

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(86) 609 final

Brussels, 13 November 1986

PROPOSAL FOR A

COUNCIL REGULATION (EEC, Euratom, ECSC)

correcting the remuneration and pensions of officials
and other servants of the European Communities and the weightings
applied thereto laid down by Regulations
(ECSC, EEC, Euratom) No 3580/85
and (EEC, Euratom, ECSC) No 2126/86

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GENERAL EXPLANATORY MEMORANDUM

I. CORRECTION OF THE 1985 ANNUAL REVIEW

1. Article 65(1) of the Staff Regulations requires the Council to undertake an annual review of the remunerations of officials on the basis of real net changes in remunerations in national civil services and changes in the cost of living in each of the countries of employment.

On 15 December 1981 the Council adopted a decision on the calculation method to be used for this purpose.

2. The Statistical Office of the European Communities has corrected its 1985 annual report, which did not take account of retroactive increases in the salaries of civil servants in France and the Netherlands. The effect of these was to increase the specific indicator for the period 1 July 1984 to 1 July 1985 from -1.1% to -0.9%, which means that the salary tables drawn up on the basis of the 1985 annual review must be corrected.

II. 1986 ANNUAL REVIEW

3. The SOEC has found that between 1 July 1985 and 1 July 1986 the specific indicator reflecting the purchasing power of national civil servants in the Member States increased by 2.6%.

III. CONCLUSION

4. The Commission is accordingly transmitting the two attached proposals for Regulations which:

- correct the salary scales applicable from 1 July 1985 (Council Regulation No 3580/85 of 17 December 1985) by a 0.2% increase and at the same time incorporate this increase of the specific indicator in certain weightings which took effect before 1 July 1985;

- adjust the scales which apply from 1 July 1986 by reference to the corrected 1985 scales and with due allowance for the intermediate adjustment awarded from 1 January 1986 (Council Regulation No 2126/86 of 7 July 1986).

Correction to the
"1985 Commission report, for the annual review of the
remunerations of officials and other servants"

I. PREAMBLE

1. In accordance with Article 65 of the Staff Regulations, the Council undertakes an annual review of the remunerations of officials and other servants of the Communities on the basis of a report from the Commission.

2. In accordance with its role as defined in the method for adjusting the remunerations of officials and other servants of the Communities adopted by the Council on 15 December 1981, at the end of 1985, the Statistical Office of the European Communities established the specific indicators showing changes in the real remuneration of central government officials during the period from 1 July 1984 to 1 July 1985.

The Commission used these figures for its 1985 report for the annual review of the remuneration of officials and other servants of the European Communities and prepared the proposal for Regulation (EEC, Euratom, ECSC) No 3580/85, which the Council adopted on 17 December 1985.

3. In calculating these indicators the SOEC was unable to take account of remuneration actually received on 1 July 1985 by civil servants in two Member States, since the Commission was not informed of the outcome of the salary negotiations until the first half of 1986.

The final result was that the purchasing power of civil servants in France rose by 0.5% instead of remaining constant and that of civil servants in the Netherlands fell by 0.3% instead of 0.7%.

II. Purchasing power trends

4. On the basis of the corrected tables for 1985 and the information supplied by the French and Dutch authorities, the specific indicator for the period 1 July 1984 to 1 July 1985 is -0.9% instead of -1.1%. Details are set out in the following table:

Country	Categories				Total
	A	B	C	D	
	Real net	Real net	Real net	Real net	Real net
Germany	100.1	100.2	100.6	100.8	100.2
France	101.2	100.2	99.9	102.1	100.5
Greece	106.8	108.7	110.9	111.1	109.3
Italy	95.4	95.7	95.7	96.1	95.7
Netherlands	99.6	98.9	-	98.3	98.7
Belgium	99.7	98.6	98.1	97.6	98.5
Luxembourg	99.3	99.1	98.9	98.6	99.1
United Kingdom	98.3	98.9	99.1	99.1	98.9
Ireland	101.7	102.3	101.4	101.0	101.5
Denmark	97.8	97.7	97.5	97.9	97.7
COMMUNITY	99.1	99.0	99.0	99.7	99.1

III. Changes proposed

5. In line with the decrease in purchasing power of national civil servants in the Member States from 1 July 1984 to 1 July 1985 of 0.9%, a similar decrease is proposed for Community staff. This results in a nominal increase of 5.1% (instead of the 4.9% proposed in the 1985 annual report) in the salaries of officials in Brussels and Luxembourg. This involves corrections to the salary tables from 1 July 1985 and to certain weightings which came into effect earlier.

IV. Flat-rate allowances

6. With effect from 1 July 1985:

- (a) In Article 1(1) of Annex VII to the Staff Regulations, BFR 4 541 is replaced by BFR 4 550.
- (b) In Article 2(1) of Annex VII, BFR 5 850 is replaced by BFR 5 861.
- (c) In the second sentence of Article 69 and in the last paragraph of Article 4(1) of Annex VII BFR 10 449 is replaced by BFR 10 469.
- (d) In the first paragraph of Article 3 of Annex VII, BFR 5 226 is replaced by BFR 5 236;
 - the intermediate rate of BFR 1 881 is replaced by BFR 1 885
 - the intermediate rate of BFR 2 613 is replaced by BFR 2 618.
- (e) The fixed allowance provided for in Article 4a of Annex VII is:
 - BFR 2 732 per month for officials in Grades C4 and C5;
 - BFR 4 187 per month for officials in Grades C1, C2 and C3.
- (f) The value of the point for calculating the allowance for arduous working conditions is increased from 16.556 to 16.588.
- (g) The allowances of BFR 7 901, BFR 13 037 and BFR 17 777 for shiftwork are replaced by BFR 7 916, BFR 13 062 and BFR 17 811.

(h) The table in Article 10(1) of Annex VII to the Staff Regulations is replaced by the following:

	Entitled to household allowance		Not entitled to household allowance	
	1st to 15th day	from 16th day	1st to 15th day	from 16th day
	Belgian francs per calendar day			
A 1 to A 3 and LA 3	1 775	836	1 220	700
A 4 to A 8 and LA 4 to LA 8 and Category B	1 722	781	1 168	610
Other grades	1 562	728	1 006	503

(i) The amounts shown in Article 4 of Regulation (EEC, Euratom, ECSC) No 260/68 are subject to a weighting of 2.832748.

(j) For the period from 1 July 1985 to 27 January 1986, the amounts shown in Article 4 of Regulation (EEC, Euratom, ECSC) No 260/68 are subject to a weighting of 1.132395, in line with the incorporation method adopted by the Council on 19 December 1977.

V. Budgetary implications

7. Any payment of arrears resulting from the adoption by the Council of the attached proposal for a Regulation to be charged to the 1986 budget will be limited to the appropriations available at the end of the year.

PROPOSAL FOR

COUNCIL REGULATION (EEC, Euratom, ECSC) No
of 1986
correcting the remuneration and pensions of
officials and other servants of the European Communities
and the weightings applied thereto
laid down by Regulations (ECSC, EEC, Euratom) No 3580/85
and (EEC, Euratom, ECSC) No 2126/86

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing a Single Council and a Single Commission of the European Communities,

Having regard to the Protocol on the Privileges and Immunities of the European Communities, and in particular Article 13 thereof,

Having regard to the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Communities laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68,¹ as last amended by Regulation (ECSC, EEC, Euratom) No 3580/85,² and in particular Articles 63, 64, 65 and 82 of the Staff Regulations and the first paragraph of Article 20 and Article 64 of the Conditions of Employment,

Having regard to Council Decision 81/1061/Euratom, ECSC, EEC of 15 December 1981 amending the method of calculation of the remuneration of officials and other servants of the Communities,³

Having regard to the proposal from the Commission,

Whereas Regulations (ECSC, EEC, Euratom) No 3580/85 and (EEC, Euratom, ECSC) No 2126/86⁴ did not take account of factors arising from certain amendments to French and Dutch legislation affecting civil servants' salaries; whereas the effect of these factors could not be estimated before the regulations were adopted;

¹0J L 56, 4.3.1968, p. 1.

²0J L 343, 17.12.1985, p. 1.

³0J L 386, 31.12.1981, p. 6.

⁴0J L 187, 9.7.1986, p. 1.

whereas the amounts laid down by Regulations (ECSC, EEC, Euratom) No 3580/85, and (EEC, Euratom, ECSC) No 2126/86 should therefore be corrected,

HAS ADOPTED THIS REGULATION:

Article 1

With effect from 1 July 1985

(a) the table of basic monthly salaries in Article 66 of the Staff Regulations is replaced by the following:

GRADE	STEP							
	1	2	3	4	5	6	7	8
A 1	300668	316640	332612	348584	364556	380528		
A 2	266821	282062	297303	312544	327785	343026		
A 3/LA 3	220976	234307	247638	260969	274300	287631	300962	314293
A 4/LA 4	185640	196046	206452	216858	227264	237670	248076	258482
A 5/LA 5	153053	162120	171187	180254	189321	198388	207455	216522
A 6/LA 6	132263	139480	146697	153914	161131	168348	175565	182782
A 7/LA 7	113853	119518	125183	130848	136513	142178		
A 8/LA 8	100694	104753						
B 1	132263	139480	146697	153914	161131	168348	175565	182782
B 2	114602	119973	125344	130715	136086	141457	146828	152199
B 3	96122	100590	105058	109526	113994	118462	122930	127398
B 4	83138	87012	90886	94760	98634	102508	106382	110256
B 5	74313	77450	80587	83724				
C 1	84798	88217	91636	95055	98474	101893	105312	108731
C 2	73756	76890	80024	83158	86292	89426	92560	95694
C 3	68803	71487	74171	76855	79539	82223	84907	87591
C 4	62161	64681	67201	69721	72241	74761	77281	79801
C 5	57329	59675	62021	64367				
D 1	64783	67615	70447	73279	76111	78943	81775	84607
D 2	59068	61583	64098	66613	69128	71643	74158	76673
D 3	54978	57330	59682	62034	64386	66738	69090	71442
D 4	51837	53962	56087	58212				

(b) BFR 4 541 is replaced by BFR 4 550 in Article 1(1) of Annex VII to the Staff Regulations,

BFR 5 850 is replaced by BFR 5 861 in Article 2(1) of Annex VII to the Staff Regulations,

BFR 10 449 is replaced by BFR 10 469 in the second sentence of Article 69 of the Staff Regulations and in the second paragraph of Article 4(1) of Annex VII thereto,

BFR 5 226 is replaced by BFR 5 236 in the first paragraph of Article 3 of Annex VII to the Staff Regulations.

Article 2

With effect from 1 July 1985:

the table of basic monthly salaries in Article 63 of the conditions of employment of other servants is replaced by the following:

Category	Group	Class			
		1	2	3	4
A	I	141161	158649	176137	193625
	II	102454	112436	122418	132400
	III	86098	89933	93768	97603
B	IV	82710	90805	98900	106995
	V	64966	69247	73528	77809
C	VI	61786	65424	69062	72700
	VII	55303	57184	59065	60946
D	VIII	49984	52927	55870	58813
	IX	48135	48806	49477	50148

Article 3

With effect from 1 July 1985 the fixed allowance referred to in Article 4a of Annex VII to the Staff Regulations shall be:

- BFR 2 732 per month for officials in Grade C4 or C5,
- BFR 4 187 per month for officials in Grade C1, C2 or C3.

Article 4

Pensions for which entitlement has accrued by 1 July 1985 shall be calculated from that date by reference to the table of basic monthly salaries laid down in Article 66 of the Staff Regulations, as amended by Article 1(a) of this Regulation.

Article 5

1. With effect from 1 May 1985, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Yugoslavia	167.3
Israel	812.8
Turkey	117.1
Brazil	256.4
Chile	209.0

2. With effect from 16 May 1985, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Greece	111.3
Portugal	96.9

3. With effect from 1 July 1985, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Greece	93.0
Brazil	75.6
Portugal	83.8
Yugoslavia	88.0
Turkey	83.3
Chile	126.1
Israel	131.5

4. The weightings applicable to pensions shall be determined in accordance with Article 82(1) of the Staff Regulations.

Article 6

With effect from 1 July 1985, the table in Article 10(1) of Annex VII to the Staff Regulations is replaced by the following:

	Entitled to household allowance		Not entitled to household allowance	
	1st to 15th day	from 16th day	1st to 15th day	from 16th day
	BFR per calendar day			
A1 to A3 and LA3	1.775	836	1.220	700
A4 and A8 and LA/4 to LA/8 and category B	1.722	781	1.168	610
Other grades	1.562	728	1.006	503

Article 7

With effect from 1 July 1985, the allowances laid down in Article 1 of Council Regulation (ECSC, EEC, Euratom) No 300/76¹ for shiftwork are fixed at BFR 7 916, BFR 13 062 and BFR 17 811.

Article 8

With effect from 1 July 1985, the amounts shown in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68² shall be subject to a weighting of 2.832748.

Article 9

This Regulation shall enter into force on the day following its publication in the Official Journal of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels,

For the Council
The President

¹OJ No L 38, 13.2.1976, p. 1.

²OJ No L 56, 4.3.1968, p. 8.

FINANCIAL STATEMENT

Estimated budgetary cost of the correction for the period 1 July 1985 to 31 December 1986 to the salary tables and other items of remuneration laid down by Regulations (ECSC, EEC, Euratom) No 3580/85 and (EEC, Euratom, ECSC) No 2126/86

Institutions	Administrative			Research and investment			Total		
	Exp.	Rev.	Total	Exp.	Rev.	Total	Exp.	Rev.	Total
Commission ¹	1,874	0,324	1,550	0,344	0,066	0,278	2,218	0,390	1,828
Parliament ¹	0,373	0,063	0,310				0,373	0,063	0,310
Court of Auditors ¹	0,038	0,007	0,031				0,038	0,007	0,031
Council ²	0,272	0,046	0,226				0,272	0,046	0,226
Court of Justice ²	0,063	0,011	0,052				0,063	0,011	0,052
Economic and Social Committee ²	0,057	0,010	0,047				0,057	0,010	0,047
TOTAL	2,677	0,461	2,216	0,344	0,066	0,278	3,021	0,527	2,494

Unit: ECU million

Rate: 1 ECU = BFR 43.3417 at 1 October 1986

Calculation method

¹ Simulated adjustment of actual computer files from 1 July 1985 to 31 October 1986. Figures obtained for October 1986 were also used for November and December 1986.

² Estimations

CORRIGENDUM

**to the report of the Statistical Office of the European Commission
on the evolution of civil servants pay in Member States
for the period 1.7.1984 - 30.6.1985**

Corrigendum of the specific Indicator per 1.7.1985

Summary

Two Member States (France and the Netherlands) informed the Community Authorities in the first half of 1986 that their Annual Report for the period 1.7.1984 to 30.6.1985 must be corrected because Public service remuneration prior to 1.7.1985 had been changed retroactively.

These Member States have sent a corrected annual report to the Commission and the Statistical Office of the European Communities has recalculated the specific indicator for these countries and for the Community.

The specific indicator for France (real, net) has been changed by this revision from 100.0 to 100.5; the corresponding value for the Netherlands changed from 98,4 to 98,7. These two increases in national indicators raised the Community indicator from 98.9 to 99.1.

Uniform evolution of the remuneration of all grades of national civil servants in the 1984/85 reporting period is slightly moved by these revisions in favour of the lower grades, but can still be treated in a broad sense as remaining uniform.

The calculation of the indicators has followed the same method used for the 1985 annual report. This corrigendum shows only those tables, which have been changed.

To facilitate comparison, the numbering of pages and tables in the original report has been adopted for this corrigendum.

Table F Nominal changes of civil servants' remuneration
in the national public service
between July 1, 1984 and June 30, 1985

		* A *	* B *	* C *	* D *	* Total *	* Total *
		pond.nat pond.com.					

DEUTSCHLAND	brut	* 103.2 *	* 103.2 *	* 103.5 *	* 103.6 *	* 103.2 *	* 103.3 *
	net	* 102.4 *	* 102.5 *	* 102.9 *	* 103.1 *	* 102.5 *	* 102.6 *
FRANCE	brut	* 105.0 *	* 105.2 *	* 105.2 *	* 108.0 *	* 105.3 *	* 105.2 *
	net	* 107.5 *	* 106.4 *	* 106.1 *	* 108.5 *	* 106.8 *	* 107.0 *
ITALIA	brut	* 105.1 *	* 105.6 *	* 105.8 *	* 106.1 *	* 105.6 *	* 105.5 *
	net	* 103.7 *	* 104.0 *	* 104.0 *	* 104.5 *	* 104.0 *	* 103.9 *
NEDERLANDE	brut	* 108.3 *	* 109.7 *	* 0.0 *	* 109.0 *	* 109.1 *	* 108.8 *
	net	* 102.0 *	* 101.3 *	* 0.0 *	* 100.7 *	* 101.1 *	* 101.3 *
BELGIQUE/BELGIE	brut	* 107.1 *	* 105.8 *	* 104.8 *	* 103.9 *	* 105.5 *	* 106.1 *
	net	* 104.8 *	* 103.6 *	* 103.0 *	* 102.6 *	* 103.5 *	* 103.9 *
LUXEMBOURG	brut	* 102.5 *	* 102.5 *	* 102.5 *	* 102.5 *	* 102.5 *	* 102.5 *
	net	* 103.9 *	* 103.7 *	* 103.5 *	* 103.3 *	* 103.7 *	* 103.7 *
UNITED KINGDOM	brut	* 104.8 *	* 105.0 *	* 105.0 *	* 105.0 *	* 105.0 *	* 104.9 *
	net	* 105.1 *	* 105.7 *	* 105.9 *	* 105.9 *	* 105.7 *	* 105.4 *
IRELAND	brut	* 106.2 *	* 108.7 *	* 107.5 *	* 106.6 *	* 107.3 *	* 107.0 *
	net	* 107.0 *	* 107.6 *	* 106.7 *	* 106.2 *	* 106.8 *	* 107.0 *
DANMARK	brut	* 105.1 *	* 104.2 *	* 104.1 *	* 104.7 *	* 104.7 *	* 104.6 *
	net	* 103.4 *	* 103.3 *	* 103.1 *	* 103.5 *	* 103.3 *	* 103.3 *
HELLAS	brut	* 132.2 *	* 136.2 *	* 137.4 *	* 134.0 *	* 135.1 *	* 135.0 *
	net	* 125.0 *	* 127.1 *	* 129.8 *	* 129.9 *	* 127.9 *	* 127.4 *

COMMUNAUTE	brut	* 105.0 *	* 105.2 *	* 105.1 *	* 106.0 *	* 105.2 *	* 105.2 *
	net	* 104.8 *	* 104.7 *	* 104.9 *	* 105.4 *	* 104.8 *	* 104.8 *

Table 6 Changes in real terms of civil servants' remuneration in the national public service between

		* A *	* B *	* C *	* D *	* Total * pond.nat	* Total * pond.com.

DEUTSCHLAND	brut	* 100.9 *	* 100.9 *	* 101.2 *	* 101.3 *	* 100.9 *	* 101.0 *
	net	* 100.1 *	* 100.2 *	* 100.6 *	* 100.8 *	* 100.2 *	* 100.3 *
FRANCE	brut	* 98.9 *	* 99.1 *	* 99.0 *	* 101.7 *	* 99.2 *	* 99.0 *
	net	* 101.2 *	* 100.2 *	* 99.9 *	* 102.1 *	* 100.5 *	* 100.7 *
ITALIA	brut	* 101.0 *	* 97.1 *	* 97.3 *	* 97.6 *	* 97.2 *	* 97.0 *
	net	* 95.4 *	* 95.7 *	* 95.7 *	* 96.1 *	* 95.7 *	* 95.6 *
NEDERLANDE	brut	* 105.8 *	* 107.1 *	* 0.0 *	* 106.5 *	* 106.5 *	* 106.2 *
	net	* 99.6 *	* 98.9 *	* 0.0 *	* 98.3 *	* 98.7 *	* 98.9 *
BELGIQUE/BELGIE	brut	* 101.9 *	* 100.7 *	* 99.7 *	* 98.8 *	* 100.4 *	* 100.9 *
	net	* 99.7 *	* 98.6 *	* 98.1 *	* 97.6 *	* 98.5 *	* 98.9 *
LUXENBOURG	brut	* 97.9 *	* 97.9 *	* 97.9 *	* 97.9 *	* 97.9 *	* 97.9 *
	net	* 99.3 *	* 99.1 *	* 98.9 *	* 98.6 *	* 99.1 *	* 99.1 *
UNITED KINGDOM	brut	* 98.0 *	* 98.2 *	* 98.3 *	* 98.2 *	* 98.2 *	* 98.1 *
	net	* 98.3 *	* 98.9 *	* 99.1 *	* 99.1 *	* 98.9 *	* 98.6 *
IRELAND	brut	* 101.0 *	* 103.3 *	* 102.2 *	* 101.4 *	* 102.0 *	* 101.7 *
	net	* 101.7 *	* 102.3 *	* 101.4 *	* 101.0 *	* 101.5 *	* 101.7 *
DANMARK	brut	* 99.4 *	* 98.5 *	* 98.4 *	* 99.0 *	* 98.9 *	* 98.9 *
	net	* 97.8 *	* 97.7 *	* 97.5 *	* 97.9 *	* 97.7 *	* 97.7 *
HELLAS	brut	* 113.0 *	* 116.5 *	* 117.5 *	* 114.5 *	* 115.5 *	* 115.4 *
	net	* 106.8 *	* 108.7 *	* 110.9 *	* 111.1 *	* 109.3 *	* 108.9 *

COMMUNAUTE	brut	* 100.2 *	* 99.5 *	* 99.3 *	* 100.3 *	* 99.5 *	* 99.5 *
	net	* 99.1 *	* 99.0 *	* 99.0 *	* 99.7 *	* 99.1 *	* 99.1 *

France

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1985COR

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			25709			18230			26674			22577
Univer- sitaire	7216	11962	18708	6354	9701	14103	8026	12920	19674	7834	12147	17589
	6608	9412	14217	5892	7962	11161	7418	10286	15182	7289	9863	14042
B:												
Secon- daire	5086	6569	8765	4672	5862	7492	5900	7379	9619	5900	7254	9264
C:												
Profes- sionel	4627	5298	6393	4291	4847	5722	5440	6110	7203	5440	6110	7096
			5961			5379			6772			6705
D:												
Pri- maire	4349	4761	5279	4061	4402	4832	5153	5574	6092	5153	5574	6092

b. Year of comparison 1984

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			24479			16742			25396			21038
Univer- sitaire	6874	11392	17814	5939	9021	13033	7643	12301	18731	7420	11419	16445
	6295	8965	13539	5510	7419	9921	7064	9794	14455	6912	9308	13178
B:												
Secon- daire	4800	6258	8349	4347	5483	6985	5568	7027	9158	5568	6880	8750
C:												
Profes- sionel	4411	4998	6090	4035	4508	5358	5182	5767	6861	5182	5739	6734
			5679			5038			6448			6371
D:												
Pri- maire	4064	4463	4763.25	3773	4075	4316.75	4835	5237	5532.25	4835	5237	5525.75

France

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			105.0			108.9			105.0			107.3
Univer- sitaire	105.0	105.0	105.0	107.0	107.5	108.2	105.0	105.0	105.0	105.6	106.4	107.0
	105.0	105.0	105.0	106.9	107.3	112.5	105.0	105.0	105.0	105.5	106.0	106.6
B:												
Secon- daire	106.0	105.0	105.0	107.5	106.9	107.3	106.0	105.0	105.0	106.0	105.4	105.9
C:			105.0			106.8			105.0			105.4
Profes- sionel	104.9	106.0	105.0	106.3	107.5	106.8	105.0	105.9	105.0	105.0	106.5	105.2
D:												
Pri- maire	107.0	106.7	110.8	107.6	108.0	111.9	106.6	106.4	110.1	106.6	106.4	110.2

b. Index at constant prices
(Consumer Price Index: 106.2)

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			98.9						98.9			101.0
Univer- sitaire	98.8	98.8	98.9	100.7	101.2	101.9	98.9	98.9	98.9	99.4	100.1	100.7
	98.8	98.8	98.9	100.7	101.0	105.9	98.9	98.9	98.9	99.3	99.7	100.3
B:												
Secon- daire	99.7	98.8	98.8	101.2	100.6	101.0	99.7	98.9	98.9	99.7	99.3	99.7
C:			98.8			100.5			98.8			99.2
Profes- sionel	98.7	99.8	98.8	100.1	101.2	100.5	98.8	99.7	98.9	98.8	100.2	99.1
D:												
Pri- maire	100.7	100.4	104.3	101.3	101.7	105.4	100.3	100.2	103.7	100.3	100.2	103.8

France

3. Changes in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	105.0	108.9	105.0	107.3	105.0	108.0
Univer-	105.0	107.7	105.0	106.5	105.0	107.0
sitaire	105.0	109.5	105.0	106.1	105.0	107.6
B:						
Secon-						
daire	105.2	107.2	105.3	105.8	105.2	106.4
C:						
Profes-	105.0	106.8	105.0	105.4	105.0	106.0
sionel	105.3	106.9	105.3	105.6	105.3	106.2
D:						
Pri-						
maire	108.3	109.3	107.8	107.8	108.0	108.5

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	98.9	102.5	98.9	101.0	98.9	101.7
Univer-	98.8	101.4	98.9	100.2	98.9	100.8
sitaire	98.8	103.1	98.9	99.9	98.9	101.3
B:						
Secon-						
daire	99.0	100.9	99.1	99.6	99.1	100.2
C:						
Profes-	98.8	100.5	98.8	99.2	98.8	99.8
sionel	99.1	100.6	99.1	99.4	99.1	99.9
D:						
Pri-						
maire	101.9	102.9	101.5	101.5	101.7	102.1

France

4. Change in civil servants' pay
Average per category
a. Index at current prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	105.0	108.6	105.0	106.6	105.0	107.5
B:	105.2	107.2	105.3	105.8	105.2	106.4
C:	105.2	106.9	105.2	105.5	105.2	106.1
D:	108.3	109.3	107.8	107.8	108.0	108.5
Total (pond.nat.)	105.3	107.7	105.3	106.1	105.3	106.8
Total (pond.comm.)	105.2	107.9	105.2	106.2	105.2	107.0

b. Index at constant prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	98.8	102.2	98.9	100.3	98.9	101.2
B:	99.0	100.9	99.1	99.6	99.1	100.2
C:	99.0	100.6	99.1	99.3	99.0	99.9
D:	101.9	102.9	101.5	101.5	101.7	102.1
Total (pond.nat.)	99.2	101.4	99.2	99.9	99.2	100.5
Total (pond.comm.)	99.0	101.6	99.1	100.0	99.0	100.7

Nederland

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1. National civil servants' pay
Minimum/maximum per grade
a. Year 1985cor

grade	min	single		net	max	min	married, two children		net	max
		gross	max				gross	max		
A: 153	8895.62	11042.40	4444.25	5199.69	9151.27	11298.05	5052.15	5780.74		
150	6985.35	8658.05	3720.15	4418.37	7241.00	8913.70	4274.29	4952.42		
130	5057.87	6475.80	2963.07	3492.63	5313.52	6731.45	3432.90	3972.28		
B: 114	4342.70	5612.57	2677.78	3134.05	4598.35	5868.22	3104.03	3656.47		
89	3435.70	4405.35	2274.53	2718.25	3691.35	4661.00	2706.20	3144.60		
57	2609.39	3516.32	1875.57	2307.70	2865.04	3771.97	2269.23	2740.26		
C: 45	2376.39	3351.85	1746.89	2230.23	2632.04	3607.50	2125.02	2655.08		
32	2332.39	3182.00	1725.44	2151.08	2588.04	3437.65	2101.00	2567.89		
18	2242.39	3015.37	1703.49	2070.99	2498.04	3271.02	2052.70	2482.74		
D: 18	2242.39	3015.37	1703.49	2070.99	2498.04	3271.02	2052.70	2482.74		
1	2151.39	2537.39	1637.09	1835.32	2407.04	2793.04	2002.85	2225.04		

b. Year of comparison 1984

grade	min	single		net	max	min	married, two children		net	max
		gross	max				gross	max		
A: 153	8368.88	10515.65	4365.16	5086.94	8622.73	10769.50	4941.56	5623.19		
150	6458.60	8131.30	3631.95	4270.01	6712.45	8385.15	4168.26	4829.81		
130	4597.78	5949.05	2930.37	3412.71	4851.63	6202.90	3387.10	3903.97		
B: 114	3925.90	5101.95	2656.75	3123.70	4179.75	5355.80	3058.30	3606.05		
89	3122.88	4005.45	2242.26	2697.67	3376.73	4259.30	2653.58	3099.12		
57	2372.88	3197.05	1856.91	2280.77	2625.93	3450.90	2248.07	2695.41		
C: 45	2160.08	3046.55	1742.28	2203.13	2413.93	3300.40	2118.44	2610.84		
32	2120.08	2892.83	1723.24	2123.62	2373.93	3146.68	2096.90	2524.38		
18	2079.08	2741.25	1704.51	2045.44	2332.93	2995.10	2075.67	2439.26		
D: 18	2079.08	2741.25	1704.51	2045.44	2332.93	2995.10	2075.67	2439.26		
1	1956.08	2307.08	1647.97	1821.83	2209.93	2560.93	2011.13	2208.49		

Nederland

2. Change in civil servants' pay
Minimum/maximum per grade
a. Index at current prices

grade	min	single			married, two children							
		gross	max	min	net	max	min	gross mean	max	min	net mean	max
A: 153	106.3	105.0	101.8	102.2	106.1	104.9	102.2	102.8				
150	108.2	106.5	102.4	103.5	107.9	106.3	102.5	102.5				
130	110.0	108.9	101.1	102.3	109.5	108.5	101.4	101.7				
B: 114	110.6	110.0	100.8	100.3	110.0	109.6	101.5	101.4				
89	110.0	110.0	101.4	100.8	109.3	109.4	102.0	101.5				
57	110.0	110.0	101.0	101.2	109.1	109.3	100.9	101.7				
C: 45	110.0	110.0	100.3	101.2	109.0	109.3	100.3	101.7				
32	110.0	110.0	100.1	101.3	109.0	109.2	100.2	101.7				
18	107.9	110.0	99.9	101.2	107.1	109.2	98.9	101.8				
D: 18	107.9	110.0	99.9	101.2	107.1	109.2	98.9	101.8				
1	110.0	110.0	99.3	100.7	108.9	109.1	99.6	100.7				

b. Index at constant prices
(Consumer Price Index: 102.4)

grade	min	single			married, two children							
		gross	max	min	net	max	min	gross mean	max	min	net mean	max
A: 153	103.8	102.5	99.4	99.8	103.6	102.4	99.8	100.4				
150	105.6	104.0	100.0	101.0	105.3	103.8	100.1	100.1				
130	107.4	106.3	98.7	99.9	106.9	106.0	99.0	99.3				
B: 114	108.0	107.4	98.4	98.0	107.4	107.0	99.1	99.0				
89	107.4	107.4	99.0	98.4	106.7	106.8	99.6	99.1				
57	107.4	107.4	98.6	98.8	106.5	106.7	98.6	99.3				
C: 45	107.4	107.4	97.9	98.8	106.5	106.7	97.9	99.3				
32	107.4	107.4	97.8	98.9	106.4	106.7	97.8	99.3				
18	105.3	107.4	97.6	98.9	104.5	106.6	96.6	99.4				
D: 18	105.3	107.4	97.6	98.9	104.5	106.6	96.6	99.4				
1	107.4	107.4	97.0	98.4	106.3	106.5	97.2	98.4				

Notes and

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: 153	105.6	102.0	105.5	102.5	105.5	102.3
150	107.2	103.0	107.0	102.5	107.1	102.8
130	109.4	101.8	109.0	101.6	109.2	101.7
B: 114	110.3	100.5	109.8	101.4	110.0	101.0
89	110.0	101.1	109.4	101.7	109.7	101.4
57	110.0	101.1	109.2	101.3	109.6	101.2
C: 45	110.0	100.8	109.2	101.1	109.6	101.0
32	110.0	100.8	109.1	101.0	109.6	100.9
18	109.1	100.7	108.3	100.5	108.7	100.5
D: 18	109.1	100.7	108.3	100.5	108.7	100.5
1	110.0	100.1	109.0	100.2	109.5	100.1

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: 153	103.1	99.6	103.0	100.1	103.0	99.9
150	104.7	100.6	104.5	100.1	104.6	100.3
130	106.8	99.4	106.4	99.2	106.6	99.3
B: 114	107.7	98.2	107.2	99.0	107.4	98.6
89	107.4	98.7	106.8	99.3	107.1	99.0
57	107.4	98.7	106.6	98.9	107.0	98.8
C: 45	107.4	98.4	106.6	98.7	107.0	98.6
32	107.4	98.4	106.6	98.6	107.0	98.5
18	106.5	98.3	105.7	98.1	106.1	98.2
D: 18	106.5	98.3	105.7	98.1	106.1	98.2
1	107.4	97.7	106.4	97.8	106.9	97.8

Nederland

4. Change in of civil servants' pay
Average per category
a. Index at current prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A	108.5	102.1	108.2	101.9	108.3	102.0
B	110.0	101.0	109.3	101.5	109.7	101.3
-						
C+D	109.5	100.7	108.6	100.7	109.0	100.7
Total (pond.nat.)	109.5	101.0	108.8	101.1	109.1	101.1
Total (pond.com.)	109.1	101.4	108.5	101.3	108.8	101.3

b. Index at constant prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A	105.9	99.7	105.6	99.5	105.8	99.6
B	107.4	98.6	106.8	99.1	107.1	98.9
-						
C+D	106.9	98.3	106.1	98.3	106.5	98.3
Total (pond.nat.)	106.9	98.6	106.2	98.7	106.5	98.7
Total (pond.com.)	106.5	99.0	106.0	98.9	106.2	98.9

Annual review of the remunerations
of officials and other servants
of the European Communities

1986 ANNUAL REPORT

I. PREAMBLE

Article 65 of the Staff Regulations requires the Council to undertake an annual review of the remunerations of officials and other servants of the Communities on the basis of a report from the Commission.

On 15 December 1981, the Council adopted a decision on the calculation method to be used for this purpose.

A crisis levy on the salaries of serving officials was also introduced from 15 December 1981.

II. Cost-of-living trends

The table below shows trends in cost-of-living indexes for the various places of employment from 1 July 1985 to 30 June 1986.

Taking 1 July 1985 as 100, the situation in the various countries on 30 June 1986 was as shown in column I of the table.

An initial increase to offset the rise in the cost of living in the second half of 1985 was given by the Council on 7 July 1986. The effective date was 1 January 1986 (column III). However, for several places of employment, including the seats of the institutions, the rise in the cost of living in the second half of 1985 did not reach the threshold which triggers an interim adjustment under the method. Consequently, the weightings for these places of employment were not adjusted on 1 January 1986.

The increase to be given for the rise in the cost of living in each country is therefore as shown in column V and includes any interim adjustment made on 1 January 1986.

The effective date is generally 1 July 1986, but earlier dates are proposed (column VI) for countries with particularly high inflation rates.

Table A

Country of employment	Cost-of-living index : 1.7.85 to 30.6.86	Cost-of-living index : 1.7.85 to 31.12.85	% given for period : 1.7.85 to 31.12.85	Cost-of-living index : 1.1.86 to 30.6.86	Remainder to be given for the period : 1.1.86 to 30.6.86	Effective date : 1.7.86 ⁴
	I	II	III	IV	V	VI
Belgium	102,8 ¹	101,2	-	101,6	102,8	1.7.86
Denmark	103,9	100,6	-	103,3	103,9	1.7.86
Germany	99,9 ¹	100,1	-	99,8	99,9	1.7.86
France	101,7 ¹	101,4	-	100,3	101,7	1.7.86
Greece	124,4	114,3	114,3	108,8	108,8	16.5.86
Ireland	104,4 ³	101,6	-	102,8	104,4	1.7.86
Italy (except Varese)	107,0 ¹	103,9	103,9	103,0	103,0	1.7.86
Italy (Varese)	105,2 ¹	102,7	-	102,4	105,2	1.7.86
Luxembourg	102,8 ¹	101,2	-	101,6	102,8	1.7.86
Netherlands	99,7 ¹	100,3	-	99,4	99,7	1.7.86
United Kingdom	102,3 ¹	100,8	-	101,5	102,3	1.7.86
Spain	108,9	103,5	103,5	105,2	105,2	1.7.86
Portugal	111,5	106,0	106,0	105,2	105,2	1.7.86
Switzerland	101,4	101,3	-	100,1	101,4	1.7.86
USA	101,7	101,6	-	100,1	101,7	1.7.86
Canada	103,7	101,8	-	101,9	103,7	1.7.86
Japan	100,5	100,5	-	100,0	100,5	1.7.86
Turkey	136,5	123,2	123,2	110,8	110,8	16.5.86
Venezuela	108,6 ⁵	105,8	105,8	102,6	102,6	1.7.86
Austria	101,5	100,7	-	100,8	101,5	1.7.86
Yugoslavia	185,5 ⁵	136,7	136,7	135,7	135,7	1.5.86
Algeria	101,9 ⁵	101,9	-	100,0	101,9	1.7.86
Morecco	109,6 ⁵	104,7	104,7	104,7	104,7	1.7.86
Tunisia	105,6 ⁵	104,9	104,9	100,7	100,7	1.7.86
Egypt	109,8 ⁵	101,4	-	108,3	109,8	16.5.86
Syria	130,3 ⁵	104,9	104,9	124,2	124,2	1.5.86
Jordan	97,6 ⁵	102,6	-	95,1	97,6	1.7.86
Lebanon	- ²	113,5	113,5	100,0	100,0	1.7.86
Israel	157,9 ⁵	145,4	145,4	108,6	108,6	16.5.86
India	108,2 ⁵	103,9	103,9	104,1	104,1	1.7.86
Brazil	217,0 ⁵	177,9	177,9	122,0	122,0	1.5.86
Thailand	101,6 ⁵	100,7	-	100,9	101,6	1.7.86
Australia	108,4 ³	104,3	104,3	103,9	103,9	1.7.86
Chile	117,5 ⁵	108,0	108,0	108,8	108,8	16.5.86

¹ Joint Index.

² Index not yet available.

³ Quarterly index.

⁴ Effective dates earlier than 1 July 1986 have been calculated by reference to the sensitivity threshold (2.75%).

⁵ Provisional index.

III. Purchasing power trends

(a) Specific indicator

The SOEC has worked out the trend in civil service remunerations on the basis of information provided by the Member States.

The statistics are to be found in Chapter I of the SOEC report.

It will be seen that trends in real net terms for each category in each Member State in the period 1 July 1985 - 1 July 1986 were as follows:

Table B

Country	Categories				Total
	A	B	C	D	
	Real net	Real net	Real net	Real net	
Germany	104,8	104,3	103,9	105,6	104,6
France	100,5	99,9	99,8	99,4	100,0
Greece	90,8	91,0	90,5	89,8	90,6
Italy	106,6	100,3	101,0	100,8	102,2
Netherlands	102,4	102,3	-	102,3	102,3
Belgium	101,1	101,5	102,0	102,4	101,7
Luxembourg	107,0	106,9	106,7	106,0	106,8
United Kingdom	105,3	104,5	105,8	104,0	104,9
Ireland	101,6	101,6	101,3	104,1	102,2
Denmark	99,1	99,2	98,9	99,5	99,1
Spain	100,7	103,8	99,0	101,2	101,3
Portugal	104,3	104,2	104,2	104,2	104,3
COMMUNITY	103,5	102,2	102,3	102,4	102,6

(b) Per capita emoluments and other economic and social indicators

Chapter III of the SOEC report sets out broad salary trends in the Community over the reference period and compares:

- the movement in real terms of gross domestic product per person employed (101.8);
- with the change in real terms of aggregate per capita incomes (100.1 for the Community of Eleven) and of gross per capita emoluments in general government (102,0) and in central government (102.0 for the Community of Ten).

Details of the country-by-country comparison of the gross and net real specific indicator and the other indicators referred to above are as follows:

Table C

Member State	Net real specific indicator	Gross real specific indicator	GDP per person employed	Gross per capita incomes	Gross per capita emoluments, general government	Gross per capita emoluments, central government
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Belgium	101,7	101,3	101,7	98,0	102,9	101,4
Germany	104,6	103,3	101,9	100,1	103,5	103,6
France	100,0	99,3	102,1	99,9	101,4	101,8
Greece	90,6	88,3	99,9	92,7	94,4	95,8
Italy	102,2	100,6	102,3	97,2	99,3	99,3
Luxembourg	106,8	107,1	101,8	98,4	105,4	105,5
Netherlands	102,3	100,4	100,5	101,7	100,6	99,9
United Kingdom	104,9	104,1	101,4	103,4	103,2	102,3
Denmark	99,1	99,1	100,9	99,3	99,9	100,8
Ireland	102,2	100,5	102,9	101,3	105,9	105,1
Spain	101,3	99,4	101,0	98,1	104,9	-
Portugal	104,3	104,3	103,5	-	105,7	-
Member States	102,6	101,5	101,8	100,1	102,0	102,0

IV. Changes proposed

An adjustment from 1 July 1986 is required to take account of cost-of-living increases in the places of employment during the reference period.

However, because the specific indicator for the purchasing power of national civil services in the Member States from 1 July 1985 to 1 July 1986 has risen by 2.6%, a net linear increase is also proposed.

It is therefore proposed that salaries should be increased by a nominal 5.5% for officials in Brussels and Luxembourg.

This increase will be subject to the levy instituted by Council Regulation No 3821/81 of 15 December 1981.

V. Weightings

Incorporation of the weighting for the cost-of-living increase recorded in Brussels from 1 July 1985 to 30 June 1986 (2.8%) plus the increase in purchasing power (2.6%) would bring the weightings for Brussels/Luxembourg back to 100. Weightings for the other places of employment would be adjusted accordingly and exchange rates updated in accordance with Article 63 of the Staff Regulations. Weightings for places of employment other than Brussels/Luxembourg would be adjusted by the percentage variation in the exchange rate (Table D).

Table D

Belgian franc exchange rate used
to calculate weighting at 1 July 1986

Country of employment	At 1 July 1985		At 1 July 1986	
	1 national currency unit expressed in BFR	1 BFR expressed in national currency units	1 national currency unit expressed in BFR	1 BFR expressed in national currency unit
Algeria	: 12,061	: 0,082915	: 9,1289	: 0,10954
Germany	: 20,137	: 0,049659	: 20,455	: 0,048888
Australia	: 40,788	: 0,024517	: 29,116	: 0,034345
Austria	: 2,8653	: 0,34900	: 2,9070	: 0,34399
Belgium	:	:	:	:
Brazil	: 0,010221	: 97,840	: 3,2456	: 0,30811
Canada	: 44,983	: 0,022231	: 32,137	: 0,031116
Chile	: 0,39406	: 2,5377	: 0,23437	: 4,2667
Denmark	: 5,6121	: 0,17819	: 5,5073	: 0,18158
Egypt	: 73,851	: 0,013541	: 54,127	: 0,018475
Spain	: 0,35295	: 2,8333	: 0,32045	: 3,1206
USA	: 61,060	: 0,016377	: 44,623	: 0,022410
France	: 6,6072	: 0,15135	: 6,4058	: 0,15611
Greece	: 0,45247	: 2,2101	: 0,31944	: 3,1305
India	: 5,0126	: 0,19950	: 3,6371	: 0,27494
Ireland	: 63,106	: 0,015846	: 61,869	: 0,016163
Israel	: 0,40732	: 24,550	: 30,018	: 0,033313
Italy	: 0,031539	: 31,707	: 0,029768	: 33,593
Japan	: 0,24631	: 4,0599	: 0,27376	: 3,6528
Jordan	: 145,29	: 0,0068826	: 128,97	: 0,0077537
Lebanon	: 3,8670	: 0,25860	: 1,0752	: 0,93009
Morocco	: 6,0759	: 0,16458	: 5,0176	: 0,19930
Netherlands	: 17,864	: 0,055978	: 18,154	: 0,055084
Portugal	: 0,35223	: 2,8390	: 0,29998	: 3,3335
United Kingdom	: 80,202	: 0,012468	: 68,741	: 0,014547
Sweden	: 6,9771	: 0,14333	: 6,2968	: 0,15881
Switzerland	: 24,011	: 0,041648	: 25,076	: 0,039879
Syria	: 8,9114	: 0,11222	: 7,6379	: 0,13093
Thailand	: 2,2560	: 0,44325	: 1,7185	: 0,58189
Tunisia	: 73,919	: 0,013528	: 59,005	: 0,016948
Turkey	: 0,11590	: 8,6284	: 0,067076	: 14,908
Venezuela	: 4,3731	: 0,22867	: 2,5602	: 0,39059
Yugoslavia	: 0,21899	: 4,5664	: 0,11087	: 9,0196
	:	:	:	:

VI. Flat-rate allowances

With effect from 1 July 1986:

- (a) In Article 1(1) of Annex VII to the Staff Regulations BFR 4 541 is replaced by BFR 4 800.
- (b) In Article 2(1) of Annex VII, BFR 5 850 is replaced by BFR 6 183.
- (c) In the second sentence of Article 69 and in the last paragraph of Article 4(1) of Annex VII, BFR 10 449 is replaced by BFR 11 045.
- (d) In the first paragraph of Article 3 of Annex VII, BFR 5 226 is replaced by BFR 5 524.
 - the intermediate rate of BFR 1 881 is replaced by BFR 1 989;
 - the intermediate rate of BFR 2 613 is replaced by BFR 2 762.
- (e) The fixed allowance provided for in Article 4(a) of Annex VII is:
 - BFR 2 882 per month for officials in Grades C4 and C5;
 - BFR 4 187 per month for officials in Grades C1, C2 and C3.
- (f) The value of the point for calculating the allowance for arduous working conditions is increased from 16.556 to 17.500.
- (g) The allowances of BFR 7 901, BFR 13 037 and BFR 17 777 for shiftwork are replaced by BFR 8 351, BFR 13 780 and BFR 18 791 respectively.

(h) The table in Article 10(1) of Annex VII to the Staff Regulations is replaced by the following:

	Entitled to household allowance		Not entitled to household allowance	
	1st to 15th day	from 16th day	1st to 15th day	from 16th day
	BFR per calendar day			
A1 to A3 and LA3	1.873	882	1.287	739
A4 to A8, LA4 to LA8, and Category B	1.817	824	1.232	644
Other grades	1.648	768	1.061	531

(i) The amounts shown in Article 4 of Regulation (EEC, Euratom, ECSC) No 260/68 are subject to a weighting of 2.988549.

VII. Budgetary implications

Any payment of arrears resulting from the adoption by the Council of the attached proposal for a Regulation to be charged to the 1986 budget will be limited to the appropriations available at the end of the year.

PROPOSAL FOR
COUNCIL REGULATION (Euratom, ECSC, EEC) No /86
of
adjusting the remuneration and pensions of officials
and other servants of the European Communities
and the weightings applied thereto

THE COUNCIL OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing a Single Council and a Single Commission of the European Communities,

Having regard to the Protocol on the Privileges and Immunities of the European Communities, and in particular Article 13 thereof,

Having regard to the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Communities laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68,¹ as last amended by Regulation (ECSC, EEC, Euratom) No 3580/85,² and in particular Articles 63, 64, 65 and 82 of the Staff Regulations and the first paragraph of Article 20 and Article 64 of the Conditions of Employment,

Having regard to Council Decision 81/1061/Euratom, ECSC, EEC of 15 December 1981 amending the method of calculation of the remuneration of officials and other servants of the Communities,³

Having regard to the proposal from the Commission,

Whereas a review of the remuneration of officials and other servants carried out on the basis of a report by the Commission has shown that the remuneration and pensions of officials and the remuneration of other servants of the Communities should be adjusted under the 1986 annual review,

HAS ADOPTED THIS REGULATION:

¹OJ No L 56, 4.3.1968, p. 1.

²OJ No L 343, 20.12.1985, p. 1.

³OJ No L 386, 31.12.1981, p. 6.

Article 1

With effect from 1 July 1986

(a) the table of basic monthly salaries in Article 66 of the Staff Regulations is replaced by the following:

Grades	Step							
	1	2	3	4	5	6	7	8
A 1	317205	334055	350905	367755	384605	401455		
A 2	281497	297576	313655	329734	345813	361892		
A 3/LA 3	233130	247194	261258	275322	289386	303450	317514	331578
A 4/LA 4	195848	206827	217806	228785	239764	250743	261722	272701
A 5/LA 5	161470	171036	180602	190168	199734	209300	218866	228432
A 6/LA 6	139537	147151	154765	162379	169993	177607	185221	192835
A 7/LA 7	120115	126092	132069	138046	144023	150000		
A 8/LA 8	106232	110514						
B 1	139537	147151	154765	162379	169993	177607	185221	192835
B 2	120903	126570	132237	137904	143571	149238	154905	160572
B 3	101408	106122	110836	115550	120264	124978	129692	134406
B 4	87711	91798	95885	99972	104059	108146	112233	116320
B 5	78399	81709	85019	88329				
C 1	89462	93069	96676	100283	103890	107497	111104	114711
C 2	77810	81117	84424	87731	91038	94345	97652	100959
C 3	72586	75418	78250	81082	83914	86746	89578	92410
C 4	65579	68238	70897	73556	76215	78874	81533	84192
C 5	60479	62956	65433	67910				
D 1	68345	71333	74321	77309	80297	83285	86273	89261
D 2	62319	64972	67625	70278	72931	75584	78237	80890
D 3	58003	60484	62965	65446	67927	70408	72889	75370
D 4	54688	56930	59172	61414				

- (b) - BFR 4 541 is replaced by BFR 4 800 in Article 1(1) of Annex VII to the Staff Regulations,
- BFR 5 850 is replaced by BFR 6 183 in Article 2(1) of Annex VII to the Staff Regulations,
- BFR 10 449 is replaced by BFR 11 045 in the second sentence of Article 69 of the Staff Regulations and in the second paragraph of Article 4(1) of Annex VII thereto,
- BFR 5 226 is replaced by BFR 5 524 in the first paragraph of Article 3 of Annex VII to the Staff Regulations.

Article 2

With effect from 1 July 1986:

the table of basic monthly salaries in Article 63 of the Conditions of Employment of Other Servants is replaced by the following:

Category	Group	Class			
		1	2	3	4
A	I	148925	167375	185825	204275
	II	108089	118620	129151	139682
	III	90834	94880	98926	102972
B	IV	87259	95800	104341	112882
	V	68539	73055	77571	82087
C	VI	65184	69022	72860	76698
	VII	58345	60330	62315	64300
D	VIII	52733	55838	58943	62048
	IX	50782	51490	52198	52906

Article 3

With effect from 1 July 1986 the fixed allowance referred to in Article 4(a) of Annex VII to the Staff Regulations shall be:

- BFR 2 882 per month for officials in Grade C4 or C5,
- BFR 4 417 per month for officials in Grade C1, C2 or C3.

Article 4

Pensions for which entitlement has accrued by 1 July 1986 shall be calculated from that date for officials and temporary staff by reference to the table of basic monthly salaries laid down in Article 66 of the Staff Regulations, as amended by Article 1(a) of this Regulation.

Article 5

With effect from 1 July 1986, the date '1 July 1985' in the second paragraph of Article 63 of the Staff Regulations is replaced by '1 July 1986'.

Article 6

1. With effect from 1 May 1986, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Yugoslavia	167.5
Brazil	147.9 ¹
Syria	244.9 ¹

¹ Provisional figures

2. With effect from 16 May 1986, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Greece	118.6
Chile	152.0 ¹
Turkey	116.6
Israel	213.0 ¹
Egypt	399.2 ¹

3. With effect from 1 July 1986, the weightings applicable to the remuneration of officials and other servants employed in the countries listed below shall be as follows:

Belgium	100.0
Denmark	116.0
Germany	102.3
France	98.8
Greece	79.5
Ireland	95.0
Italy (except Varese)	95.9
Italy (Varese)	97.1
Luxembourg	100.0
Netherlands	97.9
United Kingdom	85.3
Spain	98.2
Portugal	77.3
Switzerland	146.0
Yugoslavia	80.4
United States (except New York)	141.9
United States (New York)	153.8
Canada	115.3
Japan	220.9

¹Provisional figures.

Turkey	64,0
Austria	116.1
Venezuela	60.4 ¹
Brazil	44.6 ¹
Australia	101.8
Thailand	130.3 ¹
India	112.4 ¹
Algeria	151.9 ¹
Chile	85.7 ¹
Morocco	91.1 ¹
Syria	199.0 ¹
Tunisia	95.4 ¹
Egypt	277.2 ¹
Jordan	169.6 ¹
Lebanon	80.4 ¹
Israel	148.8 ¹

4. The weightings applicable to pensions shall be determined in accordance with Article 82(1) of the Staff Regulations.

Article 7

With effect from 1 July 1986, the table in Article 10(1) of Annex VII to the Staff Regulations is replaced by the following:

	Entitled to household allowance		Not entitled to household allowance	
	1st to 15th day	from 16th day	1st to 15th day	from 16th day
	BFR per calendar day			
A1 to A3 and LA3	1.873	882	1.287	739
A4 to A8, LA4 to LA8, and Category B	1.817	824	1.232	644
Other grades	1.648	768	1.061	531

¹Provisional figures.

Article 8

With effect from 1 July 1986, the allowances laid down in Article 1 of Council Regulation (ECSC, EEC, Euratom) No 300/76¹ for shiftwork are fixed at BFR 8 351, BFR 13 780 and BFR 18 791.

Article 9

With effect from 1 July 1986, the amounts shown in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68² shall be subject to a weighting of 2.988549.

Article 10

This Regulation shall enter into force on the day following its publication in the Official Journal of the European Communities.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels,

For the Council
The President

¹OJ L 38, 13.2.1976, p. 1.
²OJ L 56, 4.3.1968, p. 8.

FINANCIAL STATEMENT

Estimated budgetary cost of the 1986 annual adjustment of the remuneration and pensions of officials and other servants for the second half of the year

Institutions	Administrative			Research and investment			Total		
	Exp.	Rev.	Total	Exp.	Rev.	Total	Exp.	Rev.	Total
Commission ¹	17,383	3,011	14,372	1,806	0,454	1,352	19,189	3,465	15,724
Parliament ¹	3,422	0,575	2,847				3,422	0,575	2,847
Court of Auditors ¹	0,411	0,073	0,338				0,411	0,073	0,338
Council ²	2,600	0,436	2,164				2,600	0,436	2,164
Court of Justice ²	0,666	0,110	0,556				0,666	0,110	0,556
Economic and Social Committee ²	0,600	0,098	0,502				0,600	0,098	0,502
TOTAL	25,082	4,303	20,779	1,806	0,454	1,352	25,888	4,757	22,131

Unit: ECU million

Rate: 1 ECU = BFR 43.3417 at 1 October 1986

Calculation method

¹ Simulated adjustment of actual computer files from 1 July 1986 to 31 October 1986.

² Figures obtained for October 1986 were also used for November and December 1986.

Estimations

REPORT

by the Statistical Office of the European Communities

on trends in public service remuneration

Joint Index - Specific Indicator

(Article 65 of the Staff Regulations)

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Introduction

In accordance with Art. 65 of the Staff Regulations of officials of the European Communities, the Statistical Office hereby presents its report on the joint index for the period July 1st, 1985 - June 30th, 1986.

Under the Council Decision of 15.12.1981 laying down the method of annually adjusting the remuneration of officials (1981 method), adjustments are made on the basis of the following two determining factors and one control variable:

- trends in the salaries of national civil servants (specific indicator),
- trends in the cost of living of Community officials (joint index),
- trends in the total emoluments paid by the central administrations of the Member States (control indicator),

and statistical commentaries on those trends are to be supplied.

The Statistical Office has accordingly divided this report into four chapters. Wherever necessary in the report, the Statistical Office has provided technical details of the calculation procedure.

All of the calculations in this report are based on the data provided by the departments responsible in the Member States.

The salary structure has undergone substantial changes in two Member countries (United Kingdom and Spain) in the reference period. It has not been possible, due to lack of time, to carry out an in-depth examination of all the details. The figures furnished by the Italian authorities seem to represent only the automatic adjustment of salaries (scala mobile) for the greater part of grades. An additional backdated adjustment would necessitate a correction of the Specific Indicator.

The Statistical Office will go ahead as quickly as possible with an examination of these data in close collaboration with the Member States concerned.

The Working Party, which comprises experts from the various statistical offices, has held one meeting this year. The summary report on the meeting is attached.

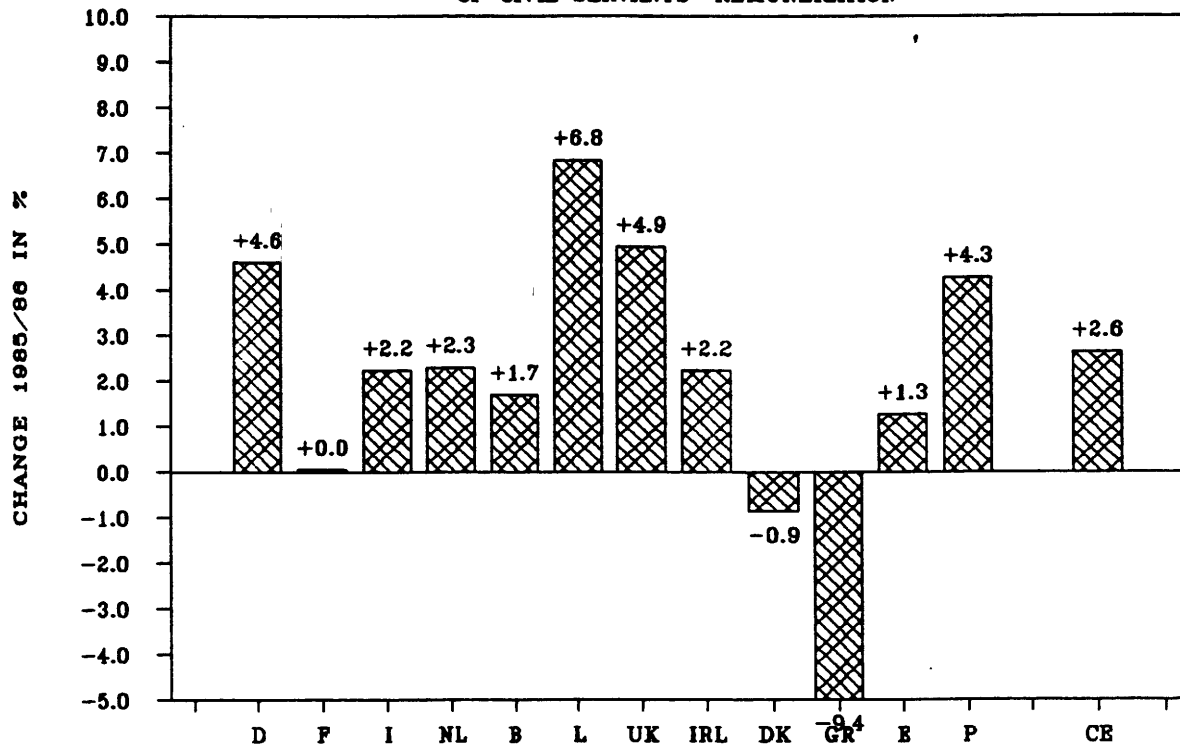
Summary

1. Trends in the salaries of national civil servants (specific indicator)

The table below shows the price-adjusted trend in the net earnings of civil servants in the central administrations of the Member States during the period 1.7.1985 - 30.6.1986. The Community average is + 2,6%.

Table A.

CHANGE IN REAL TERMS
OF CIVIL SERVANTS' REMUNERATION



The specific indicator was calculated on the basis of the data supplied to the Statistical Office of the European Community by the departments responsible in the Member States.

The calculation of the specific indicator for each individual Member State is also given in four tables in Chapter I.3.

The calculation procedure is described in detail in Chapter I.1.

There was no intermediate rounding-off in the calculation of the values, but values are shown rounded off in the tables for the sake of clarity.

2. Cost-of-living trends (joint index)

The trends in the cost of living for European officials in the Member States during the period 1st July 1985 and 30th June 1986 were calculated in conjunction with the statistical offices of the Member States. The table below gives the values for the various places of employment within the Community. The joint index for Brussels for the reference period is 102,8.

Table B

Cost-of-living trends for a European civil servant (joint index)
for the period between July 1st, 1985 and June 30th, 1986

Germany	99,9
France	101,7
Italy - Rome	107,0
- Varese	105,2
Netherlands	99,7
Belgium/Luxembourg	102,8
United Kingdom	102,3
Ireland	104,4 *
Denmark	103,9 *
Greece	124,4 *
Spain	108,9 *
Portugal	111,5 *

* National Index

Details of the calculation of this index are given in Chapter II.1.

3. Trends in the total emoluments paid by the central administrations of the Member States (control indicator)

The table below compares the values calculated in Chapter III for the index of per capita emoluments in the national central administrations with the specific indicator.

The differences between the two indicators are examined in Chapter IV.

Table C.

Evolution of total emoluments and the specific indicator (gross/real) for the period 1985/1986

	Total emoluments (Central government)	Specific Indicator
Germany	+ 3,6	+ 3,3
France	+ 1,9	- 0,7
Italy	- 0,2	+ 0,6
Netherlands	+ 0,0	+ 0,4
Belgium	+ 1,6	+ 1,3
Luxembourg	+ 5,2	+ 7,1
United Kingdom	+ 3,0	+ 4,1
Ireland	+ 5,9	+ 0,5
Denmark	+ 1,7	- 0,9
Greece	- 4,2	- 13,7
Spain	-	- 0,6
Portugal	-	+ 4,3
EUR-10	+ 2,1	-
COMMUNITY (EUR-12)	-	+ 1,5

C H A P T E R I

**Trends in public service remuneration
in the Member States**

(Specific Indicator)

Chapter I - Trends in public service remuneration in the Member States
(Specific Indicator)

I.1. General observations on the calculation of the specific indicator

The specific indicator has been calculated for many years using a virtually unchanged procedure based mainly on Council Decisions. How the indicator should be used in practice was decided by the Working Party "Joint Index - Art. 65 of the Staff Regulations" and by the Council's Working Party on the Staff Regulations, or through tacit approval of the procedure proposed by the Statistical Office.

All calculations are based on the information supplied by the national authorities of the Member States to the Statistical Office on the salaries paid to civil servants in the central administrations.

The information contains data on the salaries paid to all of the main grades, giving the starting salary and final salary for each grade on 30 June or 1 July of the year in question.

The gross salary and net salary are quoted for a single official and a married official with a wife and two dependent children.

The information supplied by the Member States is set out in an annex.

The different steps of the calculation of the Specific Indicator for each Member State are presented in four tables in Chapter I.3.

Table 1 shows data supplied by Member States in a standardized form.

From these data the Statistical Office calculates a salary trend index for each of the cases involved (Table 2).

From the details of table 1 has been established an average of salaries by grade and family stand and an overall average of both factors.

From these averages by grade and family situation has been calculated a weighted average of salaries by category. The number of civil servants serving per grade has been used as weighting. Indices of these averages by category are shown in table 4, line 1 to 4.

From the averages by category EUROSTAT calculates a weighted average of salaries of all civil servants. The number of civil servants by category is taken as weighting factor. Comparison of values with corresponding values of the previous year gives the Index of the overall evolution of civil servants' pay, which is called the "Specific Indicator" in the Council's decision of 15.12.81 on the Method (Table 4, line 5).

For comparison purposes another weighted average of all civil servants is established in which the number of officials of the European Institutions is used as weighting. Indices of these values are given in line 6 of table 4.

All of the above-mentioned indices are calculated for gross and net earnings both as a nominal index and as a real index, the nominal index being deflated by the cost-of-living index. In other words, four separate indices are calculated for each of the values mentioned earlier:

trends in gross earnings: at current prices
trends in gross earnings: at constant prices

trends in net earnings: at current prices
trends in net earnings: at constant prices

The cost-of-living indices supplied by the national statistical offices are used to deflate the figures produced (see the table of cost-of-living indices given below).

To calculate the Community average the indices for each Member State are weighted by the total emoluments paid by the central administrations as taken from the national accounts.

Table D

Consumer price index trends in the Member States
between July 1st, 1985 and July 1st, 1986

```

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
*                               * Average *                               * Average Index per 1.7.1985
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
*
Germany *    June 1985   121.3           June 1986   121.1
  Base 1980 *    July 1985   121.1   121.2       July 1986   120.5   120.8                99.7
*
France *    June 1985   158.3           June 1986   161.9
  Base 1980 *    July 1985   158.9   158.6       July 1986   162.1   162.0                102.1
*
Italy *    June 1985   190.6           June 1986   202.5
  Base 1980 *    July 1985   191.2   190.9       July 1986   202.5   202.5                106.1
*
Netherlands *    June 1985   122.8           June 1986   123.0
  Base 1980 *    July 1985   122.6   122.7       July 1986   121.8   122.4                99.8
*
Belgium *    June 1985   129.9   129.9           June 1986   131.5   131.5                101.2
  Base 1981 *
*
Luxembourg *    July 1985   104.8   104.8           July 1986   104.2   104.2                99.4
  Base 1984 *
*
United Kingdom *    June 1985   376.4           June 1986   385.8
  Base 1974 *    July 1985   375.7   376.1       July 1986   384.7   385.3                102.4
*
*
Ireland *    May 1985   121.5   121.5           May 1986   126.9   126.9                104.4
  Base 1982 *
*
Denmark *    March 1985   145.5           March 1986   148.0
  Base 1980 *    April 1985   146.0   145.8       April 1986   151.8   149.9                102.8
*
Greece *    June 1985   167.8           June 1986   208.7
  Base 1982 *    July 1985   166.6   167.2       July 1986   207.6   208.2                124.5
*
Spain *    June 1985   119.3           June 1986   129.9
  *    July 1985   120.0   119.7       July 1986   131.2   130.6                109.1
*
Portugal *    June 1985   637.0           June 1986   711.3
  *    July 1985   639.2   638.1       July 1986   711.1   711.2                111.5
*
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

```

Table E

Table of weightings for the computation of a Community average

COUNTRY	Base: Total emoluments in central government %	
	- 1 -	- 2 -
Germany	26,59	25,7
France	25,45	24,6
Italy	14,60	14,1
Netherlands	3,72	3,6
Belgium	4,55	4,4
Luxembourg	0,21	0,2
United Kingdom	18,21	17,6
Ireland	0,72	0,7
Denmark	1,76	1,7
Greece	0,72	0,7
Spain	2,85 *	5,5
Portugal	0,62 *	1,2
TOTAL	100,00	100,0

* As Spain and Portugal were members during only half of the reporting period, only half of their weighting is applied for these countries. The weightings for all other countries have accordingly slightly altered. In column 2 the distribution using the full weighting is shown.

I.2. Specific indicator - Summary results for the Community

Table G shows the change in real terms of the net salaries of civil servants in Member States and the Community average. It gives the change for all civil servants together and for the four categories separately.

Table F presents the equivalent nominal indices.

Values of both tables are derived from the respective Table 4 calculated for individual Member States in chapter I.3.

Table F

Nominal changes of civil servants' remuneration
in the national public service
between July 1, 1985 and June 30, 1986

		* A *	* B *	* C *	* D *	* Total nat.pond *	* Total com.pond *

DEUTSCHLAND	gross	102.9	102.7	102.6	104.4	102.9	102.9
	net	104.5	103.9	103.6	105.3	104.3	104.2
FRANCE	gross	101.5	101.5	101.5	100.7	101.4	101.5
	net	102.6	102.1	102.0	101.5	102.2	102.3
ITALIA	gross	112.3	104.4	104.9	104.9	106.7	108.0
	net	113.1	106.4	107.2	106.9	108.5	109.5
NEDERLANDE	gross	100.0	99.9	0.0	100.4	100.2	100.0
	net	102.1	102.1	0.0	102.0	102.0	102.1
BELGIQUE/BELGIE	gross	101.9	102.3	102.8	103.4	102.5	102.3
	net	102.4	102.8	103.2	103.6	103.0	102.8
LUXEMBOURG	gross	106.4	106.6	106.4	105.6	106.4	106.4
	net	106.4	106.3	106.1	105.4	106.2	106.2
UNITED KINGDOM	gross	107.1	106.1	107.5	105.8	106.6	107.0
	net	107.8	107.0	108.4	106.6	107.5	107.8
IRELAND	gross	103.2	104.1	103.6	108.0	105.0	103.7
	net	106.1	106.2	105.8	108.7	106.8	106.2
DANMARK	gross	102.0	101.9	101.5	102.8	101.9	101.9
	net	102.0	102.0	101.7	102.4	102.0	101.9
HELLAS	gross	107.1	106.8	107.6	108.5	107.4	107.3
	net	113.1	113.3	112.6	111.8	112.7	112.9
ESPANA	gross	108.2	112.9	104.1	103.8	108.5	108.0
	net	109.9	113.3	108.0	110.4	110.5	110.1
ESPANA	gross	116.6	116.2	116.2	116.2	116.3	116.3
	net	116.3	116.2	116.2	116.2	116.2	116.2

COMMUNITY	gross	104.8	103.6	103.8	103.7	103.9	104.1
	net	106.0	104.7	104.9	104.8	105.1	105.3

Table G

Changes in real terms of civil servants' remuneration
in the national public service
between July 1, 1985 and June 30, 1986

		* A *	* B *	* C *	* D *	* Total *	* Total *
		pond.nat pond.com.					

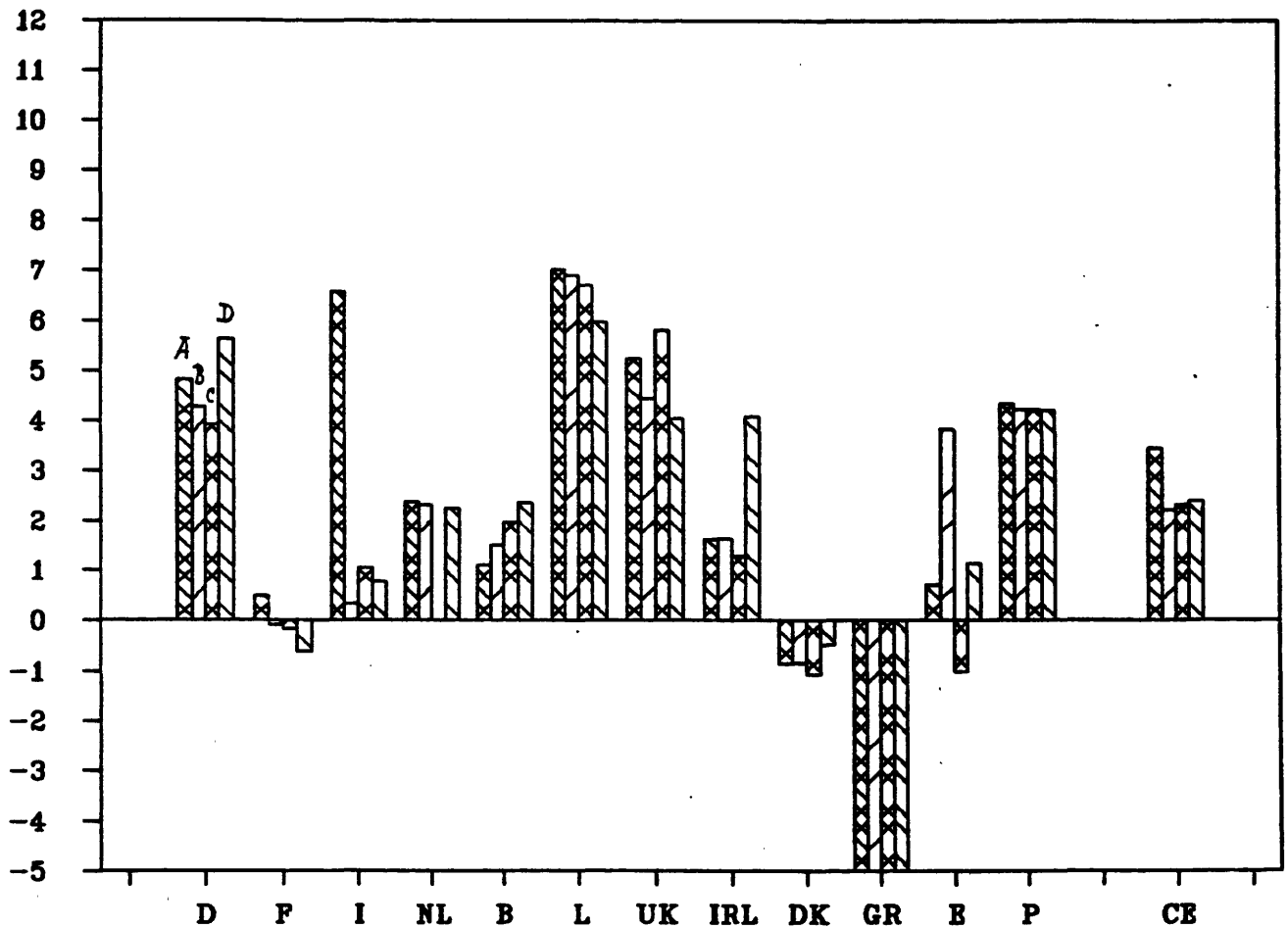
DEUTSCHLAND	gross	103.3	103.1	103.0	104.7	103.3	103.2
	net	104.8	104.3	103.9	105.6	104.6	104.5
FRANCE	gross	99.3	99.4	99.4	98.6	99.3	99.3
	net	100.5	99.9	99.8	99.4	100.0	100.2
ITALIA	gross	105.8	98.4	98.9	98.9	100.6	101.8
	net	106.6	100.3	101.0	100.8	102.2	103.2
NEDERLANDE	gross	102.2	100.2	0.0	100.7	100.4	100.3
	net	102.4	102.3	0.0	102.3	102.3	102.3
BELGIQUE/BELGIE	gross	100.7	101.0	101.6	102.1	101.3	101.0
	net	101.1	101.5	102.0	102.4	101.7	101.5
LUXEMBOURG	gross	107.1	107.2	107.0	106.2	107.1	107.0
	net	107.0	106.9	106.7	106.0	106.8	106.9
UNITED KINGDOM	gross	104.6	103.6	104.9	103.3	104.1	104.5
	net	105.3	104.5	105.8	104.0	104.9	105.2
IRELAND	gross	98.8	99.7	99.2	103.4	100.5	99.3
	net	101.6	101.6	101.3	104.1	102.2	101.7
DANMARK	gross	99.2	99.1	98.7	100.0	99.1	99.1
	net	99.1	99.2	98.9	99.5	99.1	99.1
HELLAS	gross	86.0	85.8	86.4	87.2	86.3	86.2
	net	90.8	91.0	90.5	89.8	90.6	90.7
ESPAÑA	gross	99.1	103.4	95.4	95.1	99.4	99.0
	net	100.7	103.8	99.0	101.2	101.3	100.9
PORTUGAL	gross	104.4	104.3	104.3	104.3	104.3	104.3
	net	104.3	104.2	104.2	104.2	104.3	104.3

COMMUNITY	gross	102.4	101.2	101.3	101.3	101.5	101.7
	net	103.5	102.2	102.3	102.4	102.6	102.8

From the illustration below it can be seen there is no uniform trend for the four categories of civil servants in the Member States: With the exception of two Member States, which gave a significant improvement of salaries to the highest grades, the salary adjustment in Member States is more or less the same - expressed in percentage - for all categories. From this results a Community average with a small non-linear element for the higher grades.

Table H.

Changes in salaries for the categories A, B, C and D (in %) net in real term - between July 1st, 1984 and June 30th, 1985



Bundesrepublik Deutschland

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

grade :	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: B9 :	12647			7127			13173			8893		
B6 :	10759			6287			11285			7957		
B3 :	9024			5502			9550			7054		
A16 :	5181	6484	8221	3646	4295	5127	5706	7009	8747	4759	5699	6614
A15 :	4683	5810	7312	3385	3964	4696	5209	6336	7838	4416	5176	6096
A13 :	4472	4999	5921	3271	3551	4018	4997	5524	6446	4266	4635	5247
B: A13 :	4208	4999	5921	3128	3551	4018	4734	5524	6446	4075	4635	5247
A11 :	3569	4183	4899	2761	3114	3499	4125	4739	5455	3622	4087	4596
A9 :	3046	3353	3835	2439	2631	2917	3602	3909	4391	3213	3453	3827
C: A9 :	2869	3317	3799	2323	2608	2896	3425	3873	4355	3077	3426	3798
A7 :	2573	2898	3244	2126	2342	2563	3122	3447	3793	2841	3093	3364
A5 :	2400	2505	2766	2006	2079	2256	2971	3075	3337	2722	2804	3008
D: A5 :	2296	2505	2766	1933	2079	2256	2866	3075	3337	2641	2804	3008
A3 :	2200	2359	2557	1862	1977	2115	2792	2951	3149	2583	2707	2860
A1 :	2047	2197	2348	1753	1860	1969	2639	2790	2940	2463	2580	2698

b. Year of comparison 1985

grade :	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: B9 :	12271			6819			12778			8458		
B6 :	10444			6015			10948			7567		
B3 :	8760			5267			9267			6717		
A16 :	5047	6306	7985	3519	4137	4918	5554	6813	8492	4567	5359	6306
A15 :	4563	5651	7102	3272	3819	4512	5070	6158	7609	4241	4956	5823
A13 :	4358	4867	5758	3166	3428	3870	4865	5374	6265	4099	4447	5022
B: A13 :	4103	4867	5758	3029	3428	3870	4610	5374	6265	3917	4447	5022
A11 :	3486	4079	4771	2683	3015	3380	4023	4616	5308	3488	3930	4414
A9 :	2975	3272	3738	2376	2517	2827	3512	3809	4275	3090	3322	3679
C: A9 :	2803	3238	3702	2266	2536	2807	3340	3773	4239	2956	3294	3652
A7 :	2505	2819	3181	2068	2276	2502	3035	3349	3684	2714	2963	3225
A5 :	2336	2437	2689	1951	2021	2191	2866	2967	3220	2588	2660	2861
D: A5 :	2205	2407	2660	1858	2001	2173	2735	2938	3190	2474	2637	2838
A3 :	2113	2266	2458	1792	1901	2036	2643	2796	2988	2401	2525	2677
A1 :	1965	2110	2255	1680	1789	1894	2495	2640	2786	2282	2399	2514

Bundesrepublik Deutschland

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

grade :	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: B9 :	103.1			104.5			103.1			105.1		
B6 :	103.0			104.5			103.1			105.2		
B3 :	103.0			104.5			103.1			105.0		
A16 :	102.7	102.8	103.0	103.6	103.8	104.2	102.7	102.9	103.0	104.2	106.3	104.9
A15 :	102.6	102.8	103.0	103.5	103.8	104.1	102.7	102.9	103.0	104.1	104.4	104.7
A13 :	102.6	102.7	102.8	103.3	103.6	103.8	102.7	102.8	102.9	104.1	104.2	104.5
B: A13 :	102.6	102.7	102.8	103.3	103.6	103.8	102.7	102.8	102.9	104.0	104.2	104.5
A11 :	102.4	102.5	102.7	102.9	103.3	103.5	102.5	102.7	102.8	103.8	104.0	104.1
A9 :	102.4	102.5	102.6	102.7	104.5	103.2	102.6	102.6	102.7	104.0	103.9	104.0
C: A9 :	102.4	102.5	102.6	102.5	102.8	103.2	102.5	102.7	102.7	104.1	104.0	104.0
A7 :	102.7	102.8	102.0	102.8	102.9	102.4	102.9	102.9	103.0	104.7	104.4	104.3
A5 :	102.7	102.8	102.9	102.8	102.9	103.0	103.7	103.6	103.6	105.2	105.4	105.1
D: A5 :	104.1	104.1	104.0	104.0	103.9	103.8	104.8	104.7	104.6	106.8	106.3	106.0
A3 :	104.1	104.1	104.0	103.9	104.0	103.9	105.6	105.5	105.4	107.6	107.2	106.8
A1 :	104.2	104.1	104.1	104.3	104.0	104.0	105.8	105.7	105.5	107.9	107.5	107.3

b. Index at constant prices
(Consumer Price Index: 99.7)

grade :	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: B9 :	103.4			104.9			103.4			105.5		
B6 :	103.4			104.9			103.4			105.5		
B3 :	103.4			104.8			103.4			105.4		
A16 :	103.0	103.2	103.3	104.0	104.2	104.6	103.1	103.2	103.3	104.5	106.7	105.2
A15 :	103.0	103.2	103.3	103.8	104.1	104.4	103.1	103.2	103.4	104.5	104.8	105.0
A13 :	103.0	103.1	103.2	103.7	103.9	104.2	103.1	103.1	103.2	104.4	104.6	104.8
B: A13 :	102.9	103.1	103.2	103.6	103.9	104.2	103.0	103.1	103.2	104.4	104.6	104.8
A11 :	102.7	102.9	103.0	103.2	103.6	103.9	102.9	103.0	103.1	104.2	104.3	104.5
A9 :	102.7	102.8	102.9	103.0	104.9	103.5	102.9	103.0	103.1	104.3	104.3	104.4
C: A9 :	102.7	102.8	103.0	102.9	103.2	103.5	102.9	103.0	103.1	104.4	104.4	104.3
A7 :	103.1	103.1	102.3	103.1	103.2	102.8	103.2	103.3	103.3	105.0	104.7	104.7
A5 :	103.1	103.1	103.2	103.2	103.2	103.3	104.0	104.0	104.0	105.5	105.8	105.5
D: A5 :	104.5	104.4	104.3	104.4	104.2	104.2	105.1	105.0	105.0	107.1	106.7	106.3
A3 :	104.5	104.4	104.4	104.3	104.3	104.2	106.0	105.9	105.7	107.9	107.6	107.2
A1 :	104.5	104.5	104.5	104.7	104.3	104.3	106.1	106.0	105.9	108.3	107.9	107.7

Bundesrepublik Deutschland

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: B9	103.1	104.5	103.1	105.1	103.1	104.9
B6	103.0	104.5	103.1	105.2	103.0	104.9
B3	103.0	104.5	103.1	105.0	103.0	104.8
A16	102.8	103.9	102.9	105.2	102.9	104.6
A15	102.8	103.8	102.9	104.4	102.9	104.2
A13	102.7	103.6	102.8	104.3	102.8	104.0
B: A13	102.7	103.6	102.8	104.3	102.8	104.0
A11	102.6	103.3	102.7	104.0	102.6	103.7
A9	102.5	103.5	102.6	104.0	102.6	103.8
C: A9	102.5	102.9	102.7	104.0	102.6	103.5
A7	102.5	102.7	102.9	104.4	102.7	103.7
A5	102.8	102.9	103.6	105.2	103.3	104.2
D: A5	104.1	103.9	104.7	106.3	104.4	105.3
A3	104.1	103.9	105.5	107.2	104.9	105.8
A1	104.1	104.1	105.7	107.6	105.0	106.1

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: B9	103.4	104.9	103.4	105.5	103.4	105.2
B6	103.4	104.9	103.4	105.5	103.4	105.2
B3	103.4	104.8	103.4	105.4	103.4	105.1
A16	103.2	104.3	103.2	105.5	103.2	105.0
A15	103.2	104.2	103.2	104.8	103.2	104.5
A13	103.1	103.9	103.1	104.6	103.1	104.3
B: A13	103.1	103.9	103.1	104.6	103.1	104.3
A11	102.9	103.6	103.0	104.3	103.0	104.0
A9	102.8	103.8	103.0	104.3	102.9	104.1
C: A9	102.8	103.2	103.0	104.4	102.9	103.9
A7	102.8	103.0	103.3	104.8	103.1	104.0
A5	103.1	103.2	104.0	105.6	103.6	104.6
D: A5	104.4	104.3	105.0	106.7	104.7	105.6
A3	104.4	104.3	105.9	107.5	105.2	106.1
A1	104.5	104.4	106.0	107.9	105.3	106.4

Bundesrepublik Deutschland

4. Change in civil servants' pay
Average per category
a. Index at current prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	102.9	104.1	103.0	104.8	102.9	104.5
:						
B :	102.7	103.5	102.8	104.2	102.7	103.9
:						
C :	102.5	102.8	102.7	104.2	102.6	103.6
:						
D :	104.1	103.9	104.7	106.3	104.4	105.3
:						
Total-	102.9	103.8	103.0	104.6	102.9	104.3
Pond.nat :						
Total-	102.8	103.6	102.9	104.6	102.9	104.2
Pond.com :						

b. Index at constant prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	103.3	104.4	103.3	105.1	103.3	104.8
:						
B :	103.0	103.9	103.1	104.6	103.1	104.3
:						
C :	102.8	103.2	103.1	104.5	103.0	103.9
:						
D :	104.4	104.3	105.0	106.7	104.7	105.6
:						
Total-	103.2	104.1	103.3	105.0	103.3	104.6
Pond.nat :						
Total-	103.1	104.0	103.3	104.9	103.2	104.5
Pond.com :						

France

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			26083			18876			27067			23179
Univer-	7321	12136	18980	6509	9989	14539	8148	13113	19965	7983	12391	18031
sitaire	6705	9550	14424	6028	8171	11481	7532	10442	15409	7532	10049	14344
B:												
Secon-	5161	6665	8893	4772	5997	7687	5991	7492	9764	5991	7392	9439
daire												
C:			6486			5853			7313			7231
Profes-	4695	5376	6048	4401	4952	5502	5524	6205	6875	5524	6205	6823
sionel												
D:												
Pri-	4403	4831	5355	4196	4497	4934	5233	5660	6185	5233	5660	6185
maire												

b. Year of comparison 1985

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			25709			18230			26674			22577
Univer-	7216	11962	18708	6354	9701	14103	8026	12920	19674	7834	12147	17589
sitaire	6608	9412	14217	5892	7962	11161	7418	10286	15182	7289	9863	14042
B:												
Secon-	5086	6569	8765	4672	5862	7492	5900	7379	9619	5900	7254	9264
daire												
C:			6393			5722			7203			7096
Profes-	4627	5298	5961	4291	4847	5379	5440	6110	6772	5440	6110	6705
sionel												
D:			4980			4493			5749			5723
Pri-	4349	4761	5279	4061	4402	4832	5153	5574	6092	5153	5574	6092
maire												

France

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			101.5			103.5			101.5			102.7
Univer-	101.5	101.5	101.5	102.4	103.0	103.1	101.5	101.5	101.5	101.9	102.0	102.5
sitaire	101.5	101.5	101.5	102.3	102.6	102.9	101.5	101.5	101.5	103.3	101.9	102.2
B:												
Secon-												
daire	101.5	101.5	101.5	102.1	102.3	102.6	101.5	101.5	101.5	101.5	101.9	101.9
C:												
Profes-			101.5			102.3			101.5			101.9
sionel	101.5	101.5	101.5	102.6	102.2	102.3	101.5	101.6	101.5	101.5	101.6	101.8
D:												
Pri-												
maire	101.2	101.5	101.4	103.3	102.2	102.1	101.6	101.5	101.5	101.6	101.5	101.5

b. Index at constant prices
(Consumer Price Index: 102.1)

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:			99.3			101.4			99.3			100.5
Univer-	99.3	99.3	99.3	100.3	100.8	100.9	99.4	99.4	99.3	99.8	99.9	100.4
sitaire	99.3	99.3	99.3	100.2	100.5	100.7	99.4	99.4	99.4	101.2	99.7	100.0
B:												
Secon-												
daire	99.3	99.3	99.3	100.0	100.2	100.4	99.4	99.4	99.4	99.4	99.8	99.8
C:												
Profes-			99.3			100.1			99.4			99.8
sionel	99.3	99.3	99.3	100.4	100.0	100.1	99.4	99.4	99.4	99.4	99.4	99.6
D:												
Pri-												
maire	99.1	99.3	99.3	101.2	100.0	100.0	99.4	99.4	99.4	99.4	99.4	99.4

France

3. Changes in civil servants' pay

Average per grade

a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	101.5	103.5	101.5	102.7	101.5	103.1
Univer-	101.5	102.9	101.5	102.2	101.5	102.5
sitaire	101.5	102.7	101.5	102.3	101.5	102.5
B:						
Secon-						
daire	101.5	102.4	101.5	101.8	101.5	102.1
C:						
Profes-	101.5	102.3	101.5	101.9	101.5	102.1
sionel	101.5	102.3	101.5	101.6	101.5	101.9
D:						
Pri-						
maire	100.4	102.1	100.9	101.0	100.7	101.5

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	99.3	101.4	99.3	100.5	99.3	100.9
Univer-	99.3	100.8	99.4	100.1	99.3	100.4
sitaire	99.3	100.5	99.4	100.2	99.4	100.3
B:						
Secon-						
daire	99.3	100.2	99.4	99.7	99.4	99.9
C:						
Profes-	99.3	100.1	99.4	99.8	99.4	99.9
sionel	99.3	100.2	99.4	99.5	99.4	99.8
D:						
Pri-						
maire	98.3	100.0	98.8	98.9	98.6	99.4

France

4. Change in civil servants' pay
Average per category
a. Index at current prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	101.5	103.0	101.5	102.4	101.5	102.6
B:	101.5	102.4	101.5	101.8	101.5	102.1
C:	101.5	102.3	101.5	101.7	101.5	102.0
D:	100.4	102.1	100.9	101.0	100.7	101.5
Total (pond.nat.)	101.4	102.5	101.5	101.9	101.4	102.2
Total (pond.comm.)	101.4	102.7	101.5	102.0	101.5	102.3

b. Index at constant prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	99.3	100.8	99.4	100.2	99.3	100.5
B:	99.3	100.2	99.4	99.7	99.4	99.9
C:	99.3	100.2	99.4	99.6	99.4	99.8
D:	98.3	100.0	98.8	98.9	98.6	99.4
Total (pond.nat.)	99.3	100.4	99.3	99.8	99.3	100.0
Total (pond.comm.)	99.3	100.5	99.4	99.9	99.3	100.2

Italia

1. National civil servants' pay
Minimum/maximum per grade
a. Year 1986

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
A:	Dirigente general	4,133,427	4,670,413	2,773,530	3,089,533	4,133,427	4,670,413	2,819,530	3,135,533
	Dirigente super.	3,457,511	4,012,045	2,369,841	2,700,994	3,457,511	4,012,045	2,415,841	2,746,994
	I. Dirigente	2,558,485	3,258,467	1,838,189	2,251,077	2,558,485	3,258,467	1,884,189	2,297,077
	Direttore a.Div. VIII:	1,655,602	1,872,266	1,236,881	1,378,171	1,755,122	1,911,786	1,380,710	1,463,019
	Direttore Sezioni VII:	1,520,158	1,702,159	1,147,602	1,266,288	1,619,678	1,801,679	1,291,431	1,410,117
B:	Segretario princ. VI:	1,413,971	1,533,138	1,077,696	1,155,406	1,543,491	1,632,658	1,251,014	1,299,235
C:	Coadiutore princ. V:	1,342,627	1,448,360	1,030,659	1,099,609	1,472,147	1,577,880	1,203,977	1,272,927
	Coadiutore IV:	1,301,850	1,397,762	1,003,774	1,066,320	1,431,370	1,527,282	1,177,092	1,239,638
D:	Commesso Capo III:	1,257,849	1,345,556	974,640	1,031,835	1,387,369	1,475,076	1,147,958	1,205,153
	Commesso II:	1,220,307	1,298,307	950,012	1,000,877	1,349,827	1,427,827	1,123,330	1,174,195

b. Year of comparison 1985

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
A:	Dirigente general	3,096,651	3,474,809	2,089,385	2,302,894	3,096,651	3,474,809	2,117,985	2,331,494
	Dirigente super.	2,622,923	3,013,439	1,820,183	2,042,636	2,662,443	3,013,439	1,887,710	2,068,236
	I. Dirigente	2,001,726	2,510,122	1,440,643	1,751,490	2,061,006	2,549,642	1,527,634	1,819,017
	Direttore a.Div. VIII:	1,602,886	1,819,553	1,182,642	1,318,746	1,682,166	1,878,809	1,289,333	1,405,715
	Direttore Sezioni VII:	1,468,240	1,650,240	1,095,945	1,207,180	1,553,520	1,724,520	1,208,446	1,308,946
B:	Segretario princ. VI:	1,362,606	1,481,773	1,026,398	1,104,199	1,455,886	1,567,053	1,146,879	1,216,800
C:	Coadiutore princ. V:	1,291,692	1,397,426	979,496	1,048,511	1,392,972	1,490,614	1,107,857	1,168,910
	Coadiutore IV:	1,251,160	1,347,072	952,532	1,015,452	1,352,440	1,440,352	1,080,892	1,135,933
D:	Commesso Capo III:	1,207,527	1,295,234	923,672	981,138	1,316,807	1,396,524	1,059,913	1,109,499
	Commesso II:	1,170,109	1,248,109	905,754	950,088	1,279,389	1,349,389	1,041,995	1,078,449

Italia

2. Change in civil servants' pay
Minimum/maximum per grade
a. Index at current prices

category	grade	:	single				married, two children			
			gross		net		gross		net	
			min	max	min	max	min	max	min	max
A: Dirigente general	:		133.5	134.4	132.7	134.2	133.5	134.4	133.1	134.5
Dirigente super.	:		131.8	133.1	130.2	132.2	129.9	133.1	128.0	132.8
I. Dirigente	:		127.8	129.8	127.6	128.5	124.1	127.8	123.3	126.3
Direttore a.Div. VIII:			103.3	102.9	104.6	104.5	104.3	101.8	107.1	104.1
Direttore Sezioni VII:			103.5	103.1	104.7	104.9	104.3	104.5	106.9	107.7
<hr/>										
B:	:									
Segretario princ. VI:			103.8	103.5	105.0	104.6	106.0	104.2	109.1	106.8
<hr/>										
C:	:									
Coadiutore princ. V:			103.9	103.6	105.2	104.9	105.7	105.9	108.7	108.9
Coadiutore	IV:		104.1	103.8	105.4	105.0	105.8	106.0	108.9	109.1
<hr/>										
D:	:									
Commesso Capo	III:		104.2	103.9	105.5	105.2	105.4	105.6	108.3	108.6
Commesso	II:		104.3	104.0	104.9	105.3	105.5	105.8	107.8	108.9

b. Index at constant prices
(Consumer Price Index: 106.1)

category	grade	:	single				married, two children			
			gross		net		gross		net	
			min	max	min	max	min	max	min	max
A: Dirigente general	:		125.8	126.7	125.1	126.5	125.8	126.7	125.5	126.8
Dirigente super.	:		124.3	125.5	122.7	124.6	122.4	125.5	120.6	125.2
I. Dirigente	:		120.5	122.4	120.3	121.1	117.0	120.5	116.3	119.0
Direttore a.Div. VIII:			97.4	97.0	98.6	98.5	98.4	95.9	100.9	98.1
Direttore Sezioni VII:			97.6	97.2	98.7	98.9	98.3	98.5	100.7	101.5
<hr/>										
B:	:									
Segretario princ. VI:			97.8	97.5	99.0	98.6	99.9	98.2	102.8	100.6
<hr/>										
C:	:									
Coadiutore princ. V:			98.0	97.7	99.2	98.9	99.6	99.8	102.4	102.7
Coadiutore	IV:		98.1	97.8	99.3	99.0	99.8	100.0	102.7	102.9
<hr/>										
D:	:									
Commesso Capo	III:		98.2	97.9	99.5	99.1	99.3	99.6	102.1	102.4
Commesso	II:		98.3	98.1	98.9	99.3	99.5	99.7	101.6	102.6

Italia

3. Change in civil servants' pay
Average per grade
a. Index at current prices

cate- gory	grade	:	single		married, two children		both	
			gross	net	gross	net	gross	net
A:	Dirigente general	:	134.0	133.5	134.0	133.8	134.0	133.7
	Dirigente super.	:	132.5	131.3	131.6	130.5	132.1	130.9
	I. Dirigente	:	128.9	128.1	126.2	124.9	127.5	126.5
	Direttore a.Div. VIII:		103.1	104.5	103.0	105.5	103.0	105.0
	Direttore Sezioni VII:		103.3	104.8	104.4	107.3	103.9	106.1
B:		:						
	Segretario princ. VI:		103.6	104.8	105.1	107.9	104.4	106.4
C:		:						
	Coadiutore princ. V:		103.8	105.0	105.8	108.8	104.8	107.0
	Coadiutore IV:		103.9	105.2	105.9	109.0	105.0	107.2
D:		:						
	Commesso Capo III:		104.0	105.3	105.5	108.5	104.8	107.0
	Commesso II:		104.2	105.1	105.7	108.4	104.9	106.8

b. Index at constant prices

cate- gory	grade	:	single		married, two children		both	
			gross	net	gross	net	gross	net
A:	Dirigente general	:	126.3	125.8	126.3	126.2	126.3	126.0
	Dirigente super.	:	124.9	123.7	124.1	123.0	124.5	123.4
	I. Dirigente	:	121.5	120.8	118.9	117.8	120.2	119.2
	Direttore a.Div. VIII:		97.2	98.5	97.1	99.5	97.1	99.0
	Direttore Sezioni VII:		97.4	98.8	98.4	101.2	97.9	100.0
B:		:						
	Segretario princ. VI:		97.7	98.8	99.0	101.7	98.4	100.3
C:		:						
	Coadiutore princ. V:		97.8	99.0	99.7	102.5	98.8	100.9
	Coadiutore IV:		97.9	99.2	99.9	102.8	98.9	101.1
D:		:						
	Commesso Capo III:		98.1	99.3	99.4	102.2	98.8	100.9
	Commesso II:		98.2	99.1	99.6	102.1	98.9	100.7

Italia

4. Change in of civil servants' pay

Average per category

a. Index at current prices

category	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	112.3	112.7	112.2	113.4	112.3	113.1
	:						
B	:	103.6	104.8	105.1	107.9	104.4	106.4
	:						
C	:	103.9	105.2	105.9	109.0	104.9	107.2
	:						
D	:	104.1	105.2	105.6	108.4	104.9	106.9
	:						
Total	:	106.1	107.0	107.3	109.8	106.7	108.5
(pond.nat.)	:						
Total	:	107.5	108.3	108.4	110.6	108.0	109.5
(pond.com.)	:						

b. Index at constant prices

category	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	105.9	106.2	105.7	106.9	105.8	106.6
	:						
B	:	97.7	98.8	99.0	101.7	98.4	100.3
	:						
C	:	97.9	99.1	99.8	102.7	98.9	101.0
	:						
D	:	98.1	99.2	99.5	102.2	98.9	100.8
	:						
Total	:	100.0	100.9	101.1	103.5	100.6	102.2
(pond.nat.)	:						
Total	:	101.3	102.1	102.2	104.2	101.8	103.2
(pond.com.)	:						

Neder land

1. National civil servants' pay
Minimum/maximum per grade
a. Year 1986

grade	:	min	single				married, two children				
			gross		net		gross		net		
			max	min	max	min	mean	max	min	mean	max
A:	153 :	8895.62	11042.40	4575.22	5275.70	9151.53		11298.30	5133.32		5864.70
	150 :	6985.35	8658.05	3806.26	4493.54	7241.25		8913.95	4366.56		5033.64
	130 :	5057.87	6475.80	3029.07	3573.72	5313.78		6731.70	3506.17		4059.12
B:	114 :	4318.28	5612.57	2740.05	3226.18	4574.18		5868.48	3170.85		3737.55
	89 :	3435.70	4405.35	2319.65	2781.14	3691.60		4661.25	2752.28		3211.74
	57 :	2609.39	3516.32	1909.32	2357.51	2865.29		3772.23	2305.63		2794.18
C:	45 :	2376.39	3351.85	1776.60	2278.69	2632.29		3607.75	2157.21		2707.36
	32 :	2332.39	3182.00	1754.18	2197.96	2588.29		3437.90	2131.99		2618.21
	18 :	2286.39	3015.37	1731.45	2119.31	2542.29		3271.28	2106.66		2531.14
D:	18 :	2286.39	3015.37	1731.45	2119.31	2542.29		3271.28	2106.66		2531.14
	1 :	2151.39	2537.39	1663.79	1867.93	2407.29		2793.29	2031.71		2259.54

b. Year of comparison 1985cor

grade	:	min	single				married, two children				
			gross		net		gross		net		
			max	min	max	min	mean	max	min	mean	max
A:	153 :	8895.62	11042.40	4444.25	5199.69	9151.27		11298.05	5052.15		5780.74
	150 :	6985.35	8658.05	3720.15	4418.37	7241.00		8913.70	4274.29		4952.42
	130 :	5057.87	6475.80	2963.07	3492.63	5313.52		6731.45	3432.90		3972.28
B:	114 :	4342.70	5612.57	2677.78	3134.05	4598.35		5868.22	3104.03		3656.47
	89 :	3435.70	4405.35	2274.53	2718.25	3691.35		4661.00	2706.20		3144.60
	57 :	2609.39	3516.32	1875.57	2307.70	2865.04		3771.97	2269.23		2740.26
C:	45 :	2376.39	3351.85	1746.89	2230.23	2632.04		3607.50	2125.02		2655.08
	32 :	2332.39	3182.00	1725.44	2151.08	2588.04		3437.65	2101.00		2567.89
	18 :	2242.39	3015.37	1703.49	2070.99	2498.04		3271.02	2052.70		2482.74
D:	18 :	2242.39	3015.37	1703.49	2070.99	2498.04		3271.02	2052.70		2482.74
	1 :	2151.39	2537.39	1637.09	1835.32	2407.04		2793.04	2002.85		2225.04

Nederland

2. Change in civil servants' pay
Minimum/maximum per grade
a. Index at current prices

grade	:	min	single				married, two children				
			gross		net		gross		net		
			max	min	max	min	mean	max	min	mean	max
A:	153 :	100.0	100.0	102.9	101.5	100.0		100.0	101.6		101.5
	150 :	100.0	100.0	102.3	101.7	100.0		100.0	102.2		101.6
	130 :	100.0	100.0	102.2	102.3	100.0		100.0	102.1		102.2
B:	114 :	99.4	100.0	102.3	102.9	99.5		100.0	102.2		102.2
	89 :	100.0	100.0	102.0	102.3	100.0		100.0	101.7		102.1
	57 :	100.0	100.0	101.8	102.2	100.0		100.0	101.6		102.0
C:	45 :	100.0	100.0	101.7	102.2	100.0		100.0	101.5		102.0
	32 :	100.0	100.0	101.7	102.2	100.0		100.0	101.5		102.0
	18 :	102.0	100.0	101.6	102.3	101.8		100.0	102.6		101.9
D:	18 :	102.0	100.0	101.6	102.3	101.8		100.0	102.6		101.9
	1 :	100.0	100.0	101.6	101.8	100.0		100.0	101.4		101.6

b. Index at constant prices
(Consumer Price Index: 99.8)

grade	:	min	single				married, two children				
			gross		net		gross		net		
			max	min	max	min	mean	max	min	mean	max
A:	153 :	100.2	100.2	103.2	101.7	100.2		100.2	101.9		101.7
	150 :	100.2	100.2	102.6	102.0	100.2		100.2	102.4		101.9
	130 :	100.2	100.2	102.5	102.6	100.3		100.2	102.4		102.4
B:	114 :	99.7	100.2	102.6	103.2	99.7		100.2	102.4		102.5
	89 :	100.2	100.2	102.2	102.6	100.3		100.3	102.0		102.4
	57 :	100.2	100.2	102.0	102.4	100.3		100.3	101.9		102.2
C:	45 :	100.2	100.2	102.0	102.4	100.3		100.3	101.8		102.2
	32 :	100.2	100.2	101.9	102.4	100.3		100.3	101.7		102.2
	18 :	102.2	100.2	101.9	102.6	102.0		100.3	102.9		102.2
D:	18 :	102.2	100.2	101.9	102.6	102.0		100.3	102.9		102.2
	1 :	100.2	100.2	101.9	102.0	100.3		100.3	101.7		101.8

Nederland

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: 153	100.0	102.1	100.0	101.5	100.0	101.8
150	100.0	102.0	100.0	101.9	100.0	101.9
130	100.0	102.3	100.0	102.2	100.0	102.2
B: 114	99.8	102.7	99.8	102.2	99.8	102.4
89	100.0	102.2	100.0	101.9	100.0	102.0
57	100.0	102.0	100.0	101.8	100.0	101.9
C: 45	100.0	102.0	100.0	101.8	100.0	101.9
32	100.0	102.0	100.0	101.7	100.0	101.8
18	100.8	102.0	100.8	102.3	100.8	102.1
D: 18	100.8	102.0	100.8	102.3	100.8	102.1
1	100.0	101.7	100.0	101.5	100.0	101.6

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: 153	100.2	102.4	100.2	101.8	100.2	102.1
150	100.2	102.2	100.2	102.1	100.2	102.2
130	100.2	102.5	100.2	102.4	100.2	102.5
B: 114	100.0	102.9	100.0	102.4	100.0	102.7
89	100.2	102.4	100.3	102.2	100.2	102.3
57	100.2	102.2	100.3	102.1	100.2	102.1
C: 45	100.2	102.2	100.3	102.0	100.2	102.1
32	100.2	102.2	100.3	102.0	100.2	102.1
18	101.1	102.3	101.0	102.5	101.0	102.4
D: 18	101.1	102.3	101.0	102.5	101.0	102.4
1	100.2	102.0	100.3	101.7	100.3	101.8

Nederland

4. Change in of civil servants' pay
Average per category
a. Index at current prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	100.0	102.2	100.0	102.1	100.0	102.1
B :	99.9	102.2	99.9	101.9	99.9	102.1
- :						
C+D :	100.4	102.0	100.4	102.0	100.4	102.0
Total :	100.2	102.1	100.2	102.0	100.2	102.0
(pond.nat.)						
Total :	100.0	102.2	100.0	102.0	100.0	102.1
(pond.com.)						

b. Index at constant prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	100.2	102.4	100.2	102.3	100.2	102.4
B :	100.2	102.5	100.2	102.2	100.2	102.3
- :						
C+D :	100.7	102.2	100.7	102.3	100.7	102.3
Total :	100.4	102.4	100.4	102.2	100.4	102.3
(pond.nat.)						+++++++
Total :	100.3	102.4	100.3	102.3	100.3	102.3
(pond.com.)						+++++++

Belgique

1. National civil servants' pay
Minimum/maximum per grade
a. Year 1986

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
16/1 Directeur General	:	139,480	183,558	72,622	89,677	139,480	183,558	84,119	101,173
A: 13/2 Directeur	:	84,005	128,083	48,662	67,888	84,005	128,083	60,659	79,384
10/1 Secrétaire -	:								
10/S d'administration	:	62,901	99,496	39,300	55,780	62,901	99,496	51,296	67,776
24/1 Chef d'admin.	:	54,820	81,467	35,652	47,479	55,420	81,467	47,966	59,475
B: 22/4 Sous-chef bureau	:	48,063	72,251	32,259	43,711	49,275	72,251	44,947	55,707
20/1 Rédacteur	:	40,918	67,175	28,533	41,241	42,119	67,175	41,227	53,237
34/1 Commis chef	:	44,067	58,760	30,177	37,540	45,268	58,760	42,854	49,536
C: 32/1 Commis principal	:	38,666	51,615	27,310	34,069	39,867	52,216	39,843	46,403
30/1 Commis	:	37,786	50,277	26,831	33,381	38,952	50,878	39,269	45,718
44/1 Agent en chef	:								
D: 42/3 Chef huissier	:	39,345	47,406	27,676	31,927	40,547	48,607	40,259	44,604
40/2 Huissier	:	37,786	43,666	26,831	29,964	37,805	44,867	38,637	42,678

b. Year of comparison 1985

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
16/1 Directeur General	:	136,835	180,062	70,969	87,627	136,835	180,062	82,043	98,700
A: 13/2 Directeur	:	82,429	125,656	47,631	66,350	82,429	125,656	59,205	77,423
10/1 Secrétaire -	:								
10/S d'administration	:	61,730	97,621	38,484	54,573	61,730	97,621	50,057	66,146
24/1 Chef d'admin.	:	54,355	79,939	35,205	46,456	54,355	79,939	46,778	58,030
B: 22/4 Sous-chef bureau	:	47,150	70,901	31,574	42,572	47,150	70,901	43,148	54,145
20/1 Rédacteur	:	40,132	65,922	27,869	40,388	40,132	65,922	39,323	51,961
34/1 Commis chef	:	43,221	57,671	29,494	36,513	43,221	57,671	41,067	48,087
C: 32/1 Commis principal	:	37,923	50,642	26,669	33,389	37,923	50,642	37,988	44,926
30/1 Commis	:	37,026	49,332	26,215	32,683	37,026	49,332	37,534	44,256
44/1 Agent en chef	:								
D: 42/3 Chef huissier	:	38,591	46,495	27,055	31,203	38,591	46,495	38,393	42,777
40/2 Huissier	:	37,063	42,829	26,212	29,287	35,902	42,829	36,911	40,861

Belgique

2. Change in civil servants' pay
Minimum/maximum per grade
a. Index at current prices

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
16/1	Directeur General	101.9	101.9	102.3	102.3	101.9	101.9	102.5	102.5
A: 13/2	Directeur	101.9	101.9	102.2	102.3	101.9	101.9	102.5	102.5
10/1	Secrétaire -								
10/S	d'administration	101.9	101.9	102.1	102.2	101.9	101.9	102.5	102.5
24/1	Chef d'admin.								
B: 22/4	Sous-chef bureau	101.9	101.9	102.2	102.7	104.5	101.9	104.2	102.9
20/1	Redacteur	102.0	101.9	102.4	102.1	105.0	101.9	104.8	102.5
34/1	Commis chef	102.0	101.9	102.3	102.8	104.7	101.9	104.4	103.0
C: 32/1	Commis principal	102.0	101.9	102.4	102.0	105.1	103.1	104.9	103.3
30/1	Commis	102.1	101.9	102.3	102.1	105.2	103.1	104.6	103.3
44/1	Agent en chef								
D: 42/3	Chef huissier	102.0	102.0	102.3	102.3	105.1	104.5	104.9	104.3
40/2	Huissier	102.0	102.0	102.4	102.3	105.3	104.8	104.7	104.4

b. Index at constant prices
(Consumer Price Index: 101.2)

category	grade	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
16/1	Directeur General	100.7	100.7	101.1	101.1	100.7	100.7	101.3	101.3
A: 13/2	Directeur	100.7	100.7	100.9	101.1	100.7	100.7	101.2	101.3
10/1	Secrétaire -								
10/S	d'administration	100.7	100.7	100.9	101.0	100.7	100.7	101.2	101.2
24/1	Chef d'admin.								
B: 22/4	Sous-chef bureau	100.7	100.7	100.9	101.4	103.2	100.7	102.9	101.6
20/1	Redacteur	100.7	100.7	101.1	100.9	103.7	100.7	103.6	101.2
34/1	Commis chef	100.7	100.6	101.1	101.6	103.5	100.6	103.1	101.8
C: 32/1	Commis principal	100.7	100.7	101.2	100.8	103.8	101.9	103.6	102.0
30/1	Commis	100.8	100.7	101.1	100.9	103.9	101.9	103.3	102.0
44/1	Agent en chef								
D: 42/3	Chef huissier	100.7	100.7	101.1	101.1	103.8	103.3	103.6	103.0
40/2	Huissier	100.7	100.7	101.1	101.1	104.0	103.5	103.4	103.2

Belgique

3. Change in of civil servants' pay
Average per grade
a. Index at current prices

cate- gory	grade	single		married, two children		both	
		gross	net	gross	net	gross	net
16/1 Directeur General	:	101.9	102.3	101.9	102.5	101.9	102.4
A: 13/2 Directeur	:	101.9	102.3	101.9	102.5	101.9	102.4
10/1 Secrétaire -	:						
10/S d'administration	:	101.9	102.2	101.9	102.5	101.9	102.3
24/1 Chef d'admin.	:	101.5	101.8	101.9	102.5	101.7	102.2
B: 22/4 Sous-chef bureau	:	101.9	102.5	102.9	103.5	102.4	103.0
20/1 Rédacteur	:	101.9	102.2	103.1	103.5	102.5	102.9
34/1 Commis chef	:	101.9	102.6	103.1	103.6	102.5	103.2
C: 32/1 Commis principal	:	101.9	102.2	104.0	104.0	103.0	103.3
30/1 Commis	:	102.0	102.2	104.0	103.9	103.0	103.2
44/1 Agent en chef	:						
D: 42/3 Chef huissier	:	102.0	102.3	104.8	104.5	103.4	103.6
40/2 Huissier	:	102.0	102.3	105.0	104.6	103.5	103.6

3a

b. Index at constant prices

cate- gory	grade	single		married, two children		both	
		gross	net	gross	net	gross	net
16/1 Directeur General	:	100.7	101.1	100.7	101.3	100.7	101.2
A: 13/2 Directeur	:	100.7	101.0	100.7	101.3	100.7	101.1
10/1 Secrétaire -	:						
10/S d'administration	:	100.7	100.9	100.7	101.2	100.7	101.1
24/1 Chef d'admin.	:	100.2	100.6	100.7	101.3	100.5	101.0
B: 22/4 Sous-chef bureau	:	100.7	101.2	101.7	102.2	101.2	101.8
20/1 Rédacteur	:	100.7	101.0	101.8	102.2	101.2	101.7
34/1 Commis chef	:	100.7	101.3	101.9	102.4	101.3	101.9
C: 32/1 Commis principal	:	100.7	101.0	102.7	102.8	101.7	102.0
30/1 Commis	:	100.7	101.0	102.8	102.6	101.7	102.0
44/1 Agent en chef	:						
D: 42/3 Chef huissier	:	100.7	101.1	103.5	103.3	102.1	102.4
40/2 Huissier	:	100.7	101.1	103.7	103.3	102.2	102.4

3b

Belgique

4. Change in civil servants' pay
Average per category
a. Index at current prices

category		single		married, two children		both	
		gross	net	gross	net	gross	net
A:	:	101.9	102.2	101.9	102.5	101.9	102.4
	:						
B:	:	101.8	102.2	102.7	103.2	102.3	102.8
	:						
C:	:	101.9	102.3	103.7	103.9	102.8	103.2
	:						
D:	:	102.0	102.3	104.9	104.6	103.4	103.6
	:						
Total	:	101.9	102.2	103.1	103.5	102.5	103.0
(pond.nat.)	:						
Total	:	101.9	102.2	102.7	103.2	102.3	102.8
(pond.com.)	:						

*****4a*****

b. Index at constant prices

category		single		married, two children		both	
		gross	net	gross	net	gross	net
A:	:	100.7	101.0	100.7	101.2	100.7	101.1
	:						
B:	:	100.6	100.9	101.5	102.0	101.0	101.5
	:						
C:	:	100.7	101.1	102.4	102.6	101.6	102.0
	:						
D:	:	100.7	101.1	103.6	103.3	102.1	102.4
	:						
Total	:	100.6	101.0	101.9	102.2	101.3	101.7
(pond.nat.)	:						
Total	:	100.7	101.0	101.4	101.9	101.0	101.5
(pond.com.)	:						

*****4b*****

Luxembourg

1. National civil servants' pay

Minimum/maximum per grade

a. Year 1986

grade	single				married, two children			
	gross		net		gross		net	
	min	max	min	max	min	max	min	max
A: 17	133,516	179,034	75,092	92,133	145,522	191,040	108,643	128,470
16	124,413	169,930	71,704	88,696	136,419	181,936	104,215	124,805
15	115,310	156,275	68,266	83,599	127,316	168,281	99,545	119,003
14	109,241	142,620	66,013	78,442	121,126	154,626	96,181	112,974
13	97,103	133,516	61,225	75,092	108,260	145,522	88,894	108,643
12	87,999	124,413	57,619	71,704	98,792	136,419	83,168	104,215
B: 13	97,103	133,516	61,225	75,092	108,260	145,522	88,894	108,643
12	87,999	124,413	57,619	71,704	98,792	136,419	83,168	104,215
11	80,717	115,310	54,559	68,266	91,510	127,316	78,571	99,545
10	73,434	102,565	51,312	63,435	84,227	114,049	73,755	92,224
9	66,151	95,282	47,894	60,547	76,944	106,329	68,799	87,762
8	61,599	90,730	45,589	58,735	72,392	101,523	65,342	84,857
7	53,406	77,986	41,130	53,317	64,199	88,779	58,988	76,769
C: 8bis	64,330	97,103	47,042	61,225	75,123	108,260	67,424	88,894
8	61,599	90,730	45,589	58,735	72,392	101,523	65,342	84,857
7	53,406	77,986	41,130	53,317	64,199	88,779	58,988	76,769
6	49,461	74,041	38,803	51,626	60,254	84,834	55,887	74,148
4	43,696	67,972	35,231	48,796	54,489	78,765	51,244	70,042
D: 6	49,461	74,041	38,803	51,626	60,254	84,834	55,887	74,148
5	46,730	71,310	37,140	50,386	57,523	82,103	53,678	72,335
4	43,696	67,972	35,231	48,796	54,489	78,765	51,244	70,042
3	40,055	61,296	32,856	45,438	50,848	72,089	48,261	65,114
2	36,717	52,192	30,656	40,407	47,510	62,985	45,254	58,046
1	32,468	47,641	27,817	37,717	43,261	58,434	41,233	54,420

b. Year of comparison 1985

grade :	single				married, two children			
	gross		net		gross		net	
	min	max	min	max	min	max	min	max
A: 17	125,826	168,721	70,604	86,060	136,340	179,235	102,204	120,812
16	117,247	160,142	67,479	82,942	127,761	170,656	97,973	117,367
15	108,668	147,274	64,347	78,298	119,182	157,788	93,529	112,030
14	102,948	134,405	62,261	73,652	113,347	144,919	90,425	106,280
13	91,510	125,826	57,858	70,604	101,223	136,340	83,443	102,204
12	82,931	117,247	54,507	67,479	92,301	127,761	78,023	97,973
B: 13	91,510	125,826	57,858	70,604	101,223	136,340	83,443	102,204
12	82,931	117,247	54,507	67,479	92,301	127,761	78,023	97,973
11	76,067	108,668	51,646	64,347	85,437	119,182	73,650	93,529
10	69,204	96,657	48,611	59,878	78,574	106,679	69,132	86,677
9	62,341	89,794	45,381	57,243	71,711	99,404	64,288	82,395
8	58,051	85,504	43,215	55,512	67,421	94,874	61,020	79,606
7	50,330	73,494	38,940	50,532	59,700	82,864	55,025	71,954
C: 8bis	60,625	91,510	44,542	57,858	69,995	101,223	62,980	83,443
8	58,051	85,504	43,215	55,512	67,421	94,874	61,020	79,606
7	50,330	73,494	38,940	50,532	59,700	82,864	55,025	71,954
6	46,613	69,776	36,727	48,888	55,983	79,146	52,080	69,502
4	42,895	64,057	34,421	46,224	52,265	73,427	49,099	65,571
D: 6	46,613	69,776	36,727	48,868	55,983	79,146	52,080	69,502
5	44,039	67,202	35,173	47,715	53,409	76,572	50,013	67,781
4	42,895	64,057	34,421	46,224	52,265	73,427	49,099	65,571
3	39,749	57,765	32,418	43,075	49,119	67,135	46,530	60,808
2	36,604	49,186	30,365	38,291	45,974	58,556	43,741	54,130
1	32,600	44,897	27,699	35,720	41,970	54,267	39,951	50,702

Luxembourg

2. Change in civil servants' pay. —
Minimum/maximum per grade
a. Index at current prices

grade	:	single				married, two children			
		gross		net		gross		net	
		min	max	min	max	min	max	min	max
	17	106.1	106.1	106.4	107.1	106.7	106.6	106.3	106.3
	16	106.1	106.1	106.3	106.9	106.8	106.6	106.4	106.3
A:	15	106.1	106.1	106.1	106.8	106.8	106.7	106.4	106.2
	14	106.1	106.1	106.0	106.5	106.9	106.7	106.4	106.3
	13	106.1	106.1	105.8	106.4	107.0	106.7	106.5	106.3
	12	106.1	106.1	105.7	106.3	107.0	106.8	106.6	106.4
	13	106.1	106.1	105.8	106.4	107.0	106.7	106.5	106.3
	12	106.1	106.1	105.7	106.3	107.0	106.8	106.6	106.4
	11	106.1	106.1	105.6	106.1	107.1	106.8	106.7	106.4
B:	10	106.1	106.1	105.6	105.9	107.2	106.9	106.7	106.4
	9	106.1	106.1	105.5	105.8	107.3	107.0	107.0	106.5
	8	106.1	106.1	105.5	105.8	107.4	107.0	107.1	106.6
	7	106.1	106.1	105.6	105.5	107.5	107.1	107.2	106.7
	8bis	106.1	106.1	105.6	105.8	107.3	107.0	107.1	106.5
	8	106.1	106.1	105.5	105.8	107.4	107.0	107.1	106.6
C:	7	106.1	106.1	105.6	105.5	107.5	107.1	107.2	106.7
	6	106.1	106.1	105.7	105.6	107.6	107.2	107.3	106.7
	4	101.9	106.1	102.4	105.6	104.3	107.3	104.4	106.8
	6	106.1	106.1	105.7	105.6	107.6	107.2	107.3	106.7
	5	106.1	106.1	105.6	105.6	107.7	107.2	107.3	106.7
D:	4	101.9	106.1	102.4	105.6	104.3	107.3	104.4	106.8
	3	100.8	106.1	101.4	105.5	103.5	107.4	103.7	107.1
	2	100.3	106.1	101.0	105.5	103.3	107.6	103.5	107.2
	1	99.6	106.1	100.4	105.6	103.1	107.7	103.2	107.3

b. Index at constant prices
(Consumer Price Index: 99.4)

grade :	single				married, two children			
	gross		net		gross		net	
	min	max	min	max	min	max	min	max
A: 17 :	106.7	106.7	107.0	107.7	107.4	107.2	106.9	107.0
16 :	106.7	106.7	106.9	107.6	107.4	107.2	107.0	107.0
15 :	106.7	106.7	106.7	107.4	107.5	107.3	107.1	106.9
14 :	106.7	106.7	106.7	107.1	107.5	107.3	107.0	106.9
13 :	106.7	106.7	106.4	107.0	107.6	107.4	107.2	106.9
12 :	106.7	106.7	106.3	106.9	107.7	107.4	107.2	107.0
B: 13 :	106.7	106.7	106.4	107.0	107.6	107.4	107.2	106.9
12 :	106.7	106.7	106.3	106.9	107.7	107.4	107.2	107.0
11 :	106.7	106.7	106.3	106.7	107.7	107.5	107.3	107.1
10 :	106.7	106.7	106.2	106.6	107.8	107.5	107.3	107.0
9 :	106.7	106.7	106.2	106.4	107.9	107.6	107.7	107.1
8 :	106.7	106.7	106.1	106.4	108.0	107.6	107.7	107.2
7 :	106.7	106.7	106.3	106.1	108.2	107.8	107.8	107.3
C: 8bis :	106.7	106.7	106.2	106.4	108.0	107.6	107.7	107.2
8 :	106.7	106.7	106.1	106.4	108.0	107.6	107.7	107.2
7 :	106.7	106.7	106.3	106.1	108.2	107.8	107.8	107.3
6 :	106.7	106.7	106.3	106.2	108.3	107.8	107.9	107.3
4 :	102.5	106.7	103.0	106.2	104.9	107.9	105.0	107.5
D: 6 :	106.7	106.7	106.3	106.3	108.3	107.8	107.9	107.3
5 :	106.7	106.7	106.2	106.2	108.3	107.9	108.0	107.4
4 :	102.5	106.7	103.0	106.2	104.9	107.9	105.0	107.5
3 :	101.4	106.7	102.0	106.1	104.1	108.0	104.3	107.7
2 :	100.9	106.7	101.6	106.2	104.0	108.2	104.1	107.9
1 :	100.2	106.7	101.0	106.2	103.7	108.3	103.8	108.0

Luxembourg

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	:	single		married, two children		both	
		gross	net	gross	net	gross	net
17	:	106.1	106.7	106.7	106.3	106.4	106.5
16	:	106.1	106.6	106.7	106.4	106.4	106.5
A: 15	:	106.1	106.5	106.7	106.3	106.4	106.4
14	:	106.1	106.3	106.8	106.3	106.5	106.3
13	:	106.1	106.1	106.8	106.4	106.5	106.3
12	:	106.1	106.0	106.9	106.5	106.5	106.3
13	:	106.1	106.1	106.8	106.4	106.5	106.3
12	:	106.1	106.0	106.9	106.5	106.5	106.3
11	:	106.1	105.9	106.9	106.5	106.5	106.3
B: 10	:	106.1	105.8	107.0	106.5	106.6	106.2
9	:	106.1	105.7	107.1	106.7	106.6	106.3
8	:	106.1	105.7	107.2	106.8	106.7	106.3
7	:	106.1	105.6	107.3	106.9	106.8	106.4
8bis	:	106.1	105.7	107.1	106.8	106.6	106.3
8	:	106.1	105.7	107.2	106.8	106.7	106.3
C: 7	:	106.1	105.6	107.3	106.9	106.8	106.4
6	:	106.1	105.6	107.4	107.0	106.8	106.4
4	:	104.4	104.2	106.0	105.8	105.3	105.1
6	:	106.1	105.6	107.4	107.0	106.8	106.4
5	:	106.1	105.6	107.4	107.0	106.8	106.4
D: 4	:	104.4	104.2	106.0	105.8	105.3	105.1
3	:	103.9	103.7	105.7	105.6	104.9	104.8
2	:	103.6	103.5	105.7	105.5	104.8	104.7
1	:	103.4	103.3	105.7	105.5	104.6	104.6

b. Index at constant prices

grade	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A:	17	: 106.7	107.4	107.3	107.0	107.0	107.1
	16	: 106.7	107.3	107.3	107.0	107.0	107.1
	15	: 106.7	107.1	107.4	107.0	107.1	107.0
	14	: 106.7	106.9	107.4	107.0	107.1	106.9
	13	: 106.7	106.7	107.5	107.0	107.1	106.9
	12	: 106.7	106.6	107.5	107.1	107.2	106.9
	13	: 106.7	106.7	107.5	107.0	107.1	106.9
	12	: 106.7	106.6	107.5	107.1	107.2	106.9
B:	11	: 106.7	106.5	107.6	107.2	107.2	106.9
	10	: 106.7	106.4	107.7	107.2	107.2	106.8
	9	: 106.7	106.3	107.7	107.4	107.3	106.9
	8	: 106.7	106.3	107.8	107.4	107.3	107.0
	7	: 106.7	106.2	107.9	107.5	107.4	107.0
	8bis	: 106.7	106.4	107.7	107.4	107.3	107.0
	8	: 106.7	106.3	107.8	107.4	107.3	107.0
C:	7	: 106.7	106.2	107.9	107.5	107.4	107.0
	6	: 106.7	106.3	108.0	107.6	107.4	107.0
	4	: 105.0	104.8	106.6	106.4	105.9	105.7
	6	: 106.7	106.3	108.0	107.6	107.4	107.0
	5	: 106.7	106.2	108.1	107.6	107.5	107.0
D:	4	: 105.0	104.8	106.6	106.4	105.9	105.7
	3	: 104.6	104.3	106.4	106.3	105.5	105.5
	2	: 104.3	104.1	106.3	106.2	105.4	105.3
	1	: 104.0	104.0	106.3	106.1	105.3	105.2

Luxembourg

4. Change in civil servants' pay

Average per category

a. Index at current prices

category :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	106.1	106.4	106.7	106.4	106.4	106.4
B :	106.1	105.9	107.0	106.6	106.6	106.3
C :	105.8	105.3	106.9	106.6	106.4	106.1
D :	104.7	104.4	106.3	106.1	105.6	105.4
Total :	106.0	105.8	106.8	106.5	106.4	106.2
(Pond.nat.)						
Total :	105.9	106.0	106.8	106.4	106.4	106.2
(Pond.com.)						

b. Index at constant prices

category :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	106.7	107.1	107.4	107.0	107.1	107.0
B :	106.7	106.5	107.6	107.2	107.2	106.9
C :	106.4	106.0	107.6	107.2	107.0	106.7
D :	105.3	105.0	107.0	106.7	106.2	106.0
Total :	106.6	106.5	107.5	107.1	107.1	106.8
(Pond.nat.)						
Total :	106.6	106.6	107.4	107.0	107.0	106.9
(Pond.com.)						

United Kingdom

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
Grade 2	40,000		42,000	23,794		24,680	40,000		42,000	24,520		25,406
Grade 3	31,000		34,000	19,549		21,027	31,000		34,000	20,209		21,687
Grade 5	23,730	24,741	27,065	15,751	16,299	17,558	23,730	24,741	27,065	16,321	16,893	18,152
PrIn.	14,318	16,747	19,465	9,667	11,332	13,232	14,318	16,747	19,465	10,050	11,714	13,615
A.T.	7,324	8,551	9,452	5,255	6,029	6,597	7,324	8,551	9,452	5,638	6,412	6,980
SEO	11,639	13,071	14,629	7,977	8,881	9,863	11,639	13,071	14,629	8,360	9,263	10,246
HEO	9,430	10,507	11,941	6,584	7,263	8,168	9,430	10,507	11,941	6,966	7,646	8,550
EO	5,250	7,324	9,452	3,947	5,255	6,597	5,250	7,324	9,452	4,329	5,638	6,980
CO	5,088	5,729	6,671	3,844	4,249	4,843	5,088	5,729	6,671	4,227	4,632	5,226
Sen Sec.	8,045	8,677	9,505	5,710	6,109	6,631	8,045	8,677	9,505	6,093	6,491	7,014
Sec.	6,307	6,572	7,155	4,613	4,781	5,148	6,307	6,572	7,155	4,996	5,163	5,531
Sp. Typist	4,823	5,357	6,063	3,774	4,014	4,460	4,823	5,357	6,063	4,157	4,397	4,842
Typist	4,644	4,729	5,357	3,657	3,713	4,014	4,644	4,729	5,357	4,040	4,095	4,397
CA	4,291	4,925	5,357	3,427	3,840	4,014	4,291	4,925	5,357	3,810	4,223	4,397
PTO I	11,745	13,231	14,480	8,044	8,981	9,769	11,745	13,231	14,480	8,427	9,364	10,152
PTO III	8,469	9,074	9,869	5,977	6,359	6,861	8,469	9,074	9,869	6,360	6,742	7,243
PTO IV	8,469	8,469	8,827	5,977	5,977	6,203	8,469	8,469	8,827	6,360	6,360	6,586
PTO IV	7,486	8,038	8,827	5,357	5,705	6,203	7,486	8,038	8,827	5,740	6,088	6,586
Msgr.	4,806		5,386	3,763		4,032	4,806		5,386	4,145		4,415
P. Kpr	5,532		5,841	4,125		4,319	5,532		5,841	4,507		4,702
Driver	5,703			4,232		4,319	5,703		5,841	4,615		4,702
Cfn	6,116			4,493			6,116			4,876		

b. Year of comparison 1985

grade :	single					married, two children						
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
Grade 2 :	36,500		36,500	21,823		21,823	36,500		36,500	22,510		22,510
Grade 3 :	29,500		29,500	18,448		18,448	29,500		29,500	19,073		19,073
Grade 5 :	20,964	23,341	25,533	13,908	15,234	16,421	20,964	23,341	25,533	14,408	15,796	16,984
Prin. :	13,508	15,799	18,363	9,010	10,571	12,339	13,508	15,799	18,363	9,385	10,946	12,714
A.T. :	6,909	8,067	8,917	4,912	5,631	6,159	6,909	8,067	8,917	5,287	6,006	6,534
SEO :	10,980	12,331	13,801	7,440	8,279	9,194	10,980	12,331	13,801	7,815	8,654	9,569
HEO :	8,896	9,912	11,265	6,146	6,777	7,617	8,896	9,912	11,265	6,521	7,152	7,992
EO :	4,953	6,909	8,917	3,698	4,912	6,159	4,953	6,909	8,917	4,073	5,287	6,534
CO :	4,800	5,221	6,293	3,603	3,864	4,530	4,800	5,221	6,293	3,978	4,239	4,905
Sen Sec. :	6,088	7,016	7,797	4,402	4,979	5,464	6,088	7,016	7,797	4,777	5,354	5,839
Sec. :	5,322	5,868	6,607	3,927	4,266	4,725	5,322	5,868	6,607	4,302	4,641	5,100
Sp. Typist :	4,338	4,718	5,387	3,316	3,552	3,967	4,338	4,718	5,387	3,691	3,927	4,342
Typist :	3,951	4,272	5,054	3,075	3,275	3,760	3,951	4,272	5,054	3,450	3,650	4,135
CA :	4,048	4,646	5,054	3,136	3,507	3,760	4,048	4,646	5,054	3,511	3,882	4,135
PTO I :	10,980	12,382	13,410	7,440	8,311	8,949	10,980	12,382	13,410	7,815	8,686	9,324
PTO III :	7,820	8,385	9,108	5,478	5,829	6,278	7,820	8,385	9,108	5,853	6,204	6,653
PTO IV :	7,062	7,583	8,327	5,007	5,331	5,793	7,062	7,583	8,327	5,382	5,706	6,168
PTO IV :	7,062	7,583	8,327	5,007	5,331	5,793	7,062	7,583	8,327	5,382	5,706	6,168
Msgr. :	4,534		5,081	3,437		3,777	4,534		5,081	3,812		4,152
P.Kor :	5,219		5,510	3,863		4,044	5,219		5,510	4,238		4,419
Driver :	5,380			3,963		4,044	5,380		5,510	4,338		4,419
Cfn :	5,831			4,243			5,831			4,618		

United Kingdom

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

grade :	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
Grade 2 :	109.6		115.1	109.0		113.1	109.6		115.1	108.9		112.9
Grade 3 :	105.1		115.3	106.0		114.0	105.1		115.3	106.0		113.7
Grade 5 :	113.2	106.0	106.0	113.3	107.0	106.9	113.2	106.0	106.0	113.3	106.9	106.9
Prin. :	106.0	106.0	106.0	107.3	107.2	107.2	106.0	106.0	106.0	107.1	107.0	107.1
A.T. :	106.0	106.0	106.0	107.0	107.1	107.1	106.0	106.0	106.0	106.6	106.8	106.8
SEO :	106.0	106.0	106.0	107.2	107.3	107.3	106.0	106.0	106.0	107.0	107.0	107.1
HEO :	106.0	106.0	106.0	107.1	107.2	107.2	106.0	106.0	106.0	106.8	106.9	107.0
EO :	106.0	106.0	106.0	106.7	107.0	107.1	106.0	106.0	106.0	106.3	106.6	106.8
CO :	106.0	109.7	106.0	106.7	110.0	106.9	106.0	109.7	106.0	106.3	109.3	106.5
Sen Sec. :	132.1	123.7	121.9	129.7	122.7	121.4	132.1	123.7	121.9	127.5	121.2	120.1
Sec. :	118.5	112.0	108.3	117.5	112.1	109.0	118.5	112.0	108.3	116.1	111.2	108.5
Sp. Typist :	111.2	113.5	112.5	113.8	113.0	112.4	111.2	113.5	112.5	112.6	112.0	111.5
Typist :	117.5	110.7	106.0	118.9	113.4	106.8	117.5	110.7	106.0	117.1	112.2	106.3
CA :	106.0	106.0	106.0	109.3	109.5	106.8	106.0	106.0	106.0	108.5	108.8	106.3
PTO I :	107.0	106.9	108.0	108.1	108.1	109.2	107.0	106.9	108.0	107.8	107.8	108.9
PTO III :	108.3	108.2	108.4	109.1	109.1	109.3	108.3	108.2	108.4	108.7	108.7	108.9
PTO IV :	119.9	111.7	106.0	119.4	112.1	107.1	119.9	111.7	106.0	118.2	111.5	106.8
PTO IV :	106.0	106.0	106.0	107.0	107.0	107.1	106.0	106.0	106.0	106.7	106.7	106.8
Msgr. :	106.0		106.0	109.5		106.8	106.0		106.0	108.7		106.3
P. Kpr. :	106.0		106.0	106.8		106.8	106.0		106.0	106.3		106.4
Driver :	106.0			106.8			106.0			106.4		
Cfn :	104.9			105.9			104.9			105.6		

b. Index at constant prices
(Consumer Price Index: 102.4)

grade :	single						married, two children					
	min	gross		min	net		min	gross		min	net	
		mean	max		mittel	mean		mean	max		mean	max
Grade 2 :	107.0		112.3	106.4		110.4	107.0		112.3	106.3		110.2
Grade 3 :	102.6		112.5	103.4		111.3	102.6		112.5	103.4		111.0
Grade 5 :	110.5	103.5	103.5	110.5	104.4	104.4	110.5	103.5	103.5	110.6	104.4	104.3
Pr.In. :	103.5	103.5	103.5	104.7	104.6	104.7	103.5	103.5	103.5	104.5	104.5	104.5
A.T. :	103.5	103.5	103.5	104.4	104.5	104.6	103.5	103.5	103.5	104.1	104.2	104.3
SEO :	103.5	103.5	103.5	104.7	104.7	104.7	103.5	103.5	103.5	104.4	104.5	104.5
HEO :	103.5	103.5	103.5	104.6	104.6	104.7	103.5	103.5	103.5	104.3	104.4	104.4
EO :	103.5	103.5	103.5	104.2	104.4	104.6	103.5	103.5	103.5	103.7	104.1	104.3
CO :	103.5	107.1	103.5	104.1	107.3	104.4	103.5	107.1	103.5	103.7	106.7	104.0
Sen Sec. :	129.0	120.7	119.0	126.6	119.8	118.5	129.0	120.7	119.0	124.5	118.3	117.3
Sec. :	115.7	109.3	105.7	114.7	109.4	106.4	115.7	109.3	105.7	113.4	108.6	105.9
Sp. Typist :	108.5	110.8	109.9	111.1	110.3	109.7	108.5	110.8	109.9	109.9	109.3	108.9
Typist :	114.7	108.1	103.5	116.1	110.7	104.2	114.7	108.1	103.5	114.3	109.5	103.8
CA :	103.5	103.5	103.5	106.7	106.9	104.2	103.5	103.5	103.5	105.9	106.2	103.8
PTO I :	104.4	104.3	105.4	105.5	105.5	106.6	104.4	104.3	105.4	105.3	105.2	106.3
PTO III :	105.7	105.6	105.8	106.5	106.5	106.7	105.7	105.6	105.8	106.1	106.1	106.3
PTO IV :	117.1	109.0	103.5	116.5	109.4	104.5	117.1	109.0	103.5	115.3	108.8	104.2
PTO IV :	103.5	103.5	103.5	104.4	104.5	104.5	103.5	103.5	103.5	104.1	104.1	104.2
Msgr. :	103.5		103.5	106.9		104.2	103.5		103.5	106.1		103.8
P.Kpr :	103.5		103.5	104.2		104.2	103.5		103.5	103.8		103.9
Driver :	103.5			104.2			103.5			103.8		
Cfn :	102.4			103.4			102.4			103.1		

United Kingdom

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade :	single		married, two children		both	
	gross	net	gross	net	gross	net
Grade 2 :	114.1	112.3	114.1	112.1	114.1	112.2
Grade 3 :	113.4	112.5	113.4	112.3	113.4	112.4
Grade 5 :	106.4	107.3	106.4	107.2	106.4	107.2
PrIn. :	106.0	107.2	106.0	107.1	106.0	107.2
A.T. :	106.0	107.1	106.0	106.8	106.0	106.9
SEO :	106.0	107.3	106.0	107.1	106.0	107.2
HEO :	106.0	107.2	106.0	107.0	106.0	107.1
EO :	106.0	107.1	106.0	106.8	106.0	107.0
CO :	106.4	107.2	106.4	106.8	106.4	107.0
Sen Sec. :	121.9	121.4	121.9	120.1	121.9	120.8
Sec. :	108.8	109.4	108.8	108.9	108.8	109.2
Sp. Typist :	112.6	112.5	112.6	111.6	112.6	112.0
Typist :	107.4	108.4	107.4	107.9	107.4	108.2
CA :	106.0	107.7	106.0	107.2	106.0	107.5
PTD I :	107.8	109.0	107.8	108.7	107.8	108.9
PTD III :	108.4	109.3	108.4	108.9	108.4	109.1
PTD IV :	107.7	108.6	107.7	108.2	107.7	108.4
PTD IV :	106.0	107.1	106.0	106.8	106.0	106.9
Msgr. :	106.0	107.0	106.0	106.6	106.0	106.8
P. Kpr :	106.0	106.8	106.0	106.4	106.0	106.6
Dr I ver :	106.0	106.8	106.0	106.4	106.0	106.6
Cfn :	104.9	105.9	104.9	105.6	104.9	105.7

b. Index at constant prices

grade :	single		married, two children		both	
	gross	net	gross	net	gross	net
Grade 2 :	111.3	109.7	111.3	109.5	111.3	109.6
Grade 3 :	110.7	109.8	110.7	109.6	110.7	109.7
Grade 5 :	103.8	104.7	103.8	104.6	103.8	104.7
Pr in. :	103.5	104.7	103.5	104.5	103.5	104.6
A.T. :	103.5	104.5	103.5	104.2	103.5	104.4
SEO :	103.5	104.7	103.5	104.5	103.5	104.6
HEO :	103.5	104.7	103.5	104.4	103.5	104.5
EO :	103.5	104.5	103.5	104.3	103.5	104.4
CO :	103.8	104.6	103.8	104.2	103.8	104.4
Sen Sec. :	119.0	118.5	119.0	117.3	119.0	117.9
Sec. :	106.3	106.8	106.3	106.3	106.3	106.5
Sp.Typist:	109.9	109.8	109.9	108.9	109.9	109.4
Typist :	104.8	105.9	104.8	105.3	104.8	105.6
CA :	103.5	105.1	103.5	104.6	103.5	104.9
PTO I :	105.3	106.4	105.3	106.2	105.3	106.3
PTO III :	105.8	106.7	105.8	106.3	105.8	106.5
PTO IV :	105.1	106.0	105.1	105.6	105.1	105.8
PTO IV :	103.5	104.5	103.5	104.2	103.5	104.4
Mgr. :	103.5	104.5	103.5	104.0	103.5	104.3
P.Kpr :	103.5	104.2	103.5	103.9	103.5	104.1
Driver :	103.5	104.2	103.5	103.8	103.5	104.0
Cfn :	102.4	103.4	102.4	103.1	102.4	103.2

United Kingdom

4. Change in civil servants' pay
Average per category
a. Index at current prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A	107.1	107.9	107.1	107.8	107.1	107.8
B	106.1	107.2	106.1	106.9	106.1	107.0
C	107.5	108.7	107.5	108.2	107.5	108.4
D	105.8	106.8	105.8	106.4	105.8	106.6
Total (pond.nat.)	106.6	107.7	106.6	107.3	106.6	107.5
Total (pond.com.)	107.0	107.9	107.0	107.7	107.0	107.8

b. Index at constant prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A	104.6	105.3	104.6	105.2	104.6	105.3
B	103.6	104.6	103.6	104.3	103.6	104.5
C	104.9	106.1	104.9	105.6	104.9	105.8
D	103.3	104.3	103.3	103.8	103.3	104.0
Total (pond.nat.)	104.1	105.1	104.1	104.8	104.1	104.9
Total (pond.com.)	104.5	105.3	104.5	105.1	104.5	105.2

Ireland

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

category	grade	gross			single		
		min	mean	max	min	gross mean	max
A: Secretary	A	3063.83	3063.83	3063.83	1458.55	1458.55	1458.55
Assistant Sec.d		2123.83	2289.58	2372.50	1078.94	1145.87	1179.36
Principal	I	1612.16	1750.41	1888.75	872.30	928.13	984.00
Assistant Princ:		1252.83	1393.83	1487.83	727.18	784.13	822.09
Admin. Officer :		804.16	1078.50	1320.75	547.84	659.29	754.61
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B: HEO	:	1099.50	1225.08	1320.75	667.37	716.14	754.61
EO	:	554.91	859.50	1099.50	418.18	574.60	667.37
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C: Staff Officer :		878.25	957.91	1015.83	582.16	612.84	635.15
Clerical Off. :		481.66	656.91	878.16	373.38	476.62	582.13
Clerical Assis.:		471.91	588.08	698.75	367.41	438.47	496.86
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D: Head messenger :		715.67	757.75	806.33	505.04	525.39	548.89
Paperkeeper :		627.00	713.25	720.00	462.16	503.87	507.13
Messenger :		618.75	654.16	660.75	457.23	475.29	478.48
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married, two children							
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A: Secretary :		3105.60	3105.60	3105.60	1703.52	1703.52	1703.52
Assistant Sec.:		2165.60	2331.35	2414.27	1323.90	1390.84	1424.33
Principal :		1653.93	1792.18	1930.52	1113.06	1173.10	1228.96
Assistant Princ:		1294.60	1435.60	1529.60	932.55	1003.38	1050.61
Admin. Officer :		845.93	1120.27	1362.52	666.33	834.13	966.67
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B: HEO	:	1141.27	1266.85	1362.52	846.98	918.67	966.67
EO	:	596.68	901.27	1141.27	513.86	700.17	846.98
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C: Staff Officer :		920.02	999.68	1057.60	711.64	760.37	795.80
Clerical Off. :		523.43	698.68	919.93	476.34	576.25	711.59
Clerical Assis.:		502.01	618.18	728.85	468.02	526.91	594.60
<hr/>							
D: Head messenger :		745.77	787.85	836.43	604.95	630.69	660.41
Paperkeeper :		657.10	743.26	750.10	550.71	603.47	607.60
Messenger :		648.85	684.26	690.85	545.66	567.33	571.35

b. Year of comparison 1985

cate- gory	grade	gross			single	gross		
		min	mean	max		min	mean	max
A: Secretary	:	2974.58	2974.58	2974.58	1338.06	1338.06	1338.06	
Assistant Secr.:		2062.00	2222.92	2303.42	996.76	1056.94	1087.04	
Principal	:	1565.25	1699.42	1833.75	810.97	861.15	911.39	
Assistant Princ:		1216.33	1353.25	1444.50	680.48	731.68	765.81	
Admin. Officer :		780.75	1036.83	1269.58	518.20	614.83	700.39	
<hr/>								
B: HEO	:	1057.08	1177.83	1269.58	622.01	666.08	700.39	
EO	:	538.75	826.25	1057.08	396.84	539.73	622.01	
<hr/>								
C: Staff Officer :		847.75	930.00	986.25	547.70	576.90	596.87	
Clerical Off. :		467.67	637.75	852.58	354.10	450.53	549.42	
Clerical Assis.:		458.17	568.58	675.50	348.39	414.78	468.40	
<hr/>								
D: Head messenger :		694.83	733.58	753.67	477.55	495.88	505.39	
Paperkeeper :		608.75	688.00	694.58	436.81	474.31	477.43	
Messenger :		566.75	599.33	605.83	413.68	432.35	435.43	
<hr/>								
married, two children								
<hr/>								
A: Secretary	:	3010.35	3010.35	3010.35	1593.58	1593.58	1593.58	
Assistant Secr.:		2097.77	2258.68	2339.18	1252.27	1312.45	1342.56	
Principal	:	1601.02	1735.18	1869.52	1060.90	1116.67	1166.91	
Assistant Princ:		1252.10	1389.02	1480.27	889.16	956.55	1001.47	
Admin. Officer :		816.52	1072.60	1305.35	635.28	789.25	915.37	
<hr/>								
B: HEO	:	1092.85	1213.60	1305.35	801.42	870.21	915.37	
EO	:	574.52	862.02	1092.85	489.77	662.63	801.42	
<hr/>								
C: Staff Officer :		883.52	965.77	1022.02	675.56	725.01	758.83	
Clerical Off. :		503.43	673.52	888.35	447.04	549.30	678.47	
Clerical Assis.:		482.27	592.68	699.60	433.74	500.13	564.41	
<hr/>								
D: Head messenger :		718.93	757.68	777.77	576.04	599.33	611.41	
Paperkeeper :		632.85	712.10	718.68	524.28	571.93	575.89	
Messenger :		590.85	623.43	629.93	499.03	518.62	522.52	
<hr/>								

Ireland

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

cate- gory	grade	:	gross			single	gross		
			min	mean	max		min	mean	max
A:	Secretary	:	103.0	103.0	103.0		109.0	109.0	109.0
	Assistant Secr.:		103.0	103.0	103.0		108.2	108.4	108.5
	Principal	:	103.0	103.0	103.0		107.6	107.8	108.0
	Assistant Princ:		103.0	103.0	103.0		106.9	107.2	107.3
	Admin. Officer	:	103.0	104.0	104.0		105.7	107.2	107.7
<hr/>									
B:	HEO	:	104.0	104.0	104.0		107.3	107.5	107.7
	EO	:	103.0	104.0	104.0		105.4	106.5	107.3
<hr/>									
C:	Staff Officer	:	103.6	103.0	103.0		106.3	106.2	106.4
	Clerical Off.	:	103.0	103.0	103.0		105.4	105.8	106.0
	Clerical Assis.:		103.0	103.4	103.4		105.5	105.7	106.1
<hr/>									
D:	Head messenger	:	103.0	103.3	107.0		105.8	106.0	108.6
	Paperkeeper	:	103.0	103.7	103.7		105.8	106.2	106.2
	Messenger	:	109.2	109.1	109.1		110.5	109.9	109.9

b. Index at constant prices
(Consumer Price Index: 104.4)

cate- gory	grade	:	gross			single	gross		
			min	mean	max		min	mean	max
A:	Secretary	:	98.6	98.6	98.6		104.4	104.4	104.4
	Assistant Secr.:		98.6	98.6	98.6		103.6	103.8	103.9
	Principal	:	98.6	98.6	98.6		103.0	103.2	103.4
	Assistant Princ:		98.6	98.6	98.6		102.3	102.6	102.8
	Admin. Officer	:	98.6	99.6	99.6		101.2	102.7	103.2
<hr/>									
B:	HEO	:	99.6	99.6	99.6		102.7	102.9	103.2
	EO	:	98.6	99.6	99.6		100.9	101.9	102.7
<hr/>									
C:	Staff Officer	:	99.2	98.6	98.6		101.8	101.7	101.9
	Clerical Off.	:	98.6	98.6	98.6		101.0	101.3	101.4
	Clerical Assis.:		98.6	99.0	99.0		101.0	101.2	101.6
<hr/>									
D:	Head messenger	:	98.6	98.9	102.4		101.3	101.4	104.0
	Paperkeeper	:	98.6	99.3	99.2		101.3	101.7	101.7
	Messenger	:	104.5	104.5	104.4		105.8	105.3	105.2

Ireland

2b1s Change in of civil servants' pay

Minimum/mean/maximum per grade

a. Index at current prices

cate- gory	grade	:	min	gross mean	married, two children max	min	gross mean	max
A: Secretary	:		103.2	103.2	103.2	106.9	106.9	106.9
Assistant Secr.:			103.2	103.2	103.2	105.7	106.0	106.1
Principal	:		103.3	103.3	103.3	104.9	105.1	105.3
Assistant Princ:			103.4	103.4	103.3	104.9	104.9	104.9
Admin. Officer	:		103.6	104.4	104.4	104.9	105.7	105.6
B: HEO	:		104.4	104.4	104.4	105.7	105.6	105.6
EO	:		103.9	104.6	104.4	104.9	105.7	105.7
C: Staff Officer	:		104.1	103.5	103.5	105.3	104.9	104.9
Clerical Off.	:		104.0	103.7	103.6	106.6	104.9	104.9
Clerical Assis.:			104.1	104.3	104.2	107.9	105.4	105.3
D: Head messenger	:		103.7	104.0	107.5	105.0	105.2	108.0
Paperkeeper	:		103.8	104.4	104.4	105.0	105.5	105.5
Messenger	:		109.8	109.8	109.7	109.3	109.4	109.3

b. Index at constant prices

(Consumer Price Index:

104.4)

cate- gory	grade	:	min	gross mean	married, two children max	min	gross mean	max
A: Secretary	:		98.8	98.8	98.8	102.4	102.4	102.4
Assistant Secr.:			98.8	98.8	98.8	101.2	101.5	101.6
Principal	:		98.9	98.9	98.9	100.5	100.6	100.8
Assistant Princ:			99.0	99.0	98.9	100.4	100.4	100.4
Admin. Officer	:		99.2	100.0	99.9	100.4	101.2	101.1
B: HEO	:		100.0	99.9	99.9	101.2	101.1	101.1
EO	:		99.4	100.1	100.0	100.5	101.2	101.2
C: Staff Officer	:		99.7	99.1	99.1	100.9	100.4	100.4
Clerical Off.	:		99.5	99.3	99.1	102.0	100.4	100.4
Clerical Assis.:			99.7	99.9	99.7	103.3	100.9	100.9
D: Head messenger	:		99.3	99.6	103.0	100.5	100.8	103.4
Paperkeeper	:		99.4	99.9	99.9	100.6	101.0	101.0
Messenger	:		105.1	105.1	105.0	104.7	104.7	104.7

Ireland

3. Change in civil servants' pay
Average per grade
a. Index at current prices

cate- gory	grade	single		married, two children		both	
		gross	net	gross	net	gross	net
A: Secretary	:	103.0	109.0	103.2	106.9	103.1	107.9
Assistant Secr.:		103.0	108.4	103.2	105.9	103.1	107.0
Principal	:	103.0	107.8	103.3	105.1	103.1	106.3
Assistant Princ:		103.0	107.1	103.4	104.9	103.2	105.9
Admin. Officer	:	103.8	107.0	104.2	105.4	104.0	106.1
<hr/>							
B: HEO	:	104.0	107.5	104.4	105.6	104.2	106.4
EO	:	103.8	106.5	104.3	105.5	104.1	105.9
<hr/>							
C: Staff Officer	:	103.2	106.3	103.7	105.0	103.4	105.6
Clerical Off.:		103.0	105.8	103.7	105.3	103.4	105.5
Clerical Assis.:		103.3	105.8	104.2	106.1	103.8	105.9
<hr/>							
D: Head messenger	:	104.5	106.8	105.1	106.1	104.8	106.4
Paperkeeper	:	103.5	106.1	104.2	105.4	103.8	105.7
Messenger	:	109.1	110.1	109.7	109.4	109.4	109.7

b. Index at constant prices

cate- gory	grade	single		married, two children		both	
		gross	net	gross	net	gross	net
A: Secretary	:	98.6	104.4	98.8	102.4	98.7	103.3
Assistant Secr.:		98.6	103.8	98.8	101.4	98.7	102.5
Principal	:	98.6	103.2	98.9	100.6	98.8	101.7
Assistant Princ:		98.6	102.6	99.0	100.4	98.8	101.4
Admin. Officer	:	99.4	102.4	99.8	101.0	99.6	101.6
<hr/>							
B: HEO	:	99.6	102.9	100.0	101.1	99.8	101.9
EO	:	99.4	102.0	99.9	101.0	99.6	101.4
<hr/>							
C: Staff Officer	:	98.8	101.8	99.3	100.6	99.0	101.1
Clerical Off.:		98.6	101.3	99.3	100.9	99.0	101.0
Clerical Assis.:		98.9	101.3	99.8	101.6	99.4	101.4
<hr/>							
D: Head messenger	:	100.0	102.3	100.7	101.6	100.3	101.9
Paperkeeper	:	99.1	101.6	99.8	100.9	99.4	101.2
Messenger	:	104.5	105.4	105.1	104.7	104.8	105.0

Ireland

4. Change in of civil servants' pay
Average per category
a. Index at current prices

category	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	103.0	107.5	103.4	105.1	103.2	106.1
	:						
B	:	103.9	107.0	104.4	105.5	104.1	106.2
	:						
C	:	103.2	105.8	104.0	105.8	103.6	105.8
	:						
D	:	107.7	109.1	108.4	108.4	108.0	108.7
Total	:	104.6	107.2	105.3	106.5	105.0	106.8
(Pond.nat.)	:						
Total	:	103.4	107.0	103.9	105.5	103.7	106.2
(Pond.com.)	:						

b. Index at constant prices

category	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	98.7	102.9	99.0	100.7	98.8	101.6
	:						
B	:	99.5	102.4	99.9	101.1	99.7	101.6
	:						
C	:	98.8	101.3	99.6	101.3	99.2	101.3
	:						
D	:	103.1	104.5	103.7	103.8	103.4	104.1
Total	:	100.2	102.6	100.8	101.9	100.5	102.2
(Pond.nat.)	:						
Total	:	99.0	102.5	99.5	101.0	99.3	101.7
(Pond.com.)	:						

Danmark

1. National civil servants' pay
Average per grade
a. Year 1986

Cate- gory	grade	LR:	single		married, two children		both	
			gross	net	gross	net	gross	net
A1:	Departmentchef	40:	547,244	191,928	548,044	203,483	547,644	197,706
	Departmentchef	39:	514,879	183,412	515,679	194,967	515,279	189,190
	Direktor m.fl.	39:	484,158	175,351	484,958	186,906	484,558	181,129
	Afdelingchef	38:	382,223	148,623	383,023	160,178	382,623	154,401
	Ambassador	38:	353,622	141,135	354,422	152,690	354,022	146,913
	Konsulent	36:	307,208	128,918	308,008	140,473	307,608	134,696
	Konsulent	36:	324,419	133,456	325,219	145,011	324,819	139,234
	Konsulent	36:	328,420	134,811	329,302	146,518	328,861	140,665
	Eksp.Sekr.	31+ 34:	259,490	116,323	262,007	129,578	260,749	122,951
	Andre	:	321,513	132,684	323,187	145,114	322,350	138,899
A2:	Civilingeniorer	:	251,939	114,206	254,986	128,007	253,463	121,107
	Eksp.Sekr.	:	223,278	106,641	227,483	121,614	225,381	114,128
	Redaktor	:	248,759	113,258	251,818	127,071	250,289	120,165
	Andre	:	222,110	106,134	226,350	121,106	224,230	113,620
B1:	Inspektorer m.fl.	29:	212,045	103,950	217,044	119,703	214,545	111,827
	Bogholdere	25:	193,720	98,937	199,272	115,245	196,496	107,091
	Bogholdere	21:	190,289	97,794	195,855	114,123	193,072	105,959
	Fuldmagtig	20:	183,357	95,572	188,969	111,939	186,163	103,756
	Kancellist	17:	172,792	91,958	178,419	108,348	175,606	100,153
	Overassistent	15:	163,647	88,654	169,271	105,033	166,459	96,844
	Andre	:	183,633	95,079	189,025	111,226	186,329	103,153
B2:	Kontorfuldmagtig	:	181,504	95,031	187,125	111,407	184,315	103,219
	Overassistent	:	165,177	89,233	170,808	105,630	167,993	97,432
	Andre	:	183,430	95,353	189,007	111,721	186,219	103,537
C1:	Konstruktorer	20:	184,669	96,227	190,293	112,606	187,481	104,417
	Assistenten m.fl.	09:	146,381	82,434	152,007	98,819	149,194	90,627
	Assistenten	07:	143,550	81,407	149,174	97,786	146,362	89,597
	Assistenten	07:						
	Andre	:	170,281	91,191	175,898	107,683	173,090	99,437
C2:	Faglaerte Arbejder	:	176,009	92,748	181,583	109,077	178,796	100,913
	Assistenten	:	150,169	83,783	155,791	100,161	152,980	91,972
	Tekniske Medarb.	:	132,816	76,279	138,454	92,699	135,635	84,489
	Kontorassistenter	:	129,921	76,501	135,553	92,901	132,737	84,701
	Andre	:	175,469	92,658	181,070	109,014	178,270	100,836
D1:	Betjentformand	10:	155,427	85,690	161,051	102,069	158,239	93,880
	Betjentformand	08:	147,466	82,814	153,090	99,193	150,278	91,004
	Betjente	05:	156,669	85,917	162,293	102,296	159,481	94,107
	Betjente	03:	133,368	77,738	138,992	94,117	136,180	85,928
	Andre	:	145,889	82,197	151,509	98,571	148,699	90,384
D2:	Ikke-faglaerte Arb	:	140,023	80,136	145,647	96,515	142,835	88,326
	Rengoringsassist.	:	132,417	77,389	138,041	93,768	135,229	85,579
	Andre	:	96,660	60,501	102,221	76,814	99,441	68,658

b. Year of comparison 1985

Cate- gory	grade	LR:	single		married, two children		both	
			gross	net	gross	net	gross	net
A1:	Departmentchef	40:	537,344	188,451	538,144	199,817	537,744	194,134
	Departmentchef	39:	505,791	180,163	506,591	191,529	506,191	185,846
	Direktor m.fl.	39:	458,378	167,669	459,178	179,035	458,778	173,352
	Afdelingchef	38:	375,865	145,974	376,665	157,340	376,265	151,657
	Ambassador	38:	347,684	138,588	348,484	149,954	348,084	144,271
	Konsulent	36:	302,274	126,629	303,074	137,995	302,674	132,312
	Konsulent	36:	319,355	131,126	320,155	142,492	319,755	136,809
	Konsulent	36:	323,320	132,163	324,120	143,529	323,720	137,846
	Eksp.Sekr.	31+ 34:	256,560	114,670	259,267	127,961	257,914	121,316
	Andre	:	315,801	130,191	317,583	142,539	316,692	136,365
A2:	Civilingeniører	:	252,815	113,493	255,858	127,101	254,337	120,297
	Eksp.Sekr.	:	217,921	104,237	222,337	119,226	220,129	111,732
	Redaktør	:	242,960	110,990	246,455	125,051	244,708	118,021
	Andre	:	215,939	103,572	220,416	118,610	218,178	111,091
B1:	Inspectorer m.fl.	29:	207,231	101,639	212,398	117,373	209,815	109,506
	Bogholdere	25:	191,772	97,437	197,247	113,478	194,510	105,458
	Bogholdere	21:	188,332	96,300	193,837	112,376	191,085	104,338
	Fuldmaegtig	20:	178,985	93,319	184,511	109,410	181,748	101,365
	Kancellist	17:	170,912	90,660	176,458	106,810	173,685	98,735
	Overassistent	15:	161,010	87,055	166,546	103,173	163,778	95,114
	Andre	:	178,392	92,626	183,781	108,591	181,087	100,609
B2:	Kontorfuldmaegtig	:	178,859	93,439	184,382	109,576	181,621	101,508
	Overassistent	:	162,711	87,675	168,248	103,796	165,480	95,736
	Andre	:	175,593	91,850	181,093	107,904	178,343	99,877
C1:	Konstruktører	20:	180,469	93,991	185,997	110,085	183,233	102,038
	Assistenter m.fl.	09:	146,047	81,665	151,579	97,771	148,813	89,718
	Assistenter	07:	140,757	79,751	146,285	95,845	143,521	87,798
	Andre	:	167,311	89,145	172,796	105,210	170,054	97,178
C2:	Faglaerte Arbejder	:	169,337	89,774	174,853	105,855	172,095	97,815
	Assistenter	:	148,110	82,419	153,646	98,536	150,878	90,478
	Tekniske Medarb.	:	130,171	74,713	135,699	90,807	132,935	82,760
	Kontorassistenter	:	127,486	74,827	132,979	90,840	130,233	82,834
	Andre	:	148,392	82,904	154,101	99,525	151,247	91,215
D1:	Betjentformand	10:	151,760	83,707	157,288	99,801	154,524	91,754
	Betjentformand	08:	143,821	80,847	149,349	96,941	146,585	88,894
	Betjente	05:	144,180	80,909	149,708	97,003	146,944	88,956
	Betjente	03:	130,495	76,057	136,023	92,151	133,259	84,104
	Andre	:	151,555	83,490	157,083	99,584	154,319	91,537
D2:	Ikke-faglaerte Arb	:	137,362	78,534	142,891	94,632	140,127	86,583
	Rengoringsassist.	:	130,331	76,032	135,859	92,126	133,095	84,079
	Andre	:	92,342	58,744	97,865	74,833	95,104	66,789

Danmark

3. Change in civil servants' pay
Average per grade
a. Index at current prices

Category	grade	LR:	single		married, two children		both	
			gross	net	gross	net	gross	net
A1:	Departmentchef	40:	101.8	101.8	101.8	101.8	101.8	101.8
	Departmentchef	39:	101.8	101.8	101.8	101.8	101.8	101.8
	Direktor m.fl.	39:	105.6	104.6	105.6	104.4	105.6	104.5
	Afdelingchef	38:	101.7	101.8	101.7	101.8	101.7	101.8
	Ambassador	38:	101.7	101.8	101.7	101.8	101.7	101.8
	Konsulent	36:	101.6	101.8	101.6	101.8	101.6	101.8
	Konsulent	36:	101.6	101.8	101.6	101.8	101.6	101.8
	Konsulent	36:	101.6	102.0	101.6	102.1	101.6	102.0
	Eksp.Sekr.	31+ 34:	101.1	101.4	101.1	101.3	101.1	101.3
	Andre	:	101.8	101.9	101.8	101.8	101.8	101.9
A2:		:						
	Civilingeniører	:	99.7	100.6	99.7	100.7	99.7	100.7
	Eksp.Sekr.	:	102.5	102.3	102.3	102.0	102.4	102.1
	Redaktør	:	102.4	102.0	102.2	101.6	102.3	101.8
	Andre	:	102.9	102.5	102.7	102.1	102.8	102.3
B1:	Inspectorer m.fl.	29:	102.3	102.3	102.2	102.0	102.3	102.1
	Bogholdere	25:	101.0	101.5	101.0	101.6	101.0	101.5
	Bogholdere	21:	101.0	101.6	101.0	101.6	101.0	101.6
	Fuldmaegtig	20:	102.4	102.4	102.4	102.3	102.4	102.4
	Kancellist	17:	101.1	101.4	101.1	101.4	101.1	101.4
	Overassistent	15:	101.6	101.8	101.6	101.8	101.6	101.8
	Andre	:	102.9	102.6	102.9	102.4	102.9	102.5
B2:		:						
	Kontorfuldmaegtig	:	101.5	101.7	101.5	101.7	101.5	101.7
	Overassistent	:	101.5	101.8	101.5	101.8	101.5	101.8
	Andre	:	104.5	103.8	104.4	103.5	104.4	103.7
C1:	Konstruktører	20:	102.3	102.4	102.3	102.3	102.3	102.3
	Assistenten m.fl.	09:	100.2	100.9	100.3	101.1	100.3	101.0
	Assistenten	07:	102.0	102.1	102.0	102.0	102.0	102.0
	Assistenten	07:						
	Andre	:	101.8	102.3	101.8	102.4	101.8	102.3
C2:		:						
	Faglaerte Arbejder	:	103.9	103.3	103.8	103.0	103.9	103.2
	Assistenten	:	101.4	101.7	101.4	101.6	101.4	101.7
	Tekniske Medarb.	:	102.0	102.1	102.0	102.1	102.0	102.1
	Kontorassistenter	:	101.9	102.2	101.9	102.3	101.9	102.3
	Andre	:	118.2	111.8	117.5	109.5	117.9	110.5
D1:	Betjentformand	10:	102.4	102.4	102.4	102.3	102.4	102.3
	Betjentformand	08:	102.5	102.4	102.5	102.3	102.5	102.4
	Betjente	05:	108.7	106.2	108.4	105.5	108.5	105.8
	Betjente	03:	102.2	102.2	102.2	102.1	102.2	102.2
	Andre	:	96.3	98.5	96.5	99.0	96.4	98.7
D2:		:						
	Ikke-faglaerte Arb	:	101.9	102.0	101.9	102.0	101.9	102.0
	Rengøringsassist.	:	101.6	101.8	101.6	101.8	101.6	101.8
	Andre	:	104.7	103.0	104.5	102.6	104.6	102.8

b. Index at constant prices
(Consumer Price Index: 102.8)

Category	grade	LR:	single		married, two children		both	
			gross	net	gross	net	gross	net
A1:	Departmentchef	40:	99.0	99.0	99.0	99.0	99.0	99.0
	Departmentchef	39:	99.0	99.0	99.0	99.0	99.0	99.0
	Direktor m.fl.	39:	102.7	101.7	102.7	101.5	102.7	101.6
	Afdelingchef	38:	98.9	99.0	98.9	99.0	98.9	99.0
	Ambassador	38:	98.9	99.0	98.9	99.0	98.9	99.0
	Konsulent	36:	98.8	99.0	98.8	99.0	98.8	99.0
	Konsulent	36:	98.8	99.0	98.8	99.0	98.8	99.0
	Konsulent	36:	98.8	99.2	98.8	99.3	98.8	99.2
	Eksp.Sekr.	31+ 34:	98.3	98.6	98.3	98.5	98.3	98.5
	Andre	:	99.0	99.1	98.9	99.0	99.0	99.0
A2:		:						
	Civilingeniører	:	96.9	97.8	96.9	97.9	96.9	97.9
	Eksp.Sekr.	:	99.6	99.5	99.5	99.2	99.6	99.3
	Redaktør	:	99.6	99.2	99.3	98.8	99.4	99.0
	Andre	:	100.0	99.6	99.8	99.3	99.9	99.4
B1:	Inspectorer m.fl.	29:	99.5	99.4	99.4	99.2	99.4	99.3
	Bogholdere	25:	98.2	98.7	98.2	98.7	98.2	98.7
	Bogholdere	21:	98.2	98.7	98.2	98.7	98.2	98.7
	Fuldmaegtig	20:	99.6	99.6	99.6	99.5	99.6	99.5
	Kancellist	17:	98.3	98.6	98.3	98.6	98.3	98.6
	Overassistent	15:	98.8	99.0	98.8	99.0	98.8	99.0
	Andre	:	100.1	99.8	100.0	99.6	100.0	99.7
B2:		:						
	Kontorfuldmaegtig	:	98.7	98.9	98.7	98.9	98.7	98.9
	Overassistent	:	98.7	99.0	98.7	98.9	98.7	99.0
	Andre	:	101.6	100.9	101.5	100.7	101.5	100.8
C1:	Konstruktører	20:	99.5	99.5	99.5	99.5	99.5	99.5
	Assistenten m.fl.	09:	97.5	98.1	97.5	98.3	97.5	98.2
	Assistenten	07:	99.2	99.3	99.2	99.2	99.2	99.2
	Assistenten	07:						
	Andre	:	99.0	99.5	99.0	99.5	99.0	99.5
C2:		:						
	Faglaerte Arbejder	:	101.1	100.5	101.0	100.2	101.0	100.3
	Assistenten	:	98.6	98.8	98.6	98.8	98.6	98.8
	Tekniske Medarb.	:	99.2	99.3	99.2	99.3	99.2	99.3
	Kontorassistenter	:	99.1	99.4	99.1	99.4	99.1	99.4
	Andre	:	115.0	108.7	114.2	106.5	114.6	107.5
D1:	Betjentformand	10:	99.6	99.5	99.6	99.4	99.6	99.5
	Betjentformand	08:	99.7	99.6	99.7	99.5	99.7	99.5
	Betjente	05:	105.7	103.2	105.4	102.5	105.5	102.9
	Betjente	03:	99.4	99.4	99.4	99.3	99.4	99.3
	Andre	:	93.6	95.7	93.8	96.2	93.7	96.0
D2:		:						
	Ikke-faglaerte Arb	:	99.1	99.2	99.1	99.2	99.1	99.2
	Rengoringsassist.	:	98.8	99.0	98.8	99.0	98.8	99.0
	Andre	:	101.8	100.1	101.6	99.8	101.7	100.0

Danmark

4. Change in of civil servants' pay
Average per category
a. Index at current prices

category	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	102.1	102.1	102.0	101.9	102.0	102.0
	:						
B	:	101.9	102.0	101.9	102.0	101.9	102.0
	:						
C	:	101.5	101.8	101.5	101.7	101.5	101.7
	:						
D	:	102.8	102.4	102.8	102.3	102.8	102.4
	:						
Total (pond.nat.)	:	102.0	102.0	101.9	101.9	101.9	102.0
Total (pond.com.)	:	101.9	102.0	101.9	101.9	101.9	101.9

b. Index at constant prices

category	:	single		married, two children		net	gross	both	net
		gross	net	gross	net				
A	:	99.3	99.3	99.2	99.1	99.2	99.1		
	:								
B	:	99.1	99.2	99.1	99.1	99.1	99.2		
	:								
C	:	98.7	98.9	98.7	98.9	98.7	98.9		
	:								
D	:	100.0	99.6	99.9	99.5	100.0	99.5		
	:								
Total (pond.nat.)	:	99.2	99.2	99.1	99.1	99.1	99.1		
Total (pond.com.)	:	99.1	99.2	99.0	99.0	99.1	99.1		

Greece

1. National civil servants' pay

Average per grade

a. Year 1986

grade	single		married, two children	
	gross	net	gross	net
A:				
2	116,868	86,053	123,184	93,164
3	112,762	83,647	119,246	90,993
4	100,665	76,435	107,354	84,085
5	89,055	69,118	95,856	77,052
6	81,954	64,519	88,866	72,596
7	78,435	62,149	85,113	70,167
8	71,625	57,562	78,639	65,884
B				
2	119,515	87,532	125,862	94,642
3	115,306	85,140	121,601	92,294
4	111,193	82,730	117,527	90,048
5	99,213	75,536	105,701	83,117
6	87,670	68,224	94,501	76,213
7	73,494	58,822	80,539	67,167
8	70,138	56,541	77,298	64,980
9	66,635	54,090	74,119	62,842
C				
4	109,434	81,703	115,789	89,037
5	97,705	74,604	104,265	82,281
6	90,074	69,785	96,819	77,658
7	79,197	62,670	86,115	70,823
8	69,084	55,809	76,008	64,121
9	62,356	51,100	69,756	59,875
10	58,818	48,567	66,984	57,933
D				
6	87,341	68,023	94,176	76,023
7	81,867	64,477	88,790	72,562
8	71,672	57,607	78,761	65,981
9	66,576	54,060	73,876	62,690
10	60,047	49,455	67,833	58,533
11	56,880	47,182	64,853	56,447
12	52,174	43,748	60,321	52,521

		b. Year of comparison		1985	
grade	:	single gross	net	married, two children gross	net
A	2	110,016	75,413	116,242	81,693
	3	105,988	73,702	112,315	79,804
	4	94,141	67,461	100,662	74,108
	5	82,839	61,321	89,424	68,225
	6	76,013	57,410	82,603	64,467
	7	72,640	55,434	79,011	62,441
	8	66,112	51,414	72,795	58,798
	B	2	112,605	76,660	118,907
3		108,480	74,676	114,663	80,937
4		104,448	72,736	110,628	78,994
5		92,729	66,735	99,073	73,290
6		81,513	60,592	88,103	67,500
7		67,947	52,557	74,630	59,877
8		64,705	50,544	71,523	58,048
9		61,362	48,408	68,476	56,156
C	4	102,731	71,900	108,930	78,046
	5	91,247	65,958	97,702	72,589
	6	83,809	61,861	90,359	68,747
	7	73,377	55,873	79,965	63,007
	8	63,686	49,915	70,289	57,286
	9	57,273	45,731	64,297	53,565
D	10	53,953	43,537	61,633	51,847
	6	81,201	60,431	87,791	67,338
	7	75,955	57,391	82,552	64,455
	8	66,180	51,470	72,931	58,891
	9	61,302	48,380	68,250	56,026
	10	55,102	44,315	62,461	52,404
	11	52,176	42,314	59,612	50,535
	12	47,858	39,332	55,298	47,707

Grece

3. Change in of civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children	
	gross	net	gross	net
A				
2 :	106.2	114.1	106.0	114.0
3 :	106.4	113.5	106.2	114.0
4 :	106.9	113.3	106.6	113.5
5 :	107.5	112.7	107.2	112.9
6 :	107.8	112.4	107.6	112.6
7 :	108.0	112.1	107.7	112.4
8 :	108.3	112.0	108.0	112.1
B				
2 :	106.1	114.2	105.8	114.2
3 :	106.3	114.0	106.1	114.0
4 :	106.5	113.7	106.2	114.0
5 :	107.0	113.2	106.7	113.4
6 :	107.6	112.6	107.3	112.9
7 :	108.2	111.9	107.9	112.2
8 :	108.4	111.9	108.1	111.9
9 :	108.6	111.7	108.2	111.9
C				
4 :	106.5	113.6	106.3	114.1
5 :	107.1	113.1	106.7	113.4
6 :	107.5	112.8	107.1	113.0
7 :	107.9	112.2	107.7	112.4
8 :	108.5	111.8	108.1	111.9
9 :	108.9	111.7	108.5	111.8
10 :	109.0	111.6	108.7	111.7
D				
6 :	107.6	112.6	107.3	112.9
7 :	107.8	112.3	107.6	112.6
8 :	108.3	111.9	108.0	112.0
9 :	108.6	111.7	108.2	111.9
10 :	109.0	111.6	108.6	111.7
11 :	109.0	111.5	108.8	111.7
12 :	109.0	111.2	109.1	110.1

b. Index at constant prices
(Consumer Price Index:

0)

grade	single		married, two children		
	gross	net	gross	net	
A	2 :	85.3	91.7	85.1	91.6
	3 :	85.5	91.2	85.3	91.6
	4 :	85.9	91.0	85.7	91.1
	5 :	86.4	90.5	86.1	90.7
	6 :	86.6	90.3	86.4	90.5
	7 :	86.7	90.1	86.5	90.3
	8 :	87.0	89.9	86.8	90.0
B	2 :	85.3	91.7	85.0	91.7
	3 :	85.4	91.6	85.2	91.6
	4 :	85.5	91.4	85.3	91.6
	5 :	85.9	90.9	85.7	91.1
	6 :	86.4	90.4	86.2	90.7
	7 :	86.9	89.9	86.7	90.1
	8 :	87.1	89.9	86.8	89.9
	9 :	87.2	89.8	86.9	89.9
C	4 :	85.6	91.3	85.4	91.6
	5 :	86.0	90.9	85.7	91.1
	6 :	86.3	90.6	86.1	90.7
	7 :	86.7	90.1	86.5	90.3
	8 :	87.1	89.8	86.9	89.9
	9 :	87.5	89.8	87.1	89.8
	10 :	87.6	89.6	87.3	89.8
D	6 :	86.4	90.4	86.2	90.7
	7 :	86.6	90.2	86.4	90.4
	8 :	87.0	89.9	86.7	90.0
	9 :	87.2	89.8	86.9	89.9
	10 :	87.5	89.6	87.2	89.7
	11 :	87.6	89.6	87.4	89.7
	12 :	87.6	89.3	87.6	88.4

Greece

4. Change in of civil servants' pay
Average per category
a. Index at current prices

cate- gory	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	107.2	113.0	106.9	113.1	107.1	113.1
B	:	107.0	113.2	106.7	113.4	106.8	113.3
C	:	107.7	112.5	107.4	112.7	107.6	112.6
D	:	108.6	111.7	108.4	111.8	108.5	111.8
Total-	:	107.6	112.7	107.3	112.8	107.4	112.7
Pond.nat	:						
Total-	:	107.4	112.8	107.1	113.0	107.3	112.9
Pond.com	:						

b. Index at constant prices

cate- gory	:	single		married, two children		both	
		gross	net	gross	net	gross	net
A	:	86.1	90.8	85.9	90.9	86.0	90.8
B	:	85.9	90.9	85.7	91.1	85.8	91.0
C	:	86.5	90.4	86.3	90.5	86.4	90.5
D	:	87.3	89.7	87.1	89.8	87.2	89.8
Total-	:	86.4	90.5	86.2	90.6	86.3	90.6
Pond.nat	:						
Total-	:	86.3	90.6	86.1	90.8	86.2	90.7
Pond.com	:						

ESPAÑA

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

grade	min	single				married, two children						
		gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: SDG	: 285,669		465,733	216,062		330,368	286,644		466,708	219,698		331,080
28	: 238,384		421,880	181,090		302,574	239,359		422,885	184,264		307,524
26	: 216,393		413,561	165,661		308,825	217,368		414,536	166,451		313,721
24	: 173,044		297,815	132,279		222,679	174,019		298,790	136,559		223,439
B: 24	: 147,167		270,011	115,776		206,464	148,142		270,986	119,557		208,944
16	: 113,708		221,565	92,850		169,407	114,683		222,540	97,139		172,413
14	: 103,568		173,163	86,100		134,149	104,543		174,138	91,149		138,431
8	: 93,179		154,737	76,853		123,903	94,154		155,712	81,487		127,836
C: 14	: 93,333		122,019	78,401		101,491	94,308		122,994	83,041		106,029
13	: 87,750		129,755	74,310		93,472	88,725		130,730	78,736		98,242
8	: 79,441		109,321	68,420		90,444	80,416		110,296	72,534		94,601
6	: 77,363		107,378	66,508		90,901	78,338		108,353	70,539		92,852
D: 5	: 70,957		100,934	61,967		85,809	71,932		101,909	66,471		90,753

b. Year of comparison 1985

grade	min	single				married, two children						
		gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: SDG	: 256,250		430,003	194,502		295,996	257,225		430,978	197,005		300,732
28	: 184,665		412,365	141,037		288,978	185,640		413,340	145,921		293,715
26	: 172,800		400,169	132,205		281,960	173,775		401,144	140,549		286,697
24	: 162,720		289,106	124,845		214,126	163,695		290,091	129,729		217,281
B: 24	: 121,665		243,900	95,872		183,534	122,640		244,875	100,798		188,377
16	: 102,152		205,800	80,288		156,786	103,127		206,775	85,214		161,649
14	: 98,275		144,596	77,950		117,379	99,250		145,571	82,877		120,907
8	: 88,584		128,767	70,138		100,871	89,559		129,742	75,080		105,776
C: 14	: 85,450		119,870	68,630		94,941	86,425		120,845	73,572		99,867
13	: 83,512		117,377	66,697		93,040	84,487		118,352	71,639		97,967
8	: 75,759		107,861	60,676		85,590	76,734		108,836	65,518		90,517
6	: 73,820		105,834	59,085		84,032	74,795		106,809	64,027		88,958
D: 5	: 67,856		97,683	56,200		78,029	68,831		98,658	59,400		82,725

ESPAÑA

2. Change in civil servants' pay
Minimum/mean/maximum per grade
a. Index at current prices

grade	single					married, two children						
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: SDG	111.5		108.3	111.1		111.6	111.4		108.3	111.5		110.1
28	129.1		102.3	128.4		104.7	128.9		102.3	126.3		104.7
26	125.2		103.3	125.3		109.5	125.1		103.3	118.4		109.4
24	106.3		103.0	106.0		104.0	106.3		103.0	105.3		102.8
B: 24	121.0		110.7	120.8		112.5	120.8		110.7	118.6		110.9
16	111.3		107.7	115.6		108.0	111.2		107.6	114.0		106.7
14	105.4		119.8	110.5		114.3	105.3		119.6	110.0		114.5
8	105.2		120.2	109.6		122.8	105.1		120.0	108.5		120.9
C: 14	109.2		101.8	114.2		106.9	109.1		101.8	112.9		106.2
13	105.1		110.5	111.4		100.5	105.0		110.5	109.9		100.3
8	104.9		101.4	112.8		105.7	104.8		101.3	110.7		104.5
6	104.8		101.5	112.6		108.2	104.7		101.4	110.2		104.4
D: 5	104.6		103.3	110.3		110.0	104.5		103.3	111.9		109.7

b. Index at constant prices
(Consumer Price Index: 109.1)

grade	single					married, two children						
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A: SDG	102.2		99.3	101.8		102.3	102.1		99.2	102.2		100.9
28	118.3		93.8	117.7		96.0	118.2		93.8	115.7		96.0
26	114.8		94.7	114.8		100.4	114.6		94.7	108.5		100.3
24	97.5		94.4	97.1		95.3	97.4		94.4	96.5		94.2
B: 24	110.9		101.5	110.7		103.1	110.7		101.4	108.7		101.7
16	102.0		98.7	106.0		99.0	101.9		98.6	104.5		97.8
14	96.6		109.8	101.2		104.7	96.5		109.6	100.8		104.9
8	96.4		110.1	100.4		112.6	96.4		110.0	99.5		110.8
C: 14	100.1		93.3	104.7		98.0	100.0		93.3	103.4		97.3
13	96.3		101.3	102.1		92.1	96.2		101.2	100.7		91.9
8	96.1		92.9	103.3		96.8	96.0		92.9	101.5		95.8
6	96.0		93.0	103.2		99.1	96.0		93.0	101.0		95.7
D: 5	95.8		94.7	101.1		100.8	95.8		94.7	102.6		100.5

ESPAÑA

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: SDG	109.5	111.4	109.5	110.7	109.5	111.0
28	110.6	112.5	110.6	111.9	110.6	112.2
26	109.9	114.6	109.9	112.4	109.9	113.5
24	104.2	104.7	104.2	103.7	104.2	104.2
B: 24	114.1	115.3	114.0	113.6	114.1	114.5
16	108.9	110.6	108.8	109.2	108.8	109.9
14	113.9	112.8	113.8	112.7	113.9	112.7
8	114.1	117.4	113.9	115.7	114.0	116.5
C: 14	104.9	110.0	104.8	109.0	104.9	109.5
13	108.3	105.0	108.2	104.3	108.2	104.7
8	102.8	108.6	102.8	107.1	102.8	107.8
6	102.8	110.0	102.8	106.8	102.8	108.3
D: 5	103.8	110.1	103.8	110.6	103.8	110.4

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: SDG	100.4	102.1	100.3	101.4	100.3	101.8
28	101.4	103.1	101.3	102.5	101.3	102.8
26	100.8	105.0	100.7	103.0	100.8	104.0
24	95.5	96.0	95.5	95.1	95.5	95.5
B: 24	104.6	105.7	104.5	104.1	104.6	104.9
16	99.8	101.4	99.7	100.1	99.8	100.7
14	104.4	103.3	104.3	103.3	104.4	103.3
8	104.5	107.6	104.4	106.1	104.5	106.8
C: 14	96.1	100.8	96.1	99.9	96.1	100.3
13	99.2	96.3	99.2	95.6	99.2	95.9
8	94.2	99.5	94.2	98.2	94.2	98.8
6	94.2	100.8	94.2	97.9	94.2	99.3
D: 5	95.2	100.9	95.1	101.4	95.1	101.2

ESPAÑA

4. Change in civil servants' pay
Average per category
a. Index at current prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A	108.2	110.5	108.2	109.2	108.2	109.9
B	112.9	113.9	112.8	112.7	112.9	113.3
C	104.1	109.0	104.1	107.1	104.1	108.0
D	103.8	110.1	103.8	110.6	103.8	110.4
Total-	108.5	111.2	108.5	109.9	108.5	110.5
Pond.nat :						
Total-	108.0	110.8	108.0	109.4	108.0	110.1
Pond.com :						

b. Index at constant prices

category	single		married, two children		both	
	gross	net	gross	net	gross	net
A	99.2	101.3	99.1	100.1	99.1	100.7
B	103.5	104.4	103.4	103.3	103.4	103.8
C	95.4	99.9	95.4	98.1	95.4	99.0
D	95.2	100.9	95.1	101.4	95.1	101.2
Total-	99.5	101.9	99.4	100.7	99.4	101.3
Pond.nat :						
Total-	99.0	101.5	98.9	100.3	99.0	100.9
Pond.com :						

PORTUGAL

1. National civil servants' pay
Minimum/mean/maximum per grade
a. Year 1986

grade	single					married, two children						
	min	gross mean	max	min	net mittel mean	min	gross mean	max	min	net mean	max	
DG :	109,647		119,797	101,165	110,500	111,647		121,797	103,165		112,500	
DS :	95,763		105,913	88,392	97,730	97,763		107,913	90,392		99,730	
CD :	89,930		100,080	83,026	92,364	91,930		102,080	85,026		94,364	
C :	89,113		99,263	82,277	91,612	91,113		101,263	84,277		93,612	
D :	80,363		90,513	74,227	83,564	82,363		92,513	76,227		85,564	
E :	72,547		82,697	67,037	76,373	74,547		84,697	69,037		78,373	
F :	67,180		77,330	62,101	71,499	69,180		79,330	64,101		73,499	
G :	64,497		74,647	59,632	68,970	66,497		76,647	61,632		70,970	
H :	59,363		69,513	54,910	64,247	61,363		71,513	56,910		66,247	
I :	57,147		67,297	52,872	62,208	59,147		69,297	54,872		64,208	
J :	51,313		61,463	47,506	56,842	53,313		63,463	49,506		58,842	
B	H :	59,363		69,513	54,910	64,247	61,363		71,513	56,910		66,247
	I :	57,147		67,297	52,872	62,208	59,147		69,297	54,872		64,208
	J :	51,313		61,463	47,506	56,842	53,313		63,463	49,506		58,842
	K :	49,213		59,363	45,574	54,910	51,213		61,363	47,574		56,910
	L :	46,297		56,447	42,891	52,228	48,297		58,447	44,891		54,228
	M :	43,497		53,647	40,314	49,653	45,497		55,647	42,314		51,653
C:	H :	59,363		69,513	54,910	64,247	61,363		71,513	56,910		66,247
	J :	51,313		61,463	47,506	56,842	53,313		63,463	49,506		58,842
	L :	46,297		56,447	42,891	52,228	48,297		58,447	44,891		54,228
	M :	43,497		53,647	40,314	49,653	45,497		55,647	42,314		51,653
	N :	42,913		53,063	39,779	49,114	44,913		55,063	41,779		51,114
	Q :	37,663		47,813	34,949	44,287	39,663		49,813	36,949		46,287
	S :	34,630		44,780	32,159	41,497	36,630		46,780	34,159		43,497
D:	L :	46,297		56,447	42,891	52,228	48,297		58,447	44,891		54,228
	N :	42,913		53,063	39,779	49,114	44,913		55,063	41,779		51,114
	O :	40,813		50,963	37,848	47,183	42,813		52,963	39,848		49,183
	Q :	37,663		47,813	34,949	44,287	39,663		49,813	36,949		46,287
	R :	36,263		46,413	33,661	42,998	38,263		48,413	35,661		44,998
	S :	34,630		44,780	32,159	41,497	36,630		46,780	34,159		43,497
	T :	33,113		43,263	30,765	40,100	35,113		45,263	32,765		42,100
	U :	31,713		41,863	29,500	38,845	33,713		43,863	31,500		40,845

b. Year of comparison 1985

grade	min	single				married, two children				
		gross mean	max	min	net mittel	gross mean	max	min	net mean	max
A:	DG : 94,365	103,115	87,080	95,129	95,685	104,435	88,400	96,449		
	DS : 82,465	92,215	76,133	84,182	83,785	93,535	77,453	85,502		
	CD : 77,448	86,198	71,519	79,568	78,768	87,518	72,839	80,888		
	C : 76,748	85,498	70,875	78,924	78,068	86,818	72,195	80,244		
	D : 69,282	78,032	64,006	72,055	70,602	79,352	65,326	73,375		
	E : 62,515	71,265	57,782	65,831	63,835	72,585	59,102	67,151		
	F : 57,965	66,715	53,597	61,646	59,285	68,035	54,917	62,966		
	G : 55,632	64,382	51,451	59,500	56,952	65,702	52,771	60,820		
	H : 51,198	59,948	47,373	55,422	52,518	61,268	48,693	56,742		
	I : 49,332	58,082	45,656	53,705	50,652	59,402	46,976	55,025		
	J : 44,315	53,065	41,041	49,090	45,635	54,385	42,361	50,410		
B:	H : 51,198	59,948	47,373	55,422	52,518	61,268	48,693	56,742		
	I : 49,332	58,082	45,656	53,705	50,652	59,402	46,976	55,025		
	J : 44,315	53,065	41,041	49,090	45,635	54,385	42,361	50,410		
	K : 42,565	51,315	39,431	47,480	43,885	52,635	40,751	48,800		
	L : 39,998	48,748	37,070	45,119	41,318	50,068	38,390	46,439		
	M : 37,665	46,415	34,924	42,973	38,985	47,735	36,244	44,293		
C:	H : 51,198	59,948	47,373	55,422	52,518	61,268	48,693	56,742		
	J : 44,315	53,065	41,041	49,090	45,635	54,385	42,361	50,410		
	L : 39,998	48,748	37,070	45,119	41,318	50,068	38,390	46,439		
	M : 37,665	46,415	34,924	42,973	38,985	47,735	36,244	44,293		
	N : 37,082	45,832	34,387	42,436	38,402	47,152	35,707	43,756		
	Q : 32,648	41,398	30,309	38,358	33,968	42,718	31,629	39,678		
	S : 29,965	38,715	27,841	35,890	31,285	40,035	29,161	37,210		
D:	L : 39,998	48,748	37,070	45,119	41,318	50,068	38,390	46,439		
	N : 37,082	45,832	34,387	42,436	38,402	47,152	35,707	43,756		
	O : 35,332	44,082	32,777	40,826	36,652	45,402	34,097	42,146		
	Q : 32,648	41,398	30,309	38,358	33,968	42,718	31,629	39,678		
	R : 31,365	40,115	29,129	37,178	32,685	41,435	30,449	38,498		
	S : 29,965	38,715	27,841	35,890	31,285	40,035	29,161	37,210		
	T : 28,682	37,432	26,650	34,699	30,002	38,752	27,970	36,019		
	U : 27,515	36,265	25,587	33,636	28,835	37,585	26,907	34,938		

PORTUGAL

2. Change in civil servants' pay
 Minimum/mean/maximum per grade
 a. Index at current prices

grade	single						married, two children					
	min	gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:	DG	116.2	116.2	116.2		116.2	116.7	116.6	116.7		116.6	116.6
	DS	116.1	114.9	116.1		116.1	116.7	115.4	116.7		116.6	116.6
	CD	116.1	116.1	116.1		116.1	116.7	116.6	116.7		116.7	116.7
	C	116.1	116.1	116.1		116.1	116.7	116.6	116.7		116.7	116.7
	D	116.0	116.0	116.0		116.0	116.7	116.6	116.7		116.6	116.6
	E	116.0	116.0	116.0		116.0	116.8	116.7	116.8		116.7	116.7
	F	115.9	115.9	115.9		116.0	116.7	116.6	116.7		116.7	116.7
	G	115.9	115.9	115.9		115.9	116.8	116.7	116.8		116.7	116.7
	H	115.9	116.0	115.9		115.9	116.8	116.7	116.9		116.8	116.8
	I	115.8	115.9	115.8		115.8	116.8	116.7	116.8		116.7	116.7
	J	115.8	115.8	115.8		115.8	116.8	116.7	116.9		116.7	116.7
B:	H	115.9	116.0	115.9		115.9	116.8	116.7	116.9		116.8	116.8
	I	115.8	115.9	115.8		115.8	116.8	116.7	116.8		116.7	116.7
	J	115.8	115.8	115.8		115.8	116.8	116.7	116.9		116.7	116.7
	K	115.6	115.7	115.6		115.6	116.7	116.6	116.7		116.6	116.6
	L	115.7	115.8	115.7		115.8	116.9	116.7	116.9		116.8	116.8
	M	115.5	115.6	115.4		115.5	116.7	116.6	116.7		116.6	116.6
C:	H	115.9	116.0	115.9		115.9	116.8	116.7	116.9		116.8	116.8
	J	115.8	115.8	115.8		115.8	116.8	116.7	116.9		116.7	116.7
	L	115.7	115.8	115.7		115.8	116.9	116.7	116.9		116.8	116.8
	M	115.5	115.6	115.4		115.5	116.7	116.6	116.7		116.6	116.6
	N	115.7	115.8	115.7		115.7	117.0	116.8	117.0		116.8	116.8
	Q	115.4	115.5	115.3		115.5	116.8	116.6	116.8		116.7	116.7
	S	115.6	115.7	115.5		115.6	117.1	116.8	117.1		116.9	116.9
D:	L	115.7	115.8	115.7		115.8	116.9	116.7	116.9		116.8	116.8
	N	115.7	115.8	115.7		115.7	117.0	116.8	117.0		116.8	116.8
	O	115.5	115.6	115.5		115.6	116.8	116.7	116.9		116.7	116.7
	Q	115.4	115.5	115.3		115.5	116.8	116.6	116.8		116.7	116.7
	R	115.6	115.7	115.6		115.7	117.1	116.8	117.1		116.9	116.9
	S	115.6	115.7	115.5		115.6	117.1	116.8	117.1		116.9	116.9
	T	115.4	115.6	115.4		115.6	117.0	116.8	117.1		116.9	116.9
	U	115.3	115.4	115.3		115.5	116.9	116.7	117.1		116.9	116.9

b. Index at constant prices
(Consumer Price Index: 111.5)

grade	min	single				married, two children						
		gross mean	max	min	net mittel	mean	min	gross mean	max	min	net mean	max
A:	DG	104.3	104.2	104.2	104.2	104.7	104.6	104.7	104.7	104.7	104.7	104.7
	D5	104.2	103.0	104.2	104.2	104.7	103.5	104.7	104.7	104.7	104.7	104.7
	CD	104.2	104.2	104.2	104.2	104.7	104.7	104.7	104.7	104.7	104.7	104.7
	C	104.2	104.2	104.2	104.1	104.7	104.6	104.7	104.7	104.7	104.7	104.7
	D	104.1	104.1	104.0	104.1	104.7	104.6	104.7	104.7	104.7	104.7	104.6
	E	104.1	104.1	104.1	104.1	104.8	104.7	104.8	104.8	104.8	104.8	104.7
	F	104.0	104.0	104.0	104.1	104.7	104.6	104.7	104.7	104.7	104.7	104.7
	G	104.0	104.0	104.0	104.0	104.8	104.7	104.8	104.8	104.8	104.8	104.7
	H	104.0	104.0	104.0	104.0	104.8	104.7	104.9	104.9	104.9	104.9	104.9
	I	103.9	104.0	103.9	103.9	104.8	104.7	104.8	104.8	104.8	104.8	104.7
J	103.9	103.9	103.9	103.9	104.8	104.7	104.9	104.9	104.9	104.9	104.7	
B:	I	104.0	104.0	104.0	104.0	104.8	104.7	104.9	104.9	104.9	104.9	104.8
	J	103.9	104.0	103.9	103.9	104.8	104.7	104.8	104.8	104.8	104.8	104.7
	K	103.9	103.9	103.9	103.9	104.8	104.7	104.9	104.9	104.9	104.9	104.7
	L	103.7	103.8	103.7	103.8	104.7	104.6	104.7	104.7	104.7	104.7	104.6
	L	103.9	103.9	103.8	103.9	104.9	104.7	104.9	104.9	104.9	104.9	104.8
	M	103.9	103.7	103.6	103.7	104.7	104.6	104.7	104.7	104.7	104.7	104.6
C:	H	104.0	104.0	104.0	104.0	104.8	104.7	104.9	104.9	104.9	104.9	104.8
	J	103.9	103.9	103.9	103.9	104.8	104.7	104.9	104.9	104.9	104.9	104.7
	L	103.9	103.9	103.8	103.9	104.9	104.7	104.9	104.9	104.9	104.9	104.8
	M	103.6	103.7	103.6	103.7	104.7	104.6	104.7	104.7	104.7	104.7	104.6
	N	103.8	103.9	103.8	103.8	104.9	104.8	105.0	105.0	105.0	105.0	104.8
	Q	103.5	103.6	103.5	103.6	104.8	104.6	104.8	104.8	104.8	104.8	104.7
	S	103.7	103.8	103.6	103.7	105.1	104.8	105.1	105.1	105.1	105.1	104.9
D:	L	103.9	103.9	103.8	103.9	104.9	104.7	104.9	104.9	104.9	104.9	104.8
	N	103.8	103.9	103.8	103.8	104.9	104.8	105.0	105.0	105.0	105.0	104.8
	O	103.6	103.7	103.6	103.7	104.8	104.7	104.9	104.9	104.9	104.9	104.7
	Q	103.5	103.6	103.5	103.6	104.8	104.6	104.8	104.8	104.8	104.8	104.7
	R	103.7	103.8	103.7	103.8	105.0	104.8	105.1	105.1	105.1	105.1	104.9
	S	103.7	103.8	103.6	103.7	105.1	104.8	105.1	105.1	105.1	105.1	104.9
	T	103.6	103.7	103.6	103.7	105.0	104.8	105.1	105.1	105.1	105.1	104.9
	U	103.4	103.6	103.4	103.6	104.9	104.7	105.0	105.0	105.0	105.0	104.9

PORTUGAL

3. Change in civil servants' pay
Average per grade
a. Index at current prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A: DG :	116.2	116.2	116.7	116.7	116.4	116.4
DS :	115.5	116.1	116.0	116.7	115.7	116.4
CD :	116.1	116.1	116.7	116.7	116.4	116.4
C :	116.1	116.1	116.7	116.7	116.4	116.4
D :	116.0	116.0	116.6	116.6	116.3	116.3
E :	116.0	116.0	116.7	116.8	116.4	116.4
F :	115.9	115.9	116.6	116.7	116.3	116.3
G :	115.9	115.9	116.7	116.7	116.3	116.3
H :	116.0	115.9	116.8	116.8	116.4	116.4
I :	115.9	115.8	116.7	116.7	116.3	116.3
J :	115.8	115.8	116.8	116.8	116.3	116.3
B: H :	116.0	115.9	116.8	116.8	116.4	116.4
I :	115.9	115.8	116.7	116.7	116.3	116.3
J :	115.8	115.8	116.8	116.8	116.3	116.3
K :	115.7	115.6	116.6	116.7	116.2	116.2
L :	115.8	115.7	116.8	116.8	116.3	116.3
M :	115.5	115.5	116.6	116.7	116.1	116.1
C: H :	116.0	115.9	116.8	116.8	116.4	116.4
J :	115.8	115.8	116.8	116.8	116.3	116.3
L :	115.8	115.7	116.8	116.8	116.3	116.3
M :	115.5	115.5	116.6	116.7	116.1	116.1
N :	115.8	115.7	116.9	116.9	116.3	116.3
O :	115.4	115.4	116.7	116.7	116.1	116.1
S :	115.6	115.6	117.0	117.0	116.3	116.3
D: L :	115.8	115.7	116.8	116.8	116.3	116.3
N :	115.8	115.7	116.9	116.9	116.3	116.3
O :	115.6	115.5	116.7	116.8	116.2	116.2
Q :	115.4	115.4	116.7	116.7	116.1	116.1
R :	115.7	115.6	116.9	117.0	116.3	116.3
S :	115.6	115.6	117.0	117.0	116.3	116.3
T :	115.5	115.5	116.9	117.0	116.2	116.3
U :	115.4	115.4	116.8	117.0	116.1	116.2

b. Index at constant prices

grade	single		married, two children		both	
	gross	net	gross	net	gross	net
A:	DG : 104.2	104.2	104.7	104.7	104.5	104.5
	DS : 103.6	104.2	104.1	104.7	103.8	104.4
	CD : 104.2	104.2	104.7	104.7	104.4	104.4
	C : 104.2	104.2	104.7	104.7	104.4	104.4
	D : 104.1	104.1	104.6	104.7	104.4	104.4
	E : 104.1	104.1	104.7	104.8	104.4	104.4
	F : 104.0	104.0	104.7	104.7	104.3	104.4
	G : 104.0	104.0	104.7	104.7	104.4	104.4
	H : 104.0	104.0	104.8	104.8	104.4	104.4
	I : 103.9	103.9	104.7	104.7	104.3	104.3
	J : 103.9	103.9	104.8	104.8	104.3	104.3
B:	H : 104.0	104.0	104.8	104.8	104.4	104.4
	I : 103.9	103.9	104.7	104.7	104.3	104.3
	J : 103.9	103.9	104.8	104.8	104.3	104.3
	K : 103.8	103.7	104.6	104.7	104.2	104.2
	L : 103.9	103.8	104.8	104.8	104.3	104.3
	M : 103.7	103.6	104.6	104.7	104.2	104.2
C:	H : 104.0	104.0	104.8	104.8	104.4	104.4
	J : 103.9	103.9	104.8	104.8	104.3	104.3
	L : 103.9	103.8	104.8	104.8	104.3	104.3
	M : 103.7	103.6	104.6	104.7	104.2	104.2
	N : 103.9	103.8	104.8	104.9	104.4	104.4
	Q : 103.6	103.5	104.7	104.7	104.1	104.1
	S : 103.7	103.7	104.9	105.0	104.3	104.3
D:	L : 103.9	103.8	104.8	104.8	104.3	104.3
	N : 103.9	103.8	104.8	104.9	104.4	104.4
	O : 103.7	103.7	104.7	104.8	104.2	104.2
	Q : 103.6	103.5	104.7	104.7	104.1	104.1
	R : 103.8	103.7	104.9	105.0	104.4	104.4
	S : 103.7	103.7	104.9	105.0	104.3	104.3
	T : 103.6	103.6	104.9	105.0	104.3	104.3
	U : 103.5	103.5	104.8	105.0	104.2	104.3

PORTUGAL

4. Change in civil servants' pay
Average per category
a. Index at current prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	115.9	115.9	116.7	116.7	116.3	116.3
:						
B :	115.7	115.6	116.7	116.7	116.2	116.2
:						
C :	115.7	115.6	116.8	116.7	116.2	116.2
:						
D :	115.6	115.4	116.9	116.9	116.2	116.2
:						
Total-	115.8	115.7	116.8	116.7	116.3	116.2
Pond.nat :						
Total-	115.8	115.7	116.7	116.7	116.3	116.2
Pond.com :						

b. Index at constant prices

cate- gory :	single		married, two children		both	
	gross	net	gross	net	gross	net
A :	104.0	104.0	104.7	104.7	104.4	104.3
:						
B :	103.9	103.7	104.7	104.7	104.3	104.2
:						
C :	103.8	103.7	104.8	104.7	104.3	104.2
:						
D :	103.7	103.6	104.9	104.8	104.3	104.2
:						
Total-	103.9	103.8	104.8	104.7	104.3	104.3
Pond.nat :						
Total-	103.9	103.8	104.7	104.7	104.3	104.3
Pond.com :						

C H A P T E R I I

Trends in the cost-of-living

(Joint Index)

Chapter II - Trends in the cost-of-living (Joint Index)

II.1. General observations

The decision of the Council of 15 December 1981 concerning the method of adjusting the remuneration of officials of the Community (Method 1981) explicitly confirmed the procedure previously applied according to which the Statistical Office of the European Community draws up, in agreement with the national statistical departments of the Member States, the Joint Indexes for the various places of employment of the Community.

These Joint Indexes are computed taking in account national price indices for various products and groups of products and a weighting resulting from the household budget survey for officials of the European Community.

II.2 Summary of results

Table J shows a synopsis of the Joint Index of changes in costs of living of the European Community officials in Member States' capitals and in Varese.

Table J

Synopsis of the Joint Index in Member States

Situation 1st of July 1986

1st of July 1985 = 100

COUNTRY	Indices
Germany	99,9
France	101,7
Italy - Rome	107,0
- Varese	105,2
Netherlands	99,7
Belgium/Luxembourg	102,8
United Kingdom	102,3
Ireland	104,4 *
Denmark	103,9 *
Greece	124,4 *
Spain	108,9 *
Portugal	111,5 *

*national indices

SECTION INTER-ORGANISATIONS

Paris, le 19 septembre 1986

ALLEMAGNE

Bonn

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES
AU 1er JUILLET 1986, BASE 100 AU 1er JUILLET 1985

(Calculs effectués sur base des indices établis par
la Section Inter-Organisations d'Etude des Salaires et des Prix)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	99,9
I Alimentation, boissons, restaurants	212,8	100,4
II Logement et services	202,0	98,3
III Equipement et entretien ménagères	138,0	101,3
IV Services domestiques	8,8	100,5
V Vêtements et chaussures	109,0	102,1
VI Soins personnels	20,2	101,6
VII Soins médicaux	44,7	101,7
VIII Transports	135,6	96,1
IX Distractions et lectures	100,3	102,0
X Divers	28,6	101,3

- Report by the Statistical Office of the European Communities -

SECTION INTER-ORGANISATIONS

Paris, le 19 septembre 1986

FRANCE

Paris

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES
AU 1er JUILLET 1986, BASE 100 AU 1er JUILLET 1985

(Indices établis par l'INSEE d'après le schéma de
la Section Inter-Organisations d'Etude des Salaires et des Prix)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	101,7
I Alimentation, boissons, restaurants	270,6	102,5
II Logement et services	237,9	100,3
III Equipement et entretien ménagers	70,4	104,6
IV Services domestiques	36,6	105,2
V Vêtements et chaussures	80,3	106,7
VI Soins personnels	37,2	103,6
VII Soins médicaux	48,7	102,0
VIII Transports	98,7	93,3
IX Distractions et lectures	67,2	105,4
X Divers	52,4	102,8

L'indice par pondération des groupes ne correspond pas exactement à l'indice d'ensemble : rebasage, arrondis.

SECTION INTER-ORGANISATIONS

Paris, le 9 octobre 1986

ITALIE

Rome

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES
AU 1er JUILLET 1986, BASE 100 AU 1er JUILLET 1985

(Calculs effectués sur base des indices établis par
la Section Inter-Organisations d'Etude des Salaires et des Prix)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	107,0
I Alimentation, boissons, restaurants	272,5	105,8
II Logement et services	154,4	104,0
III Equipement et entretien ménagers	89,9	106,2
IV Services domestiques	47,8	111,8
V Vêtements et chaussures	83,1	109,8
VI Soins personnels	37,9	111,1
VII Soins médicaux	40,3	107,8
VIII Transports	127,6	104,7
IX Distractions et lectures	109,7	110,8
X Divers	36,8	107,6

L'indice par pondération des groupes ne correspond pas exactement à l'indice d'ensemble : rebasage, arrondis.

I T A L I E

V a r e s e

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES

AU 1er JUILLET 1986, BASE 100 au 1er JUILLET 1985

(Calculs effectués par l'OSCE en collaboration avec l'ISTAT)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	105,2
I Produits alimentaires, boissons, tabacs	198,2	109,1
II Articles d'habillement et chaussures	76,5	103,2
III Logement, chauffage, éclairage	158,2	100,8
IV Art, d'ameublement, de ménage, d'entretien, électroménager	125,3	105,2
V Dépenses de santé	12,8	94,6
VI Transport et communications	190,0	103,2
VII Loisirs, spectacles, enseignement et culture	80,3	113,2
VIII Autres biens et services	158,8	104,8

SECTION INTER-ORGANISATIONS

Paris, le 19 septembre 1986

PAYS-BAS

La Haye

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES
AU 1er JUILLET 1986, BASE 100 AU 1er JUILLET 1985

(Calculs effectués sur base des indices établis par
la Section Inter-Organisations d'Etude des Salaires et des Prix)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	99,7
I Alimentation, boissons, restaurants	229,2	98,5
II Logement et services	210,1	101,2
III Equipement et entretien ménagers	99,6	101,3
IV Services domestiques	15,7	103,0
V Vêtements et chaussures	107,7	101,1
VI Soins personnels	19,2	100,2
VII Soins médicaux	38,8	101,6
VIII Transports	140,6	95,0
IX Distractions et lectures	107,7	101,6
X Divers	31,4	99,8

BELGIQUE
Bruxelles

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES

AU 1er JUILLET 1986, BASE 100 au 1er JUILLET 1985

(Calculs effectués par l'OSCE en collaboration avec l'INS)

Groupes de dépenses	Pondération en %	Indices au 1er juillet 1986 Basé au 1er juillet 1985
INDICE D'ENSEMBLE	avec loyer	avec loyer
INDICE D'ENSEMBLE	1000	102,79
Alimentation, Boissons, Tabacs	148,41	101,54
Logement, chauffage, éclairage	233,95	98,40
Art. d'ameublement, de ménage, d'entretien, electro-ménager	112,55	106,25
Habillement et chaussures	64,97	107,38
Dépenses de santé	13,45	107,42
Transports et communications	190,11	99,31
Loisirs, spectacles, enseignement et culture	78,20	105,90
Autres biens et services	158,37	108,34

SECTION INTER-ORGANISATIONS

Paris, le 24 septembre 1986

ROYAUME-UNI

Londres

INDICES DES PRIX A LA CONSOMMATION PAR GROUPES DE DEPENSES
AU 1er JUILLET 1986, BASE 100 AU 1er JUILLET 1985

(Calculs effectués sur base des indices établis par
la Section Inter-Organisations d'Etude des Salaires et des Prix)

Groupes de dépenses	Pondération en 0/00	Indices au 1.7.86 Base 100 au 1.7.85
Indice d'ensemble	1.000	102,3
I Alimentation, boissons, restaurants	260,4	103,9
II Logement et services	206,4	101,4
III Equipement et entretien ménagers	123,6	101,5
IV Services domestiques	10,7	104,1
V Vêtements et chaussures	82,2	102,8
VI Soins personnels	20,8	105,9
VII Soins médicaux	24,2	104,9
VIII Transports	157,1	99,0
IX Distractions et lectures	94,3	103,2
X Divers	20,3	106,8

C H A P T E R I I I

**Trends in the total emoluments paid
by the central administrations of the Member States**

(Control Indicator)

Rémunération du secteur S61 (administration centrale)

% des pays par rapport à la Communauté

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986		
EUR 12	:	:	:	:	:	:	:	100,0	100,0	100,0	100,0	100,0	:	:	:	:	:		
B	:	:	:	:	:	:	:	5,1	5,1	4,9	4,6	4,4	:	:	:	:	:		
DK	:	:	:	:	:	:	:	2,2	2,1	2,0	1,6	1,7	:	:	:	:	:		
D	:	:	:	:	:	:	:	30,3	30,1	29,3	27,3	25,7	:	:	:	:	:		
GR	:	:	:	:	:	:	:	0,6	0,6	0,7	0,6	0,7	:	:	:	:	:		
ESP	:	:	:	:	:	:	:	5,0	5,2	6,0	5,7	5,5	:	:	:	:	:		
F	:	:	:	:	:	:	:	25,4	25,6	25,2	25,0	24,6	:	:	:	:	:		
IPL	:	:	:	:	:	:	:	0,5	0,5	0,5	0,6	0,7	:	:	:	:	:		
I	:	:	:	:	:	:	:	11,6	11,9	12,1	12,9	14,1	:	:	:	:	:		
L	:	:	:	:	:	:	:	0,2	0,2	0,2	0,2	0,2	:	:	:	:	:		
NL	:	:	:	:	:	:	:	4,6	4,6	4,4	4,0	3,6	:	:	:	:	:		
PRT	:	:	:	:	:	:	:	1,3	1,1	1,0	1,1	1,2	:	:	:	:	:		
UK	:	:	:	:	:	:	:	13,2	13,0	13,7	16,3	17,6	:	:	:	:	:		
								EUR 12 = 100											
								ECU											

Rémunération du secteur 501 (administration centrale)

% des pays par rapport à la Communauté

	1976	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
EUR 12	:	:	:	:	:	:	:	100,0	100,0	100,0	100,0	100,0	:	:	:	:	:
B	:	:	:	:	:	:	4,1	4,1	4,1	4,2	4,2	4,2	:	:	:	:	:
GR	:	:	:	:	:	:	1,6	1,6	1,6	1,6	1,4	1,4	:	:	:	:	:
D	:	:	:	:	:	:	24,4	24,0	24,0	24,0	23,6	23,5	:	:	:	:	:
GR	:	:	:	:	:	:	0,7	0,8	0,8	0,8	0,9	0,9	:	:	:	:	:
ESP	:	:	:	:	:	:	6,9	7,1	7,1	7,3	7,4	7,1	:	:	:	:	:
F	:	:	:	:	:	:	23,2	23,6	23,6	23,3	22,9	22,8	:	:	:	:	:
IRL	:	:	:	:	:	:	0,6	0,6	0,6	0,7	0,7	0,7	:	:	:	:	:
I	:	:	:	:	:	:	15,4	16,0	16,0	16,2	16,6	17,8	:	:	:	:	:
L	:	:	:	:	:	:	0,2	0,2	0,2	0,2	0,2	0,2	:	:	:	:	:
NL	:	:	:	:	:	:	3,7	3,7	3,7	3,7	3,6	3,4	:	:	:	:	:
PRT	:	:	:	:	:	:	1,9	1,9	1,9	1,9	2,0	2,0	:	:	:	:	:
UK	:	:	:	:	:	:	17,2	16,5	16,5	16,1	16,5	16,1	:	:	:	:	:

EUR 12 = 100

PPS

Salariés dans l'administration publique (1000)

Chiffres glorieux

Tableau Nr. 001

	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	21039	21170
B	513	528	547	564	582	596	616	628	658	693	707	712	717	711	718	712	706
DK	284	429	475	499	525	552	570	596	624	661	691	719	746	753	754	762	764
D	2278	3105	3259	3367	3493	3576	3635	3660	3746	3844	3903	3968	3996	4026	4036	4090	4115
GR	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	280	283
ESP	:	:	:	:	:	:	:	:	:	:	1109	1127	1173	1214	1238	1283	1309
F	:	2867	2945	2997	3136	3223	3204	3345	3374	3416	3477	3565	3649	3707	3813	3828	3828
IRL	122	122	125	131	137	142	148	153	158	163	168	173	174	174	174	173	172
I	2379	2508	2661	2711	2780	2855	2958	3057	3101	3163	3197	3265	3302	3324	3373	3388	3432
L	13	13	14	14	15	15	16	16	16	17	17	17	17	17	17	17	17
NL	572	589	606	612	624	637	658	676	690	703	714	728	734	733	730	736	737
PRT	:	:	:	:	:	:	331	351	372	388	406	408	410	412	414	418	418
UK	4559	4677	4820	4955	4961	5286	5330	5346	5430	5396	5363	5308	5241	5349	5370	5370	5370
EUR 9	:	15374	15798	16114	16795	17197	17400	17684	18048	18209	18422	18559	18628	18858	19061	19168	19168

Rémunération du secteur S60 (administration publique)

Chiffres globaux

Tableau Nr. 002

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AUX PRIX COURANTS																	
Monnaie nationale																	
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	125100	142538	160026	194025	232378	283460	323198	355493	391990	426781	471571	518142	551024	564994	592028	625393	646196
DK	15664	18798	21863	25496	31283	37233	42909	48136	54391	61650	69515	79950	93853	101271	104798	109550	113380
D	59200	70760	79520	92600	107660	117020	123430	131760	140520	150540	162660	173000	178070	183590	187230	194380	202352
GR	:	:	:	40079	54319	65545	81115	100581	125700	160430	195560	248200	326540	399200	494700	629375	735492
ESP	172600	197200	226300	274700	347300	432600	567200	747100	944200	1148199	1488196	1747150	2000072	2365056	2634199	2995656	3480191
F	75426	84995	94651	107840	128458	154873	182177	209264	241259	271212	312703	361960	423777	470068	513155	545972	569471
IRL	162800	188548	229040	282539	335868	460347	542311	613931	730268	916927	1181646	1466115	1652440	1871499	2037499	2176366	2376628
I	6491	7083	8948	10419	12366	14134	17129	21614	26273	32506	41357	54693	64139	75724	86930	95936	102457
L	3924	4499	5135	6117	7729	8984	10336	11574	12365	13719	15558	17310	18384	19958	21282	22344	23658
NL	13510	15640	18340	21000	24760	28880	32660	35970	39140	41980	44080	45020	46720	46950	46350	46880	47253
PRT	:	:	:	:	:	:	:	70424	88268	109194	145666	170632	203052	239601	287522	350852	418813
UK	5929	6928	8064	9188	11354	15806	18041	19470	21639	27802	31189	35722	38338	41829	44165	46751	50398
EUR 9	61790	72562	82522	95131	113405	134853	151362	168118	187077	214204	243208	278030	302207	324086	343575	363087	377531

Unités monétaires nationales: Millions sauf IRL: 1000 et I: Milliards

Rémunération du secteur S60 (administration publique)
Chiffres par salarié

Tableau Nr. 020

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986		
	AUX PRIX COURANTS																		
	Monnaie nationale																		
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	18772	19412
B	244046	269959	307177	344016	399275	475004	524672	566072	595727	615846	667003	727728	768513	794647	824552	878361	915292		
DK	40792	43818	46027	51094	59587	67451	75279	80765	87165	93268	100601	111196	125808	134490	138999	143766	148403		
D	19879	22789	24400	27502	30822	32724	33956	36000	37512	39162	41676	43599	44562	45601	46390	47526	49174		
GR	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	2247768	2598914
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	2127786	2334984
F	:	:	33014	36618	42862	49386	56524	63722	72125	80383	91541	104101	118872	128821	138429	143187	148765		
IRL	1335	1545	1832	2157	2452	3242	3664	4013	4622	5625	7034	8475	9497	10756	11710	12580	13018		
I	2728	5143	3363	3843	4448	4951	5791	7070	8472	10277	12936	16751	19424	22781	25772	28316	29853		
L	299542	333259	366786	424792	522230	587190	662564	727925	764506	821497	904535	994828	1081412	1174000	1251882	1314353	1391647		
NL	23619	26893	30264	34314	39679	45338	49635	53210	56725	59716	61737	61841	63651	64052	63493	63696	64115		
PRT	:	:	:	:	:	:	:	212761	251476	293532	375428	420276	497676	584393	697869	847468	1001945		
UK	1301	1481	1673	1854	2289	2990	3358	3653	4048	5120	5780	6661	7223	7981	8257	8706	9338		
EUR 9	:	:	5368	6022	7038	8029	8802	9662	10579	11869	13356	15092	16284	17398	18219	19049	19696		

Rémunération du secteur S60 (administration publique)
Chiffres par salarié

Tableau Nr. 032

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	
AUX PRIX DE 1980																		
Monnaie nationale																		
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	13303 13653
B	484118	508609	549114	579687	596693	632923	647197	651958	659104	655612	667003	673064	662116	636947	623861	634011	652249	
DK	109442	108568	105453	104804	106315	109500	111242	107905	106597	103276	100601	99236	101306	101002	97944	96509	96442	
D	32655	35474	35940	38108	39908	39893	39738	40668	41247	41430	41676	41071	40062	39719	39418	39556	40929	
GR	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	902114 851471
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	1392320 1460059
F	:	72481	75149	77724	80353	83715	86280	90158	90991	91541	92254	94706	93715	93936	92132	93384		
IRL	4517	5201	5624	5934	5829	6533	6151	5902	6297	6671	7034	6995	6758	7072	7096	7318	7751	
I	10699	11682	11747	11930	11414	10792	10691	11044	11724	12356	12936	14055	13924	14181	14446	14503	14397	
L	569602	605257	633178	698946	780023	796121	821275	853101	866285	885102	904535	916033	900535	904819	907062	915530	964564	
NL	48685	51374	53404	55793	58905	61134	61411	62022	63259	63652	61737	58181	56888	55728	53904	52689	53019	
PRT	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	299893 316286
UK	4532	4751	5036	5151	5428	5733	5564	5270	5351	5961	5780	5975	5970	6272	6175	6196	6381	
EUR 9	:	11411	11630	12229	12432	12442	12513	12880	13326	13356	13559	13532	13638	13546	13514	13774		

Unités monétaires nationales: 1 sauf I: 1000
Déflaté par l'indice des prix de la consommation des ménages

Rémunération du secteur S60 (administration publique)

Chiffres par salarié

Tableau Nr. 034

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX DE 1980 1980 = 100																
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	72,6	76,3	82,3	86,9	89,5	94,9	97,0	97,7	98,8	98,8	100,0	100,0	99,3	95,5	93,5	95,1	97,8
DK	108,8	107,9	104,8	104,2	105,7	108,8	110,6	107,3	106,0	102,7	100,0	98,6	100,7	100,4	97,4	95,9	95,9
D	78,4	85,1	86,2	91,4	95,8	95,7	95,4	97,6	99,0	99,4	100,0	98,5	96,1	95,3	94,6	94,9	98,2
GR	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
ESP	:	:	:	:	:	:	:	:	:	:	100,0	100,7	97,2	99,3	97,4	98,6	103,4
F	:	:	79,2	82,1	84,9	87,8	91,5	94,3	98,5	99,4	100,0	100,8	103,5	102,4	102,6	100,6	102,0
IRL	69,9	73,9	80,0	84,4	82,9	92,9	87,5	83,9	89,5	94,8	100,0	99,4	96,1	100,5	100,9	104,0	110,2
I	82,7	90,3	90,8	92,2	88,2	83,4	82,6	85,4	90,6	95,5	100,0	108,6	107,6	109,6	111,7	112,1	111,3
L	63,0	66,9	70,0	77,3	86,2	88,0	90,8	94,3	95,8	97,9	100,0	101,3	99,6	100,0	100,3	101,2	106,6
NL	78,9	83,2	86,5	90,4	95,4	99,0	99,5	100,5	102,5	103,4	100,0	94,2	92,1	90,3	87,3	85,3	85,9
PRT	:	:	:	:	:	:	:	102,4	100,8	95,3	100,0	93,6	90,5	84,7	78,2	79,6	84,2
UK	78,4	82,2	87,1	89,1	93,9	99,2	96,3	91,2	92,6	103,1	100,0	103,4	103,3	108,5	106,8	107,0	110,4
EUR 9	:	:	85,4	88,6	91,6	93,1	93,2	93,7	96,4	99,8	100,0	101,5	101,3	102,1	101,4	101,2	103,1

Salariés dans l'administration centrale (1000)

Chiffres globaux

Tableau Nr. 037

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
EUR 12																	
B	350	361	373	394	394	401	414	417	429	442	445	449	452	446	443	445	447
DK	113	120	136	136	137	137	133	134	135	140	146	152	158	159	160	161	160
D	2005	2085	2190	2254	2339	2385	2415	2433	2480	2539	2569	2602	2621	2643	2639	2664	2664
GR						115	120	127	129	137	150	153	159	165	170	173	174
ESP																	
F			2047	2102	2134	2240	2309	2349	2391	2398	2422	2464	2523	2565	2584	2584	2584
IRL	59	61	63	67	70	74	77	79	80	82	85	89	91	91	91	91	91
I	1548	1638	1664	1719	1718	1739	1794	1852	1809	1823	1831	1880	1914	1927	1970	1983	2009
L	10	10	10	10	11	11	11	11	12	12	12	12	12	12	12	12	12
NL	272	279	285	283	287	288	292	297	302	307	312	319	321	319	318	321	326
PRT																	
UK	2000	2026	2049	2065	2157	2369	2417	2409	2414	2433	2440	2464	2443	2429	2405	2406	2394
EUR 10						9759	9982	10108	10181	10313	10412	10584	10694	10756	10792	10840	10861

Rémunération du secteur S61 (administration centrale)

Chiffres globaux

Tableau Nr. 030

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AUX PRIX COURANTS																	
Monnaie nationale																	
EUR 12	:	:	:	:	:	:	:	:	113647	126110	140900	162306	183622	:	:	:	:
B	35644	47123	114404	131564	156475	189953	216727	237839	250816	279497	303080	334410	353723	359602	376423	397152	409861
DK	7563	8712	9822	10932	12894	15116	15979	17157	18692	20501	20909	24007	27606	30010	31390	32590	33731
D	41570	49710	55730	64410	74820	81020	85560	91310	97110	103640	111750	118710	121920	125790	128120	132900	137694
GR	:	:	:	:	:	18493	23619	30047	37186	48535	60859	75998	98302	121717	153070	196820	234608
ESP	131700	148600	170300	205200	248800	301900	384500	494000	634600	780700	928200	1044400	1142600	1261200	1247499	1381000	1539814
F	50391	67472	74854	84921	100398	120098	141093	161876	185558	206731	238050	273307	319270	351747	382008	406282	423752
IRL	93147	107660	132761	160634	187291	261568	313971	350152	411743	510270	642499	834082	947900	1025900	1100000	1166000	1270939
I	3915	4752	5211	6142	7389	8364	10272	13235	16170	19423	24891	32767	37927	44747	51790	56506	60348
L	2090	3322	3786	4575	5721	6590	7641	8500	9117	10084	11445	12699	13399	14708	15708	16462	17450
NL	5730	6830	7840	8930	10450	12070	13460	14660	15850	16990	18000	18320	18920	19050	18990	19190	19478
PRT	:	:	:	:	:	:	:	62049	77705	95525	124847	148240	:	:	:	:	:
UK	2966	3439	3905	4352	5774	7681	8971	9820	10885	12432	15873	17919	19133	20956	21812	23276	24709
EUR 10	:	:	:	:	:	84410	95462	106536	118206	130986	151201	171286	185459	198629	210515	222456	231261

Unités monétaires nationales: Millions sauf IRL: 1000 et I: Milliards

EUR en SPA

Rémunération du secteur S61 (administration centrale)
Chiffres par salarié

Tableau Nr. 056

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX COURANTS																
	Honnafé nationale																
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	244697	269039	306713	342615	397145	473698	523495	570357	603301	632346	681079	744788	782573	806283	849713	892476	916915
DK	64929	72600	72221	80382	94117	110336	120143	128037	138459	146436	143212	157941	174721	187742	196187	202422	210019
D	20733	23842	25447	28576	31988	33971	35429	37530	39157	40819	43499	45623	46517	47594	48549	49887	51683
GR	:	:	:	:	:	160809	196825	236591	288264	354270	405727	496719	618252	737679	900412	1149248	1348321
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
F	:	:	36569	40400	47047	53615	61106	68913	77607	86210	98287	110920	126544	137133	147836	157230	163991
IRL	1579	1765	2107	2398	2676	3535	4078	4432	5147	6223	7559	9372	10416	11274	12088	12813	13966
I	2529	2901	3132	3573	4301	4810	5726	7146	8939	10654	13594	17429	19816	23221	26289	28495	30039
L	301042	339673	374851	442884	536176	601277	682232	743657	783921	848821	951371	1049504	1116583	1225666	1309000	1371833	1454166
NL	21066	24480	27509	31555	36411	41910	46096	49360	52483	55342	57692	57429	58941	59718	59717	59782	59748
PRT	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
UK	1403	1697	1906	2108	2677	3242	3712	4076	4509	5110	6505	7272	7832	8627	9069	9674	10355
EUR 10	:	:	:	:	:	8649	9563	10539	11611	12701	14522	16183	17342	18467	19507	20522	21293

Unités monétaires nationales: 1 sauf I: 1000

FIIP en SPA

Rémunération du secteur 361 (administration centrale)

Chiffres par salarié

Tableau Nr. 068

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX DE 1980																
	Monnaie nationale																
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	485471	506076	548284	577326	593510	630387	645745	656893	667480	673178	681079	688843	674229	646274	642919	644200	653406
DK	179568	179881	165464	164880	167924	179120	177538	171062	169326	162149	143212	140952	140693	141745	138250	135884	137004
D	34058	37112	37482	39595	41418	41413	41461	42396	43056	43183	43499	42978	41819	41454	41252	41521	43017
GR	:	:	:	:	:	325315	350992	376974	407186	429536	406064	402642	413374	417178	427317	461237	441745
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
F	:	80283	82911	82911	85312	87235	90500	93307	97010	97587	98287	98297	100819	99762	100320	101168	102942
IRL	5815	5939	6468	6596	6362	7123	6845	6519	7012	7379	7559	7735	7413	7413	7326	7453	7834
I	9918	10783	10340	11091	11036	10485	10571	11163	12369	12810	13594	14624	14205	14455	14736	14595	14486
L	572434	616905	647102	728715	800853	815221	845654	871538	888284	914542	951371	966378	929824	944639	948447	955368	1007097
NL	43423	46765	48542	51307	54053	56512	57032	57534	58529	59176	57692	54031	52678	51958	50698	49452	49408
PRT	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
UK	5168	5444	5736	5855	6348	6216	6151	5881	5961	5949	6505	6523	6473	6780	6783	6874	7076
EUR 10	:	:	:	:	13244	13366	13548	14049	14166	14522	14596	14538	14485	14561	14628	14914	

Unités monétaires nationales: 1 sauf I: 1000
Déflaté par l'indice des prix de la consommation des ménages

Rémunération du secteur S61 (administration centrale)

Chiffres par salarié

Tableau Nr. 070

	1975	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AUX PRIX DE 1980 1980 = 100																	
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	73,3	74,4	80,5	84,8	87,1	92,6	94,8	96,4	98,0	98,8	100,0	101,1	99,0	94,9	94,4	94,6	95,9
DK	125,4	125,6	115,5	115,1	117,3	125,1	124,0	119,4	118,2	113,2	100,0	98,4	98,2	89,0	96,5	94,9	95,7
D	79,3	85,3	86,2	91,0	95,2	95,2	95,3	97,5	99,0	99,3	100,0	98,8	96,1	95,3	94,8	95,5	98,9
GR	:	:	:	:	:	80,1	86,4	92,8	100,3	105,8	100,0	99,2	101,8	102,7	105,2	113,6	108,8
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
F	:	:	81,7	84,4	86,8	88,8	92,1	94,9	98,7	99,3	100,0	100,0	102,6	101,5	102,1	102,9	104,7
IRL	75,9	78,6	85,6	87,3	84,2	94,2	90,6	86,2	92,8	97,6	100,0	102,3	98,1	98,1	96,9	98,6	103,6
I	73,0	79,3	80,5	81,6	81,2	77,1	77,8	82,1	91,0	94,2	100,0	107,6	104,5	106,3	108,4	107,4	106,6
L	69,2	64,8	68,0	76,6	84,2	85,7	88,9	91,6	93,4	96,1	100,0	101,6	97,7	99,3	99,7	100,4	105,9
NL	75,3	81,1	84,1	88,9	93,7	98,0	98,9	99,7	101,5	102,6	100,0	93,7	91,3	90,1	87,9	85,7	85,6
PRT	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
UK	73,4	83,7	80,2	90,0	97,6	95,6	94,6	90,4	91,6	91,5	100,0	100,3	99,5	104,2	104,3	105,7	108,8
EUR 10	:	:	:	:	:	91,2	92,0	93,3	96,7	97,6	100,0	100,5	99,7	100,1	100,3	100,7	102,7

Rémunération du secteur S61 (administration centrale)

Chiffres par salarié

Tableau Nr. 071

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX DE 1980																
	T/T-1 %																
EUR 12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
B	:	4,4	8,2	5,3	2,8	6,2	2,4	1,7	1,6	0,9	1,2	1,1	-2,1	-4,1	-0,5	0,2	1,4
DK	:	0,2	-8,0	-0,4	1,8	6,7	-0,9	-3,6	-1,0	-4,2	-11,7	-1,6	-0,2	0,7	-2,5	-1,7	0,8
D	:	9,0	1,0	5,6	4,6	0,0	0,1	2,3	1,6	0,3	0,7	-1,2	-2,7	-0,9	-0,5	0,7	3,6
GR	:	:	:	:	:	:	7,9	7,4	8,0	5,5	-5,5	-0,6	2,7	0,9	2,4	7,9	-4,2
ESP	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
F	:	:	:	3,3	2,9	2,3	3,7	3,1	4,0	0,6	0,7	0,0	2,6	-1,0	0,6	0,8	1,8
IRL	:	2,1	8,9	2,0	-3,6	12,0	-3,9	-4,8	7,6	5,2	2,4	2,3	-4,2	0,0	-1,2	1,7	5,1
I	:	8,7	1,5	1,4	-0,5	-5,0	0,8	5,6	10,8	3,6	6,1	7,6	-2,9	1,8	1,9	-1,0	-0,7
L	:	7,8	4,9	12,6	9,9	1,8	3,7	3,1	1,9	3,0	4,0	1,6	-3,8	1,6	0,4	0,8	5,5
NL	7,0	7,7	3,8	5,7	5,4	4,5	0,9	0,9	1,7	1,1	-2,5	-6,3	-2,5	-1,4	-2,4	-2,5	-0,1
PRT	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
UK	:	5,3	5,4	2,1	8,4	-2,1	-1,1	-4,4	1,4	-0,2	9,3	0,3	-0,8	4,7	0,0	1,3	2,9
EUR 10	:	:	:	:	:	:	0,9	1,4	3,7	0,8	2,5	0,5	-0,8	0,4	0,2	0,5	2,0

Consommation finale nationale des ménages (P3A)

Chiffres girbaux

Tableau Nr. 079

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
INDICES DE PRIX 1980 = 100																	
EUR 12	:	:	:	:	:	:	:	:	75,2	81,0	88,9	100,0	111,8	122,8	132,4	140,5	153,1
B	55,4	53,1	55,9	59,3	66,9	75,1	81,1	86,8	90,4	93,9	100,0	108,1	116,1	124,8	132,2	138,5	140,3
DK	37,3	40,4	43,6	48,8	56,0	61,6	67,7	74,8	81,8	90,3	100,0	112,1	124,2	133,2	141,9	149,0	153,9
D	60,0	63,7	67,3	71,7	77,0	81,8	85,2	88,4	90,9	94,5	100,0	106,0	110,9	114,5	117,2	119,7	119,9
GR	29,1	29,9	30,9	35,5	43,9	49,5	56,1	62,8	70,9	82,5	100,0	123,5	149,7	177,0	210,9	249,4	305,5
ESP	25,6	27,7	29,9	33,4	39,2	45,3	53,0	65,7	78,3	91,0	100,0	114,7	130,7	146,2	162,8	176,4	191,6
F	40,7	43,1	45,5	48,7	55,1	61,5	67,5	73,9	80,0	88,3	100,0	112,8	125,5	137,5	147,4	155,4	159,3
IRL	27,2	29,7	32,6	36,3	42,1	49,6	59,6	68,0	73,4	84,3	100,0	121,2	140,5	152,1	165,0	171,9	178,3
I	25,5	26,9	28,6	32,2	39,0	45,9	54,2	64,0	72,3	83,2	100,0	119,2	139,5	160,6	178,4	195,2	207,4
L	52,6	55,1	57,9	60,8	67,0	73,8	80,7	85,3	88,3	92,8	100,0	108,6	120,1	129,7	138,0	143,6	144,3
NL	48,5	52,3	56,7	61,5	67,4	74,2	80,8	85,8	89,7	93,5	100,0	106,3	111,9	114,9	117,8	120,9	120,9
PRT	:	:	:	:	:	:	:	55,3	66,4	82,1	100,0	119,6	146,4	183,8	237,6	283,5	316,9
UK	20,7	31,2	33,2	36,0	42,2	52,2	60,3	69,3	75,6	85,9	100,0	111,5	121,0	127,2	133,7	140,7	146,3

Produit intérieur brut aux prix du marché (NI)
Par personne occupée

Tableau Nr. 085

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	INDICES DE VOLUME																
	1980 = 100																
EUR 12	76,4	79,0	82,6	86,4	87,7	87,9	92,3	93,9	96,7	99,1	100,0	101,3	102,8	105,0	107,2	109,2	111,1
B	75,0	77,0	81,2	84,8	87,1	86,9	92,1	92,6	95,4	96,1	100,0	100,5	103,4	104,4	105,8	106,8	108,7
DK	85,7	87,4	90,2	92,3	91,8	92,3	96,6	97,3	97,7	100,0	100,0	100,4	103,0	104,7	106,4	107,1	108,0
D	75,8	77,5	81,0	84,2	85,5	86,6	92,1	94,9	97,1	99,7	100,0	100,9	102,0	105,0	107,8	109,8	112,0
GR	66,8	72,2	78,3	83,6	80,6	84,9	89,2	93,2	97,9	99,9	100,0	99,6	100,7	102,1	98,2	99,4	99,4
ESP	63,8	67,1	71,8	75,6	79,5	81,8	85,2	88,7	92,8	95,0	100,0	104,0	106,2	109,4	116,2	120,1	121,4
F	73,3	76,9	80,9	84,1	86,1	86,9	90,6	92,4	95,9	99,0	100,0	101,0	102,7	103,9	106,5	108,0	110,3
IRL	69,1	71,4	76,4	79,5	81,9	86,2	88,2	93,7	98,0	97,9	100,0	103,5	104,1	106,2	112,4	117,6	121,0
I	77,4	78,7	82,1	87,3	89,5	86,2	90,5	91,6	93,5	97,1	100,0	99,7	99,3	98,7	100,9	102,7	105,0
L	85,0	84,9	88,1	94,1	95,3	88,8	91,0	92,7	96,7	99,3	100,0	98,3	99,4	102,2	107,2	108,2	110,1
NL	76,6	79,5	82,8	86,7	90,0	90,5	95,1	97,1	98,8	99,9	100,0	100,8	101,9	105,3	108,3	108,9	109,5
PRT	73,2	77,9	84,7	94,8	96,2	93,1	98,8	88,9	93,4	97,4	100,0	100,5	102,9	101,4	98,6	102,7	106,3
UK	84,6	87,8	89,9	94,6	93,4	93,1	97,5	98,4	101,4	102,1	100,0	102,6	106,0	111,0	111,1	113,8	115,4

Produit intérieur brut aux prix du marché (M1)

Par personne occupée

Tableau Nr. 005

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	Volume - % d'accroissement T/T-1 %																
EUR 12	4,0	3,5	4,5	4,6	1,6	0,1	5,1	1,7	3,0	2,4	0,9	1,3	1,5	2,2	2,0	1,9	1,6
B	7,5	2,6	5,4	4,5	2,6	-0,1	5,9	0,6	2,9	0,8	4,0	0,5	2,9	0,9	1,4	0,9	1,7
DK	1,3	2,0	3,1	2,4	-0,6	0,6	4,6	0,8	0,4	2,3	0,0	0,4	2,5	+1,7	1,6	0,7	0,9
D	3,8	2,3	4,4	4,0	1,6	1,3	6,3	3,1	2,3	2,7	0,3	0,9	1,1	3,0	2,6	1,9	1,9
GR	8,9	8,1	8,4	6,8	-3,6	5,4	5,1	4,4	5,1	2,1	0,1	-0,4	1,1	1,3	-3,8	1,2	-0,1
ESP	3,0	5,2	7,0	5,3	5,2	2,9	4,1	4,1	4,6	2,4	5,2	4,0	2,1	3,0	6,3	3,4	1,0
F	4,3	4,9	5,3	3,9	2,3	1,0	4,2	2,0	3,8	3,3	1,0	1,0	1,7	1,2	2,5	1,4	2,1
IRL	3,9	3,3	7,0	4,0	3,1	5,3	2,3	6,3	4,6	-0,1	2,1	3,5	0,6	2,0	5,8	4,6	2,9
I	5,3	1,7	4,4	6,2	2,6	-3,8	5,0	1,2	2,0	3,8	3,0	-0,3	-0,4	-0,5	2,2	1,8	2,3
L	-0,3	-0,1	3,8	6,8	1,3	-6,9	2,5	1,9	4,3	2,7	0,7	-1,7	1,1	2,8	4,9	0,9	1,8
NL	4,5	3,7	4,2	4,6	3,8	0,6	5,1	2,1	1,7	1,1	0,1	0,8	1,1	3,4	2,8	0,6	0,5
PRT	3,8	6,4	8,8	11,9	1,5	-3,2	6,1	-10,0	5,0	4,2	2,7	0,5	2,3	-1,4	-2,8	4,2	3,5
UK	2,7	3,7	2,4	5,2	-1,2	-0,3	4,7	1,0	3,0	0,7	-2,1	2,6	3,3	4,7	0,2	2,4	1,4

Rémunération des salariés (RID)

Chiffres par salarier

Tableau Nr. 008

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX COURANTS																
	Monnaie nationale																
EUR 12	3589	4028	4489	5139	6026	7014	7912	8726	9581	10699	12061	13476	14665	:	:	:	:
B	210649	235398	268324	303303	358618	417991	484554	526367	565742	597451	652348	694454	750775	798941	853532	892312	914341
DK	34631	38670	41739	47221	55917	63729	71155	78064	85208	93254	102616	112058	124031	132955	139405	145465	151380
D	16230	18115	19917	22330	24900	26694	28797	30707	32430	34337	36711	38620	40235	41753	43179	44485	46286
GR	71854	78431	88121	103593	123005	147257	182453	223138	274701	335231	383519	478892	615488	741824	915988	1117240	1269394
ESP	154502	176605	207330	244681	299252	360655	448358	570712	718521	860769	962532	1116407	1272529	1457891	1646237	1803378	1977845
F	23091	25745	28362	32000	37585	44470	50991	57409	64553	73012	83747	95732	109887	120476	130208	137823	1444031
IRL	1165	1328	1553	1860	2205	2798	3355	3843	4443	5301	6472	7590	8698	9614	10565	11332	12126
I	2241	2534	2815	3366	4109	4971	6010	7294	8476	9990	12235	14913	17485	20363	22802	25081	26753
L	227300	244963	268857	299768	368708	414480	461284	506992	537741	575462	628079	683044	731920	787333	840964	882049	915307
NL	16911	19241	21711	25044	28978	32842	36400	39490	42325	44843	47308	48951	51766	53411	53630	54365	55523
PRT	30969	36013	41930	49461	67026	88625	105086	132051	156588	187925	230964	279383	346250	:	:	:	:
UK	1335	1467	1682	1904	2263	2969	3410	3778	4286	4933	5892	6668	7274	7947	8368	9004	9679
EUR 11	3658	4104	4572	5230	6123	7122	8040	8878	9762	10912	12306	13747	14969	15962	16984	17929	18634

Unités monétaires nationales: 1 sauf I: 1000

Rémunération des salariés (RIB)

Chiffres par salarié

Tableau Nr. 095

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX DE 1980																
	Monnaie nationale																
EUR 12	8096	9269	9678	10190	10637	10931	11266	11439	11703	11906	12060	12273	12316	:	:	:	:
D	419073	442996	475344	501132	526329	547294	589412	595755	614054	620054	652348	661668	668057	668099	677762	673991	660424
DK	87458	90710	89665	91667	96001	97318	99592	99866	99223	100931	102616	101800	101931	100926	99552	98527	97842
D	27225	28132	29369	30958	32248	32619	33958	34911	35346	35983	36711	37128	37060	37243	37778	38076	38113
GR	259629	274728	293877	289275	284024	302632	325003	351897	383559	394527	383519	399044	410557	415172	425939	441864	409416
ESP	631657	668562	722675	762072	799482	825770	879745	911730	954958	980360	961013	1002278	1000637	1030086	1054782	1059884	1039419
F	57205	60305	62604	65491	69212	72213	75216	77521	79981	81926	83747	85623	86457	87346	88052	88011	87905
IRL	4239	4372	4506	4683	5233	5529	5476	5539	5793	6080	6472	6421	6348	6355	6554	6692	6781
I	8873	9362	9787	10484	10803	11122	11394	11613	11852	12053	12235	12601	12545	12700	12843	12984	12826
L	414236	452121	469253	468191	490196	563598	556655	607009	611076	617961	628079	631695	615872	612020	613129	610184	600518
NL	35274	37126	38305	40533	42966	44188	44949	45721	46475	47384	47308	48387	46265	46861	46057	45594	46387
PRT	136549	151157	163216	175697	199376	227697	232196	230851	224987	228064	230749	239784	243951	:	:	:	:
UK	4950	5041	5267	5566	5754	5940	5934	5771	5882	5913	5892	5963	6054	6297	6367	6457	6679
EUR 11	9084	9459	9872	10397	10837	11128	11479	11656	11928	12138	12305	12528	12578	12764	12904	12978	12985

Rémunération des salariés (RIB)
Chiffres par salarié

Tableau Nr. 077

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
AUX PRIX DE 1980																	
1980 = 100																	
EUR 12	73,8	76,9	80,2	84,6	88,2	90,6	93,4	94,8	97,0	98,7	100,0	101,8	102,1	:	:	:	:
B	64,2	67,9	72,9	76,8	80,7	83,9	90,4	91,3	94,1	95,0	100,0	101,4	102,4	102,4	103,9	103,3	101,2
DK	85,2	88,4	87,4	89,3	93,6	94,8	97,1	97,3	96,7	98,4	100,0	99,2	99,3	97,9	97,0	96,0	95,3
D	74,2	76,6	80,0	84,3	87,8	88,9	92,5	95,1	96,3	98,0	100,0	101,1	101,0	101,5	102,9	103,7	103,8
GR	67,7	71,6	76,6	75,4	74,1	78,9	84,7	91,8	100,0	102,9	100,0	104,0	107,1	108,3	111,1	115,2	106,8
ESP	65,7	69,6	75,1	79,3	83,2	85,9	91,5	94,9	99,4	102,0	100,0	104,3	104,1	107,2	109,8	110,3	108,2
F	66,3	72,0	74,8	78,2	82,6	86,2	89,8	92,6	95,5	97,8	100,0	102,2	103,2	104,3	105,1	105,1	105,0
IRL	65,5	67,6	69,6	72,4	80,9	85,4	84,6	85,6	89,5	94,0	100,0	99,2	98,1	98,2	101,3	103,4	104,8
I	72,5	76,5	80,0	85,7	88,3	90,9	93,1	94,9	96,9	98,5	100,0	103,0	102,5	103,8	105,0	106,1	103,2
L	66,0	72,0	74,7	74,5	78,0	89,7	88,6	96,6	97,3	98,4	100,0	100,6	98,1	97,4	97,6	97,2	95,6
NL	74,6	78,5	81,0	85,7	90,8	93,4	95,0	96,6	98,2	100,2	100,0	98,1	97,8	99,1	97,4	96,4	98,1
PRT	59,2	65,5	70,7	76,1	86,4	98,7	100,6	100,0	97,5	98,8	100,0	103,9	105,7	:	:	:	:
UK	84,0	85,6	89,4	94,5	97,7	100,8	100,7	98,0	99,8	100,4	100,0	101,2	102,8	106,9	108,1	109,6	113,4
EUR 11	73,8	76,9	80,2	84,5	88,1	90,4	93,3	94,7	96,9	98,6	100,0	101,8	102,2	103,7	104,9	105,5	105,5

Rémunération des salariés (RIB)
Chiffres par salarié

Tableau Nr. 090

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	AUX PRIX DE 1980																
	T/T-1 %																
EUR 12	6,1	4,2	4,4	5,4	4,3	2,0	3,1	1,5	2,3	1,7	1,3	1,8	0,3	:	:	:	:
B	5,1	5,7	7,3	5,4	5,0	4,0	7,7	1,1	3,1	1,0	5,2	1,4	1,0	0,0	1,4	-0,6	-2,0
DK	2,5	3,7	-1,2	2,2	4,7	1,4	2,3	0,3	-0,6	1,7	1,7	-0,8	0,1	-1,5	-0,9	-1,0	-0,7
D	7,8	3,3	4,4	5,4	4,2	1,2	4,1	2,8	1,2	1,8	2,0	1,1	-0,2	0,5	1,4	0,8	0,1
GR	5,5	5,8	7,0	-1,6	-1,8	6,6	7,4	8,3	9,0	2,9	-2,8	4,0	2,9	1,1	2,6	3,7	-7,3
ESP	3,8	5,8	8,0	5,5	4,9	3,3	6,5	3,6	4,7	2,7	-2,0	4,3	-0,2	2,9	2,4	0,5	-1,9
F	4,6	5,4	3,8	4,6	5,7	4,3	4,2	3,1	3,2	2,4	2,2	2,2	1,0	1,0	0,8	0,0	-0,1
IRL	6,5	3,1	3,1	3,9	11,7	5,6	-0,9	1,1	4,6	5,0	6,4	-0,8	-1,1	0,1	3,1	2,1	1,3
I	8,2	5,5	4,5	7,1	3,0	2,9	2,4	1,9	2,1	1,7	1,5	3,0	-0,4	1,2	1,1	1,1	-2,8
L	0,1	9,1	3,8	-0,2	4,7	15,0	-1,2	9,0	0,7	1,1	1,6	0,6	-2,5	-0,6	0,2	-0,5	-1,6
NL	5,9	5,3	3,2	5,8	6,0	2,8	1,7	1,7	1,6	2,0	-0,2	-1,9	-0,3	1,3	-1,7	-1,0	1,7
PRT	15,3	10,7	8,0	7,6	13,5	14,2	2,0	-0,6	-2,5	1,4	1,2	3,9	1,7	:	:	:	:
UK	5,3	1,8	4,5	5,7	3,4	3,2	-0,1	-2,7	1,9	0,5	-0,4	1,2	1,5	4,0	1,1	1,4	3,4
EUR 11	6,2	4,1	4,4	5,3	4,2	2,7	3,2	1,5	2,3	1,8	1,4	1,8	0,4	1,5	1,1	0,6	0,1

C H A P T E R I V

Statistical Commentary

Chapter IV - Statistical Commentary

1. As has been the practice in previous reports, the Statistical Office of the European Community has provided a short comment on the statistical aspects of its report on the changes in the cost-of-living of officials in the Community and the salaries of officials in the Member States.

2. Changes in the cost-of-living

In Table D all the details for the calculation of the indices in Member States are brought together. The indices are used for deflating nominal indices.

The procedure has remained unaltered for some years and the resulting values have given rise to no comment regarding methodology.

The rate of increase of prices in the Community has slowed down further in the reference period. For the first time there was a negative inflation rate in three Member States, i.e. prices were on average actually falling rather than increasing.

As for last year, no intermediate adjustment was required for Brussels with effect from January 1986.

For the calculation of the common cost-of-living index for European officials, the weightings taken from the family budget survey in 1984 have been used. With the exception of the rent index resulting from a survey on expenditure on rent by officials in Brussels and Varese, all single indices have been supplied by the national statistical offices.

The relatively high difference between the Common Index for Brussels and the National Index is explained by the difference in the weightings.

3. Change in civil servants remuneration (Specific Indicator)

There have been problems with the calculation of the Specific Indicator for three Member States. In the United Kingdom and in Spain changes in the structure of remuneration have taken place. These changes impeded the calculation of comparable cases for the two years of comparison. In the short time available it was not possible to clarify all cases beyond doubt. EUROSTAT, together with the authorities of the Member States involved, will try to find a solution to this problem without delay.

In Italy there was a considerable improvement of remuneration of the highest ranks; for all other grades there was apparently only the automatic adjustment (scala mobile). Any possible backdated adjustment would necessitate a recalculation of the Specific Indicator.

A comparison of the evolution of gross and net remuneration shows that for the first time for many years net remuneration is growing more strongly than gross. The Community average increase of gross earnings is 1,5% and that of net earnings 2,6%. The differences is + 1,1%. The same phenomenon is apparent in

nearly all Member States; the biggest difference is 4,2% for Greece; net earnings are increasing slower than gross earnings only in Luxembourg (difference - 0,2).

In recent years net remuneration always increased in nominal terms less than gross and in real terms decreased more. This year there is a real increase of gross earnings and a net increase nearly twice as big.

There are several explanations for this change of trend and it is difficult to evaluate particular elements. The main reasons are undoubtedly the very low (negative) inflation rate and changes in taxation in different Member States.

Table L

Comparison of the evolution of gross and net remuneration
(Indices at constant prices)

	Gross	Net	Dif.
Germany	103,3	104,6	+ 1,3
France	99,3	100,0	+ 0,7
Italy	100,6	102,2	+ 1,6
Netherlands	100,4	102,3	+ 1,9
Belgium	101,3	101,7	+ 0,4
Luxembourg	107,1	106,8	- 0,3
United Kingdom	104,1	104,9	+ 0,8
Ireland	100,5	102,2	+ 1,7
Denmark	99,1	99,1	+ 0,0
Greece	86,3	90,5	+ 4,2
Spain	99,4	101,3	+ 1,9
Portugal	104,3	104,3	- 0,0
Community average	101,5	102,6	+ 1,1

4. Differences in trends between the Specific Indicator and the Control Indicator

As EUROSTAT has explained on several occasions the two indicators are based on quite different survey methods and calculation procedures; therefore these two indicators are not directly comparable.

In view of this fact, the difference formed between the two indicators appears within the limits which were to be expected.

A N N E X E S

**to the Report by the Statistical Office of the European Communities
on trends in public service remuneration**



List of annexes

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DER BUNDESMINISTER DES INNERN

Geschäftszeichen (bei Antwort bitte angeben)

D 16 - 218 543/85

☎ (0228)

681-3681

Datum

31. Juli 1986

Der Bundesminister des Innern, Postfach 170290, 5300 Bonn :

Dienstgebäude Nr. 1

Kommission der
Europäischen Gemeinschaften
Rue de la Loi 200

B - 1049 Brüssel

nachrichtlich:

Statistisches Amt der
Europäischen Gemeinschaften
z.H. Herrn Klaus Löning
BP 1907

Luxemburg

Betr.: Jährlicher Bericht über das Besoldungsniveau der Beamten und sonstigen
Bediensteten der Europäischen Gemeinschaften nach Artikel 65 des Statuts;
hier: Dienstbezüge von Bundesbeamten bei einer obersten Bundesbehörde

Bezug: Schreiben der EG-Kommission vom 11. Juli 1986 - Az 3277 -

Anlg.: - 4 -

Beigefügt übersende ich die erbetene Zusammenstellung der Dienstbezüge von Bundes-
beamten bei den obersten Bundesbehörden der Bundesrepublik Deutschland nach dem
Stand vom 30. Juni 1986 mit den dazu gehörigen Anlagen.

Im Auftrag

Ried



Beglaubigt:

Klaus Löning
Angeordnet

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Dienstbezüge eines Bundesbeamten bei einer
obersten Bundesbehörde (Stand: 30.6.198.)
Monatsbeträge in DM

Land: Bundesrepublik Deutschland

Laufbahn- gruppe	Besoldungs- gruppe	ledig			verheiratet, 2 Kinder		
		Brutto- Anfangs- stufe	Mittel- stufe	End- stufe	Brutto- Anfangs- stufe	Mittel- stufe	End- stufe
Höherer Dienst (A)	B 9	12.647			13.173		8.893
	B 6	10.759			11.285		7.957
	B 3	9.024			9.550		7.054
	A 16	5.181	6.484	8.221	5.706	7.009	8.747
	A 15	4.683	5.810	7.312	3.385	3.964	4.696
	A 13	4.472	4.999	5.921	4.997	5.524	6.446
Gehobener Dienst (B)	A 13	4.208	4.999	5.921	3.128	3.551	4.018
	A 11	3.569	4.183	4.899	2.761	3.114	3.499
	A 9	3.046	3.353	3.835	2.439	2.631	2.917
Mittlerer Dienst (C)	A 9	2.869	3.317	3.799	2.323	2.608	2.896
	A 7	2.573	2.898	3.244	2.126	2.342	2.563
	A 5	2.400	2.505	2.766	2.006	2.079	2.256
Einfacher Dienst (D)	A 5	2.296	2.505	2.766	1.933	2.079	2.256
	A 3	2.200	2.359	2.557	1.862	1.977	2.115
	A 1	2.047	2.197	2.348	1.753	1.860	1.969

Bemerkung: In den Besoldungsgruppen A 5, A 9 und A 13 als erstem Ant der Laufbahngruppe ist in der Anfangsstufe jeweils die dritte Dienstaltersstufe zugrunde gelegt. Als mittlere Stufe wurde in den Besoldungsgruppen A 1 - A 5 die fünfte Dienstaltersstufe, in den übrigen Besoldungsgruppen die siebente Dienstaltersstufe berücksichtigt. Die Gehälter der Besoldungsgruppen B 3, B 6 und B 9 sind gleichbleibende Festgehälter.

Erläuterungen zur Berechnung der Dienstbezüge eines Bundesbeamten bei einer obersten Bundesbehörde

Stand: 30. Juni 1986

1. Als Dienstbezüge wurden berücksichtigt:

- a) Grundgehalt
- b) allgemeine Zulage (bis zur Besoldungsgruppe A 13 einschließlich)
- c) Ortszuschlag; Stufe 1 bei Ledigen, Stufe 4 bei Verheirateten mit 2 Kindern
- d) Stellenzulage für die Tätigkeit bei einer obersten Bundesbehörde
- e) die jährliche Sonderzuwendung mit einem Zwölftel der Beträge nach a) bis d), ggf. erhöht um den anteiligen Zusatzbetrag für Kinder (8,33 DM)
- f) das Urlaubsgeld von 450,-- DM mit einem Zwölftel = 37,50 DM für die Besoldungsgruppen A 1 bis A 7 sowie von 300,-- DM bzw. 25 ,-- DM für die übrigen Besoldungsgruppen

Aufgrund einer allgemeinen gesetzlichen Regelung wird als Sozialleistung ein steuerfreies Kindergeld für alle Kinder und unabhängig von einer Tätigkeit im öffentlichen Dienst gezahlt. Es beträgt für das erste Kind 50,-- DM, für das zweite Kind 100,-- DM. Bei den Angaben für verheiratete Beamte mit zwei Kindern wurde jeweils ein Betrag von 150,-- DM berücksichtigt, sofern nicht wegen Überschreitung bestimmter Einkommensgrenzen das Kindergeld für das zweite Kind auf 70,-- DM gekürzt wurde.

In diesen Fällen (Besoldungsgruppen A 13 und höher) wurde das Kindergeld mit zusammen 120,-- DM (Brutto und Netto) berücksichtigt.

2. Vom Bruttobetrag wurden durch Abzug von 50,-- DM (ein Zwölftel des im Dezember eines Jahres gewährten Lohnsteuerfreibetrages von 600,-- DM) sowie ggf. des Kindergeldes von 150,-- DM bzw. 120,-- DM die steuerpflichtigen Bezüge errechnet. Dann wurden zur Ermittlung des Nettobetrages die seit 1. Januar 1986 geltenden besonderen Lohnsteuerbeträge für Beamte abgezogen. Allgemein gewährte Steuerfreibeträge (z.B.: Arbeitnehmerpauschbetrag, Vorsorgepauschale) sind beim Steuerabzug laut Tabelle berücksichtigt. Kirchensteuer wurde nicht abgezogen.

3. Brutto- und Nettobeträge sind auf volle DM auf- oder abgerundet.

4. Vermögenswirksame Leistungen und die Arbeitnehmersparzulage wurden nicht berücksichtigt. Diese Leistungen sind antragsbedingt und können nach ihrer Höhe und dem Zeitraum ihrer Gewährung variieren. Sie sind außerdem von der Erfüllung bestimmter Voraussetzungen abhängig. Ebenso wurden Beiträge zur Krankenversicherung nicht abgesetzt.
5. Die Bezüge wurden zum Stichtag 30. Juni 1986 berechnet. Dabei wurden die Besoldungstabellen in der Fassung der letzten Änderung per 1. Januar 1986 herangezogen. Neben der allgemeinen Anpassung von 3,5 % berücksichtigen diese Tabellen auch Verbesserungen für die Besoldungsgruppen A 1 bis A 8 für Ledige und/oder Verheiratete.

Anlage 3

Planstellen der Beamten bei den obersten
Bundesbehörden im Bundeshaushaltsplan 1986 (Sollzahlen)

Land: Bundesrepublik Deutschland

Laufbahn- gruppe Höherer Dienst (A)	Anzahl	Laufbahn- gruppe Gehobener Dienst (B)	Anzahl	Laufbahn- gruppe Mittlerer Dienst (C)	Anzahl	Laufbahn- gruppe Einfacher Dienst (D)	Anzahl
Bes.(r. B 11	27	Bes.Gr. A 13	2.359	Bes.Gr. A 9 m.Z.	264	A 5	583
B 10	4	A 12	844	A 9	649	A 4	394
B 9	108	A 11	400	A 8	462	A 3/4	-
B 8	-	A 10	137	A 7	351	A 3	-
B 7	1	A 9	21	A 6	127	A 2/3	313
B 6	233			A 5	8	A 1/2	-
B 5	2						
B 4	-						
B 3	962						
B 2	-						
B 1	-						
A 16	443						
A 15	1.807						
A 14	981						
A 13	253						
Zus.	4.821		3.761		1.861		1.290
Insgesamt:	11.733						

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Fragebogen über Arbeitszeit, Urlaub und Alter für die Versetzung
in den Ruhestand bei den Zentralverwaltungen der Mitgliedstaaten (1)

- 217 -

RUBRIKEN	STAND JULI 1985	STAND JULI 1986
I. Wöchentliche Arbeitszeit (in Stunden)	40	40
Geben Sie bitte an, ob es Unterschiede gibt nach:		
a) Alter		ne in
b) Geschlecht		
c) Grad		
d) Anzahl der Dienstjahre		
II. Anzahl der Tage Jahresurlaub <u>.26-30</u>		
Geben Sie bitte an, ob es Unterschiede gibt nach:		
a) Alter	bis zum vollendeten 30. Lebens- jahr	bis zum vollendeten 40. Lebens- jahr
b) Geschlecht	26	29
c) Grad	A 1 - A 14	30
d) Anzahl der Dienstjahre	A 15 u. darüber	30

(1) Die gewünschten Angaben betreffen nur die in den verschiedenen Ministerien (Zentralverwaltungen) arbeitenden Beamten.

*) Die Angaben zu II. betreffen Stand Juli 1986. - Für den Stand Juli 1985 vergleiche Vorjahresmeldung.

ANLAGE (Fortsetzung)

- 218 -

RUBRIKEN	STAND JULI 1985	STAND JULI 1986
III. Anzahl der jährlichen Feiertage (gesetzliche, gewohnheits- und verordnungsrechtliche usw.) Geben Sie bitte an, ob es einen Ersatz gibt, wenn der Feiertage auf einen Samstag oder Sonntag fällt.	11 nein	11 nein
IV. Ruhestand: A. Normales Alter für die Versetzung in den Ruhestand Geben Sie bitte an, ob es Unterschiede gibt nach: a) Alter b) Geschlecht c) Grad d) Anzahl der Dienstjahre	65 nein nein nein nein	65 nein nein nein nein
B. Möglichkeit des vorgezogenen Ruhestandes Falls ja, mit welchem Alter Geben Sie bitte an, ob es Unterschiede gibt nach: a) Alter b) Geschlecht c) Grad d) Anzahl der Dienstjahre	63 nein nein nein nein	63 nein nein nein nein

- 219 -

Bruxelles, le 5 septembre 1986

REPRESENTATION PERMANENTE
DE LA FRANCE
AUPRES DES COMMUNAUTES EUROPEENNES

N° 1231

Objet : Rémunération dans la fonction publique

ARRIVÉE										IX-B	
Dest.	AP	ASS	ARC	S&H	REM	PER	SEC	CLA			
Affr.											
Info											
14-9-1986											
Dest.	1	2	3	4	5	6	7	8			
Affr.											
Info											
Communication :											

Monsieur le Directeur Général,

J'ai l'honneur de vous transmettre ci-joint les documents relatifs à la rémunération, à la durée du travail, aux congés et à l'âge de la retraite dans la fonction publique française. Ces données concernent quarante mille agents.

Je vous prie d'agréer, Monsieur le Directeur Général, l'assurance de ma considération distinguée.

F. PUAUX
Conseiller

Monsieur le Directeur Général
du Personnel et de l'Administration
COMMISSION DES COMMUNAUTES EUROPEENNES
200, rue de la Loi
1049 - BRUXELLES.

COMMISSION DES COMMUNAUTES EUROPEENNES			
Entrée N° IX 186 TA 4645			
Dir. Gén.	D.C. Adj.	14-09-1986	1269
DIR.			
P. Aff.	X		
P. Inf.			

ANNEXE I

REMUNERATION MENSUELLE GLOBALE D'UN FONCTIONNAIRE
FRANCAIS AU 1ER JUILLET 1986

IMPOTS NON DEDUITS
(en francs)

Catégories	Célibataire (1)			Marié 2 enfants (2)		
	Montant			Montant		
	Minimum	Moyen	Maximum	Minimum	Moyen	Maximum
Universitaire	7.321 (3)	12.136 (4)	26.083 (6)			27.067 (6)
	6.705 (7)	9.550 (8)	18.980 (5) 14.424 (9)	8.148 (3) 7.532 (7)	13.113 (4) 10.442 (8)	19.965 (5) 15.409 (9)
Secondaire	5.161 (10)	6.665 (11)	8.893 (12)	5.991 (10)	7.492 (11)	9.764 (12)
Professionnel			6.486 (16)			7.313 (16)
	4.695 (13)	5.376 (14)	6.048 (15)	5.524 (13)	6.205 (14)	6.875 (15)
Primaire	4.403 (17)	4.831 (18)	5.355 (19)	5.233 (17)	5.660 (18)	6.185 (19)

- 1) Traitement de base + indemnité de résidence PARIS (3 %).
- 2) Traitement de base + indemnité de résidence + supplément familial de traitement + allocations familiales (2 enfants de moins de 10 ans).
- 3) Administrateur civil 2ème classe 1er échelon.
- 4) Administrateur civil 2ème classe - dernier échelon
- 5) Administrateur civil hors classe - dernier échelon (hors échelle A - 3ème chevron).
- 6) Directeur hors échelle E - 2ème chevron.
- 7) Attaché d'administration - 2ème classe - 1er échelon.
- 8) Attaché d'administration - 2ème classe - dernier échelon.
- 9) Attaché d'administration principal - dernier échelon.
- 0) Secrétaire administratif - 1er échelon.
- 1) Secrétaire administratif - 8ème échelon.
- 2) Chef de section - dernier échelon.
- 3) Sténodactylo - 1er échelon.
- 4) Sténodactylo - 7ème échelon.
- 5) Secrétaire sténodactylo, adjoint administratif - dernier échelon.
- 5) Promotion sociale pour 50 % maximum de l'effectif du corps.
- 7) Agent de service. Echelle I (minimum garanti).
- 3) Agent de service. Echelle I - 5ème échelon.
- 9) Agent de bureau - dernier échelon.

A ces rémunérations, s'ajoute, comme par le passé, une prime de rendement dont le crédit global représente 5 % du traitement moyen de chaque grade.

ANNEXE II

Rémunération mensuelle nette (impôts déduits) d'un fonctionnaire français au 1er juillet 1986

	CELIBATAIRE (1)				MARIE - 2 ENFANTS (2)			
	MONTANT				MONTANT			
	MINIMUM	MOYEN	MAXIMUM		MINIMUM	MOYEN	MAXIMUM	
A - (UNIVERSITAIRE)	6 509 (3)	9 989 (4)	18 876 (6)		7 983 (3)	12 391 (4)	23 179 (6) ²²¹	
	6 028 (7)	8 171 (8)	11 481 (9)		7 532 (7)	10 049 (8)	18 031 (5)	
							14 344 (9)	
B - (SECONDAIRE)	4 772 (10)	5 997 (11)	7 687 (12)		5 991 (10)*	7 392 (11)	9 439 (12)	
C - (PROFESSIONNEL)	4 401 (13)	4 952 (14)	5 502 (15)		5 524 (13)	6 205 (14)*	7 231 (16)	
							6 823 (15)	
D - (PRIMAIRE)	4 196 (17)	4 497 (18)	4 934 (19)		5 233 (17)	5 660 (18)	6 185 (19)*	

* Imposition non recouvrée.

(1) ... à ... (19) : voir annexe I.

ANNEXE III

Questionnaire concernant la durée du travail, les congés
et l'âge de départ à la retraite dans les administrations centrales
des Etats membres (1)

RUBRIQUES	Situation juillet 1986	Situation juillet 1985
I. Durée hebdomadaire du travail (en heures)...	39 H	39 H
<ul style="list-style-type: none"> • Indiquez s'il y a des différences en fonction de : • a) l'âge..... • b) du sexe..... • c) du grade..... • d) du nombre d'années de service..... 		
II. Nombre de jours de congé par an.....	5 semaines	5 semaines
<ul style="list-style-type: none"> Indiquez s'il y a des différences en fonction de : a) l'âge..... b) du sexe..... c) du grade..... d) du nombre d'années de service..... 		
III. Nombre de jours fériés par an (légaux, conventionnels, réglementaires, etc.).....	11 jours	11 jours
Indiquez s'il y a compensation quand le jour férié tombe un samedi ou un dimanche.....	Pas de compensation en cas de jour férié tombant un samedi ou un dimanche.	Pas de compensation en cas de jour férié tombant un samedi ou un dimanche.
IV. Retraite :		
A - Age normal de départ à la retraite.....	60 ans	60 ans
<ul style="list-style-type: none"> Indiquez s'il y a des différences en fonction de : a) l'âge..... b) du sexe..... c) du grade..... d) du nombre d'années de service..... 		
B - Possibilité de retraite anticipée.....	55 ans	55 ans
Si, oui, à quel âge.....	pour les fonctionnaires appartenant à la cat. B ou active	pour les fonctionnaires appartenant à la cat. B ou active
<ul style="list-style-type: none"> Indiquez s'il y a des différences en fonction de : a) l'âge..... b) du sexe..... c) du grade..... d) du nombre d'années de service..... 	sans condition d'âge avec 15 ans de service pour les femmes ayant eu 3 enfants	sans condition d'âge avec 15 ans de service pour les femmes ayant eu 3 enfants

(1) Les renseignements demandés ne concernent que les fonctionnaires travaillant dans les différents Ministères (Administration Centrale).

r.J. : 3

Objet : Examen du niveau des rémunérations des fonctionnaires des Communautés Européennes (art. 65 § 1 du statut).

Dans le cadre de l'étude annuelle prévue pour les rémunérations communautaires, j'ai l'honneur de vous adresser, sous ce pli, deux tableaux faisant apparaître, en montant brut et en montant net (impôts sur les salaires déduits) la rémunération des fonctionnaires français célibataires et mariés ayant deux enfants à charge à la date du 1er juillet 1986.

Afin de donner des renseignements comparables à ceux qui ont été produits précédemment, la rémunération mensuelle dite "brute" a été calculée après déduction de la retenue pour pension (7 %), de la cotisation de Sécurité Sociale et de la contribution de solidarité (1 %) pour les rémunérations indiciaires nettes supérieures à 5.506 F (valeur 1er juillet 1986).

L'effectif des personnels d'administration centrale peut s'évaluer de la façon suivante :

- catégorie A - 20 %	8.000
- catégorie B - 38 %	15.200
- catégorie C - 32 %	12.800
- catégorie D - 10 %	4.000

	40.000 agents

Copies : - Relations extérieures :
- service des fonctionnaires internationaux
- DGRCSST - Mission de Coord. multilatérale

Vous trouverez également ci-joint, la réponse au questionnaire établi par l'Office de Statistique des Communautés Européennes (O.S.C.E.) ayant trait à l'évolution de la durée du travail dans les administrations centrales nationales.

Je vous serais obligé de bien vouloir transmettre les deux tableaux et la réponse au questionnaire ainsi que l'évaluation des effectifs d'administration centrale à notre Représentation Permanente à BRUXELLES, en la priant de faire tenir à son tour ces éléments à la commission des Communautés Européennes./.

MODULARIO
T. RAG. GEN. 2812



Mod. 36

Ministero del Tesoro

RAGIONERIA GENERALE DELLO STATO
ISPETTORATO GENERALE
PER GLI ORDINAMENTI DEL PERSONALE

Roma 5 AGO. 1986 19

- Al MINISTERO DEGLI AFFARI ESTERI
- D.G.A.E.
- D.G.A.P.
- D.G.P.A.

13 AGO 1986
1053/86

Risposta a nota del

Divisione 12
Prot. N.º 155910 *Allegati 2/1*

OGGETTO : CEE - Esame annuo del livello delle retribuzioni dei funzionari comunitari.

e, per conoscenza:

- ALLA RAPPRESENTANZA PERMANENTE D'ITALIA presso le Comunità Europee
74, Rue de la Loi

BRUXELLES

- ALL'ISTITUTO CENTRALE DI STATISTICA - Direzione Centrale dei Servizi Tecnici - Servizio statistiche del Lavoro

R O M A

- ALLA COMMISSIONE DELLE COMUNITA' EUROPEE - Direzione Generale dell'Amministrazione del Personale
300, Rue de la Loi

BRUXELLES

- ALL'ISTITUTO STATISTICO DELLE COMUNITA' EUROPEE - Centre Européen Plateau du Kirchberg

LUSSEMBURGO

- ALL'ORGANIZZAZIONE EUROPEA PER LA RICERCA NUCLEARE

1211 - GINEVRA

EUROSTAT									
DG	AD	AS	A	C	D	E			
00140802					12. VIII. 1986				
ATT.									
INF.			ACT.			COPY			



Si prega di restituire il documento a chi lo ha consegnato o a chi lo ha richiesto.

Com'è noto il Consiglio delle Comunità Europee, ai sensi dell'art.65 dello statuto del personale, procede ogni anno nel mese di settembre, ad una revisione dei livelli retributivi dei funzionari comunitari sulla base, fra l'altro, di dati riguardanti l'evoluzione delle retribuzioni nella funzione pubblica dei Paesi associati nel

periodo di riferimento 1° luglio 1985 - 1° luglio 1986.

A tal fine si trasmettono gli uniti prospetti (nn. 1 e 2), ove figurano esposti i singoli emolumenti che concorrono a formare i trattamenti economici mensili lordi e netti - iniziali e con alcune classi biennali del 6% - relativi alle qualifiche tipiche del personale civile dello Stato, nella ipotesi di dipendenti con stato civile di celibe. Inoltre, si rimettono, a titolo semplicemente esemplificativo, gli uniti prospetti (nn. 3 e 4), nei quali viene indicato, in aggiunta ai predetti emolumenti, il trattamento di famiglia spettante ad un dipendente con il carico del coniuge e di due figli di età inferiore ai 18 anni.

Nel merito devesi precisare che l'incremento delle retribuzioni nel suddetto periodo di riferimento va posto in relazione ai seguenti fattori:

A. - All'aumento subito dall'indennità integrativa speciale, che consente un parziale adeguamento degli stipendi alle variazioni del costo della vita.

La nuova misura dell'indennità deriva da due distinti ordini di aumenti: il primo, con decorrenze 1°/8 e 1°/11/1985, derivante dal precedente meccanismo di adeguamento, ~~attribuito, da ultimo,~~ con decreto del Ministro del Tesoro del 7/XI/'85; il secondo, con decorrenza 1° maggio 1986, in applicazione del nuovo metodo di rivalutazione della scala mobile.

Le modifiche al meccanismo di adeguamento automatico delle retribuzioni, recate dall'art.16 del D.P.R. 1° febbraio 1986, n.13 (pubblicato nella G.U. n.27 del 3.2.1986) possono così riassumersi:

a) determinazione delle variazioni dell'indennità integrativa speciale in misura diversa per livello retributivo o qualifica di ap

partenza, in luogo dell'importo unico previsto per tutto il personale dalla precedente normativa, in quanto calcolate in relazione al trattamento fruito per stipendio iniziale ed indennità integrativa speciale;

b) cadenza semestrale delle variazioni della predetta indennità, con effetto dal 1° maggio e dal 1° novembre di ogni anno.

Tali variazioni vanno determinate in base al tasso percentuale d'incremento del costo della vita ottenuto dal rapporto fra lo indice sindacale medio del semestre di rilevazione (novembre-aprile per l'adeguamento da corrispondere dal 1° maggio e maggio - ottobre per quello da corrispondere dal 1° novembre) e quello accertato nel semestre immediatamente precedente.

c) determinazione degli aumenti sulla base dell'indice sindacale del costo della vita.

La variazione della predetta indennità decorrente dal 1° maggio 1986 si determina applicando il tasso percentuale di aumento del costo della vita accertato dall'I.S.T.A.T. su un importo del trattamento economico (per stipendio iniziale mensile lordo e della indennità integrativa speciale nella misura spettante nel mese precedente l'adeguamento) pari a lire 580.000 mensili e sul 25 per cento del citato trattamento economico eccedente il suddetto ammontare. L'importo complessivo derivante dalle predette rivalutazioni al 100 per cento ed al 25 per cento, costituisce l'incremento mensile da sommare, con effetto dal 1° maggio 1986, alla indennità integrativa speciale maturata al 30/4/1986, pari a £.774.341. Considerato, infine, che oggetto dell'adeguamento al costo della vita è, oltre l'indennità integrativa speciale maturata al 30.4.86, anche lo stipendio spettante il mese prece-

dente l'adeguamento stesso, le eventuali variazioni di stipendio, anche a carattere generale, intervenute nel corso del semestre per il quale è già stata fissata la nuova misura dell'indennità, non comportano la rideterminazione dell'indennità stessa la cui misura, pertanto, resta invariata per tutta la durata del semestre interessato.

B. - All'aumento del 42 per cento, a decorrere dal 1° maggio 1986, del trattamento economico provvisorio del personale di cui all'art.1 del decreto legge 11.1.1985, n.2, convertito nella legge 8 marzo 1985, n.72, (fra cui vanno compresi i dirigenti dell'Amministrazione statale), incremento previsto dall'art.1 del decreto legge 10 maggio 1986, n.154, convertito nella legge 11 luglio 1986, n.341, pubblicata nella G.U. n.159 dell'11.7.'86.

I nuovi stipendi hanno effetto, oltre che sulla progressione economica per classi e scatti, sulla tredicesima mensilità, sul trattamento ordinario di quiescenza, normale e privilegiato, sulle indennità di buonuscita e di licenziamento, sull'equo indennizzo, sull'assegno alimentare previsto dall'art.82 del D.P. R. n.3/1957, sulle ritenute previdenziali ed assistenziali e relativi contributi, sul compenso incentivante, sull'assegno temporale mensile nonché sul compenso per lavoro straordinario.

C. - Per il personale non dirigente, ai miglioramenti economici derivanti dal solo adeguamento dell'indennità integrativa speciale, secondo i criteri innanzi esposti.

D. - Alla revisione delle aliquote e delle detrazioni ai fini dell'applicazione dell'Imposta sul reddito delle persone fisiche,

introdotta dal decreto legge 5 marzo 1986, n.57, convertito nella legge 18 aprile 1986, n.121, con effetto complessivo sulla determinazione delle retribuzioni nette.

E. - Alla modifica della ritenuta per assistenza sanitaria, che è stata fissata nella misura dell'1,35 per cento per i redditi inferiori ai 40 milioni ed in quella dello 0,20 per cento, per la parte eccedente i 40 milioni, ai sensi dell'art.31 della legge 28 febbraio 1986, n.41.

Le tabelle 3 e 4 allegate hanno un valore esemplificativo, in quanto contengono, in aggiunta al trattamento economico complessivo lordo e netto, di cui alle precedenti tabelle 1 e 2, anche il trattamento di famiglia, che, in ipotesi, spetterebbe al dipendente, con il carico del coniuge e di due figli di età inferiore ai 18 anni.

A tal riguardo corre l'obbligo di far presente, per ogni opportuna valutazione circa l'utilizzo delle tabelle 3 e 4, che il predetto trattamento di famiglia è legato a talune condizioni di attribuibilità, connesse al godimento di determinati livelli di reddito familiare di qualsiasi natura, assoggettabile alla imposta sul reddito delle persone fisiche o esenti dalla predetta imposta.

Pertanto, le tabelle in questione indicano le quote di aggiunta di famiglia e l'assegno integrativo delle stesse, al lordo ed al netto delle ritenute previdenziali ed assistenziali nonché le ulteriori detrazioni d'imposta per il carico di famiglia, e ciò, nell'assunto che i parametri di reddito familiare stabiliti

per i fini in parola, coincidano con il trattamento complessivo del dipendente capo famiglia ed, inoltre, che quest'ultimo non goda di altre fonti di reddito al di fuori di quelle derivanti dal rapporto di lavoro con l'Amministrazione pubblica di appartenenza.

La materia del trattamento di famiglia è disciplinata dal Decreto legislativo luogotenenziale 21 novembre 1945, n.722 (istitutivo delle quote di aggiunta di famiglia, secondo l'attuale dizione) e dal combinato disposto dell'art.5 del decreto legge 29 gennaio 1983, n.17 (convertito nella legge n.79 del 1983) e dell'art. 2 del decreto legge 17 aprile 1984, n.70 (convertito nella legge n.219 del 1984) e successive modificazioni, fra cui quelle introdotte, da ultimo, dall'art.23 della legge 28 febbraio 1986, n.41, con effetto dal 1° gennaio 1986.

Le modifiche, con specifico riferimento al nucleo familiare che qui interessa (moglie e 2 figli di età inferiore ai 18 anni), riguardano:

- il limite di reddito, stabilito in £. 12.900.000 annue per il nucleo familiare di cui trattasi, da considerare ai fini della corresponsione delle quote di aggiunta di famiglia e dell'assegno integrativo per i figli minori;
- la cessazione delle quote di aggiunta di famiglia per il primo figlio e per i genitori a carico, nel caso in cui il reddito del nucleo familiare superi il limite stabilito (nel caso in esame le £. 12.900.000) e la cessazione totale del trattamento di famiglia (compreso l'assegno integrativo) qualora il suddetto reddito superi il doppio del limite stabilito (nel caso in esame £.25.800.000).

Si trasmettono, altresì, i dati statistici riferiti al 1° gennaio 1985, relativi alla consistenza numerica dei dipendenti statali in attività di servizio, rappresentando che i dati aggiornati al 1° gennaio 1986 sono in corso di elaborazione.

I L M I N I S T R O

F.to Goria

Prospetto n. 1

RAGIONERIA GENERALE DELLO STATO

I.G.O.P. - DIV. 12

Retribuzioni mensili iniziali al 1° luglio 1986

CELIBI

QUALIFICHE	Livello funzioni le-retri- butivo	Stipendio base (a)	Indennità integrati va specia- le (b)	Rateo 13: mensilità (c)	Rateo In- dennità Int. specneo mensilità su 13: mensilità (d)	Rateo In- Assegno tempora- neo mensi- le (e)	Compenso incenti- vante pro- duttività (f)	Totale lordo (g)	Ritenute ass.li e prev.li (h)	Totale al netto ritenute previ- denziali ed assistenziali (i) = (g-h)	Imposta sul reddito (l)	Trattamento economico com- plessivo nett (m) = (i - l)
Dirigente Generale	/	2.753.772	804.626	229.481	63.018	282.530	/	4.133.427	385.907	3.747.520	973.990	2.773.530
Dirigente Superiore	/	2.132.823	801.652	177.735	62.771	282.530	282.530	3.457.511	321.641	3.135.870	766.029	2.369.841
Primo Dirigente	/	1.403.884	789.161	116.990	62.480	185.970	185.970	2.558.485	227.861	2.330.624	492.435	1.838.189
Dirigente Agg. di Div.	VIII	657.708	795.802	54.809	62.283	85.000	85.000	1.655.602	148.687	1.506.915	270.034	1.236.881
Dirigente Sezione, Con- sigliere e Segretario capo	VII	546.666	795.065	45.555	62.222	70.650	70.650	1.520.158	135.543	1.384.615	237.013	1.147.602
Segretario principale	VI	458.333	794.555	38.194	62.179	60.710	60.710	1.413.971	125.118	1.288.853	211.157	1.077.696
Segretario	V	400.000	794.158	33.333	62.146	52.990	52.990	1.342.627	118.208	1.224.419	193.760	1.030.659
Conduttore Superiore	IV	366.666	793.932	30.555	62.127	48.570	48.570	1.301.850	114.260	1.187.590	183.816	1.003.774
Conduttore princ. Coad- juvato	III	332.500	793.592	27.708	62.099	41.950	41.950	1.257.849	110.168	1.147.681	173.041	974.640
Conduttore capo	II	300.000	793.478	25.000	62.089	39.740	39.740	1.220.307	106.364	1.113.943	163.931	950.012

NOTA: Gli emolumenti indicati nelle colonne (e) ed (f), attribuiti a partire dal 1° gennaio 1984, sono corrisposti per soli 11 mesi l'anno e solo per i giorni di effettivo servizio. Inoltre tali emolumenti non sono considerati ai fini pensionistici e della indennità di fine rapporto.

CELIBI

	Livello funzione le-retri- butivo	Stipendio base (a)	Indennità integrati- va specia- le	Rateo 13: mensilità (c)	Rateo In- dennità su 13: mensilità (d)	Rateo In- Assegno tempora- neo mensi- le (e)	Compenso incenti- vante pro- duttività (f)	Totale lordo (g)	Ritenute ass.li e prev.li (h)	Totale al netto ritenute previ- denziali ed assistenziali (i) = (g-h)	Imposta sul reddito (l)	Trattamento economico com- plessivo netto (m) = (i - l)
QUALIFICHE												
Dirigente Generale	III/cl.	3.249.451	804.626	270.788	63.018	282.530	-	4.670.413	437.023	4.233.390	1.143.857	3.089.533
Dirigente Superiore	IV/cl.	2.644.701	801.652	220.391	62.771	-	282.530	4.012.045	374.428	3.637.617	936.623	2.700.994
Primo Dirigente	V/cl.	2.050.021	789.161	170.835	62.480	-	185.970	3.258.467	276.341	2.955.924	704.847	2.251.077
Dirigente Agg. di Div.	VIII/cl.	857.708	795.802	71.473	62.283	-	85.000	1.872.266	171.803	1.700.463	322.292	1.378.171
Dirigente Sezione, Con-	VII/cl.	714.667	795.065	59.555	62.222	-	70.650	1.702.159	154.961	1.547.198	280.910	1.266.288
Dirigente, Segretario												
Capo												
Segretario principale	VI/cl.	568.333	794.555	47.361	62.179	-	60.710	1.533.138	137.833	1.395.305	239.899	1.155.406
Segretario												
Conduttore superiore	V/IV/cl.	497.600	794.158	41.466	62.146	-	52.990	1.448.360	129.489	1.318.871	219.262	1.099.609
Conduttore prin.Coad.	IV/IV/cl.	455.200	793.932	37.933	62.127	-	48.570	1.397.762	124.493	1.273.269	206.949	1.066.320
Commesso capo	III/IV/cl.	413.460	793.592	34.455	62.099	-	41.950	1.345.556	119.526	1.226.030	194.195	1.031.835
Commesso	II/IV/cl.	372.000	793.478	31.000	62.089	-	39.740	1.298.307	114.686	1.183.621	182.744	1.000.877

NOTA : Gli emolumenti indicati nelle colonne (e) ed (f), attribuiti a partire dal 1° gennaio 1984, sono corrisposti per soli 11 mesi l'anno e solo per i giorni di effettivo servizio. Inoltre tali emolumenti non sono considerati ai fini pensionistici e della indennità di fine rapporto.

RAGIONERIA GENERALE DELLO STATO

I.G.O.P. - Div. 12:

Retribuzioni mensili iniziali al 1° luglio 1986

CONIUGATI (1)

	R E T R I B U Z I O N I				L O R D E		RETRIBUZIONE COMPLESSIVA LORDA (f)	RITENUTE PREVIDENZIALI			I . R . P . E . F .			RETRIBUZIONI COMPLESSIVE NETTE o=(f-i-n) (o)
	Totale lordo (con esclusione quote aggiunta di famiglia) (Col.g.Pros.†) (a)	Totale al netto di ritenute previdenziali ed assistenziali (Col.i.Pros.1) (b)	AGGIUNTE DI FAMIGLIA		Sulla retri- zione agg. di fami- glia) (g)	Sulle quote ag- giunte di fami- glia 1,70% (h)		TOTALE (i)	Su retri- zione (con escl. sione agg. di famig.) (l)	Ulterio- ri detra- zioni per cari co di fa- miglia (m)	Importo finale (n)			
			Ordinarie (c)	Maggioraz. Totale (d)								(e)		
U A L I F I C H E E LIVELLI FUNZIONA- RETRIBUTIVI	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(l)	(m)	(n)	(o)	
Dirigente Generale	4.133.427	3.747.520	-	-	-	4.133.427	385.907	-	-385.907	973.990	46.000	927.990	2.819.530	
Dirigente Superiore	3.457.511	3.135.870	-	-	-	3.457.511	321.641	-	-321.641	766.029	46.000	720.029	2.415.841	
Primo Dirigente	2.558.485	2.330.624	-	-	-	2.558.485	227.861	-	-227.861	492.435	46.000	446.435	1.884.189	
Direttore Agg. Div. IV.VIII	1.655.602	1.506.915	39.520	60.000	99.520	1.755.122	148.687	1.691	150.378	270.034	46.000	224.034	1.380.710	
Dir. Sez. - Consi- gliere e Segretario Capo Liv.VII	1.520.158	1.384.615	39.520	60.000	99.520	1.619.678	135.543	1.691	137.234	237.013	46.000	191.013	1.240.331	
Segretario Princi- pale - Segretario Liv. VI	1.413.971	1.288.853	39.520	90.000	129.520	1.543.491	125.118	2.202	127.320	211.157	46.000	165.157	1.251.014	
Assaiutore Superio- re Liv. V	1.342.627	1.224.419	39.520	90.000	129.520	1.472.147	118.208	2.202	120.410	193.760	46.000	147.760	1.203.970	
Assaiutore Princi- pale Coadiutore Liv. IV	1.301.850	1.187.590	39.520	90.000	129.520	1.431.370	114.260	2.202	116.462	183.816	46.000	137.816	1.177.090	
Commesso Capo Liv. III	1.257.849	1.147.681	39.520	90.000	129.520	1.387.369	110.168	2.202	112.370	173.041	46.000	127.041	1.147.950	
Commesso Liv. II	1.220.307	1.113.943	39.520	90.000	129.520	1.349.827	106.364	2.202	108.566	163.931	46.000	117.931	1.123.330	

(1) Si considera il carico familiare del coniuge e di due figli di età inferiore ai 18 anni.

RAGIONERIA GENERALE DELLO STATO

I.G.O.P. - Div. 12:

Retribuzioni mensili con classi stipendiali al 1° luglio 1986

CONIUGATI (1)

U A L I F I C H E LIVELLI FUNZIONALI RETRIBUTIVI	R E T R I B U Z I O N I				L O R D E		RETRIBUZIONE COMPLESSIVA LORDA	RITENUTE PREVIDENZIALI		I. R. P. E. P.			RETRIBUZIONE COMPLESSIVA NETTE o=(f-i-n)
	Totale lordo (con esclusione quote aggiunta di famiglia) (Col. g. Pros. 2) (a)	Totale al netto di ritenute previdenziali ed assistenziali (Col. i. Pros. 2) (b)	AGGIUNTE DI FAMIGLIA		Sulla retri- sione agg. di fami- glia) (g)	Sulle ag- giunte di fami- glia 1,70% (h)		TOTALE (i)	Su retri- buzione (con escluzi- one agg. per cari di famig.) co di fa- miglia (l)	Ulterio- ri detra- zioni co di fa- miglia (m)	Importo finale (n)		
			Ordinarie (c)	Maggioraz (d)								Totale (e)	
Dirigente Generale Classe III	4.670.413	4.233.390	---	---	437.023	---	4.670.413	437.023	1.143.857	46.000	1.097.857	3.135.53	
Dirigente Superiore Classe IV	4.012.045	3.637.617	---	---	374.428	---	4.012.045	374.428	936.623	46.000	890.623	2.746.99	
Primo Dirigente Classe V	3.258.467	2.955.924	---	---	302.543	---	3.258.467	302.543	704.847	46.000	658.847	2.297.07	
Direttore Agg. Div. Liv. VIII/Cl. V	1.872.266	1.700.463	39.520	---	171.803	---	1.911.786	672	322.292	46.000	276.292	1.463.01	
Dir. Sez. - Consigliere e Segretario Capo Liv. VII/Cl. V	1.702.159	1.547.198	39.520	60.000	154.961	---	1.801.679	1.691	280.910	46.000	234.910	1.410.11	
Segretario Principale - Segretario Liv. VI/Cl. IV	1.533.138	1.395.305	39.520	60.000	137.833	---	1.632.658	1.691	239.899	46.000	193.899	1.299.23	
Coadiutore Superiore Liv. V/Cl. IV	1.448.360	1.318.871	39.520	90.000	129.489	---	1.577.880	2.202	219.262	46.000	173.262	1.272.92	
Coadiutore Principale Liv. IV/Cl. IV	1.397.762	1.273.269	39.520	90.000	124.493	---	1.527.282	2.202	206.949	46.000	160.949	1.239.63	
Commissario Capo Liv. III/Cl. IV	1.345.556	1.226.030	39.520	90.000	119.526	---	1.475.076	2.202	194.195	46.000	148.195	1.205.15	
Commissario Liv. II/Cl. IV	1.298.307	1.183.621	39.520	90.000	114.686	---	1.427.827	2.202	182.744	46.000	136.744	1.174.19	

(1) Si considera il carico familiare del coniuge e di due figli di età inferiore ai 18 anni.

CONSISTENZA NUMERICA DEI DIPENDENTI STATALI IN SERVIZIO

AL 1° GENNAIO 1985 (°)

	<u>Personale</u> <u>di ruolo</u>	<u>Personale</u> <u>non di ruolo</u>
1) <u>AMMINISTRAZIONE CENTRALE E</u>		
<u>PERIFERICA</u>	<u>1.620.120</u>	<u>110.823</u>
= CIVILI	<u>1.355.382</u>	<u>110.823</u>
- Ministeri (impiegati ed operai)	320.990 (a) (d)	29.386 (a)
- Altri servizi centrali (Consiglio di Stato, Corte dei conti, Avvocatura Generale dello Stato)	10.589 (b)	-
- Istruzione Pubblica	1.023.803	81.437
a) personale impiegato ed operaio (c)	193.337	15.111
b) personale insegnante	<u>830.466</u>	<u>66.326</u>
= MILITARI (di carriera) . . .	<u>264.738</u> (d)	-
2) <u>ALTRI ORGANISMI FACENTI PARTE</u>		
<u>DELL'AMMINISTRAZIONE PUBBLICA</u>	<u>483.400</u>	<u> </u>
= Aziende autonome: - PP.TT	223.221	=
- MONOPOLI	15.692	=
- A.N.A.S.	12.836	=
- TELEFONI	12.543	=
- FF.SS.	216.425	=
- Az. VOLO	2.683	=

(°) Unità aventi un rapporto di lavoro continuativo con lo Stato.

(a) Sono esclusi gli impiegati, gli operai ed il personale con ordinamento particolare dipendenti dal Ministero della Pubblica Istruzione e sono comprese 1.676 unità degli Enti disciolti, assegnate alle Amministrazioni dello Stato ai sensi dell'art. 24-quinquies della legge 29.2.1980, n. 33.

(b) Son compresi anche i magistrati ordinari (6.686 unità).

(c) E' compreso il personale con ordinamento particolare dipendente dal Ministero della Pubblica Istruzione.

(d) Il Corpo della Polizia di Stato, il Corpo forestale ed i Vigili del fuoco sono compresi nella voce "MINISTERI".

PERSONALE AMMINISTRATIVO DI RUOLO DELLA BUROCRAZIA (Ministeri)
DISTINTO PER QUALIFICHE TIPICHE - AL 1° GENNAIO 1985 (°)

CARRIERA DIRETTIVA

<u>Qualifiche</u>	<u>Unità in servizio</u>
<u>Dirigenziali</u>	
Ambasciatore	26
Prefetto ed equiparato	125
Dirigente generale	447
Dirigente superiore	1.899
Primo dirigente	<u>2.774</u>
Totale	<u>5.271</u>

Ad esaurimento

Ispettore generale	1.477
Direttore di divisione	<u>4.524</u>
Totale	<u>6.001</u>

QUALIFICHE TIPICHE INQUADRATE NEI LIVELLI

- <u>Ottava qualifica funzionale e 8[^] bis</u>	<u>12.167</u> (+)
Direttore aggiunto di divisione	
Direttore di sezione	(a)
Impiegati carriera di concetto speciale	
- <u>Settima qualifica funzionale</u>	<u>20.701</u>
Direttore di sezione	
Consigliere	
Segretario principale	(a)
Segretario capo	
Impiegati carriera di concetto speciale	

.....

(°) Per il Ministero della Pubblica Istruzione (193.329 unità) sono stati considerati solo i dati relativi all'Amministrazione Centrale e periferica (9.847 unità) ed ai soli dirigenti e qualifiche ad esaurimento dell'Amministrazione Universitaria (184 unità). Non è stato considerato il personale della "Polizia di Stato" (dirigenti compresi).

(a) Non è possibile indicare la suddivisione delle unità per qualifica di provenienza, in quanto a partire dalla rilevazione al 1° gennaio 1984 non è stata più predisposta la relativa tabella statistica.

(+) Comprese 459 unità di 8[^] qualifica bis, in servizio presso il Ministero dell'Interno.

QUALIFICHE TIPICHE INQUADRATE NEI LIVELLI

- <u>Sesta qualifica funzionale</u>	<u>35.826</u>
Segretario principale	
Segretario	(a)
Capo operaio con par. 230	
Carriera esecutiva atipica	
- <u>Quinta qualifica funzionale</u>	<u>31.291</u>
Coadiutore superiore	
Coadiutore principale	
Capo operaio	(a)
Operaio specializzato	
Carriera esecutiva atipica	
- <u>Quarta qualifica funzionale</u>	<u>50.857</u>
Coadiutore principale	
Coadiutore	
Operaio specializzato	
Operaio qualificato	(a)
Tecnico e Tecnico Capo dei fari	
Guardia e Capo guardia di Sanità	
Carriera ausiliaria atipica	
- <u>Terza qualifica funzionale</u>	<u>41.058</u>
Commesso capo	
Commesso	
Operaio qualificato	(a)
Operaio comune	
Carriera ausiliaria atipica	
- <u>Seconda qualifica funzionale</u>	<u>13.143 (b)</u>
Commesso	(a)
Operaio comune	
- <u>Personale degli Enti disciolti</u>	<u>2.995 (c)</u>

(a) Confrontare corrispondente nota a pagina precedente.

(b) Di cui 6 unità in servizio presso il Ministero delle finanze di prima qualifica funzionale.

(c) Di cui 1.319 unità, già degli Enti ENPI e ANCC, inquadrato nel Ministero della Sanità.

QUALIFICHE ATIPICHE (non inquadrato nei livelli)

- Direttore, Direttore di sezione, Sperimentatori, Istituti di ricerca e sperimentazione agraria, Direttori e sperimentatori degli Istituti di sperimentazione talassografica (Ministero Agricoltura)	405
- Direttori e Sperimentatori delle Stazioni Sperimentali per l'industria (Ministero Industria)	40
- Commissari di leva	40
- Dirigenti di ricerca e Ricercatori (Min. Sanità)	298
- Ispettori tecnici periferici (Ministero Pubblica Istruzione)	<u>363</u>
Totale	<u><u>1.146</u></u>

Personale impiegatizio di ruolo del Ministero della Pubblica Istruzione
(escluso quello dell'Amministrazione centrale e periferica) per livello retributivo

T I P O di Istruzione	2° livello	3° livello	4° livello (a)	5° livello (b)	6° livello (b)	7° livello	8° livello	TOTALE
Materie, elementari e secondaria: 1° e 2° grado	1.432	76.810	50.329	11.760	285	-	-	140.616
Acc.BB.AA., Conser- vatori di musica ed Accademie nazionali	-	966	333	40	12	14	42	1.401
Amministrazione univ versitaria	1.236	2.056	9.869	5.981	11.175	6.356	4.602	41.275
TOTALE	2.668	79.832	60.531	17.781	11.472	6.370	4.644	183.298

(a) Sono comprese anche le unità con "quarta qualifica ad esaurimento".

(b) Per il personale dell'Amministrazione universitaria è previsto un diverso stipendio annuo lordo.

(c) Oltre a 80 dirigenti (43 dirigenti superiori e 37 primi dirigenti) e 104 unità con qualifica di Ispettore generale ad esaurimento, già compreso tra il personale burocrate dei Ministeri.

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ARRIVÉE	IX.B.REM
- 2 - 09 - 1986	

**PERMANENTE VERTEGENWOORDIGING
VAN HET KONINKRIJK DER NEDERLANDEN
BIJ DE EUROPESE GEMEENSCHAPPEN**

No. 7156

1 - 9 - 1986						
Dest.	1	2	3	A	E	G

1040-Brussel, 26 augustus 1986
Kunstlaan 46
Tel. 513.77.75

Aan : Commissie van de Europese
Gemeenschappen
Directoraat-Generaal IX
Personeelszaken en algemeen
beheer
Wetstraat 200
1049 Brussel

Onderwerp: Jaarlijks rapport bezoldigingspeil Europese ambtenaren

Onder verwijzing naar uw brief nr. 3281 d.d. 11 juli 1986 zend ik U bijgaand de salarisopgave van de Nederlandse rijksambtenaren per 30 juni 1986.

Ten behoeve van de administratie in Brussel en van het Bureau voor de Statistiek van de Europese Gemeenschappen gaat hierbij tevens een overzicht van de verdeling van het bij de ministeries werkzame rijkspersoneel over de voor onze salarisopgave relevante salarisschalen, alsmede een opgave van de aantallen ambtenaren ingedeeld volgens de bij de Gemeenschappen bestaande categorieën, alles naar de stand per 1 januari 1986 (voor zover mogelijk).

In algemene zin zij over de cijfers per 30 juni 1986 ter toelichting nog het volgende opgemerkt:

De stijging van het netto-inkomen is voornamelijk het gevolg geweest van belasting- en premieverlaging alsmede van een vermindering van de zgn. inhouding. Tevens is de premie-vrije voet voor de pensioenbijdrage verhoogd en hebben de kinderbijslag-bedragen een minieme stijging ondergaan. Dit laatste verklaart de geringe verhoging van de bruto-bedragen voor de gehuwden in Bijlage I.

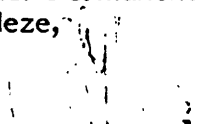
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DR	3487
FR	

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Tenslotte werd door mij bijgevoegd een ingevulde lijst met vragen op het gebied van de arbeidsduur, de vakantieregeling en de pensioengerechtigde leeftijd bij de centrale overheid.

De Wnd. Permanent Vertegenwoordiger,
voor deze,


Drs. R.P.J. de Koning
Financieel Attaché

PAYS-BAS

BIJLAGE I

Rémunération d'un fonctionnaire (montant mensuel en florins)
 Situation: 30-6-1986

Cat.	No. de l'échelle des traitements	Célibataire.						Marié, 2 enfants (6 - 11 ans)					
		MONTANT BRUT		MONTANT NET		MONTANT BRUT		MONTANT NET		MONTANT BRUT		MONTANT NET	
		min.	max.	min.	max.	min.	max.	min.	max.	min.	max.	min.	max.
A	153	8.895,62	11.042,40	4.575,22	5.275,70	9.151,53	11.298,30	5.133,32	5.864,70	9.151,53	11.298,30	5.133,32	5.864,70
	150	6.985,35	8.658,05	3.806,26	4.493,54	7.241,25	8.913,95	4.566,56	5.033,64	7.241,25	8.913,95	4.566,56	5.033,64
	130	5.057,87	6.475,80	3.029,07	3.573,72	5.313,78	6.731,70	3.506,17	4.059,12	5.313,78	6.731,70	3.506,17	4.059,12
B	114	4.318,28	5.612,57	2.740,05	3.226,18	4.574,18	5.868,48	3.170,85	3.737,55	4.574,18	5.868,48	3.170,85	3.737,55
	89	3.435,70	4.405,35	2.319,65	2.781,14	3.691,60	4.661,25	2.752,28	3.211,74	3.691,60	4.661,25	2.752,28	3.211,74
	57	2.609,39	3.516,32	1.909,32	2.357,51	2.865,29	3.772,23	2.305,63	2.794,18	2.865,29	3.772,23	2.305,63	2.794,18
C	45	2.376,39	3.351,85	1.776,60	2.278,69	2.632,29	3.607,75	2.157,21	2.707,36	2.632,29	3.607,75	2.157,21	2.707,36
	32	2.332,39	3.182,00	1.754,18	2.197,96	2.588,29	3.437,90	2.131,99	2.618,21	2.588,29	3.437,90	2.131,99	2.618,21
	18	2.286,39	3.015,37	1.731,45	2.119,31	2.542,29	3.271,28	2.106,66	2.531,14	2.542,29	3.271,28	2.106,66	2.531,14
D	18	2.286,39	3.015,37	1.731,45	2.119,31	2.542,29	3.271,28	2.106,66	2.531,14	2.542,29	3.271,28	2.106,66	2.531,14
	1	2.151,39	2.537,39	1.663,79	1.867,93	2.407,29	2.793,29	2.031,71	2.259,54	2.407,29	2.793,29	2.031,71	2.259,54

1 243 1

x : les montants max. ne représentent que ceux après l'allongement de l'échelle

DGOP/OPZ/IZ
 mr. R.J.E. Jungschlager

(8645)

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Effectif des personnels d'Administration Centrale (Ministères)

PAYS-BAS

Situation 1-1-1985 xx

Catégorie	No. de l'échelle des traitements	Nombre de total par échelle 1985	Total général par catégorie
A	153 (17) 150 (14) 130 (11)	262 1961 6563	15396
B	114 (10) 89 (8) 57 (6)	7557 9556 17852	63034
C	45 (5) 32 (4) 18 (3)	19932 20051 12039 x	C+D : 72411
D	18 (3) 1 (1)	12039 x 1888	

x Le groupe de l'échelle 2 (nombre 24078) est divisé par deux catégories conformément à l'avis du groupe de l'article 65 du Statut. Total C + D est corrigé.

xx Situation 1-1-1986 n'est pas encore disponible à ce stade.

BIJLAGE II

Vragenlijst betreffende de arbeidsduur, het verlof en de pensioen-
gerechtigde leeftijd bij de centrale overheid van de Lid-Staten (1)

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RUBRIEKEN	STAND JULI 1985	STAND JULI 1986
I. Wekelijkse arbeidsduur (in uren)	40 uur	40 uur (38, zie bijlage II, sub c)
Zijn er verschillen op grond van :		
a) de leeftijd	37½ uur (v.a. 60 jaar)	37½ uur (v.a. 60 jaar)
b) het geslacht	-	-
c) de rang	-	-
d) het aantal dienstjaren	-	-
II. Aantal verlofdagen per jaar	23 of 24 dagen (zie c) zie ook bijlage II, sub c	23 of 24 dagen (zie c) zie ook bijlage II, sub c
Zijn er verschillen op grond van :		
a) de leeftijd	zie bijlage II, sub a	zie bijlage II, sub a
b) het geslacht	-	-
c) de rang	zie bijlage II, sub b	zie bijlage II, sub b
d) het aantal dienstjaren	-	-

(1) De gevraagde gegevens hebben uitsluitend betrekking op de ambtenaren bij de verschillende ministeries (Centrale overheid).

RUBRIEKEN	STAND JULI 1985	STAND JULI 1986
<p>III. Aantal feestdagen per jaar (wettelijk, in CAO's, in reglementen, enz. vastgelegd)</p> <p>Wordt een feestdag gecompenseerd als deze op een zaterdag of zondag valt?</p>	<p>9</p> <p>neen</p>	<p>9</p> <p>neen</p>
<p>IV. Pensionering :</p> <p>A. Normale pensioengerechtigde leeftijd</p> <p>Zijn er verschillen op grond van :</p> <p>a) de leeftijd</p> <p>b) het geslacht</p> <p>c) de rang</p> <p>d) het aantal dienstjaren</p>	<p>65 jaar</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>	<p>65 jaar</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>
<p>B. Mogelijkheid tot vervroegde uittreding</p> <p>% ja, op welke leeftijd</p> <p>Zijn er verschillen op grond van :</p> <p>a) de leeftijd</p> <p>b) het geslacht</p> <p>c) de rang</p> <p>d) het aantal dienstjaren</p>	<p>ja^x</p> <p>61 jaar xx</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>	<p>ja^x</p> <p>61 jaar xx</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>

x) Sinds 1 juli 1984 bestaat er de mogelijkheid vrijwillig vervroegd uit te treden met recht op uitkering, indien men een diensttijd heeft van 40 jaren.

xx) Tenminste 10 dienstjaren direct voorafgaand aan datum ontslag.

a) De duur van het vakantieverlof wordt verhoogd bij een leeftijd van:

18 jaar en jonger: met 3 dienstdagen
19 jaar : met 2 dienstdagen
20 jaar : met 1 dienstdag
30 t/m 39 jaar : met 1 dienstdag
40 t/m 44 jaar : met 2 dienstdagen
45 t/m 49 jaar : met 3 dienstdagen
50 t/m 54 jaar : met 4 dienstdagen
55 t/m 59 jaar : met 5 dienstdagen
60 jaar en ouder : met 6 dienstdagen

b) De duur van de vakantie is afhankelijk van de wedde volgens de hierna volgende tabel, waarin onder schaal, onderscheidenlijk maximumsalaris, wordt verstaan: salarisschaal van Bijlage (AI)B van het Bezoldigingsbesluit Burgerlijke Rijksambtenaren 1984, onderscheidenlijk maximumsalaris in de zin van evengenoemd besluit:

Wedde	duur van de vakantie
a) lager dan het maximumsalaris van de schaal (103)9	23 dagen
b) gelijk of hoger dan het maximumsalaris van schaal (103)9	24 dagen

c. Met ingang van 1 januari 1984 heeft iedere ambtenaar $(3)+(2)=5$ zgn. roostervrije dagen toegekend gekregen, die tot nadere aankondiging op dezelfde wijze opgenomen kunnen worden als de normale verlofdagen, doch die niet tot verlof gerekend worden. Deze dagen zijn bestemd om t.z.t. gebruikt te worden voor een eventuele arbeidstijdverkorting. Tot en met 31-7-1985 is deze regeling gecontinueerd, doch per 1-8-1985 is het voor arbeidstijdverkorting beschikbare aantal dagen per jaar gesteld op 12. Daarbij zijn aan de opname daarvan beperkende voorwaarden gesteld.

De beperkte keuze-mogelijkheden zijn:

De overeengekomen voorwaarden en gemaakte afspraken beperken in feite de keuzemogelijkheid voor de 5%-arbeidsduurverkorting tot de volgende varianten:

- Meerjaren variant, life-time variant

In deze varianten wordt de arbeidsduurverkorting van 5% vertaald naar een vorm waarbij eens per een aantal jaren een langere verlofperiode wordt gerealiseerd.

- De jaarvariant

In deze variant is in feite sprake van handhaving van de 40-urige werkweek. Er ontstaat zo per volledig gewerkte week recht op 2 uur compensatie. Op jaarbasis, uitgaande van gemiddeld 229 (kalenderdagen minus weekeinden, vakanties en officieel erkende feestdagen) werkdagen, betekent dat een aanspraak op 11,5 dagen. Deze dagen zijn in principe niet vrij opneembaar, maar na overleg door het bevoegde gezag vast te stellen.

De jaarvariant is bij uitstek geschikt voor functi waarin sprake is van pieken en dalen in de werkbelasting op jaarbasis. Gedacht kan daarbij worden aan bijvoorbeeld staffuncties.

- De maandvariant

Ook in deze variant is in feite sprake van een handhaving van de 40-urige werkweek. Ter compensatie van teveel gewerkte uren wordt om de week een vrij dagdeel (morgen of middag) dan wel eens per 4 weken een gehele vrije dag ingeroosterd. Tijdens de vakantie wordt geen recht op "roostervrij" opgebouwd. Derhalve is geen aanpassing van vakantierechten noodzakelijk.

- De weekvariant

In deze variant is er sprake van verkorting van de werkweek tot 38 uur. Aangezien echter wordt vastgehouden aan een 8-urige werkdag zal iedere week 2 uur compensatie moeten plaatsvinden. Toepassing van deze variant betekent dat de vakantierechten uitgedrukt moeten worden in uren (aantal vakantiedagen x 7,6 uur).

Samenvattend is er over 1985 dus sprake van zeven maanden op basis van 5 dagen 's jaars ($7/12 \times 5 = 3$) en vijf maanden op basis van 12 dagen 's jaars ($5/12 \times 12 = 5$), totaal 8 dagen over 1985. Over 1986 is er sprake van 12 dagen.



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1040 Brussel

Belliardstraat 62 - Tel. 230.99.00

Permanente Vertegenwoordiging van België
bij de Europese Gemeenschappen

N° CISHIC/91/920/2327

Bijlagen : 3

EUROSTAT							
DG	AD	AS	A	B	C	D	E
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ATT.							
INF.		ACT.			COPY		

Geachte Heer,

BETREFT : Bezoldiging van de Belgische ambtenaren
per 1 juli 1986.

Ik heb de eer U, in bijlage, de volgende
documenten toe te zenden :

- 1° De maandelijkse bezoldiging van sommige type-graden
van het Openbaar Ambt per 1 juli 1986 (bijl. 1) ;
- 2° Een beknopt overzicht van de bezoldigingselementen
van het personeel der ministeries (1 Nederlandsta-
lig en 1 Franstalig exemplaar als bijlage 2) ;
- 3° De aangevulde vragenlijst betreffende de evolutie
van de arbeidsduur van de Belgische ambtenaren per
1 juli 1986 (bijl. 3).

De brochure "Overzicht van de personeels-
sterkte in de overheidssector op 30 juli 1985" zal
U worden overgemaakt zodra de afwerking ervan voltooid
is.

Ik wens U goede ontvangst van bovengenoemde
documenten.

Met bijzondere hoogachting,

DE PERMANENT VERTEGENWOORDIGER

De Heer K. LÖNING
OFFICE STATISTIQUE DES COMMUNAUTES
EUROPEENNES
BP 1907
Division E2
LUXEMBOURG

P. NOTERDAEME

i.o.

Maandelijks bezoldiging van sommige type-graden van het Openbaar Ambt op 1 juli 1986 (*)
 Rétributions mensuelles de certains grades-type de la Fonction publique au 1er juillet 1986 (*)

I. ONGEHUWD PERSONEELSLEDIG - AGENT NON MARIE

Graden Grades	Wedde- schaal	Bruto- wedde	Afhoudingen Retenues		Standplaats- haardtoela- ge	Vakantie- geld	Eindejaars- toelage	Belastbaar bedrag	Belasting	Netto-wedde Trait. net (h-i+kinder- bijslag/ all.fam. tabel II/ tableau II (7)(8)
			K.W.W. + Z.I.V. C.V.O. + A.M.I. 7,50%+2,55% = 10.05%	Sol. bij- drage Cotisa- tion de sol. (4)						
a.	Echel- le de traite- ment	(1)	c.	d.	e.	f.	g.	h.	i.	j.
NIVEAU 1						(5)	(6)			(7)(8)
Directeur-gene-Min. a.a.l	16/1	132.774	13.344	3.585	--	2.720	3.986	122.551	49.254	72.622
Directeur-géné-Max. a.a.l	16/1	175.411	17.628	4.736	--	3.095	5.052	161.194	70.842	89.677
Directeur/adv- <u>Min.</u> a.a.l	13/2	79.112	7.950	2.136	--	2.248	2.645	73.919	24.582	48.662
Directeur/Con - <u>Max.</u> a.a.l	13/2	121.749	12.236	3.287	--	2.623	3.711	112.560	43.997	67.888
Bestuurssecre- <u>Min.</u> a.a.l	10/1	58.698	5.899	528	--	2.069	2.134	56.474	16.499	39.300
Secrétaire Max.	10/1	91.903	9.236	2.481	--	2.361	2.965	85.512	30.085	54.752
Administrateur Max.	10/S	94.097	9.456	2.541	--	2.380	3.019	87.499	31.044	55.780

(*) Hiermede wordt bedoeld een twaalfde van de jaarlijkse wedde met inbegrip van alle toelagen, kinderbijlagen, ... ; berekend aan de index van 1 juli 1986 (zie ook de bemerking (1)).

Il s'agit d'un douzième du traitement annuel y compris toutes les allocations, r'locations familiales et autres ; calculés sur base de l'index du 1er juillet 1986 (voir aussi la remarque (1)).

I. ONGEHUWD PERSONEELSLED - AGENT NON MARIE

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.
<u>NIVEAU 2</u>										
Bestuurschef	24/1	50.300	5.055	--	581	2.000	1.939	49.765	13.438	35.652
<u>Min.</u>										
<u>Max.</u>	24/1	76.657	7.704	2.070	--	2.227	2.583	71.693	23.539	47.479
Onderbureau- chef	22/4	43.194	4.340	--	1.162	1.932	1.775	43.723	10.789	32.259
<u>Min.</u>										
<u>Max.</u>	22/4	67.743	6.807	813	--	2.148	2.360	64.631	20.245	43.711
Opsteller	20/1	36.272	3.645	--	1.162	1.882	1.602	37.273	8.065	28.533
<u>Min.</u>										
<u>Max.</u>	20/1	59.990	6.029	540	--	2.080	2.166	57.667	17.063	39.929
Rédacteur	21/1	62.833	6.314	754	--	2.105	2.237	60.107	18.191	41.241
<u>NIVEAU 3</u>										
Hoofdklerk	34/1	39.318	3.951	--	1.162	1.909	1.678	40.116	9.264	30.177
<u>Min.</u>										
<u>Max.</u>	34/1	54.693	5.496	--	--	2.033	2.034	53.264	15.049	37.540
Eerste klerk	32/1	34.093	3.425	--	1.162	1.863	1.548	35.241	7.256	27.310
<u>Min.</u>										
<u>Max.</u>	32/1	47.200	4.744	--	581	1.973	1.861	46.871	12.127	34.069
Commis princi- pal	30/1	33.208 (2)	3.337	--	1.162	1.855	1.525	34.413	6.939	26.799
<u>Min.</u>										
<u>Max.</u>	30/1	33.243 (3)	3.341	--	1.162	1.855	1.526	34.445	6.939	26.831
Klerk	30/1	45.907	4.614	--	581	1.961	1.828	45.663	11.607	33.381
<u>Min.</u>										
<u>Max.</u>										

I. ONGEHUWD PERSONEELSLED - AGENT NON MARIE

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.
<u>NIVEAU 4</u>										
Hoofdbeambte <u>Min.</u>	44/1	38.266	3.845	--	1.162	1.899	1.652	39.135	8.855	29.605
Agent en chef <u>Max.</u>	44/1	44.917	4.513	--	581	1.953	1.804	44.742	11.235	32.832
Hoofdkamerbe- <u>Min.</u>	42/3	34.751	3.492	--	1.162	1.868	1.564	35.853	7.502	27.676
waarder										
Chef huissier										
E.a.hoofdkamer- <u>Max.</u>	42/3	40.869	4.107	--	1.162	1.922	1.717	41.563	9.859	31.029
Chef huissier										
principal <u>Max.</u>	43/5	42.548	4.276	--	1.162	1.937	1.759	43.130	10.528	31.927
Bode-kamerbe- <u>Min.</u>	40/2	32.063	3.222	--	1.286	1.845	1.498	33.470	6.552	26.243
waarder		(2)								
Messenger-huissier		33.243(3)	3.340	--	1.162	1.855	1.526	34.445	6.939	26.831
E.a.bode-kamer- <u>Max.</u>	40/2	36.734	3.692	--	1.162	1.886	1.614	37.704	8.241	28.788
bewaarder										
Messenger-huis- <u>Max.</u>	41/2	38.930	3.912	--	1.162	1.905	1.669	39.754	9.115	29.964
sier principal										

II. GEHUWD PERSONEELSLED (2 KINDEREN OUDER DAN 16 JAAR - 3 PERSONEN TEN LASTE).
 II. AGENT MARIE (2 ENFANTS DE PLUS DE 16 ANS - 3 PERSONNES A CHARGE).

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.
<u>NIVEAU 1</u>										
Directeur-gene- raal	16/1	132.774	13.344	3.585	--	2.720	3.986	122.551	46.781	84.119
Directeur gén- éral	16/1	175.411	17.628	4.736	--	3.095	5.052	161.194	68.370	101.173
Directeur/adv- iseur	13/2	79.112	7.950	2.136	--	2.248	2.645	73.919	21.609	60.659
Directeur/con- seiller	13/2	121.749	12.236	3.287	--	2.623	3.711	112.560	41.525	79.384
Bestuurssecre- taris	10/1	58.698	5.899	528	--	2.069	2.134	56.474	13.527	51.296
Secrétaire d'administra- tion	10/1 10/S	91.903 94.097	9.236 9.456	2.481 2.541	-- --	2.361 2.380	2.965 3.019	85.512 87.499	27.113 28.072	66.748 67.776
<u>NIVEAU 2</u>										
Bestuurschef Chef adminis- tratif	24/1 24/1	50.300 76.657	5.055 7.704	-- 2.070	1.162 --	2.005 2.227	1.953 2.583	50.365 71.693	10.748 20.567	47.966 59.475
Onderbureau- chef	22/4	43.194	4.340	--	2.324	1.953	1.804	44.935	8.337	44.947
Sous-chef de bureau	22/4	67.743	6.807	813	--	2.148	2.360	64.631	17.273	55.707
Opsteller Rédacteur	20/1 20/1 21/1	36.272 59.990 62.833	3.645 6.029 6.314	-- 540 754	2.324 -- --	1.892 2.080 2.105	1.631 2.166 2.237	38.474 57.667 60.107	5.596 14.091 15.219	41.227 51.925 53.237

VERWIJZINGSTABEL 1986

- (1) Ingevolge de bepalingen van het K.B. nr. 11 van 26 februari 1982 houdende bepaalde tijdelijke wijzigingen in de regeling inzake de koppeling van de lonen en bezoldigingen aan het indexcijfer van de consumptieprijzen van het Rijk, verlengd door het K.B. nr. 180 van 30 december 1982 houdende bepaalde maatregelen inzake loonmatiging, waarbij de aanpassing van de bezoldigingen aan het indexcijfer van de consumptieprijzen beperkt bleef tot dat deel van het loon dat het gewaarborgd maandloon niet overschreed, worden de jaarwedden op 1 juli 1986 berekend aan de hand van de volgende formule :
- ((wedde op jaarbasis x index op 1.1.1982) + som van de forfaitaire bedragen van de beperkte indexering) x normale indexering
of
((wedde aan 100 % x 2,2522) + 34.836 fr.) x 1,0824
- (2) Minimum van de betrokken weddeschaal, voor minderjarige personeelsleden minder dan 21 jaar.
- (3) Gewaarborgd minimum voor personeelsleden van 21 jaar en ouder (K.B. van 29 juni 1973).
- (4) In uitvoering van de bepalingen van het K.B. nr. 278 van 30 maart 1984 houdende bepaalde maatregelen inzake loonmatiging (B.S. van 7 april 1984), zijn de grensbedragen voor de berekening van de solidariteitsbijdrage niet aangepast in 1986, en blijven gekoppeld aan het indexcijfer der consumptieprijzen op 1 oktober 1985.
- (5) Het vakantiegeld dient als volgt te worden berekend :
- een vast gedeelte van 21.195,16 fr.
 - een wijzigbaar gedeelte dat 1 % bedraagt van de bruto-jaarwedde (eventueel vermeerderd met de hard- of standplaatstoelage), welke is uitbetaald voor de maand maart 1986.
- Het forfaitair en het variabel gedeelte van het vakantiegeld zijn aan een inhouding van 12,07 % onderworpen.
- (6) De eindejaarstoelage voor 1986 is nog niet vastgesteld, maar wordt hier voorlopig berekend zoals in 1985 :
- een forfaitair gedeelte van 8.000 fr.
 - een wijzigbaar gedeelte dat 2,5 % bedraagt van de jaarlijkse bruto-bezoldiging (eventueel verhoogd met de hard- of standplaatstoelage), verschuldigd voor de maand oktober 1986 (onder de hypothese dat er geen aanpassing van de lonen aan het indexcijfer van de consumptieprijzen volgt vóór 1 oktober 1986).

(7) Vanaf 1 januari 1985 wordt maandelijks een forfaitair bedrag van 675 fr. afgehouden van de nettowedde van de alleenstaanden en van één der echtgenoten van gezinnen zonder kinderen (K.B. nr. 227 van 9 december 1983 tot instelling voor de loon- en weddetrekkenden van de openbare en van de privé-sector, van een bijzondere bijdrage ten laste van de alleenstaanden en van de gezinnen zonder kinderen - B.S. van 16 december 1983, gewijzigd bij K.B. nr. 282 van 31 maart 1984 - B.S. van 19 april 1984 en K.B. nr. 405 van 18 april 1986 - B.S. van 6 mei 1986).

(8) Rekening houdend met de aanpassing van de bedragen van de kinderbijslagen aan het indexcijfer der consumptieprijzen op 1 oktober 1985, wordt uit hoofde van de verkregen kinderbijslag, het geïndexeerd bedrag van 8.349 fr. toegevoegd aan de netto-wedde van de gehuwde personeelsleden met 2 kinderen ouder dan 16 jaar.

Dit bedrag wordt als volgt bekomen :

a) de kinderbijslag voor het eerste kind :	3.340
b) de kinderbijslag voor het tweede kind :	5.384
	<hr/>
	8.724

c) de tijdelijke vermindering van de kinderbijslag met een forfaitair bedrag van 375 fr. per gezin (K.B. nr. 228 van 9 december 1983 - B.S. van 16 december 1983, gewijzigd bij K.B. nr. 282 van 31 maart 1984 - B.S. van 13 april 1984).

TABLEAU DE REFERENCE 1986

- (1) Suivant les dispositions de l'A.R. n° 11 du 26 février 1982 portant certaines modifications temporaires au règles relatives à la liaison des salaires et des rémunérations à l'indice des prix à la consommation du Royaume prolongées par l'A.R. n° 180 du 30 décembre 1982 portant certaines mesures en matière de modération des rémunérations, où l'adaptation des rémunérations à l'indice des prix à la consommation se limitait à la partie du traitement qui ne dépasse pas le montant de la rémunération mensuelle garantie. Ces traitements annuels au 1er juillet 1986 sont calculés sur la base de la formule suivante :

((traitement annuel de base x index au 1.1.1982) + somme des montants forfaitaires dû à l'indexation limitée) x indexation normale.

ou ((traitement à 100 % x 2,2522) + 34.386 fr.) x 1,0824

- (2) Minimum de léchelle de traitements considérée pour les membres du personnel mineurs de moins de 21 ans.
- (3) Minimum garanti pour les membres du personel de 21 ans et plus (A.R. du 29 juin 1973).
- (4) En exécution des dispositions de l'A.R. n° 278 du 30 mars 1984 portant certaines mesures concernant la modération salariale (M.B. du 7 avril 1984) les montants- limites pour le calcul de la cotisation de solidarité ne sont pas ajustés en 1986 , et restent liés à l'indice des prix à la consommation au 1er octobre 1985.
- (5) Le pécule de vacances s'établit comme suit :
- une partie fixe de 21.195, 16 F
 - une partie variable constituée d'1 % du traitement annuel brut (augmenté éventuellement de l'allocation de foyer ou de résidence) qui a servi de base au calcul du traitement du mois de mars 1986.
- La partie forfaitaire et la partie variable du pécule de vacances sont amputées par une retenue de 12,07 %
- (6) L'allocation de fin d'année pour 1986, non encore déterminée est calculée provisoirement comme en 1985 :
- une partie forfaitaire de 8.000 F
 - une partie variable de 25 % du traitement annuel brut (éventuellement augmenté de l'allocation de foyer ou de résidence) qui sert de base au calcul du traitement du mois d'octobre 1986 (dans l'hypothèse où il n'y a aucune adaptation des rémunérations à l'indice des prix à la consommation avant le 1er octobre 1986.

- (7) A partir du 1er janvier 1985, un montant forfaitaire de 675 F est retenu sur le traitement net des isolés et d'un époux des familles sans enfants (A.R. n° 227 du 9 décembre 1983), fixant pour les appointés et salariés du secteur public et privé, une cotisation spéciale à charge des isolés et des familles sans enfants. - M.B. du 16 décembre 1983, modifié par l'A.R. n° 282 du 31 mars 1984 - M.B. du 19 avril 1984 et l'A.R. n° 405 du 18 avril 1986 - M.B. du 6 mai 1986).
- (8) Compte tenu de l'adaptation des montants des allocations familiales à l'indice des prix à la consommation au 1er octobre 1985, le montant indexé du 8.349 frs est, du chef des allocations familiales reçues joint au traitement net des membres du personnel mariés ayant 2 enfants âgés de plus de 16 ans.

Ce montant est obtenu comme suit :

- | | |
|---|--------------|
| a) Allocation familiale pour le 1er enfant : | 3.340 |
| b) Allocation familiale pour le 2ème enfant : | <u>5.384</u> |
| | 8.724 |
- c) Diminution temporaire des allocations familiales d'un montant forfaitaire de 375 frs par famille (l'A.R. n° 228 du 9 décembre 1983 - M.B. du 16 décembre 1983, modifié par l'A.R. n° 282 du 31 mars 1984 - M.B. du 13 avril 1984).

Questionnaire concernant la durée du travail, les congés et
l'âge de départ à la retraite dans les administrations centrales
des Etats membres (1)

RUBRIQUES	SITUATION JUILLET 1985	SITUATION JUILLET 1986
I. Durée hebdomadaire du travail (en heures) 38 h Indiquez s'il y a des différences en fonction de : a) l'âge non b) du sexe non c) du grade non d) du nombre d'années de service non	idem	idem
II. Nombre de jours de congé par an 20 à 27 Indiquez s'il y a des différences en fonction de : a) l'âge oui (2) b) du sexe non c) du grade non d) du nombre d'années de service non	idem	idem

(1) Les renseignements demandés ne concernent que les fonctionnaires travaillant dans les différents Ministères (Administration centrales).

(2) moins de 45 ans : 20 jours ouvrables
 de 45 à 49 ans : 21 jours ouvrables
 à partir de 50 ans : 22 jours ouvrables
 à 60 ans : 23 jours ouvrables
 à 61 ans : 24 jours ouvrables
 à 62 ans : 25 jours ouvrables
 à 63 ans : 26 jours ouvrables
 à 64 ans : 27 jours ouvrables.

RUBRIQUES	SITUATION JUILLET 1985	SITUATION JUILLET 1986
<p>III. Nombre de jours fériés par an (légaux, conventionnels, réglementaires, etc.) 13, 1/2</p> <p>Indiquez s'il y a compensation quand le jour férié tombe un samedi ou un dimanche oui</p>	idem	idem
<p>IV. Retraite :</p> <p>A. Age normal de départ à la retraite</p> <p>Indiquez s'il y a des différences en fonction de :</p> <p>a) l'âge</p> <p>b) du sexe</p> <p>c) du grade</p> <p>d) du nombre d'années de service</p>	à demander au Secrétaire d'Etat aux Pensions	à demander au Secrétaire d'Etat aux Pensions
<p>B. Possibilité de retraite anticipée</p> <p>Si, oui, à quel âge</p> <p>Indiquez s'il y a des différences en fonction de :</p> <p>a) l'âge</p> <p>b) du sexe</p> <p>c) du grade</p> <p>d) du nombre d'années de service</p>	à demander au Secrétaire d'Etat aux Pensions	à demander au Secrétaire d'Etat aux Pensions

Administration du personnel
de l'Etat
2, rue Mercier
2144 - L U X E M B O U R G

Luxembourg, le 8 août 1986

- 261 -

Boîte Postale 1408

Réf.:

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Monsieur le Directeur général
de l'Office Statistique des
Communautés Européennes
b.p. 1907

L_u_x_e_m_b_o_u_r_g

Objet: Rapport annuel de la Commission des Communautés Européennes sur le niveau des rémunérations (art. 65 du Statut) - Données pour l'établissement des indicateurs spécifiques de l'évolution des traitements publics nationaux.

Monsieur le Directeur général,

Dans le cadre de l'étude annuelle de l'évolution des rémunérations des fonctionnaires nationaux, j'ai l'honneur de vous faire parvenir ci-joint

- 1) Un tableau renseignant les traitements, en montant brut et en montant net des fonctionnaires luxembourgeois célibataires et mariés ayant 2 enfants à charge, à la date du 1er juillet 1986.
- 2) Un tableau faisant apparaître le nombre des fonctionnaires de l'administration gouvernementale luxembourgeoise, répartis par catégories et par grades ainsi que l'effectif total de cette administration.
- 3) Un tableau de correspondance entre les grades des fonctionnaires luxembourgeois et ceux des Communautés Européennes, tel qu'il est estimé approprié par la délégation luxembourgeoise.

Il est à noter que les traitements, en montant brut, ont subi une hausse totale de 6% provenant de l'augmentation de la valeur du point indiciaire de 2,5% (1.1.1986) ainsi que de l'échéance de 2 tranches indiciaires de respectivement 2,5% et 1% (1.8.1985 et 1.7.1986).

Quant aux chiffres nets, ils ont été en outre influencés par la mise en vigueur d'un nouveau barème de l'impôt à partir du 1er janvier 1986.

Veillez agréer, Monsieur le Directeur général, l'expression de ma considération distinguée.

Pour le Ministre de la Fonction Publique



Attaché de Gouvernement

TABLEAU I.

Grille des rémunérations globales des fonctionnaires
luxembourgeois au 1er juillet 1986

(montants mensuels en francs lux. au N.I. 426,54)

célibataire ^{*)}

marié, 2 enfants ^{**)}

Cat.	grades lux.	montant brut		montant net		montant brut		montant net	
		min.	max.	min.	max.	min.	max.	min.	max.
A	17	133.516	179.034	75.092	92.133	145.522	191.040	108.643	128.470
	16	124.413	169.930	71.704	88.696	136.419	181.936	104.215	124.805
	15	115.310	156.275	68.266	83.599	127.316	168.281	99.545	119.003
	14	109.241	142.620	66.013	78.442	121.126	154.626	96.181	112.974
	13	97.103	133.516	61.225	75.092	108.260	145.522	88.894	108.643
	12	87.999	124.413	57.619	71.704	98.792	136.419	83.168	104.215
B	13	97.103	133.516	61.225	75.092	108.260	145.522	88.894	108.643
	12	87.999	124.413	57.619	71.704	98.792	136.419	83.168	104.215
	11	80.717	115.310	54.559	68.266	91.510	127.316	78.571	99.545
	10	73.434	102.565	51.312	63.435	84.227	114.049	73.755	92.224
	9	66.151	95.282	47.894	60.547	76.944	106.329	68.799	87.762
	8	61.599	90.730	45.589	58.735	72.392	101.523	65.342	84.857
	7	53.406	77.986	41.130	53.317	64.199	88.779	58.988	76.769
C	8bis	64.330	97.103	47.042	61.225	75.123	108.260	67.424	88.894
	8	61.599	90.730	45.589	58.735	72.392	101.523	65.342	84.857
	7	53.406	77.986	41.130	53.317	64.199	88.779	58.988	76.769
	6	49.461	74.041	38.803	51.626	60.254	84.834	55.887	74.148
	4	43.696	67.972	35.231	48.796	54.489	78.765	51.244	70.042
D	6	49.461	74.041	38.803	51.626	60.254	84.834	55.887	74.148
	5	46.730	71.310	37.140	50.386	57.523	82.103	53.678	72.335
	4	43.696	67.972	35.231	48.796	54.489	78.765	51.244	70.042
	3	40.055	61.296	32.856	45.438	50.848	72.089	48.261	65.114
	2	36.717	52.192	30.656	40.407	47.510	62.985	45.254	58.046
	1	32.468	47.641	27.817	37.717	43.261	58.434	41.233	54.420

^{*)} traitement de base

^{**)} traitement de base + allocation de famille + allocations familiales

N.B. Pour le calcul des montants nets furent déduits: le prélèvement pour la perception des pensions, la cotisation à la Caisse de Maladie et les impôts

Luxembourg - Administration gouvernementale

Situation: 1er juillet 1986

<u>Catégorie A</u>	FONCTION	Grade	Cadre
<u>Carrière:</u> attaché de gouvernement	Premier Conseiller de Gouvernement	17	15
	Conseiller de Gouvernement	15/16	21
	Conseiller de Gouvernement adjoint	14	2
	Conseiller de direction	15	10
	Conseiller de direction adjoint	14	10
	Attaché de Gouvernement 1er en rang	13	12
	Attaché de Gouvernement + stagiaires	12	12
<u>Catégorie B</u>			82
<u>Carrière:</u> rédacteur	Inspecteur principal 1er en rang	13	31
	Inspecteur principal	12	27
	Inspecteur	11	25
	Chef de bureau	10	9
	Chef de bureau adjoint	9	24
	Rédacteur principal	8	26
	Rédacteur + stagiaires	7	52
<u>Catégorie C</u>			194
<u>Carrière:</u> expéditionnaire	Premier commis principal	8bis	16
	Commis principal	8	17
	Commis	7	1
	Commis adjoint	6	15
	Expéditionnaire + stagiaires	4	15
<u>Catégorie D</u>			54
<u>Carrière:</u> huissier	Huissier dirigeant	6	7
	Premier huissier principal	5	9
	Huissier principal	4	11
	Huissier-chef	3	3
	Huissier de salle + stagiaires	2	12
	Garçon de bureau	1	3
			45
	Total:		375

TABLEAU 3

TABLEAU DE COMPARAISON DES GRADES DE LA FONCTION PUBLIQUE
LUXEMBOURGEOISE AVEC CEUX DES COMMUNAUTES EUROPEENNES

Catégorie A:

<u>- Carrière universitaire -</u>		
. Premier Conseiller de Gouvernement:	grade 17	- A 1
. Conseiller de Gouvernement:	grades 15/16	- A 3/A
. Conseiller de Gouvernement adjoint:	grade 14	- A 4
. Attaché de Gouvernement 1er en rang:	grade 13	- A 5
. Attaché de Gouvernement:	grade 12	- A 7/A
. Attaché d'administration:	grade 12	- A 8

Catégorie B:

<u>- Carrière du rédacteur -</u>		
. Inspecteur - Inspecteur principal 1er en rang:	grades 11/12/13	- B 1
. Chef de bureau:	grade 10	- B 2
. Chef de bureau adjoint:	grade 9	- B 3
. Rédacteur principal:	grade 8	- B 4
. Rédacteur:	grade 7	- B 5

Catégorie C:

<u>- Carrière de l'expéditionnaire -</u>		
. Premier Commis principal:	grade 8bis	- C 1
. Commis principal:	grade 8	- C 2
. Commis:	grade 7	- C 3
. Commis adjoint:	grade 6	- C 4
. Expéditionnaire:	grade 4	- C 5

Catégorie D:

<u>- Carrière inférieure -</u>		
. Huissier dirigeant - premier huissier principal:	grades 5/6	- D 1
. Huissier principal:	grade 4	- D 2
. Huissier de salle - huissier-chef:	grades 2/3	- D 3
. Garçon de bureau:	grade 1	- D 4

ANNEXE

Questionnaire concernant la durée du travail, les congés et
l'âge de départ à la retraite dans les administrations centrales
des Etats membres (1)

RUBRIQUES	SITUATION JUILLET 1985	SITUATION JUILLET 1986
I. Durée hebdomadaire du travail(en heures) Indiquez s'il y a des différences en fonction de :	40	40
a) l'âge	non	non
b) du sexe	non	non
c) du grade	non	non
d) du nombre d'années de service	non	non
II. Nombre de jours de congé par an	25	25
Indiquez s'il y a des différences en fonction de :	26 à partir de 50 ans	27 à partir de 50 ans
a) l'âge	26 à partir de 50 ans	28 à partir de 55 ans
b) du sexe	non	non
c) du grade	non	non
d) du nombre d'années de service	non	non

(1) Les renseignements demandés ne concernent que les fonctionnaires travaillant dans les différents Ministères (Administration centrales).

RUBRIQUES	SITUATION JUILLET 1985	SITUATION JUILLET 1986
<p>III. Nombre de jours fériés par an (légaux, conventionnels, réglementaires, etc.)</p> <p>Indiquez s'il y a compensation quand le jour férié tombe un samedi ou un dimanche</p>	<p>13,5</p> <p>oui</p>	<p>13,5</p> <p>oui</p>
<p>IV. Retraite :</p> <p>A. Age normal de départ à la retraite</p> <p>Indiquez s'il y a des différences en fonction de :</p> <p>a) l'âge</p> <p>b) du sexe</p> <p>c) du grade</p> <p>d) du nombre d'années de service</p>	<p>65 ans</p> <p>non</p> <p>non</p> <p>non</p> <p>non</p>	<p>65 ans</p> <p>non</p> <p>non</p> <p>non</p> <p>non</p>
<p>B. Possibilité de retraite anticipée</p> <p>Si, oui, à quel âge</p> <p>Indiquez s'il y a des différences en fonction de :</p> <p>a) l'âge</p> <p>b) du sexe</p> <p>c) du grade</p> <p>d) du nombre d'années de service</p>	<p>oui</p> <p>60 ans</p> <p>non</p> <p>non</p> <p>non</p> <p>min. requis 30 ans de service</p>	<p>oui</p> <p>60 ans</p> <p>non</p> <p>non</p> <p>non</p> <p>min. requis 30 ans de service</p>



Treasury Chambers
Parliament Street London SW1P 3AG

Telex 262405

Telephone Direct Line 01-233 4046
Switchboard 01-233 3000

Mr J C Morel
Director-General
for Personnel and Administration
Commission of the European Communities
Rond-point Robert Schuman 6
1040 BRUSSELS

Your reference

Our reference

Date

4 September 1986

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Dear Mr Morel

ANNUAL REPORT ON REMUNERATION OF COMMUNITY OFFICIALS

As requested in your letter to the Permanent Representative of the United Kingdom to the European Communities I enclose the information you require to calculate the specific indicator. This information comprises the following:

- a. Table A: movements in the Retail Price Index for the periods July 1985 to July 1986 and June 1985 to June 1986;
- b. Table B: total staff-in-post in categories A-D as at 1 January 1986;
- c. Table showing staff-in-post in each survey grade for the categories A-D as at 1 January 1986.
- d. Tables D(i) and D(ii): gross and net pay (excluding London Weighting and other allowances) by survey grade at 1 July 1985;
- e. Tables E(i) and E(ii); gross and net pay (excluding London Weighting and other allowances) by survey grade at 30 June 1986;
- f. Explanatory notes which relate to Tables D and E.

I am also enclosing the completed questionnaire on hours of work and leave.

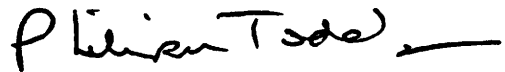
When this information was sent to you last year by Mr Sharratt - his letter to you of 16 August refers - he emphasised that the UK members of the working party of statisticians and remuneration experts in Luxembourg (Common Index - Article 65 of the Staff Regulations) were concerned that the use of different reference dates in

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successive years for calculating the change in income of national civil servants could lead to anomalies. Although this point has not been satisfactorily resolved, I am again submitting the income figures for both reference dates in order to accord with the specification. However, in particular you should note that the salaries for the survey Grades 2 and 3 were increased with effect from 1 July 1985 and thus the figures for Grades 2 and 3 in Tables D(i) and D(ii), which relate to 1 July 1985, include an increase in salary above the figures sent to you last year in Table E(i) and E(ii), relating to 30 June 1985. This illustrates our belief that only by using the same reference date, be it 30 June or 1 July, can all increases in salary be included in successive annual comparisons.

I will be sending a copy of this letter and attachments to Mr Löning of the Statistical Office of the European Communities.

Yours sincerely

A handwritten signature in cursive script, appearing to read "P. Todd", followed by a horizontal line.

MRS P TODD

TABLE A

MOVEMENT IN THE RETAIL PRICE INDEX (ALL ITEMS) 1985/86

15 January 1974	=	100
11 June 1985	=	376.4
10 June 1986	=	385.8
16 July 1985	=	375.7
15 July 1986	=	384.7

TABLE B

EEC ANNUAL SALARY SURVEY - 1986

TOTAL STAFF IN POST AT 1 JANUARY 1986

Category A	-	36648	
Category B	-	197731	
Category C	-	244072	
Category D	-	19405	(Excluding 98611 industrial civil servants)

STATISTICS ON GRADES CORRESPONDING TO EEC CATEGORIES A-D AT 1 APRIL 1986

A	GRADE 2	134
	GRADE 3	487
	GRADE 5	2092
	GRADE 7	11859
	ADMINISTRATION TRAINEE	106
TOTAL		14678
B	SENIOR EXECUTIVE OFFICER	7718
	HIGHER EXECUTIVE OFFICER	24433
	EXECUTIVE OFFICER	45070
	CLERICAL OFFICER	83374
	TOTAL	160595
C	SENIOR PERSONAL SECRETARY	476
	PERSONAL SECRETARY	4074
	SPECIALIST TYPIST	10235
	TYPIST	10011
	CLERICAL ASSISTANT	62882
	SPTO	4949
	HPTO (PTO II EQUIVALENT GRADE)	6871
	PTO (3)
	TOTAL	99408
	D	MESSENGER
PAPER KEEPER		2340
NON-INDUSTRIAL CAR DRIVER		19
TOTAL		7586

- (1) Part-time staff are counted as whole units.
- (2) These figures do not include Foreign and Commonwealth Office grades.
- (3) No statistics are available for the P&T Group, P&T Officer, Technical Grade 1 and Technical Grade 2 at 1 January 1986. From 1 January 1986 P&T Officers I & II have been re-titled senior P&T Officer and Higher P&T Officer respectively, P&T Officer III has been re-titled P&T Officer. P&T Officer IV has been reclassified to P&T Officer or to the two new Technical Grades.



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Parliament Street London SW1P 3AG

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	Info							
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	Info							
		21-10-1986						

Mr J C Morel
Director-General for
Personnel and Administration
Commission of the European Communities
Rond-point Robert Schuman 6
1040 Brussels

Your reference

Our reference

Date

14 October 1986

Mde

COMMISSION DES COMMUNAUTÉS EUROPÉENNES							
Entrée N° : IX (86) A/ 005512							
Dir. Gén.	D.C. Adj.	20 -10- 1986			6129		
DIR.	IX/A	IX/B	IX/C	IX/D	IX/E	IX/F	B.E.
P. Att.		X					
P. Inf.							

ARRIVÉE	IX.B.REM
24 -10- 1986	

Dear Mr Morel

ANNUAL REPORT ON REMUNERATION OF COMMUNITY OFFICIALS

This letter follows on from my letter to you of 4 September 1986 in which I enclosed the information you required to calculate the specific indicator. I now enclose revised information.

Following my letter to you of 4 September, Mr Löning of the Statistical Office of the European Communities contacted me directly to explore certain points concerning the information which I had supplied. As a result I provided him with further information which he used in his calculations in replacement for the information which I had supplied in my letter to you.

For your records, I now enclose revised tables of gross and net pay of the UK survey grades. These revised tables include the replacement information which I supplied to Mr Löning and which he used in his calculations. Accordingly, I would like these new tables to be used in replacement for the corresponding tables attached to my letter of 4 September in the official documentation on the annual report on remuneration of community officials. The attached revised tables consist of the following:

- d. Tables D(i) and D(ii): gross and net pay (excluding London Weighting and other allowances) by survey grade at 1 July 1985;
- e. Tables E(i) and E(ii): gross and net pay (excluding London Weighting and other allowances) by survey grade at 30 June 1986 for those points on each scale that correspond to the maximum, minimum and middle point of the scales given for 30 June/1 July 1985;
- j. Explanatory notes which relate to tables D and E.

272/b

Tables D(i) and D(ii) were not used by Mr Löning but the attached revised tables D(i) and D(ii) contain corrections in two places.

Certain grades in the UK Civil Service were restructured between 30 June 1985 and 30 June 1986 with the effect that the maximum, minimum or middle point of the scale for the grade as it stood on 30 June 1985 no longer directly corresponds with the maximum, minimum or middle point of the restructured scale existing at 30 June 1986. In the attached revised tables E(i) and E(ii), for those grades which have been restructured with this effect, we have therefore not included the maximum, minimum or middle point but have instead included the exact points which are directly comparable to the maximum, minimum or middle point of the old scale of 30 June 1985. This is necessary to facilitate the calculation of increases between comparable points. The explanatory notes - item f - have been expanded to include detailed explanations, with attached diagrams, of the effect of each restructuring.

In order to comply with the method for calculating the specific indicator, when we submit next year's necessary information we will again submit information concerning the maximum, minimum and a middle point of each survey grade, both for 1986 and for 1987.

Finally, I gather from speaking with Mr Löning that he does indeed base his calculation on increases between the same reference date in different years - be it 30 June or 1 July. And for the UK he uses 30 June. There would therefore seem to be a recognised anomaly in the procedures for the application of the method as set out in document R/779/65 (STAT 35) which specified that the change in income of national civil servants should be measured between 30 June of the current year and 1 July of the previous year. Also, we remain concerned that different reference dates are being used for different countries. I look forward to discussing these and other matters at the next meeting of the working party on the Common Index - Article 65 of the Staff Regulations.

I am copying this directly to Mr Löning. This information is also sent to Mr N F Blackburne of the European Organisation for Nuclear Research (CERN).

Yours sincerely

P. H. Todd

MRS P TODD

272/c

1 JULY 1985

Table D (i)

SINGLE MAN -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE £ STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1985/86	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
GRADE 2	MIN	38325	37750	14135	23615	22632
	MAX	39250	38661	14636	24025	23042
GRADE 3	MIN	30975	30510	10353	20158	19174
	MAX	31750	31274	10734	20539	19556
GRADE 5	MIN	20964	20650	5758	14892	13908
	3rd POINT	23341	22991	6774	16217	15234
	MAX	25533	25150	7745	17405	16421
PRINCIPAL	MIN	13508	13305	3330	9975	9010
	5th POINT	15799	15562	4007	11555	10571
	MAX	18363	18088	4765	13323	12339
ADMINISTRATION TRAINEE	MIN	6909	6805	1380	5425	4912
	3rd POINT	8067	7946	1722	6224	5631
	MAX	8917	8783	1973	6810	6159
SENIOR EXECUTIVE OFFICER	MIN	10980	10815	2583	8232	7440
	4th POINT	12331	12146	2982	9164	8279
	MAX	13801	13594	3417	10177	9194
HIGHER EXECUTIVE OFFICER	MIN	8896	8763	1967	6795	6146
	4th POINT	9912	9763	2268	7496	6777
	MAX	11265	11096	2667	8429	7617
EXECUTIVE OFFICER	MIN	4953	4879	802	4077	3698
	4th POINT	6909	6805	1380	5425	4912
	MAX	8917	8783	1973	6810	6159
CLERICAL OFFICER	MIN(MS)	4800	4728	757	3971	3603
	3rd POINT	5221	5143	881	4261	3864
	MAX(MS)	6293	6199	1198	5001	4530
SENIOR PERSONAL SECRETARY	MIN	6088	5997	1138	4859	4402
	4th POINT	7016	6911	1412	5499	4979
	MAX	7797	7680	1643	6038	5464

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1 JULY 1985

Table D (i) cont'd

SINGLE MAN -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE £ STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1985/86	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
PERSONAL SECRETARY	MIN	5322	5242	911	4331	3927
	4th POINT	5868	5780	1072	4707	4266
	MAX	6607	6508	1291	5217	4725
SPECIALISED TYPIST	MIN	4338	4273	620	3653	3316
	3rd POINT	4718	4647	733	3915	3552
	MAX	5387	5306	930	4376	3967
TYPIST	MIN	3951	3892	506	3386	3075
	3rd POINT	4272	4208	601	3607	3275
	MAX	5054	4978	832	4146	3760
CLERICAL ASSISTANT	MIN (MS)	4048	3987	535	3453	3136
	4th POINT (MS)	4646	4576	711	3865	3507
	MAX (MS)	5054	4978	832	4146	3760
PTO I	MIN	10980	10815	2583	8232	7440
	5th POINT	12382	12196	2997	9199	8311
	MAX	13410	13209	3301	9908	8949
PTO III	MIN	7820	7703	1649	6053	5478
	3rd POINT	8385	8259	1816	6443	5829
	MAX	9108	8971	2030	6941	6278
PTO IV	MIN	7062	6956	1425	5531	5007
	3rd POINT	7583	7469	1579	5890	5331
	MAX	8327	8202	1799	6403	5793
MESSENGER	MIN	4534	4466	678	3788	3437
	MAX	5081	5005	840	4165	3777
PAPERKEEPER	MIN	5219	5141	881	4260	3863
	MAX	5510	5427	967	4461	4044
NON-INDUSTRIAL CAR DRIVER	FLAT RATE	5380	5299	928	4371	3963
CRAFTSMAN	FLAT RATE	5831	5744	1062	4682	4243

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1 JULY 1985

Table D (ii)

MARRIED MAN (WITH 2 CHILDREN UNDER 11 YRS) -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE IN STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1985/86	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
GRADE 2	MIN	38325	37750	13447	24303	23319
	MAX	39250	38661	13948	24713	23729
GRADE 3	MIN	30975	30510	9728	20783	19799
	MAX	31750	31274	10109	21164	20181
GRADE 5	MIN	20964	20650	5258	15392	14408
	3rd POINT	23341	22991	6211	16780	15796
	MAX	25533	25150	7183	17967	16984
PRINCIPAL	MIN	13508	13305	2955	10350	9385
	5th POINT	15799	15562	3632	11930	10946
	MAX	18363	18088	4390	13698	12714
ADMINISTRATION TRAINEE	MIN	6909	6805	1005	5800	5287
	3rd POINT	8067	7946	1347	6599	6006
	MAX	8917	8783	1598	7185	6534
SENIOR EXECUTIVE OFFICER	MIN	10980	10815	2208	8607	7815
	4th POINT	12331	12146	2607	9539	8654
	MAX	13801	13594	3042	10552	9569
HIGHER EXECUTIVE OFFICER	MIN	8896	8763	1592	7170	6521
	4th POINT	9912	9763	1893	7871	7152
	MAX	11265	11096	2292	8804	7992
EXECUTIVE OFFICER	MIN	4953	4879	427	4452	4073
	4th POINT	6909	6805	1005	5800	5287
	MAX	8917	8783	1598	7185	6534
CLERICAL OFFICER	MIN(MS)	4800	4728	382	4346	3978
	3rd POINT	5221	5143	506	4636	4239
	MAX(MS)	6293	6199	823	5376	4905
SENIOR PERSONAL SECRETARY	MIN	6088	5997	763	5234	4777
	4th POINT	7016	6911	1037	5874	5354
	MAX	7797	7680	1268	6413	5839

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1 JULY 1985

Table D (ii) cont'd

MARRIED MAN (WITH 2 CHILDREN UNDER 11 YRS)-
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE £ STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1985/86	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
PERSONAL SECRETARY	MAX	5322	5242	556	4706	4302
	4th POINT	5868	5780	697	5083	4641
	MIN	6607	6508	916	5592	5100
SPECIALISED TYPIST	MIN	4338	4273	245	4028	3691
	3rd POINT	4718	4647	358	4290	3927
	MAX	5387	5306	555	4751	4342
TYPIST	MIN	3951	3892	131	3761	3450
	3rd POINT	4272	4208	226	3982	3650
	MAX	5054	4978	457	4521	4135
CLERICAL ASSISTANT	MIN (MS)	4048	3987	160	3828	3510
	4th POINT(MS)	4646	4576	336	4240	3882
	MAX (MS)	5054	4978	457	4521	4135
PTO I	MIN	10980	10815	2208	8607	7815
	5th POINT	12382	12196	2622	9574	8686
	MAX	13410	13209	2926	10283	9324
PTO III	MIN	7820	7703	1274	6428	5853
	3rd POINT	8385	8259	1441	6818	6204
	MAX	9108	8971	1655	7316	6653
PTO IV	MIN	7062	6956	1050	5906	5382
	3rd POINT	7583	7469	1204	6265	5706
	MAX	8327	8202	1424	6778	6168
MESSENGER	MIN	4534	4466	303	4163	3812
	MAX	5081	5005	465	4540	4152
PAPERKEEPER	MIN	5219	5141	506	4635	4238
	MAX	5510	5427	592	4836	4419
NON-INDUSTRIAL CAR DRIVER	FLAT RATE	5380	5299	553	4746	4338
CRAFTSMAN	FLAT RATE	5831	5744	687	5057	4618

30 JUNE 1986

Table E (i)

SINGLE MAN -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE IN STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1986/87	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
GRADE 2	MIN	40000	39400	14549	24851	23794
	MAX	42000	41370	15632	25738	24680
GRADE 3	MIN	31000	30535	9928	20607	19549
	MAX	34000	33490	11406	22085	21027
GRADE 5	MIN	23730	23374	6566	16808	15751
	2nd POINT	24741	24370	7014	17356	16299
	MAX	27065	26659	8044	18615	17558
GRADE 7 : (FORMERLY PRINCIPAL)	MIN	14318	14103	3413	10690	9667
	5th POINT	16747	16496	4107	12389	11332
	MAX	19465	19173	4883	14290	13232
ADMINISTRATION TRAINEE	MIN	7324	7214	1415	5799	5255
	3rd POINT	8551	8423	1765	6657	6029
	MAX	9452	9310	2023	7287	6597
SENIOR EXECUTIVE OFFICER	MIN	11639	11464	2648	8817	7977
	4th POINT	13071	12875	3057	9818	8861
	MAX	14629	14410	3502	10908	9863
HIGHER EXECUTIVE OFFICER	MIN	9430	9289	2017	7272	6584
	4th POINT	10507	10349	2324	8025	7263
	MAX	11941	11762	2734	9028	8168
EXECUTIVE OFFICER	MIN	5250	5171	823	4349	3947
	4th POINT	7324	7214	1415	5799	5255
	MAX	9452	9310	2023	7287	6597
CLERICAL OFFICER	4th POINT	5088	5012	776	4235	3844
	5th POINT	5729	5643	959	4684	4249
	MAX	6671	6571	1228	5342	4843
SENIOR PERSONAL SECRETARY	MIN	8045	7924	1621	6303	5710
	3rd POINT	8677	8547	1801	6745	6109
	MAX	9505	9362	2038	7324	6631

30 JUNE 1986

Table E (i) cont'd

SINGLE MAN -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE IN STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1986/87	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
PERSONAL SECRETARY	MIN	6307	6212	1124	5088	4613
	2nd POINT	6572	6473	1200	5273	4781
	4th POINT	7155	7048	1367	5681	5148
TYPIST : (FORMERLY TYPIST)	MIN	4644	4574	649	3925	3657
	1st/2nd POINT	4729	4658	674	3984	3713
	4th POINT	5357	5277	853	4424	4014
TYPIST : (FORMERLY SPECIALISED TYPIST)	2nd POINT	4823	4751	701	4050	3774
	4th POINT	5357	5277	853	4424	4014
	MAX	6063	5972	1055	4917	4460
CLERICAL ASSISTANT	4th POINT	4291	4227	549	3678	3427
	6th POINT	4925	4851	730	4121	3840
	MAX	5357	5277	853	4424	4014
SENIOR PROFESSIONAL AND TECHNICAL OFFICER (SPTO), (FORMERLY PTO I)	MIN	11745	11569	2678	8891	8044
	5th POINT	13231	13033	3102	9930	8981
	MAX	14480	14263	3459	10804	9769
PTO : (FORMERLY PTO III)	4th POINT	8469	8342	1742	6600	5977
	6th POINT	9074	8938	1915	7023	6359
	MAX	9869	9721	2142	7579	6861
PTO : (FORMERLY PTO IV) (SEE NOTE 1)	4th POINT	8469	8342	1742	6600	5977
	4th POINT	8469	8342	1742	6600	5977
	5th/6th POINT	8827	8695	1844	6850	6203
TECHNICAL GRADE 1 : (FORMERLY PTO IV) (SEE NOTE 1)	4th/5th POINT	7486	7374	1461	5912	5357
	5th/6th POINT	8038	7917	1619	6299	5705
	MAX+ POINT	8827	8695	1844	6850	6203
MESSENGER	MIN	4806	4734	696	4038	3763
	MAX	5386	5305	861	4444	4032
PAPERKEEPER	MIN	5532	5449	903	4546	4125
	MAX	5841	5753	991	4762	4319
NON-INDUSTRIAL CAR DRIVER	FLAT RATE	5703	5617	952	4666	4232
CRAFTSMAN	FLAT RATE	6116	6024	1070	4954	4493

NOTE 1: 75% of PTO IV's were regraded to PTO and 25% were regraded to Technical Grade 1.

30 JUNE 1986

Table E (ii)

MARRIED MAN (WITH 2 CHILDREN UNDER 11 YRS) -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE £ STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1986/87	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
GRADE 2	MIN	40000	39400	13823	25577	24520
	MAX	42000	41370	14906	26464	25406
GRADE 3	MIN	31000	30535	9268	21267	20209
	MAX	34000	33490	10746	22745	21687
GRADE 5	MIN	23730	23374	5996	17378	16321
	2nd POINT	24741	24370	6420	17950	16893
	MAX	27065	26659	7450	19209	18152
GRADE 7 : (FORMERLY PRINCIPAL)	MIN	14318	14103	3030	11073	10050
	5th POINT	16747	16496	3724	12772	11714
	MAX	19465	19173	4500	14673	13615
ADMINISTRATION TRAINEE	MIN	7324	7214	1032	6182	5638
	3rd POINT	8551	8423	1383	7040	6412
	MAX	9452	9310	1640	7670	6980
SENIOR EXECUTIVE OFFICER	MIN	11639	11464	2265	9200	8360
	4th POINT	13071	12875	2674	10201	9263
	MAX	14629	14410	3119	11291	10246
HIGHER EXECUTIVE OFFICER	MIN	9430	9289	1634	7655	6966
	4th POINT	10507	10349	1941	8408	7646
	MAX	11941	11762	2351	9411	8550
EXECUTIVE OFFICER	MIN	5250	5171	440	4732	4329
	4th POINT	7324	7214	1032	6182	5638
	MAX	9452	9310	1640	7670	6980
CLERICAL OFFICER	4th POINT	5088	5012	393	4618	4227
	5th POINT	5729	5643	577	5067	4632
	MAX	6671	6571	846	5725	5226
SENIOR PERSONAL SECRETARY	MIN	8045	7924	1238	6686	6093
	3rd POINT	8677	8547	1419	7128	6491
	MAX	9505	9362	1655	7707	7014

30 JUNE 1986

Table E (ii) cont'd

MARRIED MAN (WITH 2 CHILDREN UNDER 11 YRS) -
GROSS AND NET SALARIES (EXCLUDING LONDON WEIGHTING)

FIGURES ARE £ STERLING

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUP'TION	TAX 1986/87	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
PERSONAL SECRETARY	MIN	6307	6212	742	5471	4996
	2nd POINT	6572	6473	817	5656	5163
	4th POINT	7155	7048	984	6064	5531
TYPIST : (FORMERLY TYPIST)	MIN	4644	4574	267	4308	4040
	1st/2nd POINT	4729	4658	291	4367	4095
	4th POINT	5357	5277	470	4806	4397
TYPIST : (FORMERLY SPECIALISED TYPIST)	2nd POINT	4823	4751	318	4433	4157
	4th POINT	5357	5277	470	4806	4397
	MAX	6063	5972	672	5300	4842
CLERICAL ASSISTANT	4th POINT	4291	4227	166	4061	3810
	6th POINT	4925	4851	347	4504	4223
	MAX	5357	5277	470	4806	4397
SENIOR PROFESSIONAL AND TECHNICAL OFFICER (SPTO), (FORMERLY PTO I)	MIN	11745	11569	2295	9274	8427
	5th POINT	13231	13033	2719	10313	9364
	MAX	14480	14263	3076	11187	10152
PTO : (FORMERLY PTO III)	4th POINT	8469	8342	1359	6983	6360
	6th POINT	9074	8938	1532	7406	6742
	MAX	9869	9721	1759	7962	7243
PTO : (FORMERLY PTO IV) (SEE NOTE 1)	4th POINT	8469	8342	1359	6983	6360
	4th POINT	8469	8342	1359	6983	6360
	5th/6th POINT	8827	8695	1461	7233	6586
TECHNICAL GRADE 1 : (FORMERLY PTO IV) (SEE NOTE 1)	4th/5th POINT	7486	7374	1078	6295	5740
	5th/6th POINT	8038	7917	1236	6681	6088
	MAX+ POINT	8827	8695	1461	7233	6586
MESSENGER	MIN	4806	4734	313	4421	4145
	MAX	5386	5305	479	4827	4415
PAPERKEEPER	MIN	5532	5449	520	4929	4507
	MAX	5841	5753	609	5145	4702
NON-INDUSTRIAL CAR DRIVER	FLAT RATE	5703	5617	569	5048	4615
CRAFTSMAN	FLAT RATE	6116	6024	687	5337	4876

NOTE 1: 75% of PTO IV's were regraded to PTO and 25% were regraded to Technical Grade 1.

EXPLANATORY NOTES ON TABLES D AND E

1. Column C (Gross pay less superannuation) = Column B (Gross pay) less 1.5 per cent superannuation contributions (widows pension is non-contributory).
2. Column F (Net pay) = Column C (Gross pay less superannuation) less income tax deductions and employees national insurance contributions.
3. Income tax deductions* calculated on the basis that the Civil Service salary is the sole income. Reductions are calculated on the basis of the rates and earnings bands operative on 1 July 1985 for tables D(i) and D(ii) and 30 June 1986 for tables E(i) and E(ii).
4. National insurance contributions are calculated on the basis of Column B (Gross earnings) and the rates and earnings bands operative on 1 July 1985 for tables D(i) and D(ii) and 30 June 1986 for tables E(i) and E(ii).
5. The net income figures do not include Child Benefit as this is paid to the wife.
6. The net income figures do not include Family Income Supplement which may be claimed if total family income is below a fixed level which is a function of the size of the family.
7. The rates of pay in Tables E(i) and E(ii) for 30 June 1986 do not include the increases for the most senior grades (Under Secretary and above) which took effect from 1 July 1986

RESTRUCTURING OF CERTAIN GRADES : Tables E(i) and E(ii).

8. Some of the survey grades included in tables D and E have been restructured in the period between 30 June 1985 and 30 June 1986 with the effect that the maximum, minimum and middle point of the scale no longer directly correspond to the maximum, minimum and middle point of the old scale as it stood on 30 June 1985. For such grades, Tables E(i) and E(ii) do not refer to the maximum, minimum or middle point but instead refer to the specific points on the new restructured scale which directly correspond to the old maximum, minimum and middle points of 30 June 1985. This enables increases in salaries between 30 June 1985 and 30 June 1986 to be calculated on a correct, comparable basis. The attached table details those grades that have been restructured and shows the relationships between the points of the old and new scales.

GRADES THAT HAVE BEEN RESTRUCTURED

Grade	1985	Structure		Structure	1986	Grade
		Min	£20964	→	Min	£23730
GRADE 5		3rd point	£23341	→	2nd point	£24741
		Max	£25533	→	Max	£27065
		Min (Main scale)	£4800	→	4th point	£5088
CLERICAL OFFICER		3rd point	£5221	→	5th point	£5729
		Max	£6293	→	Max	£6671
		Min	£5322	→	Min	£6307
PERSONAL SECRETARY		4th point	£5868	→	2nd point	£6572
		Max	£6607	→	4th point	£7155
		Min	£3951	→	Min	£4644
TYPIST		3rd point	£4272	→	1st/2nd point	£4729
		Max	£5054	→	2nd point	£4823
		Min	£4338	→	4th point	£5357
SPECIALIST TYPIST		3rd point	£4718	→	Max	£6063
		Max	£5387	→		

Grade	1985 Structure	1986 Structure	Grade
	Min (main scale) £4048	4th point £4291	
CLERICAL ASSISTANT	4th point £4646	6th point £4925	CLERICAL ASSISTANT
	Max £5054	Max £5357	
	Min £7820	4th point £8469	
PTO III	3rd point £8385	5th/6th point £8827	PROFESSIONAL & TECHNOLOGY OFFICER (PTO)
	Max £9108	6th point £9074	
		Max £9869	
	Min £7062	4th/5th point £7486	
PTO IV (See footnote)	3rd point £7583	5th/6th point £8038	TECHNICAL GRADE I
	Max £8327	Max + point £8827	

NOTES: Staff in the post of PTO IV were reallocated to either Professional & Technology Officer, or Technical Grade I. Approximately 3/4 of these staff went to the PTO grade, the remainder to Technical Grade I.



(01)779601



Telex 4806 DPS

Tagairt

Reference E 158/10/86

Roinn na Seirbhíse Poiblí, Sráid Chill Dara,
Áth Cliath 2

Department of the Public Service, Kildare Street,
Dublin 2

12 September 1986

Mr Klaus Löning
Statistical Office of the European Communities
BP 1907
Luxembourg

Dear Mr Löning

I enclose for your information a copy of this Department's letter to Mr J C Morel together with details on the development of salaries in the Irish Civil Service in gross and net terms as required by the method for adjusting remuneration.

Yours sincerely

Michael J Rooney
Michael J Rooney
Assistant Principal
Personnel and Remuneration Division

EUROSTAT							
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(01)779601



Roinn na Seirbhíse Poiblí, Sráid Chill Dara,
Áth Cliath 2

Telex 4806 DPS

Tagairt

Reference E 158/10/86

Department of the Public Service, Kildare Street,
Dublin 2

12 September 1986

Mr J C Morel
Director General for
Personnel and Administration
Commission of the
European Communities
Rue De La Loi 200
B - 1049 Brussels
Belgium

RE: Annual Review of Remuneration 1986

Dear Mr Morel

Your letter of 11 July on this subject addressed to His Excellency Mr. Andrew O'Rourke, Permanent Representative of Ireland to the European Communities, has been passed to me for direct reply.

I am pleased to enclose herewith information on the development of salaries in the Irish Civil Service in gross and net terms as required by the method for adjusting remuneration. I also enclose a completed questionnaire concerning hours of work, leave and retirement age in the Irish Civil Service.

As requested, a copy of this letter and the enclosures have been sent directly to Mr. Klaus Loning, Statistical Office of the European Communities.

Any queries about the information enclosed herewith may be addressed to the undersigned or to Mr. Gerry Cassidy of this Department.

Yours sincerely

Michael J Rooney
Assistant Principal
Personnel and Remuneration Division

ANNUAL SALARIES IN IRISH POUNDS

TABLE 1

CLASS	GRADE	1 JULY 1985			1 JULY 1986		
		MIN.	MID.	MAX.	MIN.	MID.	MAX.
A	Secretary	35,695	35,695	35,695	36,766	36,766	36,766
	Assistant Secretary	24,744	26,675	27,641	25,486	27,475	28,470
	Principal	18,783	20,393	22,005	19,346	21,005	22,665
	Assistant Principal	14,596	16,239	17,334	15,034	16,726	17,854
	Administrative Officer	9,369	12,442	15,235	9,650	12,942	15,849
B	Higher Executive Officer	12,685	14,134	15,235	13,194	14,701	15,849
	Executive Officer	6,465	9,915	12,685	6,659	10,314	13,194
C	Staff Officer	10,173	11,160	11,835	10,539	11,495	12,190
	Clerical Officer	5,612	7,653	10,231	5,780	7,883	10,538
	Clerical Assistant	5,498	6,823	8,106	5,663	7,057	8,385
D	Head Messenger 2	8,338	8,829*	9,044	8,588	9,093	9,676
	Paperkeeper 3	7,305	8,256	8,335	7,524	8,559	8,640
	Messenger 4	7,209	7,622	7,701	7,425	7,850	7,929

- 1 Statistics for all grades are taken from General Service grades except Head Messenger.
- 2 Mid. point = scale point 5 plus 5 years service pay (IR £0.50 per week).
Max. point = scale point 6 plus 20 years service pay (IR £2.00 per week).
- 3 Mid. point = scale point 4 plus 5 years service pay (IR £0.50 per week).
Max. point = scale point 4 plus 20 years service pay (IR £2.00 per week).
- 4 (a) Mid. point = scale point 3 plus 5 years service pay (IR £0.50 per week).
Max. point = scale point 3 plus 20 years service pay (IR £2.00 per week).
(b) The pay scales for the Messenger grade at 1 July 1985 have been adjusted to include a retrospective pay award from 1 August 1984.
- * The mid-point of the salary scale for Head Messenger at 1 July 1985 has been revised in line with methodology at 2 above.

MONTHLY PAY ON 1 JULY 1986 IN IRISH POUNDS

Single Person

TABLE 2A

CLASS	GRADE	GROSS			NET		
		MIN.	MID.	MAX.	MIN.	MID.	MAX.
A	Secretary	3,063.83	3,063.83	3,063.83	1,458.55	1,458.55	1,458.55
	Assistant Secretary	2,123.83	2,289.58	2,372.50	1,078.94	1,145.87	1,179.36
	Principal	1,612.16	1,750.41	1,888.75	872.30	928.13	984.00
	Assistant Principal	1,252.83	1,393.83	1,487.83	727.18	784.13	822.09
	Administrative Officer	804.16	1,078.50	1,320.75	547.84	659.29	754.61
B	Higher Executive Officer	1,099.50	1,225.08	1,320.75	667.37	716.14	754.61
	Executive Officer	554.91	859.50	1,099.50	418.18	574.60	667.37
C	Staff Officer	878.25	957.91	1,015.83	582.16	612.84	635.15
	Clerical Officer	481.66	656.91	878.16	373.38	476.62	582.13
	Clerical Assistant	471.91	588.08	698.75	367.41	438.47	496.86
D	Head Messenger	715.67	757.75	806.33	505.04	525.39	548.89
	Pa_rkeeper	627.00	713.25	720.00	462.16	503.87	507.13
	Messenger	618.75	654.16	660.75	457.23	475.29	478.48

MONTHLY PAY ON 1 JULY 1986 IN IRISH POUNDS

Married Person With Two Children

TABLE 2B

CLASS	GRADE	GROSS			NET		
		MIN.	MID.	MAX.	MIN.	MID.	MAX.
A	Secretary	3,105.60	2,105.60	2,105.60	1,703.52	1,703.52	1,703.52
	Assistant Secretary	2,165.60	2,331.35	2,414.27	1,323.90	1,390.84	1,424.33
	Principal	1,653.93	1,792.18	1,930.52	1,113.06	1,173.10	1,228.96
	Assistant Principal	1,294.60	1,435.60	1,529.60	932.55	1,003.38	1,050.61
	Administrative Officer	845.93	1,120.27	1,362.52	666.33	834.13	966.67
B	Higher Executive Officer	1,141.27	1,266.85	1,362.52	846.98	918.67	966.67
	Executive Officer	596.68	901.27	1,141.27	513.86	700.17	846.98
C	Staff Officer	920.02	999.68	1,057.60	711.64	760.37	795.80
	Clerical Officer	523.43	698.68	919.93	476.34*	576.25	711.59
	Clerical Assistant	502.01	618.18	728.85	468.02*	526.91	594.60
D	Head Messenger	745.77	787.85	836.43	604.95	630.69	660.41
	Paperkeeper	657.10	743.26	750.10	550.71	603.47	607.60
	Messenger	648.85	684.26	690.85	545.66	567.33	571.35

*The General Exemption Limits applied in these cases.

UNIVERSITY OF CALIFORNIA - LOS ANGELES

GRADE	SINGLE PERSON						MARRIED PERSON WITH TWO CHILDREN					
	GROSS			NET			GROSS			NET		
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Secretary	2974.58	2974.58	2974.58	1338.06	1338.06	1338.06	3010.35	3010.35	3010.35	1593.58	1593.58	1593.58
Assistant Secretary	2062.00	2222.92	2303.42	996.76	1056.94	1087.04	2097.77	2258.68	2339.18	1252.27	1312.45	1342.56
Principal	1565.25	1699.42	1833.75	810.97	861.15	911.39	1601.02	1735.18	1869.52	1060.90	1116.67	1166.91
Assistant Principal	1216.33	1353.25	1444.50	680.48	731.68	765.81	1252.10	1389.02	1480.27	889.16	956.55	1001.47
Administrative Officer	780.75	1036.83	1269.58	518.20	614.83	700.39	816.52	1072.60	1305.35	635.28	789.25	915.37
Higher Executive Officer	1057.08	1177.83	1269.58	622.01	666.08	700.39	1092.85	1213.60	1305.35	801.42	870.21	915.37
Executive Officer	538.75	826.25	1057.08	396.84	539.73	622.01	574.52	862.02	1092.85	489.77	662.63	801.42
Staff Officer	847.75	930.00	986.25	547.70	576.90	596.87	883.52	965.77	1022.02	675.56	725.01	758.83
Clerical Officer	467.67	637.75	852.58	354.10	450.53	549.42	503.43	673.52	888.35	447.04	549.30	678.47
Clerical Assistant	458.17	568.58	675.50	348.39	414.76	468.40	482.27	592.68	699.60	433.74	500.13	564.41
Head Messenger	694.83	733.58	753.67	477.55	495.88	505.39	718.93	757.68	777.77	576.04	599.33	611.41
Paperkeeper	608.75	688.00	694.58	436.81	474.31	477.43	632.85	712.10	718.68	524.28	571.93	575.89
Messenger	566.75	599.33	605.83	413.68	432.35	435.43	590.85	623.43	629.93	499.03	518.62	522.00

Note

Gross Pay Comprises

1. Basic pay as listed in TABLE 1
- *2. Civil Service Childrens Allowances.
- *3. Social Welfare Childrens Allowances.

Net Pay Comprises

1. Basic pay as listed in TABLE I.
- *2. Civil Service Childrens Allowances MINUS.
- *3. Spouses and Childrens pension scheme contributions.
4. Pay Related Social Insurance (PRSI) contributions.
5. Youth Employment Levy.
- *6. Income Tax PLUS.
- *7. Social Welfare Childrens Allowances.

*Where appropriate.

BASIC PAY

An increase of 3% has been applied to the salary scales of each grade with effect from 1 May 1986. In the case of the three grades in Class C and the grade of Paperkeeper in Class D, this increase is provisional only.

(Note: Service pay, which is payable to the Class D grades listed in TABLE I, did not attract this increase.)

In addition the following special pay increases were granted:

GRADE	EFFECTIVE DATE	AMOUNT OF INCREASE
Administrative Officer	1 September 1985	0 - 1.0%
Higher Executive Officer	1 September 1985	1.0%
Executive Officer	1 September 1985	0 - 1.0%
Staff Officer	1 September 1985	0 - 0.6%
Clerical Assistant	1 September 1985	0 - 0.4%
Head Messenger	1 September 1985	3.2% - 4.2%
Paperkeeper	1 September 1985	0.6% (at max of scale only)
Messenger	1 August 1984	3%
	1 January 1985	3%
	1 July 1985	6%

Civil Service Childrens Allowance

This is a supplement to basic pay of £70 a year for each dependant child. It is payable to all grades listed in Classes A, B and C, with the exception of Clerical Assistant.

Social Welfare Childrens Allowances

An allowance is payable under the Social Welfare system in respect of all children in the State irrespective of the parents occupation or income. The monthly amount payable since April 1986 in respect of two child dependants is £30.10.

Spouses and Childrens Pension Contributions

This is payable by officials at the rate of 1½% of basic pay, including service pay, but excluding Civil Servants Childrens Allowances.

Pay Related Social Insurance (PRSI) Contributions.

Payable by all established officials on the following basis:-

- April 1985 1.9% of basic pay up to a limit of IR£13000 p.a.
 0.9% of basic pay between IR£13,000 and IR£13800 p.
- April 1986 1.9% of basic pay up to a limit of IR£14000 p.a.
 and
 0.9% of basic pay between IR£14000 and IR£14700 p.

Youth Employment Levy

A Youth Employment Levy is payable by all officials at the rate of 1% of basic pay (no limit).

Income Levy

From April 1986, this levy, which was introduced in April 1983 at the rate of 1% of basic pay, ceased to be payable.

Income Tax

Income assessable for tax include basic pay, service pay and Civil Service childrens allowances. (Social Welfare childrens allowances are not subject to income tax).

The amount of tax payable has been calculated on the basis of standard rates and allowances as follows:-

/Allowances

Allowances as at 1, July 1985

1. Personal Allowances
Single Person IR£2500 a year
Married Person IR£4,400 a year
(Spouse not earning)
2. Dependant child allowance
IR£100 a year per child.
3. Full amount of any
contribution to the Spouses
and Childrens Pension
Fund.

Allowances as at 1, July 1986

1. Personal Allowances
Single Person IR£2700 a year
Married Person IR£4700 a year
(Spouse not earning)
2. Full amount of any contribution
to the Spouses and Childrens
Pension Fund.
(The child dependant Tax
Free Allowance was abolished
with effect from 6 April 1986).

General Exemption Limits (1985 and 1986)

A person is exempt from income tax if his/her total income does not exceed

- (i) in the case of single or widowed person - £2650
- (ii) in the case of a married couple - £5300

Where a persons total income slightly exceeds the relative figure mentioned at (i) or (ii) he/she will be given marginal relief.

The formula used to determine whether or not marginal relief applies is as follows:-

$$\text{(Taxable Income - Exemption Limit) X Maximum Rate of Tax Payable.}$$

The persons tax liability is taken to be the lesser amount resulting from the application of the above formula and the normal tax calculation.

TAX BANDS AND RATES OF TAXATION OF TAXABLE INCOME

1 July 1985

	<u>Single Person</u>	<u>Married Person</u> <u>(spouse not earning)</u>	<u>Rate</u>
FIRST	IR £4,500	IR £9,000	35%
NEXT	IR £2,800	IR £5,600	48%
	Balance	Balance	60%

1 July 1986

	<u>Single Person</u>	<u>Married Person</u> <u>(spouse not earning)</u>	<u>Rate</u>
FIRST	IR £4,700	IR £9,400	35%
NEXT	IR £2,800	IR £5,600	48%
	Balance	Balance	58%

STAFF NUMBERS IN THE IRISH CIVIL SERVICE

TABLE 3

NUMBER IN GRADE		GRADE	CLASS	NUMBER IN CLASS	
1/7/85	1/7/86			1/7/85	1/7/86
21 88 332 785 128	19 96 316 749 107	Secretary Assistant Secretary Principal Assistant Principal Administrative Officer	A	1,401	1,401
1,226 2,016	1,239 1,908	Higher Executive Officer Executive Officer	B	4,029	4,029
753 2,741 6,725	776 2,644 6,470	Staff Officer Clerical Officer Clerical Assistant	C	14,580	14,580
12 198 692	11 196 665	Head Messenger Paperkeeper Messenger	D	9,900	9,900
		TOTAL		30,000	30,000

Questionnaire concerning hours of work, leave and retirement age
in the national civil services of the Member States (1)

HEADINGS	SITUATION JULY 1985	SITUATION JULY 1986
I. Weekly hours of work State whether there are variations based on : a) Age b) Sex c) Grade d) Seniority	41-44 NO NO YES (Appendix I) NO	41-44 NO NO YES (Appendix I) NO
II. Amount of annual leave State whether there are variations based on : a) Age b) Sex c) Grade d) Seniority	18-31 days NO NO YES (Appendix 2) Yes for certain grades (length of service in the grade). See Apnd.2	18-31 days NO NO YES (Appendix 2) Yes for certain grades (length of service in the grade). See Apnd.2

(1) The information requested relates only to officials working in the various Ministries (central civil service administrations).

HEADINGS	SITUATION JULY 1985	SITUATION JULY 1986
<p>III. Number of annual public holidays (statutory, contractual, etc.)</p> <p>State whether there is compensation when the public holiday falls on a Saturday or Sunday . .</p>	<p>8 Statutory Good Friday 2 Privilege YES. Day off given on the next working day.</p>	<p>8 Statutory Good Friday 2 Privilege YES. Day off given on the next working day.</p>
<p>IV. Retirement :</p> <p>A. Normal retirement age</p> <p>State whether there are variations based on :</p> <p>a) Age</p> <p>b) Sex</p> <p>c) Grade</p> <p>d) Seniority</p>	<p>65</p> <p>NO</p> <p>NO</p> <p>NO</p> <p>NO</p>	<p>65</p> <p>NO</p> <p>NO</p> <p>NO</p> <p>NO</p>
<p>B. Possibility of early retirement</p> <p>If yes, at what age ?</p> <p>State whether there are variations on the basis of :</p> <p>a) Age</p> <p>b) Sex</p> <p>c) Grade</p> <p>d) Seniority</p>	<p>YES</p> <p>60</p> <p>NO</p> <p>NO</p> <p>NO</p> <p>NO</p>	<p>YES</p> <p>60</p> <p>NO</p> <p>NO</p> <p>NO</p> <p>NO</p>

APPENDIX I

Grade

July 1985 and July 1986

Weekly hours of work

Secretary	}	
Assistant Secretary		
Principal		
Assistant Principal		
Administrative Officer		
Higher Executive Officer		41
Executive Officer		
Staff Officer		
Clerical Officer		
Clerical Assistant		
Paperkeeper		
Head Messenger		44
Messenger		44

<u>GRADE</u>	<u>NO. OF DAYS ANNUAL LEAVE 1 JULY 1985</u>	<u>NO. OF DAYS ANNUAL LEAVE 1 JULY 1986</u>
Secretary	31	Same
Assistant Secretary	31	Same
Principal	29	Same
Assistant Principal	29	Same
Administrative Officer	21 rising to 26 after 5 years service	Same
Higher Executive Officer	26	Same
Executive Officer	19 rising to 21 after 5 years service	Same
Staff Officer	21	Same
Clerical Officer	18 rising to 19 after 5 years service	Same
Clerical Assistant	18 rising to 19 (i) after 10 years service or (ii) on reaching maximum of the scale	18 rising to 19 after 5 years service
Head Messenger	18	Same
Paperkeeper	18	Same
Messenger	18	Same

The amounts of annual leave shown are exclusive of public holidays and privilege holidays and relate to a five-day week.

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**REPRESENTATION PERMANENTE
DU DANEMARK AUPRES DES
COMMUNAUTES EUROPEENNES**

Hr. Klaus Löning
Eurostat,
BP 1907
Luxembourg.

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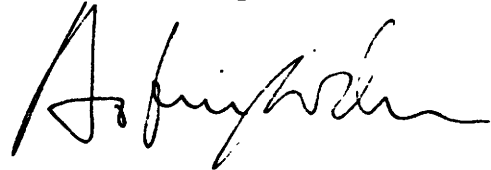
J. nr.: 400.D.5-2
Ref.:
(bedes anført ved besvarelse)
(A rappeler dans la réponse)

Dato 5.9.1986
Date

./.

Under henvisning til Kommissionens skrivelse nr. 3282 af 11. juli fremsender jeg hermed et af Lønnings- og pensionsdepartementet udarbejdet notat af 20. august 1986 om beregning af lønnen for visse grupper af statsansatte pr. 1. april 1986.

Med venlig hilsen



Bo Eric Weber
Ambassaderåd

EUROSTAT									
DG	AD	AS	A	B	C	D	E		
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20. august 1986

Beregning af lønnen for visse grupper af statsansatte pr. 1. april 1986 til brug for Fællesskabernes opstilling af et specielt lønudviklingsindeks for Danmark.

1. Den foretagne opgørelse og beregning er udarbejdet under hensyntagen til de principper, der har været lagt til grund for de seneste 11 opgørelser, ligesom de foretagne beregninger for 1986 er direkte sammenlignelige med beregningerne for hvert af årene 1977 - 1985.
2. Antallet af ansatte der indgår i beregningerne er fra 1. april 1985 til 1. april 1986 steget fra 11.300 til 11.522.
3. Som ved tidligere undersøgelser indgår i beregningerne af de enkelte lønninger alle løbende løndelev, d.v.s. fast løn samt generelle og særlige tillæg knyttet til stillingen.
4. I foråret 1984 vedtog Folketinget at forlænge suspensionen af dyrtidsreguleringen frem til og med reguleringen på grundlag af reguleringspristallet for januar 1987. I medfør af Lov nr. 297 af 4. juni 1986 om bortfald af automatisk regulering af arbejdsvederlag m.v. på grundlag af reguleringspristallet, bortfalder dyrtidsreguleringen med virkning for reguleringer på grundlag af reguleringspristallet for april 1987 og følgende reguleringspristal.
Det samlede dyrtidstillæg udgør for tiden indtil 30. september 1987 28.080 kr. årligt. Dette dyrtidstillæg består af 12 dyrtidsportioner a 1.248 kr. årligt og 7 dyrtidsportioner a 1.872 kr. årligt.
5. I indeværende opgørelsesperiode, er der pr. 1. oktober 1985 i medfør af lov nr. 123 af 31. marts 1985 om fornyelse og forlængelse af kollektive overenskomster og aftaler m.v. sket en forhøjelse af den samlede faste løn med 0,39 %.
Pr. 1. april 1986 er lønnen for samtlige offentlige ansatte i medfør af ovennævnte lov forhøjet med 1,25 % af lønnen pr. 1. oktober 1984.
Der er ikke sket ændringer i lønsatserne i tiden fra 1. april til 1. juli 1986.

6. I tabellerne 1, 2, 3 og 4 er for 1986 vist bruttolønningerne for de stillinger, der indgår i opgørelsen. Det bemærkes, at for så vidt angår overenskomstsansatte omfatter bruttolønnen ikke bidrag til pensionsordninger. Eventuelt børnetilskud m.v. er indregnet i bruttolønnen for både tjenestemænd og overenskomstsansatte.

Til familier med børn ydes efter sociallovgivningens regler børnetilskud. Børnetilskud er skattefri og udbetales kontant. Der er regnet med de pr. 1. april 1986 gældende beløb. Børnetilskuddet er aftrappet efter reglerne herom og beregnet på grundlag af socialindkomsten i 1984. Der er endvidere regnet med at børnene er under 16 år, som er aldersgrænsen for børnetilskud. Endelig indgår det skattefri, indkomstafhængige børnetilskud på 800 kr. pr. år pr. barn under 10 år, der gives i medfør af lov om særlig udbetaling til børnefamilier. Det er forudsat, at kun det ene barn i 1986 er under 10 år.

I tabellerne 5, 6, 7 og 8 er for 1986 foretaget beregninger over størrelsen af nettolønningerne, dvs. bruttolønninger med fradrag af indkomstskat i København og ATP- samt AUD-bidrag, men tillagt eventuelt børnetilskud m.v.

Det er forudsat, at der ikke oppebæres andre indtægter end den anførte lønindtægt, og at der ikke er ligningsmæssige fradrag ud over lønmodtagerfradrag på 3.200 kr., ATP-bidrag på 388,80 kr. og AUD-bidrag på 383,04 kr. Herefter er det beregnet, hvor meget slutskatten for personer under 67 år andrager efter de gældende regler for København for 1986. Skattebeløbet omfatter direkte skat til stat og kommune, kirkelige afgifter, folkepensionsbidrag samt bidrag til dagpengefonden.

I tabellerne 5-8 er således vist den disponible indkomst, dvs. hvor meget der er tilbage af årslønnen, efter at skat, ATP- og AUD-bidrag er betalt, samt efter at børnetilskud og særlig udbetaling til ægtepar med børn er medregnet.

Tablet 9 er en samlet oversigt over løn, skat, børnetilskud og disponibel indkomst for de 4 grupper.

Tabel 1/86

KATEGORI A1	ANTAL	BRUTTOLØN PR. 1. APRIL 1986		GIFT	
		LR	TILLÆG	UGIFT	GIFT 0 BØRN
TJENESTEMANDSANSATTE					
DEPARTEMENTSCHEF	18	40	29.314	547.244	548.044
DEPARTEMENTSCHEF	3	39	51.293	514.879	515.679
DIREKTØR M.FL.	4	39	22.005	484.158	484.958
AFDELINGSCHEF, DIREKTØR M.FL.	16	38	32.981	382.223	383.023
AMBASSADØR M.FL.	25	38	7.329	353.622	354.422
KONSULENT, KONTORCHEF M.FL.	196	36	25.698	307.208	308.008
KONSULENT, KONTORCHEF M.FL.	180	36	40.316	324.419	325.219
KONSULENT, KONTORCHEF M.FL.	51	36	47.651	328.420	329.302
EKSP. SEKR./FULDM./SEKR. 16/31+	165	34		259.490	262.007
ANDRE	423			321.513	323.187
KATEGORI A1 IALT	1081			316.890	318.296
KATEGORI A2					
OVERENSKOMSTANSATTE					
CIVILINGENIØRER	213			251.939	254.986
EKSP. SEKR./FULDM./SEKR. M.FL.	2143			223.278	227.483
REDAKTØR/PRESSEATT./JOURNALIST	22			248.759	251.818
ANDRE	462			222.110	226.350
KATEGORI A2 IALT	2840			225.462	229.576
KATEGORI A IALT	3921			250.974	254.332

Tabell 2/86

KATEGORI B1	TJENESTEMANDSANSATTE	LR	TILLÆG	ANIAL ANSATTE	UGIFT	BRUTTOLØN PR. 1. APRIL 1986		GIFT 2 BØRN
						GIFT 0 BØRN	GIFT 2 BØRN	
INSPEKTØRER M.FL.		29		59	212.045	212.045	212.045	217.044
BOGHOLDERE, EKSP. SEKR. M.FL.		25		58	193.720	193.720	193.720	199.272
BOGHOLDERE, FULDMÆGTIG M.FL.		21		192	190.289	190.289	190.289	195.855
FULDMÆGTIG, KONTORFULDM. M.FL.		20		80	183.357	183.357	183.357	188.969
KANCELLIST, OVERASS. M.FL.		17		207	172.792	172.792	172.792	178.419
OVERASSISTENT		15		171	163.647	163.647	163.647	169.271
ANDRE				311	183.633	183.633	183.633	189.025
KATEGORI B1 IALT				1078	181.798	181.798	181.798	187.306
KATEGORI B2								
OVERENSKOMSTANSATTE								
KONTORFULDMÆGTIG				322	181.504	181.504	181.504	187.125
OVERASSISTENT				891	165.177	165.177	165.177	170.808
ANDRE				158	183.430	183.430	183.430	189.007
KATEGORI B2 IALT				1371	171.190	171.190	171.190	176.812
KATEGORI B IALT				2449	175.881	175.881	175.881	181.452

Tabel 3/86

KATEGORI C1	KATEGORI C2	LR	TILLÆG	ANTAL ANSATTE	BRUTTOLØN PR. 1. APRIL 1986	
					UGIFT	GIFT
TJENESTEMANDSANSATTE					0 BØRN	2 BØRN
KONSTRUKTØRER, MESTRE M.FL.	20	2		2	184.669	190.293
ASSISTENTER M.FL.	09	223		223	146.381	152.007
ASSISTENTER, KONTORASS. M.FL.	07	19		19	143.550	149.174
ANDRE		72		72	170.281	175.898
KATEGORI C1 IALT		316		316	151.833	157.456
KATEGORI C2						
OVERENSKOMSTANSATTE						
FAGLÆRTE ARBEJDERE		164		164	176.009	181.583
ASSISTENTER		2753		2753	150.169	155.791
TEKNISKE MEDARBEJDERE		104		104	132.816	138.454
KONTORASSISTENTER		157		157	129.921	135.553
ANDRE		5		5	175.469	181.070
KATEGORI C2 IALT		3183		3183	150.003	155.624
KATEGORI C IALT		3499		3499	150.167	155.788

Tabel 4/86

KATEGORI D1	LR	TILLÆG	ANTAL ANSÅTTE	UGIFT	BRUTTILØN PR. 1. APRIL 1986 GIFT 0 BØRN	UGIFT 2 BØRN
JENESTEMANDSANSATTE						
BETJENTFORMAND M.FL.	10		24	155.427	155.427	161.051
BETJENTFORMAND M.FL.	08		18	147.466	147.466	153.090
BETJENTE, CHAUFFØRER M.FL.	05		41	156.669	156.669	162.293
BETJENTE, KONTORBETJENTE	03		17	133.368	133.368	138.992
ANDRE			279	145.889	145.889	151.509
KATEGORI D1 IALT			379	147.174	147.174	152.795
KATEGORI D2						
OVERENSKOMSTANSATTE						
IKKE-FAGLÆRTE ARBEJDERE			243	140.023	140.023	145.647
RENGØRINGSASSISTENTER M.FL.			497	132.417	132.417	138.041
ANDRE			534	96.660	96.660	102.221
KATEGORI D2 IALT			1274	118.926	118.926	124.524
KATEGORI D IALT			1653	125.430	125.430	131.033

Tabell 5/86

KATEGORI A1	LR	TILLÆG	ANTAL ANSATTE	----- UGIFT	NETTOLØN	PR. 1. APRIL 1986 GIFT 0 BØRN	----- GIFT 2 BØRN
TJENESTEMANDSANSATTE							
DEPARTEMENTSCHEF	40	29.314	18	191.928	202.683		203.483
DEPARTEMENTSCHEF	39	51.293	3	183.412	194.167		194.967
DIREKTØR M.FL.	39	22.005	4	175.351	186.106		186.906
AFDELINGSCEF, DIREKTØR M.FL.	38	32.981	16	148.623	159.378		160.178
AMBASSADØR M.FL.	38	7.329	25	141.135	151.890		152.690
KONSULENT, KONTORCHEF M.FL.	36	25.698	196	128.918	139.673		140.473
KONSULENT, KONTORCHEF M.FL.	36	40.316	180	133.456	144.211		145.011
KONSULENT, KONTORCHEF M.FL.	36	47.651	51	134.811	145.637		146.518
EKSP. SEKR./FULDM./SEKR. 16/31+ 34			165	116.323	127.061		129.578
ANDRE			423	132.684	143.439		145.114
KATEGORI A1 IALT			1081	131.473	142.229		143.635
KATEGORI A2							
OVERENSKOMSTANSATTE							
CIVILINGENIØRER			213	114.206	124.961		128.007
EKSP. SEKR./FULDM./SEKR. M.FL.			2143	106.641	117.409		121.614
REDAKTØR/PRESSEATT./JOURNALIST			22	113.258	124.013		127.071
ANDRE			462	106.134	116.865		121.106
KATEGORI A2 IALT			2840	107.184	117.945		122.059
KATEGORI A IALT			3921	113.961	124.721		128.079

Tabel 6/86

KATEGORI B1	ANTAL	UGIFT	NETTOLØN	PR. 1. APRIL 1986	GIFT
TJENESTEMANDSANSATTE	LR	TILLÆG	ANSATTE	GIFT	2 BØRN
INSPEKTØRER M.FL.	29		59	114.705	119.703
BOGHOLDERE, EKSP. SEKR. M.FL.	25		58	109.692	115.245
BOGHOLDERE, FULDMÆGTIG M.FL.	21		192	108.556	114.123
FULDMÆGTIG, KONTORFULDM. M.FL.	20		80	106.327	111.939
KANCELLIST, OVERASS. M.FL.	17		207	102.720	108.348
OVERASSISTENT	15		171	99.409	105.033
ANDRE			311	105.834	111.226
KATEGORI B1 IALT			1078	105.482	110.989
KATEGORI B2					
OVERENSKOMSTANSATTE					
KONTORFULDMÆGTIG			322	105.786	111.407
OVERASSISTENT			891	100.000	105.630
ANDRE			158	106.143	111.721
KATEGORI B2 IALT			1371	102.093	107.715
KATEGORI B IALT			2449	103.592	109.163

Tabel 7/86

KATEGORI C1	LR	TILLÆG	ANTAL	UGIFT	NETTOLØN	PR. 1. APRIL 1986	GIFT
TJENESTEMANDSANSATTE	M.FL.		ANSATTE			GIFT	2 BØRN
KONSTRUKTØRER, MESTRE	20		2	96.227	106.982		112.606
ASSISTENTER M.FL.	09		223	82.434	93.193		98.819
ASSISTENTER, KONTORASS.	07		19	81.407	92.162		97.786
ANDRE			72	91.191	102.066		107.683
KATEGORI C1 IALT			316	84.431	95.216		100.839
KATEGORI C2							
OVERENSKOMSTANSATTE							
FAGLÆRTE ARBEJDERE			164	92.748	103.503		109.077
ASSISTENTER			2753	83.783	94.539		100.161
TEKNISKE MEDARBEJDERE			104	76.279	87.061		92.699
KONTORASSISTENTER			157	76.501	87.270		92.901
ANDRE			5	92.658	103.413		109.014
KATEGORI C2 IALT			3183	83.663	94.420		100.041
KATEGORI C IALT			3499	83.732	94.492		100.112

Tabel 8/86

KATEGORI D1	LR	TILLÆG	ANTAL ANSATTE	----- UGIFT	NETTOLØN	PR. 1. APRIL 1986 GIFT 0 BØRN	----- GIFT 2 BØRN
TJENESTEMANDSANSATTE							
BETJENTFORMAND M.FL.	10		24	85.690	96.445		102.069
BETJENTFORMAND M.FL.	08		18	82.814	93.569		99.193
BETJENTE, CHAUFFØRER M.FL.	05		41	85.917	96.672		102.296
BETJENTE, KONTORBEJENTE	03		17	77.738	88.493		94.117
ANDRE			279	82.197	92.952		98.571
KATEGORI D1 IALT			379	82.650	93.405		99.026
KATEGORI D2							
OVERENSKOMSTANSATTE							
IKKE-FAGLÆRTE ARBEJDERE			243	80.136	90.891		96.515
RENGØRINGSASSISTENTER M.FL.			497	77.389	88.144		93.768
ANDRE			534	60.501	71.252		76.814
KATEGORI D2 IALT			1274	70.857	81.610		87.208
KATEGORI D IALT			1653	73.572	84.326		89.929

Tabel 9/86

Løn, skat m.v. for ugifte og gifte personer i København 1986

Kategori	Årsløn	Skat, ATP og AUD	Børnetil- skud m.v.	Årsløn - skat + børnetilskud
	kr.	kr.	kr.	kr.
Ugifte personer:				
A	250.974	137.013	0	113.961
B	175.881	83.052	0	92.829
C	150.167	66.435	0	83.732
D	125.430	51.858	0	73.572
Gifte personer med hjemmearbejdende ægtefælle og 2 børn:				
A	250.974	126.253	3.358	128.079
B	175.881	72.289	5.571	109.163
C	150.167	55.675	5.620	100.112
D	125.430	41.104	5.603	89.929

Spørgeskema vedrørende arbejdstid, ferier og pensionsalder
i medlemsstaternes centraladministrationer¹⁾

RUDRICKER	SITUATIONEN I JULI 1985	SITUATIONEN I JULI 1986
I. Den ugentlige arbejdstid (i timer) Angiv, om der er forskelle alt efter: a) alder b) køn c) lønklasse d) anciennitet	40	Uændret
II. Antallet af årlige forledage Angiv, om der er forskelle alt efter: a) alder b) køn c) lønklasse d) anciennitet	25	Uændret

1) Der ønskes kun oplysninger om embedsmænd, som arbejder i de forskellige ministerier (centraladministrationen).

RUBRIKKER	SITUATIONEN I JULI 1985	SITUATIONEN I JULI 1986
<p>III. Antallet af årlige feriedage¹⁾ (i henhold til love, overenskomster eller andre bestemmelser)</p> <p>Angiv, om der gives kompensation, når feriedagen falder på en lørdag eller søndag</p>	<p>10</p>	<p>10</p>
<p>IV. Pension:</p> <p>A. Den normale pensionsalder</p> <p>Angiv, om der er forskelle alt efter:</p> <p>a) alder</p> <p>b) køn</p> <p>c) lønklasse</p> <p>d) anciennitet</p>	<p>70</p>	<p>Uændret</p>
<p>B. Muligheden for førtidspensionering</p> <p>Angiv i givet fald hvornår</p> <p>Angiv, om der er forskelle alt efter:</p> <p>a) alder</p> <p>b) køn</p> <p>c) lønklasse</p> <p>d) anciennitet</p>	<p>Ja</p> <p>Efter det fyldte 60. år</p>	<p>Uændret</p>

-307-

ΕΘΝΙΚΗ ΣΤΑΤΙΣΤΙΚΗ ΥΠΗΡΕΣΙΑ ΤΗΣ ΕΛΛΑΔΟΣ
 ΟΔΟΣ ΑΥΚΟΥΡΓΟΥ 14 - ΑΘΗΝΑΙ

NATIONAL STATISTICAL SERVICE OF GREECE
 14, LYCOURGOY STR. - ATHENS

OFFICE NATIONAL DE STATISTIQUE DE GRÈCE
 14, RUE LYCOURGOU - ATHÈNES

EUROSTAT							
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Ref. No. —

Athens, 5 August 1986

Mr. M. Loening
 Statistical Office of
 the European Communities
Luxembourg

Dear Sir,

In reply to your telephonic requirement for complementary data, concerning the method of adjusting the remuneration of officials and other servants of the European Communities. I would like to inform you that the correspondency between old grader (i.e. that used in 1985) and the new ones, is the following by category:

Old	A		B		C		D	
	Old	New	Old	New	Old	New	Old	New
2		3	2	4	4	9	6	18
3		4	3	5	5	12	7	19
4		7	4	6	6	14	8	22
5		10	5	9	7	17	9	23
6		12	6	12	8	20	10	25
7		13	7	16	9	22	11	26
8		15	8	17	10	23	12	27
			9	18				

Sincerely Yours,


 K. Harissis

- 308 -

Κ. 65

Λει Σωσ. 7
Λ



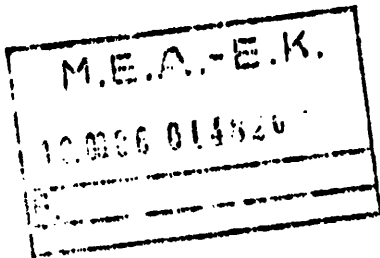
ΕΛΛΗΝΙΚΗ
ΥΠΟΥΡΓΕΙΟ
ΥΠΗΡΕΣΙΑ Ε.Κ.

Αθήνα 8 Αυγούστου 1986

Α.Π.: Ζ 5515/38/1322

Αρμόδια: Α.Δωρή

Τηλ. 3602843



✓ ΠΡΟΣ Επιτροπή Ευρωπαϊκών Κοινοτήτων

Στατιστική Υπηρεσία

Κον ΚLAUS LÖNING

OSCE - BP 1907

Rue de la Bruxelles

Belgique

ΚΟΙΝ.: - ΜΑΕΚ - Βρυξέλλες

υπόψη κ.Ντινόπουλου

- Υπ.Εθνικής Οικονομίας

Εθνική Στατιστική Υπηρεσία (ΕΣΥΕ)

Αγρησιλάου 43 (υπόψη κ.Κων/νουΧαρίση)

ΘΕΜΑ : Διάρκεια εβδομαδιαίας εργασίας, άδειες και αργίες
υπαλλήλων των Κρατών μελών.

Μετά από συνεννόηση με τις αρμόδιες υπηρεσίες του Υπ.Προεδρίας της Κυβέρνησης, Γενικού Λογιστηρίου του Κράτους (Υπ.Οικονομικών) και Εθνικής Στατιστικής Υπηρεσίας σας αποστέλλουμε συμπληρωμένο το σχετικό με το πιο πάνω θέμα ερωτηματολόγιο.

Σας πληροφορούμε επίσης ότι στοιχεία αναφορικά με την εξέλιξη της αγοραστικής δύναμης των δημ.υπαλλήλων στην Ελλάδα έχουν ήδη αποσταλεί στην αρμόδια υπηρεσία στο Λουξεμβούργο, από την Εθνική Στατιστική Υπηρεσία του Υπουργείου Εθν.Οικονομίας (αρμόδιος υπάλληλος Κων/νος Χαρίσης).

Με εντολή Αναπληρωτή Υπουργού

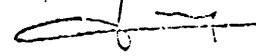

Μ.Καλαμύρας

Σύμβουλος Πρεσβείας Α'

ΑΔ/χλ

Ευχαριστώντας σας εκ των προτέρων, παρακαλώ δεχθείτε, κύριε
Πάτερ, τη διαβεβαίωση της βαθύτατης εκτίμησής μου.

Ο Γενικός Διευθυντής Γραφείο
και Διοίκησης



J.C. MOREL

*Ερωτηματολόγιο σχετικά με τη διάρκεια εργασίας, τις ώσεις και
την ηλικία συνταξιοδότησης στις κεντρικές διοικήσεις
των κρατών μελών (1)

ΘΕΜΑΤΑ	ΚΑΤΑΣΤΑΣΗ ΙΟΥΛΙΟΥ 1985	ΚΑΤΑΣΤΑΣΗ ΙΟΥΛΙΟΥ 1986
I. Διάρκεια εβδομαδιαίας εργασίας (σε ώρες) 37,5. Δηλώσατε εάν υπάρχουν διαφορές σε συνάρτηση με:	37,5	37,5
α) την ηλικία <u>OXI</u>	OXI	OXI
β) το φύλο <u>ΝΑΙ</u> για τις μητέρες (βλ. σελ. 2) <u>ΝΑΙ</u> για τις μητέρες <u>ΝΑΙ</u> για τις μητέρες	OXI	OXI
γ) το βόμβ <u>OXI</u>	OXI	OXI
δ) τα έτη υπηρεσίας <u>OXI</u>	OXI	OXI
II. Αριθμός ωρών κατ' έτος 22 εργάσιμες <u>ΗΜΕΡΕΣ</u> Δηλώσατε εάν υπάρχουν διαφορές σε συνάρτηση με:	22 εργάσιμες ημέρες	22 εργάσιμες ημέρες
α) την ηλικία <u>OXI</u>	OXI	OXI
β) το φύλο <u>OXI</u>	OXI	OXI
γ) το βόμβ <u>OXI</u>	OXI	OXI
δ) τα έτη υπηρεσίας <u>Βλ. σελ. 2</u>		

(1) Οι πληροφορίες που ζητούνται αφορούν μόνο τους υπαλλήλους που εργάζονται στα διάφορα υπο-εργεία
(κεντρικές διοικήσεις).

ΘΕΜΑΤΑ	ΚΑΤΑΣΤΑΣΗ ΙΟΥΛΙΟΥ 1985	ΚΑΤΑΣΤΑΣΗ ΙΟΥΛΙΟΥ 1986
III. Αριθμός εργασιών κατ' έτος (νόμιμες, συμβατικές, κανονιστικές κλπ) 12 Δηλώσατε εάν χορηγείται επιπλέον άδεια σε περίπτωση που η εργασία συμπύεται με Εόρτα ή Κυριακή	12 OXI	12 OXI
IV. Συνταξιοδότηση: Α. Ηλικία συνταξιοδότησης 65 (βλ. σελ. 2) Δηλώσατε εάν υπάρχουν διαφορές σε συνάρτηση με:	65	65
α) την ηλικία <u>OXI</u>	OXI	OXI
β) το φύλο <u>OXI</u>	OXI	OXI
γ) το βόμβ <u>OXI</u>	OXI	OXI
δ) τα έτη υπηρεσίας <u>ΝΑΙ</u>	ΝΑΙ	ΝΑΙ
Β. Δυνατότητα πρόωρης συνταξιοδότησης <u>ΝΑΙ</u> Εάν ναι, σε ποιά ηλικία (βλ. σελ. 2) Δηλώσατε εάν υπάρχουν διαφορές σε συνάρτηση με:	ΝΑΙ ανεξαρτήτως από ηλικία	ΝΑΙ όπως το 1985
α) την ηλικία	OXI	OXI
β) το φύλο	ΝΑΙ	ΝΑΙ
γ) το βόμβ	OXI	OXI
	ΝΑΙ	ΝΑΙ

I β) Οι μητέρες για δύο χρόνια από τη γέννηση του παιδιού έχουν μειωμένο ωράριο εργασίας 2 ώρες την ημέρα και για τα επόμενα δύο χρόνια μειωμένο ωράριο κατά μία ώρα την ημέρα.

II δ) Υπάλληλοι με χρόνο υπηρεσίας κάτω από ενός έτους δεν δικαιούνται κανονική άδεια. Για ένα έτος υπηρεσίας δικαιούνται άδεια 20 εργασίμων ημερών. Με την συμπλήρωση 2 ετών δικαιούνται άδεια 21 εργασίμων ημερών και με την συμπλήρωση 3 ετών υπηρεσίας, δικαιούνται πλήρη άδεια 22 εργασίμων ημερών.

Οι ημέρες αυτές αδειάς δίδονται στους υπαλλήλους που εργάζονται σε υπηρεσίες στις οποίες εφαρμόζεται ωράριο πενθήμερης εβδομάδας εργασίας.

Όσον αφορά τους υπαλλήλους που εργάζονται έξι μέρες την εβδομάδα ο αριθμός των ημερών αδειάς που δικαιούνται κατ'ανώτατο όριο, είναι 26 εργάσιμες ημέρες (συμπεριλαμβανομένης και της ημέρας του Σαββάτου).

IV Α) Η συνταξιοδότηση είναι υποχρεωτική μετά τα 35 χρόνια υπηρεσίας και αφού συμπληρώσει ο υπάλληλος το 56 έτος της ηλικίας του.

IV Β) Παντρεμένες γυναίκες έχουν δικαίωμα να συνταξιοδοτηθούν μετά το 15^ο έτος υπηρεσίας. Γενικά όλοι οι δημόσιοι υπάλληλοι μπορούν να συνταξιοδοτηθούν μετά το 25^ο έτος υπηρεσίας (μειωμένη σύνταξη).

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
ΥΠΟΥΡΓΕΙΟ ΕΘΝΙΚΗΣ ΟΙΚΟΝΟΜΙΑΣ
ΕΘΝΙΚΗ ΣΤΑΤΙΣΤΙΚΗ ΥΠΗΡΕΣΙΑ
ΤΗΣ ΕΛΛΑΔΟΣ
ΥΠΗΡΕΣΙΑ ΣΤΑΤΙΣΤΙΚΗΣ
ΥΠΟΥΡΓΕΙΟΥ ΟΙΚΟΝΟΜΙΚΩΝ

Αθήνα 14 Ιουλίου 1986

Αριθ. Πρωτ.: 1025

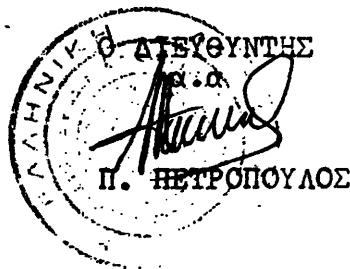
Πληροφορίες: Κ. Χαρίσης
Ταχ. Δ/ση : Λεωφόρος 2
Ταχ. Κώδικας : 10562
Τηλέφωνο : 5230949

✓ TO: MR M. LOENING
STATISTICAL OFFICE OF THE
EUROPEAN COMMUNITIES
LUXEMBOURG

Κοιν.: I Υπουργείο Εθνικής Οικονομίας
- Δ/ση ΣΤ Κοινοτικών Θεμάτων
ΕΟΚ
- Δ/ση Τιμών και Εισοδήματος
κ. Δόσχορη
- Ε.Σ.Υ.Ε, Δ/ση Μεθοδολογίας
2 Μόνιμη Ελληνική Αντιπροσωπεία
Των Ευρωπαϊκών Κοινοτήτων
κ. Ντινόπουλος
71 AVENUE DE CORTENBERG
1040 BRUSSELES

Θέμα: " Παροχή στοιχείων "

Σας στέλνουμε πίνακες με στοιχεία που αφορούν τη μέθοδο αναπροσαρμογής των αποδοχών των υπαλλήλων των Ευρωπαϊκών Κοινοτήτων (κατάρτιση, ειδικού δελιτη), για το έτος 1986.



EUROSTAT						
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ΕΘΝΙΚΗ ΣΤΑΤΙΣΤΙΚΗ ΥΠΗΡΕΣΙΑ ΤΗΣ ΕΛΛΑΔΟΣ
ΟΔΟΣ ΛΥΚΟΥΡΓΟΥ 14 - ΑΘΗΝΑΙ

NATIONAL STATISTICAL SERVICE OF GREECE
14, LYCOURGOU STR. - ATHENS

OFFICE NATIONAL DE STATISTIQUE DE GRÈCE
14, RUE LYCOURGOU - ATHÈNES

Ref. No. 361

Athens, 11 July 1986

Mr. M. Loening
Statistical Office of the
European Communities
Luxembourg

Dear Sir,

We forward you data concerning the civil servant's remuneration, for the period 1 July 1985 - 1 July 1986 which are required for the method of adjusting the remuneration of officials and other servants of the European Communities.

Any information should be addressed to Mr. K. Harissis, (43 Agissilaou street, Athens, Tel.: 5230.949).

Sincerely Yours,


P. Petropoulos

NUMBER OF STAFF IN POST AT 30.11.1985

C A T E G O R Y				
A	B	C	D	TOTAL
28.424	10.816	57.555	16.413	113.208

Notes : 1. These figures do not include personnel posted in Parliament, in Public Security Forces, in Courts, in the Ministry of Foreign Affairs and teaching personnel of the Ministry of National Education.

2. The staff in post refers to permanent staff only.

amount in DRS. (included allowances for Christmas, Easter & annual leave)

Category	Grade of pay-roll	S i n g l e				Marrid, 2 Children			
		Gross		Net		Gross		Net	
		1985	1986	1985	1986	1985	1986	1985	1986
A	1	118.587	125.540	79.430	90.851	124.668	131.632	85.484	97.788
	2	114.253	121.183	77.451	88.449	120.416	127.406	83.550	95.493
	3	110.016	116.868	75.413	86.053	116.242	123.184	81.693	93.164
	4	105.988	112.762	73.502	83.647	112.315	119.246	79.804	90.993
	5	102.146	108.847	71.592	81.352	108.332	115.191	77.887	88.679
	6	98.214	104.831	69.563	78.998	104.450	111.222	76.020	85.352
	7	94.141	100.665	67.461	76.435	100.662	107.354	74.108	84.085
	8	90.516	96.960	65.548	74.134	96.921	103.532	72.177	81.820
	9	86.516	92.709	63.346	71.496	93.052	99.567	70.180	79.357
	10	82.839	89.055	61.321	69.118	89.424	95.856	68.225	77.052
	11	79.262	85.328	59.315	66.706	85.851	92.191	66.257	74.750
	12	76.013	81.954	57.410	64.519	82.603	88.866	64.467	72.596
	13	72.640	78.435	55.434	62.149	79.011	85.113	62.441	70.167
	14	69.060	74.727	53.242	59.652	75.744	81.703	60.527	67.949
	15	66.112	71.625	51.414	57.562	72.795	78.639	58.798	65.884
	16	62.550	67.886	49.186	54.963	69.520	75.209	56.800	63.574
B	4	112.605	119.515	76.660	87.532	118.907	125.862	82.866	94.642
	5	108.480	115.306	74.676	85.140	114.663	121.601	80.937	92.294
	6	104.448	111.193	72.736	82.730	110.628	117.527	78.994	90.048
	7	100.469	107.124	70.729	80.344	106.704	113.518	77.108	87.701
	8	96.594	103.172	68.729	77.995	102.873	109.603	75.251	85.405
	9	92.729	99.213	66.735	75.536	99.073	105.701	73.290	83.117
	10	88.876	95.373	64.649	73.157	95.381	101.949	71.385	80.840
	11	85.143	91.438	62.592	70.663	91.678	98.176	69.469	78.496
	12	81.513	87.670	60.592	68.224	88.103	94.501	67.500	76.213
	13	77.989	83.999	58.571	65.848	84.578	90.887	65.559	73.908
	14	74.570	80.431	56.568	63.496	81.157	87.344	63.673	71.614
	15	71.242	76.960	54.603	61.158	77.844	83.892	61.761	69.379
	16	67.947	73.494	52.557	58.822	74.630	80.539	59.877	67.187
	17	64.705	70.138	50.544	56.541	71.523	77.298	58.048	64.980
	18	61.362	66.635	48.408	54.090	69.476	74.119	56.156	62.842
	19	58.268	63.398	46.379	51.824	65.483	70.996	54.296	60.736

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MONTHLY AMMOUNT IN DRS. (INCLUDED ALLOWANCES FOR CHRISTMAS, EASTER
AND ANNUAL LEAVE)

Category	Grade of payroll	S I N G L E				M A R R I E D , 2 C H I L D R E N				
		Gross		Net		Gross		Net		
		1985	1986	1985	1986	1985	1986	1985	1986	
C	9	102,731	109,434	71,900	81,703	108,930	115,789	78,045	89,037	
	10	98,784	105,425	69,864	79,355	105,041	111,816	76,311	86,707	
	11	94,891	101,424	67,855	76,914	101,245	107,938	74,415	84,434	
	12	91,247	97,705	65,958	74,604	97,702	104,265	72,589	82,281	
	13	87,288	93,639	63,778	72,079	93,805	100,335	70,575	79,842	
	14	83,809	90,074	61,861	69,785	90,359	96,819	68,747	77,658	
	15	80,147	86,249	59,840	67,309	86,737	93,098	66,752	75,344	
	16	76,751	82,717	57,850	65,023	83,339	89,622	64,879	73,094	
	17	73,377	79,197	55,873	62,670	79,965	86,115	63,007	70,823	
	18	69,862	75,536	53,764	60,206	76,695	82,703	61,091	68,615	
	19	66,620	72,134	51,738	57,913	73,346	79,196	59,147	66,256	
	20	63,686	69,084	49,915	55,809	70,289	76,008	57,286	64,121	
	21	60,165	65,385	47,628	53,220	67,250	72,837	55,399	61,984	
	22	57,273	62,356	45,731	51,100	64,297	69,756	53,565	59,875	
	23	53,953	58,818	43,537	48,567	61,633	66,984	51,847	57,933	
	24	51,023	55,650	41,513	46,296	58,465	63,654	49,703	55,433	
	D	16	88,451	94,827	64,425	72,824	94,962	101,515	71,179	80,582
		17	84,773	91,051	62,998	70,426	91,337	97,808	69,293	78,279
		18	81,201	87,341	60,431	68,023	87,791	94,176	67,338	76,023
		19	75,955	81,867	57,391	64,477	82,552	88,790	64,455	72,562
		20	72,652	78,423	55,455	62,156	79,423	85,544	62,695	70,460
		21	68,513	73,958	52,828	59,149	76,034	81,996	60,709	68,160
		22	66,180	71,672	51,470	57,607	72,931	78,761	58,091	65,981
		23	61,302	66,576	48,380	54,060	68,250	73,875	56,026	62,090
24		58,145	63,260	46,310	51,738	65,008	70,417	54,015	60,339	
25		55,102	60,047	44,315	49,455	62,461	67,833	52,404	58,533	
26		52,176	56,880	42,314	47,182	59,612	64,853	50,585	56,447	
27		47,858	52,174	39,332	43,748	55,298	60,321	47,707	52,521	
28	45,225	49,310	37,495	41,646	52,663	57,496	45,794	50,049		

Notes: 1. Social Security contributions and taxes deducted from monthly remuneration are an approximation.



MINISTERIO DE ECONOMIA Y HACIENDA
DIRECCION GENERAL DE GASTOS DE PERSONAL
ADJUNTO AL DIRECTOR GENERAL

Madrid, 5 de septiembre de 1.986.

Mr. Klaus Löning
Deputy Head of Division.
STATISTICAL OFFICE OF THE
EUROPEAN COMMUNITIES.
L U X E M B U R G O

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Adjunto le remito el estudio sobre las retribu-
ciones correspondientes al ejercicio 1.986 del personal --
funcionario de la Administración Española que ocupa puestos
de carácter burocrático en sus Servicios Centrales.

Dario Polo



MINISTERIO DE ECONOMIA Y HACIENDA

DIRECCION GENERAL DE GASTOS DE
PERSONAL

DP/MM

LAS RETRIBUCIONES EN EL AÑO 1.986 DE LOS FUNCIONARIOS DE LA ADMINISTRACION ESPAÑOLA DESTINADOS EN LOS PUESTOS BUROCRATICOS DE SUS SERVICIOS CENTRALES

0. INTRODUCCION

Por imperativo de la Ley 50/84, de Presupuestos Generales del Estado para 1.985, se establece en España un nuevo sistema para retribuir al personal funcionario al servicio de la Administración Pública. Desde los primeros meses de 1.986, el nuevo sistema afecta a la totalidad de los que prestan servicio, con cometido burocrático, a nivel -- Central, en los Departamentos Ministeriales.

El rasgo más importante del vigente sistema retributivo es remunerar el puesto de trabajo de acuerdo con la valoración objetiva establecida para el mismo. Este nuevo criterio permite definir los importes íntegros obtenidos por cada funcionario en función del puesto de trabajo que ocupa y del grupo de clasificación a que pertenezca el Cuerpo o Escala de aquél, establecido por la Ley 30/84 de Reforma de la Función Pública. Desaparecen así diferentes conceptos retributivos vigentes con anterioridad, que estratificaban las retribuciones en gran medida en base al Cuerpo por el que se había accedido a la Administración siendo absolutamente insuficiente la repercusión que tenía el -- puesto de trabajo desempeñado sobre las retribuciones percibidas.

En este trabajo se describe el colectivo afectado y el resú-- men de los resultados más representativos del abanico retributivo.



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DIRECCION GENERAL DE GASTOS DE
PERSONAL

1. DESCRIPCION del COLECTIVO

1.1 CENTROS GESTORES CONSIDERADOS

Unidades de los Departamentos Ministeriales que desempeñan tareas burocráticas en los Servicios Centrales de la Administración Pública.

1.2 FUNCIONARIOS OBJETO DE ESTUDIO

Personal civil perteneciente a Cuerpos o Escalas de la Administración del Estado o de sus Organismos Autónomos que prestan servicio en los Centros Gestores definidos anteriormente.

La clasificación por grupos establecida por la Ley 30/84, se ha ordenado en cuatro grandes colectivos para acomodar el estudio a los estratos funcionariales existentes en la Comunidad Económica Europea, de acuerdo al siguiente resumen:

<u>ESPAÑA</u> <u>(Clasificación Ley 30/84)</u>	<u>GRUPOS DE TITULACION</u>	<u>COMUNIDAD</u> <u>ECONOMICA EUROPEA</u>
GRUPO A	Titulados Superiores	GRUPO A
GRUPOS B y C	Titul. Medios y Administrativos	GRUPO B
GRUPO D	Auxiliares	GRUPO C
GRUPO E	Subalternos y Asimilados	GRUPO D

2. CONSIDERACIONES GENERALES

La jornada de trabajo obligatoria se establece en 37'5 horas/semana, en horario continuado de mañana.

Para ciertos puestos, fundamentalmente los de nivel superior, se exige, no obstante, un mayor horario en jornada de mañana/



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y tarde, y en otros, mas puntuales, horarios diferentes.

El periodo vacacional es de un mes natural al año. Con -- independencia de lo anterior, el funcionario tiene derecho a otros 6 días retribuidos al año para la resolución de asuntos particulares. - Los días festivos, de carácter no laboral y comunes a todos los fun-- cionarios son 14.

La jubilación obligatoria por edad se produce al cumplir/ el funcionario 65 años existiendo la posibilidad de jubilarse volunta riamente siempre que se hayan cumplido los 60 años y se tengan 30 -- años de servicio efectivo.

De las componentes que integran la retribución del funcio nario, el sueldo y la antigüedad dependen del grupo de clasificación/ en que esté encuadrado el Cuerpo o Escala a que pertenezca el funcio nario, computándose la antigüedad mediante el concepto trienio cuya - consolidación unitaria se produce cada tres años de servicio efectivo.

Además de estos dos conceptos que se acaban de definir, - completan la retribución reglada que percibe el funcionario dos tipos de ingresos, denominados complementos, ligados a la ocupación de un - determinado puesto de trabajo. Atendiendo al nivel jerárquico del -- puesto de trabajo se percibe el complemento de destino (cdd) y en fun ción de la dificultad técnica, dedicación, responsabilidad, peligrosi dad o penosidad del mismo se puede percibir el complemento específico. Puestos de igual nivel jerárquico pueden tener distintos complementos específicos.

Además de las retribuciones regladas, el nuevo sistema retributi vo permite premiar el especial rendimiento, la actividad extraordina ria y el interés o iniciativa con el que el funcionario desempeñe el/ puesto de trabajo con el complemento de productividad. Dicho comple mento no se ha incluido en los cuadros de retribuciones que se acompa ñan, toda vez que por su propia esencia no puede estar normalizado.



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Signifiquemos no obstante a título informativo que para la totalidad de la Administración Pública la masa destinada a retribuir por complemento de productividad representa el 4'5% sobre el total de la masa destinada a retribuir por los restantes conceptos.

La situación familiar del funcionario tiene un doble reflejo en las retribuciones de los mismos:

- . El funcionario casado cuyo cónyuge no realice trabajo remunerado percibe 375 pts/mes así como 300 pts/mes por cada hijo menor de edad.
- . El funcionario casado y con hijos recibe un tratamiento fiscal más favorable especialmente en las rentas más bajas.

No quedaría completa la descripción de los ingresos íntegros establecidos por el nuevo sistema retributivo sin detallar un concepto económico, el Complemento Personal y Transitorio (CPT) que ha permitido a los funcionarios, a los que la implantación del nuevo sistema retributivo mermaba sus retribuciones, asegurar a corto plazo un nivel retributivo próximo o igual al que tenían en el sistema anterior.

Quiere destacarse, dentro de las consideraciones generales, que en España se abonan las retribuciones, a excepción del complemento de productividad, a través de doce mensualidades ordinarias/ de igual cuantía, incrementando en los meses de julio y diciembre ésta cuantía con mensualidades extraordinarias función del sueldo y los trienios.

Los importes líquidos de las retribuciones resultan de -
detracer a los íntegros tres tipos de retenciones:

- 1ª/ El impuesto sobre la renta de las personas físicas que depende de la retribución anual reglada y de la situación familiar del funcionario. Cabe destacar que para las retribuciones bajas y medias



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adquiere mayor importancia la situación familiar del funcionario.

2ª/ La retención por cuota de derechos pasivos que depende del grupo/ de clasificación al que pertenezca el funcionario para los ingre- sados con posterioridad al 31 de diciembre de 1.984, y del anti- guo coeficiente para los ingresados anteriormente.

3ª/ La cuota para la Mutualidad General de Funcionarios Civiles, que/ es función del Cuerpo de pertenencia del funcionario y de su fe- cha de ingreso a la Administración.

En el presente estudio se presentan para cada grupo de ti- tulación las retribuciones correspondientes a cuatro situaciones par- ticulares, la del funcionario soltero: sin antigüedad y con 12 trie- nios, y la del casado con dos hijos, en igualdad de tiempo de servi- cios que los considerados para el funcionario soltero.

3. CONSIDERACIONES PARTICULARES

Titulados Superiores.- Con esta titulación se encuentran cerca del - 23% del total del colectivo considerado. Ocupan la mayoría de los - puestos de mayor escalón jerárquico dentro de la Administración, con/ un porcentaje próximo al 93.

El escalón ocupado con mayor frecuencia es el de c.d.d. - 26. La retribución mínima corresponde a un complemento de destino 11 que es el mínimo garantizado.

Titulados medios y administrativos.- Es el grupo con mayor peso espe- cífico, en cuanto al número de funcionarios, dentro del colectivo es- tudiado al representar el 41'18% del mismo. Los funcionarios de este grupo ocupan el 72'48% de los complementos de destino medios -- (13 < cdd < 25) dentro de la burocracia a nivel Central, alcanzando -



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un 7% de los puestos indicados para los Titulados superiores.

La retribución modal para este colectivo corresponde al c.d.d. 14, aunque es en este grupo donde la moda está definida de forma menos destacada, siendo muy representativos los c.d.d. 16 e incluso el 24. La distribución interna en este grupo, menos normalizada que en los tres restantes se explica en la menor homogeneidad de la titulación de sus funcionarios cuyo nivel de estudios para ingresar en la Administración varía desde el Bachillerato hasta la Ingeniería/Técnica.

Auxiliares.- Representan más del 29% del total de funcionarios, la titulación exigida para su ingreso en la Administración es la de Graduado Escolar, Formación Profesional de primer grado o equivalente. Ocupan cerca del 70% del personal de apoyo (c.d.d. < 14), situándose el resto en los puestos de menor c.d.d. dentro del escalón estructural de los jefes de negociado.

La retribución máxima se produce en puestos muy señalados con c.d.d. 15, correspondiente a secretarías de Altos Cargos.

La retribución mínima está reglada en 928.356 ₧ para el c.d.d. 6 y la modal se produce para c.d.d. 10 con un importe de 978.228 ₧, en el caso del funcionario soltero sin antigüedad.

La retribución media se eleva a 1.089.768 ₧ como consecuencia de cubrir este colectivo puestos de trabajo de secretarías de Subdirector y de operadores, grabadores y codificadores informáticos/ que están dotados de complemento específico.

Subalternos y Asimilados.- En este grupo se sitúan aquellos funcionarios para cuyo ingreso en la Administración se exige sólo el certificado de escolaridad, desarrollando funciones típicas de ordenanza (transporte, porteo, distribución de correspondencia, etc), que en el caso de asesoramiento al público, conlleva un complemento específico.



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La retribución máxima reglada se establece para los puestos de porteros mayores.

La retribución media resultante es de 873.972 ₧.

Pare este colectivo coinciden la retribución mínima y modal en el c.d.d. 5, aunque es destacable que sus importes difieren en función de la antigüedad del funcionario y no sólo por la cuantía de los trienios, ya que, en el antiguo sistema, el funcionario del Cuerpo Subalterno con más de 21 años de servicio percibía una gratificación mensual que ha desaparecido en el nuevo sistema, consolidando un CPT.

4. CUADROS RESUMEN

Se adjuntan siete cuadros en los que, los cuatro primeros reflejan importes mensuales íntegros y líquidos en los casos de carecer de antigüedad o bien de tener 12 trienios de vida administrativa.

En otros dos cuadros, se reflejan las masas de funcionarios, en términos porcentuales que ocupan los puestos atendiendo al tipo de retribución dentro de su grupo de titulación y respecto al total.

El último, recoge en un cuadro la distribución porcentual de cada grupo de titulación y la ocupación dentro de los escalones estructurales de la Administración.

-0-0-0-0-

Julio - 1.986.



MINISTERIO DE ECONOMIA Y HACIENDA
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IMPORTE INTEGROS MENSUALES INCLUIDA LA PARTE PROPORCIONAL DE PAGAS EXTRAORDINARIAS

SIN ANTIGÜEDAD

GRADO DE TITULACION	FUNCIONARIO SOLTERO				FUNCIONARIO CASADO CON DOS HIJOS			
	MAXIMO	MINIMO	MODAL	MEDIO	MAXIMO	MINIMO	MODAL	MEDIO
TITULADOS SUPERIORES	410.910	141.087	244.179	263.541	411.885	142.062	245.154	264.516
TITULADOS MEDIOS Y ADMINISTRATIVOS	252.186	93.179	105.506	134.418	253.161	94.154	106.481	135.393
AUXILIARES	104.236	77.363	81.519	90.814	105.211	78.338	82.494	91.789
SUBALTERNOS Y ASIMILADOS	79.164	70.957	70.957	72.831	80.139	71.932	71.932	73.806

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DIRECCION GENERAL
DE PERSONAL
GASTOS DE PERSONAL

IMPORTE LIQUIDOS MENSUALES INCLUIDA LA PARTE PROPORCIONAL DE PAGOS EXTRAORDINARIAS

SIN ANTIGÜEDAD

GRADO DE TITULACION	FUNCIONARIO SOLTERO			FUNCIONARIO CASADO CON DOS HIJOS				
	MAXIMO	MINIMO	MODAL	MEDIO	MAXIMO	MINIMO	MODAL	MEDIO
TITULADOS SUPERIORES	298.567	110.307	185.726	198.581	303.416	112.556	188.958	201.996
TITULADOS MEDIOS Y ADMINISTRATIVOS	191.382	76.853	87.792	107.444	192.153	81.487	92.919	112.333
AUXILIARES	88.105	66.508	70.332	77.067	93.181	70.539	74.529	80.698
SUBALTERNOS Y ASIMILADOS	68.808	61.698	61.698	63.710	72.896	66.471	66.471	68.307

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MINISTERIO DE ECONOMIA Y HACIENDA

DIRECCION GENERAL
DE
GASTOS DE PERSONAL

IMPORTE INTEGROS MENSUALES INCLUIDA LA PARTE PROPORCIONAL DE PAGAS EXTRAORDINARIAS

CON ANTIGÜEDAD (12 TRIENIOS)

GRADO DE TITULACION	FUNCIONARIO SOLTERO			FUNCIONARIO CASADO CON DOS HIJOS			
	MAXIMO	MINIMO	MODAL	MAXIMO	MINIMO	MODAL	MEDIO
TITULADOS SUPERIORES	465.748	195.925	299.017	466.723	196.900	299.992	319.354
TITULADOS MEDIOS Y ADMINISTRATIVOS	296.062	126.079	138.576	297.037	127.054	139.551	172.869
AUXILIARES	126.188	99.315	103.471	127.163	100.290	104.446	113.741
SUBALTERNOS Y ASIMILADOS	95.614	89.895	89.895	96.589	90.850	90.850	90.256

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DIRECCION GENERAL

DE GASTOS DE PERSONAL

IMPORTE LIQUIDOS MENSUALES INCLUIDA LA PARTE PROPORCIONAL DE PAGAS EXTRAORDINARIAS

CON ANTIGÜEDAD (12 TRIENIOS)

GRADO DE TITULACION	FUNCIONARIO SOLTERO				FUNCIONARIO CASADO CON DOS HIJOS			
	MAXIMO	MINIMO	MODAL	MEDIO	MAXIMO	MINIMO	MODAL	MEDIO
TITULADOS SUPERIORES	330.048	149.374	223.597	238.699	330.760	154.102	224.357	239.459
TITULADOS MEDIOS Y ADMINISTRATIVOS	223.059	101.150	111.745	134.164	223.820	105.791	116.760	138.421
AUXILIARES	102.612	83.742	87.441	93.458	107.251	88.622	92.487	97.719
SUBALTERNOS Y ASIMILADOS	81.092	76.902	76.902	76.349	85.824	81.414	81.414	80.837



MINISTERIO DE ECONOMIA Y HACIENDA

DIRECCION GENERAL
DE
GASTOS DE PERSONAL

PERSONAL FUNCIONARIO DE LOS SERVICIOS CENTRALES DE LA ADMINISTRACION CIVIL ESPAÑOLA
DESTINADOS EN PUESTOS BUROCRATICOS
PORCENTAJES DE FUNCIONARIOS, PARA CADA TIPO DE RETRIBUCION, EN CADA GRUPO DE TITULACION

GRADOS DE TITULACION	TIPO DE RETRIBUCION				TOTAL
	MAXIMA	MINIMA	MODAL	RESTANTES	
TITULADOS SUPERIORES	1'59	0'98	17'21	80'22	100'00
TITULADOS MEDIOS Y ADMINISTRATIVOS	0'90	1'09	30'46	67'55	100'00
AUXILIARES	12'42	6'73	22'36	58'49	100'00
SUBALTERNOS Y ASIMILADOS	4'37	23'25	28'47	43'91	100'00



MINISTERIO DE ECONOMIA Y HACIENDA

DIRECCION GENERAL
DE
GASTOS DE PERSONAL

PERSONAL FUNCIONARIO DE LOS SERVICIOS CENTRALES DE LA ADMINISTRACION CIVIL ESPAÑOLA

DESTINADOS EN PUESTOS BUROCRATICOS

PORCENTAJES DE FUNCIONARIOS. PARA CADA TIPO DE RETRIBUCION, RESPECTO DEL TOTAL.

GRADOS DE TITULACION	TIPO DE RETRIBUCION				TOTAL
	MAXIMA	MINIMA	MODAL	RESTANTES	
TITULADOS SUPERIORES	0'36	0'22	3'95	18'42	22'95
TITULADOS MEDIOS Y ADMINISTRATIVOS	0'37	0'45	12'54	27'82	41'18
AUXILIARES	3'62	1'96	6'51	17'04	29'13
SUBALTERNOS Y ASIMILADOS	0'29	1'57	1'92	2'96	6'74
TOTAL	4'64	4'20	24'92	66'24	100'00

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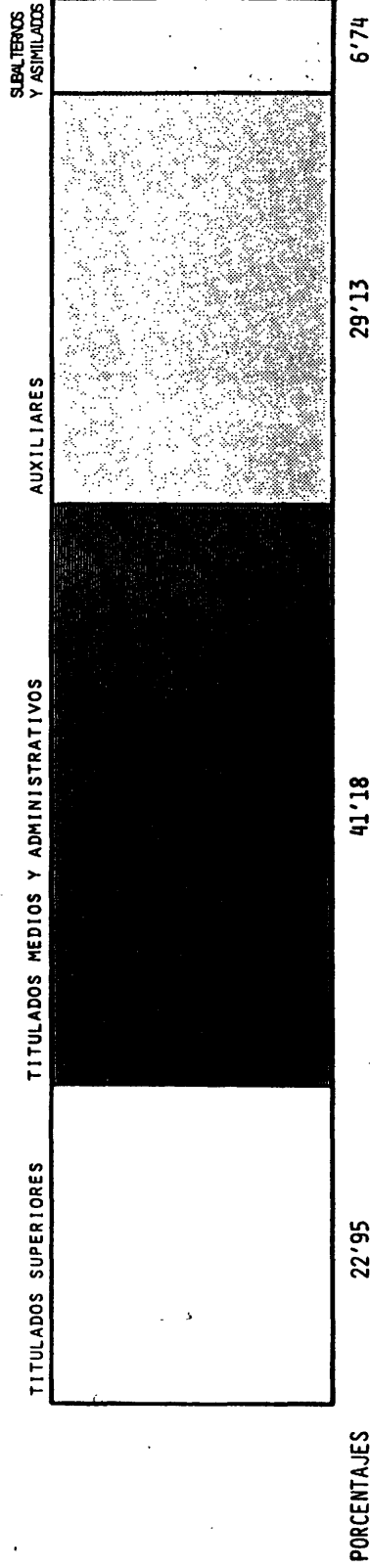
MADRID, 29 - JULIO - 1.986.



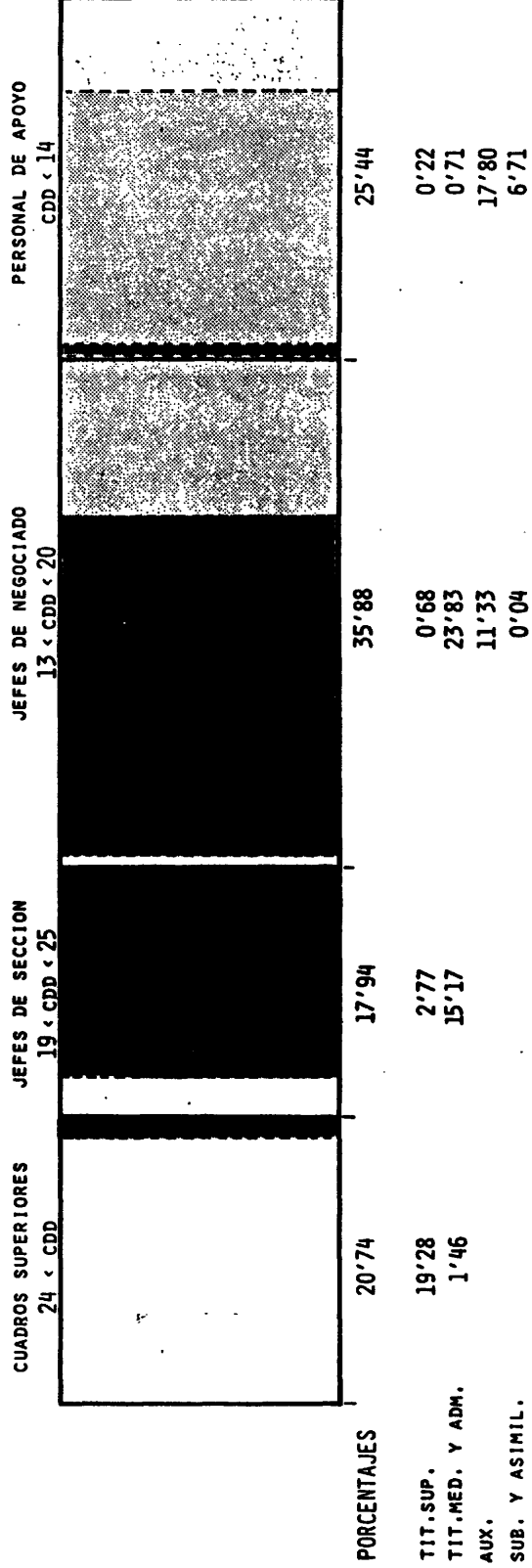
MINISTERIO DE ECONOMIA Y HACIENDA · ESPAÑOLA EN PUESTOS BUROCRATICOS EN FUNCION DEL GRADO DE TITULACION Y DEL COMPLEMENTO DE DESTINO (C.D.D.)

DIRECCION GENERAL
DE
GASTOS DE PERSONAL

DISTRIBUCION PORCENTUAL · PERSONAL FUNCIONARIO DE LOS SERVICIOS CENTRALES DE LA ADMINISTRACION



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MINISTERIO DE ECONOMIA Y HACIENDA
 DIRECCION GENERAL
 DE GASTOS DE PERSONAL
 DP/111

RETRIBUCIONES MENSUALES. DURANTE 1.986. PERCIBIDAS POR LOS FUNCIONARIOS DESTINADOS EN LOS PUESTOS
 BUROCRATICOS DE LOS SERVICIOS CENTRALES DE LA ADMINISTRACION CIVIL ESPAÑOLA
 (En las cuantías se incluye el importe proporcional de las pagas extraordinarias)

TIPO de FUNCIONARIO	C.B.	RETRIBUCION MENSUAL INTEGRAL												RETRIBUCION MENSUAL LIQUIDA					
		Estado civil: SOLTERO						Estado civil: CASADO con 2 hijos						Estado civil: SOLTERO			Estado civil: CASADO con 2 hijos		
		MINIMA	MODAL	MAXIMA	PEDIA	MODAL	MAXIMA	MINIMA	MODAL	MAXIMA	PEDIA	MODAL	MAXIMA	MINIMA	MODAL	MAXIMA	MINIMA	MODAL	MAXIMA
TITULADOS SUPERIORES	30	285.689	343.907	465.733	365.765	285.644	344.882	466.708	366.761	216.052	255.192	330.368	272.038	219.688	259.391	331.080	276.457		
	28	228.394	286.310	421.880	314.033	239.399	299.275	422.885	315.008	181.030	223.057	302.574	235.329	189.264	223.818	307.524	236.089		
	26	216.393	288.597	388.873	287.913	217.388	289.572	379.868	288.888	165.661	202.575	274.415	202.034	166.451	206.041	278.865	205.494		
GRUPO A en 1a C.E.E.	24	173.044	190.348	297.815	204.244	174.019	191.323	298.750	205.259	132.279	146.469	222.679	155.856	136.559	151.094	223.439	160.781		
TITULADOS MEDIOS y ADMINISTRATIVOS	28	147.167	207.676	270.011	204.427	148.142	208.651	270.965	205.802	115.776	160.373	205.464	158.013	119.557	165.335	208.944	162.911		
	16	113.708	147.213	201.081	148.562	114.683	148.188	202.056	149.537	92.850	115.814	155.051	117.047	97.139	119.597	159.862	120.857		
	14	103.588	113.925	173.163	115.050	104.543	114.900	174.138	116.025	86.100	99.029	134.149	90.988	91.149	97.334	138.431	98.317		
GRUPO B en 1a C.E.E.	8	93.179	102.466	154.737	105.871	94.154	103.471	155.712	106.846	76.853	85.145	123.903	88.149	81.487	90.152	127.806	93.291		
AUXILIARES	14	93.333	110.088	122.019	107.128	94.308	111.073	122.994	108.103	78.401	91.120	101.481	90.678	83.041	95.300	106.029	95.870		
	13	87.750	102.220	114.857	102.225	88.725	103.195	115.832	103.200	74.310	85.310	95.260	86.315	78.736	91.306	99.583	91.311		
	8	79.441	87.365	109.321	88.446	80.416	88.380	110.236	88.421	68.420	73.981	90.444	74.936	72.534	78.383	94.601	79.380		
GRUPO C en 1a C.E.E.	6	77.363	85.099	107.378	85.199	78.338	86.094	108.353	86.174	65.508	71.924	90.901	72.014	70.539	76.244	92.852	76.338		
SUBALTERNOS y ASIMILADOS GRUPO D en 1a C.E.E.	5	70.957	78.053	94.463	78.326	71.932	79.028	95.438	79.301	61.967	67.786	80.099	68.037	66.471	71.844	84.735	72.105		

NOTA: No se incluyen las posibles cuantías percibidas por complemento de productividad, pues como se manifiesta en el escrito no es posible estimarlas dada la enorme variabilidad que presenta por su propia definición.



MINISTÉRIO DAS FINANÇAS
GABINETE DOS ASSUNTOS EUROPEUS

EUROSTAT							
DG	AD	AS	A	B	C	D	Y
00140640				07. VIII. 1986			
ATT.							
INF.		ACT.		COPY			

Exmo. Senhor
Klaus Löning
Serviço de Estatística das
Comunidades Europeias

Conforme referido na carta do Director-Geral do Pessoal e da Administração da Comissão das Comunidades Europeias de 11/7/86, junto envio as respostas ao questionário sobre a adração do trabalho, fêrias e idade de aposentação na Administração Central portuguesa, com vista à elaboração do respectivo relatório anual.

Com os melhores cumprimentos.

-1. AGO 1986

O DIRECTOR,

Questionário sobre a duração do trabalho, as férias e a idade de aposentação nas administrações centrais dos Estados-membros (1)

RUBRICAS	SITUAÇÃO JULHO 1985	SITUAÇÃO JULHO 1986
I. Duração semanal do trabalho (em horas) Indique se há diferenças em função de: a) idade b) sexo c) grau d) anos de serviço	36 horas Não Não Não Não	36 horas Não Não Não Não
II. Dias de férias anuais Indique se há diferenças em função de: a) idade b) sexo c) grau d) anos de serviço	30 dias Não Não Não Não	30 dias Não Não Não Não

(1) As informações pedidas referem-se apenas aos funcionários que trabalham nos diferentes Ministérios (Administração Central).

RUBRICAS	SITUAÇÃO JULHO 1985	SITUAÇÃO JULHO 1986
III. Número de feriados por ano (obrigatórios, contratuais, regulamentares, etc.) Indique se há compensação quando o dia feriado for sábado ou domingo	14 (sendo 12 obrigatórios) Não	14 (sendo 12 obrigatórios) Não
IV. Aposentação: A. Idade normal de aposentação Indique se há diferenças em função de: a) idade b) sexo c) grau d) anos de serviço	60 anos de idade e 36 anos de serviço Limite 70 anos Não Não Sim	60 anos de idade e 36 anos de serviço Limite 70 anos Não Não Sim
B. Possibilidade de aposentação antecipada Se sim, com que idade Indique se há diferenças em função de: a) idade b) sexo c) grau d) anos de serviço	Sim, por incapacidade permanente com 5 anos de serviço Não Não Não Sim	Sim, por incapacidade permanente com 5 anos de serviço * Não Não Não Sim

Excepcionalmente até ao fim de 1986:

- 60 anos de idade e 20 anos de serviço

- ou 30 anos de serviço independentemente da idade



MINISTÉRIO DAS FINANÇAS
DIRECÇÃO-GERAL DA CONTABILIDADE PÚBLICA
GABINETE DO DIRECTOR-GERAL
R. da Alfândega, 2^o. — 1194 Lisboa Codex
Portugal

N.º 180/GRHO/86

PROC.º

LIV.

DIV.

KLAUS LÖNING
Deputy Head of Division
Eurostat
P.O. Box 1907
L-1019 LUXEMBOURG

Na sequência dos contactos havidos entre o Eurostat e a DGCP, tenho a honra de enviar a V. Ex^{sa}. a situação das remunerações dos funcionários em 1 de Julho de 1986. O universo abrangido e o conteúdo dos montantes brutos e líquidos respeita o consenso a que se chegou entre os serviços portugueses e o Eurostat.

Relativamente aos salários que o Eurostat já possui (1 de Julho de 1985) não foi deduzido, por lapso nosso, o montante de 30 escudos nos valores líquidos. Este desconto já está deduzido nos montantes de 1 de Julho de 1986. O Eurostat deverá reduzir em todas as colunas líquidas de 1 de Julho de 1985 o montante de 30 escudos. Este desconto refere-se à Assistência a tuberculosos (A.F.C.T.).

Direcção-Geral da Contabilidade Pública, em 86.07.16

A DIRECTORA-GERAL,

R. Remole da Silva

REMUNERAÇÕES MENS: DOS FUNCIONÁRIOS (SERVIÇOS SIMPLES - 1 DE JULHO DE 1986

ESCLUDOS

GRAU	LETRA	S O L T E I R O						
		B R U T A S			L I Q U I D A S			
		MIN	MAX	MIN	MAX	MIN	MAX	
A	DG	109 647	119 797	101 165	110 500	103 165	121 797	112 500
	DS	95 763	105 913	88 392	97 730	90 392	107 913	99 730
	CD	89 930	100 080	83 026	92 364	85 026	102 080	94 364
	C	89 113	99 263	82 277	91 612	84 277	101 263	93 612
	D	80 363	90 513	74 227	83 564	76 227	92 513	85 564
	E	72 547	82 697	67 037	76 373	69 037	84 697	78 373
	F	67 180	77 330	62 101	71 499	64 101	79 330	73 499
	G	64 497	74 647	59 632	68 970	61 632	76 647	70 970
	H	59 363	69 513	54 910	64 247	56 910	71 513	66 247
	I	57 147	67 297	52 872	62 208	54 872	69 297	64 208
	J	51 313	61 463	47 506	56 842	49 506	63 463	58 842
B	H	59 363	69 513	54 910	64 247	56 910	71 513	66 247
	I	57 147	67 297	52 872	62 208	54 872	69 297	64 208
	J	51 313	61 463	47 506	56 842	49 506	63 463	58 842
	K	49 213	59 363	45 574	54 910	47 574	61 363	56 910
	L	46 297	56 447	42 891	52 228	44 891	58 447	54 228
	M	43 497	53 647	40 314	49 653	42 314	55 647	51 653

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GRAU	LETRA	S O L T E I R O				C A S A D O C O M D O I S F I L H O S			
		B R U T A S		L I Q U I D A S		B R U T A S		L I Q U I D A S	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
C	H	59 363	69 513	54 910	64 247	61 363	71 513	56 910	66 247
	J	51 313	61 463	47 506	56 842	53 313	63 463	49 506	58 842
	L	46 297	56 447	42 891	52 228	48 297	58 447	44 891	54 228
	M	43 497	53 647	40 314	49 653	45 497	55 647	42 314	51 653
	N	42 913	53 063	39 779	49 114	44 913	55 063	41 779	51 114
	Q	37 663	47 813	34 949	44 287	39 663	49 813	36 949	46 287
	S	34 630	44 780	32 159	41 497	36 630	46 780	34 159	43 497
D	L	46 297	56 447	42 891	52 228	48 297	58 447	44 891	54 228
	N	42 913	53 063	39 779	49 114	44 913	55 063	41 779	51 114
	O	40 813	50 963	37 848	47 183	42 813	52 963	39 848	49 183
	Q	37 663	47 813	34 949	44 287	39 663	49 813	36 949	46 287
	R	36 263	46 413	33 661	42 998	38 263	48 413	35 661	44 998
	S	34 630	44 780	32 159	41 497	36 630	46 780	34 159	43 497
	T	33 113	43 263	30 765	40 100	35 113	45 263	32 765	42 100
	U	31 713	41 863	29 500	38 845	33 713	43 863	31 500	40 845

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S. R.

MINISTÉRIO DAS FINANÇAS
DIRECÇÃO-GERAL DA CONTABILIDADE PÚBLICA
GABINETE DO DIRECTOR-GERAL

REMUNERAÇÕES DOS FUNCIONÁRIOS (MENSAL)

FORMA DE CÁLCULO

SOLTEIRO: REM. BRUTA

MIN: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO
MÁX: " " " " + DIUTURNIDADE:

REM. LÍQUIDA

MIN: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO - DESCONTOS
(APOSENTAÇÃO + MONTEPIO + SAÚDE + IMPOSTO SELO + A.F.C.T.)

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MÁX: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO + DIUTURNIDADE:
- DESCONTOS (APOSENTAÇÃO + MONTEPIO + SAÚDE + IMPOSTO SELO + A.F.C.T.)

CASADO:
2 FILHOS

MIN: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO + ABONO DE
FAMÍLIA

REM. LÍQUIDA

MÁX: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO + DIUTURNIDADE:
+ ABONO DE FAMÍLIA
MIN: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO + ABONO DE
FAMÍLIA - DESCONTOS (APOSENTAÇÃO + MPONTEPIO + SAÚDE + IMPOSTO SELO + A.F.C.T.)

MÁX: VENCIMENTO BASE + SUBSÍDIO FÉRIAS + 13º MÊS + SUBSÍDIO ALIMENTAÇÃO + ABONO DE
DE FAMÍLIA + DIUTURNIDADES - DESCONTOS (APOSENTAÇÃO + MONTEPIO + SAÚDE + IMPOSTO
SELO + A.F.C.T.)

OBSERVAÇÕES:

Estima-se que cerca de 10% dos Funcionários recebem um prémio cuja média é 30%, que se aplica unicamente sobre o vencimento base.

Nota: Aos salarios liquidos sem de se deduzirem a importancia de 30 (trinta) euros, que por lei, não foi feita quando do envio dos dados relativos a 1 de julho de 1985.

PROGRAMME DE CALCUL
PORTUGAL

1.1 Salaires de fonctionnaires nationaux
Minimum/Moyen/Maximum par Grade
a. Annee: 1985

1985 Salaires

Grade	1985 pondn	Celibataire				Marie, deux enfants						
		min	brut moy	max	net moy	min	brut moy	max	net moy			
DG	92	94,365		103,115	87,080	95,129	95,685	104,435	88,400	96,449		
DS	457	82,465		92,215	76,133	84,182	83,785	93,535	77,463	85,502		
CD	597	77,448		86,198	71,519	79,568	78,768	87,518	72,839	80,888		
C	449	76,748		85,498	70,675	78,924	78,068	86,818	72,195	80,244		
D	1,285	69,282		78,032	64,006	72,055	70,602	79,352	65,326	73,375		
E	2,463	62,515		71,265	57,782	65,831	63,835	72,585	59,102	67,151		
F	752	57,965		66,715	53,577	61,646	59,285	68,035	54,917	62,966		
G	1,619	55,632		64,382	51,457	59,500	57,852	65,702	52,771	60,820		
H	2,022	51,198		59,948	47,373	55,422	52,518	61,268	48,693	56,742		
I	726	49,332		58,082	45,656	53,705	50,652	59,402	46,976	55,025		
J	1,364	44,315		53,065	41,041	49,090	45,635	54,385	42,361	50,410		
<hr/>												
H	527	51,198		59,948	47,373	55,422	52,518	61,268	48,693	56,742		
I	649	49,332		58,082	45,656	53,705	50,652	59,402	46,976	55,025		
J	1,363	44,315		53,065	41,041	49,090	45,635	54,385	42,361	50,410		
K	343	42,565		51,315	39,431	47,480	43,885	52,635	40,751	48,800		
L	1,706	39,998		48,748	37,070	45,119	41,318	50,068	38,340	46,439		
M	1,551	37,665		46,415	34,924	42,973	39,985	47,735	36,244	44,273		
<hr/>												
H	723	51,198		59,948	47,373	55,422	52,518	61,268	48,693	56,742		
J	1,467	44,315		53,065	41,041	49,090	45,635	54,385	42,361	50,410		
L	2,161	39,998		48,748	37,070	45,119	41,318	50,068	38,340	46,439		
M	2,086	37,665		46,415	34,924	42,973	39,985	47,735	36,244	44,273		
N	1,912	37,082		45,832	34,387	42,436	38,402	47,152	35,707	43,756		
Q	626	32,648		41,398	30,309	38,358	33,968	42,718	31,629	39,678		
S	386	29,965		38,715	27,647	35,890	31,285	40,035	29,167	37,210		
<hr/>												
L	127	39,998		48,748	37,070	45,119	41,318	50,068	38,340	46,439		
N	862	37,082		45,832	34,387	42,436	38,402	47,152	35,707	43,756		
O	742	35,332		44,082	32,777	40,826	36,652	45,402	34,097	42,146		
Q	676	32,648		41,398	30,309	38,358	33,968	42,718	31,629	39,678		
R	179	31,365		40,115	29,129	37,178	32,685	41,435	30,449	38,498		
S	3,185	29,965		38,715	27,847	35,890	31,285	40,035	29,167	37,210		
T	7,631	28,682		37,432	26,650	34,699	30,002	38,752	27,970	36,019		
U	509	27,515		36,265	25,587	33,636	28,835	37,585	26,907	34,938		

valores correctos
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origine : national communautaire	de base:	1985	↑
INDICE : 45432	ind.prix:	100	↑
indice A : 14764			
indice B : 6711			
indice C : 9815			
indice D : 14142			
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indice : 1985 ind .			
indice : 100			
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annee : 1985			
de base : 1985			

VALORES CORRECTOS

SUMMARY MINUTES

of the meeting of the Working Party
"Art. 65 - Joint Index"

of 11.3.1986

The Chairman opened the meeting and extended a particular welcome to the Spanish and Portuguese representatives, who were attending for the first time.

The summary minutes of the previous meeting were not discussed in detail, since they had already been looked at by the Council Working Party on the Staff Regulations, and had been adopted with comments by a number of delegations. However, the representative of the Netherlands Statistical Office (CBS) stated that he would have preferred to have the Netherlands position on the Working Party's report on the treatment of family allowances (Doc. Com(85)594final) annexed not only to the report but also to the summary minutes of the meeting.

The Working Party confirmed the practice to date whereby, in the event of disagreement on the summary minutes, the dissenting view of a member of the Working Party that could not be incorporated into the summary minutes would appear as an annex to the summary minutes and form an integral part thereof.

Item 1 of the agenda

Forecast of changes in the purchasing power of officials in national central administrations.

The Member States gave the Working Party details of changes in the pay of officials from 1.7.1985 to the date of the meeting, and of the changes still to be expected by 30.6.1986. They also provided an estimate of the trend in the cost of living during the reference period.

EUROSTAT would use these data to estimate the Community average specific indicator for the period 1.7.1985 to 30.6.1986.

Item 2 of the agenda

Examination of the Commission's report on the trend in officials' salaries in the Member States.

The CBS representative pointed out that the description of the method of calculation did not quite correspond to that actually used and requested a more detailed description in the next report.

The Working Party agreed that at the next meeting it would discuss the method of calculation, using as an illustration the example supplied by EUROSTAT.

Given the interpretation adopted of the method laid down and the fact that the transmission of data on salaries was the responsibility of the Netherlands Ministry of the Interior, the CBS representative had no further comments to make on the report.

The Working Party confirmed the practice to date that, when calculating the specific indicator, the same grade structure and the same weighting should be used for both the reference year and the comparison year. Changes in the structure of officials' salaries could only be taken into account when data for both years were available.

The Chairman also pointed out that the reference, under item 2 of Part IV of the statistical commentary, to a new schedule of consumer expenditure by international officials (based on the results of a survey of household accounts) concerned only Brussels and Varese, as did the reference to the results of a rent survey. In the case of all other European capitals, use has been made of the OECD's price index calculations. It was therefore not possible to establish the theoretical basis for the new weighting system adopted in the Federal Republic of Germany. An undertaking was, however, given to examine whether the new weighting system had been derived from the German price index, newly calculated in 1980, covering the cost of living of 4-person-households of high-income employees and officials.

The Working Party approved all other aspects of the Commission's report.

Item 3 of the agenda

Discussion on the method to be used for inclusion in the 1986 report of data from the new Member States.

Changes in officials' salaries in all 12 Member States had to be taken into account for the 1986 report. However, Spain and Portugal had not become Member States until 1 January 1986 and this precluded a full consideration of changes in salaries during the reference period.

The Working Party discussed the various possible ways of including the data from the new Member States. EUROSTAT proposed that the Spanish and Portuguese specific indicators should be calculated for the entire reference period, but that only half the weighting should be used for calculating the Community average.

In view of the fact that there was no simple method of including Spanish and Portuguese salaries in the calculations, the Working Party accepted by a majority that the Eurostat proposal provided an objective method of measuring changes in salaries.

Item 4 of the agenda

Miscellaneous

The United Kingdom delegation had not been able to attend the meeting and had sent a telex which, it requested, should be discussed under Item 4 of the agenda. The telex had been distributed during the meeting.

In the telex, the UK delegation regretted the fact that the meeting of the Working Party coincided with that of the Council Working Party on the Staff Regulations. The Chairman also expressed his regret at this fact, but at the time when the Statistical Office learned of the Council Working Party meeting it had no longer been possible, for technical reasons, to move the meeting to another date in March.

In addition, the UK delegation had requested that the Working Party should also discuss questions relating to changes in the cost of living.

Under the Council Decision of 15.12.1981, the Working Party was required to discuss all statistical questions relating to:

- changes in officials' salaries (specific indicator);
- changes in the cost of living (joint index).

The Working Party supported the UK proposal, insofar as any statistical question relating to the two points above could be discussed at the meeting of the Working Party, but found it appropriate that technical aspects of the price survey methods should be discussed by the Working Party on Price Surveys, which was responsible for such questions.