



**COUNCIL OF  
THE EUROPEAN UNION**

**Brussels, 14 December 2012  
(OR. en)**

**16738/12**

**ENFOPOL 391  
FIN 901  
OC 674**

**LEGISLATIVE ACTS AND OTHER INSTRUMENTS**

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Subject: COUNCIL ACT laying down the mortality tables referred to in Articles 6 and 35 of Appendix 6 to the Staff Regulations applicable to Europol employees  
**COMMON GUIDELINES**  
**Consultation deadline for Croatia: 17.12.2012**

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**COUNCIL ACT**

**of**

**laying down the mortality tables  
referred to in Articles 6 and 35 of Appendix 6  
to the Staff Regulations applicable to Europol employees**

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Staff Regulations applicable to Europol employees, as laid down in the Council Act of 3 December 1998<sup>1</sup> (the "Europol Staff Regulations"), and in particular Article 35(1) of Appendix 6 thereto,

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<sup>1</sup> OJ C 26, 30.1.1999, p. 23.

Whereas:

- (1) Council Decision 2009/371/JHA of 6 April 2009 establishing the European Police Office (Europol)<sup>1</sup> (the "Europol Decision"), replaces, as of its date of application, namely 1 January 2010, the Council Act of 26 July 1995 drawing up the Convention based on Article K.3 of the Treaty on European Union, on the establishment of a European Police Office<sup>2</sup> (the "Europol Convention").
- (2) The Europol Decision establishes that, unless otherwise provided, all measures implementing the Europol Convention are to be repealed with effect from 1 January 2010.
- (3) The Europol Decision also provides that the Staff Regulations of Officials of the European Union and the Conditions of employment of other servants of the European Union, as laid down in Regulation (EEC, Euratom, ECSC) No 259/68<sup>3</sup>, are to apply to the Director of Europol, to the Deputy Directors of Europol, and to Europol staff, engaged after 1 January 2010.

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<sup>1</sup> OJ L 121, 15.5.2009, p. 37.

<sup>2</sup> OJ C 316, 27.11.1995, p. 1.

<sup>3</sup> OJ L 56, 4.3.1968, p. 1.

- (4) The Europol Decision further provides that all employment contracts concluded by Europol and in force on 1 January 2010 are to be honoured until their expiry date and may not be renewed on the basis of the Europol Staff Regulations after 1 January 2010.
- (5) The Europol Decision furthermore provides that the Europol Staff Regulations and a number of other relevant instruments are to continue to apply to staff members who are not recruited under the Staff Regulations of Officials of the European Union and the Conditions of employment of other servants of the European Union in accordance with Article 57(2) of the Europol Decision.
- (6) In accordance with Article 6 of Appendix 6 to the Europol Staff Regulations the actuarial equivalent of the retirement pension, i.e. the capital value of the benefits accruing to an official under the Europol Staff Regulations, is to be calculated by reference to the latest mortality tables compiled in accordance with Article 35(1) of Appendix 6 to the Europol Staff Regulations.
- (7) In accordance with Article 35(1) of Appendix 6 to the Europol Staff Regulations, the budgetary authorities of Europol are to lay down, after each period of five years, mortality and invalidity tables and the assumed salary increases for use in calculating the actuarial values provided for in the Europol Staff Regulations and in Appendix 6 thereto.

- (8) It is thus necessary to lay down the mortality tables to be referred to in order to calculate the actuarial equivalent provided for in Articles 6 and 9 of Appendix 6 to the Europol Staff Regulations.
- (9) The population of participants in the pension scheme provided for in the Europol Staff Regulations can be deemed to be close, and have similar characteristics, to that of the pension scheme established by the Staff Regulations of Officials of the European Union and the Conditions of employment of other servants of the European Union (the "pension scheme of officials and other servants of the European Union").
- (10) The last actuarial assessment of the pension scheme of officials and other servants of the European Union took effect on 1 January 2009 and will subsequently be carried out on a five-yearly basis, concomitantly with the end of the five-year period referred to in Article 35(1) of Appendix 6 to the Europol Staff Regulations, which had originally entered into force on 1 January 1999.

(11) In these circumstances, it is appropriate to make use of the actuarial assumptions updated by Eurostat at the occasion of the five-yearly assessment of the pension scheme of officials and other servants of the European Union in order to lay down the mortality tables provided for in Article 35(1) of Appendix 6 to the Europol Staff Regulations.

Acting as the budgetary authorities of Europol pursuant to Article 35(1) of Appendix 6 to the Europol Staff Regulations,

After having consulted AON Hewitt Associates BV, a qualified actuary, the Director of Europol and the Staff Committee referred to in Article 4 of the Europol Staff Regulations,

HAS DECIDED AS FOLLOWS:

### *Article 1*

The mortality tables referred to in Article 6 and Article 35(1) of Appendix 6 to the Europol Staff Regulations are laid down in the Annex to this Act.

The actuarial equivalent of the retirement pension of staff members employed under the Europol Staff Regulations, that is the capital value of the benefits accruing to such officials, shall be calculated by reference to those mortality tables.

### *Article 2*

The mortality tables referred to in Article 1 shall be automatically replaced by the latest mortality tables updated by Eurostat, on the occasion of the five-yearly actuarial assessment of the pension scheme of officials and other servants of the European Union, in accordance with Article 9 of Annex XII to the Staff Regulations of Officials of the European Union and the Conditions of employment of other servants of the European Union.

Such replacement shall take effect, for the first time, on 1 January 2014, and thereafter at the end of each five-year period.

*Article 3*

This Act shall enter into force on the day following its adoption.

Done at Brussels, on

*For the Council*

*The President*

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## ANNEX

### Mortality tables (2008 ICSLT Life table)

Age x, y	Men		Women		Age x, y	Men		Women	
	Dying probability	Life expectancy	Dying probability	Life expectancy		Dying probability	Life expectancy	Dying probability	Life expectancy
	$q_x$	$e_x$	$q_y$	$e_y$		$q_x$	$e_x$	$q_y$	$e_y$
0	0.003931	83	0.002888	86	60	0.004818	25	0.003723	28
1	0.000305	83	0.000248	85	61	0.005383	24	0.004058	27
2	0.000218	82	0.000157	84	62	0.006015	24	0.004449	26
3	0.000168	81	0.000120	83	63	0.006721	23	0.004905	25
4	0.000132	80	0.000096	82	64	0.007509	22	0.005435	24
5	0.000119	79	0.000085	81	65	0.008389	21	0.006051	23
6	0.000109	78	0.000076	80	66	0.009372	20	0.006767	22
7	0.000104	77	0.000072	79	67	0.010470	19	0.007598	21
8	0.000104	76	0.000070	78	68	0.011695	19	0.008530	21
9	0.000103	75	0.000068	77	69	0.013063	18	0.009576	20
10	0.000106	74	0.000069	76	70	0.014590	17	0.010749	19
11	0.000111	73	0.000074	75	71	0.016294	16	0.011751	18
12	0.000123	72	0.000081	74	72	0.018194	16	0.013189	17
13	0.000139	71	0.000094	73	73	0.020314	15	0.014802	17
14	0.000161	70	0.000113	72	74	0.022679	14	0.016611	16
15	0.000195	69	0.000131	71	75	0.025315	13	0.018638	15
16	0.000228	68	0.000153	70	76	0.028252	13	0.020911	14
17	0.000261	67	0.000177	69	77	0.031526	12	0.023457	14
18	0.000296	66	0.000190	68	78	0.035171	11	0.026309	13
19	0.000300	65	0.000212	67	79	0.039229	11	0.029503	12
20	0.000312	64	0.000219	66	80	0.043746	10	0.033077	12
21	0.000306	63	0.000219	65	81	0.048768	10	0.037077	11
22	0.000307	62	0.000219	64	82	0.054351	9	0.041549	10
23	0.000301	61	0.000220	63	83	0.060552	9	0.046548	10
24	0.000291	60	0.000221	62	84	0.067435	8	0.052131	9
25	0.000291	59	0.000222	61	85	0.075069	8	0.058364	9
26	0.000293	58	0.000225	60	86	0.083528	7	0.065316	8
27	0.000296	57	0.000228	59	87	0.092890	7	0.073063	8
28	0.000300	56	0.000234	58	88	0.103243	6	0.081688	7
29	0.000306	55	0.000241	57	89	0.114674	6	0.091281	7
30	0.000314	54	0.000250	56	90	0.127278	5	0.101936	6
31	0.000325	53	0.000262	55	91	0.141154	5	0.113755	6
32	0.000340	52	0.000277	54	92	0.156403	5	0.126845	5
33	0.000358	51	0.000295	53	93	0.173127	4	0.141317	5
34	0.000381	50	0.000317	52	94	0.191428	4	0.157287	5
35	0.000408	49	0.000343	51	95	0.211404	4	0.174871	4
36	0.000440	48	0.000373	50	96	0.233148	3	0.194185	4
37	0.000479	47	0.000408	49	97	0.256744	3	0.215339	4
38	0.000523	46	0.000449	48	98	0.282259	3	0.238439	3
39	0.000575	45	0.000495	47	99	0.309748	3	0.263576	3

Age x, y	Men		Women		Age x, y	Men		Women	
	Dying probability	Life expectancy	Dying probability	Life expectancy		Dying probability	Life expectancy	Dying probability	Life expectancy
	$q_x$	$e_x$	$q_y$	$e_y$		$q_x$	$e_x$	$q_y$	$e_y$
40	0.000634	44	0.000548	46	100	0.339220	3	0.290821	3
41	0.000701	43	0.000607	46	101	0.370679	2	0.320224	3
42	0.000776	42	0.000674	45	102	0.404072	2	0.351799	3
43	0.000861	41	0.000748	44	103	0.439304	2	0.385519	2
44	0.000956	40	0.000830	43	104	0.476225	2	0.421307	2
45	0.001061	39	0.000921	42	105	0.514622	2	0.459025	2
46	0.001177	38	0.001021	41	106	0.554219	2	0.498468	2
47	0.001305	37	0.001131	40	107	0.594666	2	0.539351	2
48	0.001445	36	0.001251	39	108	0.635548	2	0.581313	2
49	0.001598	36	0.001381	38	109	0.676382	1	0.623904	2
50	0.001765	35	0.001523	37	110	0.716633	1	0.666599	1
51	0.001946	34	0.001677	36	111	0.755728	1	0.708803	1
52	0.002142	33	0.001843	35	112	0.793077	1	0.749871	1
53	0.002354	32	0.002023	34	113	0.828107	1	0.789135	1
54	0.002582	31	0.002215	33	114	0.860291	1	0.825936	1
55	0.002827	30	0.002422	32	115	0.889187	1	0.859671	1
56	0.003089	29	0.002643	31	116	0.914471	1	0.889831	1
57	0.003452	28	0.002880	30	117	0.935969	1	0.916050	1
58	0.003858	27	0.003133	29	118	0.953670	1	0.938136	1
59	0.004311	26	0.003436	28	119	0.967730	0	0.956094	0

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