

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(74) 1880 final

Brussels, 14 November 1974

ANNUAL REVIEW OF THE REMUNERATIONS (1974)

(submitted to the Council by the Commission)

COM(74) 1880 final

REPORT BY THE COMMISSION OF THE EUROPEAN COMMUNITIES RELATING TO THE
ANNUAL REVIEW OF THE REMUNERATIONS OF THE OFFICIALS AND OTHER SERVANTS
(Article 65 of the Staff Regulations)

In accordance with Article 65 of the Staff Regulations, the Council reviews each year the remunerations of the officials and other servants of the Communities in the light of a report presented by the Commission.

In its decision of 21 March 1972, the Council also gave details of the method of calculation to be used in the review (a copy of this decision is given at Annex I).

In the Commission's view, application of the above two Council provisions yields the following results (reference 1 July 1973 - 1 July 1974).

I. Trend in purchasing power

(a) The specific indicator

On the basis of information provided by the Member States, the Statistical Office of the European Communities has established the trend in the salaries of national civil servants.

These statistics are explained in detail in Annex II.

They show for the reference period in each of the Member States, excluding the cost of living compensation recorded for that period, a gross real increase of:

Belgium	+ 2.6%
Germany (FR)	+ 6.3%
France	+ 4.4%
Italy	- 13%
Luxembourg	+ 6.9%
Netherlands	+ 14.2%
United Kingdom	+ 21.4%
Denmark	+ 3.8%
Ireland	- 5.2%
Community	+ 5.2%

The following remarks should be made concerning the figures given above:

- There has been a marked increase in the purchasing power of national civil servants over the last twelve months (July 1973 - July 1974).
- The figure of 5.2% given by the Member States themselves had at no time been reached during the last ten years (of the table contained in Annex III).
- Furthermore, the Community rate of 5.2% fully covers the unprecedented drop which appears to have occurred in salaries in the Italian civil service. The gap between aggregate per capita earnings (- 0.3%) and the specific indicator of salaries in the civil service (- 13%) has never been so wide¹.

(b) The aggregate per capita earnings

The method of calculation approved by the Council on 21 March 1972 mentions as second indicator that of aggregate per capita earnings in government departments. This indicator, which represents the trend, in real terms, of gross remuneration per person in employment in government departments, according to national accounting definitions, is explained in Table I of Annex IV.

It is also given in the form of retrospective series going from 1964 to 1973 in Table 2 of Annex IV.

The percentage increase in aggregate per capita earnings in government departments in 1974 as against 1973 is 4.1% for the Community as a whole.

¹The Commission has initiated the consultation procedure provided for in point I(a) of the Council Decision of 21 March 1972 in respect of this matter, for the specific indicator of 5.2% resulting from the inclusion of Italy would become 10.1% if Italy were excluded, 7.9% if the - 13% were replaced by the aggregate per capita earnings (- 0.3%) and 9.1% if the Community figure were used for Italy.

(c) Procedure

Under a Council decision of 21 March 1972, the Council must take its decision on the basis of both indicators.

Fully covering the negative figure given at present for Italy, the Commission records a bracket ranging from

- 5.2% trend of the specific indicator
- and 4.1% trend of the aggregate capital earnings in government departments.

The Commission notes the relatively low level of the aggregate per capita earnings. The comparison by country of the specific indicator and the aggregate per capita earnings given below is of particular significance.

	<u>Specific indicator</u>	<u>Aggregate capital earnings</u>
Belgium	+ 2.6%	+ 4.7%
Germany (FR)	+ 6.3%	+ 5.3%
France	+ 4.4%	+ 2.0%
Italy	- 13 %	- 0.3%
Luxembourg	+ 6.9%	-
Netherlands	+ 14.2%	+ 5.2%
United Kingdom	+ 21.4%	+ 5.3%
Denmark	+ 3.8%	+ 2.5%
Ireland	- 5.2%	+ 1.3%
Community	+ 5.2%	+ 4.1%

In these circumstances, the Commission proposed an increase of 4.65%, which is halfway between the two reference indicators given by the Council.

In the Commission's opinion, there is all the more justification for this increase in that it simply records at a later date adjustments which have already been made at national level. Its incidence upon the Community budget and its repercussions in the Member States are marginal.

(d) Effective date

The abovementioned increase will take effect at the end of the reference period, i.e., on 1 July 1974.

(e) Adaptation procedure

The increases granted in respect of improvements to purchasing power must be made by incorporation unadjusted into the salary scale.

With regard to the distribution of the overall increase of 4.65% over the various categories and grades of officials, the Commission proposes that a flat-rate amount of Bfrs 1 400 should be granted to all officials and that the remaining percentage (1.5%) should be distributed as a linear increase.

II. The cost of living

(a) Indicator

The cost-of-living trend in the various service locations is calculated on the basis of the "Common Indices" provided for in Article 65 of the Staff Regulations. The data as at 1 July 1974 are given in Annex IV.

With base 100 at 1 July 1973, the trends at 1 July 1974, shown in column (1) of the table below, are as follows for the various countries:

	Trend of cost of living indices 1.7.73-1.7.74 (1)	Increase granted by the Council for the period 1.7.73-31.12.73 (2)	Proposal before the Council for the period 1.1.74-31.3.74 (3)	Outstanding to be granted for the period 1.4.74-30.6.74 (4)
Belgium	113.1 ¹	104.7	103.6	104.3
Denmark	115.7 ¹	107.5	103.0	104.3
Germany (FR)	108.1	103.8	101.6	102.5
France	113.4 ¹	105.3	103.7	103.9
Ireland	117.9 ¹	107.6	105.5	103.9
Italy	119.6	106.9	103.7	107.9
Netherlands	109.2	103.3	103.1	102.5
United Kingdom	114.7	105.1	104.4	104.5
Switzerland	109.4 ¹	106.8	101.7	101.3
USA	111.1	104.6	103.4	102.8

¹National cost of living indices.

A first compensatory cost-of-living payment was agreed by the Council on 4 June 1974, for the last half of 1973 with effect from 1 January 1974 (see column (2) of the table given above).

A second compensatory payment with effect from 1 April 1974 was proposed to the Council on 3 October 1974. The Council must act on this proposal within two months (see column (3) of the table).

Compensation presently under consideration is therefore confined to the last quarter of the reference period, namely the second quarter of 1974. The figures for each of the countries are shown in column (3) of the above table.

(b) Effective date

Compensation for the increase in the cost of living in the second quarter of 1974 will take effect from 1 July 1974.

(c) Adaptation procedures

The increase granted to offset the increase in the cost of living will be made by an adaptation of the weightings.

Accordingly, the weightings at present in force for remunerations and pensions will become:

Belgium	132.3
Denmark	170.6
Germany (FR)	121.6
France	159.3
Ireland	151.2
Italy	141.6
Luxembourg	132.3
Netherlands	129.3
United Kingdom	150.7
Switzerland	123.6
USA	184.3

The above weightings are based on the parities accepted by the International Monetary Fund which were in force on 1 January 1965 (Article 63 of the Staff Regulations). Should the parities be brought up to date, the weightings would be adapted accordingly.

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All the above measures are embodied in the proposal for a Council Regulation annexed as Annex VI.

COPY

EUROPEAN COMMUNITIES
The Council

Brussels, 23 March 1972
R/987/72

Subject: Record of decisions adopted by the Council at its 192nd session held on 20/21 March 1972

p. 9 et seq - Method of calculation used for the regular review of the remuneration of officials and other servants of the European Communities

The Council recorded its agreement on the following text:

REMUNERATION ADJUSTMENT SYSTEM

PRELIMINARY NOTE

The arrangements outlined below will be implemented for a tentative period of three years. They are in line with the requirements of the present Article 65 of the Staff Regulations.

I. TREND IN THE PURCHASING POWER OF STAFF REMUNERATION

(a) Specific indicator

Index of the trend in public salaries in the Member States during the past year established by the Statistical Office of the European Communities (SOEC) according to the methods used so far, but implementing the following improvements:

- (i) fuller harmonization of the methods of calculation used by the various national administrative departments;
- (ii) breakdown of the various statistical components according to the four categories (a), (b), (c) and (d);
- (iii) information submitted to the Commission by each delegation on the various constituent parts of its civil service's remuneration system and on each change in these parts;
- (iv) the Commission is informed of all the details of calculation of the annual indices of the public salaries;
- (v) whenever the Commission has doubts concerning any component to be taken into account for the public salaries index, contacts would take place with the delegations concerned, which would provide additional information needed.

It was agreed that full information for the staff representatives on the statistical components concerning this indicator will be supplied by the Commission.

(b) The pay-bill indicator

The indicator of total pay per head in the public administrative departments, as published in the national accounts.

It is agreed that the ultimate objective is that each Member State should be in a position to furnish the figures provided for in line R 10/S 61 of the European system of integrated accounts.

(c) Procedure

Annual Council decision on the basis of these two indicators. In the third year, this method of calculation would be verified through a detailed examination of the national and Community pay-bills to check the soundness of the system and make any structural alterations proving necessary.

(d) Date of entry into effect

Date of entry into effect at the end of the reference period.

At the time of the Council Decisions concerning the period from 1 July 1971 to 30 June 1972, a financial adjustment will be made. It will enable the former system to be linked up with the new method; this adjustment will offset, exceptionally, on this occasion, the loss resulting from a method which does not apply the date of effect at the middle of the reference period.

(e) Adapation methods

Incorporation, without adjustment, into the salary scale.

II. COMPENSATION FOR INCREASE IN COST OF LIVING¹

(a) Indicator

Joint index.

(b) Frequency and date of entry into effect

Adaptation according to Article 65(1) from the end of the reference period and without prejudice to the application of Article 65(2).

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¹Uniform application of compensation arrangement to all places of employment located in the BLEU.

(o) Adaptation procedures

Application of the weightings for this experimental three-year period.

The Council also agreed to insert the following in the minutes of the meeting:

"1. It was agreed that implementation for an experimental three-year period could not entail the creation of vested rights.

2. The application of the weightings for the offsetting of the increase in the cost of living was approved for the experimental three-year period. The Commission was invited to:

- (i) carry out a general study on the application to gross salaries of the pay increases granted to account for cost-of-living increases, and on the taxation aspects of this operation;
- (ii) to present to the Council a proposal along these lines before the expiry of the three-year period."

STATISTICAL OFFICE
OF THE
EUROPEAN COMMUNITIES

Directorate for Demographic
and Social Statistics

Luxembourg, 16 October 1974

Trend of public salaries
between the end of June 1973
and the end of June 1974

Explanatory note concerning the calculation of the trend
of the salaries of civil servants in the Member States

1. The tables below give an outline of the trend of the salaries of civil servants in the Member States between the end of June 1973 and the end of June 1974.

2. Tables 1 and 2 in the annexes show the salaries, for the various countries and the various periods, in the national currencies, as reported to the SOEC by the responsible departments in the Member States.

The tables 3 show the trend in the nominal indices for the period from the end of June 1973 to the end of June 1974.

Weighted averages have been calculated for the countries which had supplied the necessary information concerning the numbers of salary-earners.

The tables 4 show the trend in real indices for the same period as that mentioned above. The real index is obtained by dividing the nominal index by the consumer price index.

3. The consumer price indices used are the original indices as published by the various countries.

Since the consumer price indices for all the countries except Luxembourg normally reflect the situation about the middle of the month concerned, the SOEC took as basis the arithmetical average of the June and July indices; these reflect most closely the situation as at 30 June. However, following a request from the Belgian delegation of the "Financial questions" working party, submitted when the report on the joint index for 1966 was being discussed, the calculations for Belgium have been made on the basis of the June indices only. The consumer price indices used are shown in table 1.

4. Table 2 gives a recapitulation of the various indices relating to salaries. The indices for the Community as a whole have been calculated firstly on the basis of arithmetical averages of the salary indices and secondly weighted on the basis of numbers corresponding broadly to the numbers of civil servants in each of the countries.

Since there are no harmonized statistical sources to give a valid indication, on a comparable basis, of the number of civil servants in each of the nine Member States, the SOEC decided to use population statistics and chose as basis for weighting the total population of each of the member countries.

The weighting applied for the nine Member States is as follows¹:

Country	Total population	
	in %	in 1 000/1973
Germany (FR)	24.2	61 973
France	20.3	52 134
Italy	21.4	54 888
Netherlands	5.2	13 430
Belgium	3.8	9 742
Luxembourg	0.1	350
United Kingdom	21.8	56 021
Denmark	2.0	5 020
Ireland	1.2	3 051
Total	100.0	256 609

¹Source: SOEC Monthly Bulletin of General Statistics.

Table 1 Consumer price indices in the Member States
June 1973 - July 1974

Period	Belgium	Germany	France	Italy	Netherlands	Luxembourg	United Kingdom	Denmark	Ireland
	1971-100	1970-100	1970-100	1970-100	1969-100	1965-100	16 Jan 1962-100	1964-100	November 1968-100
June 1973	112.34	100.0	119.2	122.4	129.8	•	178.9	178.5	•
July 1973	•	119.3	120.2	123.0	129.5	135.81	179.7	179.7	•
June-July 1973	•	119.2	119.7	122.7	129.7	•	179.3	179.1	152.6 ¹
June 1974	126.47	112.5	135.8	143.3	141.3	•	208.5	205.9	•
July 1974	•	127.5	137.5	146.8	141.8	149.51	210.4	208.4	•
June-July 1974	•	127.4	136.7	145.1	141.6	•	209.5	207.2	179.9 ¹

¹ Half month of August

Table 2 Trend of civil servants' salaries in the Member States between the end of June 1973 and the end of June 1974

Country	Indices											
	Gross						Net					
	Nominal			Real			Nominal			Real		
	unweighted	weighted		unweighted	weighted		unweighted	weighted		unweighted	weighted	
Germany	114.4	113.6	107.0	106.3	110.6	109.0	103.5	102.0				
France	118.1	119.2	103.4	104.4	.	.	.	.
Italy	102.4	102.9	86.6	87.0	99.1	100.1	83.8	84.6				
Netherlands	123.2	124.7	112.8	114.2	120.0	122.5	109.9	112.2				
Belgium	115.5	115.5	102.6	102.6	114.0	114.1	101.2	101.3				
Luxembourg	117.4	117.7	106.6	106.9	116.9	117.2	106.2	106.4				
United Kingdom	135.5	141.8	116.0	121.4	124.9	129.0	106.9	110.4				
Denmark	121.8	120.1	105.3	103.8	115.9	114.7	100.2	99.1				
Ireland	111.3	111.8	94.4	94.8	111.4	111.9	94.5	94.9				
Community												
Arithmetic average	117.7	118.6	103.9	104.6	.	.	.	.
Weighted average	117.8	119.4	103.8	105.2	.	.	.	.

BELGIUM

Table 1 Total remuneration of certain representative grades in the Belgian civil service
Situation as at 1 July 1973 (Monthly amounts in Bfrs)

Level	Scale	Grades	Single person				Married, two children over 14 years of age			
			Gross amount ¹		Net amount ³		Gross amount ²		Net amount ³	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	59 879	79 163	40 366	50 330	63 292	82 576	44 820	54 784
	132	Adviser or Director	35 610	54 893	26 071	37 752	39 023	58 306	30 525	42 206
	102	Senior secretary	25 377	41 395	20 199	29 620	29 790	44 808	24 428	34 073
2	241	Administrative chief	22 342	34 579	17 613	25 461	26 514	37 992	22 079	29 915
	223	Assistant office superv.	19 206	28 283	15 361	22 462	23 236	33 296	19 686	26 881
	201	Clerk	16 385	26 561	13 351	20 598	20 315	30 374	17 550	24 854
3	341	Chief clerk	18 138	24 566	14 587	18 977	22 068	27 979	18 836	23 113
	321	Senior clerk	15 216*	21 439	12 498*	16 836	19 146	25 111	16 663	21 641
	301	Clerk	13 274**	21 423	12 541**	16 836	-	-	-	-
4	421	Chief porter	14 272*	20 855	12 077*	16 427	18 562*	24 527	16 220*	20 606
	411	Porter	15 274**	20 655	12 541**	16 427	19 204**	24 527	16 709**	20 606
			14 281*	17 787	11 826*	14 344	18 211*	21 717	15 948*	18 587
			15 274**	17 203	11 585*	13 929	17 860**	21 133	15 685*	18 169
			15 274**	17 203	12 541**	13 929	19 204**	21 133	16 709**	18 160

* under 21

** 21 and over

¹ Basic salary + index + residence allowance + holiday allowance + planning allowance² Basic salary + index + home allowance + holiday allowance + family allowance + planning allowance³ For the calculation of the net amount, the following has been deducted:
sums withheld for survival and orphan fund,
sums withheld for sickness insurance,
professional tax withheld.

Table 2 Total remuneration of certain representative grades in the Belgian civil service
Situation as at 1 July 1974 (Monthly amounts in Bfrs)

Level	Scale	Grades	Single person				Married, two children over 14 years of age			
			Gross amount ¹		Net amount		Gross amount ²		Net amount ³	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	69 793	92 324	45 521	56 849	73 537	96 068	50 306	61 628
	132	Adviser or Director	41 437	63 968	29 601	42 458	45 181	67 712	34 386	47 253
	101	Senior secretary	30 650	48 196	23 014	33 806	34 394	51 940	27 794	38 560
2	241	Administrative chief	26 501	40 140	20 424	28 781	30 531	43 884	25 182	33 566
	223	Assistant office superv.	22 354	35 418	17 632	25 921	26 668	39 162	22 439	30 706
	201	Clerk	18 940	31 332	15 338	23 439	23 254	35 076	19 971	28 225
3	341	Chief clerk	20 989	28 533	16 726	21 699	25 311	32 277	21 452	26 354
	321	Senior clerk	17 575**	24 814	14 325**	19 323	21 898	28 897	18 964	24 015
	301	Clerk	17 814*	24 814	14 549*	19 323	-	-	-	-
4	421	Chief porter	16 483*	20 578	13 602*	16 463	20 806*	24 901	16 157*	21 159
	411	Porter	17 814**	20 578	14 549**	16 463	21 557**	24 901	16 718**	21 159
			16 072**	19 867	13 320**	15 991	20 395**	24 219	17 847**	20 681
			17 814	19 867	14 549	15 991	21 557	24 219	18 718	20 681

* under 21

** 21 and over

¹ Basic salary + index + residence allowance + holiday allowance + planning allowance² Basic salary + index + home allowance + holiday allowance + family allowance + planning allowance³ For the calculation of the net amount, the following has been deducted:

sums withheld for survival and orphan fund,
sums withheld for sickness insurance,
professional tax withheld.

Table 4 Real indices - Indices of 1 July 1974 of civil servants' salaries
(1 July 1973 = 100)

Level	Scale	Grades	Single person				Married, two children over 14 years of age			
			Gross amount		Net amount		Gross amount		Net amount	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	151	Director-General	103.6	103.6	100.2	100.4	103.2	103.3	99.6	99.9
	152	Adviser or Director	103.4	103.5	100.8	99.9	102.8	103.1	100.0	99.5
	101	Senior secretary	103.2	103.4	101.2	101.3	102.6	102.9	101.1	100.5
2	241	Administrative chief	103.0	103.1	101.9	100.4	102.3	102.6	101.3	99.6
	223	Assistant office supervisor	102.3	105.2	102.0	102.5	102.0	104.4	101.2	101.4
	201	Clerk	102.7	103.2	102.0	101.1	101.7	102.6	101.1	100.9
3	341	Chief clerk	102.8	102.1	101.9	101.5	101.9	102.5	101.2	101.2
	321	Senior clerk	102.5	102.8	102.2	102.0	101.6	102.2	101.1	101.3
	301	Clerk	102.5	102.9	102.1	102.0	101.5	102.1	101.1	101.4
4	421	Chief porter	102.5	102.8	102.1	102.0	99.7	102.1	99.5	101.4
	411	Porter	103.5	102.8	103.0	102.0	101.4	101.9	101.2	101.1
			102.5	102.7	102.1	102.0	101.4	101.8	101.1	101.2
			103.6	102.7	103.0	102.0	99.7	101.8	99.5	101.2
			Average indices		Weighted indices		Average indices		Weighted indices	
Gross amount:			102.6	102.6	Net amount:					
All civil servants			103.1	103.1	All civil servants					
of whom: single			102.0	102.0	of whom: single					
married, 2 children					married, 2 children					
					101.2		101.3		101.3	
					101.8		101.9		101.9	
					100.7		100.8		100.8	

DENMARK

DENMARK

Tables 1 and 2

Average remunerations of single and married civil servants living in Copenhagen (broken down by categories A to D)

- 1973 and 1974 -
(in Danish crowns) *
Remuneration as at 1 April

Categories	Single		Married	
	Gross amount	Net amount	Gross amount	Net amount
		<u>1 9 7 3</u>		
A	101 045	49 484	101 045	55 863
B	61 475	34 300	61 475	40 382
C	49 021	29 405	49 021	35 469
D	39 700	25 387	39 700	30 913
		<u>1 9 7 4</u>		
A	116 048	55 235	116 048	62 177
B	73 507	39 492	73 507	46 157
C	59 039	33 000	59 039	40 465
D	52 535	31 246	52 535	37 911

* same situation in July.

Table 3

Nominal indices
 Indices as at 1 July 1974 of civil servants' salaries
 (1 July 1973 = 100)

Categories	Single		Married, 2 children																																					
	Gross amount	Net amount	Gross amount	Net amount																																				
A	114.8	111.6	114.8	111.3																																				
B	119.6	115.1	119.6	114.3																																				
C	120.4	114.9	120.4	114.1																																				
D	132.3	123.1	132.3	122.6																																				
<table border="0"> <tr> <td style="width: 20%;"></td> <td style="text-align: center;"><u>Average indices</u></td> <td style="text-align: center;"><u>Weighted indices</u></td> <td style="text-align: center;"><u>Net amount:</u></td> <td style="text-align: center;"><u>Average indices</u></td> <td style="text-align: center;"><u>Weighted indices</u></td> </tr> <tr> <td>Gross amount:</td> <td></td> <td></td> <td>All civil servants</td> <td></td> <td></td> </tr> <tr> <td>All civil servants</td> <td>121.8</td> <td>120.1</td> <td>of whom: single</td> <td>115.9</td> <td>114.7</td> </tr> <tr> <td>of whom: single</td> <td>121.8</td> <td>120.1</td> <td>married, 2 chil.</td> <td>116.2</td> <td>115.0</td> </tr> <tr> <td>married, 2 chil.</td> <td>121.8</td> <td>120.1</td> <td>of whom: single</td> <td>115.6</td> <td>114.4</td> </tr> <tr> <td></td> <td></td> <td></td> <td>married, 2 chil.</td> <td></td> <td></td> </tr> </table>						<u>Average indices</u>	<u>Weighted indices</u>	<u>Net amount:</u>	<u>Average indices</u>	<u>Weighted indices</u>	Gross amount:			All civil servants			All civil servants	121.8	120.1	of whom: single	115.9	114.7	of whom: single	121.8	120.1	married, 2 chil.	116.2	115.0	married, 2 chil.	121.8	120.1	of whom: single	115.6	114.4				married, 2 chil.		
	<u>Average indices</u>	<u>Weighted indices</u>	<u>Net amount:</u>	<u>Average indices</u>	<u>Weighted indices</u>																																			
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			married, 2 chil.																																					

Table 4

Real indices
 Indices as at 1 July 1974 of civil servants' salaries
 (1 July 1973 = 100)

Categories	Single		Married, 2 children																			
	Gross amount	Net amount	Gross amount	Net amount																		
A	99.2	95.5	99.2	95.2																		
B	103.4	99.5	103.4	98.8																		
C	104.1	99.3	101.1	98.6																		
D	114.3	105.4	114.3	105.0																		
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GERMANY

Total emoluments of a Federal civil servant in a senior Federal authority (Situation at 30 June 1973)												Number of posts for civil servants in senior Federal authorities in Federal budget plan for 1973 according to the	
Career group	Pay group	Single						Married, 2 children					Overall career groups
		Gross amount		Net amount		Gross amount		Net amount		Pay group indicated			
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.		Min.	Max.	
Cat. A	B 9	-	7272	-	4348	-	3307	-	7485	-	5143	100	
	A 16/B 3	3001	5207	2139	3307	3307	2678	5421	5421	3991	1264		
	A 13	2583	3479	1899	2405	2885	2400	3691	3691	2933	1248		
Cat. B (B)	A 13	2444	3479	1817	2405	2751	2503	3691	3691	2933	2244		
	A 11	2093	2905	1604	2085	2587	2034	3117	3117	2559	409		
	A 9	1756	2278	1388	1717	2049	1775	2490	2490	2112	305		
Cat. C (C)	A 9	1533	2242	1307	1695	1927	1679	2437	2437	2087	711		
	A 7	1431	1931	1175	1502	1726	1518	2143	2143	1849	308		
	A 5	1304	1539	1084	1245	1599	1415	1834	1834	1605	150		
Cat. D (D)	A 5	1209	1511	1014	1229	1504	1338	1806	1806	1583	483		
	A 3	1148	1377	958	1135	1443	1289	1672	1672	1475	439		
	A 1	1050	1243	894	1039	1345	1219	1536	1536	1366	-		
												1118	

* The minimum in grade A 16 and the maximum in Grade B 3 are the figures referred to.

** For grades A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade. The given number of posts covers, according to the draft of the staff establishment to the Federal budget plan for 1972, respectively the pay groups A 13/A 14, A 9/A 10, A 5/A 6 and A 2/A 3.

Table 2

Career group	Pay group	Total emoluments of a Federal civil servant in a senior Federal authority (Situation at 30 June 1974) Monthly amounts in DM										Number of posts for civil servants in senior Federal authorities in the Federal budget plan for 1974 according to the	Overall career groups
		Single		Married, 2 children		Pay group indicated	Overall career groups						
		Gross amount	Net amount	Gross amount	Net amount								
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.				
Cat. A (A)	A 9	-	3242	-	4493	-	8478	-	3402	102	4702		
	A 16/B 3	3404	5905	2263	3434	5741	6135	2964	4231	1322			
	A 13	2929	3939	2019	2529	3266	4169	2649	3237	1248			
Cat. B (B)	A 13	2765	3939	1932	2529	3102	4169	2550	3237	2306	3830		
	A 11	2367	3263	1714	2205	2689	3518	2253	2819	408			
	A 9	1993	2577	1542	1830	2315	2807	1980	2344	299			
Cat. C (C)	A 9	1865	2542	1460	1811	2188	2772	1883	2317	748	1729		
	A 7	1658	2186	1324	1612	1982	2416	1723	2056	336			
	A 5	1523	1765	1237	1394	1847	2038	1616	1806	177			
Cat. D	A 5	1425	1735	1171	1375	1749	2059	1536	1783	527	1298		
	A 3	1562	1597	1125	1282	1685	1921	1485	1675	418			
	A 1	1261	1459	1052	1195	1585	1783	1404	1565	-			
												11559	

* The minimum in grade A 16 and the maximum in Grade B 3 are the figures referred to.

** For grades A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade. The given number of posts covers, according to the draft of the staff establishment to the Federal budget plan for 1972, respectively the pay groups A 13/A 14, A 9/A 10, A 5/A 6 and A 2/A 3.

GERMANY

Table 3
Nominal indices
Indices at 30 June 1974 of civil servants' salaries
(30 June 1973 = 100)

Career	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	B 9	-	113.4	-	103.3	-	113.3	-	105.0
	A 16/B 3	113.4	113.4	105.8	103.8	113.1	113.2	110.7	106.0
	A 13	113.4	113.2	106.3	105.2	113.2	113.0	110.4	110.4
B	A 13	113.1	113.2	106.3	105.2	112.8	113.0	110.7	110.4
	A 11	113.1	113.2	106.9	105.8	112.7	112.9	111.0	110.2
	A 9	113.5	113.1	111.1	106.6	113.0	112.7	111.5	111.0
C	A 9	114.3	113.4	111.7	106.8	113.5	112.8	112.2	111.0
	A 7	115.9	113.2	112.7	107.3	114.8	112.7	113.5	111.2
	A 5	116.8	114.7	114.1	112.0	115.5	113.8	114.2	112.5
D	A 5	117.9	114.8	115.5	111.9	116.3	114.0	114.8	112.6
	A 3	118.6	116.0	116.2	113.0	116.8	114.9	115.2	113.6
	A 1	120.1	117.4	117.7	115.0	117.8	116.1	115.2	114.6
		<u>Average indices</u>	<u>Weighted indices</u>	Net amount:		<u>Average indices</u>	<u>Weighted indices</u>		
Gross amount:		114.4	113.6	All civil servants		110.6	109.0		
All civil servants		114.7	113.8	of whom: single		109.6	107.2		
of whom: single		114.0	113.4	married, 2 children		111.6	110.7		
of whom: single				married, 2 children					

Table 4
Real indices
Indices at 30 June 1974 of civil servants' salaries
(30 June 1973 = 100)

Career	Grade	Single		Married, 2 children				
		Gross amount		Gross amount				
		Min.	Max.	Min.	Max.			
Cat. A	E 9 A 16/3 A 13	-	106.1	-	106.0	98.2	98.2	
		106.1	106.1	99.0	97.1	105.8	103.6	99.2
		106.1	105.9	99.4	98.4	105.9	103.3	103.3
Cat. B	A 13 A 11 A 9	105.8	105.9	99.4	98.4	105.5	103.6	103.3
		105.8	105.9	100.0	99.0	105.4	103.8	103.1
		106.2	105.8	103.9	99.7	105.7	104.3	103.8
Cat. C	A 9 A 7 A 5	106.9	106.1	104.5	99.9	106.2	105.0	103.8
		108.4	105.9	105.4	100.4	107.4	106.2	104.0
		109.3	107.3	106.7	104.3	108.0	106.8	105.2
Cat. D	A 5 A 3 A 1	110.3	107.4	108.0	104.7	108.8	107.4	105.3
		110.9	108.5	108.7	105.7	109.3	107.8	106.3
		112.3	109.8	110.1	107.6	110.2	107.8	107.2
Gross amount:		Average indices	Weighted indices	Average indices		Weighted indices		
All civil servants		107.0	106.3	Net amount:		103.5	102.0	
of whom: single		107.3	106.5	All civil servants		102.5	100.3	
of whom: single		106.6	105.1	of whom: single		104.4	103.6	
married, 2 children				married, 2 children				

FRANCE

Table 1

Total monthly remuneration of a civil servant at 1 July 1973
(in FF)

Categories	Single ¹			Married, 2 children ²		
	Gross amount			Net amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A (University graduate)	2 087.29 ³	3 783.35	8 775.93 ⁴	2 364.64 ³	4 103.80	9 096.38 ⁴
	1 832.91 ⁵	2 927.99	4 545.83 ⁶	2 103.08 ⁵	3 228.73	4 866.28 ⁶
B (Secondary education)	1 330.70	1 865.15	2 603.19	1 586.69	2 156.79	2 895.91
C (Vocational)	1 239.32 ⁷	1 532.84	1 780.75 ⁸	1 492.73 ⁷	1 794.54	2 049.45 ⁸
	1 024.08 ¹⁰	1 135.02	1 356.73 ¹¹	1 270.68 ¹⁰	1 385.48	2 217.15 ⁹
D (Primary)						1 613.45 ¹¹

¹ Basic salary + residence allowance.

² Basic salary + residence allowance + family salary supplement + family allowances including compensating allowance + "single" salary (2 children under 10 years of age).

³ Minimum first step administrator.

⁴ Maximum director unclassified scale E - 2nd level.

⁵ Minimum administrator attaché - 1st incremental step.

⁶ Maximum senior administrative attaché - last incremental step.

⁷ Minimum shorthand-typist - 1st incremental step.

⁸ Maximum secretary/shorthand-typist - Administrative assistants - last incremental step.

⁹ Social betterment for 25% maximum of the numbers of the body - Group chiefs - last incremental step.

¹⁰ Minimum messenger after one month of service.

¹¹ Maximum office servant - last incremental step.

NB: To these emoluments should be added, as in the past, an efficiency bonus for which the overall appropriation represents 5% of the average salary for each grade.

Table 2
Overall monthly remuneration of a civil servant as of 1 July 1974
(in FF)

Categories	Single ¹			Married, 2 children ²		
	Gross amount			Net amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A (University graduate)	2 432.42 ⁵	4 368.15	10 062.51 ³	2 751.02 ⁵	4 741.03	10 435.81 ³
	2 142.28 ⁶	3 392.67	5 237.84 ⁴	2 452.61 ⁶	3 738.20	5 611.10 ⁴
B (Secondary education)	1 651.38	2 276.21	3 097.71	1 947.72	2 590.36	3 434.97
C (Vocational)	1 487.72 ⁹	1 937.32	2 120.07 ⁸	1 779.39 ⁹	2 138.96	2 429.70 ⁸
	1 219.94 ¹¹	1 346.42	2 283.67 ⁷	1 503.98 ¹¹	1 634.06	2 598.03 ⁷
D (Primary)			1 636.47 ¹⁰			1 932.38 ¹⁰

¹ Basic salary + residence allowance.

² Basic salary + residence allowance + family salary supplement + family allowances including compensatory allowance + "single" salary.

³ Maximum director unclassified scale E - 2nd level.

⁴ Maximum senior administrative attaché - last incremental step.

⁵ Minimum first step administrator.

⁶ Minimum administrator attaché - 1st incremental step.

⁷ Group chief - Social betterment for 25% maximum of the numbers of the body.

⁸ Maximum secretary/shorthand-typist - Administrative assistant (last incremental step).

⁹ Minimum shorthand-typist - 1st incremental step.

¹⁰ Maximum office servant - last incremental step.

¹¹ Minimum messenger after one month of service.

FRANCE

Table 3
Nominal indices
Indices at 1 July 1974 of civil servants' salaries
(1 July 1973 = 100)

Categories	Single			Married, 2 children			
	Gross amount			Net amount			
	Minimum	Average	Maximum	Minimum	Average	Maximum	
A University graduate	116.5	115.5	114.7	116.3	115.5	114.7	
B Secondary education	116.9	115.9	115.2	116.6	115.8	115.3	
C Vocational	124.1	120.7	119.0	122.8	120.1	118.6	
D Primary	120.0	119.9	119.1	119.2	119.2	118.6	
			117.5			117.2	
	119.1	118.6	120.6	118.4	117.9	119.8	
Gross amount: All civil servants of whom: single married, 2 children				Average indices		Weighted indices	
				118.1		119.2	
				118.3		119.4	
				117.9		118.9	

Table 4

Real indices
Indices at 1 July 1974 of civil servants' salaries
(1 July 1973 = 100)

Categories	Single				Married, 2 children		
	Gross amount		Net amount		Minimum	Maximum	Average
	Minimum	Average	Minimum	Maximum			
A University graduate	102.0	101.1	100.4	101.8	101.1	100.4	101.4
	102.4	101.5	100.9	102.1	101.4	101.0	101.0
B Secondary education	108.7	105.7	104.2	107.5	105.2	103.9	103.9
C Vocational	105.1	105.0	104.3	104.4	104.4	103.9	102.6
			102.9				
D Primary	104.3	103.9	105.6	103.7	103.2	104.9	104.9
Gross amount: All civil servants				Average indices		Weighted indices	
of whom: Single				103.4		104.4	
Married, 2 children				103.6		104.6	
				103.2		104.1	

IRELAND

Table 1

Total Remuneration of Certain Grades in the Irish Civil Service
 Situation as at 1 July 1973
 (Monthly amount in Irish pounds)

Class	Grade	Numbers	Unmarried				Married with 2 children ¹			
			Gross amount		Net amount		Gross amount		Net amount ²	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Secretary (Head of Department or Ministry)	17	604	371	371	660	660	415	415	
	Assistant Secretary	55	413	283	322	461	543	327	366	
	Principal	224	328	232	270	377	438	276	315	
	Assistant Principal	460	252	183	219	309	358	232	264	
Total Class A		1 812								
B	Higher Executive Officer	815	202	151	183	249	310	195	234	
	Executive Officer	1 417	105	85	151	117	249	109	195	
	Total Class B	5 827								
C	Staff Officer	666	153	119	141	188	228	159	182	
	Clerical Officer	2 062	90	74	122	102	192	98	161	
	Clerical Assistant	5 442	86	72	102	86	126	-	-	
Total Class C		19 905								
D	Head Messenger	17	138	108	115	143	152	128	134	
	Paperkeeper	144	126	100	105	131	139	119	124	
	Messenger	592	111	89	98	116	128	108	117	
Total Class D		13 726								

Note: ¹ Includes additions to salary in respect of children, plus children's allowances distributed through the fiscal system.

² Deductions are made to cover (a) contributions towards widow's and orphan's pensions and (b) income tax and sur-tax at the standard rate and on the basis of the standard allowances.

Table 2 Total remuneration of certain grades in the Irish civil service - Situation as at 1 July 1974
(Monthly amount in Irish pounds)

Class	Grade	Numbers	Unmarried		Married with 2 children		
			Gross amount		Gross amount		
			Min.	Max.	Min.	Max.	
A	Secretary (Head of Department or Ministry)	17	697	405	761	468	438
	Assistant Secretary	63	452	348	597	363	407
	Principal	237	371	296	490	319	355
	Assistant Principal	522	275	241	395	261	298
Total class A		2 165					
B	Higher Executive Officer	916	222	199	272	220	261
	Executive Officer	1 485	118	166	131	121	220
Total class B		6 081					
C	Staff Officer	732	170	155	297	177	206
	Clerical Officer	2 430	102	135	115	110	180
	Clerical Assistant	6 314	98	115	98	-	-
Total class C		20 996					
D	Head Messenger	16	153	127	159	141	148
	Paper Keeper	157	140	117	146	132	138
	Messenger	619	124	109	130	120	130
Total class D		15 487					

Notes. Includes additions to salary in respect of children, plus children's allowances distributed through the fiscal system.

2 Deduction are made to cover (a) contributions towards widow's and orphan's pensions; (b) income tax at the standard rates and on the basis of the standard allowances; (c) Social Welfare contributions.

Table 3 Nominal indices - Indices as at 1 July 1974 in respect of civil servants' salaries
(1 July 1973 = 100)

Class	Grade	Unmarried				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Secretary (Head of Department or Ministry)	115.4	115.4	109.2	109.2	115.3	115.3	112.8	112.8
	Assistant Secretary	109.4	110.0	107.8	108.1	109.8	109.9	111.0	111.2
	Principal	113.1	111.6	112.5	109.6	113.3	111.9	115.6	112.7
	Assistant Principal	109.1	110.0	108.7	110.0	108.7	110.3	112.5	112.9
B	Higher Executive Officer	109.9	109.1	109.9	108.7	109.2	108.4	112.8	111.5
	Executive Officer	112.4	109.9	111.8	109.9	112.0	109.2	111.0	112.3
C	Staff Officer	111.1	110.3	111.8	109.9	110.1	109.6	111.3	113.2
	Clerical Officer	113.3	110.9	112.2	110.7	112.7	109.9	112.2	111.8
	Clerical Assistant	114.0	111.9	115.3	112.7	114.0	111.9	-	-
D	Head Messenger	110.9	110.2	112.0	110.4	111.2	110.5	110.2	110.4
	Paper Keeper	111.1	110.4	111.0	111.4	111.5	110.8	110.9	111.3
	Messenger	111.7	111.4	112.4	111.2	112.1	111.7	111.1	111.1
Gross amount:		Average indices		Average indices		Average indices		Weighted indices	
All civil servants		111.3	111.8	Net amount:		All civil servants		111.4	111.9
of whom: unmarried		111.4	111.8	of whom: unmarried		of whom: unmarried		110.7	112.0
married, 2 children		111.2	111.7	married, 2 children		married, 2 children		112.0	111.7

Table 4 Real indices - Indices as at 1 July 1974 in respect of civil servants' salaries
(1 July 1973 = 100)

Class	Grade	Unmarried				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Secretary (Head of Dept. of Ministry)	97.9	97.9	92.6	92.6	97.8	97.8	95.7	95.7
	Assistant Secretary	92.8	93.3	91.4	91.7	93.1	93.2	94.1	94.3
	Principal	95.9	94.7	95.4	93.0	96.1	94.9	98.0	95.6
	Assistant Principal	92.5	93.3	92.2	93.3	92.2	93.6	95.4	95.8
B	Higher Executive Officer	93.2	92.5	93.2	92.2	92.6	91.9	95.7	94.6
	Executive Officer	95.3	93.2	94.8	93.2	95.0	92.6	94.1	95.7
C	Staff Officer	94.2	93.6	94.8	93.2	93.4	93.0	94.4	96.0
	Clerical Officer	96.1	94.1	95.2	93.9	95.6	93.2	95.2	94.8
	Clerical Assistant	96.7	94.9	97.8	95.6	96.7	94.9	-	-
D	Head Messenger	94.1	98.5	95.0	93.6	94.3	93.7	93.5	93.6
	Paper Keeper	94.2	93.6	94.1	94.5	94.6	91.0	94.1	94.4
	Messenger	94.7	94.5	95.3	94.3	95.1	94.7	94.2	94.2
Gross amount:		Average indices	Weighted indices	Net amount:		Average indices	Weighted indices		
All civil servants		94.4	94.8	All civil servants		94.5	94.9		
of whom: unmarried		94.5	94.3	of whom: unmarried		93.9	95.0		
married, 2 children		94.3	94.7	married, 2 children		95.0	94.7		

ITALY

Italy

Table 1 Monthly remuneration of certain grades in the civil service - 30 June 1973

Career	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	952 033	998 075	760 267	795 074	973 213	1 019 255	781 161	812 968
	Senior director	744 395	815 713	611 181	667 186	765 575	836 893	632 075	683 080
	Principal director	500 615	594 082	420 397	496 069	521 825	615 262	441 291	516 263
	Deputy director of division	411 934	452 787	319 938	380 017	433 114	472 967	340 802	400 911
	Director of section Adviser	347 702	387 889	272 617	290 906	338 892	349 068	293 541	301 872
		227 231	273 581	196 793	236 827	248 411	294 761	217 687	257 741
B	Chief secretary	390 043	410 732	323 257	348 151	401 223	431 912	344 151	369 045
	Principal secretary	269 215	341 827	233 237	292 228	290 395	363 007	254 181	313 122
	Secretary	201 667	253 176	173 464	220 271	223 047	274 356	199 540	241 165
C	Senior assistant	277 038	297 359	239 657	256 141	298 218	318 539	260 551	277 035
	Principal assistant	215 540	259 738	189 735	225 601	236 720	280 918	210 629	246 495
	Assistant	153 992	205 965	141 692	181 959	175 172	221 145	162 496	202 853
D	Chief clerk	183 498	237 948	170 729	207 541	208 678	259 128	191 623	228 835
	Clerk	140 471	177 941	131 901	161 620	161 620	199 121	151 395	182 514

Table 2 Monthly remuneration of certain grades in the civil service - 30 June 1974

Career	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	959 233	1 005 275	705 717	732 352	980 413	1 026 455	722 141	750 806
	Senior director	751 585	822 913	571 999	618 270	772 775	844 093	591 053	635 903
	Principal director	597 845	661 262	405 450	471 388	529 025	622 462	426 974	451 281
	Deputy director of division	419 134	459 987	342 224	372 364	440 314	481 167	363 377	392 887
	Director of section	324 902	335 988	271 308	279 261	346 082	356 268	293 172	301 047
	Adviser	224 431	230 701	200 943	237 440	255 611	301 961	223 356	259 324
B	Chief secretary	307 243	417 932	316 570	341 314	408 423	439 112	339 720	362 468
	Principal secretary	246 415	349 027	234 037	289 931	297 575	370 207	255 860	311 424
	Secretary	209 067	252 375	180 737	221 549	230 247	281 556	202 151	243 603
C	Senior assistant	264 230	304 552	210 121	255 825	305 418	345 739	261 905	277 009
	Principal assistant	222 740	266 938	191 632	226 770	243 920	288 118	214 095	248 643
	Assistant	161 192	213 165	142 175	183 965	182 372	234 245	165 089	206 378
D	Chief clerk	195 698	245 148	170 072	209 444	216 878	256 328	192 488	231 027
	Clerk	147 671	185 141	131 011	161 717	168 851	206 321	154 054	184 151

Italy

Table 3 Nominal indices - Indices as at 30 June 1974 of civil servants' salaries
(30 June 1973 = 100)

Career	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	100.8	100.7	92.6	92.1	100.7	100.7	92.4	92.0
	Senior director	101.0	100.9	93.6	92.7	100.9	100.9	93.5	92.6
	Principal director	101.4	101.2	96.7	95.0	101.4	101.2	96.8	95.0
	Deputy director of division	101.7	101.6	107.0	98.0	101.7	101.5	106.6	98.0
	Director of section Adviser	102.3	102.2	99.5	97.4	102.1	102.1	99.9	97.7
		103.2	102.5	102.1	100.3	102.9	102.4	102.6	100.6
B	Chief secretary	101.9	101.8	98.6	98.0	101.8	101.7	96.7	98.2
	Principal secretary	102.7	102.1	100.3	99.2	102.5	102.0	100.7	99.5
	Secretary	103.6	102.8	101.3	100.6	103.2	102.6	101.8	101.0
C	Senior assistant	102.6	102.4	100.2	99.9	102.4	102.3	100.5	100.2
	Principal assistant	103.3	102.8	101.0	100.5	103.0	102.6	101.5	100.9
	Assistant	104.7	103.5	100.4	101.1	104.1	103.2	101.6	101.7
D	Chief clerk	103.8	103.0	99.6	100.7	103.4	102.8	100.4	101.3
	Clerk	105.1	104.0	100.0	100.1	104.5	103.6	101.4	100.9
Gross amount:		Average indices		Weighted indices		Average indices		Weighted indices	
All civil servants		102.4	102.9	Net amount:		99.1	100.1	All civil servants	
of whom: single		102.5	103.0	All civil servants		98.9	99.8	of whom: single	
married, 2 children		102.3	102.6	married, 2 children		99.3	100.3	married, 2 children	

Table 4 Real indices - Indices as at 30 June 1974 of civil servants' salaries
(30 June 1973 = 100)

Career	Grade	Single		Married, 2 children					
		Gross amount		Gross amount					
		Min.	Max.	Min.	Max.				
A	General director	85.2	85.1	73.3	77.9	85.1	78.1	7.8	
	Senior director	85.4	85.3	72.1	73.4	85.3	79.0	78.3	
	Principal director	85.7	85.5	81.7	80.3	85.7	81.8	80.3	
	Deputy director of division	85.0	85.2	80.4	82.3	86.0	90.1	82.3	
	Director of section	86.5	86.4	84.1	84.0	86.3	84.4	84.3	
	Adviser	87.2	86.7	85.3	84.8	87.0	86.7	85.0	
B	Chief secretary	85.1	85.1	83.3	82.8	86.1	83.4	83.0	
	Principal secretary	85.3	86.3	84.3	83.9	86.6	85.1	84.1	
	Secretary	87.6	85.9	85.6	85.0	87.2	86.1	85.4	
C	Senior assistant	86.7	86.6	84.7	84.4	86.6	85.0	84.7	
	Principal assistant	87.3	86.0	85.4	85.0	87.1	85.9	85.3	
	Assistant	88.5	87.5	84.9	85.5	88.0	85.9	86.0	
D	Chief clerk	87.7	87.1	84.2	85.1	87.4	84.9	85.6	
	Clerk	88.8	87.9	84.5	84.6	88.3	85.7	85.3	
Gross amount:		Average indices		Average indices		Average indices		Weighted indices	
All civil servants		25.6		27.0		83.8		84.6	
of whom: single		25.6		27.1		83.6		84.4	
married, 2 children		26.5		26.9		83.9		84.6	
Net amount:									
All civil servants									
of whom: single									
married, 2 children									

LUXEMBOURG

Luxembourg

Table 1 Total remuneration of a civil servant as at 30 June 1973
(Monthly amount in Luxembourg francs at NI 194.60)

Level	Lux. grades	Single*				Married, 2 children**			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A.	17	49 904	66 917	30 553	37 697	53 839	70 852	41 931	50 708
	14	40 830	55 307	26 557	32 006	44 720	57 242	36 398	43 941
	12	32 891	43 099	22 820	27 570	36 372	47 034	30 803	37 870
B	13	36 234	46 501	24 466	29 087	39 911	50 436	33 276	39 949
	10	26 086	38 335	19 271	25 405	29 567	42 075	25 593	34 716
	7	18 940	28 127	14 985	20 396	22 421	31 608	20 011	27 156
C	8	22 003	31 190	16 904	21 997	25 484	34 671	22 446	29 527
	6	17 465	26 653	14 013	19 596	20 947	30 134	18 844	26 028
	4	15 424	24 498	12 508	18 368	18 905	27 979	17 203	24 369
D	3	14 177	22 116	11 725	16 975	17 658	25 597	16 179	22 517
	1	11 341	17 806	9 528	14 214	14 822	21 287	13 830	19 117

*Basic salary

**Basic salary + head of family allowance + family allowances (children)

For the calculation of the net amount the following were deducted: the levy for pension equalization, the contribution to the Sickness Fund, and taxes.

Table 2 Total remuneration of a civil servant as at 1 July 1974
(Monthly amount in Luxembourg francs at NI 214.78)

Level	Lux. grades	Single				Married, 2 children**			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	56 733	76 074	34 630	42 694	61 153	80 499	47 294	57 012
	14	46 418	60 591	30 139	36 235	50 792	65 026	41 237	49 412
	12	37 392	52 855	25 948	32 950	41 301	57 290	35 078	45 127
B	13	41 260	56 733	27 805	34 630	45 324	61 158	37 767	47 294
	10	31 203	43 581	22 876	28 845	35 112	47 784	30 406	39 338
	7	22 693	33 137	17 904	23 833	26 602	37 046	23 752	31 902
C	8	26 174	38 552	20 029	26 523	30 033	42 461	26 473	35 862
	6	21 017	31 461	16 838	22 992	24 926	35 370	22 415	30 616
	4	18 567	28 832	15 185	21 571	22 476	32 791	20 453	28 614
D	3	17 020	26 045	14 125	19 945	20 929	29 954	19 193	26 369
	1	13 796	20 243	11 724	16 312	17 705	24 152	16 543	21 793

* Basic salary

** Basic salary + head of family allowance + family allowance (children)

For the calculation of the net amount the following were deducted: the levy for pension equalization, the contribution to the Sickness Fund, and taxes.

Luxembourg

Table 2a Governmental administration

Category A	Function	Grade	Service
Career:	Chief Government Adviser	17	7
	Government Adviser	15/16	19
Government Attaché	Deputy Government Adviser	14	8
	Government Attaché first in rank	13	6
	Government Attaché plus trainees	12	13
Category B			<u>53</u>
Career:	Senior inspector first in rank	13	7
	Junior executive officer	12	18
Inspector	Inspector	11	22
	Office chief	10	20
	Deputy office chief	9	21
	Principal junior executive	8	21
	Executive plus trainees	7	32
			<u>141</u>
Category C			
Career:	Senior clerk	8	13
	Consignment clerk	7	26
Clerk	Assistant clerk	6	7
	Consignment clerk and trainees	4	9
			<u>55</u>
Category D			
Senior porter	Senior porter	4	3
	Chief porter	3	4
	Room porter	2	15
	Office boy	1	10
			<u>32</u>
<u>Total:</u>			<u>281</u>

1 July 1974

Luxembourg

Table 3 Nominal indices for Luxembourg - Indices as at 30 June 1974 of civil servants' salaries (30 June 1973 = 100)

Level	Lux. grades	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	113.7	113.7	113.3	113.3	113.6	113.6	112.8	112.3
	14	113.7	113.7	113.5	113.2	113.6	113.6	113.3	112.7
	12	113.7	122.7	113.7	119.5	113.6	121.8	113.9	119.2
B	18	113.7	122.0	113.6	119.1	113.6	121.3	113.5	118.4
	10	119.6	113.7	113.7	113.5	113.6	113.6	118.6	113.3
	7	119.6	117.3	113.5	117.1	113.6	117.2	118.7	117.5
C	5	119.0	123.6	116.5	120.6	118.0	122.5	117.9	121.5
	6	120.3	118.0	120.2	117.3	119.0	117.4	119.0	117.6
	4	120.4	117.9	120.4	117.4	118.9	117.2	118.9	117.4
D	3	120.1	117.8	120.5	117.5	118.5	117.0	118.6	117.1
	1	121.6	113.7	122.5	114.8	119.5	113.5	119.6	114.0
Gross amount:		Average indices		Weighted indices		Average indices		Weighted indices	
All civil servants		117.4		117.7		116.9		117.2	
of whom: single		117.7		118.0		117.2		117.4	
married, 2 children		117.0		117.3		116.6		117.0	
Net amount:									
All civil servants						116.9		117.2	
of whom: single						117.2		117.4	
married, 2 children						116.6		117.0	

Table 4 Real indices - Indices as at 30 June 1974 of civil servants' salaries
(30 June 1973 = 100)

Level	Lux. grades	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	103.3	102.3	102.9	102.9	103.2	103.2	102.5	102.0
	14	103.3	103.3	103.1	102.8	103.2	103.2	102.9	102.4
	12	103.3	111.4	103.3	103.5	103.2	110.6	103.5	108.3
B	13	103.3	110.8	103.2	103.2	103.2	110.2	103.1	107.5
	10	103.6	103.3	107.8	103.1	107.9	103.2	107.9	102.9
	7	103.8	107.0	103.5	106.4	107.7	106.4	107.3	106.7
C	8	103.1	112.3	107.6	109.5	107.2	111.3	107.1	110.4
	6	103.3	107.2	109.2	106.5	108.1	106.6	108.1	106.8
	4	109.4	107.1	109.4	106.6	108.0	106.4	108.0	105.6
D	3	109.1	107.0	102.4	106.7	107.6	106.3	107.7	106.4
	1	110.4	103.3	111.3	104.3	108.5	103.1	108.6	103.5
		Average indices	Weighted indices	Net amount:		Average indices	Weighted indices		
Gross amount:		106.6	106.9	All civil servants		106.2	106.4		
of whom: single		106.9	107.2	of whom: single		106.4	106.6		
married, 2 children		106.3	106.5	married, 2 children		105.9	106.3		

NETHERLANDS

Netherlands

Table 1 Total remuneration of a civil servant - Situation as at 30 June 1973
(Monthly amount in Fl)

Level	No of the salary scale	Single				Married 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	4 936.40	6 279.08	2 760.95	3 212.65	5 070.30	6 412.90	3 072.76	3 540.07
	150	3 741.--	4 786.98	2 306.73	2 705.85	3 874.90	4 920.88	2 591.08	3 017.96
	130	2 571.40	3 421.73	1 754.65	2 155.78	2 705.30	3 555.63	2 023.73	2 465.48
B	114	2 165.13	2 889.60	1 551.76	1 934.63	2 300.03	3 023.50	1 781.69	2 180.45
	89	1 568.83	2 214.50	1 266.12	1 577.54	1 322.73	2 348.40	1 494.36	1 810.57
	57	1 236.74	1 733.98	982.10	1 292.49	1 370.64	1 367.88	1 193.02	1 523.31
C	45	1 074.74	1 642.60	875.26	1 236.91	1 208.64	1 776.50	1 086.18	1 452.97*
	32	1 034.74	1 551.23	849.04	1 181.64	1 168.64	1 685.13	1 059.86	1 402.44*
	18	933.74	1 458.78	821.85	1 129.96	1 127.64	1 592.68	1 032.67	1 341.08*
D	18	993.74	1 458.78	821.85	1 129.96	1 127.64	1 592.68	1 032.67	1 341.08*
	1	872.74	1 195.74	742.21	954.90	1 006.64	1 329.64	953.03	1 165.82*

From 1 June 1973 the holiday bonus was increased from 7 to 7½%.
The amounts given for single persons apply to the category up to 35 years of age.

* The maximum amounts represent only those amounts after extension of the scale.

** From 1 January 1973 the child allowance (Fl 120.12 included) was no longer taxable.
The taxable amounts were adapted accordingly.

Table 2 Remuneration of a civil servant - Situation as at 1 July 1974
(Monthly amount in Fl)

Level	No of the salary scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	155	5882.40	7457.28	5135.07	3629.45	6034.06	7608.94	3493.58	3997.16
	150	4480.60	5708.25	2611.60	3063.95	4632.26	5859.91	2982.69	3416.36
	150	3108.90	4106.50	2069.31	2502.39	3260.56	4258.16	2386.78	2822.04
B	114	2655.75	3433.--	1824.48	2223.10	2785.41	3634.66	2125.70	2573.40
	89	2074.75	2690.73	1532.18	1855.65	2226.41	2842.39	1790.10	2140.99
	57	1537.15	2128.50	1210.40	1563.77	1688.91	2280.16	1453.17	1822.49
C	45	1365.17	2021.--	1102.18	1499.87	1516.83	2172.66	1347.27	1757.79*
	32	1306.26	1913.50	1060.77	1433.67	1494.63**	2065.16	1331.46	1700.46*
	18	1259.90	1806.--	1031.18	1370.64	1494.63**	1957.66	1331.46	1631.71*
D	18	1259.90	1806.--	1031.18	1370.64	1494.63**	1957.66	1331.46	1631.71*
	1	1116.59	1494.17	924.02	1184.55	1494.63**	1645.83	1331.46	1425.02

NB The amounts for single persons apply to the category up to 35 years of age.

* The maximum amounts represent only those amounts after extension of the scale.

** In these cases the minimum salary in the scale is increased to the minimum salary at the age of 23.

Table 3 Nominal indices - Indices as at 1 July 1974 of civil servants' salaries
(30 June 1973 = 100)

Level	Scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	119.2	115.8	113.5	113.0	119.0	118.6	113.7	112.9
	150	113.3	119.2	113.2	113.2	119.5	119.1	115.1	113.2
	130	123.2	120.0	117.9	116.1	120.5	119.8	117.9	114.5
B	114	121.6	123.5	117.6	114.9	121.1	120.2	119.3	117.6
	53	122.9	121.5	121.0	117.6	122.1	121.0	119.8	118.2
	57	124.3	122.8	123.2	121.0	123.2	122.1	121.8	119.6
C/D	45	127.0	123.0	125.9	121.3	125.5	122.3	124.0	120.2
	32	126.2	123.4	124.3	121.3	127.9	122.6	125.6	121.3
	18	125.8	123.8	125.5	121.3	132.5	122.9	128.9	121.7
	1	127.9	125.0	124.5	124.0	148.5	123.8	139.7	122.2
		<u>Average indices</u>		<u>Weighted indices</u>		<u>Average indices</u>		<u>Weighted indices</u>	
Gross amount:		123.2		124.7		Net amount:		120.0	
All civil servants		122.7		124.3		All civil servants		119.6	
of whom: single		123.6		125.0		of whom: single		120.4	
married, 2 children						married, 2 children		122.5	
								122.2	
								122.7	

Table 4 Real indices - Indices as at 1 July 1974 of civil servants' salaries
(30 June 1973 = 100)

Level	Scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
4	153	107.2	108.2	104.0	103.5	103.0	106.6	104.1	103.4
	150	107.7	109.2	103.7	103.7	109.4	109.1	105.4	103.7
	150	110.7	109.9	103.0	105.3	110.3	109.7	103.0	104.9
3	119	111.4	110.3	107.7	105.2	110.9	110.1	109.2	107.7
	69	112.5	111.3	110.8	107.7	111.8	110.8	109.7	103.2
	57	113.0	112.5	112.8	110.3	112.6	111.3	111.5	107.5
c/d	45	113.3	112.6	115.3	111.1	114.9	112.0	113.6	110.1
	32	115.6	113.0	111.4	111.1	117.1	112.3	115.0	111.1
	18	116.1	113.4	114.9	111.1	121.3	112.5	118.0	111.4
	1	117.1	111.5	114.0	113.6	136.0	113.4	127.9	111.9
Gross amount:		<u>Average indices</u>		<u>Weighted indices</u>		<u>Average indices</u>		<u>Weighted indices</u>	
All civil servants		112.8		114.2		109.9		112.2	
of whom: single		112.4		113.3		109.5		111.9	
married, 2 children		113.2		114.5		110.3		112.4	
Net amount:									
All civil servants						109.9		112.2	
of whom: single						109.5		111.9	
married, 2 children						110.3		112.4	

UNITED KINGDOM

Table 1 Pay of certain grades in the UK civil service as at 1 July 1973
(£ sterling)

Level	Grade	Unmarried				Married, 2 children			
		Gross		Net		Gross		Net	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Deputy Secretary	-	10,750*	-	6,579	-	10,750*	-	6,505
	Under Secretary	-	8,675*	-	5,553	-	8,675*	-	5,547
	Assistant Secretary	5,725	7,651	4,058	5,145	5,725	7,651	4,246	5,408
	Principal	3,810	5,083	2,717	3,503	3,810	5,083	2,906	3,797
	Administration Trainee	1,642	2,453	1,240	1,776	1,642	2,453	1,429	1,964
E	Senior Executive Officer	3,296	3,971	2,357	2,830	3,296	3,971	2,545	3,016
	Higher Executive Officer	2,620	3,136	1,834	2,245	2,620	3,136	2,073	2,434
	Executive Officer	1,126	2,453	903	1,775	1,126	2,453	1,117	1,364
	Clerical Officer	970	1,775	802	1,327	970	1,776	1,065	1,515
C	Senior personal secretary	1,573	2,208	1,196	1,609	1,573	2,208	1,387	1,793
	Personal secretary	1,284	1,852	1,072	1,384	1,284	1,852	1,260	1,572
	Shorthand typist	895 88	1,452 25	751	1,123	895 89	1,452 25	1,029	1,312
	Typist	841 59	1,359 94	714	1,056	841 59	1,359 94	1,001	1,245
	Clerical assistant	695 36	1,414 75	751	1,092	695 36	1,414 75	1,026	1,281
	Professional and technology officer III	2,401	2,713	1,735	1,949	2,401	2,713	1,924	2,136
D	Professional and technology officer IV	1,752	2,401	1,312	1,735	1,752	2,401	1,501	1,924
	Messenger	1,263 37	1,266 66	993	1,008	1,263 37	1,266 66	1,162	1,197
	Paperkeeper	1,314 53	1,361 51	1,026	1,057	1,314 53	1,361 51	1,215	1,245
	Non-industrial car driver	-	1,304 09*	-	1,020	-	1,304 09*	-	1,206

* Flat rate of pay

Table 2 Pay of certain grades in the UK civil service as at 30 June 1974
(£ sterling)

Level	Grade	Unmarried				Married, 2 children			
		Gross		Net		Gross		Net	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Deputy secretary	-	11 162.64*	-	6 401.93	-	11 162.64*	-	6 846.41
	Under secretary	-	9 472.64*	-	5 721.74	-	9 472.64*	-	6 133.89
	Assistant secretary	6 772.64	8 810.64	4 452.04	5 443.69	6 772.64	8 810.64	4 725.79	5 331.85
	Principal	4 832.64	6 247.64	3 298.69	4 159.94	4 832.64	6 247.64	3 503.29	4 426.44
	Administration trainee	2 291.64	3 254.64	1 621.39	2 241.39	2 291.64	3 254.64	1 825.99	2 445.99
B	Senior executive officer	4 228.64	5 014.64	2 693.99	3 420.59	4 228.64	5 014.64	3 098.59	3 625.10
	Higher executive officer	3 425.64	4 057.64	2 355.49	2 779.44	3 425.64	4 057.64	2 560.59	2 984.04
	Executive officer	1 659.64	3 254.64	1 353.54	2 241.39	1 659.64	3 254.64	1 558.14	2 445.99
	Clerical officer	1 549.64	2 355.64	1 162.64	1 661.89	1 549.64	2 355.64	1 367.24	1 366.49
	Senior personal secretary	2 339.64	2 874.54	1 651.14	1 986.75	2 339.64	2 874.54	1 855.74	2 191.39
C	Personal secretary	2 019.64	2 452.64	1 453.54	1 722.09	2 019.64	2 452.64	1 658.14	1 926.69
	Shorthand typist	1 472.27	1 976.61	1 113.42	1 428.46	1 472.27	1 976.61	1 317.72	1 633.06
	Typist	1 407.02	1 853.33	1 074.42	1 349.58	1 407.02	1 853.33	1 276.87	1 553.83
	Clerical assistant	1 457.05	1 934.24	1 109.85	1 401.34	1 457.05	1 934.24	1 314.30	1 605.60
	Professional and technology officer III	3 097.64	3 455.64	2 136.24	2 382.79	3 097.64	3 455.64	2 340.84	2 587.39
D	Professional and technology officer IV	2 317.64	3 097.64	1 638.84	2 136.24	2 317.64	3 097.64	1 843.44	2 340.84
	Messenger	1 738.49	1 790.69	1 279.54	1 312.19	1 738.49	1 790.69	1 484.14	1 516.79
	Paperkeeper	1 818.36	1 856.38	1 328.56	1 358.33	1 818.36	1 856.38	1 532.81	1 562.58
	Non-industrial car driver	-	1 807.92*	-	1 321.42	-	1 807.92*	-	1 525.82
	Craftsmen	-	1 935.81*	-	1 402.26	-	1 935.81*	-	1 606.71

* Flat rate of pay

United Kingdom civil service - Staff numbers as at 1 January 1974

1. Numbers in the grades for which salary details supplied:

Deputy secretary	145
Under secretary	522
Assistant secretary	1 138
Principal	3 823
Administration trainee	447
Senior executive officer	6 291
Higher executive officer	15 986
Executive officer	46 015
Clerical officer	93 063
Professional and technology officer III	10 523
Professional and technology officer IV	13 540
Senior personal secretary	601
Personal secretary	3 653
Shorthand typist	4 055
Clerical assistant	66 448
Typist	14 663
Paperkeeper	2 489
Non-industrial car driver	38
Messenger	6 983
Craftsmen	54 157

2. Numbers in all grades equating to EEC categories:

Category A	37 002
Category B	275 977
Category C	173 647
Category D	207 758

Note: Figure for category D includes 183 085 Industrial Civil Servants

NOTE

1. Gross pay comprises national salary + Inner London Weighting where the rate of pay attracts it + threshold arrangements at 30 June 1974.
2. For the executive officer, clerical officer, clerical assistant, shorthand typist and typist grades, the minimum of the scale given is the age 18 age point.
3. Net pay is calculated by adding family allowance, deducting income tax at the appropriate rate, graduated pension contribution and National Health contribution, and by adding Family Income Supplement where this applies.

Table 3 Nominal indices - Indices as at 30 June 1974 of civil servants' salaries
(1 July 1973 = 100)

Level	Grade	Single		Married, 2 children			
		Gross amount		Gross amount			
		Min.	Max.	Min.	Max.		
A	Deputy secretary	-	163.5	97.3	103.8	-	99.2
	Under secretary	-	109.2	101.2	103.2	-	103.1
	Assistant secretary	118.3	135.2	105.8	115.2	111.3	107.8
	Principal	126.8	122.9	121.4	122.9	120.6	116.6
	Administration trainee	132.5	132.1	130.8	132.1	127.8	124.5
B	Senior executive officer	128.3	126.3	122.9	126.3	121.7	120.1
	Higher executive officer	130.7	129.4	125.0	127.4	123.5	122.5
	Executive officer	165.2	133.1	149.2	132.1	139.5	124.5
	Clerical officer	159.8	132.6	145.0	132.6	126.4	123.2
	Senior personal secretary	145.3	130.2	137.8	148.3	133.8	121.9
C	Personal secretary	155.0	131.7	135.6	145.9	131.6	122.6
	Shorthand typist	151.3	135.3	142.3	154.3	133.1	124.5
	Typist	167.2	135.3	150.5	167.2	127.8	124.8
	Clerical Assistant	153.9	136.7	147.8	163.9	127.9	125.3
	Professional & technology officer III	120.0	127.7	123.1	123.0	121.7	121.0
	Professional and technology officer IV	132.3	129.0	124.9	132.3	122.8	121.7
	Messenger	137.6	139.2	128.9	137.6	125.6	126.7
D	Paperkeeper	130.3	137.1	129.5	138.3	126.2	125.4
	Non-industrial car driver	-	130.6	-	-	-	126.3
Gross amount:		Average indices		Average indices		Weighted indices	
All civil servants		135.5		141.3		129.0	
of whom: single		135.5		141.8		132.0	
married, 2 children		135.5		141.2		125.9	
Net amount:				Average indices			
All civil servants				124.9			
of whom: single				126.8			
married, 2 children				122.9			

Table 4 Real indices - Indices as at 30 June 1974 of civil servants' salaries
(1 July 1973 = 100)

Level	Grade	Single		Married, 2 children		Average indices	Weighted indices		
		Gross amount		Gross amount				Average indices	Weighted indices
		Min.	Max.	Min.	Max.				
A	Deputy secretary	-	83.9	-	83.3	-	84.9		
	Under secretary	-	93.5	-	85.5	-	88.3		
	Assistant secretary	101.3	93.6	93.9	95.6	95.3	92.3		
	Principal	103.6	105.2	103.9	108.7	103.3	99.8		
	Administration trainee	119.5	113.1	112.0	108.0	109.4	106.6		
B	Senior executive officer	109.8	103.1	105.1	103.5	104.2	102.8		
	Higher executive officer	111.9	110.8	107.0	106.0	105.7	105.0		
	Executive officer	141.4	113.1	128.3	103.0	119.4	106.6		
	Clerical officer	136.6	113.5	124.1	107.2	109.2	105.5		
C	Senior personal secretary	127.0	111.5	118.0	105.7	114.6	104.4		
	Personal secretary	124.9	112.6	116.1	106.5	112.7	105.0		
	Shorthand typist	140.7	115.8	127.0	103.9	103.7	106.6		
	Typist	143.2	116.7	128.9	103.4	103.4	106.8		
	Clerical assistant	140.3	117.0	126.5	103.8	103.5	107.3		
	Professional and technology officer III	110.4	109.3	105.4	104.7	101.2	103.6		
	Professional and technology officer IV	113.3	110.4	106.9	105.4	105.1	104.2		
D	Messenger	117.8	119.2	110.4	111.5	107.5	103.5		
	Paperkeeper	118.4	117.4	110.9	110.9	103.0	107.4		
	Non-industrial car driver	-	118.7	-	111.0	-	108.1		
Gross amount:									
All civil servants		115.0	121.4	All civil servants		106.9	110.4		
of whom: single		116.0	121.4	of whom: single		108.6	113.0		
married, 2 children		116.0	121.4	married, 2 children		105.2	107.8		
Net amount:									

TREND IN THE LEVEL OF CIVIL SERVANTS' SALARIES¹

Period 1964-74
Real indices

	30.6.66 30.6.64	30.6.67 30.6.66	30.6.68 30.6.67	30.6.69 30.6.68	30.6.70 30.6.69	30.6.71 30.6.70	30.6.72 30.6.71	30.6.73 30.6.72	30.6.74 30.6.73	30.6.74 30.6.64
Germany	105	102	100	106	107	105	108	101,6	106,3	148,88
France	102	101	110	100	102	103	103	101,6	104,4	130,84
Italy	105	98	102	102	96	103	97	-	-	-
Belgium	107	105	102	102	103	111	107	102	102,6	149,22
Netherlands	108	104	106	101	101	108	108	106	114,2	171,03
Luxembourg	99	99	103	99	105	107	103	108,1	106,9	133,67
Community weighted average	104	101	105	103	102	104	104			

¹ Approximate figures (variations in the field of reference, in the weightings used, etc.).

ANNEX IV
Table 1

Trend, in real terms, of gross remuneration per person in paid employment
in public government departments, from 1969 to 1974

Country	1969 = 100						Variation in percentage				
	1970	1971	1972	1973	1974	1970	1971	1972	1973	1974	
Germany (FR)	108.0	117.5	120.1	125.8	132.5	8.0	8.9	2.2	4.7	5.3	
France	104.9	108.9	112.1	115.4	117.7	4.9	3.8	3.0	2.9	2.0	
Italy	100.5	114.4	119.9	122.6	122.2	0.5	13.9	4.8	2.3	-0.3	
Netherlands	105.7	111.7	115.8	118.7	124.8	5.7	5.6	3.7	2.5	5.2	
Belgium	121.7	128.3	142.1	148.6	155.6	7.7	5.4	10.8	4.5	4.7	
Luxembourg	.	.	.	.	.	.	.	.	.	.
United Kingdom	103.9	109.5	115.3	117.3	123.5	3.9	5.5	5.3	1.7	5.3	
Ireland	106.9	113.2	120.8	127.4	129.0	6.9	5.9	6.7	5.4	1.3	
Denmark	107.0	114.9	110.1	109.7	112.4	7.0	7.4	-4.2	-0.4	2.5	
Community (9)	105.2	113.2	117.4	121.1	126.1	5.2	7.6	3.7	3.2	4.1	

ANNEX IV
Table 2

Trend, in real terms, of gross remuneration per person in paid employment in public government departments, from 1964 to 1973

	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
Germany	100	106.7	111.7	113.5	117.8	128.0	138.3	151.8	159.0	166.7
France	100	102.2	104.8	107.2	115.5	120.9	126.5	131.0	135.8	140.2
Italy	100	108.0	110.7	110.6	114.1	115.3	115.9	131.6	136.0	138.2
Netherlands	100	109.5	115.3	122.9	129.2	135.9	143.0	152.5	158.5	166.3
Belgium	100	107.2	111.6	116.3	120.1	128.4	136.0	144.0	157.5	167.0
EEC	100	106.4	110.0	112.2	117.5	124.1	131.0	141.9	148.1	153.8

ANNEX V

STATISTICAL OFFICES
OF
THE COMMUNITIES

Luxembourg, 16 September 1974

Directorate for Demographic
and Social Statistics

R E P O R T

from the Statistical Office of the
European Communities on the establishment of the
joint index for 1974

(Article 65 of the Staff Regulations)

In accordance with Article 65 of the Staff Regulations of officials of the European Communities, the Statistical Office has established the joint index on the basis of a price survey carried out for Brussels by the Index Department of the Belgian Ministry of Economic Affairs and Fuel and Power, and on the basis of the data transmitted by the Inter-Organizations Study Section on Salaries and Prices (coordinated Organizations, Paris).

For Denmark and Ireland, the SOEC used the national cost-of-living indices, since no indices are calculated for international purposes in respect of these two countries.

With regard to rents, the SOEC renewed its survey of the amounts paid by Community staff working in Brussels. The results of this survey were sent to the Belgian Index Department and incorporated in the calculations of the joint index.

All the indices for this report (except for Ireland) were established for 1 July 1973 with base 100 as at 1 July 1972 and with base 100 as at 1 January 1973.

The overall results for the various countries are given in a summary table, the partial indices by groups of articles are given in the tables annexed.

Summary of joint index

Situation at 1 July 1974

Base 100 at 1 July 1973

Country	Index at 1 July 1974 Base 100 at 1 July 1973	
<u>Belgium</u>		
Brussels	without rent	112.2
	with rent	113.1
<u>Italy</u>		
Rome		119.6
<u>France</u>		
Paris		113.4
<u>Germany</u>		
Bonn		108.1
<u>Netherlands</u>		
The Hague		109.2
<u>United Kingdom</u>		
London		114.7
<u>Ireland</u> ¹		117.9
<u>Denmark</u>		115.7
<u>Switzerland</u>		
Geneva		109.4

¹Period August 1974 - August 1973
The cost-of-living index is calculated only every quarter.

List of tables¹

Indices per group of expenditure:

Table 1	Belgium
Table 2	Italy
Table 3	France
Table 4	Germany (FR)
Table 5	Netherlands
Table 6	United Kingdom

¹Because of rounding, the multiplication of the partial indices by weighting does not always yield exactly the overall index.

BELGIUM
(Brussels)

Table 1 a

Consumer price indices by expenditure groups (indices established by a price survey carried out by the "Index Department" of the Ministry of Economic Affairs and Fuel and Power and weighted according to the results of the survey on the family budgets of European civil servants)

w i t h r e n t

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	113.1
Food	256.2	112.3
Housing, furniture, household equipment, related articles and services	328.0	117.1
of which rent	160.4	117.7
Clothing	98.7	110.6
Medical services and personal care	54.9	108.4
Transport	144.1	112.7
Culture and entertainment	83.7	108.2
Miscellaneous	34.4	109.7

BELGIUM
(Brussels)

Table 1 b

Consumer price indices by expenditure groups (indices established by a price survey carried out by the "Index Department" of the Ministry of Economic Affairs and Fuel and Power and weighted according to the results of the survey on the family budgets of European civil servants)

w i t h o u t r e n t

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	112.2
Food	305.2	112.4
Housing, furniture, household equipment, related articles and services	199.6	116.4
Clothing	117.6	110.6
Medical services and personal care	65.3	108.4
Transport	171.7	112.7
Culture and entertainment	99.6	108.2
Miscellaneous	41.0	109.7

ITALY
(Rome)

Table 2

Consumer price indices by expenditure group at 1 July 1974
based 100 at 1 July 1973 and based 100 at 1 January 1973

(calculations carried out on the basis of the indices established
by the Inter-organizations Study Section on Salaries and Prices)

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	119.6
I. Food, drinks, restaurants	302.0	116.9
II. Housing (basic rent), utilities	201.0	115.6
III. Household equipment	78.0	116.1
IV. Domestic services	32.0	124.4
V. Clothing and footwear	102.0	123.5
VI. Personal care	35.5	112.4
VII. Medical care	22.5	109.1
VIII. Transport	124.0	138.8
IX. Entertainment, books etc.	69.5	117.1
X. Miscellaneous	33.5	108.4

FRANCE
(Paris)

Table 3

Consumer price indices by expenditure groups at 1 July 1974
based 100 at 1 July 1973

(calculations carried out by the French national statistical institute
(INSEE) for the Inter-organizations Study Section on Salaries and Prices)

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	113.4
I. Food, drinks, restaurants	296.5	113.5
II. Housing (basic rent), utilities	194.5	107.3
III. Household equipment	76.5	114.6
IV. Domestic services	50.0	113.8
V. Clothing and footwear	99.0	114.9
VI. Personal care	31.0	116.6
VII. Medical care	31.0	112.4
VIII. Transport	110.5	123.5
IX. Entertainment, books etc.	78.0	113.4
X. Miscellaneous	33.0	109.9

GERMANY
(Bonn)

Table 4

Consumer price indices by expenditure groups at 1 July 1974
based 100 at 1 July 1973

(calculations carried out on the basis of the indices established by
the Inter-organizations Study Section on Salaries and Prices)

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	108.1
I. Food, drinks, restaurants	271.0	104.3
II. Housing, (basic rent) utilities	191.0	110.4
III. Household equipment	121.0	107.9
IV. Domestic services	18.5	115.0
V. Clothing and footwear	100.0	107.7
VI. Personal care	28.0	108.1
VII. Medical care	25.0	105.6
VIII. Transport	145.5	114.5
IX. Entertainment, books, etc.	64.5	106.8
X. Miscellaneous	35.5	100.6

NETHERLANDS
(The Hague)

Table 5

Consumer price indices by expenditure groups at 1 July 1974
based 100 at 1 July 1973

(calculations carried out on the basis of the indices established
by the Inter-organizations Study Section on Salaries and Prices)

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	109.2
I. Food, drinks, restaurants	253.0	103.7
II. Housing, (basic rent) utilities	180.0	113.1
III. Household equipment	117.0	107.9
IV. Domestic services	22.0	115.7
V. Clothing and footwear	98.0	112.6
VI. Personal care	29.0	108.8
VII. Medical care	36.0	115.7
VIII. Transport	158.0	111.1
IX. Entertainment, books, etc.	72.0	107.6
X. Miscellaneous	35.0	104.6

UNITED KINGDOM
(London)

Table 6

Consumer price indices by expenditure groups at 1 July 1974
based 100 at 1 July 1973

(calculations carried out on the basis of the indices established by
the Inter-organizations Study Section on Salaries and Prices)

Expenditure groups	Weighting	Indices at 1 July 1974 based 100 at 1 July 1973
OVERALL INDEX	1000.0	114.7
I. Food, drinks, restaurants	246.5	116.9
II. Housing, (basic rent) utilities	244.5	108.3
III. Household equipment	78.5	117.3
IV. Domestic services	42.0	132.7
V. Clothing and footwear	83.5	117.1
VI. Personal care	28.0	116.6
VII. Medical care	24.5	102.4
VIII. Transport	144.0	116.1
IX. Entertainment, books, etc.	65.0	110.2
X. Miscellaneous	43.5	117.9

D R A F T

REGULATION (EEC, EURATOM, ECSC) No OF THE COUNCIL
of

adjusting the remuneration and pensions of the officials and other servants of the European Communities and the weightings applied to such remuneration and pensions

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 Council Regulation (EEC, Euratom, ECSC) No 259/68 of 29 February 1968 laying down the Staff Regulations of Officials of the European Communities and the Conditions of Employment of Other Servants of the Communities and instituting special measures temporarily applicable to officials of the Commission¹, last amended by Council Regulation (ECSC, EEC, Euratom) No ², in particular Article 2 thereof, and to Articles 6³, 65 and 82 of the Staff Regulations of Officials of the European Communities and Articles 20(1) and 64 of the Conditions of Employment of Other Servants of the Communities;

Having regard to the Council Decision of 21 March 1972 laying down the method of calculation to be used in the periodical reviews of the remuneration of officials and other servants of the European Communities;

Having regard to the Council Decision of 19 December 1972 on a policy aimed at guaranteeing, in the medium term, the parallel development of the remuneration of Community officials and of that of national civil servants;

Having regard to the proposal from the Commission;

¹OJ No L 56, 4 March 1968, p.1.

2

Whereas a review of the remuneration of officials and other servants carried out on the basis of a report established by the Commission has shown that the remuneration and pensions of officials and the remuneration of other servants of the European Communities should be adjusted;

HAS ADOPTED THIS REGULATION:

Article 1

With effect from 1 July 1974, the Staff Regulations of Officials of the European Communities shall be amended as follows:

1. The following table shall be substituted for the table of basic monthly salaries in Article 66:

Grades	Steps							
	1	2	3	4	5	6	7	8
A 1	106 735	112 675	118 565	124 455	130 345	136 235	-	-
A 2	94 303	99 923	105 543	111 163	116 783	122 403	-	-
A 3 L/A 3	77 389	82 307	87 225	92 143	97 061	101 979	106 897	111 815
A 4 L/A 4	64 368	68 205	72 042	75 879	79 716	83 553	87 390	91 227
A 5 L/A 5	52 699	55 995	59 291	62 587	65 883	69 179	72 475	75 771
A 6 L/A 6	45 134	47 728	50 322	52 916	55 510	58 104	60 698	63 292
A 7 L/A 7	38 487	40 540	42 593	44 646	46 699	48 752	-	-
A 8 L/A 8	33 730	35 188	-	-	-	-	-	-
B 1	45 134	47 728	50 322	52 916	55 510	58 104	60 698	63 292
B 2	38 758	40 703	42 648	44 593	46 538	48 483	50 428	52 373
B 3	32 057	33 678	35 299	36 920	38 541	40 162	41 783	43 404
B 4	27 357	28 762	30 167	31 572	32 977	34 382	35 787	37 192
B 5	24 164	25 300	26 436	27 572	-	-	-	-
C 1	27 953	29 195	30 437	31 679	32 921	34 163	35 405	36 647
C 2	23 948	25 084	26 220	27 356	28 492	29 628	30 764	31 900
C 3	22 162	23 141	24 113	25 085	26 057	27 029	28 001	28 973
C 4	19 737	20 656	21 575	22 494	23 413	24 332	25 251	26 170
C 5	17 952	18 817	19 682	20 547	-	-	-	-
D 1	20 708	21 735	22 762	23 789	24 816	25 843	26 870	27 897
D 2	18 602	19 521	20 440	21 359	22 278	23 197	24 116	25 035
D 3	17 088	17 953	18 818	19 683	20 548	21 413	22 278	23 143
D 4	16 007	16 763	17 519	18 275	-	-	-	-

2. (a) "Bfrs 1 235" is replaced by "Bfrs 1 292" in Article 67(1)(a) of the Staff Regulations and in Article 1(1) of Annex VII thereto;
- (b) "Bfrs 1 920" is replaced by "Bfrs 2 009" in Article 67(1)(b) of the Staff Regulations and in Article 2(1) of Annex VII thereto;
- (c) "Bfrs 3 430" is replaced by "Bfrs 3 590" in the second sentence of Article 69 of the Staff Regulations and in the third paragraph of Article 3 and in the last paragraph of Article 4(1) of Annex VII thereto;
- (d) "Bfrs 1 715" is replaced by "Bfrs 1 795" in the first paragraph of Article 3 of Annex VII to the Staff Regulations.

Article 2

With effect from 1 July 1974, the Conditions of Employment of Other Servants of the European Communities shall be amended as follows:

The following table shall be substituted for the table of basic monthly salaries in Article 63:

Category	Group	Class			
		1	2	3	4
A	I	49.778	55.884	61.990	68.096
	II	35.675	39.458	43.241	47.024
	III	29.733	31.138	32.543	33.948
B	IV	28.435	31.407	34.379	37.351
	V	21.518	23.247	24.976	26.705
C	VI	20.060	21.518	22.976	24.434
	VII	16.656	17.682	18.708	19.734
D	VIII	16.060	17.141	18.222	19.303
	IX	15.358	15.628	15.898	16.168

Article 3

1. With effect from 1 July 1974, the temporary fixed allowance referred to in Article 4a of Annex VII to the Staff Regulations shall be:

- Bfrs 936 per month for officials in Grade C 4 or C 5;
- Bfrs 1 436 per month for officials in Grade C 1, C 2 or C 3.

2. The temporary fixed allowance provided for in Article 4a of Annex VII to the Staff Regulations shall be granted until 30 June 1976.

Article 4

Pensions for which entitlement has accrued by or on 1 July 1974 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(1) of this Regulation.

Article 5

1. With effect from 1 July 1974, the weightings applicable to the remuneration of officials employed in the countries listed below shall be as follows:

Belgium	132.3
Denmark	170.6
Germany (FR)	121.6
France	159.3
Ireland	151.2
Italy	141.6
Luxembourg	132.3
Netherlands	129.3
United Kingdom	150.7
Switzerland	123.6
USA	184.3

2. With effect from 1 July 1974, the weightings applicable to pensions in accordance with the second paragraph of Article 82(1) of the Staff Regulations shall be that given below for the Community country in which the person entitled to the pension declares to be his domicile:

Belgium	132.3
Denmark	170.6
Germany (FR)	121.6
France	159.3
Ireland	151.2
Italy	141.6
Luxembourg	132.3
Netherlands	129.3
United Kingdom	150.7

If the person entitled to a pension declares his domicile to be in a country other than one of those listed above, the weighting applicable to the pension shall be that for Belgium.

Article 6

With effect from 1 July 1974, the following table shall be substituted for the table given in Article 10(1) of Annex VII to the Staff Regulations:

	Entitled to household allowance		Not entitled to household allowance	
	1st to 15th day	from 16th day	1st to 15th day	from 16th day
	Bfrs per calendar day			
A 1 to A 3 and L/A 3	800	375	550	300
A 4 to A 8 and) L/A 4 to L/A 8) Category B)	775	350	525	275
Other grades	700	325	450	225

Article 7

With effect from 1 July 1974, Council Regulations (EEC, Euratom, ECSC) No ¹ and Regulation (EEC, Euratom, ECSC) No 2/74² are repealed.

Article 8

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

1

²OJ No L 2, 3 January 1974, p.1.