

SEPS
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Seniors of the European Public Service

Seniors de la Fonction Publique Européenne

**Association of Seniors
of the European Public Service
SEPS – SFPE**

Under the aegis of DG HR D2



Who provides for our social security?

Pension, Method, JSIS

The European Commission / PMO.

Are these social benefits acquired for ever?

In case of modification of the Staff Regulations,
risks of being called into question
(see reform 2004 & 2014)

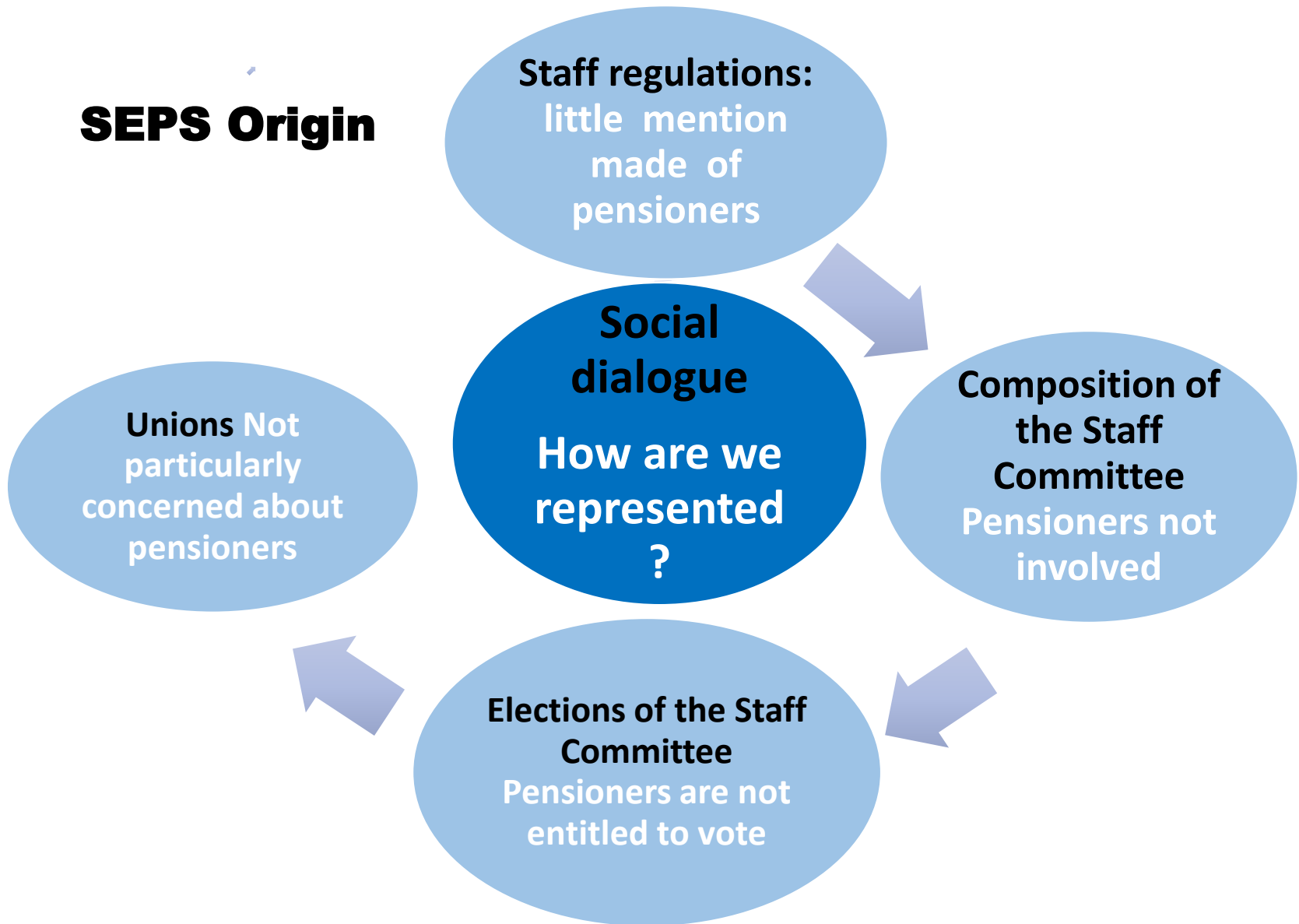
Danger !

How are we represented ?

**Are we members of the Staff
Committees ?**

**Preliminary
questions**

SEPS Origin



To defend our rights :

SEPS participates to all negotiation meetings and joint committees.

SEPS Convention of 2007

SEPS invites staff members still active but near to retirement to become members.

Some of these SEPS members are voting members of the joint committees

+ Collaboration with trade Unions

**Solution
'to always
be present'**



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SEPS OBJECTIVES

Main objective :

**To defend
the interests
of the pensioners**

Objectives

1

Defence of the acquired rights

- **Active participation at**
Social dialogue, conciliations,
Union meetings.
- **Contribution to**
Studies, explanations.
- **Writing**
Information papers
- **Presentations, Explanations of**
Pensioners views at joint meetings
(GTR ; CGALM ; CASS ; ...)

Objectives

2

Communication And Information

- **Information bulletin**
 - By post and by Email
 - 4 times a year
 - Info flashes when necessary
- **Information meetings**
 - 4 times a year
- **Documents**
 - SEPS Vade-Mecum (4 volumes)
 - File of insurance policies which complement JSIS
 - Various documents on pensions



Objectives

3

Help to the
members

- **Reply to the questions**
Contacts Admin – PMO
Insurance policies
Documents
To advise-to support-to act
- **Legal support**
Regulations-Pensions-Taxes-
To advise-orient-support-act
- **Training**

One tel number:

+32(0)475 472 470

7d/7 and 24h/24



Identity Organization

Non profit organisation

- ✓ Pluralistic
- ✓ Apolitical and independent of trade unions (collaborates with all of them)
- ✓ Independent from the Institutions:
does not receive a subsidy but benefits of logistical support offered by the Commission (DG HR D1) and the SG of the Council
- ✓ Active members are pure volunteers
- ✓ General Assembly
- ✓ Administration Board
- ✓ Convention and Internal Rules
- ✓ Working Group – Teleworking – ZOOM
- ✓ Antenna SEPS-Italia



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SEPS Priority

To defend the interests of the pensioners



Examples of legal defence

Appeal at national level followed by an appeal to the EU Court of Justice

Example: right to combine national and European pensions (2015)

Article 90 at the start, followed by appeals to the EU Court of Justice

Example: right to reintegrate work after disability (2023)



New Staff Regulations 2014

Discussions during the whole year 2013

Pension system recognized (Notional Fund)

Parallelism between salaries and pensions is maintained

NO 6% solidarity levy

New salaries / pensions annual adaptation “method” and exception clauses. Automatic parallelism between national salaries and EUR salaries

Thanks to the continuous presence of retired staff representatives.

Example of the importance to be present or represented

Discussion on the pension system ?

However

OPPOSITION from 5 Member States (02.07.2013 – 10.10.2013)

Statement by UK, NL, CZ, AT and DK :

... .. we will continue to work constructively to ensure that EU citizens have the EU civil service they should expect, **one that the EU can afford to maintain**

MFF Ch VII (Admin) reduction of 3 B€

“Pensions” part is +/- “stable” but:

- Proposal of the Commission to consider a pension fund by capitalization (?!)
- Reform of the EU pension system is proposed by MS : Netherlands, France, Finland, ...

**Discussion
on the
Method
on the
Pension
system ?**

2022 Report of the Commission on the application of the Staff Regulations of 2014

- Possible discussion of the pension system
- Possible discussion of the adaptation method of remunerations

Position expressed by the Commission

No action for what concerns the method

Position expressed by the Unions

No change to be accepted to the Staff regulations

Steps taken by SEPS

Organization of a Defence Group



**Defend
your
acquired
rights**

We need to defend our acquired rights

We must be present

**Give mandate to the associations
that can represent you:**

SEPS works with you and for you all.

Register now!

(even before retirement)

www.SFPE-SEPS.be

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