



Seniors of the European Public Service

Seniors de la Fonction Publique Européenne

# Bulletin

**Information Bulletin**

**Addressed to the members of the association**

**October 2021**

**SEPS is at the disposal of all its members.**

**The secretariat can be reached**

**by telephone: +32 475 472 470**

Please leave a message in case of no answer

or by internet: [info@sfpe-seps.be](mailto:info@sfpe-seps.be) [www.sfpe-seps.be](http://www.sfpe-seps.be)

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### **SEPS Administrative Board 2020 – 2022\***

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\* Elected on 13.02.2020 but to be confirmed by the General Meeting in early June

### **Bulletin editorial team** (FR & EN) October 2020

Nicole Caby; Serge Crutzen; Anna D'Amico;  
Helen James; Hendrik Smets; Yasmin Sözen; Milvia van Rij Brizzi

## **Membership fee: 30 €**

**It is requested in January and no longer on the anniversary date of SEPS / SFPE membership**

**However, new members who register after 30 June 2020 by paying the membership fee, will not need to pay for the 2021 fee. The next payment will only be needed in January 2022.**

**Bank account: IBAN: BE 37 3630 5079 7728  
BIC: BBRUBEBB**

## **Changes of e-mail address**

Many members forget to inform us of their change of e-mail address.

## **During the COVID period : SEPS-SFPE postal mail address**

2A, rue Emile PIRSON, 5140 SOMBREFFE Belgium

# Let us have your views

Some of the subjects dealt with in this Bulletin are important for many pensioners. Regardless of the subjects evoked, members are invited to make comments and suggestions or ask questions

**Comments, suggestions, questions and requests should be sent to the secretariat of SEPS-SFPE:**

- Either by email: [info@sfpe-seps.be](mailto:info@sfpe-seps.be)
- Either by post : address hereunder.
- Either by telephone<sup>1</sup> : **+32 475 472 470** (7J/7 & 24h/24)

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## Call for volunteers

The “COVID” period dispersed the volunteers.

The Daily Management Group would like to reconstitute the action groups that respond to the demands of the members.

SEPS has identified around fifty action groups that must be active to fulfil the tasks of supporting members, defending members' interests, managing the association and complying with the rules imposed by our non-profit association status (ASBL).

**A new appeal is therefore launched to those who feel able to dedicate part of their time to colleagues.** Whether they are in Brussels or elsewhere : SEPS operates by applying the rules of teleworking.

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<sup>1</sup>You could call to ask for a call.

## **General Data Protection Regulations (GDPR).**

Dear Member

We take the protection of personal data very seriously and we are committed to respect the General Regulation on the Protection of Data (GRPD).

Our contact information is used exclusively to ensure our responsibility towards you, as a member, for frank and transparent information on the activities of the Association and the decisions taken by the Administrative Board.

The information you have trusted us with is used entirely for internal purposes. It is not made available to third parties (PMO, DG HR,) without your express permission. The Association commits itself to protect this information against any form of dissemination and not to make it available to anyone, except where obliged to under the law or when undertaking an act at your request, within the limits of the social objectives of the Association.

Of course, you can access, rectify or delete this information at any time. You may object to the use of your information and have the right to withdraw your consent at any time by sending us an e-mail or a request by post.

Serge Crutzen for the SEPS/SFPE  
Management

## **General meeting and Information Meeting**

*Au Repos des Chasseurs*

*Avenue Charles-Albert, 11 1170 Bruxelles (Boitsfort)\* +32(0)26604672*

**Perhaps<sup>2</sup> on 9 December 2021**

**On the basis of the traditional programme, from 10h30 to 16h30**

- News of SEPS/SFPE
- Administration Board actions
- Budget for 2022
- Discussion subject
- Lunch
- Commission report on the Staff Regulations and the Pensions
- Evolution of JSIS GIP
- Problems encountered by members
- Question

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<sup>2</sup> Depending on the COVID pandemic evolution. Decision to be taken on 3 December 2021.

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# **I. Letter from the Editor**

In her State of the Union address of 15 September 2021, Ursula von der Leyen, President of the European Commission, presented the key initiatives the European Commission intends to undertake during the coming year. These initiatives are as follows:

- Continue the vaccination drive in Europe and accelerate the rate of vaccination in the whole world, as well as strengthening measures to prepare for pandemics
- Make all efforts possible to fill the financing gap in the fight against climate change in collaboration with our world partners
- Guide digital transformation, which will contribute to job creation and stimulate competitiveness, while at the same time guaranteeing technical excellence and sourcing security
- Guarantee equitable working conditions and health care services of the highest quality and offer European youth greater possibilities to benefit from market social economy
- Intensify our cooperation in the areas of security and defence and consolidate EU partnerships with its closest allies
- Defend the European values and freedoms and protect the rule of law

Several key words affect us: vaccination, climate change, health care, freedoms, European values, rule of law. We can but be content that these themes are on the agenda.

Our preoccupations as pensioners are also more material: the stability of our pensions system, the safeguarding of the adaptation of pensions in parallel with salaries, essential PMO services, from “Assistance to Pensioners” at Directorate D to the support which the pensioner associations can provide...

The Commission’s report on the application of the Staff Regulations from 2014 to 2019 speaks about these themes and the Commission says therein that the themes of pension system and salary / pension annual adaptation “will again be analysed in the final report expected in March 2022, on the basis of which the Commission will present, if necessary, a new legislation to modify the provisions in the Staff Regulations. Does this mean that the Staff Regulations are to be modified?

The message needs to be taken seriously and the pensioners associations, in collaboration with the staff unions need to prepare themselves to defend our interests, whilst avoiding the creation of divisions among the staff.

## **II. Communication to the staff –** **Progressive return to the office**

**Summary of a message of Gertrud INGESTAD, Director-General for Human Resources and Security**

### **Presence in the office**

As both Commissioner Hahn and Gertrud Inglestat have already announced, they are increasing the presence in the office to allow teams to reunite and in particular to allow them to get to know new team members. Since the beginning of the pandemic, services have welcomed more than 5 000 new colleagues. Since 20 September, with the official move to Phase 3, all colleagues are able to come to the office again after more than 18 months of restrictions. Colleagues are expected to come into the office at least one day a week. This is an important first step, in line with national practice in the Member States and with other EU Institutions, where similar approaches to ours are currently being implemented.

This is a gradual and prudent return with flexibility for all in how they organise their presence (half days or full days).

It could be a good idea for members of the same team to all come to the office on the same day, if there is sufficient office space to implement physical distancing and respect the 50% overall ceiling in their DG. The objective of the overall ceiling is to limit presence in the office in a way which would not compromise the chance for physical reconnection within teams.

There are exceptions to the requirement to be in the office for one day a week. These include immunocompromised patients and pregnant women.

Where staff have been authorised to telework from outside the place of employment, in line with the previous rules, the return to their place of employment is in principle mandatory. The [new teleworking guidelines](#) are available on the [coronavirus site](#), and other relevant documents will be uploaded progressively.

### **Vaccinations**

First, Commission staff have been vaccinated in large numbers: more than 90% of staff in Brussels have been vaccinated. [A vaccination booster was offered to those](#)

medically vulnerable, immunocompromised staff, and staff above 65. as defined by Belgian rules. The flu vaccination campaign is active.

## **Safety in the office**

You will continue to follow the existing safety practices during your time in the office, even if you have been vaccinated. Wearing a mask (except when you are sitting at your desk) remains obligatory, as does washing your hands regularly with soap or, failing that, with hand sanitizer. Social distancing rules remain as will temperature checking at building entrances. We will also carefully monitor for any clusters of coronavirus infection if they occur, and you will need to follow the medical protocol.

## **Meetings**

This also means that physical meetings are picking up. Meetings with external visitors can take place upon presentation of a valid COVID Certificate, or any equivalent evidence. The Commission's Decision from 07.09.2021 has all the details. Events within our premises with a maximum of 200 participants can be held again, if they follow both national and Commission COVID rules. Even with the maximum cap of 200 participants, services should in any case limit the size of events to the minimum necessary.

## **Catering**

In Brussels the catering offer is progressively extended with the opening of a few more sites and a pilot project, starting mid-October, where food trucks will be present in front of a few buildings with suitable private outdoor spaces. More information is available on My IntraComm.

## **Retired staff – SEPS – Afiliatys**

Possibilities to meet associations staff or insurance companies experts (Allianz Care) are open again. However any visit has to be organised beforehand and a formal appointment is necessary ([info@sfpe-seps.be](mailto:info@sfpe-seps.be) [info@afiliatys.eu](mailto:info@afiliatys.eu) )

Regardless of the COVID 19 crisis, the SEPS phone (+32 475 472 470) is open and answered calls, 7 days a week & 24 hours a day. Many members ask for our help via [info@sfpe-seps.be](mailto:info@sfpe-seps.be) .



### **III. A new Human Resources strategy at the Commission - The Position of the Alliance**<sup>3</sup>

The new strategy proposed by DG HR calls for radical changes to the current *modus operandi* of the Commission. According to the Alliance, it is essential to commence formal discussions with the staff unions on all the aspects implicated, as their main role is to represent the interests of the staff. These staff unions have direct experience of the work place, of the legitimate aspirations of the staff: they have constructive contributions to make to the restructuring of the Commission services' operating modalities.

The 4 pillars and the action plan of the new strategy raise a number of questions which should be dealt with in a reasonable fashion and not merely in general terms. Some of the questions of the Alliance are summarised and presented hereafter:

#### **1. First pillar: An “attractive” working place for all**

*Strengthen our attractiveness to pursue a career for a wide-range of employees, by creating a flexible, inclusive and durable working environment*

**The place of work:** The Alliance wonders how it can be attractive when colleagues move from one day to the next to “open space” and flexible offices, without having been involved in the process and without having been able to voice their ideas and their wishes? The staff is being confronted with a *fait accompli*.

**Handicap:** The Alliance considers that much remains to be done to allow handicapped colleagues to work in adapted surroundings. In this respect, the “hot desking<sup>4</sup>” is certainly not an improvement. This issue should also be addressed with EPSO, as the recruitment of handicapped persons is far from easy.

**Reintegration** into the services after a long period of absence (CCP or absence due to illness or invalidity) requires solid support from DG HR. The Alliance (and SEPS as well) consider that medical part-time should be possible when colleagues return

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<sup>3</sup> The Confederate ALLIANCE of the free staff unions (R&D – SE - TAO-AFI – SFIE – A&D) represents the staff and professional unions of the European Commission which adhere to the current regulations of this Alliance [https://renouveau-democratie.eu/archives/en/08a\\_statut.htm](https://renouveau-democratie.eu/archives/en/08a_statut.htm)

<sup>4</sup> Hot desking: an organising principle for offices involving several employees working at a single physical desk or a single surface during different periods.

after a long absence due to ill health or a period of invalidity. A progressive reintegration should be made possible.

**End of career:** a few years before retirement, there should be the possibility to become involved in the activities of younger colleagues. The experience and expertise should be recognised and valued by the Commission and passed on to the younger generations. The possibility of becoming a “Active Senior”<sup>5</sup> should be enlarged and encouraged. The recognition of years passed in the services of the institution should be rewarded in a more personalised fashion.

## 2. Second pillar: recruitment and selection

*Introduce a more rapid, simpler and modern recruitment process, for internal and external candidates; more specialised profiles and a balanced and diversified work force.*

This implies that staff should **form an integral part of the change**, should be aware of the new challenges and regularly acquire new skills or adapt their previously acquired skills. What will be the role of the staff representatives?

There should be a real **correlation between duties and groups of job responsibilities**. There should be a way of facilitating the acquisition of skills to enable a move to a higher level of job responsibility. Large scale internal competitions should be privileged as well as the process of certification from AST/SC to AST.

Geographic equilibrium is lacking (especially in the groups Contractual Agents or AST/SC). A large portion of the staff emanate from only 7 Member States of the EU (Belgium, Italy, Spain, Romania, France, Greece and Poland). Those who live in countries where salaries are higher (Nordic and Baltic States, Germany, Austria or Luxemburg) the European Commission is simply not an attractive employer (mainly in terms of salary).

## 3. Third pillar: Career

*Offer staff support, training and the necessary perspectives for the development of their careers. A flexible and enriching career...*

Several questions are posed by the Alliance.

**Ad hoc projects and working groups:** How will people be selected for changes in career: what happens to those with time limited contracts? Will there be calls for

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<sup>5</sup> Several members of the SEPS Administrative Board are «Active Seniors »

interest? How will the availability of colleagues be determined? What motivation will be offered to colleagues? Will there be incentives?

**Intra or Inter DG?** Will flexibility be confined to staff of one DG or will it be open to colleagues from other DGs? What about the Agencies?

What will the status of “heads of ad hoc projects” or “heads of working groups” be? Head of Unit? The post will therefore need to be published. And what about established experts?

**Internal and external mobility:** How will this be guaranteed for all the institutional sites, including JRC, the representations and delegations, and for all the categories of staff? How will nepotism be avoided? The early identification of talent can be dangerous as the experience and maturity of individuals evolve over time.

#### **4. Fourth pillar: HR procedures**

*Accompany the changes. Simplify and digitalise all the HR procedures and introduce a single HR platform.*

Beware of the digital fracture!

**A complete overhaul of all HR procedures:** who will be responsible for this? An external organ? How will the culture and specificities of each institution be taken into account? The Alliance fears that external models not compatible with our culture will be imposed (as was done with EPSO, for example).

## **IV. Commission report on the implementation of the Staff Regulations 2014**

(Brief summary of the important points for pensioners)

Article 113 of the Staff Regulations and article 142bis of the regulations applicable to other agents (RAA) foresee that the Commission present the European Parliament and the Council with a report on the implementation of the Staff Regulations and the RAA.

The report was made available on 4 August 2021.

The present report concerns the period between 1 January 2014 and 31 December 2019. The start of this period corresponds to the entry into force of the last reform of the Staff Regulations.

## **1. Reports on the implementation of Annex XI of the Staff Regulations (adaptation of salaries and pensions)**

The current method for the annual adjustment of salaries and pensions of the staff of the Union and the members of the European Institutions was adopted at the time of the 2014 reform. The Staff Regulations foresee that this method will remain in force until at least the end of 2023.

The Commission submitted a positive interim report on the implementation of Annex XI in December 2018<sup>6</sup>. Few problems were discerned with respect to the correction coefficients.

In 2020 the exception clause foreseen in Article 11 of Annex XI was automatically applied (Fall of GDP – Covid 19). The increase in the purchasing power of national civil servants was not taken into account in the adjustment for 2020; it has been postponed until the GDP of the Union returns to its pre-crisis level.

**The implementation of Annex XI will be analysed again in the final report, foreseen for March 2022, on the basis of which the Commission will, if necessary, present a formal proposal to modify the provisions of the Staff Regulations regarding the method.**

## **2. Reports on the implementation of Annex XII of the Staff Regulations (pensions)**

In December 2018 the Commission also presented an interim report on the implementation of Annex XII<sup>7</sup>. This report demonstrated that the implementation of Annex XII of the Staff Regulations had attained its specific objective to guarantee the equilibrium of the pension scheme of the Union's civil service (including the contribution to the pension scheme transferred to the budget by the staff to cover the one third of pension rights acquired each year). It also confirmed that the reforms to

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<sup>6</sup> Report of the Commission to the European Parliament and the Council on the application of Annex XI of the Staff Regulations and its article 66 bis – COM (2018) 830 final

<sup>7</sup> Report of the Commission to the European Parliament and the Council on the application of Annex XII of the Staff Regulations – COM (2018) 829 final

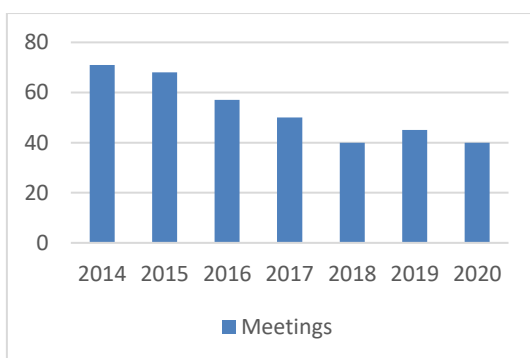
the Staff Regulations of 2004 and 2014 had resulted in increased annual savings due to the reduction in staff and the increase in the pensionable age.

**A final report will be presented to the EP and the Council in March 2022 on the basis of which the Commission will, if necessary, present a formal proposal to modify the provisions of the Staff Regulations regarding the implementation of the pensions scheme.**

### 3. Partners in social dialogue

Articles 9 and 10 of the Staff Regulations organise the participation of staff at various instances (for example at staff committees, joint commissions and staff unions or associations) thus ensuring the effectiveness of the social dialogue process.

The representatives for pensioners participate at these meetings as best they can!



Meetings with the staff representatives

### 4. European Court of Auditors

The Court of Auditors has examined the implementation of the 2014 Reform and the way in which the Commission dealt with the dual challenge of on the one hand securing budgetary savings and on the other improving the situation in terms of human resources<sup>8</sup>.

The Court confirmed that savings had been made and that these were even higher than the agreed target.

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<sup>8</sup> In 2017 the Court of Auditors adopted a rapid study on the effects of a 5% reduction of staff levels, which does not form part of the present report.

## **5. European Mediator**

The European Mediator<sup>9</sup> regularly evaluates the application of the Staff Regulations by the Institutions. The enquiries and the demands for clarification by the European Mediator deal with a variety of subjects, such as transparency and access to information, the treatment of handicapped persons, anti-harassment policies or the monitoring of external activities undertaken by former staff members.

As an example, the Mediator opened two enquiries into the phenomenon called “pantouflage” (former civil servants moving to the private sector) in 2013 and 2017.

## **6. Discharge procedure of the European Parliament**

In the discharge procedure, the budgetary commission of the EP presents, each year, several recommendations concerning the application of the Staff Regulations by all the Institutions.

## **7. Conclusions of the Council on the subjects studied by the “Staff Regulations group”**

The Council conclusions adopted during the reference period included, among others, the Eurostat study on the long term budgetary impact of the cost of EU pensions<sup>10</sup>.

## **8. Legal control**

All the submissions to the Court of Justice contesting aspects of the 2014 Reform have been rejected, confirming thereby the legality of the modifications made by the co-legislator.

## **9. Comments from the staff unions**

The staff would like there to be more social dialogue.

The essential position of the staff unions is to avoid any reform. Accepting reforms of any kind under the pressure of the Member States is not a good way to defend the European public service.

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<sup>9</sup> The status and the duties of the Mediator have been determined by an EP decision of 9 March 1994, taken after an opinion from the Commission and the approval of the Council. The European Mediator aims to improve the protection of citizens in the event of faulty administration on the part of the Institutions, organs or organisms of the Union: and, in this way, to strengthen the openness and the democratic control of the decision making process and the administration of the EU Institutions.

<sup>10</sup> Eurostat study on the long-term budgetary implications of pension costs. Brussels, 28.7.2016 SWD(2016) 268 final

It is evident that from April 2022 the pensions scheme is going to be the subject of debate. Will it become endangered ? The Commission appears to accept that it needs to be reconsidered and that it forms part of a reform of the Staff Regulations! However, as proven by the earlier report, the pension scheme is balanced by the annual contributions from the active members of staff.

## **V. The 2020 annual report of the CGAM**

This report from the joint committee for the management of JSIS (CGAM) is established for the EU Institutions and their staff committees.

Let us remember that the Joint Sickness Insurance Scheme (JSIS), established on the basis of Article 72 of the Staff Regulations jointly by the European Union Institutions, covers the staff of the Institutions and the European agencies, with the exception of the staff of the EIB, the ECB and the Members of the European Parliament.

In this respect, the CGAM reminds us that the JSIS is a system based on solidarity where everyone contributes as a function of the rate applicable to his/her level of remuneration or pension.

**2020 Beneficiaries of JSIS:** 172,397 persons

**Active staff:** Affiliated: 63,844 Number of active beneficiaries: 138,500

**Post-active:** Affiliated 23,887 Number of post-active beneficiaries: 33,897

**Chairperson in 2020:** Mrs Monique BRETON (Vice-Chairman in 2021)

**Vice-Chairman in 2020:** Mr Costas POPOTAS (Chairperson in 2021)

### **How complaints were dealt with:**

The number of complaints remains moderate despite the increase in the general population. During 2020 a total of 95 complaints were registered from all the Institutions. 37 complaints have not been examined by the CGAM as they became null and void before the plenary meeting and one of them was received past the deadline.

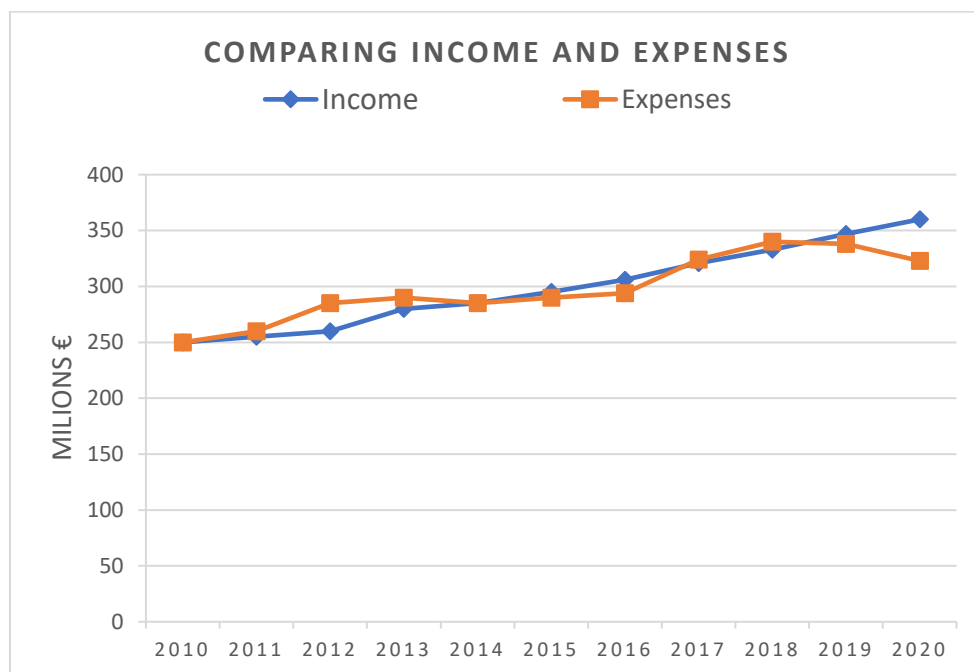
Consequently, the CGAM dealt with a total of 57 complaints, none of which required a vote during the plenary.

### **Financial evolution of the scheme**

For 2020 the accounts of the JSIS closed with a balance of + €39,187 million, substantially higher than the balance for the year 2019. The income generated

through contributions continued to increase; however, there has also been a substantial decrease in expenditure.

This spectacular fall in expenditure for health care can be explained by the mobilisation of whole sectors of hospitals due to the COVID-19 crisis, with many specialist services being postponed. City health care has also been strongly affected.



The prudent management of DG BUDG has safeguarded the assets (the reserve) of the scheme, which have generated income. Despite the context of interest rates at an all time low, the financial placements of JSIS have generated a positive return. At the end of the financial year, the reserve stood at €265.4 million.

### Evolution of contributions

In 2020 the average contribution by active affiliate, slightly lower than the preceding financial year, stood at €4,085, compared to that of each post-active affiliate of €4,273.

### Evolution of expenditure

An important portion of expenditure is linked to reimbursements for serious illnesses. The category of hospital services generates most of the reimbursements. Expenditure for medication has registered a less significant increase. Expenditure



related to dental care was greatly reduced during 2020. The CGAM was pleased to note that during 2020 the Central Office was able to sign new agreements with hospital establishments in Belgium, which helps to contain costs. The committee encouraged it to continue its efforts in the other places of assignment.

## **Conclusions and recommendations**

### **Info tech tools**

Several measures introduced within the European Union (European health insurance card, electronic management of files...) require an updating of JSIS, which would allow it to improve its operations such as lighten the internal work load as well as facilitating access to health care by affiliates and to have a better oversight of expenditure.

The strategy adopted over several years to cooperate more closely with national health insurance providers implies the urgent necessity to provide JSIS with the IT means to align with national systems to face the following needs:

- a) Electronic billing: Increasingly the health service providers in various countries are abandoning the use of paper in favour of electronic billing for fees, for prescriptions, reports, medical files
- b) Protection against IT risks
- c) Easier communication with affiliates through the use of modern methods
- d) Greater visibility and efficient control over operations

### **Revision of the GIP**

Other than the modification of the General Implementation Provisions (GIP) to take account of the new screening programs and the up-dating of the notion of serious illness on the basis of established practices, the CGAM is of the view that in order to ensure reimbursements in accordance with the Staff Regulations and various conventions such as the United Nations Convention on the rights of handicapped persons, new provisions should establish a flexible and dynamic system of adaptation to the evolution of medical practice and costs.

The current version of the GIP is more than 14 years old.

### **Discriminatory treatment of JSIS beneficiaries by certain Member States**

It is the duty of the Commission to put in place the necessary means, administrative and/or political so that affiliates receive non-discriminatory treatment with respect to

health care; making recourse to legal means if required. The European Parliament has already pressured the Commission to act in this respect.

## **The articulation between JSIS and the national social security systems**

Particular attention needs to be given to guarantee that JSIS affiliates can access national health insurance schemes financed through taxes (rather than by social security contributions); this situation concerns Italy in particular.

### **Possible avenues for future action**

Reminder of the numerous requests made by JSIS, such as :  
exchange of digital and administrative information between the national systems and JSIS; a study on the risks; creation of a sizeable reserve for the consequences of COVID 19; a reserve for the issue of assisted care; equal treatment between affiliates of JSIS and those with national coverage; intervention with the Luxemburg and Italian governments to obtain loyal cooperation;...

## **VI. Salary adjustments for 2021 : what we can expect**

The December 2020 Bulletin explained what the salary and pensions adjustment perspectives might be for the next three years : 2021, 22 and 23.

### **1. Briefly :**

Salary adjustments contain two components

- **The inflation (JBLI)**
- **The evolution of salaries (GIS)** of national civil servants in 10 Member States

At the end of 2020 the salary adjustment should have been by 3.2% : 0.7% for inflation (JBLI) and 2.5% in way of remaining at parity with national civil service salaries. (GIS). We only received 0.7% due to the application of the exception clause because the GDP in the EU fell by 5.9%.

### **2. In 2021, the inflation criterion (JBLI) is as follows :**

The 0.7% for inflation was granted in 2020.

For 2021, the Belgian statistical office Statbel, declared an inflation of 1.63% in June and up to 2.86% in September.

The reference date of our salary adjustment is 01.07.2021. Inflation in Brussels should therefore be around 2%. This is reflected in the Eurostat proposal, which remains confidential, but which should be made public end November, after the Commission has been informed, and will be officialised on 15 December 2021 by publication in the Official Journal.

### **3. In 2021, the exception clause is not to be applied to the evolution of national civil service salaries (GIS)**

Given the fall in GDP (-5.9%), the portion of the 2020 adjustment based on the comparison with national salaries in the EU (2.5%) was blocked until GDP returned to its level of 2019 : this is the consequence of the application of the exception clause in 2020.

In 2021 GDP will not have returned to its level of 2019. The forecast of ECFIN is +4.8%, falling short by 1.1%. The 2020 increase of 2.5% will thus be further postponed to 2022 !

But, since the 2021 GDP is positive, the GIS will be applied from 1 July 2021 in combination with the adjustment for inflation. However, national civil service salaries have changed little on average. The GIS coefficient could be small.

### **4. The moderation clause :**

This clause comes into effect when the GIS (cumulated) is over 2%. This will probably be the case in 2022 as the increases for 2020 (GIS=2,5) and 2022 will be added together. The progressive application of the moderation clause may split the adaptation to 2% in July 2022 and the remainder for Easter 2023. All this depends on GDP for 2022 reaching its value of 2019 with no other changes in between.

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There will consequently be a positive adjustment to salaries in December 2021. Also the corrective coefficients will be adapted relative to inflation.

## **VII. If it wants to be understood the Commission needs to speak all the languages of the Union**

About 20 years ago, the FFPE picked up the discussion on the use of Europe's languages by initiating a slogan and a poster that we need to revive :

***Pour avoir la parole, l'Europe doit parler ses langues***  
*(In order to be heard, Europe must speak its languages)*

All the official languages of the 15 Member States of the Union at that time were represented on that poster<sup>11</sup>.

Today the languages of the 13 countries which have joined us since 2004<sup>12</sup> would need to be added.

In concordance with its status as a international democratic organisation, the EU has multi-lingualism among its founding principles. Its policy aims to :

- Communicate with citizens in their own language
- Protect Europe's great diversity of languages
- Promote the learning of languages within Europe

This principle is anchored within the EU's Charter of fundamental rights : every citizen of the EU has the right to communicate with the European institutions in one of its 24 official languages and the institutions are obliged to respond in the same language.

All legislation and other legal acts of the EU are published in all the official languages.

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<sup>11</sup> **Multilingual or mute ? Europe must choose / Europas Stärke liegt in der Vielfalt seiner sprachen / L' Europa e muta se non parla le sue lingue / Om te worden gehoord, moet Europe zijn talen gebruiken / Para tener la palabra, Europa debbe ablar sus lenguas / Για να έχει λόγο, η Ευρώπη πρέπει να μιλά τις γλώσσες της / For at have en stemme skal Europa tale sine sprog / A Europe deve usar da palavra em todas as suas linguas para ter direito à palavra / Monikielisen Euroopan ääni kuuluu / För att få en röst måste Europa tala sina språk**

<sup>12</sup> **Aby mieć coś do powiedzenia, Europa musi mówić swoimi językami / За да има мнение, Европа трябва да говори своите езици / Pentru a avea un cuvânt de spus, Europa trebuie să-și vorbească limbile / Kad galėtų pasisakyti, Europa turi kalbėti savo kalbomis / Ahhoz, hogy beleszólhassunk, Európának beszélnie kell a nyelvein / Et kaasa rääkida, peab Euroopa rääkima oma keel / Hääle saamiseks peab Euroopa rääkima oma keeli / Lai Eiropa varētu izteikt savu viedokli, tai jārunā savās valodās / Biex ikollha vuçi, l-Ewropa trid titkellem il-lingwi tagħha / Aby mala Európa hlas, musí ovládat' svoje jazyky / Da bi imela glas, mora Evropa govoriti svoje jezike / ... ..**

The meetings of the European Council and of the Council of the European Union are interpreted in all the official languages. The members of the European Parliament have the right to express themselves at Parliament in any of the official languages of the EU.

However, certain languages are dominant for demographic or cultural reasons. Other languages appear less frequently because some Member States propose the use of a second language.

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We must use our languages ! In effect, this multi-linguism is the evidence of the richness of European culture, open to the world, a factor of confidence, an advantage during negotiations, a means to better our competitors, an advantage for taking on the management of working groups, ...

Using our maternal language is, for many among us, the only means to express ourselves correctly, clearly and to be able to argue our proposals or requests well.

The systematic use of English, or of its very pared down version, is a facility that needs to be accepted in certain justified circumstances but when documents destined for wide distribution within our institutions are concerned, why not use the language of the author or a few linguistic versions. Sufficiently accurate automatic translation tools would allow everyone to take cognition of the message, if the original language is not understood.

Idem for information provided by our administrations to the staff of the institutions ; why not respect the minimalist rule of the three priority languages : FR, EN, DE ?

It is not by forcing us all to use Euro-English that we will retain the feeling of benefitting from and perpetuating the European linguistic heritage. The generalised use of English represents a significant cultural loss ! It also represents an unjustified advantage for a few Member States.

Every civil servant has to accept the rule MT+2 (mother tongue + two others). Accepting several languages guarantees a greater cognitive flexibility. In fact, numerous studies have demonstrated that multi-lingual individuals have a significant chance of obtaining better results in the areas of analysis, creativity and mental flexibility than unilingual individuals. The fact of switching regularly from one language to another represents an intense mental stimulation which contributes enormously to the good development of the brain.

The most obvious advantage of multi-lingualism is the potential communication capacity. The fact of knowing how to communicate in several languages confers on those individuals the possibility of making richer experiences at the cultural and traditional levels.

Socially, knowing several languages opens the possibility for more satisfying contacts with colleagues. The multi-lingual individual can better understand the cultural and traditional differences of other European countries.

Multi-linguism has such benefits that it should even be considered essential in our environment. Learning a language can demand significant personal investment, but the advantages on the professional, personal and social levels should not be underestimated. A multi-lingual individual has a greater chance of success at the professional level and the ability to appreciate the world from a different perspective than a unilingual person.

Instead of wanting to simplify the messages and the working conditions, our institutions should be striving to ensure the perennity of European linguistic diversity, which is one of our strengths. Reducing our capacity to communicate to a single language can only result in cultural loss and an ever growing distancing of the Institutions from the citizens of the Member States.

## **VIII. Flooding in Belgium and in Germany**

Our association made a donation of €1,000 to the Red Cross drawn from the annual membership fees. We do not receive any subsidies.

It has been understood that the Red Cross will use these funds in both Germany and Belgium. Three months after the historic floods which hit Belgium and Germany, the Red Cross has announced donations amounting to €40 million. They will be used between now and April 2022 to provide direct assistance to the disaster stricken victims and to respond to priority needs.

In Belgium more than €7 million have already been spent in the emergency phase (first aid, evacuation of retirement homes, distribution of 10,000 blankets and camp beds, hygiene equipment, food and water) for food aid, shelter and initial projects. Several million € are to be distributed directly to the most vulnerable persons. The Red Cross will redistribute several million € to the disaster stricken victims in collaboration with the 38 most affected districts. RC will take care of providing meals daily and will contribute shelter and assistance to return home to stricken victims. A budget has also been allocated to school equipment in the affected zones. Finally, the Red Cross also intends to provide psycho-social assistance at the reception areas and logistics to anticipate the needs arising from the approach of winter.

## **IX. Information and reminders**

Much of the information which is offered in this chapter of the Bulletin does not concern all members but may be of interest to many of them. They are being sent to you on the basis of experiences made by members of SEPS who man the permanent phone line or at the request of PMO.

Some of this information may also duplicate information provided in the information bulletin of DG HR D1 "Info Senior" and earlier SEPS-SFPE Bulletins. However, it is essential to insist on certain rules and to repeat them: the PMO services ask us to do so.

### **1. Reopening of the offices of SEPS and Afiliatys**

Given the current health situation, meetings between members and association officials can only be done **by appointment**. In addition, these meetings must be the subject of a written document.

The address below allows us to operate during this period of office closure, both for the post office and for much needed meetings (large spaces available).

It is this address that should be given to anyone who wants to send us documents or requests by post (which continues to function well)

2A, rue Emile Pirson

5140 Sombreffe

Belgique

Tel. : SEPS +32 475 472 470 - 7/24µ

*However, the majority of contacts, SEPS / SFPE meetings and meetings with Commission services are still done by video conference.*

### **2. JSIS welcome offices in Brussels, Luxembourg and Ispra reopen**

The PMO colleagues are again at your disposal in the JSIS offices to answer all your questions on health and accident insurance. They will welcome you in **Brussels, Luxembourg and Ispra** and give you the explanations and advice you need.

For pensioners who do not have an EU Login account yet: it can be created on the spot by the PMO teams, opening for you many online functionalities that save time and reduce the administrative burden.

**For everyone's safety, these meetings will take place by appointment only. To make an appointment with your JSIS office, please email or call:**

**For Bruxelles :**

[PMO-RCAM-BRU-RDV@ec.europa.eu](mailto:PMO-RCAM-BRU-RDV@ec.europa.eu)  
+32 2 29 97777

**For Luxembourg :**

[PMO-RCAM-LUX-RDV@ec.europa.eu](mailto:PMO-RCAM-LUX-RDV@ec.europa.eu)  
+352 4301 36100

**For Ispra :**

[PMO6-JRC-HD@ec.europa.eu](mailto:PMO6-JRC-HD@ec.europa.eu)  
+39 0332 78 57 57

In order to prepare your appointment, please provide the following information in your email or telephone conversation:

- Your staff or pension number;
- The reason for your request a few words (no medical details), specifying the beneficiary;
- The account or file number if applicable;
- A phone number so that a PMO colleague can reach you to best prepare your appointment or to inform you in case of last minute cancellation.

**Note:** *By requesting an appointment, you agree that the above-mentioned personal data will be processed to organise your meeting*

**Addresses of the Welcome Offices:**

- Brussels - MERO - Avenue de Tervueren 41 - 1040 Brussels
- Luxembourg - DRB B2/085 - Rue Guillaume Kroll 12 1882 Luxembourg
- Ispra
  - a) For active staff: at the PMO.6 settlement office - Building 73, Via Enrico Fermi, 2749, 21027 Ispra
  - b) For pensioners: at the JRC Clubhouse - Via Esperia 329, 21027 Ispra



### **3. The new Staff Administrative Centre**

**+32 2 29 66600**

On 30 September 2021, while many HR colleagues were finding our way in the open spaces of L107, **the staff working in MO34 were moving to the first floor of PLB3 (rue Philippe le Bon) under a new name - the Staff Administrative Centre - support for active and retired staff.**

✓ **Welcome Office** (not just for newcomers, but also for all staff)

Information desk for newcomers and their families, call centre for general information and assistance, legal advisers service, assistance in the search for accommodation, checking of rental contracts, information on Commission services, information and documentation on Brussels, integration events for newcomers and their families, authentication of signatures, certified true copies. Tel. +32 2 29 66600.

✓ **Expat Administrative Support**

Special ID cards, VAT-free purchases, Importation under 136F procedure and car registration, change of addresses in Sysper, issue of the EU laissez-passer, issue of certificates via HRM forms.

✓ **Departure Desk**

The Departure Desk represents the last step of the retirement process. It is a one-stop-shop where the bureaucratic formalities are finalised before leaving. The Departure Desk provides useful information and contact references about the services available to staff retiring and to retired staff. Tel. +32 2 29 66600.

✓ **Service Cards Office - Badges and parking cards**

Issue of access cards (badges) also for retired staff and family members, issue of vehicle parking passes, programming of magnetic staff cards.  
The Service Cards Office continues to operate by appointment only.

✓ **Disability Support & Financial aid**

A single entry point for help and information for staff members with a disability, and staff members caring for disabled dependent children for questions on reasonable accommodation, and non-medical costs related to disability.

✓ **Social Support & Relations with Pensioners (Aid to pensioners)**

Pensioners and colleagues in invalidity can apply for assistance in case of personal, administrative or financial difficulties. Social workers can help with problems related to health, disability, bereavement, finances, housing or any other difficult social situation.

The service also provides other useful information, support and advice relating to pensioners. Tel. +32 2 29 59098. ([HR-AIDE-PENSIONNES@ec.europa.eu](mailto:HR-AIDE-PENSIONNES@ec.europa.eu))

✓ **Personal files.**

Your personal file contains documents relating to your career and private life. These are the documents you provided when you entered service as well as any other documents provided throughout your career.

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**In MERO** (41, avenue de Tervuren 1040 Bruxelles)

The PMO Staff from the former Administration Services Centre, dealing with entry into service, have moved to the MERO building.

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**If you have a question, don't hesitate to contact the new Staff Administrative Centre. It is there for you! But, do please note that all services are open by appointment only.**

#### **4. Update of approved health screening centres.**

list of health screening centres with which the JSIS signed an agreement

See annex 2

#### **5. Reminders of some essential rules for retirees.**

The presentations made during the seminars for the preparation for retirement and the questions posed suggest that several elements need to be recalled to the memory of retirees from time to time.

##### **Sysper post activity**

Once you retire, with your EU-LOGIN, you have access to SYSPER POST ACTIVITY. The site will be useful to you for:

- ✓ Consult your family situation and check if your children, if any, are still eligible;
- ✓ Consult your pension files;
- ✓ Request a tax certificate, by country; ...

## **Help for pensioners – Welcome departure desk** (see 3. hereabove)

These services of DG HR which used to be at SC11 and MO 34 have now moved to PLB3 (Rue Philippe Le Bon, 3, 1040 Bruxelles), where the seminars and other training will henceforth take place.

## **Retirement and pensions**

The pension is paid at the end of each month, depending when this falls, either on 28, 29 or 30<sup>th</sup> and not on the 15<sup>th</sup>.

The contribution to JSIS remains the same (1.7% of the basic pension). For small pensions, at least €51 needs to be paid each month for full coverage by JSIS.

- ✓ JSIS coverage for a retirement at the normal age : the retiree has the right to contribute to benefit from JSIS coverage. He can undertake a professional activity without losing his rights to JSIS.
- ✓ JSIS coverage in the event of early retirement : if the retiree wishes to exercise a remunerated professional activity, for as long as he continues to work, he will not be able to benefit from JSIS coverage.

For holidays not taken at the moment of retirement : payment will be based on 30<sup>ths</sup> of the non taken days (not 22<sup>nds</sup>).

## **Survivor's pension**

Retired without dependent children: The surviving spouse will receive 60% of the retirement pension.

Widow/widower pensions of divorced couples ; On the death of the affiliate his/her full pension will continue to be paid for three months. The survivor's pension will be paid from the 4<sup>th</sup> month after the death.

The amount of the alimony paid by the deceased to his/her surviving ex-spouse will be transformed into the widow/widower's pension and will continue to be paid by the Institutions (to be proven by the beneficiary). It will however be limited to the amount of the survivor's pension, but will be paid by the Commission (PMO) and therefore be exempt from national taxes.

If there are several ex-spouses, the amount of the survivor's pension will be calculated on a pro-rata basis for the years of marriage of each. If one of the ex-spouses dies, it is possible to request the revision of the amount paid.

If a civil servant receives his/her own pension and his/her spouse, also an official of the Institutions, dies, the surviving official will receive his/her pension and the survivor's pension of his/her deceased spouse.

Possible reduction of the widow/widower's pension (cf Administrative Information: A.I. (2018) n° 19) : if the difference in age between the deceased and his/her surviving spouse, reduced by the number of years of marriage, is superior to 10, the survivor's pension will be reduced and depending on the case, could be reduced to 35% or the minimum living rate.

## **JSIS**

There is no JSIS card. However, at any moment, any affiliate of JSIS can obtain, via JSIS on-line, or via SEPS-SFPE<sup>13</sup>, an attestation proving that he/she is insured for illness and hospitalisation. For him/herself and for any members of his/her family under primary coverage.

The spouse under complementary coverage of JSIS needs to indicate each year the amount of his/her professional earnings on the basis of the most recent tax certificate of the country or countries in which he/she works. When the spouse of the official retires, his/her 'new' level of income needs to be proven by two successive taxation documents which indicate the annual taxable amount of his/her pension. Depending on the case, the service responsible will write to the official indicating this his/her spouse can continue or that he/she can begin to benefit from the complementary coverage of JSIS without having to provide further proof of annual earnings.

All the rules for JSIS reimbursement are the same for active and retired staff alike.

It is not necessary to send proof of payment (bank statement)

The original documents need to be kept for a minimum of 18 months. However, keep the last bill for your glasses which are only reimbursed every 24 months. Also keep the proof of purchase of any equipment which has a longer periodicity (hearing aids, dentures, etc).

JSIS coverage allows you to benefit from « direct billing » in case of hospitalisation for child birth. On retirement, direct billing for child birth may seem superfluous. This advantage may become useful if a pensioner marries someone who is sufficiently young to need it. In the same way as for any dependent child who may have a little « accident » on the way.

If you need to move to a health establishment or a retirement home, the degree of dependency (reviewed every 2 years) will determine the rate of reimbursement of costs incurred as a patient : the doctor evaluates (on a scale 1 to 10) the mobility of the patient, his/her capacity to walk without assistance, his/her ability to eat unassisted, his/her ability to shop alone, etc.)

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<sup>13</sup> In this case, the attestation, in the language requested, will be sent by post by PMO !

## **Bank account**

When you change bank accounts, do not close your old account until you see that your pension and any outstanding medical reimbursements have been paid into your new account.

## **6. Legal advice – assistance of a lawyer - reminder**

If you need legal advice for a problem relating to your relationship with the services of the Commission (application of the Staff Regulations) or relating to your private life (inheritance or fiscal problems), Hendrik Smets, Doctor in Law and licensed notary, Vice-President of SEPS/SFPE in charge of legal matters, is at your disposal, to provide you with advice in all discretion and respect of his probity as a former European civil servant.

You can contact Hendrik Smets by email: [hendriksmets@yahoo.fr](mailto:hendriksmets@yahoo.fr) or by telephone: +33.563.67.88.83.

Hendrik Smets will make an initial analysis of your question and will either propose a solution or suggest a free consultation (for members up-to-date with their membership dues) with a lawyer.

## **7. Non transfer of pension rights - reminder**

Accumulation of a Community pension with a national pension – REMINDER

Hendrik Smets would like to draw the attention of readers to his article on this subject, which appeared in earlier Bulletins.

The European civil servants who have not transferred their pension rights to the Community system and who benefit from a Community pension may introduce a request to obtain a pension for the years worked for a national employer.

This is also true for those who have already introduced such a request but have had it refused.

Hendrik Smets remains at their disposal to guide them in their (new) proceedings.

## **X. Annexes**

## **Proposal for a Membership card**

Several members of our association have requested membership cards.

In order to satisfy this request we have elaborated a card which was approved by our Administrative Board by a majority of votes obtained by the deadline of 23 April 2021.

We are now in a position to offer this membership card and would like to insist that **this is not in any fashion an insurance card**. Its usefulness resides above all in the useful information it contains in case of need. It can be drawn up in EN, FR or DE according to request.

As you can see it will take the format of a credit card and will contain:

√ On the face:

Other than the information relative to SEPS/SFPE, your name and surname, **the personal details that you like or not to communicate to us:**

- Your photo, to be sent to us if you wish
- Your pension number, if you wish

√ On the reverse:

Some essential information concerning JSIS, PMO 4 and Assistance to pensioners (Unit D1)

√ Procedure to be followed to receive this card:

To receive this membership card with the requested options, just place a X in the appropriate box and send us the document:

- Preferably to our e-mail address: [info@sfpe-seps.be](mailto:info@sfpe-seps.be)
- Or by letter to our current address (given the current impossibility to access our offices): SEPS/SFPE, 2A rue Emile Pirson – 5140 Sombreffe, BE

Photo

I would like to have my photo, annexed hereto or which I will send you by post, on the card

YES NO

Pensioner number

I would like to see my pension number indicated on the card, which I give you herewith or will send it to you

YES NO

## **Annex 2**

# **Update of screening centres**

See the French version overleaf

## **Annex 3**

**In memoriam**      06.2021 11.2021

NAME	Birth	Death	Institution
as of 01.10.2021			
DAUBENFELD AGATHE	13-06-37	28-04-21	PE
MARECHAL ANNE	01-08-40	24-06-21	PE
ALFARO LASSALA PALOMA	14-03-45	06-07-21	COM
PEYRODE DENISE	07-02-30	08-08-21	COM
NAIRNE MAVIS	28-04-17	13-08-21	COM
PAU GIANCARLO	25-01-42	15-08-21	COM
ANCARANI AUGUSTO	03-10-27	19-08-21	COM
BENITO MIGUEL	06-05-46	27-08-21	COM
LLOYD SAMUEL	15-05-27	27-08-21	COM
PAASKESSEN NINA	26-03-48	27-08-21	COM
GERLOF DORIS	30-12-41	28-08-21	CJ
LISEI-COCCO SEVERINA SEBASTIANA	08-01-31	28-08-21	COM
ROSSI ALBERTO	26-09-35	28-08-21	COM
SMIT THEODORUS	18-01-33	29-08-21	COM
TETAZ JANINE	29-01-26	29-08-21	COM
DE WITTE LILIANE	16-08-54	31-08-21	PE
JUNTUNEN RAKEL	28-02-54	01-09-21	COM
DEMOUSTIER PAUL	26-01-38	03-09-21	COM
GOOSSENS ROBERT	13-02-39	03-09-21	CM
IORIO-GISMONDI ELENA	08-01-37	03-09-21	COM
DE LA TORRE CASAS MARIA TERESA	08-11-46	05-09-21	COM
CHATEL ZLATA	18-02-59	07-09-21	CM
SAMMLER INGRID	03-04-35	11-09-21	COM
STEVENS JANINE	04-01-28	11-09-21	PE
BRAUN ALBERT	11-02-30	12-09-21	COM
HEINEN MARLIES	18-08-49	14-09-21	PE
TAKI-DUMINGER GERMAINE	24-01-29	14-09-21	COM

VAN REEPINGEN HUGUETTE	19-06-44	15-09-21	COM
BIALK SIBYLLE	01-11-43	17-09-21	COM
LUCAS MICHEL	09-10-42	17-09-21	COM
BECK JOHN	14-09-34	18-09-21	COM
GASTER JENS	31-08-55	18-09-21	COM
WEGNER MANFRED	09-02-31	19-09-21	COM
BRUSORIO SERGIO	17-11-40	21-09-21	COM
D'AMICO FRANCESCO	04-05-46	21-09-21	CES
BILANCIONI LUIGINA	11-12-40	22-09-21	PE
BARNICH EUNICE	24-11-42	23-09-21	COM
MOURAREAU RAYMOND	13-07-33	23-09-21	COM
VAN LANGEVELD AREND	12-03-49	24-09-21	COM
as of 01.09.2021			
ELLES Judith	04-01-44	25-04-21	COM
CATIVIELA Monique	16-08-30	08-07-21	PE
BEL Jacques	11-06-46	20-07-21	CM
BARRAU Alain	17-02-47	24-07-21	PE
CASTRIOTA SANTA MARIA BELLA Giorgio	14-01-34	26-07-21	COM
THEISSEN Norbert	06-06-43	28-07-21	COM
BANETTI Piero	03-01-40	28-07-21	COM
BOSCHI Andrea	16-08-26	30-07-21	JET
PLANKEN Frits	16-02-39	30-07-21	COM
FALZONI Lea	15-02-29	31-07-21	COM
FERRING Ernest	01-07-35	03-08-21	COM
ABREU Orlando	20-05-51	03-08-21	COM
KUTTER Horst	17-12-32	04-08-21	COM
MARENKO Giuseppe	15-03-34	04-08-21	COM
GOODWIN Andrew	02-09-58	04-08-21	EBA
KOMEN Robert	21-09-40	06-08-21	COM
DOMBECK Dagmar	09-06-50	06-08-21	CM
JANVIER Francois	03-04-46	08-08-21	SAS
ASESKOG Gunnel	05-06-44	11-08-21	COM
GATTO-RIVERA Francisca	08-06-28	12-08-21	COM
COLAIACOVO Maria	30-06-59	14-08-21	COM
NONNENGARDT Else	14-01-35	14-08-21	COM
SALVAT Raymond	01-01-33	16-08-21	COM
PADBERG Ursula	22-04-25	17-08-21	PE



JUNIOR Gerold	18-07-31	20-08-21	COM
BARNETT Inge	01-07-56	21-08-21	CES
DOUEIHI Prydwen	03-08-46	22-08-21	COM
TSANTILIS Demosthenes	04-10-44	22-08-21	COM
LINDHOLM Ulf Göran	21-01-40	22-08-21	COM
GUMAELIUS Marianne Barbara	23-06-58	23-08-21	COM
GEIGER Franz	22-05-30	24-08-21	COM
as of 01.08.2021			
PINHEIRO Manuela	15-05-56	12-05-21	COM
VERCHEVAL Jeanine	14-10-28	05-06-21	COM
MINGASSON Jean-Paul	08-07-41	10-06-21	COM
BRATINA Luciana	20-06-40	20-06-21	CM
SODE Johannes	16-02-37	26-06-21	COM
SCHLEIMER Charlotte	12-04-28	27-06-21	COM
VENTRELLA Francesco	18-04-21	30-06-21	COM
KREIS Helmut	18-11-34	30-06-21	COM
SMYRNIOTIS Timotheos	17-03-50	01-07-21	COM
DENAYER Françoise	28-04-66	02-07-21	COM
PRUEFER-DZIEYK Helga	24-08-34	04-07-21	COM
ALLAN Robert	07-09-42	04-07-21	COM
HELLMUND Ursula	25-01-35	05-07-21	CM
SOREL Fernand	31-10-40	05-07-21	COM
VEGA Y POSADA Matilde	04-08-28	07-07-21	COM
OCHOA TORRIJOS Santiago	07-01-60	07-07-21	PE
GASPARD FAUVIAUX Colette	21-01-47	07-07-21	EAS
DE MOHR SUNNEGG MORBERG Annamaria	11-09-37	08-07-21	COM
MC NAUGHTON Angela	14-01-60	08-07-21	COM
MENEGON Luigi	12-10-23	09-07-21	COM
DE SANCTIS Armando	19-01-27	13-07-21	COM
VENCHIARUTTI Jean-Claude	28-04-53	13-07-21	COM
STUTZ Heinz	25-05-47	15-07-21	COM
PESCIA Livio	15-02-38	17-07-21	ETF
CANTABENE Roberto	11-06-42	19-07-21	COM
KLEIN Klaus	11-12-33	19-07-21	COM
SAINT-MARTIN Pierre	25-08-42	20-07-21	COM
DE BERNARDI Bruno	13-10-41	20-07-21	COM
DEVILLEZ Antonio	15-01-51	21-07-21	PE

KIND Ann-Karin	27-02-54	21-07-21	COM
LAMY Jean-Louis	07-05-32	21-07-21	COM
MAES Willy	19-11-48	24-07-21	COM
HAFHOUF Hildegund	18-04-39	26-07-21	COM
as of 01.07.2021			
VAN DER VORST Charles	15-09-35	22-01-21	COM
SKWAREK-MARUSZEWSKA Aneta	23-12-77	11-02-21	COM
DE ANGELIS Giuseppe	19-03-38	04-04-21	PE
BULBARELLA Antenore	13-07-34	12-05-21	COM
KOCH Norbert	25-05-27	16-05-21	COM
SCHRODT Heinz	27-08-29	22-05-21	COM
SCAGNETTI Arnaldo	14-03-41	23-05-21	PE
KLENSCH Viviane	09-04-46	25-05-21	COM
BLOGG Edward	30-01-38	31-05-21	COM
PECCHIO Emilio	10-05-32	02-06-21	COM
IZQUIERDO HIDALGO Maria Jose	29-02-60	02-06-21	MIN
ALLMANG Margrit	08-11-33	03-06-21	COM
ARAUJO Maria Antonia	08-10-61	03-06-21	COM
LAIDIN-GERMAIN Pierrette	20-04-30	04-06-21	COM
GUIEU Pierre	06-06-28	04-06-21	COM
GHEZZI Piera	11-08-42	06-06-21	COM
MCMILLAN Jacques	28-04-47	07-06-21	COM
BOUVIER D'YVOIRE Michel	04-11-55	07-06-21	COM
KROECKEL Hermann	14-07-33	08-06-21	COM
HONNAY Marcel	06-09-35	09-06-21	COM
DA FONSECA-WOLLHEIM Hermann	08-05-34	09-06-21	COM
NICOLAS Jacques	27-12-32	15-06-21	PE
KNIJFF Josephus	11-02-31	15-06-21	CC
VAN POPPEL Cornelia	27-09-47	15-06-21	CM
BRIANZA Carla	16-09-48	15-06-21	COM
DEBAISIEUX Luc	03-01-53	18-06-21	COM
HARTL Berthe	10-08-40	19-06-21	COM
PAPPALARDO Aurelio	14-09-36	21-06-21	COM
DAPO Anna Maria	27-03-39	25-06-21	COM
WASILA Chantal	08-01-46	25-06-21	PE
LOCATI Giordano	15-12-30	27-06-21	COM
RENGNATH Gisela	29-03-36	27-06-21	CES

**Files and documents available.  
Order form**

Please send this reply slip to the secretariat

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

By Post/Email

**SEPS Vade-mecum**

Part 2 (forms /pers. data)  /

**Part 3 (addresses PMO – ADMIN. ...)** Ed. October 2020  /

Part 4 (reimbursement forms – RCAM/JSIS) (April 2020)

**Supplementary health insurances** Edition March 2021  /

**Invalidity allowance and survival pension (Hendrik Smets)**  /

**Orphan survivor's pensions (Hendrik Smets)**  /

**EU Officials and taxation (Me. J Buekenhoudt)**  /

**Inheritance (Me. J Buekenhoudt)** (May 2020)  /

**JSIS Guide (was sent by post to all pensioners)**  /

Please send these documents (by Post or by Email) to:

Surname.....

First name .....

Address: .....

.....///.....

Emailaddress: .....

Date: ..... Signature: .....

To be sent to

**SFPE – SEPS**  
105, Avenue des Nerviens  
Bureau N105 00 010  
**BE-1049 Bruxelles**

Or

By Email:

[info@sfpe-seps.be](mailto:info@sfpe-seps.be)

# Application form

I, THE UNDERSIGNED (1) .....

Maiden name for married women (1) .....

PERSONNEL / PENSION N°: .....DATE OF BIRTH (dd/mm/yy): .....

NATIONALITY: ..... Language desired for documents (2):  
FR/EN

HOME ADDRESS (1) .....

.....

.....

HOME Tel: ..... GSM\*: .....

E-mail: .....

FORMER STAFF MEMBER OF (Institution + DG or Dept.): .....

DONE AT: .....

DATE: ..... SIGNATURE: .....

The annual subscription of **€30** is payable on 1 January. New members joining after 30 June will not be required to pay their second subscription until the second of January following their enrolment.

SEPS ING Bank account: **IBAN BE37 3630 5079 7728 BIC: BBRUBEBB**

Communication: **Annual subscription + names and pension Nr.**

Please return this application form to:

SEPS/SFPE Office 02 40 CG39 175, rue de la Loi, B-1048  
BRUSSELS

Or [info@sfpe-seps.be](mailto:info@sfpe-seps.be)

(1) Capital letters please (2) Please cross out where appropriate (\*) optional

To be sent to

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

Or  
Email: [info@sfpe-seps.be](mailto:info@sfpe-seps.be)

## STANDING ORDER

(Please send direct to your bank)

I, the undersigned, .....  
HEREBY INSTRUCT ..... (Name of bank)  
to pay the sum of € 30 and on 15 January each year, until further notice,  
the same sum of € 30  
by debit of account N° .....

to: **SEPS - SFPE**  
JL Office 02 40 CG39  
175 rue de la Loi 175  
B 1048 Brussels

Account N° **IBAN BE37 3630 5079 7728** **BIC BBRUBEBB**  
**ING Bank** Brussels

**Reference:** Annual subscription + Names and personnel/pension  
number

DATE: ..... SIGNATURE: .....

**To be sent to your bank**