



**COUNCIL OF
THE EUROPEAN UNION**

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“I/A” ITEM NOTE

from: General Secretariat
to: Coreper/Council

No. prev. doc.: 8547/11 STAT 13 FIN 227
10480/1/11 REV 1 STAT 19 FIN 343

Subject: Council conclusions on the Commission report on the equivalence
between old and new career structures
- Adoption

1. On 31 March 2011, the Commission submitted to the Council the above mentioned report (8547/11 STAT 13 FIN 227).
2. The Working Party on the Staff Regulations examined the report at its meetings of 8 April, 6 May and 30 June 2011.
3. As a result of the examination, on the basis of document 10480/1/11 REV 1 STAT 19 FIN 343 the Working Party on the Staff Regulations agreed on draft Council Conclusions as set in the annex.
4. In view of the above, COREPER is requested to invite the Council to adopt, as an A-item at one of its next sessions, the Conclusions as set out in the Annex to this document.

COUNCIL CONCLUSIONS ON THE
COMMISSION REPORT ON THE EQUIVALENCE
BETWEEN OLD AND NEW CAREER STRUCTURES

THE COUNCIL OF THE EUROPEAN UNION,

TAKING NOTE of the report from the Commission to the Council and the European Parliament on the equivalence between old and new career structures (8547/11 STAT 13 FIN 227);

RECALLING that the two main priorities of the 2004 reform of the Staff Regulations were to modernise the European public administration and to secure considerable financial savings;

REAFFIRMING the need for continuous financial savings, REMINDING, in that context, the Council conclusions on the Eurostat study on the long-term budgetary implications of pension costs (18250/10 STAT 48 FIN 769) in particular with regard to the sustainability of the pension system;

REMARKING WITH CONCERN some findings in the report, in particular discrepancies between the old and the new career system in favour of the former C-level officials who now are part of the AST function group; and, in this context, RECALLING the Council request for a study and submission of appropriate proposals on Article 5(4) Annex 1A and Article 45(1) of the Staff Regulations (9715/11 STAT 17 FIN 292);

EMPHASISING the need for promotion and remuneration to be more thoroughly linked to level of responsibility and performance (taking into account function and level of management), because they are still too closely linked to seniority;

NOTING WITH CONCERN that a manager, although with more responsibilities, might be ranked to a lower grade and have a lower remuneration compared with persons working under his supervision, secretary included;

REQUESTS the Commission to put forward proposals taking into account *inter alia* the above, before the end of 2011. Commission proposals should provide a suitable review and in particular proposals for reform of Annex IA and IB, fulfilling the requirements set out in Article 6 (4) of the Staff Regulations.

REQUESTS the Commission to provide by the end of 2011 an assessment of the achievements in financial savings of the 2004 reform.
