essence:

The words and especially the hateful tone of this MEP can paradoxically be seen as a good sign, to the extent that they are lifting the question of Europe out of the hypocritical humdrum and filling it with passion. Well, now it seems that one would be ready to kill! For this MEP the Union is something hideous, profoundly bad, and it should be destroyed. What could be more natural than to attack its weakest link, the European civil servants, who have since decades been the target of media attacks? It is easy, far too easy.

But the battle will not be played on that field...alone. The battle will focus on far more essential things and we need to be prepared, with a passion and fierce determination which will surpass those of this deputy, since for him and for all Euro-sceptics, it becomes a matter of survival. The British in particular know how to hit hard in external as well as internal conflicts. Every European Summit of these past years has given us examples of this. The British know what they want and they know how to fight for it. They are brutal but effective. For us continentals, the British and especially the Euro-sceptics lack this 'reticence' which has stopped us from expressing our feelings too openly, especially when they are hostile or impolite.

This attack is a primer of what we can expect of this new European Parliament, where the Euro-sceptics will be far more numerous than before. Euro-sceptics, who are often also members of parties of the far right, are used to harsh words and even to harsh acts. We must prepare for that.

Let us remember the battles of our ancestors. Europe's democracy has known parliaments with radical oppositions: royalists/republicans; Catholics/atheists; liberals/communists. And often the conflict has been transferred to the street.

The European question is ripe, it has moved down to the bowels.

X. Testimony

Proof of life – two-yearly declaration

Declaration of revenue (or absence of revenue) of the spouse

A certificate of life is required for a spouse.

Several members of SEPS have expressed surprise to find on the reverse side of the two-yearly declaration of life, the question n° 3 concerning the revenue of the spouse:

“If the last annual taxable amount received is above €30,000, please indicate the amount:....”

On the one hand, the status of pensioners is known to the Administration, probably since a long time. On the other hand, membership of the JSIS is an indication of the family situation: if the spouse has an income, this spouse is “complementary”.

With this two-yearly declaration the PMO obviously wants to avoid paying unjustified pensions or allocations.

The information concerning spouses: life and the existence (or not) of income are necessary to ensure the respect of the rules governing household allocations.

For many colleagues, since about two years, this request for information on the spouse’s income is unusual and for some even shocking. The rules of the Staff Regulations are however clear-cut:

Staff Regulations 2004 and 2014 – Annex VII – Art 1 §3:

“If the spouse of an official is gainfully employed, with an annual income before deduction of tax, of more than the basic annual salary of an official in the second step of grade 3, weighted at the rate for the country where the spouse carries out his or her occupation, the official entitled to the household allowance shall not receive this allowance save by special decision of the appointing authority. The official shall, however, be entitled to the allowance where the married couple have one or more dependent children.”

PMO therefore periodically checks the family situation.

However, two types of problems have occurred for colleagues:

The respect of deadlines

It is sometimes difficult to respond within the given deadlines. Some pensioners like to travel and the threat that the payment of the pension may be suspended has worried and even ‘panicked’ more than one of us. It is important to know that PMO will send reminders before suspending payments.

Proof of partner’s absence of income

It is more difficult to provide proof that the spouse has no income! There are many colleagues who are not required to submit a tax declaration, for example in Belgium, if they are not owners of their residence and if they have no other income than their pensions. They do not need to provide proof of ‘no income’ for the spouse.

The conflict between one of our members and the PMO has been resolved by the European Mediator. The conclusion is that a sworn declaration concerning the absence of income for the spouse is perfectly in line with the Staff Regulations. Our colleague, who has been haunted by this affair for several months with the threat of suspension of the allocation and of reimbursement of the overdue amount, would like to offer colleagues the following advice:

- It is important from the start to be well represented as a pensioner. It is necessary sometimes to be able to rely on well informed advice.

- It is essential to remain abreast of the rules which concern pensioners affiliated to JSIS and the changes in these rules (e.g. the new Staff Regulations of 2014 and the evolution of the implementation rules (DGE) during 2014)
- It is also necessary to understand the consequences of the “new attitudes of PMO” for the application of these regulations (stricter application of certain DGE, without modifying them as such). The pensioners’ associations are there for that!

XI. Information – Questions from members

1. Vade-mecum part 3

Part 3 of the Vade-mecum is regularly subject to revision: Every month there are changes in addresses or of those who are responsible, particularly within PMO. After the October 2013 edition, there is now a February 2014 edition.

Members who would like to have the addresses of PMO, of the social services, etc., regularly need to ask for the latest edition of the Vade-mecum part 3 or download it from the website of SEPS.

2. Duty office of the JSIS (PMO3) in Brussels for pensioners

(If you are able to come to Brussels)

Ground floor of the Rue de la Science 29 building, office 00/36, 1040 Brussels

From 3 February 2014, on presentation of the pensioner’s laissez-passer at the reception of the building, the duty office of PMO3 “Health Insurance” is available every working day at the following times:

Monday, Wednesday, Friday : from 09H30 to 12H30

Tuesday, Thursday: from 14H00 t 17H00

This service is available without appointment. An official from the ‘Health Insurance’ unit is present to answer questions or provide guidance for all requests concerning the Joint Sickness Insurance Scheme (JSIS) as well as being there to help with questions relative to individual cases. **This official is however not available to fill out the forms for the reimbursement of medical expenses.**

3. Internet sites of PMO for former officials

All pensioners will by now have received a letter from Mr Marc Lemaitre, the new Director of PMO. We remind you hereafter of its essential points.

The PMO has made available to all pensioners of the European Union institutions two new on-line applications:

a. On-line PMO contact: <HTTPS://EC.EUROPA.EU/PMO/CONTACT>

This new platform allows you to ask all your questions concerning your pension, your allowances, your medical expenses or what to do in the case of a death, i.e. on all the issues which fall under the responsibility of PMO.

b. JSIS on-line: <HTTPS://WEBGATE.EC.EUROPA.EU/JSIS>

Through this JSIS on-line, you can manage your health insurance files directly from your computer. In fact, through this application you are able to submit a prior authorisation request, a dental cost estimate and a request for the recognition of serious illness with the appropriate accompanying documents, which you can scan yourself.

You can also check the state of advancement of a request for the reimbursement of medical expenses submitted to PMO, as also its summary financial break-down sheet once established.

Finally, as from February 2014 you will be able to submit your requests for reimbursement via the internet. You can fill in the request for reimbursement on-line, accompanied by the appropriate documents scanned and submit the whole lot electronically.

How to access to these applications?

Given the sensitive nature of the data submitted, PMO has ensured the security of access to these applications. Now there is a double level of protection in place in order to identify the person who is making the connection.

A secure access to the system requires an ECAS password (authentication service of the European Commission) and a code sent by SMS to your mobile phone. The procedure to acquire an ECAS account has been sent to everyone.

If you do not have an ECAS password, you can nonetheless access a lighter version of PMO on-line contact (cf 1 above), by clicking on "anonymous". You can submit questions with the proposed form by filling in the appropriate sections.

This however does not serve the 10,000 affiliated pensioners who do not use or are ill at ease with electronic equipment!!

In addition, should we not question the obligation which would be placed on pensioners to equip themselves with a PC, a scanner, an ADSL connection and a portable telephone, in contrast to active staff who have this material at their disposal at work?

Those who would like to impose the informatics solution on us as the sole option are making a discrimination based on the Staff Regulations: as an active official, one does not need to pay/as a pensioner or entitled person other than an official, one needs to pay.

We need to refuse this dichotomy in the name of equal rights. All pensioners have the right to be treated as they were when they were officials, without the obligation to bear the financial costs involved.

All pensioners who may be concerned should be aware that

- ***There is NO obligation to establish an ECAS account***
- ***They will always be able to submit their medical expense declarations in paper form and use the postal system***

4. Physiotherapy – Osteopathy: reimbursement rules

In order to be reimbursed for treatment by physiotherapists, or by osteopaths by the health insurance (JSIS) several conditions need to be met:

These treatment sessions need to have been prescribed by a medical doctor. This medical prescription must be established at the beginning of treatment and contain: the name of the patient, the reason for the treatment, the nature of the treatment and also the number of sessions required.

At the time of requesting the reimbursement, attach the prescription and a receipt or an invoice in accordance with the legislation in place in the country where they have been established. In addition, ensure that the receipt or the bill contains the following elements:

- The complete name of the person being treated
- The nature of the treatment being provided
- The dates and the fees received for each treatment session
- The name and the official identification references of the practitioner

If these rules are respected, these expenses will be reimbursed at 80% with a ceiling of €25 per session of physiotherapy (with a maximum of 60 sessions per year). For osteopathy, the ceiling is fixed at €40 and the maximum number of sessions reimbursed per year is 24.

In several cases PMO 3 has requested a fiscal receipt, which is however not available from osteopaths. To satisfy PMO 3, osteopaths need to obtain a booklet of numbered receipts with the stamp of the tax authorities!

As a reminder, aesthetic interventions, subscriptions to swimming establishments or subscription fees to sports centres or fitness establishments are not reimbursed by JSIS. Cranial osteopathy, energy or vital osteopathy, and micro-osteopathy are not reimbursed either.

5. Single room at the request of a doctor?

The Order of medical practitioners of Belgium has responded to a question put by a member of the JSIS governing board (CGAM):

A doctor affiliated to a professional Belgian order does not have the right to pressure a patient into opting for a single room (unnecessary from the medical view point) which would give rise to an increase in the fees charged.

The increase of fees is forbidden when the choice of a single room has been dictated by medical considerations, when there is no place in a two-bed room, or when being admitted to the intensive care unit, irrespective of the wishes of the patient or for children accompanied by a parent.

The reply from the National office of the order of medical practitioners is based on the legislation in place, strengthened by the law of 27 December 2012 which offers better protection for patients in the matter of access to medical care.

6. Inheritance in Europe

a. The rules in different countries

The website: <http://www.inheritance-europe.eu/en/belgium/topics/> offers in a simple way the essential rules on inheritance in various European countries. This site offers information in 23 languages. It has been created by “The Notaries of Europe” and the “European Notarial Network”: the project was financed by Community funds.

b. New European rule on international inheritances, published 25.10.2013

<http://www.euractiv.com/pa/simplified-rules-needed-european-analysis-531334>

One in ten inheritance cases opened in the European Union is international and this trend is increasing. The adaptation of the European judicial systems on the matter of inheritance needs the rapid establishment of new rules. The European regulations simplify the rules and give each European citizen the possibility of choosing the legislation to be applied when the moment comes.

7. New Article 16 of the Staff Regulations: Activity after taking retirement

a. The official who intends to pursue a professional activity, remunerated or not, within the two years following the end of his career is obliged to declare this intention to his institution by means of a special form. If this new activity is connected with the responsibilities held by the person concerned during the last three years of service, and which has the potential of being incompatible with the legitimate interests of the institution, the AIPN can, in the name of interests of service, either forbid the retiring official from exercising this activity or impose on him such conditionality as it deems appropriate.

b. In the case of former members of the higher management staff, the AIPN, in principle, forbids them during the twelve months following the end of their careers, to undertake any form of lobbying activity on behalf of their new employer, of their clients or of their employers vis-à-vis members of staff of their former institution on issues related to their responsibilities during the last three years of their employment.

8. Administrative Notice on Asbestos

An administrative notice on detection of disease caused by asbestos was issued on 6 February.

This notice is of special interest to Commission officials and temporary agents, in active employment or retired, who took up their posts prior to 1 January 1992.

All such officials and pensioners who think they may have been exposed to asbestos, especially in the Berlaymont building, can request a medical examination to detect any disease that might have been caused by asbestos.

The Commission has published the following documents in order to give comprehensive information:

- a Vade-mecum giving details of the different phases of the medical and the procedure for it;
- a forum of frequently-asked questions giving the particulars of the departments involved;
- a page on My IntraComm devoted to asbestos.

An information campaign is being launched which also comprises a page on Intranet showing all the documents produced by the technical working party on asbestos, plus the FAQs and Vade-mecum, in three working languages.

HR/1 DG will be sending all this information to pensioners by post. The following link can be used by those having access to MyIntracomm-Ext:

<https://myintracomm-ext.ec.europa.eu> / DG HR & Administration / Administrative Notice 06.02.2014.

9. Voluntary service at the Commission **“Active Senior” initiative**

Turning the expertise of former Commission officials to good account is an initiative, called “Active Senior”, has been officially announced by Mrs Souka (cf Annex 4).

The initiative involves drawing on their voluntary assistance in unpaid activities within the Commission.

The goal is to help the Commission to draw on the skills of retired staff, whatever their seniority level when they retired, on a voluntary basis – voluntary as much for the Commission's departments as for the former official.

Seniors involved

The Active Senior scheme concerns only former officials and other staff receiving a retirement pension or one of the allowances laid down in Articles 41 and 50 of the Staff Regulations and Article 4 of Regulation (EC, EURATOM) No 1750/2002.

It therefore does not apply to former officials in receipt of an invalidity allowance or invalidity pension.

Areas of activity

The DGs are responsible for defining the areas of activity. These include in particular:

- a) information, policy presentation, conference participation, focus groups;
- b) political expertise, advice and participation in specific task forces;
- c) technical expertise, technical opinions on projects/programmes, project evaluation, policy formation, technical assistance;
- d) training, mentoring, educational assistance.

This is not an exhaustive list.

The Active Senior scheme must not be used as a means of replacing officials in active employment. Current officials must retain control over and responsibility for the activities undertaken by the Commission DGs. Using the expertise of a former official may bring added value to, but must not replace, the work of a current official; it must be considered supplementary.

Agreement

An agreement is to be used for any activity offered to a former official under the Active Senior scheme.

The agreement signed between the former official and the Commission provides accident cover.

This insurance provides for a lump sum in the event of accidental death or invalidity, and reimbursement of medical expenses (with a ceiling) supplementary to the JSIS cover.

Reimbursement

Expenses are reimbursed on the basis of the Rules on the reimbursement of expenses incurred by people from outside the Commission invited to attend meetings in an expert capacity.

10. “IBAN” bank accounts

The **international bank account number (IBAN)** is an internationally agreed means of identifying bank accounts transnationally. It has been adopted by the European Committee for Banking Standards (ECBS).

This form of identification of bank accounts must be used as from 1 February. All transfers and orders must show this standardized number, which was adopted a long time ago already. The old number will no longer be recognized.

Automatic converters do exist, however, and are used by several banks in Belgium that do not ask their customers to change their orders.

Nevertheless,

- Please consult your bank on this subject, especially if you are liable to receive considerable transfers. Our Dutch colleagues who also receive an AOW pension should give their IBAN number to the SVB (address: Postbus 18002, NL-3501CA Utrecht).
- Our pensions and medical costs reimbursements are already transferred by PMO using the IBAM codes in Belgium.

11. New supplementary health insurance (by R&D)

In order to replace the ill-fated EAS-ASSOR insurance R&D has negotiated a new policy with EAS which will supplement JSIS payments. It is called Santalia EUROSANTE.

There are three choices here – from high risk to comprehensive cover of health care costs.

Annual contributions are similar to the other available schemes, be they individual (DKV EU Plus) or group (Afiliatys-Van Breda et AIACE-Van Breda).

For further information :

EAS Place de l'Altitude 100, n° 1-2, BE - 1190 Forest.
Telephone +32 2 340.93.88 Fax : +32 2 343.99.44
Email : eas@portima.be ; stanislas.debraz@portima.be

12. Participation in the campaign for the European elections

Commission recommendation (Amendment to a Commission decision concerning staff COM(213) 9531 – 18-12-2013)

The Commission's general approach is to not oppose the participation of staff members or pensioners in the electoral campaign, if they wish to do so. However, it is advisable to pay particular attention to respecting the general rules which apply at any moment to every former official or agent to be prudent and discrete about information that they have obtained through their professional work, and to abstain from any act or public expression of opinion which could damage the dignity of his/her former responsibilities. In addition, it is necessary for every former staff member to be aware that the Member States all have different attitudes to former officials participating in electoral campaigns.

13. The 20 km in Brussels

The 35th edition of the legendary 20km of Brussels will take place on Sunday 18 May 2014 starting at 10AM. Under the high patronage of the President of the European Parliament, Mr Martin Schulz, the President of the European Council, Mr Herman Van Rompuy, and the President of the European Commission, Mr José Manuel Barroso, the Commission's Running Club (CACE) cordially invites all colleagues from the EU institutions, their family members and retired officials, to run in our "Running for Europe" team. An absolute record of 1.611 people "ran for Europe" in 2013.

The race is scheduled on the week before the European elections, and therefore provides an excellent opportunity for EU staff to take part in the wider effort to promote participation in the democratic life of the Union. Team members will wear clothing featuring the visual identity of the European Parliament's institutional campaign on the elections that will take place on 22-25 May 2014.

If you wish to participate, ask for the information document at info@sfpe-seps.be or to rudymathijs@ec.europa.eu

14. Reminder – presence of SEPS in the offices of the rue de la Science

Since always, SEPS-SFPE has provided you with a telephone number (mobile +32 (0) 475 472 470) for obtaining information and for requests for assistance.

The Chairman or other members of the Administrative Board can meet you by appointment at SC29. Requests should be sent to the above mentioned number +32 (0) 475 472 470. Please leave a message if you do not receive an immediate reply.

15. Our meetings in Overijse – Excerpt from an OIB note

The renovation works of the EIC are fully underway: The *Club House* already has its new roof, but its renovation and extension will continue until September of this year. As for the Sports hall, the first demolition works are planned for the month of March and the construction of the new building should start in April to terminate end June 2015.

XII. Annexes

Message of Mrs Suka, Directeur General DG HR & EN (DE here under)

Dear colleagues,

A number of issues have been discussed over the last months and days with regard to the Staff Regulations, salaries and pensions. I now write to inform you about the forthcoming changes as of 1 January and the state of play of the 2011 and 2012 salary adjustment and related issues. Most importantly, I also want to highlight where you will be able to find the information you need to understand what the changes will mean to you.

The Reform of the Staff Regulations

I understand that the long discussions over the past two and a half years have created a certain amount of uncertainty and frustration amongst some of you. The negotiations leading to the final decision were not easy and we should all be grateful for the support of both Vice-President Šefčovič and the President himself for their relentless efforts in defending staff and the administration against often unfair criticism and sometimes radical and dangerous proposals for the Institutions and their staff.

Where to find detailed information on the changes to the revised Staff Regulations

Effective implementation of the revised Staff Regulations starts with a sound understanding of the new rules and procedures by everyone in the organisation. As such, four main information sources will be available **as of 1 January** to ensure that you are clear on what the forthcoming changes mean for you:

- ☐ An additional section of the "[Review of the Staff Regulations](#)" website, providing a summary overview of all the main changes;
- ☐ The "[HR & Administration](#)" site of My IntraComm, which has been updated to reflect the changes in the Staff Regulations, and where you can find detailed information on each topic;
- ☐ The [Administrative Notices website](#), where you can find all the General Implementing Provisions (GIPs) and information on the amended legal texts adopted by the College on 16 December.
- ☐ Finally, your first point of contact should be staff in **your local HR Unit**, who have already been briefed on the full details of the changes.

Further communication activities to staff, the HR Community, and managers will continue throughout the early part of 2014, based on the feedback received from staff and managers in meetings, via the Staff Regulations Forum, and/or other channels.

Salary Adjustment 2011 and 2012

As you are aware, the Commission has a legal obligation to submit new proposals to the Parliament and Council for the salary adjustments of 2011 and 2012. The proposals foresee adjustments of 0.9% for 2011 (date of effect 1 July 2011) and 0.9% for 2012 (date of effect 1 July 2012). These proposed adjustments constitute an attempt to balance the need to provide staff with a reasonable adjustment and demonstrate solidarity with the prevailing conditions in member states. The Parliament's Committee on Legal Affairs (JURI) gave its support to these proposals on 16 December

and these will now go forward to the Council at the beginning of next year. I assure you that the Commission will do its utmost to reach a speedy conclusion to this issue.

Pension Contribution Rates

I am happy to announce good news on the pension contribution rate, which will see an overall reduction of 1.3%. This result is the outcome of a series of intense, fact-based, and fruitful negotiations with the Council, which establish a good basis for future negotiations on salary adjustment.

Pension contribution rate 2012

As already announced, on 10 December the Council adopted a Regulation on the amendment to the 2012 pension contribution rate. According to this decision, the rate will be amended from 11.6% to 10.6% of the basic salary, with retroactive effect from the 1st July 2012.

Pension contribution rate 2013

Following the Regulation adopted by the Council on December 17, the pension contribution rate will be amended from 10.6% to 10.3% of the basic salary, with retroactive effect from the 1st July 2013.

The 2012 contribution rate of 10.6% will be introduced in January 2014 in your monthly pay slip and the 2013 pension contribution rate of 10.3% in your February 2014 payslip. Your contribution will, therefore, be adapted and reduced accordingly. Appropriate payment linked to the retroactive effect of these decisions will be included respectively in a separate pay slip issued in January, and in the subsequent February 2014 pay slip.

The reduction of the 2011 pension contribution rate is still pending in Court.

Looking Ahead

The entry into force of the new rules in the Staff Regulations marks a further change in the development of our organisation. My services will continue to work hard, in partnership with the HR and management communities, to implement the changes efficiently and effectively, and to engage with all of you as we do so. We will focus not only on the process elements of the implementation but also the cultural changes necessary to ensure a long-term benefit, for you and for the organisation.

Irene Souka

Director-General DG Human Resources and Security

DE

Liebe Kolleginnen und Kollegen,

Im Zusammenhang mit den Themen Statut, Gehalt und Pensionen haben wir in letzter Zeit eine Reihe von Fragen diskutiert. Heute möchte ich Sie über die zum 1. Januar in Kraft tretenden Neuerungen und über den Stand der Dinge in Sachen Gehaltsanpassung in den Jahren 2011 und 2012 sowie über die damit zusammenhängenden Fragen informieren. Besonders wichtig ist mir, dass Sie wissen, wo Sie die entsprechenden Informationen finden, und was die Änderungen für Sie bedeuten.

Die Reform des Statuts

Ich kann gut verstehen, dass die langen Diskussionen, die die letzten zweieinhalb Jahre in Anspruch genommen haben, bei einigen von Ihnen eine gewisse Unsicherheit und Frustration erzeugt haben. Die Verhandlungen, die dem Endergebnis vorausgegangen sind, waren nicht einfach, und wir alle

sollten für die Unterstützung von Vize-Präsident Šefčovič und des Präsidenten selbst dankbar sein. Beide haben mit großem Engagement das Personal und unsere Verwaltung gegen oft unfaire Kritik und gegen einige radikale und für die Institutionen und ihr Personal gefährliche Vorschläge verteidigt.

Wo Sie detaillierte Informationen über das neue Statut finden

Eine effektive Umsetzung des neuen Statuts beginnt damit, dass alle Mitarbeiterinnen und Mitarbeiter innerhalb unserer Dienststellen über die neuen Regeln und Verfahren umfänglich informiert sind. Zu diesem Zweck werden vom **1. Januar** an vier Hauptinformationsquellen verfügbar sein. Damit soll sichergestellt werden, dass Sie ein klares Verständnis dafür entwickeln, was die bevorstehenden Änderungen für Sie bedeuten.

- ☐ Ein zusätzliches Kapitel der Webseite "[Review of the Staff Regulations](#)" liefert einen zusammenfassenden Überblick über alle wichtigen Änderungen;
- ☐ Die Webseite "[HR & Administration](#)" innerhalb von My IntraComm, wurde aktualisiert, um die Änderungen im Statut darzustellen. Dort finden Sie detaillierte Informationen über jedes Thema;
- ☐ Auf der Webseite "[Administrative Notices](#)" finden Sie die allgemeinen Durchführungsbestimmungen und Informationen über die geänderten Rechtstexte, die das Kollegium am 16. Dezember angenommen hat.
- ☐ Ihr erster Kontakt sollte das Personal der HR Abteilung in Ihrer Generaldirektion sein, das bereits über alle Details der Änderungen informiert wurde.

Im Verlauf der ersten Monate des Jahres 2014 werden weitere Informationen an die Mitarbeiterinnen und Mitarbeiter, an die Kolleginnen und Kollegen, die im HR Bereich arbeiten, und an Führungskräfte erfolgen. Damit reagieren wir auf die Rückmeldungen von Mitarbeitern sowie Führungskräften aus Sitzungen, dem Forum zum Statut und anderen Kanälen.

Gehaltsanpassung 2011 und 2012

Wie Sie wissen, ist die Kommission rechtlich verpflichtet, Parlament und Rat neue Vorschläge für die Gehaltsanpassung der Jahre 2011 und 2012 zu machen. Die Vorschläge sehen Anpassungen von 0,9% für 2011 (mit Wirkung vom 1. Juli 2011) und 0.9% für 2012 (mit Wirkung vom 1. Juli 2012) vor.

Diese Anpassungsvorschläge versuchen das Gleichgewicht zu wahren zwischen der Notwendigkeit einer angemessenen Gehaltsanpassung für das Personal und der Demonstration von Solidarität mit den in den Mitgliedsländern vorherrschenden Bedingungen. Der Rechtsausschuss des Parlaments hat die Vorschläge am 16. Dezember unterstützt, die nun zu Beginn des Jahres 2014 dem Rat vorgelegt werden. Ich versichere Ihnen, dass die Kommission ihr Möglichstes tun wird, um zu einer raschen Lösung in dieser Sache zu kommenen.

Rentenbeitragssätze

Ich freue mich, Ihnen die gute Nachricht mitteilen zu können, dass der Rentenbeitragssatz insgesamt um 1,3 % gesenkt wird. Dies ist das Ergebnis einer Reihe intensiver, faktenbasierter und fruchtbarer Verhandlungen, die eine gute Grundlage für die künftigen Verhandlungen zu den Gehaltsanpassungen darstellen.

Rentenbeitragssatz 2012

Wie bereits mitgeteilt, hat der Rat am 10. Dezember eine Entscheidung zur Anpassung des Rentenbeitragssatzes 2012 getroffen. Dieser Entscheidung zufolge wird der Satz von 11.6% auf 10.6% des Basisgehalts gesenkt, und zwar rückwirkend zum 1. Juli 2012.

Rentenbeitragssatz 2013

Gemäß der Entscheidung des Rates vom 17. Dezember wird der Rentenbeitragssatz von 10.6% auf 10.3% des Basisgehalts gesenkt, und zwar rückwirkend zum 1. Juli 2013.

Der Beitragssatz des Jahres 2012 von 10,6 % wird im Januar 2014 in ihrer Gehaltsabrechnung erscheinen, während dies für die Beitragsleistung des Jahres 2013 in Höhe von 10,3 % im Februar 2014 geschehen wird. Ihr Beitrag wird also angepasst und entsprechend reduziert. Zahlungen, die sich aus dem rückwirkenden Effekt dieser Entscheidungen ergeben, werden jeweils im Januar und im darauffolgenden Februar 2014 in separaten Gehaltsabrechnungen aufgeführt. Die Reduzierung des Rentenbeitragssatzes des Jahres 2011 ist noch immer beim Gerichtshof anhängig.

Vorausschau

Das Inkrafttreten der neuen Regelungen des Statuts markiert eine weitere Veränderung in der Entwicklung unserer Verwaltung. Meine Dienststellen werden – gemeinsam mit den HR- und Management Gemeinschaften – alles tun, um die Änderungen zügig und effizient umzusetzen, und wir werden Sie zu diesem Zweck eng einbeziehen. Wir werden uns nicht nur auf die prozessbezogenen Elemente der Umsetzung konzentrieren, sondern auch auf die Neuerungen, die im Bereich der Arbeitskultur nötig sind, um langfristige Vorteile für Sie und unsere Verwaltung zu erzielen.

Irene Souka Generaldirektor DG Humanressourcen und Sicherheit

Annex 2

Country weightings

See annex 2 of the French version.

Annex 3

In memoriam

See annex 3 of the French version

Annex 4.

Note of Mrs Souka to the General Directors and Service Heads.

Objet : Action "Active Senior" See French version of the Bulletin, Annex 4

Annex 5.

<p style="text-align: center;">Files and documents available. Order form</p>

Please send this reply slip to the secretariat

I should like to receive the English edition of the following documents

SEPS Vade-mecum

Part 1 (Procedures)

Part 2 (forms /pers. data)

Part 3 (addresses PMO – ADMIN. ...) Edition February 2013

Part 4 (reimbursement forms – RCAM/JSIS)

Summary of the SR reform (DG HR - 12 pages)

Supplementary health insurances Edition june 2013

Invlidity allowance and survival pension (Hendrik Smets)

EU Officials and taxation (Me. J Buekenhoudt)

Inheritance (Me. J Buekenhoudt)

JSIS Guide

Please send these documents to :

Surname.....

First name

Address :

.....

.....

.....

Date : Signature :

To be sent to

SFPE – SEPS
175 rue de la Loi,
Bureau JL 02 40 CG39,
BE-1048 Bruxelles

Fax: +32(0)2 2818378

GSM: +32 (0)475 472470

Email:

info@sfpe-seps.be

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