

COMMISSION OF THE EUROPEAN COMMUNITIES

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ANNUAL SALARY REVIEW FOR OFFICIALS AND OTHER SERVANTS :

1976 REPORT

(submitted to the Council by the Commission)

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I. New method of adjustment of salaries

On 29 June 1976 the Council adopted, after an initial three-year experimental period, a new method for adjusting the salaries of officials and other servants of the European Communities.

The basic difference between this method and the one previously adopted is the use of a single reference indicator, viz. the specific indicator measuring the purchasing power of national civil servants in the nine Member States. Other data and a number of macro-economic indicators are also taken into account in order to enable the Statistical Office of the European Communities and the Commission to estimate how adequately the specific indicator represents the trend of the national civil servants' purchasing power and to make any necessary adjustments.

II. Cost of living

The Statistical Office's report (part A below) shows the changes in the cost of living index in the period 1 July 1975 - 1 July 1976 for the various places of employment.

The figures for the different countries for 1 July 1976 (on a base of 100 at 1 July 1975) are given in Column 1 of the following table:

	Change in the cost of living indices between 1.1.75 and 1.7.76 (1)	Increase granted by the Council in respect of the period 1.7.75- 31.12.75 (2)	Remainder to be granted for the period 1.1.76- 30.6.76 (3)
: Belgium	110,4	106,1	104,1
: Denmark	107,5 (1)	105,9	101,5
: FR Germany	105,1	101,6	103,4
: France	111,2	105,0	105,9
: Ireland	116,2 (1)	101,9	114,0
: Italy	118,3	106,0	106,5 (2)
: Netherlands	108,7	103,4	105,1
: United Kingdom	114,1	111,5	102,3
: Switzerland	101,7	100,4	101,3
: USA	105,6 (1)	103,5	102,0

(1) National cost of living indices.

(2) Index valid for the second quarter of 1976.

On 3 March 1976 the Council approved a first cost of living award, for the second half of 1975, with effect from 1 January 1976 (see Column 2).

An award of 4.8% effective from 1 April 1976 for officials assigned to Italy was proposed to the Council on 16 November 1976. The Council is required to decide on this matter within two months.

The cost of living compensation in question is thus limited to the first six months of 1976 with the exception of Italy. The rate for each country is shown at Column 3 of the table above.

III. Change in the purchasing power of salaries during the period 1 July 1975 - 1 July 1976

(a) Specific indicator

Using information supplied by the Member States the Statistical Office of the European Communities has worked out the changes in national civil servants' remuneration.

The data showing these changes is set out in part B in the annexed document.

It shows by category for the period under consideration the following annual development:

	<u>NET</u>	<u>GROSS</u>
Category A	- 2,4	- 1,9
Category B	- 0,7	- 0,2
Category C	+ 0,9	+ 1,3
Category D	+ 2,8	+ 3,1
	<u> </u>	<u> </u>
Total officials	+ 0,2	+ 0,7

(b) Total emoluments and other economic indicators

Part C of the document shows for the period under consideration and for several preceding periods the main developments in wages and salaries in the Community. It compares the development in real terms of the gross domestic product per employed person (+ 5,3) with the development in real terms of total gross remuneration per employee (+ 2,6) and the development in real terms of gross emoluments per employee both in public administration (general government) (+ 1,5) and in central government (+ 2,7).

The change from an indicator showing total emoluments in public administration (general government) to one showing total emoluments in central government was expressly requested by the Council as part of the new method.

IV. Changes in wages and salaries during the period 1.7.1974-1.7.1975

When the last salary review was made the Commission, in agreement with the trade unions and professional organizations, temporarily abandoned any idea of improving purchasing power.

The linear reduction of 0,55% in cost of living compensation brought into operation on 6 November 1975 to take account of the drop that was expected by the national delegations in the purchasing power of their own civil servants' salaries did not turn out to be justified by the facts. The Commission could thus ask, referring to the preceding period, that in addition to the rate worked out to give the appropriate improvement in purchasing power (0,1%) this increased cost of living compensation of 0,55% should also be granted. It has, however, decided not to propose a 0,65% rate but to stick to the 1976/75 statistical data in the hope that matters can be settled within the time limits desired.

V. Proposed rate of increase

On the basis of the figures given at III above and fully formulated in parts B and C of the Statistical Office's report the Commission proposes a total increase in salaries of 4,3%, 4,1% being for increases in the cost of living during the first six months of 1976 and 0,2% for improvement of purchasing power.

In view of the modest rate for improvement of purchasing power (0,2%) it is proposed that as allowed under the method adopted on 29 June 1976 part of the non-linearity should, exceptionally, also be applied to the increased cost of living compensation. This method of allocation will certainly not in any way be a precedent: on the occasion of each annual review the Commission will, taking account of the economic and social situation and of its internal requirements, decide what allocation it considers the most appropriate.

The allocation being proposed is a linear increase of 0,3% and a flat rate sum of Bfrs 2 212 for all.

This gives the following net nominal and real increases for the following representative grades:

	Nominal increase (1)	Increased cost of living (104,1 x 100,55) (2)	Difference between Columns 1 and 2 (real increase) (3)
A1/6	+ 1,9	+ 4,7	- 2,8
A3/1	+ 2,8	+ 4,7	- 1,9
B2/4	+ 4,2	+ 4,7	- 0,5
C2/4	+ 6,5	+ 4,7	+ 1,8
D1/8	+ 6,4	+ 4,7	+ 1,7
D3/3	+ 9,3	+ 4,7	+ 4,6

VI. Adjustment procedures and weightings

It is proposed to incorporate the net increases resulting from the percentage increase and allocation formula set out in V above into the salary scales and to make the necessary adjustments to the weightings for the other places of employment.

The weightings currently applicable to salaries and pensions become:

Belgium	157,8	(157,8 x $\frac{104,1}{104,1}$)
Denmark	193,5	(198,4 x $\frac{101,5}{104,1}$)
FR Germany	130,1	(130,9 x $\frac{103,4}{104,1}$)
France	190,0	(186,8 x $\frac{105,9}{104,1}$)
Ireland	201,3	(183,8 x $\frac{114,0}{104,1}$)
Italy	189,5	(185,2* x $\frac{106,5}{104,1}$)
Luxembourg	157,8	(157,8 x $\frac{104,1}{104,1}$)

* Weighting proposed to the Council to be effective from 1 April 1976.

Netherlands	148,1	(146,7	$\times \frac{105,1}{104,1}$)
United Kingdom	199,1	(202,6	$\times \frac{102,3}{104,1}$)
Japan	229,4	(224,7	$\times \frac{106,3}{104,1}$)
Switzerland	129,8	(133,4	$\times \frac{101,3}{104,1}$)
USA	203,5	(207,6	$\times \frac{102,0}{104,1}$)

VII. Secretarial allowance

It should be emphasized that under the relevant staff regulation provisions continuation of the secretarial allowance is decided on for fixed periods. The latest period expires on 31 December 1976.

The Commission proposes that the Council decide on a further two-year extension.

STATISTICAL OFFICE
OF THE EUROPEAN COMMUNITIES

CONFIDENTIAL

Directorate for Demographic
and Social Statistics

Luxembourg, 16 November 1976

REPORT

of the Statistical Office of the European Communities
on the establishment of the Joint Index for 1976

(Article 65 of the Staff Regulations)

Introduction

1. In accordance with Article 65 of the Staff Regulations of Officials of the European Communities and the Council Decision concerning the methods for adjusting the remuneration of officials and other servants of the European Communities (1), the Statistical Office has established the joint index for the period from 1 July 1975 to 1 July 1976.

This report provides a detailed account of the work carried out by the Statistical Office to establish the joint index.

2. The report is in three parts:

- part A shows the trend of cost of living indices in the nine Member States and some other places of employment;

- part B shows the trend of civil servants' salaries in the Member States between the end of June 1975 and the end of June 1976;

- part C shows the trend of wages and salaries in real terms per capita in public and central administrations and a number of other general economic and social factors.

3. Whenever necessary, the Statistical Office has provided technical explanations. It should also be pointed out, that the calculations it has carried out to establish the joint index are based on information provided by the departments responsible in the various Member States.

(1) See Council Document R/1582/76 (Stat 49 - Fin 414 of 28 June 1976).

4. In the comments at the end of the report, the Statistical Office has attempted to comply insofar as possible with points 2 and 3 of the Council Decision which lay down that the Office should provide a statistical assessment and explanations on certain data.

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PART A

Changes in the cost of living indices
in the EEC Member States and some other places of employment

(1.7.1975 to 1.7.1976)

1. To calculate changes in the cost of living over fixed periods of time in the various places of employment the Office uses wherever possible "international indices" i.e., indices covering the spending of international civil servants.

2. There are international indices for

Belgium (including Luxembourg)

FR Germany

France

Italy

the Netherlands

United Kingdom

Switzerland.

For Denmark, Ireland and the USA the Office uses the various national indices.

3. For all places of employment except Brussels the international indices have been supplied by the OECD and, for Switzerland, by the ILO, which have prepared them in cooperation with the national statistical offices of the countries in question.

4. The index for Brussels has been prepared from a price survey made in Brussels by the Indexing Office of the Ministry of Economic Affairs and the SOEC.

As rent makes up a large part of officials' household expenditure in Brussels the Statistical Office has repeated the Brussels survey on rents paid by Community officials that it has been carrying out since 1963 as part of the work of preparing the joint index. A rent index for Brussels was thus prepared for the period 1975-76

and was sent to the Index Office of the Ministry of Economic Affairs to be used in calculating the index for Brussels.

5. In Ireland the cost of living index is calculated only every three months (January, May, August and November).

As these periods do not correspond with the index period laid down by the Staff Regulations (July/July) it has been decided, with the Irish authorities' agreement, to use the May/May period.

6. The following are the joint cost of living index figures (based on a figure of 100 at 1 July 1975) for 1 July 1976 for the various countries and places of assignment.

List of tables (1)

Indices broken down by expenditure:

Table 1	.....	FR Germany
Table 2	.....	Paris
Table 3	.....	Rome
Table 4	.....	Netherlands
Table 5	.....	Brussels
Table 6	.....	United Kingdom
Table 7	.....	Ireland, Denmark, Geneva, USA.

(1) It should be noted that because of rounding off of figures multiplication of the part index figures by the weighting does not always give the total index figure exactly.

Table 1

FR GERMANY

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated using the indices prepared by the SOEC)

Expenditure groups	Weighting	Indices at 1 July 1976 based 100 at 1 July 1975
OVERALL INDEX	1000	105,1
I. Food, drinks, restaurants	271,0	106,1
II. Housing (basic rent), utilities	191,0	106,2
III. Household equipment	121,0	102,5
IV. Domestic services	18,5	110,2
V. Clothing and footwear	100,0	103,2
VI. Personal care	28,0	105,0
VII. Medical care	25,0	105,0
VIII. Transport	145,5	106,1
IX. Entertainment, books etc.	64,5	104,2
X. Miscellaneous	35,5	99,3

Table 2

FRANCE
(Paris)

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated by the French national statistical institute
(INSEE) using the OECD scheme)

Expenditure groups	Weighting	Indices at 1 July 1976 based 100 at 1 July 1975
OVERALL INDEX	1000	111,2
I. Food, drinks, restaurants	296,5	109,8
II. Housing (basic rent), utilities	194,5	112,4
III. Household equipment	76,5	105,7
IV. Domestic services	50,0	116,1
V. Clothing and footwear	99,0	110,8
VI. Personal care	31,0	110,1
VII. Medical care	31,0	130,2
VIII. Transport	110,5	108,6
IX. Entertainment, books etc.	78,0	110,1
X. Miscellaneous	33,0	107,0

Table 3

ITALY
(Rome)

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated using indices prepared by the OECD)

Expenditure groups	Weighting	Indices at 1 July 1976 based 100 at 1 July 1975
OVERALL INDEX	1000	118,3
I. Food, drinks, restaurants	302	122,6
II. Housing (basic rent), utilities	201	113,7
III. Household equipment	78	109,0
IV. Domestic services	32	119,1
V. Clothing and footwear	102	111,2
VI. Personal care	35,5	121,7
VII. Medical care	22,5	106,2
VIII. Transport	124	133,4
IX. Entertainment, books etc.	69,5	109,3
X. Miscellaneous	33,5	106,7

Table 4

NETHERLANDS

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated using indices prepared by the OECD)

Expenditure groups	Weighting	Indices at 1 July 1976 based 100 at 1 July 1975
OVERALL INDEX	1000	108,7
I. Food, drinks, restaurants	253	108,5
II. Housing (basic rent), utilities	180	113,9
III. Household equipment	117	105,6
IV. Domestic services	22	114,6
V. Clothing and footwear	98	106,4
VI. Personal care	29	109,7
VII. Medical care	36	102,8
VIII. Transport	158	110,1
IX. Entertainment, books etc.	72	102,3
X. Miscellaneous	35	106,3

Table 5

BELGIUM
(Brussels)

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated from a price survey carried out by the Index
Office of the Ministry for Economic Affairs and Energy and
weighted using the results of the survey on European civil
servants' family budgets)

Expenditure groups	Weighting		Indices at 1 July 1976 based 100 at 1 July 1975	
	with rent	without rent	with rent	without rent
OVERALL INDEX	1000	1000	110,41	110,96
Food	256,2	305,2	111,30	111,30
Housing, furniture, household equipment, related articles and services	328,0	199,6	108,09	108,57
Clothing	98,7	117,6	107,77	107,76
Medical services and personal care	54,9	65,3	111,13	111,14
Transport	144,1	171,7	112,44	112,44
Culture and entertainment	83,7	99,6	112,12	112,11
Miscellaneous	34,4	41,0	119,81	119,81

Table 6

UNITED KINGDOM

Consumer price indices by expenditure groups at 1 July 1976
based 100 at 1 July 1975

(calculated using indices prepared by the OECD)

Expenditure groups	Weighting	Indices at 1 July 1976 based 100 at 1 July 1975
OVERALL INDEX	1000	114,1 (1)
I. Food, drinks, restaurants	246,5	114,2
II. Housing (basic rent), utilities	244,5	113,8
III. Household equipment	78,5	111,3
IV. Domestic services	42,0	125,9
V. Clothing and footwear	83,5	110,2
VI. Personal care	28,0	116,5
VII. Medical care	24,5	114,1 (1)
VIII. Transport	144,0	114,3
IX. Entertainment, books etc.	65,0	117,1
X. Miscellaneous	43,5	117,5

(1) The SOEC has applied a correcting factor in this group to compensate for the difference in sickness insurance schemes between the OECD and the EEC.

Table 7

<u>IRELAND:</u>	116,2 (period May 1975/May 1976)
<u>DENMARK:</u>	107,5 (period June-July 1975/ June-July 1976)
<u>GENEVA:</u>	101,7 (taken from the index for the canton of Geneva specially calculated for the ILO and including rent)
<u>USA:</u>	105,6 (based 100 at 1970 period June-July 1975/ June-July 1976)

PART B

Trend of public salaries between the end of
June 1975 and the end of June 1976

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 1975 and the end of June 1976.

2. Tables have been drawn up for each of the nine countries. Tables 1 and 2 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.

Where comments, technical notes or additional information (for example, weighting) were supplied with these tables, they have been attached. The Statistical Office drew up the tables 3 and 4 on the basis of tables 1 and 2.

3. The tables 3 show the trend in the nominal indices for the period from the end of June 1975 to the end of June 1976 for each grade, for each category (A, B, C and D) and as a whole. The different grades have been broken down according to family circumstances (single, married with two children, etc.), and for each grade minimum, average and maximum salaries are shown.

The indices show the trend of gross salaries and net salaries (with taxes and social security contributions deducted).

4. The tables 4 show the trend in real indices for the same period and is based on the same factors as those mentioned above. The real indices are obtained by dividing each nominal index by the consumer price index.

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. Since no monthly cost of living indices are available for Ireland, with the agreement of the Irish department responsible the indices used for Ireland cover the period from May 1975 to May 1976.

5. The indices in Tables 3 and 4 are either average indices or weighted indices. The Statistical Office considered it was worthwhile to retain these two types of indices in order to determine the significance of the weighting.

The average indices are simple arithmetic averages.

The weighted indices, however, take account of the staff to which they refer.

In view of the distinction made between grades, categories, family circumstances and the official's position within his grade, an ideal weighting should take account of all these factors.

However, most countries can not or not yet provide this type of weighting, and only give staff figures by grade and/or by category.

6. The Tables 5 and 6 are summary tables showing the trend of real salaries according to officials' categories (A, B, C and D).

The indices in Table 5 are weighted according to the structure of national civil service staff. Those in Tables 6 are weighted - to provide further information - according to the structure of Community staff complements by category A, B, C and D (point 5 of the Council Decision of 28 June 1976).

This structure is indicated in the table below.

Staff of the European Communities

Breakdown by category of staff numbers (permanent and temporary) who could receive salaries during 1976

units and percentages

A	Categories			Overall (1)
	B	C	D	
5 159	2 973	4 336	773	13 241
39,0	22,5	32,7	5,8	100,0

(1) Not including 447 members of the establishment staff.

Source: Official Journal of the European Communities - 19th year
No L 66, 15 March 1976.

7. 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 follows (1):

Country	Total population	
	in %	in 1.000/1975
Germany (FR)	23,9	61.829
France	20,4	52.743
Italy	21,6	55.812
Netherlands	5,3	13.654
Belgium	3,8	9.801
Luxembourg	0,1	359
United Kingdom	21,7	56.042
Ireland	1,2	3.127
Denmark	2,0	5.059
Total	100,0	258.426

Tables 3 and 4 are summary tables per category.

The indices of Table 3 have been weighted with the structure of national civil service staff and those of Table 4 with the structure of Community staff.

(1) Source: SOEC Monthly Bulletin of General Statistics.

Table I - Consumer price index trends in the Member States of the Community
End of June 1975-end of June 1976

Period	Germany FR	France	Italy	Netherlands	Belgium	Luxembourg	United Kingdom	Ireland	Denmark
	1970 = 100	1970 = 100	1970 = 100	1969 = 100	1971 = 100	1965 = 100	15 Jan. 1974 = 100	Nov. 1968 = 100	1964 = 100
June 1975	135,4	151,7	170,8	155,8	142,20	-	137,1	215,7 (1)	227,8
July 1975	135,4	152,8	171,8	156,7	-	165,05	138,5	-	229,0
June-July 1975	135,4	152,3	171,3	156,3	-	-	137,8	-	223,4
June 1976	141,5	165,6	193,2	170,4	155,65	-	156,0	250,7 (1)	245,4
July 1976	140,9	167,2	199,4	169,6	-	181,02	156,3	-	245,6
June-July 1976	141,2	166,4	198,8	170,0	-	-	156,2	-	245,5
		109,3	116,1	108,8			113,4		107,5

(1) Half of May

Table III - Real salary trend of civil service salaries in Member States from end of June 1975 to end of June 1976 for each of the four categories A, B, C and D.

(Weighting: national staff)

	Weighting in %	Categories												Total			
		A				B				C						D	
		Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Germany FR	23,9	100,3	99,6	100,2	99,6	100,6	100,4	101,3	100,4	101,3	101,3	101,3	100,4	99,9			
France	20,4	102,4	101,5	100,7	100,5	101,1	101,0	102,0	101,0	102,0	101,9	101,3	101,3	101,0			
Italy	21,6	97,1	98,6	99,7	101,0	103,0	104,2	105,9	107,0	101,5	102,8	102,8	101,5	102,8			
Netherlands	5,3	103,9	101,2	103,8	101,9	104,3	102,7	-	104,0	102,2	102,2	102,2	104,0	102,2			
Belgium	3,8	101,1	101,6	102,5	102,3	102,1	101,9	105,7	105,1	103,0	102,7	102,7	103,0	102,7			
Luxembourg	0,1	100,7	99,5	100,8	100,0	100,8	100,1	100,9	100,5	100,6	100,0	100,0	100,6	100,0			
United Kingdom	21,7	90,6	89,6	97,4	95,5	100,0	97,8	103,4	101,1	98,6	96,5	96,5	98,6	96,5			
Ireland	1,2	96,0	94,1	94,9	94,1	95,8	94,2	95,4	94,8	95,5	94,4	94,4	95,5	94,4			
Denmark	2,0	98,0	96,4	99,8	98,1	101,6	100,0	103,2	101,2	100,3	98,6	98,6	100,3	98,6			
Community	100,0	98,1	97,6	99,8	99,3	101,3	100,9	103,1	102,8	100,7	100,2	100,2	100,7	100,2			

Table IV - Real salary trend of civil service salaries in Member States from end of June 1975 to end of June 1976 for each of the four categories A, B, C and D.

(Weighting: Community staff)

	Weighting in %	C a t e g o r i e s								Total	
		A		B		C		D			
		Gross	Net	Gross	Net	Gross	Net	Gross	Net		
Germany FR	23,9	100,3	99,6	100,2	99,6	100,6	100,4	101,3	101,3	100,4	100,0
France	20,4	102,4	101,5	100,7	100,5	101,1	101,0	102,0	101,9	101,6	101,1
Italy	21,6	97,1	98,6	99,7	101,0	103,0	104,2	105,9	107,0	100,2	101,5
Netherlands	5,3	103,9	101,2	103,8	101,0	104,2	102,7	-	-	104,0	101,9
Belgium	3,8	101,1	101,6	102,6	102,3	102,1	101,9	105,7	105,1	102,0	102,0
Luxembourg	0,1	100,7	99,5	100,8	100,0	100,8	100,1	100,9	100,5	100,8	99,9
United Kingdom	21,7	90,6	89,6	97,4	95,5	100,0	97,8	103,4	101,1	95,9	94,3
Ireland	1,2	96,0	94,1	94,9	94,1	95,8	94,2	95,4	94,8	95,7	94,2
Denmark	2,0	95,0	95,4	99,8	99,1	101,5	100,0	103,2	101,2	99,9	98,2
Community	100,0	98,4	97,6	99,8	99,3	101,3	100,9	103,1	102,8	99,8	99,4

GERMANY

Table 1

Total emoluments of a Federal civil servant
in a senior Federal authority

(Situation at 30 June 1975: DM/Month)

GERMANY

Career group	Pay group	Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade
Senior (A)	B 9			8772			5131			9060			6122
	B 6			7473			4503			7752			5301
	B 3			6280			3844			6568			4800
	A 16	3620	4483	5747	2598	3052	3721	4022	4885	6035	3317	3862	4539
	A 15	3250	3996	5105	2397	2798	3404	3552	4398	5393	3071	3558	4166
Higher intermediate (B)	A 13	3109	3458	4182	2317	2511	2895	3511	3860	4470	2975	3209	3604
	A 11			4182	2218	2511	2895	3336	3860	4470	2854	3209	3504
	A 9	2934	3458	3399	1969	2209	2478	2397	3304	3778	2510	2828	3155
	A 7	2511	2918	2644	1721	1850	2048	2500	2703	3022	2191	2356	2610
	A 5	2113	2317	2608	1635	1828	2028	2368	2657	2987	2084	2328	2581
Intermediate (C)	A 9	1982	2282	2228	1485	1639	1794	2150	2376	2603	1906	2091	2260
	A 7	1762	1988	2228	1485	1639	1794	2007	2376	2262	1790	1849	1997
	A 5	1619	1692	1874	1380	1435	1563	2007	2030	2262	1790	1849	1997
Junior (D)	A 5	1517	1663	1845	1299	1414	1543	1905	2051	2233	1706	1826	1974
	A 3	1450	1561	1699	1245	1333	1440	1858	1950	2087	1652	1743	1835
	A 1	1344	1449	1553	1160	1244	1327	1732	1837	1941	1565	1651	1736

Details of grades A 15, A 16 and B 6 have been provided for additional information.
 **For grades A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade.
 The additional intermediate step in grades A 1 to A 5 is the fifth step and in the other grades the seventh step.
 The salaries for grades B 3, B 6 and B 9 do not vary.

Table 2

Total emoluments of a Federal civil servant
in a senior Federal authority

(Situation at 30 June 1976: DM/Month)

GERMANY

Career group	Pay group	Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade	Beginning of grade	Middle of grade	End of grade
Senior (A)	B 9	9 187	9 187	9 187	5 325	5 325	5 325	9 487	9 487	9 487	6 398	6 398	6 398
	B 6	7 825	7 825	7 825	4 711	4 711	4 711	8 124	8 124	8 124	5 691	5 691	5 691
	B 3	6 573	6 573	6 573	4 091	4 091	4 091	6 873	6 873	6 873	5 025	5 025	5 025
	A 16	3 787	4 697	6 012	2 169	3 859	5 312	5 099	6 312	4 441	4 009	4 715	4 009
	A 15	3 403	4 190	5 341	2 907	3 529	4 641	4 592	5 641	3 190	3 699	4 331	3 699
A 13	3 253	3 621	4 355	2 607	3 000	4 000	4 025	4 667	3 090	3 334	4 746	3 334	
Higher inter-mediate (B)	A 13	3 069	3 621	4 365	2 607	3 000	4 000	4 025	4 667	3 667	3 334	4 746	3 334
	A 11	2 623	3 052	3 553	2 294	2 570	3 000	3 454	3 954	2 954	2 952	3 289	2 952
	A 9	2 211	2 426	2 763	1 925	2 127	2 127	2 823	3 165	2 292	2 464	2 735	2 292
Inter-mediate (C)	A 9	2 077	2 390	2 727	1 904	2 107	2 107	2 792	3 129	2 183	2 436	2 705	2 183
	A 7	1 861	2 099	2 331	1 713	1 867	2 003	2 483	2 728	2 003	2 189	2 534	2 003
	A 5	1 718	1 791	1 974	1 514	1 638	1 638	2 188	2 371	1 886	1 945	2 095	1 886
Junior (D)	A 5	1 515	1 762	1 944	1 493	1 619	1 619	2 159	2 342	1 803	1 922	2 071	1 803
	A 3	1 349	1 660	1 798	1 420	1 519	1 519	2 057	2 196	1 748	1 839	1 931	1 748
	A 1	1 142	1 547	1 652	1 331	1 416	1 416	1 934	2 049	1 661	1 747	1 832	1 661

Note: Pay groups A 15, A 16 and B 6 are provided as additional information. In pay groups A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade. In pay groups A 1 to A 5, the fifth incremental step was regarded as the middle grade. In the remaining pay groups, the seventh incremental step was regarded as the middle grade. The salaries in pay groups 3 3, B 6 and B 9 do not vary.

Civil Service posts in the senior Federal authorities
planned in the Federal budget 1976 (prescribed figures)

GERMANY

Career group senior (A)	Number	Career group higher intermediate (B)	Number	Career group intermediate (C)	Number	Career group junior (D)	Number
Pay group B 11	27	Pay group A 13	2 309	Pay group A 9	760	Pay group A 5	533
B 10	4	A 12	814	A 8	487	A 4	275
B 9	102	A 11	417	A 7	346	A 3/4	80
B 8	-	A 9/10	246	A 5/6	185	A 3	-
B 7	1					A 2/3	440
B 6	224					A 1/2	-
B 5	2						
B 4	-						
B 3	948						
B 2	-						
B 1	-						
A 16	384						
A 15	1 749						
A 13/14	248						
Total	4 689		3 786		1 778		1 728

Overall total: 41 581

Notes on the calculation of the emoluments of a Federal civil servant in a senior Federal authority (as of 30 June 1976).

1. The following items make up the total salary:
 - (a) Basic salary
 - (b) General supplement
 - (c) Regional supplement, first level for single people, second level for single people aged over forty years, fourth level for married people with two children
 - (d) Supplement for post, for working in a senior Federal authority
 - (e) The annual special payment (Christmas bonus) equal to one-twelfth of the total of (a) to (d), where applicable further raised by the proportionate supplement for children (DM 8,33).

The children's allowance of DM 50 for each child, as a part of salary, no longer exists since 1 January 1975. Under a general legal regulation, a tax-free children's allowance is now paid as a welfare payment for all children, whether or not a parent is employed in the public service. This is DM 50 for the first child, and DM 70 for the second child. To keep the tables comparable with previous tables, the figure of DM 120 has been added to all figures for married civil servants with two children.

2. The amount liable to tax has been calculated by deducting from the gross salary DM 8,33 (one-twelfth of the tax free allowance of DM 100 given in December each year) and, where applicable, the children's allowance of DM 120. The wages tax applicable on 1 January 1976 has then been subtracted to determine the net salary. In the case of single people, tax brackets I, or II for final steps A 15, A 16, B 6 and B 9, were taken as the basis; in the case of married people, tax bracket III (two children) was taken. Tax allowance generally granted (e.g., employees' allowance, overall allowance for professional expenses, overall allowance for special expenditure, overall savings allowance) have been taken into account in deducting tax. Church taxes have not been deducted.

3. Both gross and net figures have been rounded up or down to the nearest DM.

4. Capital formation payments under the employees' savings scheme, and the employees' savings supplement, have not been taken into consideration. These payments are subject to application, and vary according to their amount and the time over which they are to be paid. Certain conditions must also be satisfied. In the same way, health insurance contributions have not been deducted.

NOMINAL INDICES
Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

GERMANY

Career group	Pay group	Weighting		Single				Married, two children							
		Category	Grade	Gross amount		Net amount		Gross amount		Net amount					
				Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.			
A				102	104,7	104,7	103,8	103,8	104,7	104,7	103,9	103,9	103,9	103,9	
				224	104,7	104,7	104,5	104,5	104,7	104,7	103,8	103,8	103,8	103,8	103,8
				945	104,7	104,7	103,7	103,7	104,6	104,6	103,9	103,9	103,9	103,9	103,9
				384	104,6	104,6	103,7	103,7	104,2	104,2	103,7	103,7	103,7	103,7	103,7
				1 749	104,7	104,9	104,5	103,8	103,9	104,2	104,4	103,9	103,9	104,0	104,0
				1 248	104,6	104,7	104,5	103,8	103,8	104,1	104,2	103,9	103,9	103,9	103,9
	Total A			4 655	104,7	104,8	103,8	103,9	104,3	104,4	103,9	103,9	103,9		
B				2 309	104,6	104,7	104,5	103,9	104,1	104,2	103,9	103,9	103,9	103,9	
				417	104,5	104,5	103,9	103,9	104,4	104,5	104,4	104,4	104,4	104,3	
				246	104,6	104,7	104,5	104,1	104,1	104,5	104,7	104,6	104,6	104,7	104,7
	Total B			3 786	104,5	104,7	103,9	103,9	104,2	104,3	104,0	104,0	104,0		
C				760	104,8	104,7	104,6	104,3	104,7	104,7	104,8	104,8	104,6	104,8	
				346	105,6	105,1	104,6	105,3	104,5	104,1	105,0	104,6	105,1	104,7	104,6
				185	106,1	105,9	105,3	105,9	105,5	104,8	105,4	105,2	105,4	105,2	104,9
	Total C			1 778	105,2	104,7	104,8	104,8	104,9	104,7	104,8	105,0	104,7	104,8	
D				533	106,5	106,0	105,4	106,6	105,6	105,7	105,3	104,9	105,7	105,3	104,9
				80	106,8	106,3	105,8	107,0	106,5	105,5	105,9	105,2	105,8	105,5	105,2
				1	107,3	106,8	106,4	107,5	107,0	106,7	106,2	105,6	106,1	105,8	105,5
	Total D			1 328	106,5	106,0	105,5	106,7	106,7	105,9	104,9	105,7	105,3	104,9	
	TOTAL			11 581	105,0	104,9	104,7	104,3	104,2	104,5	104,6	104,3	104,2	104,2	

Average indices Weighted indices

Net amount: All civil servants of whom: simple married, two children

Average indices Weighted indices

Net amount: All civil servants of whom: simple married, two children

Table 4

REAL INDICES
Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

GERMANY

Career group	Pay group	Single						Married, two children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A	B 9	100,4	100,4	100,4	99,5	99,5	99,5	100,4	100,4	100,4	99,6	99,6	99,6
	B 6	100,4	100,4	100,4	100,3	100,3	100,3	100,4	100,4	100,4	99,5	99,5	99,5
	B 3	100,4	100,4	100,4	99,4	99,4	99,4	100,3	100,3	100,3	99,6	99,6	99,6
	A 16	100,3	100,5	100,3	99,4	99,5	99,4	99,9	100,1	100,3	99,4	99,5	99,5
	A 15	100,4	100,6	100,3	99,5	99,6	99,4	99,9	100,1	100,3	99,6	99,7	99,7
	A 13	100,3	100,4	100,2	99,5	99,5	99,3	99,8	99,9	100,1	99,6	99,6	99,6
	Total A	100,4	100,5	100,3	99,5	99,6	99,4	100,0	100,1	100,3	99,6	99,6	99,6
B	A 13	100,3	100,4	100,2	99,6	99,6	99,3	99,8	99,9	100,1	99,6	99,6	99,6
	A 11	100,2	100,3	100,2	99,6	99,6	99,4	100,1	100,2	100,4	100,1	100,1	100,0
	A 9	100,3	100,4	100,2	99,8	99,8	99,6	100,2	100,3	100,4	100,3	100,3	100,4
	Total B	100,3	100,4	100,2	99,6	99,6	99,3	99,9	100,0	100,2	99,7	99,7	99,7
C	A 9	100,5	100,4	100,3	100,0	99,9	99,6	100,4	100,4	100,5	100,5	100,3	100,5
	A 7	101,3	100,8	100,3	101,0	100,2	99,8	100,7	100,3	100,3	100,8	100,4	100,3
	A 5	101,7	101,5	101,0	101,5	101,2	100,5	101,1	100,9	100,5	101,1	100,9	100,6
	Total C	100,9	100,7	100,4	100,5	100,2	99,8	100,6	100,4	100,5	100,7	100,4	100,5
	A 5	102,1	101,6	101,1	102,2	101,3	100,6	101,3	101,0	100,6	101,3	101,0	100,5
D	A 3	102,4	101,9	101,4	102,5	102,1	101,2	101,5	101,2	101,9	101,4	101,2	100,9
	A 1	102,9	102,4	102,0	103,1	102,6	102,3	101,8	101,4	101,3	101,7	101,4	101,2
	Total D	102,1	101,6	101,2	102,3	101,3	102,7	101,3	101,0	100,6	101,3	101,0	100,6
TOTAL	100,7	100,5	100,4	100,0	99,9	99,6	100,2	100,2	100,2	100,3	100,0	99,9	99,9

Gross amount: All civil servants of whom: single married, two children

Net amount: All civil servants of whom: single married, two children

Average indices Weighted indices Average indices Weighted indices

100,7 100,4 100,3 99,9

100,5 100,6 100,3 99,8

100,4 100,7 100,3 99,9

Table 5 (Summary)

Real weighted indices (National staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (30 June 1975 = 100)

Germany

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	40,5	100,4	99,5	100,1	99,6	100,3	99,6
B	32,7	100,3	99,5	100,0	99,7	100,2	99,6
C	15,3	100,7	100,2	100,5	100,5	100,6	100,4
D	11,5	101,6	101,4	101,0	101,0	101,3	101,2
Total	100,0	100,6	99,8	100,2	99,9	100,4	99,9

Table 6 (Summary)
 NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (30 June 1975 = 100)

Germany

Category	Weighting	Single						Married, 2 children						Total civil servants					
		Gross amount		Net amount		Real		Gross amount		Net amount		Real		Gross amount		Net amount		Real	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
A	39,0	104,7	100,4	103,8	99,5	104,4	100,1	103,9	99,6	104,6	100,3	103,9	99,6	104,6	100,3	103,9	99,6	104,6	100,3
B	22,5	104,6	100,3	103,8	99,5	104,3	100,0	104,0	99,7	104,5	100,2	103,9	99,7	104,5	100,2	103,9	99,6	104,5	100,2
C	32,7	105,0	100,7	104,5	100,2	104,8	100,5	104,8	100,5	104,9	100,6	104,7	100,5	104,9	100,6	104,7	100,4	104,9	100,6
D	5,8	106,0	101,6	105,8	101,4	105,3	101,0	105,3	101,0	105,7	101,3	105,3	101,0	105,7	101,3	105,6	101,3	105,7	101,3
Total	100,0	104,9	100,6	104,1	99,8	104,6	100,3	104,3	100,0	104,7	100,4	104,3	100,0	104,7	100,4	104,3	100,0	104,7	100,4

FRANCE

Overall remuneration before tax of civil servants at 1 July 1975
(FF/month)

	GROSS					
	Single (1)			Married, 2 children (2)		
	Amount	Amount	Amount	Amount	Amount	Amount
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University graduate	2.794,51(3)	4.964,62(4)	11.351,39(5)	3.132,77(3)	5.364,34(4)	11.755,55(6)
	2.461,27(6)	3.889,87(7)	5.939,99(8)	2.793,07(6)	4.239,19(7)	6.347,15(8)
B Secondary education	2.102,12(9)	2.660,99(10)	3.599,03(11)	2.420,46(9)	2.995,41(10)	3.960,19(11)
C Vocational training	1.780,84(12)	2.127,14(13)	2.444,15(14)	2.008,62(12)	2.446,20(13)	2.772,33(14)
			2.627,63(15)			2.959,05(15)
D Primary education	1.554,54(16)	1.642,14(17)	1.963,43(18)	1.654,88(16)	1.945,36(17)	2.277,20(18)

- (1) Basic salary + resident allowance (13%).
- (2) Basic salary + resident allowance + family income supplement + family allowances including compensatory allowance + single income supplement (for two children under ten years of age).
- (3) Civilian administrator, scale 2, 1st incremental step.
- (4) Civilian administrator, scale 2, last incremental step.
- (5) Director outside scale E, 2nd level.
- (6) Administrative attaché, scale 2, 1st incremental step.
- (7) Administrative attaché, scale 1, 1st incremental step.
- (8) Principal administrative attaché, last incremental step.
- (9) Administrative secretary, 1st incremental step.
- (10) Administrative secretary, 8th incremental step.
- (11) Section head, last incremental step.
- (12) Shorthand-typist, 1st incremental step.
- (13) Shorthand-typist, 7th incremental step.
- (14) Secretary/shorthand-typist, administrative assistant, last incremental step.
- (15) Upgrading available to no more than 25% of staff at this level, Group supervisors, last incremental step.
- (16) Service officer after one month's service (guaranteed minimum).
- (17) Service officer, last incremental step.
- (18) Clerical officer, last incremental step.

NB: As in the past, a productivity bonus is added to these remunerations; the total appropriation is 5% of the average salary for each grade.

Table 1/a
ANNEX II

FRANCE

Net remuneration (tax deducted) of civil servants
at 1 July 1976 (FF/month)

	Single (1)		Married, 2 children (2)		Maximum
	Minimum	Maximum	Minimum	Maximum	
	Amount				
	Average	Maximum	Minimum	Average	Maximum
A - (University graduate)	2.451,51 (3)	8.141,59 (5)	3.049,77 (3)	4.992,54 (4)	9.846,55 (5)
	2.959,27 (6)	4.677,99 (7)	2.750,07 (6)	4.029,19 (7)	5.802,15 (8)
B - (Secondary education)	1.910,12 (9)	3.056,09 (10)	2.404,46 (9)	2.925,41 (10)	3.766,12 (11)
C - (Vocational training)	1.647,84 (12)	2.191,15 (14)	2.008,52 (12)	2.428,20 (13)	2.727,55 (14)
		2.324,63 (15)			2.894,05 (15)
D - (Primary education)	1.453,54 (16)	1.796,43 (18)	1.654,68 (16)	1.945,56 (17)	2.272,20 (18)

(1) Basic salary + residence allowance.

(2) Basic salary + residence allowance + family income supplement + (family allowances + single supplement net taxable).

(3) see (13) see Annex I.

ANNEX I

Overall remuneration before tax of civil servants at 1 July 1976
(FF/month)

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University graduate	3 266,28(3)	5 428,56(4)	12 357,03(5)	3 629,20(3)	5 854,16(4)	12 789,30(5)
	2 930,74(6)	4 241,67(7)	6 486,68(8)	3 283,80(6)	4 632,87(7)	6 918,95(8)
B Secondary education	2 252,14(9)	2 976,02(10)	4 020,79(11)	2 593,73(9)	3 330,41(10)	4 405,58(11)
	1 969,76(12)	2 360,86(13)	2 695,62(14)	2 311,35(12)	2 702,45(13)	3 041,74(14)
C Vocational training			2 894,62(15)			3 246,61(15)
	1 759,97(16)	1 816,45(17)	2 171,45(18)	2 101,56(16)	2 158,04(17)	2 513,04(18)
D Primary education						

- (1) Basic salary + resident allowance (13%).
- (2) Basic salary + resident allowance + family income supplement + family allowances including compensatory allowance + single income supplement (for two children under ten years of age).
- (3) Civilian administrator, scale 2, 1st incremental step.
- (4) Civilian administrator, scale 2, last incremental step.
- (5) Director outside scale E, 2nd level.
- (6) Administrative attaché, scale 2, 1st incremental step.
- (7) Administrative attaché, scale 1, 1st incremental step.
- (8) Principal administrative attaché, last incremental step.
- (9) Administrative secretary, 1st incremental step.
- (10) Administrative secretary, 8th incremental step.
- (11) Section head, last incremental step.
- (12) Shorthand-typist, 1st incremental step.
- (13) Shorthand-typist, 7th incremental step.
- (14) Secretary/shorthand-typist, administrative assistant, last incremental step.
- (15) Upgrading available to no more than 25% of staff at this level, Group supervisors, 1st incremental step.
- (16) Service officer after one month's service (guaranteed minimum).
- (17) Service officer, last incremental step.
- (18) Clerical officer, last incremental step.

NB: As in the past, a productivity bonus is added to these remunerations; the total appropriation is 5% of the average.

Table 2/a

FRANCE

ANNEX II

Net remuneration (tax deducted) of civil servants at 1 July 1976
(FF/month)

Exceptional/additional tax of 4% and 8% deducted.

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University graduate	2.023, 18 (3) 2.589, 74 (6)	4.341, 46 (4) 3.511, 57 (7)	8.598, 03 (5) 5.059, 56 (8)	3.515, 20 (3) 3.206, 60 (6)	5.134, 05 (4) 4.405, 87 (7)	10.538, 10 (5) 6.304, 90 (8)
B Secondary education	2.012, 14 (9)	2.623, 02 (10)	3.355, 62 (11)	2.580, 73 (9)	3.248, 41 (10)	4.207, 28 (11)
C Vocational training	1.819, 76 (12)	2.159, 66 (13)	2.406, 62 (14) 2.560, 62 (15)	2.311, 35 (12)	2.681, 45 (13)	2.990, 74 (14) 3.174, 61 (15)
D Primary education	1.643, 97 (16)	1.691, 45 (17)	1.977, 45 (18)	2.101, 56 (16)	2.158, 04 (17)	2.506, 04 (18)

(1) Basic salary + residence allowance.

(2) Basic salary + residence allowance + family income supplement + (family allowances + single income supplement not taxable).

(3) to (18) see Annex I.

Table 3
NOMINAL INDICES
Indices at 1 July 1976 of civil servants' salaries
(1 July 1975 = 100)

FRANCE

Cat.	Weighting	Category	Grade	Single						Married, 2 children					
				Gross amount			Net amount			Gross amount			Net amount		
				Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A	University graduate			116,9	109,3	103,9	115,2	108,3	105,6	115,9	109,1	106,8	115,3	108,9	107,2
				119,1	109,1	109,2	117,9	103,4	103,2	117,4	109,3	109,0	116,6	109,4	108,7
Total A		8 000		118,0	109,2	109,1	116,6	109,4	106,9	116,7	109,2	108,9	116,0	109,2	108,0
B	Secondary education														
Total B		15 200		107,1	111,8	111,7	107,4	111,5	110,5	107,2	111,2	111,3	107,3	111,0	111,1
C	Vocational training					110,3			110,3			109,7			109,7
						110,2			110,2			109,7			109,7
Total C		12 800		110,6	111,0	110,3	110,4	110,8	110,3	110,7	110,5	109,7	110,7	110,4	109,7
D	Primary education														
Total D		4 000		113,2	110,6	110,6	113,1	110,5	110,1	113,3	110,9	110,4	113,3	110,9	110,3
Total		40 000		111,0	110,9	110,6	110,6	110,6	109,7	110,8	110,6	110,2	110,7	110,4	110,0

Gross amounts:
 All civil servants
 of whom: single
 married, two children

Average indices	Weighted indices
111,1	110,7
111,2	110,3
110,9	110,5

Net amount:
 All civil servants
 of whom: single
 married, two children

Average indices	Weighted indices
110,6	110,4
110,5	110,4
110,7	110,4

Table 4
 REAL INDICES
 Indices at 1 July 1976 of civil servants' salaries
 (1 July 1975 = 100)

FRANCE

Cat.		Single						Married, two children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A	University graduate	107,0	100,0	99,6	105,4	99,1	96,6	106,0	99,8	99,5	105,5	99,6	98,1
		109,0	99,8	99,9	107,9	92,2	99,0	107,4	100,0	99,7	106,7	100,1	99,5
		Total A	108,0	99,9	99,8	106,7	99,2	97,8	106,8	99,9	99,6	106,1	99,9	98,8
B	Secondary education												
		Total B	98,0	102,3	102,2	98,3	102,0	101,1	98,1	101,7	101,8	98,2	101,6	101,7
C	Vocational training			100,9			100,9			100,4			100,4
				100,8			100,8			100,4			100,4
		Total C	101,2	101,6	100,9	101,0	101,4	100,9	101,3	101,1	100,4	101,3	101,0	100,4
D	Primary education												
		Total D	103,6	101,2	101,2	103,5	101,1	100,7	103,7	101,5	101,0	103,7	101,5	100,9
		101,6	101,5	101,2	101,4	101,2	100,4	101,4	101,2	100,8	101,3	101,0	100,6

	Average indices	Weighted indices
Gross amount		
All civil servants	101,7	101,3
of whom: single	101,7	101,4
married, two children	101,5	101,1

	Average indices	Weighted indices
Net amount		
All civil servants	101,2	101,0
of whom: single	101,1	101,0
married, two children	101,3	101,0

Table 5 (Summary)
 Real weighted indices (National staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1 July 1975 = 100)

FRANCE

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	20,0	102,6	101,2	102,1	101,7	102,4	101,5
B	38,0	100,8	100,5	100,6	100,5	100,7	100,5
C	32,0	101,2	101,1	100,9	100,9	101,1	101,0
D	10,0	102,0	101,7	102,0	102,0	102,0	101,9
Total	100,0	101,4	101,0	101,1	101,0	101,3	101,0

Table 6 (Summary)

NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)

Indices at 1.7.1976 of civil servants' salaries by categories

(1.7.1975 = 100)

FRANCE

Category	Weighting	Single				Married, 2 children				Total civil servants			
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
A	39,0	112,1	102,6	110,6	101,2	111,6	102,1	111,1	101,7	111,9	102,4	110,9	101,5
B	22,5	110,2	100,8	109,8	100,5	109,9	100,6	109,8	100,5	110,1	100,7	109,8	100,5
C	32,7	110,6	101,2	110,5	101,1	110,3	100,9	110,3	100,9	110,5	101,1	110,4	101,0
D	5,8	111,5	102,0	111,2	101,7	111,5	102,0	111,5	102,0	111,5	102,0	111,4	101,9
Total	100,0	111,2	101,7	110,4	101,0	110,8	101,4	110,6	101,2	111,0	101,6	110,5	101,1

ITALY

Table 1
ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly starting salaries of certain civilian service posts
 (1 January to 30 June 1977)

Career	Grade	Weighting	SINGLE										NET TOTAL (1)(h-i)
			Basic salary (a)	Service allowance (b)	Special additional allowance (c)	13th month Pensionable equalizing allowance (d)	Pensionable equalizing allowance (e)	GROSS TOTAL (f)	Social security contribs. (g)	Net total with soc. cont. deducted (h) (f-g)	Income tax (i)		
A	General Director	-	550.000	-	3.500	70.533	-	969.233	79.975	689.258	179.147	710.111	
	Senior Director	-	415.557	257.657	45.000	34.557	-	704.555	62.222	692.373	120.710	579.583	
	Principal Director Duty Director of Division	-	295.657	135.657	13.500	36.111	-	517.555	41.351	476.464	62.720	413.744	
	Director of Section	387	273.037	-	43.400	19.735	67.952	-	409.434	33.795	395.339	45.559	349.780
B	Adviser	307	166.037	-	43.800	16.659	62.795	-	334.502	25.750	59.940	279.222	
	Chief Secretary	190	116.375	-	43.800	5.559	69.559	-	244.434	18.004	17.359	209.607	
	Principal Secretary	270	226.625	-	44.400	12.555	103.333	-	397.293	31.059	40.040	325.194	
	Secretary	255	156.187	-	42.500	13.016	65.812	-	259.515	24.594	22.900	241.921	
C	Senior Assistant	160	95.000	-	39.400	8.167	64.500	-	219.037	15.835	14.293	183.541	
	Principal Assistant	245	150.062	-	43.400	12.559	53.271	-	259.293	22.265	24.060	247.953	
	Assistant	183	112.067	-	41.500	9.341	52.912	-	212.790	17.003	16.060	199.656	
D	Chief Clerk	120	73.500	-	41.500	6.125	43.157	-	171.492	11.743	8.500	152.549	
	Clerk	143	57.557	-	43.400	7.359	62.412	-	205.639	14.692	12.670	178.176	
		100	61.250	-	43.400	5.124	42.577	-	152.671	10.536	7.700	139.365	

Table 1/a
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with step increments of certain civilian service posts
 (1 January to 30 June 1955)

Career	Grade	Weighting	Step increments	SINGLE								NET TOTAL (1)(h-i)	
				(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month Pensionable equalizing allowance	(e) Pensionable allowance	(f) GROSS TOTAL	(g) Social security contribs.	(h)(f-g) Net total with soc. sec. cont. deducted		(i) Income tax
A	General Director	307	2	522,500	-	7,375	48,400	-	575,275	82,912	937,363	192,507	744,856
	Senior Director	-	4	459,333	255,833	50,347	48,400	-	813,913	63,319	764,594	149,150	615,444
	Principal Director	-	3	372,667	146,917	42,298	48,400	-	611,282	49,370	551,912	83,500	468,412
	Deputy Director of Division	455	1	285,654	-	23,804	48,400	112,129	469,937	37,269	432,668	53,250	379,418
B	Director of Section	307	2	197,439	-	16,453	48,400	82,795	345,687	25,610	378,478	31,540	251,929
	Adviser	257	4	151,346	-	13,425	48,400	67,597	280,768	21,957	268,811	23,520	245,291
	Chief Secretary	370	5	254,953	-	21,645	48,400	103,333	427,331	33,694	394,238	45,550	348,688
	Principal Secretary	297	5	204,652	-	17,052	48,400	88,921	359,027	27,602	331,225	33,480	297,745
	Secretary	218	2	143,539	-	11,962	48,400	56,475	270,376	20,223	250,153	20,590	229,563
C	Senior Assistant	245	5	160,820	-	14,038	48,400	83,271	314,529	24,000	290,529	27,040	263,489
	Principal Assistant	213	5	146,770	-	13,231	48,400	69,537	286,938	20,783	266,155	21,450	244,705
	Assistant	163	3	107,325	-	6,944	48,400	58,555	223,165	16,106	206,979	14,910	192,069
D	Chief Clerk	165	7	118,748	-	9,896	48,400	76,104	255,148	18,920	236,228	18,680	217,548
	Clerk	133	3	87,572	-	7,298	48,400	51,671	195,141	13,750	181,391	11,530	169,861

Table 1/b

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts

(1 January to 30 June 1975)

Career	Grade	Weighting	MARRIED, 2 CHILDREN										NET TOTAL
			(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	
A	General Director	387	350.000	-	48.400	70.833	21.150	590.413	50.251	910.152	151.617	728.535	
	Senior Director	-	416.557	244.657	48.400	54.851	21.150	782.715	62.508	720.207	122.550	597.657	
	Principal Director	-	296.667	136.667	48.400	35.111	21.150	559.035	41.557	497.478	63.050	434.428	
	Deputy Director of Division	307	273.037	-	48.400	18.722	21.150	450.314	34.663	416.23	45.290	370.941	
B	Director of Section	307	198.037	-	48.400	15.655	21.150	355.092	26.025	330.055	25.050	305.005	
	Adviser	150	115.375	-	48.400	9.958	21.150	255.611	18.291	247.320	15.850	231.470	
	Chief Secretary	370	226.525	-	48.400	16.825	21.150	419.423	31.357	387.066	39.750	347.316	
	Principal Sec.	255	156.187	-	48.400	13.015	21.150	307.555	21.891	285.704	22.010	263.694	
C	Secretary	160	98.000	-	48.400	8.157	21.150	240.247	16.122	224.125	12.630	211.495	
	Senior Assistant	245	150.052	-	48.400	12.355	21.150	315.418	22.549	292.869	23.130	269.739	
	Principal Ass.	183	112.097	-	48.400	9.141	21.150	253.920	17.291	236.629	14.550	222.079	
	Assistant	120	73.500	-	48.400	6.125	21.150	182.372	12.022	170.350	7.150	163.200	
D	Chief Clerk	143	87.587	-	48.400	7.295	21.150	225.378	14.979	210.399	11.310	199.089	
	Clerk	100	61.250	-	48.400	5.104	21.150	178.851	10.673	168.178	5.590	162.588	

Table 1/c

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with step increments of certain civilian civil service posts

(1 January to 30 June 1975)

Career	Grade	Weighting	Periodic increments	Basic salary	Service allowance	Special additional allowance	13th month	Pensionable equalizing allowance	Family allowance	GROSS TOTAL	Social security contributions	Net total with social security contribs deducted	Income tax	NET TOTAL
MARRIED, 2 CHILDREN														
A	General Director	-	2	592.500	-	71.375	48.400	-	21.180	1.035.455	84.198	952.257	195.057	757.200
	Senior Director	-	4	459.333	265.833	67.347	48.400	-	21.180	854.093	68.606	785.487	142.100	643.387
	Principal Director	-	3	372.557	145.917	47.085	48.400	-	21.180	632.462	49.657	582.805	84.500	498.305
	Deputy Director of Division	455	1	225.654	-	23.804	48.400	112.129	21.180	491.167	37.576	453.591	57.630	395.961
B	Director of Section	307	2	197.439	-	16.453	48.400	82.755	21.180	365.269	26.997	338.271	30.600	308.671
	Adviser	257	1	161.348	-	12.446	48.400	67.557	21.180	311.931	22.253	289.678	22.650	267.028
	Chief Secretary	370	5	254.923	-	27.246	48.400	103.333	21.180	449.112	35.900	413.212	45.100	370.092
	Principal Secretary	297	5	204.652	-	17.054	48.400	86.821	21.180	380.207	28.059	352.148	33.130	319.018
	Secretary	210	2	143.539	-	11.962	48.400	66.475	21.180	291.555	20.509	271.046	19.510	251.536
C	Senior Assistant	245	5	165.020	-	14.066	48.400	83.271	21.180	335.729	24.285	311.444	25.310	286.134
	Principal Assistant	213	5	146.770	-	12.031	48.400	60.537	21.180	288.115	21.071	267.044	20.570	246.474
	Assistant	163	3	107.325	-	8.544	48.400	52.856	21.180	244.345	15.473	228.872	17.350	211.522
D	Chief Clerk	165	7	115.748	-	5.855	48.400	78.194	21.180	276.528	19.207	257.321	17.370	240.051
	Clerk	133	3	87.572	-	7.055	48.400	51.671	21.180	216.321	14.076	202.245	10.010	192.235

Table 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts
at 30 June 1976

SINGLE

Career and Grade	Weighting	Basic salary (a)	Service allowance (b)	Special additional allowance (c)	13th month (c)	Special additional allowance on 13th month (e)	Pensionable equalizing allowance (c)	Application of President of the Republic's Decree No 268/76 (g)	Gross total (h)	Social Security contributions (i)	Net total after deduction of social security contributions (l)	Income tax (m)	Net total (n)
Directives:													
Gen. Director		650.000	—	69.872	70.333	3.154	—	20.000	1.033.859	50.954	922.225	159.087	763.898
Senior Director		416.655	241.657	69.872	54.881	3.154	—	20.000	698.229	70.655	735.565	66.750	626.815
Principal Director		296.667	136.567	69.872	36.111	3.154	—	20.000	532.471	49.370	514.131	56.250	457.881
Deputy Director of Division	357	237.037	—	69.872	19.753	3.154	87.562	20.000	437.770	37.110	400.678	35.160	365.518
Director of Section	307	158.037	—	69.872	15.659	3.154	32.795	20.000	379.537	31.694	347.833	26.660	321.153
Adviser	150	116.375	—	69.872	9.652	3.154	66.952	20.000	266.057	23.022	263.035	15.150	247.885
Advisory:													
Chief Secretary	370	225.525	—	69.872	18.035	3.154	33.333	20.000	441.867	37.458	404.411	25.640	368.771
Princ. Secretary	255	156.187	—	65.672	13.015	3.154	22.812	20.000	331.010	27.207	303.803	20.500	283.313
Secretary	160	58.000	—	69.872	8.165	3.154	34.500	20.000	263.632	20.545	243.087	12.800	229.287
Clerical:													
Senior Assistant	245	150.082	—	69.872	12.595	3.154	23.270	20.000	338.803	27.005	310.958	21.470	289.488
Princ. Asst.	103	112.037	—	65.672	9.340	3.154	22.912	20.000	277.355	22.221	255.134	14.150	240.984
Assistant	100	73.500	—	69.372	6.725	3.154	43.156	20.000	215.817	19.531	199.256	8.400	189.856
Auxiliary:													
Chief Clerk	143	67.587	—	69.872	7.232	3.154	62.412	20.000	250.324	19.713	230.611	14.600	219.011
Clerk	100	51.250	—	69.872	5.104	3.154	42.916	20.000	202.255	15.352	186.903	7.350	179.553

Table 2/a
ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with step increments of certain civilian

civil service posts at 30 June 1976

SINGLE

Career and Grade	Weighting	Periodic increments	Basic salary	Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable equalizing allowance	Application of the President of the Republic's Decree No 288/76	Gross Total	Social Security contributions	Net total after deduction of social security contributions	Income tax	Net total
Directive:														
Gen. Director	-	2	992.500	-	69.872	74.375	3.154	-	20.000	1.055.901	95.254	964.647	171.267	793.380
Senior Director	-	4	458.333	265.833	59.372	60.317	3.154	-	20.000	877.539	77.262	800.277	125.750	674.527
Principal Director	-	3	372.667	146.915	69.872	43.299	3.154	-	20.000	655.908	57.933	597.975	75.280	522.695
Deputy Director of Division	455	1	285.654	-	69.872	23.634	3.154	112.129	20.000	514.513	44.216	470.297	47.800	422.497
Director of Section	307	2	197.438	-	69.872	16.453	3.154	82.755	20.000	339.713	32.843	306.870	26.120	280.750
Adviser	257	1	161.347	-	69.872	13.445	3.154	67.597	20.000	335.405	27.616	307.789	21.040	286.749
Advisory:														
Chief Secretary	370	5	254.953	-	59.872	21.266	3.154	103.332	20.000	472.558	40.317	432.241	40.560	391.681
Princ. Sec. Secretary	297	5	204.951	-	69.872	17.054	3.154	80.920	20.000	403.951	33.928	369.923	30.000	339.923
Secretary	213	2	140.881	-	69.872	11.683	3.154	69.537	20.000	314.447	28.445	286.002	18.160	267.842
Clerical:														
Senior Assistant	249	5	168.820	-	69.872	14.069	3.154	83.270	20.000	359.164	29.799	329.365	23.770	305.595
Principal Assistant	213	5	146.710	-	69.872	12.231	3.154	69.537	20.000	321.564	26.324	295.240	19.350	275.890
Assistant	163	3	107.325	-	69.872	8.944	3.154	52.495	20.000	267.750	21.239	246.511	13.100	233.411
Auxiliary:														
Chief Clerk	105	7	118.746	-	69.872	9.996	3.154	76.104	20.000	299.774	24.276	275.498	16.750	258.748
Clerk	133	3	67.572	-	69.872	7.295	3.154	51.670	20.000	239.766	18.742	221.024	10.600	210.424

Table 2/b
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly starting salaries of certain civilian civil service posts
 at 30 June 1976

MARRIED PLUS 2 CHILDREN

Career and Grade	Weighting	(c)	(b)	(c)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)	(o)
		Basic salary	Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable equalizing allowance	Application of the Republic's Decree No 288/76	Family allowance	Gross Total	Social security contributions	Net total after deduction of social security contributions	Income tax	Net total	
Directive: General Director		650.000	—	69.872	70.833	3.154	—	20.000	25.180	709.000	91.342	947.697	160.920	756.777	
Senior Director		416.656	247.657	69.872	54.851	3.154	—	20.000	25.180	831.400	71.033	760.367	109.533	650.834	
Princ. Director		255.667	136.667	69.872	36.111	3.154	—	20.000	25.180	587.651	48.745	538.906	56.663	482.243	
Deputy Director of Division	307	237.037	—	69.872	19.753	3.154	87.952	20.000	25.180	482.998	37.488	425.470	33.833	391.637	
Director of Section	307	185.037	—	69.872	15.669	3.154	82.795	20.000	25.180	403.707	32.072	372.635	25.263	347.372	
Adviser	150	116.375	—	69.872	9.693	3.154	66.956	20.000	25.180	311.237	23.400	287.837	13.023	274.814	
Advisory: Chief Secretary	370	226.625	—	69.872	18.865	3.154	103.333	20.000	25.180	467.049	37.836	429.213	34.593	394.620	
Prin. Secretary	255	155.187	—	69.872	13.015	3.154	68.512	20.000	25.180	356.220	27.585	328.635	18.353	310.282	
Secretary	150	59.000	—	69.872	8.166	3.154	64.500	20.000	25.180	288.672	21.323	267.349	10.423	257.926	
Clerical: Senior Assistant	245	150.062	—	69.872	12.505	3.154	83.270	20.000	25.180	364.043	28.283	335.760	19.343	316.417	
Princ. Asst. Assistant	153	112.087	—	69.872	9.340	3.154	62.912	20.000	25.180	302.545	22.599	279.946	11.663	267.583	
Assistant	150	73.500	—	69.872	6.125	3.154	43.165	20.000	25.180	240.997	16.509	224.488	5.493	218.995	
Auxiliary: Chief Clerk	145	87.557	—	69.872	7.295	3.154	62.412	20.000	25.180	275.504	20.091	255.413	5.503	249.910	
Clerk	150	61.250	—	69.872	5.504	3.154	42.916	20.000	25.180	227.476	15.740	211.736	4.283	207.453	

Table 2/c

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with step increments of certain civilian
civil service posts at 30 June 1976

MARRIED PLUS 2 CHILDREN

Career and Grade	Weighting	Periodic increments	Basic salary	Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable equalizing allowance	Application of the Republic's Decree No 268/76	Family allowance	Gross Total	Social security contributions	Net total after deduction of social security contributions	Income tax	Net total
Directive:															
General Director	2		592,500	—	69,872	74,375	3,154	—	20,000	25,180	1,025,065	95,632	589,449	172,810	616,639
Senior Director	4		458,333	285,933	69,872	69,317	3,154	—	20,000	25,180	902,719	77,590	825,129	127,023	698,106
Princ. Director	3		372,667	146,916	69,872	43,229	3,154	—	20,000	25,180	681,080	57,411	623,677	75,363	548,314
Deputy Director of Division	1	455	235,654	—	69,872	23,584	3,154	112,129	20,000	25,180	539,793	44,594	495,199	47,132	448,067
Director of Section	2	307	197,429	—	69,872	16,453	3,154	85,795	20,000	25,180	414,693	33,021	381,672	26,703	354,969
Adviser	1	257	161,347	—	69,872	13,445	3,154	67,587	20,000	25,180	360,535	27,994	332,591	18,573	314,018
Advisory:															
Chief Secretary	370		254,953	—	69,872	21,246	3,154	103,333	20,000	25,180	497,726	49,695	457,043	39,913	417,130
Principal Secretary	297		204,651	—	69,872	17,054	3,154	83,520	20,000	25,180	426,331	34,386	391,945	25,783	366,162
Secretary	216		140,201	—	69,872	11,663	3,154	65,537	20,000	25,180	339,527	29,823	310,704	16,013	294,691
Medical:															
Senior Asst. Principal	245		168,520	—	69,872	14,069	3,154	93,270	20,000	25,180	394,364	30,177	364,187	22,223	341,964
Assistant	203		145,770	—	69,872	12,231	3,154	68,537	20,000	25,180	345,744	26,702	320,042	17,153	302,889
Assistant	152		107,325	—	69,872	8,924	3,154	50,455	20,000	25,180	292,370	21,717	271,653	10,613	261,040
Auxiliary:															
Chief Clerk	165		118,748	—	69,872	8,885	3,154	78,104	20,000	25,180	324,554	24,554	300,000	14,563	285,437
Clerk	133		87,572	—	69,872	7,223	3,154	51,870	20,000	25,180	254,945	19,120	245,825	7,683	238,142

Table 3

ECOMIAL INDICES

Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

Cat.	Weighting	Single			Married, 2 children						
		Category	Grade	Gross amount Min. Average Max.	Net amount Min. Average Max.	Gross amount Min. Average Max.	Net amount Min. Average Max.				
A		General director Senior director Principal director Deputy director of Division Director of section Adviser	357 1 791 3 171 2 349 12 920 8 535	104,6	104,4	107,5	107,4	104,9	104,7	108,0	107,9
				105,9	105,4	108,3	108,0	106,2	105,7	108,9	108,5
				103,6	107,3	110,6	109,4	109,0	107,7	111,1	110,0
				102,0	109,5	104,5	111,4	102,8	109,9	105,6	112,0
				113,3	112,2	115,0	115,6	113,7	113,3	112,4	115,1
				117,0	115,7	118,6	115,9	117,2	115,5	118,7	117,5
		Total A	43 419	112,3	114,4	114,1	112,9	112,5	114,8	114,6	
B		Chief secretary Principal secretary Secretary	2 992 13 382 13 979	111,2	110,4	113,1	112,3	111,6	110,8	113,6	112,7
				115,6	112,8	117,1	114,0	115,8	112,8	117,7	115,0
				120,4	116,3	121,8	116,6	120,2	116,5	121,7	117,2
				117,4	114,9	118,9	115,0	117,4	114,3	119,1	115,8
		Total B	47 499	117,4	118,9	117,0	117,4	114,3	119,1	115,8	
C		Senior assistant Principal assistants Assistant	9 201 35 503 33 955	115,2	114,2	116,3	116,0	115,4	114,5	117,3	116,3
				119,2	116,1	120,7	117,6	119,2	116,3	120,7	118,1
				126,1	120,0	126,8	121,5	125,3	119,9	126,2	121,4
				121,7	117,6	122,9	119,1	121,4	117,6	122,7	119,3
				125,5	122,9	126,7	121,8	124,7	120,4	126,4	121,9
		Total C	98 366	121,7	122,9	119,1	121,4	117,6	122,7	119,3	
D		Chief clerk Clerk	11 954 16 262	121,7	117,5	122,9	118,9	121,4	117,6	124,6	119,2
				125,3	122,9	129,0	123,9	127,2	122,5	127,8	123,9
				125,5	120,5	126,7	121,8	124,7	120,4	126,4	121,9
		Total D	33 290	125,5	126,7	121,8	124,7	120,4	126,4	121,9	
		Grand Total	1222 574	119,6	120,9	117,7	119,4	116,3	120,9	118,0	

Average indices

Weighted indices

Net amount:
All civil servants
of whom: single
married, 2 children

114,2
114,1
114,2

119,0
118,0
117,9

115,0
115,8
115,2

119,4
119,3
119,5

Table 4

REAL INDICES

Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

Cat.	Gross amount			Not amount			Married, 2 children			Net amount		
	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	General director	90,1	89,9	92,7	92,5	90,4	90,2	93,0	92,9			
	Senior director	91,2	90,8	93,3	93,0	91,5	91,0	93,8	93,5			
	Principal director	93,5	92,4	95,3	94,2	93,9	92,8	95,7	94,8			
	Deputy director of division	87,9	94,3	90,0	95,0	94,7	91,0	91,0	96,5			
	Director of section	97,6	97,2	97,1	95,7	97,9	97,5	99,4	99,1			
B	Adviser	100,8	99,4	100,2	100,7	101,0	99,6	102,2	101,2			
	Total A	97,0	96,7	98,5	96,5	97,2	97,0	98,9	98,7			
	Chief secretary	95,8	95,1	97,4	96,7	96,1	95,4	97,9	97,1			
	Principal secretary	99,6	96,8	100,9	99,2	99,7	97,2	101,4	99,1			
	Secretary	103,7	100,2	104,9	100,4	103,5	100,3	104,8	101,0			
C	Total B	101,1	98,2	102,4	99,1	101,1	98,5	102,6	99,7			
	Senior assistant	92,2	98,4	100,6	99,2	99,4	98,6	101,0	100,2			
	Principal assistant	102,7	100,0	104,0	101,3	102,7	100,2	104,0	101,7			
	Assistant	108,6	103,4	109,2	104,7	107,9	103,3	108,7	104,6			
	Total C	104,8	101,3	105,9	102,6	104,6	101,3	107,7	102,8			
D	Chief clerk	104,8	101,2	105,9	102,4	104,6	101,3	107,3	102,7			
	Clerk	110,5	105,9	117,1	106,7	109,6	105,5	110,1	106,7			
	Total D	103,1	103,9	105,9	104,9	107,4	103,7	108,9	105,0			
	GRAND TOTAL	103,0	100,2	107,1	101,4	102,8	100,2	104,1	101,6			

Gross amount:
All civil servants of whom: single married, 2 children

Net amount:
All civil servants of whom: single married, 2 children

Average indices: 93,4 98,3 98,4

Weighted indices: 101,5 101,5 101,5

Average indices: 99,9 99,7 100,1

Weighted indices: 102,6 102,3 103,0

Table 5 (Summary)

Real weighted indices (National staff structure)

Indices at 30 June 1976 of civil servants' salaries by categories

(30 June 1975 = 100)

ITALY

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	19,5	96,9	98,5	97,2	98,8	97,1	98,6
B	21,3	99,7	100,8	99,8	101,2	99,7	101,0
C	44,2	103,1	104,2	102,9	104,2	103,0	104,2
D	15,0	106,0	106,9	105,6	107,0	105,9	107,0
TOTAL	100,0	101,5	102,8	101,6	102,9	101,6	102,8

Table 6 (Summary)
NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
Indices at 30 June 1976 of civil servants' salaries by categories
(30 June 1975 = 100)

ITALY

Category	Weighting	Single						Married, 2 children				Total civil servants					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
A	39,0	112,5	96,9	114,3	98,5	112,8	97,2	114,7	98,8	112,7	97,1	114,5	95,6	119,7	103,1	121,0	104,2
B	22,5	115,7	99,7	117,0	100,8	115,9	99,8	117,5	101,2	115,8	99,7	117,3	101,0	123,1	106,0	124,1	106,9
C	32,7	119,7	103,1	121,0	104,2	119,5	102,9	121,0	104,2	119,6	103,0	121,0	104,2	119,7	103,1	121,0	104,2
D	5,8	123,1	106,0	124,1	106,9	122,6	105,6	124,2	107,0	122,9	105,9	124,2	107,0	123,1	106,0	124,1	106,9
TOTAL	100,0	116,2	100,1	117,7	101,4	116,3	100,2	117,9	101,6	116,3	100,2	117,8	101,5	116,2	100,1	117,7	101,4

NETHERLANDS

NETHERLANDS

Table 1
Total remuneration of a civil servant at 30 June 1975
(Fl/month)

Cat.	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	6145,68	7787,47	3343,03	3864,85	6303,86	7945,65	3708,59	4248,80
	150	4682,83	5963,50	2764,23	3282,31	4841,01	6121,68	3167,84	3647,98
	130	3252,33	4292,60	2190,00	2659,98	3410,51	4450,78	2516,67	2993,79
B	114	2756,45	3642,56	1952,76	2383,55	2914,63	3800,74	2260,03	2741,54
	89	2173,25	2815,74	1634,24	1984,05	2331,43	2973,92	1902,05	2295,76
	57	1619,89	2228,23	1297,31	1667,85	1778,07	2385,43	1554,77	1935,56
C	45	1442,89	2117,19	1189,36	1599,80	1601,07	2275,37	1436,99	1867,51*
	32	1400,89	2004,00	1160,96	1531,37	1559,07	2162,18	1408,59	1808,19*
	18	1356,89	1891,89	1134,53	1462,41	1515,07	2050,07	1387,23	1732,63*
D	18	1356,89	1891,89	1134,53	1462,41	1515,07	2050,07	1387,23	1732,63*
	1	1226,89	1573,89	1037,04	1268,81	1385,07	1732,07	1283,04	1524,17

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

* The maximum amounts indicate the levels after extension of the scale.

Table 2
Remuneration of a civil servant - situation at 30 June 1976
NETHERLANDS
(fl./month)

Category	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	6.945,55	8.895,95	5.610,85	4.189,98	7.117,29	8.974,69	4.052,99	4.655,80
	150	5.292,98	6.740,75	3.067,78	3.541,75	5.454,72	6.912,47	3.502,15	3.975,23
	150	5.675,93	4.852,08	2.403,64	2.941,22	5.847,72	5.025,82	2.781,41	3.306,73
B	114	3.115,42	4.116,88	2.159,68	2.604,50	3.287,15	4.288,62	2.594,94	2.958,70
	89	2.456,76	3.182,25	1.816,08	2.155,77	2.628,59	3.554,00	2.111,10	2.559,51
	57	1.850,90	2.518,21	1.459,93	1.852,91	2.002,61	2.689,95	1.727,73	2.147,94
C	45	1.640,90	2.595,16	1.555,45	1.777,59	1.812,64	2.554,90	1.607,56	2.072,41*
	52	1.592,90	2.265,96	1.505,54	1.701,61	1.770,64	2.457,70	1.579,45	1.996,64*
	18	1.554,90	2.158,75	1.258,89	1.624,25	1.703,64	2.310,49	1.551,00	1.928,58
D	18	1.554,90	2.158,75	1.276,89	1.624,25	1.726,64	2.310,49	1.551,00	1.928,58*
	1	1.424,90	1.772,99	1.197,52	1.408,84	1.596,64	1.959,64	1.464,07	1.694,04*

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

*The maximum amounts indicate the levels after extension of the scale.

Category	No of the salary scale	Total number per scale	Grand total per category
A	153	211	15055
	150	1817	
	130	4351	
B	114	2419	47326
	89	6237	
	57	11571	
C	45	11618	(C + D) 73252
	32	18083	
	18	25973	
D	18	25973	1163
	1		

Table 3

MONTHLY INDICES

NETHERLANDS

Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

Cat.	Scale	Weighting		Single			Married, 2 children		
		Category	Grade	Gross amount Min.	Average	Max.	Gross amount Min.	Average	Max.
A	153		211	113,0	108,0	112,9	113,0	109,3	109,1
	150		1 817	113,0	107,9	112,9	112,9	110,6	109,0
	130		4 351	113,0	110,6	112,8	112,9	110,5	110,5
	Total A	15 055	6 379	113,0	109,2	112,6	112,9	110,5	110,0
B	114		2 419	113,0	109,6	112,8	112,8	110,8	108,3
	99		6 237	113,0	111,1	112,7	112,8	111,0	110,6
	57		11 571	113,0	111,0	112,5	112,7	111,1	111,0
	Total B	47 326	20 227	113,0	110,7	112,7	112,7	111,0	110,6
C + D	45		11 618	113,0	112,3	113,2	112,7	111,9	111,0
	32		18 083	113,1	112,6	113,6	112,7	112,1	110,4
	18		25 973	113,1	112,7	114,0	112,7	111,8	111,2
	1		1 163	113,0	114,5	115,3	112,6	114,1	111,2
	Total C + D	73 252	56 837	113,1	112,6	113,7	112,7	112,0	110,9
	Total D	130 633				113,3	112,7	111,5	110,7

Average indices Weighted indices

Average indices Weighted indices

Gross amount:
All civil servants
of whom: single
 married, 2 children

Gross amount:
All civil servants
of whom: single
 married, 2 children

113,2 113,2
113,3 113,4
113,0 113,0

110,8 111,2
110,8 111,3
110,8 111,1

Table 4

REAL INDICES

NETHERLANDS

Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

Cat.	Single						Married, 2 children					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	153	103,9	103,9	99,3	103,9	99,6	103,8	103,9	103,9	100,5	100,3	100,3
	150	103,9	103,9	101,3	103,9	99,2	103,8	103,8	103,8	101,7	100,2	100,2
	130	103,9	103,9	101,1	103,9	101,7	103,7	103,8	103,8	101,6	101,6	101,6
Total A		103,9	103,9	101,1	103,7	100,9	103,7	103,8	103,8	101,6	101,1	101,1
B	114	103,9	103,9	101,7	103,7	100,5	103,7	103,7	103,7	101,8	99,5	99,5
	89	104,0	103,9	102,1	103,6	101,7	103,6	103,7	103,7	102,0	101,7	101,7
	57	103,9	103,9	102,0	103,5	102,1	103,5	103,6	103,6	102,1	102,0	102,0
Total B		103,9	103,9	102,0	103,5	101,8	103,5	103,6	103,6	102,0	101,7	101,7
C	45	104,5	103,9	103,2	104,0	102,1	104,0	103,6	103,6	102,9	102,0	102,0
	32	104,9	104,0	103,5	104,4	102,1	104,4	103,6	103,6	103,0	101,5	101,5
	18	105,3	104,0	103,6	104,8	102,1	104,8	103,6	103,6	102,8	102,2	102,2
		106,7	103,9	105,2	106,0	102,0	106,0	103,5	103,5	104,9	102,2	102,2
Total C + D		105,1	104,0	103,5	104,5	102,1	104,5	103,6	103,6	102,9	101,9	101,9
Total D		104,5	104,0	103,9	104,1	101,8	104,1	103,6	103,6	102,5	101,3	101,3

Gross amount:
All civil servants
of whom: single
married, 2 children

Average indices
104,0
104,1
103,9

Net amount:
All civil servants
of whom: single
married, 2 children

Average indices
101,8
101,8
101,8

Weighted indices
102,2
102,3
102,1

Table 5 (Summary)

Real weighted indices (National staff structure)

Indices at 30 June 1976 of civil servants' salaries by categories
(30 June 1975 = 100)

NETHERLANDS

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	11,1	103,9	101,0	103,8	101,4	103,9	101,2
B	34,9	103,9	101,9	103,6	101,8	103,8	101,9
C + D	54,0	104,5	102,9	104,0	102,5	104,3	102,7
Total	100,0	104,2	102,3	103,9	102,1	104,0	102,2

Table 6 (Summary)

NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)

Indices at 30 June 1976 of civil servants' salaries by categories

(30 June 1975 = 100)

NETHERLANDS

Category	Weighting	Single						Married, 2 children						Total civil servants					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount			
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real		
A	39,0	113,0	103,9	109,9	101,0	112,9	103,8	110,3	101,4	113,0	103,9	110,1	101,2						
B	22,5	103,0	103,9	110,9	101,9	112,7	103,6	110,8	101,8	112,9	103,8	110,9	101,9						
C	38,5	113,7	104,5	111,9	102,9	113,2	104,0	111,5	102,5	113,5	104,3	111,7	102,7						
D																			
Total	100,0	113,3	104,1	110,9	101,9	113,0	103,9	110,9	101,9	113,2	104,0	110,9	101,9						

BELGIUM

Table 1

Total remuneration of certain representative grades in the Belgian civil service at 1 July 1975 (Bfrs/month)

BELGIUM

Level	Scale	Grade	Single person						Married, two children over 14 years					
			Gross amount (1)		Net amount (3)		Gross amount (2)		Net amount (3)		Gross amount (2)		Net amount (3)	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	81.722	108.092	50.204	61.788	86.036	112.406	55.559	67.143				
	132	Adviser or Director	48.531	74.902	33.726	47.010	52.845	79.216	59.081	52.365				
	101	Senior secretary	35.904	57.347	26.282	38.065	40.218	61.661	31.637	43.420				
2	241	Administrative chief	31.069	47.012	23.439	32.823	35.744	51.326	29.030	38.173				
	223	Assistant office superv.	26.235	41.498	20.446	29.634	31.269	45.812	26.093	34.989				
	201	Clerk	22.240	37.608	17.780	27.281	27.273	41.922	23.211	32.636				
3	341	Chief clerk	24.637	33.427	19.389	24.879	29.670	37.741	24.953	30.234				
	321	Senior clerk	20.641 (x)	29.152	16.710 (x)	22.263	25.674	33.826	22.097	27.778				
	301	Clerk	19.842 (x)	28.955	16.169 (x)	22.131	24.875 (x)	33.629	21.509 (x)	27.646				
4	421	Chief porter	19.362 (x)	24.794	15.841 (x)	19.496	24.396 (x)	29.827	21.160 (x)	25.067				
	411	Porter	20.550 (xx)	24.794	16.534 (xx)	19.496	25.194 (xx)	29.827	21.739 (xx)	25.067				
			18.884 (x)	23.962	15.479 (x)	18.929	23.917 (x)	28.995	20.601 (x)	24.472				
			20.880 (xx)	23.962	16.854 (xx)	18.929	25.194 (xx)	28.995	21.739 (xx)	24.472				

(x) Under 25
(xx) 21 and over

(1) Basic salary + index + residence allowance + holiday allowance + planning allowance +
(2) Basic salary + index + home allowance + holiday allowance + family allowance +
planning allowance

(3) 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 at 1 July 1976 (Bfrs/Month)

BELGIUM

Level	Scale	Grade	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	88.505	116.490		55.117	67.897		93.939	121.924		61.943	74.722	
	132	Adviser or Director	53.282	81.267		36.743	51.570		58.716	86.701		43.569	58.395	
	101	Senior secretary	39.605	63.117		28.777	41.999		45.039	68.551		35.602	48.825	
2	241	Administrative chief	34.268	51.670		25.614	35.884		40.099	57.104		32.556	42.709	
	223	Assistant office superv.	29.812	45.782		22.893	32.427		36.040	51.216		29.858	39.253	
	201	Clerk	24.518	42.429		19.588	30.453		30.745	47.863		26.250	37.278	
3	341	Chief clerk	27.165	36.870		21.255	27.152		33.393	42.304		28.061	33.965	
	321	Senior clerk	22.753 (x)	32.151		18.471(x)	24.304		28.981	37.981		25.034	31.117	
	301	Clerk	23.017 (xx)	32.151		18.641(xx)	24.304		-	-		-	-	
		Clerk	21.871 (x)	32.151		17.942(x)	24.304		28.099(x)	37.981		24.430 (x)	31.117	
			23.017 (xx)	32.151		18.641(xx)	24.304		28.450 (xx)	37.981		24.672 (xx)	31.117	
4	421	Chief porter	22.930 (x)	29.371		18.590(x)	22.618		29.158	35.598		25.161	29.556	
	411	Porter	23.017 (xx)	29.371		18.641(xx)	22.618		-	-		-	-	
			20.812 (x)	26.901		17.168(x)	21.099		27.041 (x)	33.128		23.672 (x)	27.886	
			23.017 (xx)	26.901		18.641(xx)	21.099		28.450 (xx)	33.128		24.672 (xx)	27.886	

(x) under 21
(xx) 21 and over

- (1) Basic salary + index + residence allowance + holiday allowance + planning allowance.
(2) Basic salary + index + home allowance + holiday allowance + family allowance + planning allowance.

(3) 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 3

NOMINAL INDICES

BELGIUM

Indices at 1 July 1976 of civil servants' salaries (1 July 1975 = 100)

Cat.	Weighting	Single person		Married, two children					
		Gross amount	Net amount	Gross amount	Net amount				
Category	Grade	Min.	Avg.	Max.	Avg.	Min.	Avg.	Max.	Avg.
A	161	133	108,3	107,8	109,8	109,9	109,2	108,5	111,5
	132	1	097	103,5	109,0	109,7	111,1	109,5	111,5
	101	3	667	110,3	109,5	110,3	112,0	111,2	112,5
	Total A	8	974	109,7	109,4	110,2	111,7	110,0	112,3
B	241	4	919	109,9	109,3	109,3	112,2	111,3	112,2
	223	5	630	110,3	112,0	109,4	115,3	111,5	114,4
	201	12	115	112,8	110,2	111,6	112,7	114,2	113,1
	Total B	24	021	111,0	110,4	110,6	113,2	113,0	113,2
C	141	4	094	110,3	109,6	109,1	112,6	112,1	112,5
	321	3	001	110,2	110,5	109,2	112,9	112,3	113,3
	"	3	002	110,2	110,4	109,2	-	-	-
	301	5	035	110,2	111,0	109,8	113,0	112,9	113,6
	"	5	036	110,2	111,0	109,8	112,9	112,9	113,5
	Total C	20	627	110,7	110,4	109,5	112,9	112,5	113,3
D	421	3	224	118,4	117,4	116,0	119,5	119,4	118,9
	"	3	224	110,2	110,4	116,0	-	-	-
	411	2	291	110,2	110,9	111,5	113,1	114,3	113,8
	Total D	15	941	117,9	112,0	114,1	115,0	117,3	116,7
	GRAND TOTAL	100	661	111,0	111,0	111,0	113,7	113,0	113,5

Average indices

Weighted indices

Gross amount:

All civil servants of whom: single married, two children

Net amount:

All civil servants of whom: single married, two children

Average indices

Weighted indices

112,1
111,2
112,9112,0
110,8
113,2112,3
110,9
113,7112,7
111,6
113,7112,0
112,5
113,5

Table 4

REAL INDICES

Indices at 1 July 1976 of civil servant's salaries
(1 July 1975 = 100)

BELGIUM

Cat.	Single person			Married, two children		
	Min.	Avg.	Max.	Min.	Avg.	Max.
A	99,0		98,5	100,4		100,5
	100,4		99,2	99,6		100,3
	100,8		100,6	100,1		100,8
Total A	100,6		100,3	100,0		100,7
B	100,8		100,5	99,9		99,9
	103,8		100,8	102,4		100,0
	100,7		103,1	100,7		102,0
Total B	101,5		102,0	100,9		101,1
C	100,8		100,8	100,2		99,7
	100,7		100,8	101,0		99,8
	100,7		100,6	100,9		99,8
	100,7		101,5	101,5		100,4
Total C	100,7		101,2	100,9		100,1
D	108,2		103,3	107,3		106,0
	100,7		103,3	100,9		106,0
	100,7		102,7	101,4		101,9
	100,7		102,7	100,9		101,9
Total D	100,0		102,1	100,9		100,3
GRAND TOTAL	100,0		100,0	100,0		100,0

<p>Gross amount: All civil servants of whom: single married, two children</p>	<p>Net amount: All civil servants of whom: single married, two children</p>	<p>Average indices</p> <p>102,5 101,7 103,2</p>	<p>Weighted indices</p> <p>103,0 102,0 103,9</p>
<p>Average indices</p> <p>102,4 101,3 103,5</p>	<p>Weighted indices</p> <p>102,7 101,4 103,9</p>		

BELGIUM

Table 5 (Summary)

Real weighted indices (National staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1 July 1975 = 100)

Category	Weighting	Single		Married, two children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	12,9	100,5	100,4	101,7	102,7	101,1	101,6
B	34,4	101,7	101,0	103,4	103,5	102,6	102,3
C	29,9	101,0	100,8	103,1	103,2	102,1	101,9
D	22,8	104,5	103,7	107,0	106,5	105,7	105,1
Total	100,0	102,0	101,4	103,9	103,9	103,0	102,7

BELGIUM

Table 6 (Summary)
 NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1 July 1975 = 100)

Category	Weighting	Single						Married, 2 children						Total civil servants					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount			
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real		
A	39,0	109,9	100,5	109,8	100,4	111,3	101,7	112,3	102,7	110,6	101,1	111,1	101,6						
B	22,5	111,3	101,7	110,5	101,0	113,1	103,4	113,2	103,5	112,2	102,6	111,9	102,3						
C	32,7	110,5	101,0	110,0	100,6	112,8	103,1	112,9	103,2	111,7	102,1	111,5	101,9						
D	5,8	114,3	104,5	113,4	103,7	117,1	107,0	116,5	106,5	115,7	105,8	115,0	105,1						
Total	100,0	110,7	101,2	110,2	100,7	112,5	102,8	112,9	103,2	111,6	102,0	111,6	102,0						

LUXEMBOURG

Table 1

Total remuneration of a civil servant at 1 July 1975
(Lfrs/month at index level 237.06)

LUXEMBOURG

Cat.	Grade	Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	65.749	88.164	33.149	48.523	70.790	93.205	53.546	64.361
	14	53.795	70.232	34.048	40.530	58.776	75.273	45.831	55.894
	12	43.334	61.265	29.297	37.230	47.777	66.307	39.883	51.150
B	13	47.817	65.749	31.381	39.149	52.440	70.790	42.905	53.548
	10	36.162	50.507	25.834	32.586	40.605	55.297	35.002	44.671
	7	26.299	38.403	20.385	26.939	30.742	42.846	27.795	35.550
C	8	30.334	44.679	22.729	29.926	34.777	49.122	30.830	40.774
	6	24.357	36.461	19.169	25.979	28.800	40.904	25.330	35.208
	4	21.578	33.472	17.334	24.474	25.951	37.915	24.166	33.103
D	3	19.724	30.185	16.135	22.671	24.167	34.628	22.768	30.770
	1	15.939	22.460	13.563	18.614	20.432	27.903	19.499	25.538

Married, two children ++)

Single +)

+) 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.

Luxembourg - Government Administration

	Position	Grade	Service
<u>Category A</u> <u>Career:</u> Government attache	First Government Advisor	17	8
	Government Advisor	15/16	20
	Deputy Government Advisor	14	8
	First Government attaché	13	6
	Government attaché plus trainees	12	10
			52
<u>Category B</u> <u>Career:</u> Junior Executive Officer	First chief inspector	13	7
	Chief inspector	12	18
	Inspector	11	22
	Office Head	10	20
	Deputy Office Head	9	21
	Chief Executive Officer	8	21
	Executive Officer plus trainees	7	34
			143
<u>Category C</u> <u>Career:</u> Clerk	Chief Clerical Officer	8	13
	Clerical Officer	7	26
	Assistant Clerical Officer	6	11
	Clerk plus trainees	4	4
			54
<u>Category D</u>	Chief messenger	4	3
	Head messenger	3	4
	Usher	2	15
	Office boy	1	11
			33
		Total:	282

1 July 1976

Table 2

Total remuneration of a civil servant as at
1 July 1976
(Lfrs/month at index level 261.65)

	Single +)						Married, two children ++)					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.		
A	17	72,569	97,369	42,428	52,404	78,296	103,111	58,754	70,340	83,228	51,488	61,252
	14	59,375	77,517	36,982	44,424	55,030	73,342	43,972	56,142	43,972	56,142	56,142
	12	47,830	67,521	31,520	40,410	52,891	78,296	47,249	58,754	47,249	58,754	58,754
B	13	52,777	72,569	34,124	42,428	58,036	78,296	38,639	49,164	67,193	38,639	49,164
	10	39,913	55,746	28,137	35,399	44,974	67,193	30,770	43,350	47,448	30,770	43,350
	7	29,027	42,387	22,274	29,335	34,088	47,448	54,967	64,917	54,967	64,917	64,917
C	8	33,481	49,374	24,868	32,550	30,542	54,375	29,143	38,844	45,304	29,143	38,844
	6	26,883	44,243	20,960	28,309	31,944	45,304	26,779	36,568	42,005	26,779	36,568
	4	23,750	36,944	18,974	25,659	28,811	42,005	25,229	33,555	39,377	25,229	33,555
D	3	21,770	33,316	17,676	24,738	26,831	39,377	21,678	28,389	36,955	21,678	28,389
	1	17,647	25,894	14,852	20,325	22,768	36,955					

+) 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.

Luxembourg - Government Administration

	Position	Grade	Service
<u>Category A</u> <u>Career:</u> Government attaché	First Government Advisor	17	9
	Government Advisor	15/16	20
	Deputy Government Advisor	14	9
	First Government attaché	13	6
	Government attaché plus trainees	12	11
			55
<u>Category B</u> <u>Career:</u> Junior Executive Officer	First chief inspector	13	7
	Chief inspector	12	18
	Inspector	11	22
	Office Head	10	20
	Deputy Office Head	9	21
	Chief Executive Officer	8	21
	Executive Officer plus trainees	7	37
			146
<u>Category C</u> <u>Career:</u> Clerk	Chief Clerical Officer	8	15
	Clerical Officer	7	24
	Assistant Clerical Officer	6	9
	Clerk plus trainees	4	2
			50
<u>Category D</u>	Chief messenger	4	2
	Head messenger	3	5
	Usher	2	19
	Office Boy	1	5
			31
	Total:		282

1 July 1976

Table 3
NOMINAL INDICES

Indices at 1 July 1976 of civil servants' salaries
(1.7.1975 = 100)

LUXEMBOURG

Cat.	Weighting Category	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		min.	max.	min.	average	min.	average	min.	average
A	9	110,4	110,4	108,4	108,4	110,6	110,6	109,7	109,7
	9	110,4	110,4	108,6	108,4	110,6	110,6	109,9	109,6
	11	110,4	110,4	109,0	108,5	110,7	110,6	110,3	109,8
Total A	55	110,4	110,4	108,7	108,3	110,6	110,6	110,0	109,5
B	7	110,4	110,4	108,7	108,4	110,7	110,6	110,1	109,7
	20	110,4	110,4	108,9	108,5	110,8	110,7	110,4	110,1
	37	110,4	110,4	109,3	108,9	110,9	110,7	110,7	110,4
Total B	64	110,4	110,4	109,1	108,8	110,9	110,7	110,2	110,2
C	15	110,4	110,4	109,2	108,8	110,8	110,7	110,5	110,2
	9	110,4	110,4	109,3	109,0	110,9	110,8	110,7	110,3
	2	110,4	110,4	109,5	109,1	111,0	110,8	110,8	110,4
Total C	50	110,4	110,4	109,3	108,9	110,9	110,7	110,6	110,3
D	5	110,4	110,4	109,6	109,1	111,0	110,8	110,8	110,6
	5	110,4	110,4	109,5	109,2	111,1	110,9	111,2	110,7
Total D	31	110,4	110,4	109,5	109,2	111,1	110,8	111,0	110,7
GRAND TOTAL	252	110,4	110,4	109,1	108,8	110,9	110,7	110,2	110,2

Average indices

Weighted indices

Gross amount:
All civil servants
of whom: single
married, 2 children

Net amount:
All civil servants
of whom: single
married, 2 children

Table 4

REAL INDICES

Indices at 1 July 1976 of civil servants' salaries
(1.7.1975 = 100)

LUXEMBOURG

Cat.	Single						Married, 2 children					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	100,6	100,6	100,6	98,8	98,8	98,8	98,5	100,8	100,7	100,0	99,6	99,6
	100,6	100,6	100,6	99,0	98,8	100,8	98,8	100,8	100,8	100,2	99,9	99,9
	100,6	100,6	100,6	99,4	98,9	100,9	98,9	100,9	100,8	100,6	100,1	100,1
Total A	100,6	100,6	100,6	99,1	99,7	100,8	99,7	100,8	100,8	100,3	99,9	99,9
B	100,6	100,6	100,6	99,1	98,8	100,9	98,8	100,9	100,8	100,4	100,0	100,0
	100,6	100,6	100,6	99,3	99,0	101,0	99,0	101,0	100,9	100,6	100,4	100,4
	100,6	100,6	100,6	99,6	99,3	101,1	99,3	101,1	100,9	100,9	100,6	100,6
Total B	100,6	100,6	100,6	99,5	99,2	101,1	99,2	101,1	100,9	100,7	100,5	100,5
C	100,6	100,6	100,6	99,5	99,2	101,0	99,2	101,0	100,9	100,7	100,5	100,5
	100,6	100,6	100,6	99,6	99,4	101,1	99,4	101,1	101,0	100,9	100,5	100,5
	100,6	100,6	100,6	99,8	99,5	101,2	99,5	101,2	101,0	101,0	100,6	100,6
Total C	100,6	100,6	100,6	99,6	99,3	101,1	99,3	101,1	100,9	100,8	100,6	100,6
D	100,6	100,6	100,6	99,9	99,5	101,2	99,5	101,2	101,0	101,0	100,5	100,5
	100,6	100,6	100,6	99,8	99,5	101,3	99,5	101,3	101,1	101,4	100,9	100,9
Total D	100,6	100,6	100,6	99,8	99,5	101,3	99,5	101,3	101,1	101,2	100,9	100,9
GRAND TOTAL	100,6	100,6	100,6	99,8	99,5	101,3	99,5	101,3	101,1	101,2	100,9	100,9

-77-

Gross amount:
All civil servants
of whom: single
 married, 2 children

Average indices
100,8
100,5
101,0

Net amount:
All civil servants
of whom: single
 married, 2 children

Average indices
99,9
99,3
100,6

Weighted indices
100,0
99,4
100,6

Table 5 (Summary)

Real weighted indices (National staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1.7.1975 = 100)

LUXEMBOURG

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	19,5	100,6	98,9	100,8	100,1	100,7	99,5
B	51,8	100,6	99,4	101,0	100,6	100,8	100,0
C	17,7	100,6	99,5	101,0	100,7	100,8	100,1
D	11,0	100,6	99,7	101,2	101,1	100,9	100,5
Total	100,0	100,6	99,4	101,0	100,6	100,8	100,0

Table 6 (Summary)

NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1.7.1975 = 100)

LUXEMBOURG

Category	Weighting	Single						Married, 2 children						Total civil servants					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount			
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real		
A	39,0	110,4	100,6	108,5	98,9	110,6	100,8	109,8	100,1	110,5	100,7	109,2	100,5	100,7	100,8	100,0	99,5		
B	22,5	110,4	100,6	109,0	99,4	110,8	101,0	110,4	100,6	110,6	100,8	109,7	100,0	110,6	100,8	100,0	100,0		
C	32,7	110,4	100,6	109,1	99,5	110,8	101,0	110,5	100,7	110,6	100,8	109,8	100,1	110,6	100,8	100,1	100,1		
D	5,8	110,4	100,6	109,4	99,7	111,0	101,2	110,9	101,1	110,7	100,9	110,2	100,5	110,7	100,9	100,5	100,5		
Total	100,0	110,4	100,6	108,9	99,3	110,7	100,9	110,2	100,5	110,6	100,8	109,6	99,9	110,6	100,8	109,6	99,9		

UNITED KINGDOM

Table 1
30 JUNE 1975

Married man with
two children

GRADE	Salary point	Gross pay		Gross pay less insurance	Tax 75/75	Pay after tax	Net pay	Salary point	Gross pay	Gross pay less insurance	Tax 75/76	Pay after tax
		A	B										C	D	E	F	G	H	I
Deputy Secretary Under Secretary Assistant Secretary	Flet-Rat	14000	13790	6555	7235	7038					6023	7553
	Min	12000	11820	5219	6601	6404					4725	7180
	3rd PT	8650	8520	3189	5331	5134					2771	5827
Principal	Max	9600	9653	3861	5792	5595					3405	6326
	Min	11000	10835	4579	6256	6059					4115	6793
	5th PT	5680	5595	1743	3852	3655					1456	4217
Administration Trainee	Max	6625	6526	2157	4369	4172					1815	4789
	Min	7450	7339	2556	4782	4585					2191	5235
	5th PT	2395	2359	589	1770	1638					323	2114
Senior Executive Officer	Max	3045	2999	813	2186	2019					547	2530
	Min	3670	3615	1029	2586	2399					763	2930
	4th PT	4900	4826	1452	3374	3177					1187	3718
Higher Executive Officer	Max	5480	5393	1684	3734	3537					1387	4039
	Min	5900	5812	1836	3976	3779					1531	4359
	4th PT	3900	3842	1108	2734	2537					842	3078
Executive Officer	Max	4360	4235	1267	3028	2831					1001	3372
	Min	4700	4630	1384	3246	3049					1118	3590
	Age 21	2155	3123	506	1617	1498					240	1961
Clerical Officer	Min (MS)	2395	2359	589	1770	1638					323	2114
	Max	3670	3615	1023	2586	2369					763	2930
	Age 21	1840	1812	397	1415	1314					131	1759
Senior Personal Secretary	3rd PT(3)	2100	2068	487	1581	1465					221	1925
	Max	2540	2502	639	1863	1723					373	2207
	Min	2925	2867	627	1840	1702					361	2184
	4th PT	2925	2881	772	2109	1948					506	2453
	Max	3205	3157	868	2289	2113					602	2633

Table 1 bis
30 JUNE 1975

Married Men With Two Children

GRADE	Salary point	Gross pay	Gross pay less dependents	Tax	Pay after tax	Net pay	Salary point	Gross pay	Gross pay less dependents	Tax	Pay after tax	Net pay
	A	B	C	D	E	F	A	B	G	H	I	J
Personal Secretary	Min	2030	1999	463	1536	1424			2077	197	1880	1763
	4th PT	2345	2310	572	1738	1609			2388	306	2032	1953
	Max	2660	2620	680	1940	1794			2698	414	2254	2318
Shorthand Typist	Min	2114	2082	492	1592	1476			2160	226	1934	1818
	4th PT	1947	1918	435	1483	1376			1996	169	1827	1720
	Max	1603	1579	316	1236	1175			1657	50	1607	1569
Clerical Assistant	Min	1775	1748	375	1373	1275			1826	109	1717	1619
	4th PT	1947	1918	435	1483	1376			1996	169	1827	1720
	Max	4720	4649	1390	3259	3062			4729	1125	3604	3407
P&O I	Min	5400	5319	1632	3687	3490			5397	1359	4033	3841
	4th PT	5930	5841	1849	3992	3795			5919	1542	4377	4180
	Max	3450	3398	953	2445	2255			3476	687	2769	2599
P&O III	Min	3735	3679	1051	2526	2431			3757	735	2972	2775
	4th PT	3925	3866	1116	2750	2553			3944	850	3094	2891
	Max	2425	2389	599	1790	1657			2467	333	2134	2001
P&O IV	Min	3050	3014	818	2196	2028			3092	552	2540	2372
	4th PT	3450	3398	953	2445	2255			3476	687	2769	2599
	Max	1702	1676	350	1326	1232			1754	84	1670	1590
Messenger	Min	1809	1762	387	1359	1296			1860	121	1739	1640
	4th PT	1832	1802	394	1408	1307			1880	128	1752	1651
	Max	1864	1836	406	1430	1327			1914	140	1774	1671
Paperkeeper	Min	1817	1790	390	1400	1300			1868	124	1744	1644
	4th PT	1947	1913	435	1453	1376			1996	169	1827	1720
	Max											

Table 2

30 JUNE 1975 - Gross and net pay

Married man with
two children

GRADE	30 JUNE 1975 - Gross and net pay											
	A	B	C	D	E	F	A	B	G	H	I	
Salary point	Gross pay	Gross pay less insurance	Tax 76/77	Pay after tax	Net pay	Salary point	Gross pay	Gross pay less insurance	Tax 76/77	Net pay	Pay after tax	
Deputy Secretary	Flat-Rate	14000	13390	6536	7254	6970			13790	5871	7919	76
Under Secretary	Flat-Rate	12000	11820	5172	6648	6364			11820	4555	7265	671
Assistant Secretary	Min	8550	8520	3123	5392	5108			8598	2698	5900	581
	3rd Point	9800	9653	3789	5964	5580			9731	3310	6421	611
	Max	11000	10835	4522	6313	6029			10913	4017	6896	641
Principal	Min	5993	5903	1853	4050	3765			5981	1553	4428	411
	5th Point	6938	6834	2266	4568	4284			6912	1903	5009	471
	Max	7763	7647	2664	4983	4699			7725	2259	5456	511
Administration Trainee	Min	2708	2657	691	1976	1820			2745	404	2341	211
	5th Point	3358	3308	918	2390	2197			3386	631	2755	251
	Max	3983	3923	1137	2786	2557			4001	850	3151	290
Senior Executive Officer	Min	5213	5135	1567	3568	3234			5213	1280	3933	371
	4th Point	5793	5706	1773	3933	3649			5784	1463	4301	401
	Max	6213	6120	1941	4179	3895			6198	1630	4568	421
Higher Executive Officer	Min	4213	4150	1217	2933	2690			4228	930	3298	304
	4th Point	4673	4603	1378	3225	2956			4681	1091	3590	331
	Max	5013	4938	1497	3441	3157			5016	1210	3806	352
Executive Officer	Age 21	2468	2431	607	1824	1683			2509	320	2139	201
	Min (MS)	2708	2667	691	1976	1820			2745	404	2341	211
	Max (MS)	3983	3923	1137	2786	2557			4001	850	3151	290
	Age 21	2153	2121	496	1625	1501			2199	209	1920	181
	3rd PT (MS)	2413	2377	587	1790	1651			2455	300	2155	201
	Max (MS)	2953	2810	741	2059	1905			2898	454	2434	221
	Min	2818	2776	729	2047	1885			2854	442	2412	210
	4th Point	3238	3189	876	2313	2127			3267	589	2678	241
	Max	3518	3465	974	2491	2283			3543	637	2856	251

Table 2 bis

30 JUNE 1975 - Gross and net pay

Married Man With Two Children

GRADE	Married Man With Two Children										
	A	B	C	D	E	F	G	H	I	J	
	Salary point	Gross pay	Gross pay less support	Tax	Pay after tax	Net pay	Salary point	Gross pay	Tax	Pay after tax	Net pay
Personal Secretary	Min	2343	2308	563	1745	1610		2386	276	2110	1975
	4th Point	2658	2618	673	1945	1792		2696	386	2310	2151
	Max	2973	2928	783	2145	1974		3006	496	2510	2335
Shorthand Typist	Min	2009	1979	446	1533	1417		2221	159	1893	1870
	3rd Point	2176	2143	504	1639	1514		2269	217	2002	1882
	Max	2427	2391	592	1799	1659		2469	305	2164	2022
Typist	Min	1842	1814	357	1427	1321		1892	100	1792	1851
	3rd Point	2009	1979	446	1533	1417		2057	159	1898	1870
	Max	2260	2226	534	1692	1563		2304	247	2057	1922
Clerical Assistant	Age 21	1915	1886	413	1473	1363		1964	126	1838	1862
	3rd Pt(S)	2089	2057	474	1563	1463		2135	187	1948	1871
	Max (MS)	2250	2226	534	1692	1563		2304	247	2057	1922
P&O I	Min	5033	4958	1504	3454	3170		5036	1217	3819	3532
	3rd Point	5713	5627	1742	3885	3601		5705	1455	4250	3960
	Max	6243	6149	1954	4195	3912		6227	1641	4586	4302
P&O III	Min	3763	3707	1050	2467	2431		3785	773	3012	2792
	4th Point	4048	3937	1160	2627	2595		4055	873	3192	2962
	Max	4238	4174	1225	2948	2704		4252	939	3313	3062
P&O IV	Age 21	2738	2697	701	1996	1838		2775	414	2361	2202
	Min (MS)	3373	3322	923	2399	2205		3400	636	2764	2570
	Max (MS)	3753	3707	1050	2647	2431		3785	773	3012	2792
Messenger	Min	2014	1934	418	1563	1420		2062	161	1901	1870
	3rd Point	2121	2059	455	1664	1482		2157	193	1959	1871
	Max	2175	2113	445	1619	1496		2191	206	1985	1881
Paperkeeper	Min	2240	2226	534	1692	1563		2304	246	2057	1922
	3rd Point	2176	2143	504	1639	1514		2221	217	2002	1882
	Max	2597	2549	592	1799	1659		2897	305	2217	2022
Non-industrial car driver	Min	2597	2549	592	1799	1659		2897	305	2217	2022
	3rd Point	2597	2549	592	1799	1659		2897	305	2217	2022

STAFF-IN-POST IN GRADES CORRESPONDING TO BEC

CATEGORIES . A-D, AT 1.4.76

A	{ DEPUTY SECRETARY	182	TOTAL: 7368 ✓
	{ UNDER SECRETARY	709	
	{ ASSISTANT SECRETARY	1273	
	{ PRINCIPAL	4572	
	{ ADMINISTRATION TRAINEE	632	
B	{ SENIOR EXECUTIVE OFFICER	8,477	TOTAL: 171,191 ✓
	{ HIGHER EXECUTIVE OFFICER	24,719	
	{ EXECUTIVE OFFICER	46,622	
	{ CLERICAL OFFICER	93,373	
C	{ SENIOR PERSONAL SECRETARY	614	TOTAL: 124,037 ✓
	{ PERSONAL SECRETARY	4,197	
	{ SHORTHAND TYPIST	2,893	
	{ TYPIST	14,268	
	{ CLERICAL ASSISTANT	71,204	
	{ P&TO I	5,807	
	{ P&TO III	12,389	
{ P&TO IV	12,665		
D	{ MESSENGER	7,917	TOTAL: 10,679 ✓
	{ PAPER KEEPER	2,720	
	{ NON-INDUSTRIAL CAR DRIVER	42	

NUMBERS OF STAFF IN POST

A Grade	B Salary Point	C Salary 30.6.75	D Salary 30.6.76	E No of Staff- in-Post at Each Point 30.6.75*	F Total Number of Staff-in- Post 1.4.76*
Deputy Secretary Under Secretary Assistant Secretary	Flat-Rate	14,000	14,000	183	132
	Flat-Rate	12,000	12,000	709	709
	Min	8,650	8,650	65	-
	3rd Point	9,800	9,800	116	-
	Max	11,000	11,000	747	-
Principal	Total			1,231	1,273
	Min	5,680	5,993	96	-
	5th Point	6,625	6,938	468	-
	Max	7,450	7,763	2,135	-
	Total			4,315	4,572
Administration Trainee	Min	2,395	2,708	13	-
	5th	3,045	3,358	26	-
	Max	3,670	3,983	3	-
	Total			502	632
	Senior Executive Officer	Min	4,900	5,213	937
4th Point		5,480	5,793	876	-
Max		5,900	6,213	2,748	-
Total				7,861	8,477
Higher Executive Officer		Min	3,900	4,213	3,173
	4th Point	4,360	4,673	2,100	-
	Max	4,700	5,013	8,601	-
	Total			22,491	24,719
	Executive Officer	Age 21	2,155	2,468	1,115
Min		2,395	2,708	235	-
Main Scale		3,670	3,983	18,455	-
Total				54,587	46,622
Clerical Officer		Age 21	1,840	2,153	2,676
	3rd Pt	2,100	2,413	6,773	-
	Max	2,540	2,853	29,928	-
	Total			108,261	93,373
	Senior Personal Secretary	Min	2,505	2,818	39
4th Point		2,925	3,238	89	-
Max		3,205	3,518	339	-
Total				571	614
Personal Secretary		Min	2,030	2,343	670
	4th Point	2,345	2,658	386	-
	Max	2,660	2,973	1,556	-
	Total			4,010	4,197
	shorthand Typist	Min	1,696	2,009	-
3rd Point		1,863	2,176	-	-
Max		2,114	2,427	1,650	-
Total				3,314	2,893
Typist		Min	1,529	1,842	-
	3rd Point	1,696	2,009	-	-
	Max	1,947	2,260	7,498	-
	Total			13,703	14,265
	Clerical Assistant	Age 21	1,602	1,915	1,000
3rd Pt		1,774	2,088	7,024	-
Max		1,947	2,260	17,713	-
Total				19,737	-

A		B	C	D	E	F
P & TO I		Min	4,720	5,033	178	-
		5th Point	5,400	5,713	451	-
		Max	5,930	6,243	2,606	-
		Total			<u>5,453</u>	5,807
P & TO III		Min	3,450	3,763	752	-
		4th Point	3,735	4,048	1,235	-
		Max	3,925	4,238	7,073	-
		Total			<u>11,683</u>	12,389
P & TO IV	Min Max	Age 21	2,425	2,738	199	-
		Main Scale	3,050	3,373	1,766	-
		Main Scale	3,450	3,763	6,482	-
		Total			<u>12,722</u>	12,663
Responder		Min	1,701	2,014	1,701	-
		Max	1,808	2,121	3,992	-
		Total			<u>6,937</u>	7,917
Paperkeeper		Min	1,832	2,145	253	-
		Max	1,947	2,260	1,931	-
		Total			<u>2,663</u>	2,720
Non-Industrial Car Driver Craftsman		Flat-Rate	1,863	2,176	44	42
		Flat-Rate	2,244	2,557	<u>30,412</u>	30,700 (approx)

1976 Figures not available by steps

Table 3
 NOMINAL INDICES
 Indices at 30 June 1976 of civil servants' salaries
 (30 June 1975 = 100)

Cat.	Weighting										Single										Married, 2 children															
	Grades					Net amount					Gross amount					Net amount					Gross amount					Net amount										
	Min.	Max.	Min.	Max.	Av.	Min.	Max.	Min.	Max.	Av.	Min.	Max.	Min.	Max.	Av.	Min.	Max.	Min.	Max.	Av.	Min.	Max.	Min.	Max.	Av.	Min.	Max.	Min.	Max.	Av.						
A	Deputy Secretary	-	183	-	100,0	-	99,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	
	Under Secretary	-	710	-	100,0	-	99,4	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	-	100,0	
	Assistant Secretary	86	747	100,0	99,5	99,7	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	Principal	96	2136	105,5	103,0	102,7	102,5	104,2	105,5	104,7	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2	104,2
	Administration Trainee	13	3	113,1	103,5	108,8	107,0	113,1	113,1	110,3	108,5	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3	110,3
B	Total A	195	3779	103,6	102,0	102,4	101,2	103,6	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	104,0	
	Senior Exec. Officer	987	2748	106,4	103,4	103,2	103,1	106,4	105,7	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	105,3	
	Higher "	3173	6604	108,0	106,0	104,4	103,5	108,0	107,2	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	106,7	
	Executive Officer	1115	18455	114,5	112,4	111,1	107,0	114,5	113,1	108,5	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	
	Clerical Officer	2876	29228	117,0	114,2	112,7	110,6	117,0	114,9	112,3	114,2	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	114,9	
C	Total B	6751	29245	111,9	110,0	110,1	109,1	111,9	112,4	110,0	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4	112,4		
	Senior Personal Sec.	39	332	112,5	109,8	109,2	103,3	112,5	110,7	102,8	109,2	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7	110,7		
	Personal Secretary	670	1556	115,4	111,5	111,4	110,0	115,4	113,4	111,8	111,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4	113,4		
	Shorthand Typist	-	1650	-	114,8	-	112,4	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	-	114,8	
	Typist	-	7498	-	116,1	-	113,6	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	-	116,1	
D	Clerical Assistant	1429	17714	119,5	116,0	114,8	113,6	119,5	117,6	116,1	116,0	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6	117,6		
	P&O I	178	451	2606	106,6	105,8	103,2	103,1	106,6	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8	105,8		
	P&O III	735	7073	109,1	108,4	106,8	105,9	109,1	108,4	108,0	107,8	105,9	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1	109,1		
	P&O IV	190	6432	112,9	109,1	108,7	107,8	112,9	110,2	109,1	108,7	107,8	112,9	110,2	109,1	108,7	107,8	112,9	110,2	109,1	108,7	107,8	112,9	110,2	109,1	108,7	107,8	112,9	110,2	109,1	108,7	107,8	112,9	110,2		
	Total C	3241	10162	115,1	112,0	112,3	110,7	115,1	113,7	112,0	112,3	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7	113,7		
E	Messenger	1741	3992	119,3	117,3	115,3	114,4	119,3	117,3	117,3	114,4	119,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3	117,3		
	Paper Keeper	233	1931	117,1	116,1	114,5	113,6	117,1	116,1	116,1	113,6	117,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1	116,1		
	Non-Industrial car Driver	-	44	-	116,7	-	114,1	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	-	116,7	
	Total D	1974	5957	118,2	115,0	115,0	111,1	118,2	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0	115,0		
	GRAND TOTAL	113561	21546	113,5	113,3	111,0	110,2	113,5	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3	113,3		

Gross amount: All civil servants of whom: single married, 2 children

Net amount: All civil servants of whom: single married, 2 children

Average indices: 113,0

Weighted indices: 103,0

Table 4
NOMINAL INDICES

Indices at 30 June 1976 of civil servants' salaries
(30 June 1975 = 100)

UNITED-KINGDOM

Cat.		Single						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A	Deputy Secretary	-	-	88,2	-	-	87,3	-	-	88,2	-	-	87,1
	Under Secretary	-	-	88,2	-	-	87,7	-	-	88,2	-	-	88,0
	Assistant "	88,2	88,2	88,2	87,7	87,9	87,7	88,2	88,2	88,2	88,0	88,3	88,1
	Principal	93,0	92,3	91,9	90,8	90,6	90,4	93,0	92,3	91,9	90,9	90,7	90,7
	Administration Tr	99,7	97,3	95,7	93,0	95,9	94,4	99,7	97,3	95,7	97,2	95,6	95,1
	Total A	91,4	91,7	90,3	90,0	90,3	90,2	91,1	91,7	90,3	90,0	90,5	90,7
B	Senior Exec. Off.	93,2	93,2	92,9	91,2	91,0	90,9	93,3	93,2	92,9	91,4	91,0	90,7
	Higher "	95,2	94,5	94,1	93,5	92,1	91,3	95,2	94,5	94,1	93,5	92,2	91,5
	Executive Officer	101,0	99,7	95,7	93,1	98,0	94,4	101,0	99,7	95,7	98,1	97,2	94,1
	Clerical Officer	103,2	101,3	99,0	100,7	99,4	97,5	103,2	101,3	99,0	100,1	98,2	96,1
	Total B	98,7	97,1	97,0	93,0	97,1	95,3	98,7	97,1	97,0	95,2	95,3	95,1
C	Senior Pers. Secm	99,2	97,6	96,8	97,7	96,3	95,5	99,2	97,6	96,8	97,0	95,9	95,7
	Personal Secret.	101,8	100,0	98,6	99,7	98,2	97,0	101,8	100,0	98,6	98,5	97,4	96,9
	Shorthand Typist	-	-	101,2	-	-	99,1	-	-	101,2	-	-	98,9
	Typist	-	-	102,4	-	-	100,2	-	-	102,4	-	-	98,9
	Clerical Assist.	105,4	103,7	102,4	102,3	101,2	100,2	105,4	103,7	102,4	104,7	102,2	98,9
	P&TO I	94,0	93,3	92,9	91,3	91,0	90,9	94,0	93,3	92,9	91,5	91,1	90,7
	P&TO III	96,2	95,6	95,2	95,1	94,2	93,4	96,2	95,6	95,2	94,9	94,1	93,7
	P&TO IV	99,6	97,2	95,2	97,8	95,9	95,1	99,6	97,2	95,2	97,1	95,6	95,1
	Total C	101,5	101,2	99,0	99,2	99,0	97,6	101,5	101,2	98,6	99,9	97,6	97,1
D	Messenger	104,3	-	103,4	101,7	-	100,9	104,3	-	103,4	103,7	-	101,1
	Paper Keeper	103,3	-	102,4	101,0	-	100,2	103,3	-	102,4	100,4	-	98,4
	Non-Industrial car Driver	-	-	102,9	-	-	100,6	-	-	102,9	-	-	99,3
	Total D	104,2	-	103,1	101,5	-	100,6	104,2	-	103,1	103,1	-	100,3
	GRAND TOTAL	100,1	99,9	98,2	97,3	97,9	95,3	100,1	99,9	98,2	98,1	97,2	97,1

Gross amount:

All civil servants
of whom: single
married, 2 children

Average indices	Weighted indices
97,1	97,6
97,1	97,1
97,1	97,6

Net amount:

All civil servants
of whom: single
married, 2 children

Average indices	Weighted indices
95,2	95,2
98,3	98,3
95,2	95,2

Table 5 (Summary)
 Real weighted indices (National staff structure)
 Indices at 30.6.1976 of civil servants' salaries by categories
 (30.6.1975 = 100)

United Kingdom

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	3,1	90,6	89,4	90,6	89,8	90,6	89,6
B	52,1	97,4	95,7	97,4	95,2	97,4	95,5
C	39,5	100,0	98,0	100,0	97,5	100,0	97,8
D	5,3	103,4	100,9	103,4	101,2	103,4	101,1
Total	100,0	98,6	96,7	98,6	96,3	98,6	96,5

Table 6 (Summary)

NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories

(30.6.1975 = 100)

United Kingdom

Category	Weighting	Single						Married, 2 children						Total civil servants													
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount											
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real										
A	39,0	102,7	90,5	101,4	89,4	102,7	90,6	101,8	89,8	102,7	90,6	101,6	89,6	113,4	100,0	111,1	106,9	108,8	95,9	103,4	100,0	113,4	100,0	110,9	97,3		
B	22,5	110,5	97,4	108,5	95,7	110,5	97,4	108,0	95,2	110,5	97,4	108,3	95,5	117,2	103,4	114,4	100,9	117,2	108,8	95,9	106,8	94,2	108,8	95,9	106,9	94,2	
C	32,7	113,4	100,0	111,1	98,0	113,4	100,0	110,6	97,5	113,4	100,0	110,9	97,3	117,2	103,4	114,7	101,2	117,2	108,8	95,9	106,8	94,2	108,8	95,9	106,9	94,2	
D	5,8	117,2	103,4	114,4	100,9	117,2	103,4	114,7	101,2	117,2	103,4	114,6	101,1	117,2	103,4	117,2	103,4	117,2	108,8	95,9	106,8	94,2	108,8	95,9	106,9	94,2	
Total	100,0	108,8	95,9	106,9	94,3	108,8	95,9	106,8	94,2	108,8	95,9	106,9	94,2	108,8	95,9	106,8	94,2	108,8	95,9	106,8	94,2	108,8	95,9	106,9	94,2	108,8	95,9

IRELAND

Table 1
Total Remuneration of certain Grades in the Irish Civil Service
Situation as at 1 July (Monthly amount in Irish Pounds)

Grade	Numbers (as at 1 Jan 75)	Single						Married with 2 children (1)					
		Gross Amount			Net Amount (2)			Gross Amount			Net Amount (3)		
		Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
Secretary (Head of Department or Ministry) Assistant Secretary Principal Assistant Principal	17	914	914	914	480	480	480	961	961	961	546	546	546
	67	600	657	713	375	397	419	640	697	755	433	457	490
	254	500	547	579	327	350	356	541	583	620	355	407	423
	552	382	421	460	264	289	307	426	464	501	320	342	364
2244													
Higher Executive Officer	993	323	361	400	229	252	275	362	403	446	281	305	331
	162	162	260	129	150	190	229	176	285	362	159	234	281
	6433												
Chief Officer Principal Officer Principal Assistant	756	240	269	297	179	186	213	270	302	333	225	245	263
	2731	135	201	240	109	155	179	149	221	270	139	192	225
	7335	129	155	183	108	127	147	135	161	189	-	-	-
23351													
Head Messenger Super Keeper Messenger	15	198	203	209	153	156	160	204	209	215	179	183	187
	147	182	187	192	143	146	150	183	193	198	167	171	174
	664	163	166	178	130	132	141	169	172	184	153	155	164
16003													

Notes: (1) Includes additions to salary in respect of children, plus children's allowances distributed through the social system.
(2) Deductions are made to cover (a) contributions towards widows and orphan's pensions, (b) income tax at the standard rate and on the basis of the standard allowances and (c) Social Welfare contributions.

Table 2

Total Remuneration of certain Grades in the Irish Civil Service
Situation as at 1 July (Monthly amount in Irish Pounds)

Grade	Numbers (as at 1 Jan 74)	Single				Married with 2 children			
		1004	1004	504	504	1053	1053	571	571
Secretary (Head of Department or Ministry)	17	1004	1004	504	504	1053	1053	571	571
Assistant Secretary	69	660	722	400	424	707	828	465	489
Principal	212	550	601	353	378	594	650	414	440
Assistant Principal	472	440	478	299	317	490	550	361	379
Class A (3)	2,254								
Higher Executive Officer	1,028	356	397	250	275	398	443	306	333
Executive Officer	1,679	180	287	143	208	195	313	174	254
Class B (2)	2,400								
Staff Officer	702	252	257	192	214	297	330	243	260
Clerical Officer	2,828	151	223	121	169	165	244	152	210
Clerical Assistant	2,860	145	172	119	140	151	178	210	-
Class C	22,401								
Head Messenger	13	220	229	167	175	225	243	190	204
Paper Keeper	134	202	207	156	160	208	213	183	189
Messenger	601	181	185	144	146	187	191	203	171
Class D	16,075								

Notes: (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, (b) income tax at the standard rates and on the basis of the standard allowances and (c) Social Welfare contributions.

(3) The 48,273 civil servants serving at 1 January 1976 have been divided between the four classes A, B, C and D in the same proportions as were found to apply at 1 January 1975. Our new civil service census included a new coding scheme for civil service grades. The analysis of the census returns has not yet been completed and we are not in a position to make the 1976 breakdown as in previous years. In addition, the introduction of the new census has involved the re-classification of certain jobs (particularly in the FO and in the grades) which accounts for some of the changes in numbers from 1975.

Table 3

NOMINAL INDICES

Indices at 1 July 1976 of civil servants' salaries
(1.7.1975 = 100)

IRELAND

Cat.	Category	Grade	Weighting			Single			Married, 2 children				
			Gross amount		Net amount	Gross amount		Net amount	Gross amount		Net amount		
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	
A	Secretary (Head of Department or Ministr.)	17	109,9	109,9	105,0	105,0	109,6	109,6	104,6	104,6	104,6	104,6	
			69	110,0	109,9	106,7	106,8	109,8	109,8	107,7	107,4	107,0	106,9
			212	110,0	109,9	108,0	108,0	109,8	109,8	109,7	107,5	108,1	107,8
			472	115,2	113,5	113,3	110,1	107,8	115,0	112,7	109,6	112,8	110,8	107,7
Total A		2 254	115,2	112,1	109,9	109,3	113,0	111,3	109,2	110,7	109,6	107,6	
B	Higher Executive Officer	1 028	110,2	110,0	109,2	109,1	109,9	109,9	109,9	108,9	109,2	109,1	
			1 679	111,1	110,4	110,2	110,9	109,5	110,8	109,8	109,9	109,4	108,9
			Total B		6 483	110,5	110,3	109,4	109,0	110,5	109,9	109,2	109,8	108,0
C	Staff Officer	782	110,4	110,4	108,9	109,2	110,0	110,3	109,0	108,9	108,6	109,1	
			2 838	111,9	111,0	110,8	111,0	109,0	110,7	110,4	110,4	109,4	108,9
			8 369	112,4	111,0	111,5	110,2	108,8	111,9	110,6	111,1	-	-
Total C		23 461	112,2	111,0	111,3	109,9	111,5	110,5	110,2	109,3	109,2	108,9	
D	Head Messenger	13	111,1	112,8	113,4	109,2	110,8	112,4	113,0	109,5	111,5	111,8	
			134	111,0	110,7	110,9	109,6	109,7	110,6	109,2	110,6	109,9	110,3
			601	111,0	111,5	110,7	110,6	109,2	110,7	111,1	110,3	110,5	109,3
Total D		15 075	111,0	111,1	110,8	109,4	110,7	110,9	110,3	110,3	109,7		
GRAND TOTAL		48 273	111,1	110,8	110,9	110,2	111,2	110,5	110,2	110,7	110,3	109,5	

Average indices	110,7	111,0	111,0	110,8
Weighted indices	110,7	111,0	111,2	110,8
Net amount: All civil servants of whom: unmarried, married, 2 children				
Average indices	108,9	103,9	105,8	109,7
Weighted indices	108,9	103,9	105,8	109,7

Table 4

REAL INDICES

Situation at 1 July 1976 in respect of civil servants' salaries
(1.7.1975 = 100)

IRELAND

Cat.	Single						Married, 2 children					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	Secretary (Head of Department or Min.)	94,6	94,6	94,6	90,4	90,4	94,3	94,3	94,3	90,0	90,0	90,0
	Assistant secret.	94,7	94,6	94,5	91,6	91,9	94,5	94,5	94,4	92,4	92,1	92,0
	Principal	94,7	94,6	94,5	91,9	92,9	94,5	94,6	94,4	92,5	93,0	92,8
	Assistant Princip.	99,1	97,7	94,7	97,5	94,8	99,0	97,0	94,5	97,1	95,4	92,7
	Total A	97,4	96,5	94,6	95,6	93,8	99,3	96,0	94,5	95,3	94,3	92,6
B	Higher Executive Officer	94,8	94,7	94,7	94,0	93,9	94,6	94,6	94,6	93,7	94,0	93,9
	Executive Officer	95,6	95,0	94,8	95,4	94,2	95,4	94,5	94,6	94,2	93,5	93,7
	Total B	95,4	94,9	94,8	94,9	94,2	95,1	94,5	94,6	94,0	93,6	93,8
C	Staff Officer	95,0	95,0	95,0	93,7	94,0	94,7	94,9	94,6	93,7	93,5	93,9
	Clerical Officer	96,3	95,5	95,4	95,5	93,8	95,3	95,0	95,0	94,2	94,2	93,7
	Clerical Assistant	96,7	95,5	96,0	94,8	94,8	96,3	95,2	95,6	-	-	-
	Total C	96,6	95,5	95,8	94,9	94,6	93,7	95,1	95,4	94,1	94,0	93,7
D	Head Messenger	95,6	97,1	97,6	94,0	95,4	95,4	96,7	97,3	94,2	96,0	96,2
	Paper Keeper	95,5	95,3	95,4	93,9	94,3	95,2	94,0	95,2	94,3	94,6	94,9
	Messenger	95,5	96,0	95,3	95,4	95,2	95,3	95,6	94,9	95,1	94,9	94,5
	Total D	95,5	96,1	96,4	94,1	95,0	95,3	95,4	95,0	94,9	94,9	94,6
	GRAND TOTAL	95,1	95,6	95,4	94,9	94,7	95,7	95,2	95,2	94,1	94,2	94,2

Average indices -

Weighted indices

Average indices -

Weighted indices

Net amount:
All civil servants
of whom: unmarried
married, 2 children

93,7
93,7
93,6

95,3
95,4
95,1

91,4
94,5
94,2

Table 5 (Summary)
 Real weighted indices (National staff structure)
 Indices at 30 June 1976 of civil servants' salaries by categories
 (1 July 1975 = 100)

Ireland

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross income	Net income	Gross income	Net income	Gross income	Net income
A	4,7	96,1	94,0	96,0	94,1	96,0	94,1
B	13,4	95,0	94,3	94,8	93,8	94,9	94,1
C	48,6	96,0	94,4	95,5	93,9	95,8	94,2
D	33,3	95,6	94,7	95,2	94,8	95,4	94,8
Total	100,0	95,7	94,5	95,4	94,2	95,5	94,4

Table 6 (Summary)

Nominal and real weighted indices (Community staff structure)
Indices at 30 June 1976 of civil servants' salaries by categories

(1 July 1975 = 100)

Ireland

Category	Weighting	Single				Married, 2 children				Total civil servants			
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
A	39,0	111,7	96,1	109,2	94,0	111,5	96,0	109,3	94,1	111,6	96,0	109,3	94,1
B	22,5	110,4	95,0	109,6	94,3	110,1	94,8	109,0	93,8	110,3	94,9	109,3	94,1
C	32,7	111,5	96,0	109,7	94,4	111,0	95,5	109,1	93,9	111,3	95,8	109,4	94,2
D	5,8	111,1	95,6	110,0	94,7	110,6	95,2	110,2	94,8	110,9	95,4	110,1	94,8
Total	100,0	111,3	95,8	109,5	94,2	111,0	95,5	109,2	94,0	111,2	95,7	109,4	94,2

DENMARK

Table 1

DENMARK

Salaries, taxes, etc. for unmarried and married persons Copenhagen 1975(Dkr)

Gross Annual Salary (1) kr.	Taxes, contributions for supplementary pension (2) kr.	Family Allowance (3) kr.	Net annual salary - taxes, etc. + family allowances (1) ÷ (2) + (3) (4) kr.
-----------------------------------	--	--------------------------------	--

Single person

141.461 (A)	70.057	-	71.404
86.250 (B)	34.869	-	51.381
68.875 (C)	25.456	-	43.419
61.904 (D)	21.669	-	40.235

Married man with dependent wife and two children

141.461 (A)	66.484	3.384	78.361
86.250 (B)	31.296	3.384	58.338
68.875 (C)	21.883	3.384	50.376
61.904 (D)	18.096	3.384	47.192

Table 2

DENMARK

Salaries, taxes, etc. for unmarried and married persons Copenhagen 1976 (Dkr)

Gross annual salary (1)	Taxes, contributions for supplementary pension (2)	Family allowance (3)	Net annual salary - taxes, etc. + family allowance	
			(1) + (2)	(3) + (4)
kr.	kr.	kr.	kr.	
<u>Single person</u>				
148.882 (A)	75.279	-	73.603	
92.540 (B1)*	38.685	-	53.855	
-94.334 (B2)*	-39.716	-	54.618	
75.214 (C)	28.772	-	46.442	
68.676 (D)	25.047	-	43.629	
<u>Married men with dependent wife and two children</u>				
148.882 (A)	70.646	3.280	81.526	
92.540 (B1)*	34.052	3.280	61.768	
-94.334 (B2)*	-35.083	-3.280	62.531	
75.214 (C)	24.139	3.280	54.355	
68.676 (D)	20.414	3.280	51.542	

Note:

* (B1) and (B2) of text.

Ministry for Finance

Pay and Pensions Department

Calculation of
the trend in salaries for certain groups of civil servants
from 1 April 1975 to 1 April 1976, to be used in the preparation
by the Community of a special salary-trend index for Denmark

1. The report and figures given this year follow exactly the same principles as those of the preceding three years' reports.
2. Reorganization in the central administration in 1974/75 has not affected salary increases over the previous year in the four groups. This reorganization, which mainly affected the tax administration, has also caused a large increase in the number of civil servants covered by this report (see point 3); it should be pointed out that there has been no real growth in the number of posts in the central administration.
3. The figures are based on column (1) in the statement of posts in the notes to the draft Budget for 1976/77, which gives the number of posts as of 1 April 1975. The number of civil servants covered by the figures rose from 8 281 to 9 646 between 1 April 1974 and 1 April 1975.

As in last year's report, a statement of all persons included in the calculations has been prepared, with details of their division into pay brackets and the like. It may be mentioned that due to the way the salary system is set up, a pay scale half-way between the beginning and the end of a grade will more or less equal an average of the salaries at the beginning and the end of the grade.

Concerning the posts which caused the abovementioned growth in the number of civil servants, it has been found that when divided by basic salary they fall into the four Community categories in the same proportion as the posts formerly covered by the report. However, some of the new

posts in category B differ from the others in allowances, mainly the additional work allowance for auditors, and an allowance for retrained staff in the district offices of the Ministry of Taxes and Levies who are engaged in assessment work. The calculations for 1975 and 1976 are given in the table below with and without these allowances:

<u>Category B</u>	1975 Dkr	1976 Dkr	Percentage rise
1975 basis, including certain allowances	87 953	94 334	7.3
1975 basis, excluding certain allowances	86 250	92 540	7.3

As regards the section of the account dealing with assistant clerks, administrative assistants, and senior and principle administrative assistants, changes in the scheme of the statement of posts this year made it necessary to assume an unchanged relative distribution of civil servants in these four types of posts within this group of staff. It should therefore be borne in mind that in so far as changes in the numbers of staff do not apply proportionately to the individual Community categories, this may affect the trend of the average salary. This also applies generally to the other figures.

4. There has been no change in salary rates in the period 1 April - 1 July of 1976 either.

5. An account of the allowances paid to staff working on a group contract basis has to continue to some extent to be based on estimates. For clerical staff the allowances (apart from the allowances mentioned under point 3) amount to approximately 0.2% of salary and are included in it. Allowances to other employees appointed on a group contract basis are given separately, as in the last report.

6. The attached tables show the amounts of income tax (in the commune of Copenhagen), contributions for supplementary pension, and, where applicable, family allowance, for persons in each one of the four categories A to D in 1976. The calculations include unmarried people without children, and married men with dependent wife and two children.

As a gross income, an average gross annual salary calculated by the Ministry of Finance as of 1 April 1976 has been used for each Community category. It has been assumed that there is no deduction from taxable income beyond the wage earners' deduction of Dkr 2,000 and a deduction for contributions for supplementary pension of Dkr 144. The amount of final taxation for persons under sixty-seven in Copenhagen under the rules applicable in 1976 has then been calculated. The figures for taxation include direct income tax to the State and the commune, church taxes, national pension contributions, contributions to the social pension fund and contributions to the daily subsistence allowance fund. Families with children receive a family allowance under the rules of social legislation, which is paid out in cash and which is tax-free.

Column 4 of the survey shows the annual salary after tax and contributions to supplementary pension have been paid, and after the family allowance for a married couple with two children has been taken into account in the tax.

5 October 1976

TABLE 3

Indices at 1.7.1976 of Civil Servants' salaries
(30.6.1975 = 100)

DENMARK

Cat	Weighting Category	Single			Married - 2 children		
		Gross Amount	Min.	Av.	Gross Amount	Min.	Av.
Total A	3 002	105,3		103,1	105,3		104,0
Total B	1 762	107,3		104,8	107,3		105,9
Total C	3 107	109,2		107,0	107,2		107,9
Total D	1 075	110,9		108,8	110,9		109,2
GRAND TOTAL	9 946	108,5		107,5	108,5		108,5

Gross amount:	Average indices	Weighted indices	Net amount:	Average indices	Weighted indices
All civil servants	102,2	107,0	All civil servants	106,3	106,0
of whom: single	103,2	107,8	of whom: single	105,8	105,5
married, 2 children	100,2	107,8	married, 2 children	105,8	106,5

TABLE 4

Indices at 30.6.1976 Civil Servants' salaries
(30.6.1975 = 100)

DEMARY

Cat.	Single			Married - 2 children		
	Gross Amount Av.	Min.	Max.	Gross Amount Av.	Min.	Max.
Total A	93,0			93,0		
Total B	99,6			99,6		
Total C	101,6			101,6		
Total D	103,2			103,2		
GRAND TOTAL	100,3			100,3		

Gross amount:	Average indices	Weighted indices	Net amount:	Average indices	Weighted indices
All civil servants of whom: single married, 2 children	100,7	100,3	All civil servants of whom: single married, 2 children	98,9	98,6
	100,7	100,3		98,4	98,1
	100,7	100,3		99,4	99,1

Table 5 (Summary)
 Real weighted indices (National staff structure)
 Indices at 1.7.1976 of civil servants' salaries by categories
 (1.7.1975 = 100)

Denmark

Category	Weighting	Single		Married, 2 children		Total civil servants	
		Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	31,1	98,0	95,9	98,0	96,7	98,0	96,4
B	18,5	99,8	97,5	99,8	98,5	99,8	98,1
C	39,3	101,6	99,5	101,6	100,4	101,6	100,0
D	11,1	103,2	100,8	103,2	101,6	103,2	101,2
Total	100,0	100,3	98,1	100,3	99,1	100,3	98,6

Denmark

Table 6 (Summary)
 NOMINAL AND REAL WEIGHTED INDICES (Community staff structure)
 Indices at 1.7.1976 of civil servants' salaries by categories
 (1.7.1975 = 100)

Category	Weighting	Single						Married, 2 children						Total civil servants					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount			
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real		
A	39,0	105,3	98,0	103,1	95,9	105,3	98,0	104,0	96,7	105,3	98,0	103,6	96,4	105,3	98,0	103,6	96,4		
B	22,5	107,3	99,8	104,8	97,5	107,3	99,8	105,9	98,5	107,3	99,8	105,4	98,1	107,3	99,8	105,4	98,1		
C	32,7	109,2	101,6	107,0	99,5	109,2	101,6	107,9	100,4	109,2	101,6	107,5	100,0	109,2	101,6	107,5	100,0		
D	5,8	110,9	103,2	108,4	100,8	110,9	103,2	109,2	101,6	110,9	103,2	108,8	101,2	110,9	103,2	108,8	101,2		
Total	100,0	107,4	99,9	105,1	97,8	107,4	99,9	106,0	98,6	107,4	99,9	105,6	93,2	107,4	99,9	105,6	93,2		

PART C

General salary trends in real terms per
head in public administrations and some
other general economic and social factors

1. The Council Decision of 28 June 1976 lays down that the Office should submit data on the following in its report:

- real per capita emoluments in central administrations, calculated in accordance with the definitions etc. used in the national accounts (see point 3 of the Decision);
- the gross domestic product per head of occupied population;
- the emoluments per wage-earner in the economy as a whole (see point 4 of the Decision).

2. Given the Decision's explicit reference to government accounting methods it seems appropriate to set out the concepts and definitions used in drawing up national accounts in the Member States, which use the ESA (European System of Integrated Economic Accounts).

Concepts and Definitions

3. General government (S 60)

Definition: The sector general government (S 60) includes all institutional units which are principally engaged in the production of non-market services intended for collective consumption and/or in the redistribution of national income and wealth. The main resources of these units are derived directly or indirectly from compulsory payments made by units belonging to other sectors.

The institutional units included in the sector S 60 are the following:

(a) general government agencies (excluding public enterprises established as public corporations or, by virtue of special legislation, recognized as independent legal entities, or classified as quasi-corporate enterprises) which administer, finance and are accountable for a group of activities, principally of a non-market nature, carried on for the benefit of the community;

(b) non-profit institutions recognized as independent legal entities which are principally engaged in the production of non-market services and whose main resources other than the proceeds of sales, are derived from payments made by the government departments specified in (a) above;

(c) autonomous pension funds, if the premium charged is not based on the individual exposure to risk.

The general government sector is divided into three sub-sectors:

- central government (S 61)
- local government (S 62)
- social security funds (S 63).

Sub-sector: Central government (S 61)

Definition: The sub-sector central government includes the administrative departments of the State (1) and other central agencies whose competence extends over the whole economic territory, with the exception of the central administration of the social security funds.

Sub-sector: Local government (S 62)

Definition: The sub-sector local government includes those types of public administration whose competence extends to only part of the economic territory (1), apart from local agencies of the social security funds.

(1) The central administration of the Länder of the Federal Republic of Germany are part of the Central government sub-sector and not of the Local government sub-sector.

Sub-sector: Social security funds (S 63)

Definition: The sub-sector social security funds include all central and local institutional units whose principal activity is to provide social benefits and whose main resources are derived from compulsory social contributions paid by other units.

This sub-sector includes, in particular, autonomous pension funds and other insurance institutions when the premiums paid are fixed without reference to the individual exposure to risk of the insured.

4. Compensation of employees (R 10)

Definition: The compensation of employees (R 10) includes all payments in cash and in kind made by employers in remuneration for the work done by their employees during the relevant period.

These payments cover:

- gross wages and salaries (R 101)
- employers' actual social contributions (R 102)
- imputed social contributions (R 103).

Gross wages and salaries (R 101)

Gross wages and salaries (R 101) (1) include the following elements:

- (a) basic wages and salaries
- (b) enhanced rates of pay for overtime, nightwork, weekend work
- (c) cost of living allowances, local allowances and expatriation allowances
- (d) bonuses based on productivity or profits, Christmas and New Year bonuses, "13th month" pay (annual supplementary pay)
- (e) allowances for transport to and from work
- (f) holiday pay for official holidays or annual holidays
- (g) commissions, tips, attendance and directors fees paid to employees

(1) Wages and salaries are described as gross because they are shown before the deduction of any social contributions payable by employees and any taxes on income deducted at source.

- (h) bonus shares distributed to employees
- (i) payments made by employers to their employees under savings schemes
- (j) remuneration in kind, i.e. goods and services, supplied free, or at reduced prices, to employees for their own consumption (food, drink, tobacco, fuel, housing, clothing, and meals and uniforms for members of the armed forces)
- (k) housing allowances paid in cash by employers to their employees.

Gross wages and salaries do not include:

- (a) expenditure by employers which are to their own benefit as well as to that of their employees, such as:
 - allowances or reimbursement of employees for travelling, separation, removal and entertainment expenses incurred in the course of their duties
 - expenditures on providing amenities at the place of work, medical examinations, supplying working clothes (other than military uniforms)
 - current expenditures devoted to sporting or recreational facilities intended for employees
 - current expenditures on the transport of employees to and from work organized by their employers.

These expenditures are included in the intermediate consumption of employers.

(b) allowances to employees for the purchase of tools, equipment or special clothing (except military uniforms) needed for their work, or that part of their wages or salaries which, under their contracts, employees are required to devote to such purchases. These expenditures are included in the intermediate consumption of employers;

(c) the amounts of wages and salaries which employers continue to pay to their employees temporarily in the case of sickness, maternity, industrial injury, disability, redundancy, etc. These payments are treated as social welfare benefits with the same amounts being shown under imputed social contributions.

Employers' actual social contributions (R 102)

The employers' actual social contributions (R 102) consist of the payments made by employers to insurers (social security funds, insurance enterprises, central or local government agencies in the case of civil servants), for the benefit of their employees. These payments cover statutory, conventional, contractual and voluntary contributions in respect of insurance against the risks of sickness, maternity, disability, old age and survivors, unemployment, industrial injuries and occupational diseases, and in respect of family allowances.

Although paid directly by employers to the insurers, these employers' contributions are treated as a component of the compensation of employees, who are then deemed to pay them over to the insurers.

Imputed social contributions (R 103)

Imputed social contributions represent the counterpart to social benefits paid directly (i.e., outside without any contributory scheme) by employers to their employees or former employees and other eligible persons (1).

The fact that certain social benefits are paid directly by employers, and not through the medium of social security funds or other insurers, in no way detracts from their character as social welfare benefits. However, since the costs of these benefits form part of employers' labour costs, they should also be included in the compensation of employees.

(1) Imputed social contributions include an amount equal in value to the wages and salaries which employers temporarily continue to pay in the event of the sickness, maternity, industrial injury, disability, redundancy, etc. of their employees.

In the accounts of the employers' sectors, the costs of direct social benefits appear first among uses in the generation of income account, as a component of the compensation of employees, and a second time among uses in the distribution of income account, as social benefits. In order to balance the latter account, it is assumed that the households of employees pay back to the employers' sectors the imputed social contributions which finance the direct social welfare benefits provided to them by these same employers. This notional circuit is similar to the actual social contributions of employers, which pass through the accounts for households and which are deemed to be paid by them to the insurers.

For the valuation of imputed social contributions, the amount of which does not necessarily coincide with that of direct social benefits, reference should be made to the heading R 63.

The compensation of employees may consist of:

- (a) the compensation of resident employees by resident employers;
- (b) the compensation of resident employees by non-resident employers;
- (c) the compensation of non-resident employees by resident employers.

These different items are recorded in the ESA as follows:

- the compensation of resident and non-resident employees by resident employers groups together items (a) and (c) and appears among uses in the generation of income account of employers sectors and branches
- the compensation of resident employees by resident and non-resident employers groups together items (a) and (b) and appears among resources in the distribution of income account of households
- item (b), compensation of resident employees by non-resident employers appears among uses in the account current transactions of the rest of the world
- item (c), compensation of non-resident employees by resident employers appears among resources in the account current transactions of the rest of the world.

5. Occupied population

Definition: The occupied population covers all persons engaged in some activity regarded as productive (for national accounting purposes), whether these persons are civilians or military personnel (1).

The occupied population covers the following categories of persons:

- wage and salary earners
- self-employed persons
- unpaid family workers
- the armed forces.

- (a) wage and salary earners are defined as all persons above a certain age who, during the relevant period, have worked for a public or private employer and been paid a wage, salary or equivalent remuneration in return;
- (b) self-employed persons are defined as employers and persons working on their own account, provided they are not also in paid employment which constitutes their principal activity. In the latter case, they are classified under (a);
- (c) unpaid family workers are those who regularly help to run an agricultural establishment or other business, provided they are not also in paid employment which constitutes their principal activity. In the latter case, they are classified under (a);
- (d) the armed forces, which include:
 - military personnel, whose origin is the territory, drawn from the total available labour force, and who are on active service in the armed forces during the period under consideration, wherever they are stationed and whatever their status
 - mobile police units and armed patrols of frontier guards who receive tactical training, are equipped like military forces and are placed under military command.

(1) With the exception of conscripts, this definition corresponds to that used by the SOEC for its enquiries concerning the labour force.

The armed forces do not include:

- security forces - other than those just mentioned under the second item of 2(d) - who remain in civil employment
- reservists who are recalled for a period of training of less than a month and who continue to be classified as being in civilian employment according to their previous status.

The results of the activity of producer units can only be compared with the volume of the occupied population if the latter, as defined above, includes both the residents and the non-residents who work for resident producer units: this is what is meant by the concept of the domestic occupied population.

This includes the following items:

- foreign frontier workers, namely persons who cross the border each day to engage in work in the country
- foreign seasonal workers, namely persons who move into the country and stay there for less than one year in order to work in sectors which periodically require additional labour
- members of the country's armed forces stationed in the rest of the world
- national personnel of national scientific bases located outside the geographic territory of the country
- nationals on the staff of diplomatic missions abroad
- members of the crews of fishing boats, other ships, aircraft and floating platforms operated by resident units
- local employees of general government bodies situated outside the country.

On the other hand, the following are excluded from the concept of the domestic occupied population:

- nationals who are frontier workers or seasonal workers, namely nationals who are engaged in work in another country
- nationals who are members of the crews of fishing boats, other ships, aircraft and floating platforms operated by non-resident units
- local employees of bodies of foreign governments situated on the geographic territory of the country
- the personnel of the institutions of the European Communities and international organizations situated on the geographic territory of the country
- members of the armed forces working with the international military organizations situated on the geographic territory of the country
- nationals working in foreign scientific bases located in the country.

The concept of the domestic occupied population is thus different from the concept generally used in employment statistics. The latter, which is called national as distinct from domestic, covers persons who are resident in the legal sense. In contrast to the concept of the domestic occupied population the national concept

- includes in addition residents working for non-resident producer units
- excludes non-residents working for resident producer units.

In order to be able to make the transition to concepts used in the labour force statistics (the civil occupied population on a national basis), the ESA provides for the following items to be shown separately at the bottom of Table 5.

1. the armed forces (not included in the labour force statistics but included in the ESA under general government services)
2. residents working for non-resident producer units (included in labour force statistics but not included in the ESA)

3. non-residents working with resident producer units (not included in the labour force statistics but included in the ESA).

As the levels to which the figures of occupied population refer represent annual figures they should be based on the mean occupied population over the course of the year. When enquiries are conducted at several times during the course of the year, the figure taken is the average of the results obtained on these various dates.

When the mean occupied population is estimated on the basis of a single annual enquiry, the results should be adjusted to take account of the fact that certain people do not work throughout the whole year (for example, occasional and/or seasonal workers) (1).

6. Wage and salary earners

Definition: Wage and salary earners consist of persons who work for an employer, whether public or private, and who receive compensation in the form of wages, salaries, fees, gratuities, payment by results or payment in kind.

The following categories are included:

- persons, workers, employees, personnel, domestic staff engaged by employer under contract of service (2)
- civil servants and other government employees engaged under some legal contract of service
- the armed forces, consisting of those who have enlisted for both long and short engagements and also conscripts
- ministers of religion, if they are paid directly by general government or a private non-profit institution.

- (1) Thus, for example, a person who has worked for only three months of the year should be counted as $\frac{3}{12}$ of an occupied person. On the other hand, a person who does part-time work throughout the year is counted as one occupied person.
- (2) In the countries of the Community, members of a company's board of directors are not, as such, considered to be salary earners.

For wage and salary earners, both their mean employment figure and the number of hours worked are recorded in the ESA.

- (a) mean employment represents the average number of wage and salary earners who have worked during the year.

When enquiries are made at several times during the course of the year, the figure taken is the average of the results obtained on the various dates. When mean employment is estimated on the basis of a single enquiry during the year, the results should be adjusted to take account of the fact that some people do not work as wage and salary earners throughout the whole year; for example, occasional and/or seasonal workers (1).

- (b) the number of hours worked represents the amount of work actually carried out to obtain a certain output.

In accordance with the norms established by the International Labour Office, hours of work actually carried out cover:

- (a) hours actually worked during normal working hours
- (b) hours worked in addition to those worked during normal working hours
- (c) time which is spent at the place of work on tasks such as preparing the site, repair and maintenance work, the preparation and cleaning of tools, and the making out of receipts, the invoices, records of the length of time worked and other reports
- (d) idle time spent at the place of work because, for example, of temporary lack of work, the breakdown of machinery or accidents
- (e) time spent at the place of work in short rest periods, including refreshment breaks.

(1) Thus, for example, a person who has worked for only three months of the year should be counted as $\frac{3}{12}$ of an employed person. On the other hand, a person who does part-time work throughout the year is counted as one employed person.

On the other hand, hours of work actually carried out do not include:

- (a) hours which are paid but not worked, such as annual holidays with pay, public holidays with pay, or sick-leave with pay
- (b) breaks for meals
- (c) time spent travelling from home to the place of work, and vice versa.

7. Gross domestic product at market prices

Gross domestic product at market prices represents the final result of the production activity of resident producer units. It corresponds to the economy's total output of goods and services less intermediate consumption and plus taxes linked to imports.

Gross domestic product at market prices is equal to the sum of gross value added at market prices for all the different branches, plus taxes linked to imports.

It is also equal to the sum of gross value added at market prices for all the different sectors, less the intermediate consumption of banking services which is not allocated by sector.

By deducting the consumption of fixed capital from gross domestic product at market prices, net domestic product at market prices (N 11) is obtained.

The ESA does not show gross (or net) national product at market prices as an actual aggregate of the system. However, this can always be calculated by adding to gross (or net) domestic product at market prices the compensation of employees and the property and entrepreneurial income received from the rest of the world and by deducting the corresponding flows paid to the rest of the world.

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The development of the economic parameters described above for the period 1962/1976 (1) is shown in the following tables:

General government (S 60)

- Table 1: Wage and salary earners in general government (S 60).
- Table 2: Compensation of employees in general government (S 60). National currencies. Inclusive figures.
- Table 3: Compensation of employees in general government (S 60). National currencies. Per employee.
- Table 4: Compensation of employees in general government (S 60) in real terms. Per employee.
- Table 5: Compensation of employees in general government (S 60) in real terms. Per employee. Index.
- Table 6: Compensation of employees in general government (S 60) in real terms. Per employee. Annual rates of increase.

Central government (S 61)

- Table 7: Wage and salary earners in central government (S 61).
- Table 8: Compensation of employees in central government (S 61). National currencies. Inclusive figures.
- Table 9: Compensation of employees in central government (S 61). National currencies. Per employee.
- Table 10: Compensation of employees in central government (S 61) in real terms. Per employee.
- Table 11: Compensation of employees in central government (S 61) in real terms. Per employee. Index.
- Table 12: Compensation of employees in central government (S 61) in real terms. Per employee. Annual rates of increase.

Gross domestic product

- Table 13: Gross domestic product at market prices (N 1). Volume indices. Per employed person.
- Table 14: Gross domestic product at market prices (N 1). Annual rates of increase in volume. Per employed person.

(1) The tables are taken directly from CRONOS and for reasons of convenience give retrospective statistical series.

Compensation of employees:

Table 15: Compensation of employees (R 1B). National currencies.
Per employee.

Table 16: Compensation of employees (R 1B). In real terms.
Per employee.

Table 17: Compensation of employees (R 1B) in real terms. Per
employee. Index.

Table 18: Compensation of employees (R 1B) in real terms. Annual
rates of increase. Per employee.

Table 1

Wage and salary earners in general government (\$60)

Year Country	inclusive figures															
	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957
EUR 9	:	:	:	:	:	:	:	:	13648.2	14163.6	14674.7	15105.2	15420.2	15450.4	16123.0	
EUR 6	:	:	:	:	:	:	:	:	4845.2	4144.0	4464.6	4745.0	4775.0	10136.4	10747.4	
D	-2347.0	-2440.0	-2534.0	-2623.0	-2702.0	-2773.0	-2855.0	-2975.0	-3045.0	-3222.0	-3442.0	-3614.0	-3642.0	3005.0	3522.0	
F	2395.0	2347.0	2345.0	2373.0	2423.0	2485.0	2599.0	2678.0	2746.0	2825.0	2958.0	2910.0	2958.0	3032.0	3123.0	
I	1734.5	1801.0	1859.0	1875.5	1924.0	1970.5	2071.3	2111.6	2204.4	2277.5	2383.4	2355.4	2383.4	2345.2	2420.4	
NL	505.0	509.0	512.0	516.0	528.0	537.0	555.0	567.0	584.0	601.0	617.0	607.0	617.0	627.0	635.0	
U	9.9	10.0	10.2	10.6	10.9	11.5	12.0	12.6	12.7	13.3	13.8	13.6	13.8	14.2	14.7	
UK	:	:	:	:	:	:	:	:	4544.0	4539.0	4539.0	4677.0	4774.0	5054.0	5074.0	
YAL	:	:	:	:	:	:	:	:	144.0	144.0	145.0	148.0	152.0	157.0	159.0	
YUK	:	:	:	:	:	:	:	:	473.0	473.0	490.1	541.2	563.6	581.0	593.0	

Table 2
Compensation of employees in general government (\$ 60)

Year Country	inclusive figures													
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975
	25400	25250	30620	35095	39375	41470	47310	50410	53350	70140	79170	91700	106850	125305
	33627	34114	42620	43024	48500	50350	51220	66607	75525	86525	98001	102200	127452	153555
	26200	3056	3626	3649	4255	4449	4844	5230	5614	5609	7594	8500	10362	11604
NL	4600	2250	6225	7494	8528	9572	10454	12010	14401	15990	18100	20490	24390	31370
	55704	62475	67683	77454	85601	84650	101067	111517	125137	142394	167911	193554	231840	265173
	2000	2441	2904	2700	2044	3127	3364	3510	3424	4456	5121	6101	7435	8524
UK	3027	3281	3527	3875	4215	4556	4883	5207	5924	6474	4074	9113	11374	16191
IRE	10400	7367	6462	4440	10249	110897	123857	142794	163073	180905	230600	280600	336900	429500
UK	3771	7335	3190	4710	10821	11917	13229	14966	17115	20150	23365	27550	34155	40800

(1) National currency units:

D: DM (million)
 N: Ft (million)
 UK: £ (million)

F: FF (million)
 B: FB (million)
 IRL: £ Ir (1000)

I: Lit (billion)
 L: FLux (million)
 DK: Dkr (million)

Table 3

Year Country	Compensation of employees in general government (\$ 60)																
	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	per employee						
				national currency (1)													
D	10850	11519	12174	13307	14950	14950	14950	14950	14950	14950	14950	14950	14950	14950	14950	14950	14950
F	13950	14243	17400	14240	20240	20240	20240	20240	20240	20240	20240	20240	20240	20240	20240	20240	20240
I	1451.3	1496.0	1843.0	2104.4	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1	2279.1
NL	977	10314	12764	14573	14152	17825	19209	21523	23776	27055	30445	34415	39530	44617	48522	50526	50526
L	21111	24910	244704	254717	271043	271043	271043	271043	271043	271043	271043	271043	271043	271043	271043	271043	271043
UK																	
IRL																	
DK																	

(1) National currency units:
 D: DM
 N: Fl
 UK: £

F: FF
 B: FB
 IRL: £ Ir

I: Lit 1000
 L: FLux
 DK: DKr

Table 4

COMPENSATION OF EMPLOYEES IN GENERAL GOVERNMENT (§ 60)
IN REAL TERMS

(Deflation by the implicit index of final consumer prices for households on the economic territory)

YEAR COUNTRY	Per employee														
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
D	13614	14733	14484	15377	16114	16372	16949	18397	19742	21392	21804	22431	23807	24146	
F	19255	21621	22719	23115	23241	23114	23003	26366	28165	29796	29897	30880	31527	31101	
I	19248	21610	22318	24534	25201	25008	26143	26600	26580	26663	26470	26312	28600	27268	
NL	13321	14261	14489	14057	19028	20366	21342	22463	23776	25021	25974	26448	28151	28404	
A	:	:	:	:	:	:	:	:	244774	244981	240531	209341	320378	343598	
L	200410	304775	293476	294810	303138	297110	293300	297110	311422	331101	349700	363333	372323	430700	
UK	:	:	:	:	:	:	:	:	139201	145206	152206	155501	165001	178604	
IRL	:	:	:	:	:	:	:	:	114904	120307	133707	142509	143404	156609	
DK	:	:	:	:	:	:	:	:	38547	40529	39627	42267	44054	46445	

(1) National currency units:

D: DM

N: Fl

UK: £

F: FF

B: FB

IRL: £ Ir

I: Lit 1000

L: FLux

DK: DKr

Table 6

Compensation of employees in general government (\$ 60) in real terms
(deflation by the implicit index of final consumer prices for
households on the economic territory)

YEAR COUNTRY	ANNUAL RATES OF INCREASE											PER EMPLOYEE				
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	
EUR 9	:	:	:	:	:	:	:	:	:	6.0	3.2	3.1	3.3	3.3	1.5	
EUR 6	:	:	:	:	:	:	:	:	:	6.5	2.8	3.4	2.3	1.9	1.7	
D	0.2	3.5	1.5	6.2	4.9	1.6	3.6	8.7	7.5	8.2	1.9	4.7	6.3	1.5	0.4	
F	8.7	10.5	5.1	1.8	2.0	1.7	7.0	4.7	4.8	4.0	2.1	3.3	2.1	5.2	2.4	
I	4.9	10.3	3.3	9.9	2.1	0.7	4.2	1.6	- 0.1	7.8	2.0	0.1	- 3.1	- 4.7	4.5	
NL	8.4	7.1	1.6	5.5	5.6	7.0	5.8	5.5	5.6	5.7	3.8	3.8	5.7	2.7	- 0.5	
S	:	:	:	:	:	:	:	:	:	6.1	9.7	6.5	3.5	7.3	2.5	
L	14.7	14.7	- 4.4	1.3	2.8	- 1.9	0.4	- 0.7	4.6	8.3	3.7	9.8	12.6	1.2	9.5	
UK	:	:	:	:	:	:	:	:	:	4.4	5.2	1.7	6.1	6.2	0.7	
YU	:	:	:	:	:	:	:	:	:	4.4	11.1	6.5	1.0	6.7	- 0.3	
UX	:	:	:	:	:	:	:	:	:	5.1	- 2.7	6.7	4.3	6.5	2.5	

Table 7

Wage and salary earners in central government (S 61)

YEAR COUNTRY	INCLUSIVE FIGURES														
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
								1000							
EUR 9	:	:	:	:	:	:	:	:	8393.2	8655.4	8906.1	9095.4	9317.2	9555.4	9701.9
EUR 6	:	:	:	:	:	:	:	:	6251.9	6449.2	6677.1	6845.5	6977.0	7067.5	7161.1
D	:	:	:	:	:	:	:	:	2091.9	2173.0	2258.0	2321.0	2307.0	2451.0	2431.0
F	:	:	:	:	:	:	:	:	1984.0	2034.0	2085.0	2141.0	2163.0	2234.0	2301.0
I	:	:	:	:	:	:	:	:	1555.3	1645.6	1671.9	1725.8	1721.0	1724.6	1742.0
NL	:	:	:	:	:	:	:	:	233.0	238.0	242.0	259.0	240.0	239.0	250.0
B	:	:	:	:	:	:	:	:	379.0	359.0	400.0	409.0	418.0	428.0	438.0
L	:	:	:	:	:	:	:	:	9.6	9.6	10.2	10.5	10.6	10.9	11.1
UK	:	:	:	:	:	:	:	:	1905.0	1929.0	1951.0	1981.0	2087.0	2246.0	2257.0
IRL	:	:	:	:	:	:	:	:	81.2	82.3	83.2	84.3	87.0	93.1	93.2
UK	:	:	:	:	:	:	:	:	154.8	164.9	184.8	185.3	185.6	188.6	190.3

Table 8

Compensation of employees in central government (S 61)

YEAR COUNTRY	INCLUSIVE FIGURES														
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
	NATIONAL CURRENCY (1)														
U	:	:	:	:	:	:	:	:	41720	69410	55690	64250	76950	82490	87274
F	:	:	:	:	:	:	:	60391	67672	74854	84921	103368	128321	139211	139211
I	:	:	:	:	:	:	:	3943	4783	5245	6174	7437	8378	10490	10490
NL	:	:	:	:	:	:	:	5599	6810	7820	8040	10350	11800	11800	12600
S	:	:	:	:	:	:	:	85644	97724	114351	131405	158490	195735	227053	227053
L	:	:	:	:	:	:	:	2890	3306	3772	4224	5723	6519	7345	7345
UK	:	:	:	:	:	:	:	2931	3386	3833	4223	5590	7506	9123	9123
IRL	:	:	:	:	:	:	:	93461	108081	132000	160300	192900	272400	321700	321700
DK	:	:	:	:	:	:	:	10790	12230	13654	15371	18325	21900	24562	24562

(1) NATIONAL CURRENCY UNITS:

- D: DM (million)
- N: FL (million)
- UK: £ (million)
- F: FF (million)
- B: FB (million)
- IRL: £ Ir (1000)

- I: Lit (billion)
- L: FLux (million)
- DK: Dkr (million)

Table 10

Compensation of employees in central government (S61) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Year country	Per employee														
	1952	1963	1964	1965	1966	1967	1969	1969	1970	1971	1972	1973	1974	1975	1976
IN NATIONAL CURRENCY (1)															
D	:	:	:	:	:	:	:	19809	21365	21739	22868	24103	24283	:	:
F	:	:	:	:	:	:	30439	31397	32033	33060	33644	35344	35344	:	:
I	:	:	:	:	:	:	2535.2	2747.1	2783.6	2824.5	2843.9	2723.7	2723.7	:	:
NL	:	:	:	:	:	:	24030	26462	27565	28953	30717	31842	31842	:	:
B	:	:	:	:	:	:	225973	237634	260183	276491	286432	310773	310773	:	:
L	:	:	:	:	:	:	301042	325142	335909	371590	420413	422223	422223	:	:
UK	:	:	:	:	:	:	1538.6	1618.6	1689.6	1699.6	1836.8	1862.5	1862.5	:	:
IRL	:	:	:	:	:	:	1146.8	1204.1	1334.5	1428.1	1439.3	1566.3	1566.3	:	:
DK	:	:	:	:	:	:	69703	70797	66635	68476	71848	77563	77563	:	:

(1) National currency units:

D: DM
N: FL
UK: £

F: FF
B: FB
IRL: £ Ir

I: Lit 1000
L: FLux
DK: Dkr

Table 11

Compensation of employees in central government (\$61) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

INDEX

Year country	Per employee														
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
EUR 9									100.0	106.1	109.0	112.5	117.0	119.0	122.2
EUR 6								100.0	104.3	104.8	104.8	112.9	116.7	118.2	121.7
U								100.0	108.1	110.1	115.6	121.9	122.8	123.7	
F								100.0	103.2	105.3	108.6	110.6	116.3	119.3	
I								100.0	108.3	109.0	115.6	117.1	119.5	113.7	
NL								100.0	110.1	114.7	120.5	127.8	132.5	131.5	
R								100.0	105.2	115.1	122.4	127.6	137.5	141.7	
L								100.0	109.4	111.6	123.4	139.7	140.3	141.1	
UK								100.0	105.3	109.8	110.5	119.4	121.1	126.7	
EU								100.0	102.0	116.4	124.5	125.5	136.4	135.5	
OK								100.0	101.6	95.6	95.8	103.1	111.3	115.4	

Table 12

Compensation of employees in central government (\$61) in real terms
(Deflation by the implicit index of final consumer prices for households on the economic territory)

Annual rates of increase

Year country	Annual rates of increase											Per employee			
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
EUR 9	:	:	:	:	:	:	:	:	:	6.1	2.7	3.3	4.0	1.7	2.7
EUR 6	:	:	:	:	:	:	:	:	:	6.3	2.2	3.7	3.2	1.9	2.3
D	:	:	:	:	:	:	:	:	:	8.1	1.9	5.0	5.4	0.8	0.7
F	:	:	:	:	:	:	:	:	:	3.2	2.0	3.2	1.8	5.2	2.6
I	:	:	:	:	:	:	:	:	:	8.3	1.3	1.6	0.5	4.2	5.9
NL	:	:	:	:	:	:	:	:	:	10.1	4.2	5.1	6.1	3.7	0.6
S	:	:	:	:	:	:	:	:	:	5.2	9.5	6.3	6.3	7.7	3.0
L	:	:	:	:	:	:	:	:	:	9.4	2.0	10.6	13.1	0.4	0.6
UK	:	:	:	:	:	:	:	:	:	5.3	4.3	0.6	6.1	1.4	4.2
CU	:	:	:	:	:	:	:	:	:	5.0	10.8	7.0	0.0	0.0	0.3
UX	:	:	:	:	:	:	:	:	:	1.6	5.9	3.4	4.3	7.9	3.7

PERCENTAGES

Table 13

Gross domestic product at market prices (S 61)

Volume indices

Per employed person

Year country	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
	1970=100														
EUR 9	70.7	73.5	77.3	80.2	83.3	86.4	91.1	95.6	100.0	103.5	107.8	112.5	114.3	113.6	119.6
EUR 6	68.2	71.1	74.9	78.4	82.0	85.0	90.0	95.1	100.0	105.3	109.0	113.0	115.4	114.5	121.3
D	69.1	71.2	75.9	79.6	82.0	84.5	90.1	95.6	100.0	102.9	106.7	111.6	114.0	115.4	123.2
F	69.7	72.2	75.7	78.6	83.0	87.7	89.7	94.9	100.0	104.7	110.0	114.2	116.6	115.8	122.7
I	64.7	69.6	71.4	75.1	80.7	85.4	90.9	95.6	100.0	101.7	106.3	112.7	115.0	111.0	115.4
NL	69.5	71.7	75.7	79.1	80.7	85.3	90.1	94.7	100.0	103.8	108.8	115.1	118.0	117.8	122.8
B	70.7	73.2	77.3	79.4	82.0	84.5	89.2	93.5	100.0	102.9	108.6	113.9	114.7	115.7	121.1
L	77.9	80.0	85.1	84.4	87.6	89.3	93.2	100.3	100.0	99.8	101.4	106.4	107.2	98.7	103.3
UK	79.2	82.6	86.4	87.4	84.5	92.2	96.1	97.2	100.0	104.0	108.8	110.6	110.4	109.6	113.5
IRE	71.1	74.1	78.5	78.1	79.1	84.1	90.8	95.8	100.0	103.9	110.0	114.2	113.2	112.4	116.5
DK	74.7	78.2	83.8	86.0	86.9	94.7	91.4	98.7	100.0	103.3	107.4	109.8	110.7	111.4	117.2

Table 14

Gross domestic product at market prices (S 61)

Annual rates of increase in volume

Year country	Annual rates of increase in volume											Per employed person																	
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
EUR 9	5.0	4.0	5.2	3.8	3.8	3.8	5.4	4.9	5.6	3.5	4.1	4.3	1.6	- 0.6	5.3	5.2	4.2	5.4	3.8	3.8	3.5	4.1	4.3	1.6	- 0.6	5.3			
EUR 6	5.2	6.2	5.6	4.7	4.7	3.7	5.8	5.7	5.1	3.3	4.3	4.7	2.1	- 0.5	5.6	5.2	6.2	5.6	4.7	4.7	3.3	4.3	4.7	2.1	- 0.5	5.6			
D	3.9	3.1	6.5	4.9	3.1	3.0	6.6	6.1	4.6	2.9	3.7	4.5	2.4	1.0	6.8	3.9	3.1	6.5	4.9	3.1	2.9	3.7	4.5	2.4	1.0	6.8			
F	6.3	3.6	4.8	3.8	5.6	2.3	4.7	5.6	5.5	4.7	5.0	3.8	2.1	0.2	5.0	6.3	3.6	4.8	3.8	5.5	4.7	5.0	3.8	2.1	0.2	5.0			
I	7.3	7.2	3.0	5.7	7.4	5.8	6.4	5.2	4.6	1.7	4.5	6.1	2.1	- 3.5	4.9	7.3	7.2	3.0	5.7	7.4	1.7	4.5	6.1	2.1	- 3.5	4.9			
NI	2.2	1.9	6.7	4.4	2.0	5.7	5.7	5.0	5.6	3.4	4.4	5.9	2.5	- 0.2	4.2	2.2	1.9	6.7	4.4	2.0	3.4	4.4	5.9	2.5	- 0.2	4.2			
A	3.5	3.6	5.5	3.4	2.7	4.2	4.3	4.9	6.9	2.9	5.5	4.9	2.4	- 0.8	4.6	3.5	3.6	5.5	3.4	2.7	2.9	5.5	4.9	2.4	- 0.8	4.6			
L	1.3	2.8	6.6	1.5	1.4	2.0	4.3	7.6	- 0.3	- 0.2	1.6	4.9	0.8	- 7.9	4.6	1.3	2.8	6.6	1.5	1.4	- 0.2	1.6	4.9	0.8	- 7.9	4.6			
UK	0.2	3.8	4.7	1.1	1.3	4.2	4.2	1.2	2.9	4.0	2.7	3.5	- 0.1	- 0.9	4.0	0.2	3.8	4.7	1.1	1.3	4.0	2.7	3.5	- 0.1	- 0.9	4.0			
ISI	2.5	4.2	3.1	2.1	1.2	4.4	7.9	5.6	4.2	3.9	5.9	3.8	- 0.6	1.5	2.9	2.5	4.2	3.1	2.1	1.2	3.9	5.9	3.8	- 0.6	1.5	2.9			
DX	4.1	- 0.6	7.1	2.7	1.0	2.1	3.5	7.6	1.3	3.3	4.0	2.2	0.8	1.1	4.7	4.1	- 0.6	7.1	2.7	1.0	3.3	4.0	2.2	0.8	1.1	4.7			

Table 15

Year Country	Compensation of employees (R 1B)															
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	
	8637	8733	9608	10376	11390	11797	12590	13434	15912	17494	19638	22184	24743	26836	29127	
F	11334	12974	14097	15018	15961	17059	18902	21126	23211	25862	28551	32133	37427	43701	50239	
I	909.7	1039.7	1220.2	1319.6	1424.2	1545.6	1661.1	1780.2	2078.8	2353.7	2608.0	3118.3	3821.9	4584.4	5455.5	
NL	8028	7573	8171	9850	10944	11957	12937	14696	16552	18776	21147	24394	28189	32001	35023	
S	11078.0	11966.9	13125.5	14376.0	15615.8	16765.2	17918.3	19304.7	21124.4	23515.4	26520.4	30355.5	35488.6	41071.8	46434.1	
L	13242.6	14327.5	15410.7	17215.5	18941.5	18734.9	19772.9	20940.0	24550.0	25697.5	28034.5	31547.9	34475.7	43915.4	48552.1	
UK	754.0	791.2	845.3	904.0	961.7	1020.4	1100.6	1179.0	1330.0	1488.3	1670.6	1879.9	2268.7	2457.0	3460.0	
IRL	540.7	573.5	654.7	675.6	733.2	790.1	871.0	989.5	1154.2	1318.2	1538.6	1824.7	2135.4	2665.3	3054.4	
DK	15220	15921	17627	20056	22183	23769	25869	28694	32359	36089	39699	43263	53871	61719	69271	

(1) NATIONAL CURRENCY UNITS:

D: DM
N: F1
UK: £

F: FF
B: FB
Irl: / Ir

I: Lit 1000
L: FLux
DK: Dkr

Table 16

Compensation of employees (R 1B)

Year country	In real terms											Per employee						
	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976			
							NATIONAL CURRENCY (1)											
D	10656	17926	11587	12179	12656	12883	13460	14399	15912	16869	17440	18346	19044	19241	19807			
F	16796	17255	15375	18738	18417	20154	21243	22191	23211	24775	25441	26758	27397	28353	30137			
I	1745.0	1328.5	1471.6	1532.5	1614.0	1702.7	1803.7	1884.3	2079.8	2224.4	2313.2	2465.4	2514.0	2588.4	2812.2			
NL	9948	10471	11413	12246	12893	13661	14431	15338	16552	17365	18087	19101	20074	20634	20622			
N	144858	150454	153443	166395	173571	181831	187864	197859	211244	224043	245006	260596	264463	274101	285974			
C	167147	175715	195135	199309	202810	205497	211477	218886	235530	245475	254664	269915	303577	310031	311713			
UK	1045.1	1071.1	1116.5	1133.8	1159.5	1196.1	1232.5	1249.4	1330.0	1373.2	1444.4	1498.9	1555.8	1647.9	1801.7			
US	745.3	826.2	878.4	863.9	909.0	949.7	1003.7	1063.2	1154.2	1208.6	1294.2	1370.4	1385.5	1426.8	1470.8			
DK	73657	23420	74925	24746	27764	29125	28560	30734	32356	34419	35699	37543	39201	41260	42471			

Table 17

Year Country		Compensation of employees (R 1B) in real terms																
		INDEX																
		1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976		
		1970=100																
EUR 9		68.9	72.2	75.9	79.0	81.9	84.6	88.4	92.6	100.0	105.4	110.1	115.7	119.3	123.4	126.6		
EUR 6		62.9	69.6	73.7	77.3	80.4	83.2	87.3	92.2	100.0	105.4	110.3	116.3	119.8	123.0	126.8		
U		67.0	69.1	72.8	74.5	79.5	81.0	84.6	90.5	100.0	105.9	109.4	115.3	119.7	120.9	125.0		
F		70.2	74.3	78.0	81.0	83.7	86.9	91.5	95.4	100.0	105.5	109.8	115.4	118.0	124.3	124.4		
I		59.9	66.8	71.1	74.0	77.6	81.9	86.6	90.6	100.0	107.0	111.3	118.6	120.9	123.6	125.7		
NL		60.1	63.3	69.0	74.0	77.5	82.5	87.2	92.7	100.0	104.9	109.2	115.4	121.3	124.7	124.6		
Y		68.8	71.4	75.2	78.8	82.2	86.1	89.9	93.7	100.0	106.1	111.0	123.4	127.8	132.1	135.9		
L		71.0	74.6	82.4	84.6	86.1	87.3	89.8	92.9	100.0	106.2	108.1	114.6	127.7	131.6	132.7		
UK		74.6	81.0	83.8	85.2	87.2	89.9	92.7	93.9	100.0	103.3	109.6	112.7	117.0	123.9	124.9		
IRE		68.9	71.5	76.1	76.8	78.8	82.3	87.0	92.1	100.0	104.7	112.1	118.7	120.1	123.6	128.2		
DM		73.1	77.4	77.0	82.7	85.8	86.9	89.3	92.0	100.0	104.4	110.3	116.1	121.1	127.5	131.3		

Table 18

Compensation of employees (R 1B) in real terms

Year country	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976
	Annual rates of increase														
	PERCENTAGES														
EUR 4	4.6	4.8	5.2	4.1	3.6	3.3	4.5	4.8	8.9	5.6	4.4	5.1	3.2	3.7	7.6
EUR 6	6.2	5.4	5.8	6.0	6.1	3.4	5.0	5.7	8.6	5.9	6.1	5.5	3.0	2.7	3.1
D	5.4	3.2	5.3	5.2	3.4	1.8	4.5	7.0	10.5	5.9	3.5	5.2	3.3	1.0	3.4
F	6.9	5.9	4.9	3.9	3.3	3.8	5.4	4.5	4.6	5.5	4.1	5.1	2.3	5.3	4.5
I	7.7	11.5	6.4	6.1	4.9	5.5	5.8	5.6	10.3	7.0	6.0	6.6	2.0	2.2	1.7
NL	4.0	5.3	9.0	7.3	5.1	6.0	5.6	6.1	7.9	4.9	4.1	5.0	5.1	2.5	0.1
Ø	6.1	4.1	5.4	4.7	4.3	4.4	3.3	5.3	6.8	6.1	9.4	6.4	3.6	3.4	2.0
L	3.6	5.1	11.1	2.1	1.0	1.3	2.9	3.5	7.6	4.2	3.8	6.0	11.4	3.1	0.5
UK	0.7	1.0	3.5	1.7	2.3	3.2	3.1	1.3	6.5	3.3	5.2	3.8	3.8	5.9	0.9
IRE	5.5	3.2	4.3	- 1.2	5.2	4.5	5.2	5.5	8.6	4.7	7.1	5.4	1.2	2.4	- 3.2
UK	4.6	- 1.0	6.4	7.3	3.8	1.3	1.5	7.6	5.3	6.4	3.7	5.3	4.3	5.3	3.0

In relation to national accounting figures, it should be pointed out that the statistical sources differ depending whether they relate to the period from 1970 to 1975 or to the single year 1976.

Figures for 1970 to 1975 are supplied to the Statistical Office of the European Communities by the national statistical departments; they are based on the definitions and concepts used in the European system of integrated economic accounts (ESA).

The aggregates presented in this paper are to be published in the two volumes of ESA accounts by the Office (a). They have been filled in where necessary by estimates provided by the Commission.

An exception is provided by the series of central administration staffing figures, which are not currently provided in the answers by the national departments to the annual ESA questionnaires. These series have generally been worked out with the help of those responsible in the Member States. Certain countries regularly prepare these figures for their own purposes and the figures are consistent with those for wages and salaries to which they relate.

Other countries publish figures of this nature in their own national accounts (United Kingdom, Netherlands); yet others, such as Denmark, publish figures in specialist publications and they do not necessarily relate to ESA figures. By what is clear is that any systematic error in the figures for the denominator, while having a possible influence on absolute remuneration levels, will not automatically induce errors in the evaluation of year to year trends.

In the absence of statistical sources for Ireland, it has been assumed that central government staffing in the reference period represents the same percentage in public administrations as wages and salaries.

(a) National accounts - ESA - Aggregates for 1960 to 1975, No 1/1976.
National accounts - ESA - Detailed tables 1970 to 1975, No 2/1976.

Estimates for 1976 are based on economic budgets, in other words on the simplified system of national accounting forecasts drawn up regularly along harmonized lines by the appropriate departments in the Member States.

No particular difficulty was met in relation to the two general indicators of gross domestic product (GDP) per capita of employment and in aggregate gross per capita remuneration. But the economic budgets give no explicit forecasts of staffing in central government departments, so that other national forecasts have had to be used or, in certain cases, it was assumed that employment in central government departments would develop in the same way as overall public employment.

A per capita aggregate for the Community of nine was obtained as follows:

at the numerator, the aggregate is converted into EUR for each country using the exchange rates ruling in 1970; the resulting figures for all the Nine are then added together;

the figures for employment in each country are then added at the denominator.

The result of a division of the two series thus gives the weighted average for employment. The deflation of nominal figures for remuneration is carried out by means of the consumer price index, also based on 1970. The selection of 1970 as the reference point for exchange rates and prices is in line with the international convention adopted for the ESA series.

Comments

Cost of living trend

Specific indicators

Total emoluments in real terms per capita in public and
central administrations

1. Following the new method to the letter, the Office has provided comments in this part of the report on the joint index for 1976 on the various data which have been used in calculating the different elements of the joint index for the period in question.

It should be pointed out that the Office's comments are based on the period 1975-76 and therefore cannot always be generalized.

Moreover, it is hardly surprising that there are some gaps in the statistics in this part of the Office's first report on the implementation of the new method, owing to the fact that the necessary statistical data were not yet available or that certain statistical problems still have to be solved by the Working Group set up to deal with them under the new method.

These difficulties are outlined below.

2. Cost of living trend

The different international and national indices did not cause any problems and we have no remarks to make.

3. Specific indicators

(Trend in salaries in the Member States' national civil services).

National civil servants' salaries (gross and net) are generally given by categories and for certain grades in each category, by seniority within the grade and by marital status (single and married with two children).

These distinctions are only meaningful if the trend of salaries over the period in consideration really differs according to these criteria and

if suitable weightings were provided.

Tables 1 and 2 below show the information provided in this connection by the Member States.

It can be seen from Table 1 that all countries provide weighting by category. There is also a weighting by grade for all countries except France and Denmark.

Only one country (United Kingdom) has provided weighting according to seniority in the grade.

No country has provided weighting according to marital status.

Table 2 shows that there are great differences between the countries as regards the number of grades indicated for the categories.

For example, the Federal Republic of Germany has provided information on six grades in category A as against one only for Denmark. The United Kingdom has given eight grades for category C, France only one.

As regards information on salaries, the differences between the countries are not so great, though, for example, four countries just give minimum and maximum salaries, while one country only gives the average level.

Table 1

Data on weighting supplied by Member States

	Grade	Category	Min / Av / Max	Single	Married, children ²	Total
Germany	X	X	-	-	-	X
France	-	X	-	-	-	X
Italy	X	X	-	-	-	X
Netherlands	X	X	-	-	-	X
Belgium	X	X	-	-	-	X
Luxembourg	X	X	-	-	-	X
United Kingdom	X	X	X	-	-	X
Ireland	X	X	-	-	-	X
Denmark	-	X	-	-	-	X

X = YES
 - = NO

Table 2

Basic data supplied by the Member States on grades and salaries

	Number of grades per category	Salaries provided by:											
		Single						Married, 2 children					
		Gross amount		Net amount		Gross amount		Net amount		Gross amount		Net amount	
Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.		
Germany	A-6 C-3	X	X	X	X	X	X	X	X	X	X	X	
France	A-2 C-1	X	X	X	X	X	X	X	X	X	X	X	
Italy	A-6 C-3	X	-	X	X	X	-	X	X	X	-	X	
Netherlands	A-3 C et D 4	X	-	X	X	X	-	X	X	X	-	X	
Belgium	A-3 C-5	X	-	X	X	X	-	X	X	X	-	X	
Luxembourg	A-3 C-3	X	-	X	X	X	-	X	X	X	-	X	
United Kingdom	A-5 C-8	X	X	X	X	X	X	X	X	X	X	X	
Ireland	A-4 C-3	X	X	X	X	X	X	X	X	X	X	X	
Denmark	A-1 C-1	-	X	-	-	-	X	-	-	-	-	-	

X = yes
- = no

With these remarks in mind, an overall analysis was carried out for each country on these criteria's influence on the classification used. This analysis is shown below.

Summary Table

Analysis of the real net weighted salary index (base: previous year = 100)
in national civil services based on the following three criteria:

I - Category and grade

II - Minimum - average - maximum (Step level in grade)

III - Marital status: Single - Married, two children

NE In each case, the differences represent the difference in absolute value between the maximum and the minimum

Country	Categories and grades			Minimum - average - maximum			Single - Married, two children (1)		
	All civil servants	Categories	Grades	All civil servants	Categories	Grades	All civil servants	Categories	Grades
	Real net weighted index								
Germany	99,9	Slight variations C-A = 0,8 A and B < β 0,3 C > β 0,5 D > β 0,4	Max diff = 2,6 Between grades of categories A and B slight variations C: difference 0,9 D: difference 1,9	Min) Av) Max 100,0 > 99,9 > 99,8	A and B: slight influence C: Min) Max = 0,4 D: Min) Max = 1,1	In categories A and B slight influence C and D: variations between 0,2 and 1,2	Married > Single Slight influences: 0,1	General trend Married > Single with slight variations Opposite trend (Single > Married 0,4) in category D	In all grades: Married > Single with slight variations (except A/2 and C/3) Opposite trend in category D trends
France	101,0	Inversely proportional indices D-B = 1,4 A) β 0,5 (Exception) 0,5 β B < β 0,5 C = β D > 0,9	A: only two grades provided; differences: 1,4 Other categories: (2)	Min) Av) Max 101,4 > 101,1 > 100,5	A: Min) Max = 8,1 Strong influence B: Av) Max) Min 101,8 > 101,4 > 98,3 C: Min) Max = 0,5 Slight influence D: Min) Max = 2,8	A: strong influence of trend Min) Av) Max Other categories: 2	Married = Single No influence	A: Married > Single 0,5 B: No influence C: Single > Married 0,2 D: Married > Single 0,3	A: A/1 Married > Single 0,7 A/2 Married > Single 0,1
Italy	102,8	A < β 4,2 B < β 1,8 C > β 1,4 D > β 4,2 Inversely proportional indices D-A = 8,4 Wide variations	Max diff = 15,9 A: difference 8,8 Wide variations B: difference 5,5 C: difference 6,4 D: difference 4,4	Min) Max 104,1 > 101,5	Same trend (Min) Max) in categories B Min) Max 3,1 C Min) Max 3,1 D Min) Max 3,9 Except category A: Min) Max 0,4	A: varying indices Other categories: Min) Max with variations between 0,2 and 4,4 Strong influence	Married > Single Slight influences: 0,1	General trend (Married) Single) with slight variations	In all grades Married > Single with slight variations (except C3 and D2)

SUMMARY TABLE (contd.)

Criteria	Categories and Grades		Minimum - Average - Maximum		Single - Married, 2 children (1)	
	All civil servants Real net weighted index	Categories Grades	All civil servants	Categories Grades	All civil servants	Categories Grades
Netherlands	102,2	A < ϕ B < ϕ C and D > ϕ C and D - A = 1,5 Inversely proportional indices. Great variation of categories B, C, and D.	(3) Min > Max 102,7 > 101,3	Same trend A: Min > Max 1,4 B: Min > Max 0,2 (except A/1 and A/3) C and D: Max 1,2	Single > Married 0,2 Slight influence	Varying indices A: Sing < married B: Sing = married C and D: single > married > 0,4 In the grades of other categories single > married with variations between 0 and 0,4 Slight influence
Belgium	102,7	A < ϕ B < ϕ C < ϕ D - A = 3,5 Inversely proportional indices except category C < 0,8 to the ϕ	(3) Min = Max 102,7 102,7	A: Min < Max 0,3 B: Min < Max 0,1 C: Min < Max 0,2 D: Min < Max 0,5	Married > Single 2,5 Strong influence	For all categories: Married > single with variations between 0,3 and 2,8 A: mar. > sing. 2,3 B: mar. > sing. 2,5 C: mar. > sing. 2,7 D: mar. > sing. 2,9
Luxemburg	100,0	A < ϕ B = ϕ C > ϕ D > ϕ D - A = 1,0 Inversely proportional indices	(3) Min > Max 100,1 > 99,9	Same trend (min > max) Slight influence in all categories.	Married > Single 1,2	General trend (married > single) with slight variation. In all grades: married > single with variations between 1,1 and 1,5.
United Kingdom	96,5	A < ϕ B < ϕ C > ϕ D > ϕ Inversely proportional indices Great variation of categories B, C, and D.	Min > Av > Max 99,0 > 97,9 > 96,1	Varying indices Slight influence Cat. D: Average not provided; min > max 2,0 With variations between 0,5 and 4,0.	Single > Married 0,4	Varying indices with slight variations. Varying indices with slight variations.

SUMMARY TABLE (contd.)

Criteria	Categories and grades		Minimum - Average - Maximum		Single - Married, 2 children (1)			
	All civil servants Real net weighted index	Categories Grades	All civil servants	Categories Grades	All civil servants	Categories Grades		
Ireland	94,4	A and B < ∅ 0,3 C < ∅ 0,2 D > ∅ 0,4 Inversely proportional indices Slight variations D-A = 0,7	Min > Av > Max 94,7,94,5,93,9	A: Min > Max 3,0 Other categ: Same trend with slight variations	General trend (min > av > max) A/4: wide difference (4,5) Opposite trend in some graded of other categories	Married single 0,3 Slight influence	A and D: married single B and C opposite trend	Varying Indices with slight variations
Denmark	98,6	A < ∅ 2,2 B < ∅ 0,5 C > ∅ 1,4 D > ∅ 2,6 D-A = 4,8 Inversely proportional indices	(4)	(4)	(2) (4)	Mar. > single 1,0	For all categories: mar. > single with variations between 0,8 and 1,0	(2)

(1) No country provided corresponding weighting.

(2) Salaries by grade were not provided.

(3) Average salaries were not provided.

(4) Denmark only provided average salaries.

The analysis shows that though these criteria have a certain importance, it differs from one country to another. However, we may conclude that the specific indicator could be much improved and become more meaningful if the countries supplied maximum details.

Assessment of the difference between the gross and net rates of these specific indicators

Every year, Member States send details to the Office of their civil servants' gross and net salaries. When passing from gross to net, up to the present time only those deductions for tax which are used at national level for calculating taxable income have been taken into account. Civil servants' social security contributions have also been deducted from the gross amount.

Bearing in mind that in the calculation of net figures for determining taxable income over the period in question account has not been taken of flat-rate or individual deductions and abatements as applied to individual persons or categories, the following observations may be made on the Table below.

Table 3

Trend of civil servants' salaries in the Member States
from end of June 1975 to end of June 1976

	Weighting in %	Gross indices				Net indices			
		Nominal		Real		Nominal		Real	
		Not weighted	Weighted	Not weighted	Weighted	Not weighted	Weighted	Not weighted	Weighted
Germany	23,9	105,0	104,7	100,7	100,4	104,6	104,2	100,3	99,9
France	20,4	111,1	110,7	101,7	101,3	110,6	110,4	101,2	101,0
Italy	21,6	114,2	118,0	98,4	101,6	116,0	119,4	99,9	102,8
Netherlands	5,3	113,2	113,2	104,0	104,0	110,8	111,2	101,8	102,2
Belgium	3,8	112,1	112,7	102,5	103,0	112,0	112,3	102,4	102,7
Luxembourg	0,1	110,6	110,6	100,8	100,8	109,6	109,7	99,9	100,0
United Kingdom	21,7	110,1	111,8	97,1	95,6	108,0	109,4	95,2	96,5
Ireland	1,2	110,7	111,0	95,3	95,5	108,9	109,7	93,7	94,4
Denmark	2,0	108,2	107,8	100,7	100,3	106,3	106,0	99,9	98,6
Community	100,0								
- Arithmetic average	-	110,6	111,2	100,1	100,6	109,6	110,3	99,3	99,8
- Weighted average	-	110,2	111,2	99,8	100,7	109,7	110,7	99,3	100,2

The net trend is lower than the gross trend in all countries apart from Italy.

Taxes and social security contributions have quite a considerable effect in the Netherlands, the United Kingdom and Denmark.

As might be expected, the top salaries are usually affected more than the lower salaries (apart from a few exceptions).

The Office calculated the relation between the net portion of salaries and the gross portion in order to check that the information supplied by the Member States was consistent.

A further check was made by calculating the salary of a married civil servant with two children in relation to the salary of a single civil servant for each grade. In both cases, the Office did not find any inconsistency in the figures.

Trend of the specific indicator as compared to the trend of wages and salaries (public and central administrations)

Point 3 of the new method lays down that the Office should include in the report on specific indicators explanations on the differences between them and the trend of total emoluments in central administrations.

The Office has already explained these terms in parts B and C.

When comparing the trend of total emoluments (public and central administrations) with that of the specific indicator for the period 1973-1976 in the Table below, it should be borne in mind that these two indicators are not really suitable for comparison.

Table 4

Trend of total emoluments and the specific indicator
(Annual rates - real gross)

	Public administration					Central administration					Specific indicator		
	1973	1974	1975	1976	1977	1973	1974	1975	1976	1977	74/73	75/74	76/75
Germany	4,7	4,3	1,5	0,4	5,0	5,4	0,8	0,7	6,3	0,5	0,4		
France	3,3	2,1	5,2	2,4	3,2	1,8	5,2	2,6	4,4	5,4	1,3		
Italy	0,1	- 3,1	- 4,7	4,5	1,6	0,5	- 4,2	5,9	-13,0	-11,8	1,6		
Netherlands	3,8	4,5	2,7	- 0,5	5,1	6,1	3,7	- 0,6	7,6	0,9	4,0		
Belgium	6,5	3,5	7,3	2,5	6,3	4,3	7,7	3,0	2,6	5,0	3,0		
Luxembourg	9,8	12,6	1,5	0,5	10,6	13,1	0,4	0,6	6,9	4,9	0,8		
United Kingdom	1,7	6,1	8,2	0,7	0,6	8,1	1,4	4,2	21,4(1)	2,1	- 1,4		
Ireland	6,5	1,0	8,9	- 0,8	7,0	0,8	8,8	- 0,8	3,8	9,8	- 4,5		
Denmark	6,7	4,3	6,5	2,5	3,4	4,3	7,9	3,7	- 5,2	7,5	0,3		
Community	3,1	3,3	3,3	1,6	3,3	4,0	1,7	2,7	4,8 3,1(2)	0,0	0,7		

(1) 113,4 without "Inner London Weighting".

(2) without "Inner London Weighting".

Without going into too much detail, the following major differences should be mentioned:

- (1) As regards statistics, the two indicators have been calculated in completely different ways.
- (2) The trend of total emoluments includes changes in structure, (staff numbers) and content (steps, promotions, reorganization, individual bonuses, various allowances, social security contributions, etc.). The specific indicator shows the trend of a static situation where the only possible change is the increase in the salaries of certain categories of civil servants used for the purposes of the sample.
- (3) The total emoluments cover a calendar year; the specific indicator refers to the situation on one date in two successive years (June-June).
- (4) The total emoluments indicator refers to a total; the specific indicator only covers some of the civil servants.
- (5) The specific indicator for the current year is real; the total emoluments indicator is only an estimate, drawn up on the basis of economic accounts used in economic policy.

In view of these significant differences between the two indicators, their respective trends can obviously vary greatly.

The Table shows that during 1975-76 the trend of the specific indicator is close to the trend of total emoluments in central administrations between the year 1975 and 1976 in Germany, France, Italy, the Netherlands, Belgium and Luxembourg, while in the United Kingdom, Ireland and Denmark, the trends of the two indicators vary considerably.

The Office would stress that with the means currently available, it cannot provide further explanations or data on the causes for these differences. This could only be done by means of a study and a detailed analysis and would only be possible with the cooperation of the Member States' experts in both fields.

The Office will therefore contract the relevant Working Party in March for assistance with this task as laid down under the new method.

At the present time therefore we cannot say whether a difference to the order of 4 to 5% in the trend of the two indicators, as in the data on the United Kingdom, Ireland and Denmark, can be justified or not.

Two further comments should be made. Generally speaking the trend of the specific indicator is lower than that of the total emoluments indicator, though there are exceptions, as for example during the period in question, the specific indicator for the Netherlands and Luxembourg increased more than the total emoluments indicator.

Apart from a few exceptions, the indicator relating to public administration is very close to that for central administration.

Finally, the general increase in the two indicators during the period in question lies between 1.7 and 2.7 for total emoluments in central administration and 0.7 for the specific indicator. Since on the whole the two indicators concur, and taking into account all previously mentioned reservations, we have no reason to suppose that either or both of the two indicators are erroneous.

General comments

Having come to the end of its first report on the implementation of the new method and also its comments the Statistical Office realizes that there are some gaps in the report. This is due to the fact that some statistical data were not available or not yet available and because a number of problems regarding methodology have not yet been solved.

We will give some examples and ways of remedying the situation, at least in part.

1. First of all, the Office strongly urges the countries to send their figures on the specific indicator more rapidly than they have done in the past. To help the Office in its job of assessing the figures supplied, all countries should send comments with their figures on the trend in their country regarding salary increases.
2. The specific indicator can still be improved, particularly by extending the field of the survey (more grades, more steps) and by providing, if possible, better and more complete weightings.
3. The Office can only make a valid assessment concerning the difference between the gross and net rates of the specific indicators if the Working Party solves the methodological problems involved in the new method.

It should also be pointed out that despite the provisions laid down in the new method (point 2(c)), it is almost impossible to assess the difference between the gross and net rates of the specific indicators on the basis of national budgetary data and national accounts.

4. As already mentioned, the Office cannot - at least in the short term - include in its report on the specific indicators explanations and figures on the differences between them and the trend of total emoluments especially as the period in question is still in progress.

Estimating the trend of total emoluments, which are part of budget forecasts, is an extremely complicated operation. For statistical and methodological reasons therefore, comparison between these two indicators of the trend in salaries for a preceding period would be more meaningful than for the present period.

We would at least be sure that we were comparing true statistical data drawn up on the basis of common rules.

Nevertheless, the Office will of course continue its research and hopes that, with the cooperation of the national experts in this field, it will find ways to overcome these outstanding statistical and methodological problems.