



**COUNCIL OF
THE EUROPEAN UNION**

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Subject: COUNCIL REGULATION adjusting with effect from 1 July 2012 the remuneration and pensions of the officials and other servants of the European Union and the correction coefficients applied thereto
COMMON GUIDELINES
Consultation deadline for Croatia: 18.12.2012

[**Note to the reader:** The content of document 17481/12 remains unchanged in this REVised version, which is necessary for technical reasons pertaining to the presentation of the tables.]

COUNCIL REGULATION (EU, Euratom) No .../2012

of

**adjusting with effect from 1 July 2012 the remuneration and pensions
of the officials and other servants of the European Union
and the correction coefficients applied thereto**

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to the Protocol on the Privileges and Immunities of the European Union, and in particular Article 12 thereof,

Having regard to the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union laid down by Regulation (EEC, Euratom, ECSC) No 259/68¹, and in particular Articles 63, 64, 65 and 82 of the Staff Regulations and Annexes VII, XI and XIII thereto, and Articles 20, first paragraph, Articles 64, 92 and 132 of the Conditions of Employment of Other Servants,

Having regard to the proposal from the European Commission,

¹ OJ L 56, 4.3.1968, p. 1.

Whereas:

- (1) In order to guarantee that the purchasing power of Union officials and other servants develops in parallel with that of national civil servants in the Member States, the remuneration and pensions of officials and other servants of the European Union should be adjusted under the 2012 annual review;
- (2) Correction coefficients should be introduced for Croatia that would be applicable from the date of accession of Croatia to the European Union,

HAS ADOPTED THIS REGULATION:

Article 1

With effect from 1 July 2012, the date '1 July 2010' in the second paragraph of Article 63 of the Staff Regulations shall be replaced by '1 July 2012'.

Article 2

With effect from 1 July 2012, the table of basic monthly salaries in Article 66 of the Staff Regulations applicable for the purposes of calculating remuneration and pensions shall be replaced by the following:

1/07/2012 GRADE	STEP				
	1	2	3	4	5
16	17 206,66	17 929,71	18 683,14		
15	15 207,82	15 846,87	16 512,77	16 972,19	17 206,66
14	13 441,17	14 005,98	14 594,53	15 000,58	15 207,82
13	11 879,75	12 378,95	12 899,13	13 258,01	13 441,17
12	10 499,71	10 940,92	11 400,68	11 717,86	11 879,75
11	9 279,99	9 669,95	10 076,29	10 356,63	10 499,71
10	8 201,96	8 546,62	8 905,76	9 153,53	9 279,99
9	7 249,17	7 553,78	7 871,20	8 090,19	8 201,96
8	6 407,05	6 676,28	6 956,83	7 150,38	7 249,17
7	5 662,76	5 900,72	6 148,68	6 319,74	6 407,05
6	5 004,94	5 215,25	5 434,40	5 585,60	5 662,76
5	4 423,53	4 609,41	4 803,10	4 936,73	5 004,94
4	3 909,66	4 073,95	4 245,14	4 363,25	4 423,53
3	3 455,49	3 600,69	3 752,00	3 856,38	3 909,66
2	3 054,07	3 182,41	3 316,14	3 408,40	3 455,49
1	2 699,29	2 812,72	2 930,91	3 012,45	3 054,07

Article 3

With effect from 1 July 2012, the correction coefficients applicable to the remuneration of officials and other servants under Article 64 of the Staff Regulations shall be as indicated in column 2 of the following table.

With effect from 1 January 2013, the correction coefficients applicable under Article 17(3) of Annex VII to the Staff Regulations to transfers by officials and other servants shall be as indicated in column 3 of the following table.

With effect from 1 July 2012, the correction coefficients applicable to pensions under Article 20(1) of Annex XIII to the Staff Regulations shall be as indicated in column 4 of the following table.

With effect from 16 May 2012, the correction coefficients applicable to pensions under Article 20(1) of Annex XIII to the Staff Regulations shall be as indicated in column 5 of the following table. The effective date for the annual adjustment for those Member States shall be 16 May 2012.

1	2	3	4	5
Country / Place	Remuneration 1.7.2012	Transfer 1.1.2013	Pension 1.7.2012	Pension 16.5.2012
Bulgaria	58,4	57,4	100,0	
Czech Rep.	80,6	74,5	100,0	
Denmark	135,3	127,3	127,3	
Germany	95,8	96,6	100,0	
Bonn	94,1			
Karlsruhe	93,8			
Munich	106,4			
Estonia	77,6	78,0	100,0	
Greece	90,5	89,0	100,0	
Spain	97,1	90,9	100,0	
France	117,7	109,2	109,2	
Ireland	110,6	104,5	104,5	
Italy	104,2	97,4	100,0	
Varese	93,4			
Cyprus	84,1	87,4	100,0	
Latvia	77,6	74,7	100,0	
Lithuania	71,4	69,5	100,0	
Hungary	78,3	68,7	100,0	
Malta	83,3	83,7	100,0	
Netherlands	105,3	100,9		100,9
Austria	106,4	103,2	103,2	
Poland	74,2	66,4	100,0	
Portugal	83,5	82,8	100,0	
Romania	68,8	60,0	100,0	
Slovenia	85,3	81,2	100,0	
Slovakia	79,7	73,5	100,0	
Finland	122,1	113,8	113,8	
Sweden	131,9	123,8	123,8	
United Kingdom	147,8	118,9	118,9	
Culham	112,5			

From the date of accession of Croatia to the European Union, the correction coefficients applicable to remuneration, transfers and pensions shall be as indicated in the following table.

Country / Place	Remuneration	Transfer	Pension
Croatia	78,6	73,9	100,0

Article 4

With effect from 1 July 2012, the amount of the parental leave allowance referred to in the second and third paragraphs of Article 42a of the Staff Regulations shall be EUR 927,23, and shall be EUR 1 236,30 for single parents.

Article 5

With effect from 1 July 2012, the basic amount of the household allowance referred to in Article 1(1) of Annex VII to the Staff Regulations shall be EUR 173,42.

With effect from 1 July 2012, the amount of the dependent child allowance referred to in Article 2(1) of Annex VII to the Staff Regulations shall be EUR 378,94.

With effect from 1 July 2012, the amount of the education allowance referred to in Article 3(1) of Annex VII to the Staff Regulations shall be EUR 257,11.

With effect from 1 July 2012, the amount of the education allowance referred to in Article 3(2) of Annex VII to the Staff Regulations shall be EUR 92,57.

With effect from 1 July 2012, the minimum amount of the expatriation allowance referred to in Article 69 of the Staff Regulations and in the second subparagraph of Article 4(1) of Annex VII thereto shall be EUR 513,98.

With effect from 1 July 2012, the expatriation allowance referred to in Article 134 of the Conditions of Employment of Other Servants shall be EUR 369,49.

Article 6

With effect from 1 January 2013, the kilometric allowance referred to in Article 8(2) of Annex VII to the Staff Regulations shall be adjusted as follows:

EUR 0 for every km from	0 to 200 km
EUR 0,3854 for every km from	201 to 1 000 km
EUR 0,6423 for every km from	1 001 to 2 000 km
EUR 0,3854 for every km from	2 001 to 3 000 km
EUR 0,1283 for every km from	3 001 to 4 000 km
EUR 0,0619 for every km from	4 001 to 10 000 km
EUR 0 for every km over	10 000 km.

To the above kilometric allowance a flat-rate supplement shall be added, amounting to:

- EUR 192,70 if the distance by train between the place of employment and the place of origin is between 725 km and 1 450 km;
- EUR 385,37 if the distance by train between the place of employment and the place of origin is greater than 1 450 km.

Article 7

With effect from 1 July 2012, the daily subsistence allowance referred to in Article 10(1) of Annex VII to the Staff Regulations shall be:

- EUR 39,84 for an official who is entitled to the household allowance;
- EUR 32,12 for an official who is not entitled to the household allowance.

Article 8

With effect from 1 July 2012, the lower limit for the installation allowance referred to in Article 24(3) of the Conditions of Employment of Other Servants shall be:

- EUR 1 133,94 for a servant who is entitled to the household allowance;
- EUR 674,24 for a servant who is not entitled to the household allowance.

Article 9

With effect from 1 July 2012, for the unemployment allowance referred to in the second subparagraph of Article 28a(3) of the Conditions of Employment of Other Servants, the lower limit shall be EUR 1 359,92, the upper limit shall be EUR 2 719,85 and the standard allowance shall be EUR 1 236,30.

Article 10

With effect from 1 July 2012, the table of basic monthly salaries in Article 93 of the Conditions of Employment of Other Servants shall be replaced by the following:

FUNCTION GROUP	1/07/2012	STEP						
	GRADE	1	2	3	4	5	6	7
IV	18	5 931,57	6 054,92	6 180,84	6 309,37	6 440,58	6 574,52	6 711,24
	17	5 242,47	5 351,50	5 462,78	5 576,39	5 692,35	5 810,73	5 931,57
	16	4 633,43	4 729,79	4 828,15	4 928,56	5 031,05	5 135,67	5 242,47
	15	4 095,15	4 180,31	4 267,25	4 355,99	4 446,57	4 539,04	4 633,43
	14	3 619,40	3 694,67	3 771,50	3 849,93	3 930,00	4 011,72	4 095,15
	13	3 198,92	3 265,44	3 333,35	3 402,67	3 473,43	3 545,67	3 619,40
III	12	4 095,08	4 180,24	4 267,17	4 355,90	4 446,48	4 538,94	4 633,33
	11	3 619,36	3 694,63	3 771,45	3 849,88	3 929,94	4 011,66	4 095,08
	10	3 198,91	3 265,43	3 333,33	3 402,65	3 473,40	3 545,63	3 619,36
	9	2 827,29	2 886,09	2 946,10	3 007,36	3 069,90	3 133,74	3 198,91
	8	2 498,85	2 550,81	2 603,86	2 658,00	2 713,28	2 769,70	2 827,29
II	7	2 827,24	2 886,04	2 946,07	3 007,34	3 069,89	3 133,74	3 198,92
	6	2 498,74	2 550,71	2 603,76	2 657,92	2 713,20	2 769,63	2 827,24
	5	2 208,41	2 254,34	2 301,23	2 349,09	2 397,95	2 447,82	2 498,74
	4	1 951,81	1 992,41	2 033,85	2 076,15	2 119,33	2 163,41	2 208,41
I	3	2 404,47	2 454,37	2 505,31	2 557,30	2 610,37	2 664,55	2 719,85
	2	2 125,65	2 169,77	2 214,80	2 260,77	2 307,69	2 355,58	2 404,47
	1	1 879,17	1 918,17	1 957,98	1 998,62	2 040,09	2 082,43	2 125,65

Article 11

With effect from 1 July 2012, the lower limit for the installation allowance referred to in Article 94 of the Conditions of Employment of Other Servants shall be:

- EUR 852,92 for a servant who is entitled to the household allowance;
- EUR 505,67 for a servant who is not entitled to the household allowance.

Article 12

With effect from 1 July 2012, for the unemployment allowance referred to in the second subparagraph of Article 96(3) of the Conditions of Employment of Other Servants, the lower limit shall be EUR 1 019,95, the upper limit shall be EUR 2 039,88 and the standard allowance shall be EUR 927,23.

With effect from 1 July 2012, for the unemployment allowance referred to in Article 136 of the Conditions of Employment of Other Servants, the lower limit shall be EUR 897,33 and the upper limit shall be EUR 2 111,36.

Article 13

With effect from 1 July 2012, the allowances for shiftwork laid down in the first subparagraph of Article 1(1) of Council Regulation (ECSC, EEC, Euratom) No 300/76¹ shall be EUR 388,67, EUR 586,65, EUR 641,41 and EUR 874,46.

¹ Council Regulation (ECSC, EEC, Euratom) No 300/76 of 9 February 1976 determining the categories of officials entitled to allowances for shiftwork, and the rates and conditions thereof (OJ L 38, 13.2.1976, p. 1). Regulation as supplemented by Regulation (Euratom, ECSC, EEC) No 1307/87 (OJ L 124, 13.5.1987, p. 6).

Article 14

With effect from 1 July 2012, the amounts referred to in Article 4 of Council Regulation (EEC, Euratom, ECSC) No 260/68¹ shall be subject to a coefficient of 5,610551.

Article 15

With effect from 1 July 2012, the table in Article 8(2) of Annex XIII to the Staff Regulations shall be replaced by the following:

1/07/2012	STEP							
GRADE	1	2	3	4	5	6	7	8
16	17 206,66	17 929,71	18 683,14	18 683,14	18 683,14	18 683,14		
15	15 207,82	15 846,87	16 512,77	16 972,19	17 206,66	17 929,71		
14	13 441,17	14 005,98	14 594,53	15 000,58	15 207,82	15 846,87	16 512,77	17 206,66
13	11 879,75	12 378,95	12 899,13	13 258,01	13 441,17			
12	10 499,71	10 940,92	11 400,68	11 717,86	11 879,75	12 378,95	12 899,13	13 441,17
11	9 279,99	9 669,95	10 076,29	10 356,63	10 499,71	10 940,92	11 400,68	11 879,75
10	8 201,96	8 546,62	8 905,76	9 153,53	9 279,99	9 669,95	10 076,29	10 499,71
9	7 249,17	7 553,78	7 871,20	8 090,19	8 201,96			
8	6 407,05	6 676,28	6 956,83	7 150,38	7 249,17	7 553,78	7 871,20	8 201,96
7	5 662,76	5 900,72	6 148,68	6 319,74	6 407,05	6 676,28	6 956,83	7 249,17
6	5 004,94	5 215,25	5 434,40	5 585,60	5 662,76	5 900,72	6 148,68	6 407,05
5	4 423,53	4 609,41	4 803,10	4 936,73	5 004,94	5 215,25	5 434,40	5 662,76
4	3 909,66	4 073,95	4 245,14	4 363,25	4 423,53	4 609,41	4 803,10	5 004,94
3	3 455,49	3 600,69	3 752,00	3 856,38	3 909,66	4 073,95	4 245,14	4 423,53
2	3 054,07	3 182,41	3 316,14	3 408,40	3 455,49	3 600,69	3 752,00	3 909,66
1	2 699,29	2 812,72	2 930,91	3 012,45	3 054,07			

¹ Regulation (EEC, Euratom, ECSC) No 260/68 of the Council of 29 February 1968 laying down the conditions and procedure for applying the tax for the benefit of the European Communities (OJ L 56, 4.3.1968, p. 8).

Article 16

With effect from 1 July 2012, for the application of Article 18(1) of Annex XIII to the Staff Regulations, the amount of the fixed allowance mentioned in the former Article 4a of Annex VII to the Staff Regulations in force before 1 May 2004 shall be:

- EUR 134,08 per month for officials in Grade C4 or C5;
- EUR 205,58 per month for officials in Grade C1, C2 or C3.

Article 17

With effect from 1 July 2012, the scale for basic monthly salaries in Article 133 of the Conditions of Employment of Other Servants shall be replaced by the following:

Grade	1	2	3	4	5	6	7
Full-time basic salary	1 709,33	1 991,37	2 159,06	2 340,88	2 538,00	2 751,73	2 983,46
Grade	8	9	10	11	12	13	14
Full-time basic salary	3 234,70	3 507,10	3 802,44	4 122,63	4 469,81	4 846,21	5 254,32
Grade	15	16	17	18	19		
Full-time basic salary	5 696,79	6 176,53	6 696,65	7 260,58	7 872,00		

Article 18

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

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

Done at Brussels,

For the Council
The President
