

COMMISSION OF THE EUROPEAN COMMUNITIES

ANNEX

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Brussels, 10 November 1977.

1977 COMMISSION REPORT FOR THE ANNUAL REVIEW
OF THE REMUNERATIONS OF THE OFFICIALS AND OTHER SERVANTS

COM(77) 572 final/2 and ANNEX.

STATISTICAL OFFICE
OF THE EUROPEAN COMMUNITIES

Demographic and Social Statistics
Directorate

Demographic Statistics and
Household Surveys Division

REPORT

of the Statistical Office of the European
Communities on the establishment of the
Joint Index for 1977

(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 method 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 1976 to 1 July 1977.

This report gives a detailed account of the work carried out by the Statistical Office in this connection.

It has not been considered necessary to repeat the technical and statistical comments on the method used; this was described in detail in the previous report, the first in which it was applied. Such comments refer mainly to Part C and to the explanatory notes provided by the Statistical Office and can be found in document R/2938/76, Stat 91 - Fin 770 of 30 November 1976 (pages 110 to 121 for Part C and pages 145 to 160 for the explanatory notes).

2. This report, like the previous one, is in three parts:

Part A shows the cost-of-living trends in the nine Member States and some other places of employment;

Part B shows the development of civil service salaries in the Member States between the end of June 1976 and the end of June 1977;

Part C shows the development of civil service per capita emoluments in real terms 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 its calculations 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 as far as possible with points 2 and 3 of the Council Decision, which require it to provide a statistical assessment and explanations on certain data.

5. As provided for in point 2(d) of the remuneration adjustment method, the Statistical Office convened meetings of a Working Party composed of experts from national statistical institutes in March and July 1977. The minutes of both meetings are annexed to this report.

PART A

Cost-of-living trends
in the EEC Member States and some other places of
employment

(1 July 1976 to 1 July 1977)

1. To calculate cost-of-living trends over a fixed period 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)

Federal Republic of Germany

France

Italy

Netherlands

United Kingdom

Switzerland.

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

3. For all places of employment except Brussels the international indices have been supplied by the OECD or (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 conducted in Brussels by the Index Office of the Ministry of Economic Affairs and the SOEC.

As rent makes up a large part of officials' household expenditure, the Statistical Office has repeated the Brussels survey on rents paid by Community officials, which 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 1976-77 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 to 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 numbers (base 100 at 1 July 1976) for 1 July 1977 for the various countries and places of employment.

List of tables(1)

Indices broken down by expenditure

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

(1)It should be noted that, because of rounding, multiplication of the individual index numbers by the weighting does not always give the exact overall index number.

SUMMARY TABLE OF THE JOINT INDEX
for the various countries and places of employment

Situation at 1 July 1977

Base 100 at 1 July 1976

Country or place of employment	
Germany (FR)	104,1
<u>France</u>	
Paris	111,6
<u>Italy</u>	
Rome	117,7
<u>Netherlands</u>	107,1
<u>Belgium /Luxembourg</u>	
Brussels (1)	108,5
<u>United Kingdom</u>	117,4
<u>Ireland</u>	114,0
<u>Denmark</u>	111,1
<u>Switzerland</u>	
Geneva	102,8
<u>USA</u>	106,9
<u>Japan</u>	
Tokyo	108,5
<u>Canada</u>	
Ottawa	107,8

(1) 108,4 without rent.

Table 1

GERMANY (FR)

Consumer price index number by expenditure groups at 1 July 1977
base 100 at 1 July 1976

(calculation based on index numbers prepared by OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1977 base 100 at 1 July 1976
OVERALL INDEX	1000	104,1
I. Food, drinks, restaurants	271,0	105,2
II. Housing (basic rent), utilities	191,0	103,0
III. Household equipment	121,0	103,4
IV. Domestic services	18,5	107,6
V. Clothing and footwear	100,0	104,5
VI. Personal care	28,0	104,6
VII. Medical care	25,0	101,7
VIII. Transport	145,5	103,2
IX. Entertainment, books etc.	64,5	102,9
X. Miscellaneous	35,5	108,3

Table 2

FRANCE
(Paris)

Consumer price index numbers by expenditure groups at 1 July 1977
base 100 at 1 July 1976

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

Expenditure groups	Weighting	Index numbers at 1 July 1977 base 100 at 1 July 1976
OVERALL INDEX	1000	111,6
I. Food, drinks, restaurants	296,5	116,7
II. Housing (basic rent), utilities	194,5	107,3
III. Household equipment	76,5	108,2
IV. Domestic services	50,0	119,6
V. Clothing and footwear	99,0	108,5
VI. Personal care	31,0	106,6
VII. Medical care	31,0	114,6
VIII. Transport	110,5	108,1
IX. Entertainment, books etc.	78,0	107,1
X. Miscellaneous	33,0	112,1

Table 3

I T A L Y

(Rome)

Consumer price index numbers by expenditure groups at 1 July 1977
base 100 at 1 July 1976

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1977 base 100 at 1 July 1976
OVERALL INDEX	1000	117,7
I. Food, drinks, restaurants	302	117,8
II. Housing (basic rent), utilities	201	117,3
III. Household equipment	78	108,9
IV. Domestic services	32	123,1
V. Clothing and footwear	102	120,5
VI. Personal care	35,5	125,6
VII. Medical care	22,5	114,4
VIII. Transport	124	119,0
IX. Entertainment, books etc.	69,5	111,1
X. Miscellaneous	33,5	127,9

Table 4

NETHERLANDS

Consumer price index numbers by expenditure groups at 1 July 1977
base 100 at 1 July 1976

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1977 base 100 at 1 July 1976
OVERALL INDEX	1000	107,1
I. Food, drinks, restaurants	253	107,4
II. Housing (basic rent), utilities	180	108,2
III. Household equipment	117	106,6
IV. Domestic services	22	115,1
V. Clothing and footwear	98	109,9
VI. Personal care	29	107,5
VII. Medical care	36	105,6
VIII. Transport	158	104,6
IX. Entertainment, books etc.	72	106,1
X. Miscellaneous	35	102,2

Table 5

BELGIUM
(Brussels)

Consumer price index numbers by expenditure groups at 1 July 1977
base 100 at 1 July 1976

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

Expenditure groups	Weighting		Index numbers at 1 July 1977 base 100 at 1 July 1976	
	with rent	without rent	with rent	without rent
OVERALL INDEX	1000	1000	108,52	108,41
Food	256,2	305,2	109,91	109,91
Housing, furniture, household equipment, related articles and services	328,0	199,6	108,00	106,95
Clothing	98,7	117,6	106,79	106,80
Medical services and personal care	54,9	65,3	110,87	110,92
Transport	144,1	171,7	107,30	107,30
Culture and entertainment	83,7	99,6	107,07	107,07
Miscellaneous	34,4	41,0	112,90	112,93

Table 6

UNITED KINGDOM

Consumer price index numbers by expenditure groups at 1 July 1977
base 100 at 1 July 1976

(calculation based on index numbers prepared by the OECD)

Expenditure groups	Weighting	Index numbers at 1 July 1977 base 100 at 1 July 1976
OVERALL INDEX	1000	117,4
I. Food, drinks, restaurants	246,5	122,6
II. Housing (basic rent), utilities	244,5	115,6
III. Household equipment	78,5	117,3
IV. Domestic services	42,0	111,3
V. Clothing and footwear	83,5	112,5
VI. Personal care	28,0	118,9
VII. Medical care	24,5	113,5
VIII. Transport	144,0	116,8
IX. Entertainment, books etc.	65,0	116,5
X. Miscellaneous	43,5	117,0

Table 7

<u>IRELAND:</u>	114,0	(May 1976 to May 1977)
<u>DENMARK:</u>	111,1	(June-July 1976 to June-July 1977)
<u>GENEVA:</u>	102,8	(taken from the index for the canton of Geneva specially calculated for the ILO and including rent)
<u>USA:</u>	106,9	
<u>JAPAN:</u>	108,5	
<u>CANADA:</u>	107,8	

PART B

Development of civil service salaries between
the end of June 1976 and the end of June 1977

Explanatory note concerning the calculation of the development
of civil service salaries in the Member States

1. The tables below give an outline of the development of the salaries of civil servants in the Member States between the end of June 1976 and the end of June 1977.

2. Five 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 departments responsible 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 Tables 3, 4 and 5 on the basis of Tables 1 and 2.

3. Table 3 shows the trend in the nominal indices for the period from the end of June 1976 to the end of June 1977 for each grade. 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 in gross salaries and net salaries (with taxes and social security contributions deducted).

4. Table 4 shows 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 base 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 in 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. 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 1976 to May 1977. The consumer price indices used are shown in Table 1.

5. Table 5 is a summary table showing the trend in real salaries according to officials' categories (A, B, C and D). The indices are weighted to 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 cannot or cannot yet provide this type of weighting and only give staff figures by grade and/or by category.

On a recommendation from the Working Party on the Joint Index combined indices by category and for each country as a whole have been calculated from total salaries (number of staff x average salary) by category and by country.

The indices in Table 5 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

(absolute numbers and percentages)

Categories				Overall (1)
A	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 establishment staff.

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

7. Table II gives a recapitulation of the various indices relating to salaries. The indices for the Community as a whole have been 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 a basis for weighting the total population of each of the member countries.

The weighting applied for the nine Member States is as follows (1):

(1) Source: SOEC.

Country	Total Population	
	(%)	('000/1976)
Germany (FR)	23,8	61.531
France	20,5	52.921
Italy	21,7	56.170
Netherlands	5,3	13.774
Belgium	3,8	9.818
Luxembourg	0,1	358
United Kingdom	21,6	56.002
Ireland	1,2	3.162
Denmark	2,0	5.073
Total	100,0	258.809

Tables III and IV are summary tables per category.

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

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Table I - Consumer price index trends in the Member States of the Community
End of June 1976 - end of June 1977

Period	Germany (FR)		France		Italy		Netherlands		Belgium		Luxembourg		United Kingdom		Ireland		Denmark	
	1970 = 100	1976 = 100	1970 = 100	1976 = 100	1970 = 100	1976 = 100	1969 = 100	July 1974 - June 75 = 100	1965 = 100	15.1. 1974 = 100	Nov. 1968 = 100	1964 = 100	1965 = 100	15.1. 1974 = 100	Nov. 1968 = 100	1964 = 100	1965 = 100	
June 1976	141,5	165,6	198,2	170,4	113,61	100,0	-	-	156,0	250,7 (b)	100,0	245,4	100,0	245,4	245,4	245,5	100	
July 1976	140,9	167,2	199,4	169,6	-	-	-	-	181,02	100,0	156,3	245,6	-	245,6	-	-	-	
June-July 1976	141,2	166,4	198,8	170,0	100,0	100,0	170,0	100,0	-	-	156,2	245,5	100,0	245,5	245,5	100	-	
June 1977	147,2	182,5	118,0	182,7	122,42	107,8	182,7	107,8	-	-	183,6	271,8	114,0	271,8	271,8	271,8	111,1	
July 1977	147,0	184,1	118,9	182,4	-	-	182,4	-	194,17	107,3	183,8	273,6	-	273,6	-	-	-	
June-July 1977	147,1	183,3	118,5 (a)	182,6	-	-	182,6	107,4	-	-	183,7	272,7	117,6	272,7	272,7	111,1	-	

(a) 118,5 : 198,8 x 2,0166 = 1,202 .

(b) Half of May.

Table II -- Trends in civil service salaries in Member States
End of June 1976 to end of June 1977

	Nominal indices		Real indices	
	Gross	Net	Gross	Net
Germany (FR)	104,8	103,9	100,6	99,7
France	107,6	108,2	97,6	98,2
Italy	120,6	121,3	100,3	100,9
Netherlands	105,1	105,6	97,9	98,3
Belgium	106,6	106,0	98,9	98,3
Luxembourg	109,8	109,9	102,3	102,4
United Kingdom	104,7	108,3	89,0	92,1
Ireland	111,2	112,3	97,5	98,5
Denmark	105,3	107,0	94,8	96,3
COMMUNITY	109,0	109,9	97,1	97,8

Table III - Real salary trend of civil service salaries in Member States from end of June 1976 to end of June 1977 for each of the four categories A, B, C and D

Countries	Weighting in %	Categories								Total (1)	
		A		B		C		D			
		Gross	Net	Gross	Net	Gross	Net	Gross	Net		
Germany FR	23,8	100,6	99,6	100,6	99,6	100,7	99,9	100,8	100,2	100,6	99,7
France	20,5	97,5	98,6	97,6	97,8	97,9	98,1	98,6	98,7	97,6	98,2
Italy	21,7	95,7	96,1	99,0	99,6	102,5	103,0	104,9	105,4	100,3	100,9
Netherlands	5,3	97,2	98,0	97,8	98,2	98,3	98,5	-	-	97,9	98,3
Belgium	3,8	99,4	98,1	98,7	98,1	98,7	98,6	98,9	98,7	98,9	98,3
Luxembourg	0,1	102,3	102,5	102,3	102,4	102,3	102,4	102,3	102,3	102,3	102,4
United Kingdom	21,6	87,1	92,5	89,3	91,8	89,5	92,3	90,2	92,5	89,0	92,1
Ireland	1,2	94,0	97,1	96,1	98,2	98,7	98,6	98,5	99,0	97,5	98,5
Denmark	2,0	93,5	95,0	95,2	96,6	96,1	97,5	96,9	98,1	94,8	96,3
COMMUNITY	100,0	95,5	96,8	96,8	97,3	97,8	98,4	98,7	99,2	97,1	97,8

(1) Weighting: national civil service staff.

Table IV - Real salary trend of civil service salaries in Member States from end of June 1976 to end of June 1977 for each of the four categories A, B, C and D

Countries	Weighting in %	Categories								Total (1)	
		A		B		C		D		Gross	Net
		Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Germany FR	23,8	100,6	99,6	100,6	99,6	100,7	99,9	100,8	100,2	100,6	99,7
France	20,5	97,5	98,6	97,6	97,8	97,9	98,1	98,6	98,7	97,6	98,3
Italy	21,7	95,7	96,1	99,0	99,6	102,5	103,0	104,9	105,4	98,6	99,1
Netherlands	5,3	97,2	98,0	97,8	98,2	98,3	98,5	-	-	97,6	98,2
Belgium	3,8	99,4	98,1	98,7	98,1	98,7	98,6	98,9	98,7	99,1	98,2
Luxembourg	0,1	102,3	102,5	102,3	102,4	102,3	102,4	102,3	102,3	102,3	102,4
United Kingdom	21,6	87,1	92,5	89,3	91,8	89,5	92,3	90,2	92,5	87,9	92,4
Ireland	1,2	94,0	97,1	96,1	98,2	98,7	98,6	98,5	99,0	95,4	97,7
Denmark	2,0	93,5	95,0	95,2	96,6	96,1	97,5	96,9	98,1	94,6	96,1
COMMUNITY	100,0	95,5	96,8	96,8	97,3	97,8	98,4	98,7	99,2	96,4	97,5

(1) Weighting: Community staff.

GERMANY

Table 1

Total emoluments of a Federal civil servant
in a senior Federal department
(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	2 395	3 169	3 859	5 099	5 099	5 099	4 009	4 009	4 009
	A 15	3 403	4 190	5 341	2 488	2 907	3 529	4 592	4 592	4 592	3 190	3 190	3 190
A 13	3 253	3 621	4 358	2 406	2 607	3 000	4 023	4 023	4 023	3 090	3 090	3 090	
Higher inter-mediate (B)	A 13	3 069	3 621	4 368	2 304	2 607	3 000	4 023	4 023	4 023	2 965	2 965	2 965
	A 11	2 623	3 052	3 553	2 345	2 294	2 570	3 454	3 454	3 454	2 621	2 621	2 621
	A 9	2 211	2 426	2 763	1 792	1 925	2 127	2 820	2 820	2 820	2 292	2 292	2 292
Inter-mediate (C)	A 9	2 077	2 390	2 727	1 706	1 904	2 107	2 792	2 792	2 792	2 183	2 183	2 183
	A 7	1 861	2 089	2 331	1 563	1 713	1 867	2 483	2 483	2 483	2 003	2 003	2 003
	A 5	1 718	1 791	1 974	1 462	1 514	1 633	2 183	2 183	2 183	1 836	1 836	1 836
Junior (D)	A 5	1 615	1 762	1 944	1 385	1 493	1 619	2 159	2 159	2 159	1 803	1 803	1 803
	A 3	1 549	1 660	1 798	1 332	1 420	1 519	2 077	2 077	2 077	1 743	1 743	1 743
	A 1	1 442	1 547	1 652	1 247	1 331	1 416	1 944	1 944	1 944	1 661	1 661	1 661

Note: In pay groups A5, A9 and A13, the third incremental step was regarded as the beginning of the grade.

In pay groups A1 to A5, 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 B3, B6 and B9 do not vary.

Table 2

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

(Situation at 30 June 1977: 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	9.655	9.655	9.655	5.576	5.576	5.576	9.945	9.945	9.945	6.667	6.667	6.667
	B 6	8.208	8.208	8.208	4.885	4.885	4.885	8.517	8.517	8.517	5.306	5.306	5.306
	B 3	6.897	6.897	6.897	4.245	4.245	4.245	7.206	7.206	7.206	5.215	5.215	5.215
	A 16	3.963	4.921	6.305	2.789	3.783	4.002	4.571	5.538	6.615	5.375	6.367	7.367
	A 15	3.565	4.394	5.606	2.577	3.014	3.660	3.987	4.830	5.915	3.514	4.344	5.400
Higher intermediate (B)	A 13	3.214	3.756	4.581	2.385	2.659	3.110	3.631	4.212	4.870	3.079	3.465	3.835
	A 11	2.744	3.196	3.723	2.117	2.374	2.667	3.161	3.617	4.159	2.730	3.068	3.418
	A 9	2.319	2.545	2.900	1.860	1.998	2.207	2.736	2.961	3.316	2.390	2.570	2.815
Intermediate (C)	A 9	2.180	2.509	2.864	1.772	1.976	2.166	2.516	2.926	3.280	2.278	2.542	2.824
	A 7	1.952	2.192	2.447	1.625	1.779	1.958	2.304	2.663	2.958	2.089	2.284	2.487
	A 5	1.805	1.882	2.075	1.574	1.577	1.795	2.217	2.294	2.486	1.969	2.032	2.161
Junior (D)	A 5	1.699	1.853	2.045	1.449	1.557	1.685	2.110	2.264	2.457	1.885	2.038	2.165
	A 3	1.629	1.745	1.891	1.376	1.482	1.584	2.040	2.157	2.303	1.826	1.970	2.090
	A 1	1.516	1.627	1.737	1.306	1.394	1.476	1.978	2.058	2.149	1.734	1.874	1.973

Note: 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 B 3, B 6 and B 9 do not vary.

Civil Service posts in the senior Federal departments
provided for under the 1977 Federal budget (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	764	Pay group A 5	510
B 10	4	A 12	813	A 8	478	A 4	281
B 8	-	A 11	411	A 7	332	A 3/4	76
B 9	103	A 10	176	A 6	174	A 3	-
B 7	1	A 9	40	A 5	25	A 2/3	425
B 6	220					A 1/2	-
B 5	2						
B 4	-						
B 3	928						
B 2	-						
B 1	-						
A 16	380						
A 15	1,743						
A 14	1,012						
A 13	211						
Total	4,631		3,749		1,773		1,292

Overall total: 11,445

Notes on the calculation of the emoluments of a Federal civil servant in a senior Federal department (as at 30 June 1977)

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 a senior Federal department
- (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)
- (f) One-twelfth of the once a year supplement = DM 8,33.

The children's allowance of DM 50 for each child, as a part of salary, was discontinued as from 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 1977 has then been subtracted to determine the net salary. In the case of single people, tax bracket I, or II for final steps A 15, A 16, B 6 and B 9, was 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.

Table 3

NOMINAL INDEX NUMBERS

Civil servants' salaries - Index number at 30 June 1977

(30 June 1976 = 100)

GERMANY

CAT.	GRADES	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	B 9	104,9	104,9	104,9	103,8	103,8	103,8	104,8	104,8	104,8	103,8	103,8	103,8
	B 6	104,9	104,9	104,9	103,7	103,7	103,7	104,8	104,8	104,8	103,8	103,8	103,8
	B 3	104,9	104,9	104,9	103,8	103,8	103,8	104,9	104,9	104,9	103,7	103,7	103,7
	A 14	104,7	104,8	104,9	103,5	103,6	103,7	104,5	104,7	104,8	103,8	103,8	103,8
	A 15	104,8	104,9	105,0	103,6	103,7	103,7	104,7	104,8	104,9	103,9	103,9	103,9
	A 13	104,8	104,8	104,9	103,5	103,5	103,7	104,6	104,7	104,8	103,9	103,9	103,9
B	A 13	104,7	104,8	104,9	103,5	103,5	103,7	104,6	104,7	104,8	103,8	103,9	103,9
	A 11	104,6	104,7	104,8	103,5	103,5	103,6	104,5	104,6	104,7	104,2	103,9	103,9
	A 9	104,9	104,9	105,0	103,8	103,8	103,8	104,7	104,7	104,8	104,3	104,3	104,4
C	A 9	105,0	105,0	105,0	103,9	103,8	103,8	104,7	104,8	104,8	104,4	104,4	104,4
	A 7	104,9	104,9	105,0	104,0	103,9	103,8	104,7	104,7	104,8	104,3	104,3	104,3
	A 5	105,1	105,1	105,1	104,2	104,2	104,1	104,8	104,8	104,9	104,4	104,5	104,5
D	A 5	105,2	105,2	105,2	104,6	104,3	104,1	104,8	104,9	104,9	104,4	104,5	104,5
	A 3	105,2	105,1	105,2	104,8	104,4	104,3	104,8	104,9	104,9	104,5	104,4	104,6
	A 1	105,1	105,2	105,2	104,7	104,7	104,2	104,8	104,8	104,9	104,4	104,4	104,4

Table 4

REAL INDEX NUMBERS

Civil servants' salaries - Index numbers at 30 June 1977
(30 June 1976 = 100)

GERMANY

CAT.	GRADES	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	B 9	100,7	100,7	100,7	99,6	99,6	99,6	100,6	100,6	100,6	99,6	99,6	99,6
	B 6	100,7	100,7	100,7	99,5	99,5	99,5	100,6	100,6	100,6	99,6	99,6	99,6
	B 3	100,7	100,7	100,7	99,6	99,6	99,6	100,7	100,7	100,7	99,5	99,5	99,5
	A 16	100,5	100,6	100,7	99,3	99,4	99,5	100,3	100,5	100,6	99,6	99,6	99,6
	A 15	100,6	100,7	100,8	99,4	99,5	99,5	100,5	100,6	100,7	99,7	99,7	99,7
	A 13	100,6	100,6	100,7	99,3	99,3	99,5	100,4	100,5	100,6	99,7	99,7	99,7
B	A 13	100,5	100,6	100,7	99,3	99,3	99,5	100,4	100,5	100,6	99,6	99,7	99,7
	A 11	100,4	100,5	100,6	99,3	99,3	99,4	100,3	100,4	100,5	100,0	99,7	99,7
	A 9	100,7	100,7	100,8	99,6	99,6	99,6	100,5	100,5	100,6	100,1	100,1	103,2
C	A 9	100,8	100,8	100,8	99,7	99,6	99,6	100,5	100,6	100,6	100,2	100,2	100,2
	A 7	100,7	100,7	100,8	99,8	99,7	99,6	100,5	100,5	100,6	100,1	100,1	100,1
	A 5	100,9	100,9	100,9	100,0	100,0	99,9	100,6	100,6	100,7	100,2	100,3	100,3
D	A 5	101,0	101,0	101,0	100,4	100,1	99,9	100,6	100,7	100,7	100,2	100,3	100,3
	A 3	101,0	100,9	101,0	100,6	100,2	100,1	100,6	100,7	100,7	100,3	100,2	100,4
	A 1	100,9	101,0	101,0	100,5	100,5	100,0	100,6	100,6	100,7	100,2	100,2	100,2

Table 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by categories - Index numbers at 30 June 1977
(30 June 1976 = 100)

GERMANY

Category	Single		Married, 2 children		Total civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	100,7	99,5	100,6	99,6	100,6	99,6
B	100,6	99,4	100,5	99,7	100,6	99,6
C	100,8	99,7	100,6	100,2	100,7	99,9
D	101,0	100,1	100,7	100,3	100,8	100,2
Total: national weighting	100,7	99,5	100,6	99,8	100,6	99,7
Total: Community weighting	100,7	99,5	100,6	99,8	100,6	99,7

FRANCE

Table 1

ANNEX I

Overall remuneration before tax of
civil servants at 1 July 1976

(FF/month)

FRANCE

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	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 + Paris residence allowance (11%).
- (2) Basic salary + residence 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.
Service officer after one month's service (guaranteed minimum).
Service officer, last incremental step.
Clerical officer, last incremental step.

N.B.: 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

FRANCE

ANNEX II

Net remuneration after tax of civil servants

at 1 July 1976 (FF/month)

Exceptional 4% and 8% tax supplement deducted

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	: 2.023, 18 (3) : 2.589, 74 (6)	: 4.341, 46 (4) : 3.511, 57 (7)	: 3.558, 03 (5) : 5.059, 98 (8)	: 3.515, 20 (3) : 3.206, 80 (6)	: 5.434, 05 (4) : 4.405, 07 (7)	: 10.528, 10 (5) : 6.304, 90 (8)
B Secondary education	: 2.052, 14 (9)	: 2.623, 02 (10)	: 3.255, 69 (11) 3	: 2.580, 73 (9)	: 3.248, 41 (10)	: 4.207, 58 (11)
C Vocational training	: 1.819, 76 (12)	: 2.139, 86 (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 + Paris residence allowance.

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

(3) to (18) see Annex I.

TABLE 2

FRANCE

ANNEX I

Overall remuneration before tax of civil servants
at 1 July 1977 (FF/month)

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A						
University education	3.497 (3)	5.822 (4)	13.281 (5)	3.899 (3)	6.292 (4)	13.758 (5)
	3.138 (6)	4.544 (7)	6.961 (8)	3.529 (6)	4.977 (7)	7.439 (8)
B						
Secondary education	2.429 (9)	3.187 (10)	4.307 (11)	2.807 (9)	3.579 (10)	4.732 (11)
C						
Vocational training	2.140 (12)	2.543 (13)	2.887 (14)	2.518 (12)	2.921 (13)	3.270 (14)
			3.100 (15)			3.490 (15)
D						
Primary education	1.894 (16)	1.956 (17)	2.341 (18)	2.273 (16)	2.334 (17)	2.720 (18)
			2.517 (15)			2.895 (15)

- (1) Basic salary + Paris residence allowance (9,50%).
- (2) Basic salary + residence allowance + family income supplement + family allowances including compensatory allowance + single income supplement (for two children under ten years of age).
Note that the two adjustments dating from 1 August 1976 and 1 July 1977 have been included.
- (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.
- (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 after tax of civil servants
at 1 July 1977 (FF/month)

	Single (1)			Married, 2 children (2)		
	Amount			Amount		
	Minimum	Average	Maximum	Minimum	Average	Maximum
A University education	3.042 (3) 2.774 (6)	4.703 (4) 3.792 (7)	9.499 (5) 5.484 (8)	3.785 (3) 3.455 (6)	5.869 (4) 4.744 (7)	11.568 (5) 6.813 (8)
B Secondary education	2.216 (9)	2.811 (10)	3.622 (11)	2.796 (9)	3.500 (10)	4.528 (11)
C Vocational training	1.979 (12)	2.309 (13)	2.579 (14) 2.747 (15)	2.518 (12)	2.902 (13)	3.223 (14) 3.420 (15)
D Primary education	1.771 (16)	1.825 (17)	2.142 (18) 2.287 (15)	2.273 (16)	2.334 (17)	2.716 (18) 2.878 (15)

(1) Basic salary + residence allowance.

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

(3) to (18) see Annex I.

TABLE 3

NOMINAL INDEX NUMBERS

Civil servants' salaries
Index numbers at 1 July 1977

(1 July 1976 = 100)

FRANCE

CAT.	Scale	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 education	107,1	107,3	107,5	107,8	108,3	110,5	107,4	107,5	107,6	107,7	108,0	109,6
		107,1	107,1	107,3	107,1	108,0	108,4	107,5	107,4	107,5	107,7	107,7	108,1
B	Secondary education	107,9	107,1	107,1	108,0	107,2	107,9	108,2	107,5	107,4	108,3	107,8	107,6
C	Vocational training	108,6	107,7	107,1	108,8	107,9	107,2	108,9	108,1	107,5	108,9	108,2	107,8
				107,1		107,3				107,5			107,7
D	Primary education	107,6	107,7	107,8	107,7	107,9	108,3	108,2	108,2	108,2	108,2	108,2	108,4
				115,9		115,7				115,2			114,8

TABLE 4

REAL INDEX NUMBERS
Civil servants' salaries
Index numbers at 1 July 1977

(1 July 1976 = 100)

FRANCE

cat.	Scale	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 education	97,2	97,4	97,6	97,8	98,3	100,3	97,5	97,6	97,6	97,7	98,0	99,5	97,2	97,4	97,4	97,2	98,4	97,6	97,7	97,7	98,1		
B	Secondary education	97,9	97,2	97,2	98,0	97,3	97,9	98,2	97,6	97,5	98,3	97,8	97,6	97,9	97,9	97,7	97,7	98,2	97,5	98,3	97,8	97,6	97,6	
C	Vocational training	98,6	97,7	97,2	98,7	97,9	97,3	98,8	98,1	97,6	98,8	98,2	97,6	97,4	97,9	97,7	97,2	97,2	97,3	97,4	98,8	98,2	97,8	97,8
D	Primary education	97,6	97,7	97,8	97,7	97,9	98,3	98,2	98,2	98,2	98,2	98,2	98,2	104,2	97,6	97,7	105,2	105,0	98,3	98,2	98,2	98,2	98,2	98,4

TABLE 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by categories
Index numbers at 1 July 1977

(1.7.1976 = 100)

FRANCE

Category	Single		Married, 2 children		Total civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	97,4	98,7	97,6	98,4	97,5	98,6
B	97,4	97,7	97,6	97,8	97,6	97,8
C	97,7	97,9	98,1	98,3	97,9	98,1
D	98,5	98,6	98,7	98,7	98,6	98,7
Total: national weighting	97,6	98,2	97,8	98,2	97,6	98,2
Total: Community weighting	97,5	98,4	97,7	98,3	97,6	98,3

ITALY

Table 1

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

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

Career and grade	Weighting	SINGLE										Net total	
		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(l)		(m)
		Basic salary	Service allowance	Special allowance	13th month	Special allowance on 13th month	Pensionable equalizing allowance	Application of Presidential Decree No 268/76	Gross total	Social security contributions	Net total with soc. sec. contributions deducted	Income tax	
Directive													
General Director		650.000	---	69.872	70.833	3.154	---	20.000	1.013.859	50.964	522.895	159.097	763.868
Senior Director		416.665	241.667	69.872	54.861	3.154	---	20.000	806.220	70.655	725.565	108.750	696.815
Principal Director		296.667	136.667	69.872	36.111	3.154	---	20.000	562.471	48.370	514.101	56.580	457.521
Deputy Director of Division	367	237.037	---	69.872	19.723	3.154	87.962	20.000	437.776	37.110	400.668	35.160	365.508
Director of Section	307	168.037	---	69.872	15.569	3.154	82.795	20.000	379.527	31.694	347.833	26.680	321.153
Adviser	190	116.375	---	69.872	9.698	3.154	65.958	20.000	286.957	23.022	263.935	15.150	247.845
Advisory													
Chief Secretary	370	226.525	---	69.872	18.885	3.154	103.333	20.000	441.865	27.458	404.411	35.640	368.771
Principal Secretary	255	156.157	---	69.872	13.015	3.154	68.812	20.000	331.040	27.207	303.833	20.520	283.313
Secretary	160	98.000	---	69.872	8.165	3.154	64.500	20.000	263.692	20.945	242.747	12.600	229.947
Clerical													
Senior Assistant	245	150.062	---	69.872	12.505	3.154	83.270	20.000	336.863	27.905	310.958	21.430	289.528
Principal Assistant	183	112.087	---	69.872	9.340	3.154	62.912	20.000	277.365	22.221	255.144	14.150	240.994
Assistant	120	73.500	---	69.872	6.125	3.154	43.166	20.000	215.817	16.531	199.286	8.400	190.886
Auxiliary													
Chief Clerk	100	87.597	---	69.872	7.299	3.154	62.412	20.000	250.324	19.713	230.611	14.600	216.011
Clerk	100	61.250	---	69.872	5.104	3.154	42.916	20.000	202.296	15.362	186.934	7.200	179.734

Table 1/a

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with step increments of certain civilian service posts at 30 June 1976

Career and grade	Weighting	Periodic increments	SINGLE										Net total (N)				
			(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month allowance	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76	(h) Gross total	(i) Social security contributions	(l) Net total with soc. security contributions deducted		(m) Income tax			
<u>Directive</u>																	
General Director	-	2	892.900	-	69.872	74.375	3.154	-	20.000	1.059.901	95.254	964.647	171.267	953.380			
Senior Director	-	4	458.333	265.833	69.872	60.347	3.154	-	20.000	877.539	77.202	800.337	125.780	674.557			
Principal Director	-	3	372.667	146.916	69.872	43.299	3.154	-	20.000	655.908	57.033	598.875	75.280	523.595			
Deputy Director of Division	455	1	285.654	-	69.872	23.804	3.154	112.129	20.000	514.613	44.216	470.397	47.500	422.897			
Director of Section	307	2	197.439	-	69.872	16.423	3.154	82.795	20.000	389.713	32.843	356.870	28.120	328.750			
Adviser	257	1	161.347	-	69.872	13.445	3.154	67.587	20.000	335.405	27.616	307.789	21.040	286.749			
<u>Advisory</u>																	
Chief Secretary	370	5	254.933	-	69.872	21.246	3.154	103.332	20.000	472.558	40.317	432.241	40.580	391.661			
Principal Secretary	297	5	204.651	-	69.872	17.054	3.154	88.920	20.000	403.651	33.928	369.723	30.200	339.523			
Secretary	218	2	140.221	-	69.872	11.683	3.154	69.537	20.000	314.447	28.445	286.002	16.180	269.822			
<u>Clerical</u>																	
Senior Assistant	245	5	165.820	-	69.872	14.065	3.154	83.270	20.000	359.104	29.759	329.345	23.770	305.575			
Principal Assistant	213	5	146.770	-	69.872	12.231	3.154	69.537	20.000	321.564	26.324	295.240	19.350	275.890			
Assistant	163	3	107.323	-	69.872	8.944	3.154	58.495	20.000	267.750	21.339	246.411	13.180	233.231			
Auxiliary Chief Clerk	165	7	118.746	-	69.872	9.896	3.154	78.104	20.000	299.774	24.276	275.498	16.750	258.748			
Clerk	133	3	87.572	-	69.872	7.293	3.154	51.870	20.000	239.766	18.742	221.024	10.600	210.424			

Table 1/b

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

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

Career and grade	Weighting	MARRIED, TWO CHILDREN											Net total		
		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(l)	(m)		(n)	(o)
		Basic salary	Service allowance	Special allowance	13th month	Special additional allowance	Special allowance on 13th month	Equalizing allowance	Application of Presidential Decree No 268/76	Family allowances	Gross total	Social security contributions	Net total with social security contributions deducted	Income tax	
<u>Directive</u>															
General Director		850.000	—	69.872	70.833	3.154	—	—	20.000	25.180	7.039.939	91.342	947.697	160.920	756.777
Senior Director		416.656	241.667	69.872	51.851	3.154	—	—	20.000	25.180	831.400	71.033	769.367	109.533	659.834
Principal Director		255.667	136.667	69.872	36.111	3.154	—	—	20.000	25.180	587.651	48.748	538.903	56.663	482.240
Deputy Director of Division.	387	237.037	—	69.872	19.753	3.154	87.962	—	20.000	25.180	482.958	37.488	445.470	33.833	391.637
Director of Section	307	189.037	—	69.872	15.669	3.154	82.795	—	20.000	25.180	404.707	22.072	372.635	25.263	347.372
Adviser	190	116.375	—	69.872	9.698	3.154	66.958	—	20.000	25.180	311.237	23.400	287.837	13.023	274.814
<u>Advisory</u>															
Chief Secretary	370	226.625	—	69.872	18.885	3.154	103.333	—	20.000	25.180	467.049	37.836	429.213	34.593	394.620
Principal Secretary	255	156.187	—	69.872	13.015	3.154	68.812	—	20.000	25.180	356.220	27.585	328.635	18.323	310.312
Secretary	100	59.000	—	59.872	8.166	3.154	64.500	—	20.000	25.180	288.872	21.323	267.549	10.423	257.126
<u>Clerical</u>															
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
Principal Assistant	193	112.087	—	69.872	9.340	3.154	62.912	—	20.000	25.180	302.545	22.599	279.946	11.963	267.983
Assistant	120	73.500	—	69.872	6.125	3.154	43.166	—	20.000	25.180	240.997	16.509	224.488	5.483	218.995
<u>Auxiliary</u>															
Chief Clerk	143	87.557	—	69.872	7.299	3.154	62.412	—	20.000	25.180	275.904	20.091	255.813	5.583	249.830
Clerk	100	61.250	—	69.872	5.104	3.154	42.916	—	20.000	25.180	227.476	15.740	211.736	4.283	207.453

Table 1/c

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with step increments of certain civilian service posts at 30 June 1976

Career and Grade	Weighting	Periodic increments	MARRIED, TWO CHILDREN										Net total		
			(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(l)		(m)	(n)
			Basic salary	Service allowance	Special additional allowance	13th month	Special additional allowance on 13th month	Pensionable allowance	Application of Presidential Decree No 268/76	Family allowances	Gross total	Social security contributions	Net total with social security contributions deducted	Income tax	
Directive General Director	2		592.500	—	69.872	74.375	3.154	—	20.000	25.180	1.025.081	95.632	559.449	172.810	516.525
Senior Director	4		458.333	265.933	69.872	60.347	3.154	—	20.000	25.180	902.719	77.550	225.739	127.023	556.255
Principal Director	3		372.667	146.916	69.872	43.229	3.154	—	20.000	25.180	691.083	57.411	623.677	75.353	518.212
Deputy Director of Division	1		235.554	—	69.872	23.524	3.154	112.129	20.000	25.180	539.793	44.594	495.199	47.133	448.066
Director of Section	2		197.439	—	69.872	16.493	3.154	82.795	20.000	25.180	411.893	33.021	381.872	26.703	355.169
Adviser	1		161.347	—	59.872	13.445	3.154	67.567	20.000	25.180	360.585	27.994	332.591	18.873	313.718
Advisory															
Chief Secretary	370		254.953	—	69.872	21.246	3.154	103.333	20.000	25.180	497.738	40.695	457.043	39.913	417.130
Principal Secretary	297		204.551	—	69.872	17.054	3.154	88.920	20.000	25.180	428.831	34.306	394.525	25.783	368.742
Secretary	213		140.201	—	69.872	11.653	3.154	69.537	20.000	25.180	339.627	28.823	310.804	16.013	294.791
Chief Clerk															
Senior Assistant	245		168.620	—	69.872	14.068	3.154	83.270	20.000	25.180	384.364	30.177	354.187	22.223	331.964
Principal Assistant	223		146.770	—	69.872	12.231	3.154	69.537	20.000	25.180	345.744	26.702	320.042	17.123	302.919
Assistant	113		107.325	—	69.872	8.544	3.154	56.495	20.000	25.180	292.970	21.717	271.253	10.913	260.340
Auxiliary															
Chief Clerk	165		118.746	—	69.872	5.895	3.154	78.104	20.000	25.180	324.954	24.654	300.300	15.953	284.347
Clerk	133		87.572	—	69.872	7.258	3.154	51.070	20.000	25.180	264.945	19.120	245.825	7.613	238.212

Rome, 3 September 1977

Ministry of the Treasury
GENERAL STATE
ACCOUNTING DEPARTMENT
INSPECTORATE--GENERAL
FOR STAFF REGULATIONS

To the Ministry for Foreign
Affairs

ROME

CONCERNS: EEC - Annual review of Community officials' salaries
and for information:

TO THE OFFICE OF THE ITALIAN
PERMANENT REPRESENTATIVE
to the European Communities
74, rue de la Loi
BRUSSELS

TO THE STATISTICAL OFFICE OF
THE EUROPEAN COMMUNITIES
Centre Européen
Plateau du Kirchberg
LUXEMBOURG

TO THE COMMISSION OF THE
EUROPEAN COMMUNITIES
Directorate-General for
Personnel and Administration
200, rue de la Loi
BRUSSELS

TO THE EUROPEAN ORGANIZATION
FOR NUCLEAR RESEARCH
GENEVA

As required by Article 65 of the Staff Regulations of Officials of the European Communities, the EEC Council of Ministers decides, in the light of the Commission's report based on the economic and social situation of the Community, whether to adjust the remuneration of Community officials, using

for this purpose the new method of calculation which provides, on the basis of information supplied by the individual countries, for determination of specific indicators concerning the development of national civil servants' salaries during the reference period 1 July 1976 - 30 June 1977, plus the joint index which expresses cost-of-living variations over the same period in each Member State.

We therefore submit the enclosed tables showing monthly remuneration, both gross and net (social security contributions and taxes having been deducted), of Italian civil servants at 30 June 1977.

Two separate cases have been considered: single person and married man with dependent wife and two children. The following explanations refer to certain headings which go to make up overall salary.

As a result of changes in the consumer's price index for the period under consideration, the special additional allowance (column c) went up for the second half of 1976 from Lit 69 872 to Lit 86 252 gross per month, while from 1 January to 30 June 1977 this allowance again increased, in absolute value, by Lit 16 632, thus totalling Lit 102 884.

However, it must be pointed out that from 1 October 1976 to 31 December 1978, increases from this allowance are paid (either entirely or 50%) to the bearer in multiannual Treasury bonds, non-negotiable for five years. The former arrangement applies to civil servants with total annual salaries, net of

social security contributions, of over Lit 8 million and the latter, to those earning between Lit 6 million and Lit 8 million.

This measure has "frozen" the cost-of-living index for all employees both in the public and private sectors, with annual earned incomes over Lit 6 million and Lit 8 million.

The figure in column (e) represents one twelfth of the amount of special additional allowance paid in addition to the 13th month in accordance with Article 3 of Law No 364 of 31 July 1975.

Under this Law the amount of the special additional allowance on the 13th month is equal to the difference between the amount of the allowance applicable at 31 December of the year in question and that applicable at 1 January 1975 (Lit 48 400).

Although the enclosed tables refer to June 1977, the amount of the special additional allowance applicable at 1 July 1977 (Lit 129 344) was used to calculate the amount in question, in view of the fact that this allowance, which changes on 1 January and 1 July every year, is added to the 13th month due in December, account being taken of the figure applicable at 1 July.

Under agreements concluded between the Government and representatives of the National Trade Union Confederation (Federazione unitaria CGIL-CISL-UIL), in addition to the Lit 20 000 already paid to civil servants, Lit 10 000 was paid from 1 July 1975 as an advance on the increases from contracts to be concluded; this was raised to Lit 25 000 from 1 February 1977 (column (g)).

Law No 112 of 14 April 1977 also provided that the amount for the 13th month relating to 1977 was to be increased by Lit 45 000 (column (h)).

Gross monthly amounts for family allowances due to working staff are Lit 9 880 for the spouse and each dependent child (column (i)).

This has put an end to discrimination in relation to amounts paid to staff employed in the municipality of residence, to different incomes accruing to one household, to differentiation between children over and under fourteen years of age and to the sequence of dependent children.

We also include statistical data on personnel strength in the civil service at 1 January 1976, distinguished by category (directive, advisory, clerical and auxiliary).

(Signature)

THE MINISTER

Table 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts

at 30 June 1977

SINGLE

Career and grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Gross Total	(l) Social security contributions	(m) Net total after deduction of social security contributions	(n) Income tax	(o) Net total
<u>Directive:</u>														
Gen. Director	-	850.000	-	102.884	70.833	6.745	-	45.000	3.750	1.075.212	93.583	955.649	177.357	898.292
Senior Director	-	416.666	241.667	102.884	54.861	6.745	-	45.000	3.750	671.573	73.254	756.219	125.210	673.109
Principal Director	-	296.667	136.667	102.884	36.111	6.745	-	45.000	3.750	627.824	50.959	676.855	70.440	606.415
Deputy Director Of Division	367	237.037	-	102.884	19.753	6.745	67.962	45.000	3.750	502.131	39.708	463.423	44.470	418.953
Director of Section	307	168.037	-	102.884	15.669	6.745	82.795	45.000	3.750	444.881	34.293	479.588	34.760	475.828
Adviser	190	116.375	-	102.884	9.698	6.745	66.958	45.000	3.750	351.410	25.821	325.739	21.360	304.409
<u>Advisory:</u>														
Chief	370	226.625	-	102.884	13.685	6.745	103.333	45.000	3.750	507.222	40.056	467.166	45.230	421.936
Secretary	255	156.187	-	102.884	13.015	6.745	63.612	45.000	3.750	396.393	29.605	366.888	27.720	339.168
Princ. Secretary	160	90.000	-	102.884	8.167	6.745	64.500	45.000	3.750	329.046	23.544	305.502	18.760	286.742
<u>Clerical:</u>														
Senior	245	150.062	-	102.884	12.505	6.745	83.271	45.000	3.750	404.217	30.504	373.713	26.840	346.873
Assistant	193	112.097	-	102.884	9.340	6.745	62.912	45.000	3.750	342.710	24.819	317.899	20.340	297.559
Princ. Asst. Assistant.	120	73.500	-	102.884	6.125	6.745	43.167	45.000	3.750	261.171	19.130	252.041	13.060	238.981
<u>Auxiliary:</u>														
Chief Clerk	163	87.597	-	102.884	7.298	6.745	62.412	35.000	3.750	315.676	22.300	293.376	17.090	276.286
Clerk	150	61.250	-	102.884	5.104	6.745	42.917	45.000	3.750	267.690	17.671	249.779	11.500	238.279

Table 2/a

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with step increments of certain civilian civil service posts
at 30 June 1977

SINGLE

Career and Grade	Weighting	Periodic Increments	Basic salary	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(m)	(n)	(o)
				Special allowance	13th month allowance	Special additional allowance	13th month allowance on Presidential Decree No 268/76 and Law No 112/77	13th month from Law No 112/77	Gross total	Social Security contributions	Net total after deduction of social security contributions	Income tax	Net total		
<u>Directive:</u>															
Gen. Director	-	2	892.500	-	-	102.884	74.375	6.745	-	45.000	3.750	97.852	1.027.402	169.247	838.155
Senior Director	-	4	458.333	285.833	102.884	60.347	6.745	6.745	-	45.000	3.750	79.800	863.932	142.760	721.172
Princ. Director	-	3	372.667	146.917	102.884	43.298	6.745	6.745	-	45.000	3.750	59.631	661.630	90.250	571.380
Deputy Director	455	1	225.654	-	102.884	23.804	6.745	112.129	46.814	45.000	3.750	46.814	533.152	60.760	472.392
of Division	307	2	157.439	-	102.884	16.453	6.745	82.756	35.242	45.000	3.750	35.242	419.625	36.300	383.325
Director of Section	257	1	161.348	-	102.884	13.445	6.745	67.587	25.215	45.000	3.750	25.215	375.544	29.160	346.384
Adviser															
<u>Advisory:</u>															
Chief Secretary	370	5	254.953	-	102.884	21.246	6.745	103.333	103.333	45.000	3.750	42.915	494.996	50.550	444.446
Princ. Sec. Secretary	297	5	204.651	-	102.884	17.054	6.745	88.921	88.921	45.000	3.750	36.527	432.478	38.580	393.898
	216	2	140.201	-	102.884	11.683	6.745	66.475	66.475	45.000	3.750	27.581	348.757	24.840	323.917
<u>Clerical:</u>															
Sen. Assist.	245	5	168.520	-	102.884	14.068	6.745	83.271	83.271	45.000	3.750	32.397	392.141	31.720	360.421
Princ. Assist.	213	5	146.770	-	102.884	12.231	6.745	69.537	69.537	45.000	3.750	28.922	357.995	26.260	331.735
Assistant	163	3	107.325	-	102.884	8.944	5.745	58.495	58.495	45.000	3.750	23.937	309.206	19.170	290.036
<u>Auxiliary:</u>															
Chief Clerk	165	7	118.748	-	102.884	9.895	6.745	78.104	78.104	45.000	3.750	26.873	338.253	23.080	315.173
Clerk	133	3	87.572	-	102.884	7.297	6.745	51.871	51.871	45.000	3.750	21.340	283.779	15.920	267.859

Table 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts
at 30 June 1977

MARRIED PLUS 2 CHILDREN

Career and Grade	Weighting	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Family allowance	(l) Gross Total	(m) Social Security contributions	(n) Net total after deduction of social security contributions	(o) Income tax	(p) Net total
<u>Directive:</u>															
Gen. Director	-	550.000	-	102.884	70.833	6.745	-	45.000	3.750	29.640	1.108.852	94.007	1.014.845	172.217	841.926
Senior Director	-	415.655	241.657	102.884	54.861	6.745	-	45.000	3.750	29.640	901.213	73.698	827.515	120.760	706.755
Princ. Director	-	296.667	135.657	102.884	36.111	6.745	-	45.000	3.750	29.640	557.664	51.412	606.052	55.020	541.032
Deputy Director	367	237.037	-	102.884	19.753	6.745	87.902	45.000	3.750	29.640	532.771	40.152	492.619	38.820	453.799
of Division	307	185.037	-	102.884	15.669	6.745	82.795	45.000	3.750	29.640	474.521	34.737	439.784	28.750	411.034
Director of Section	190	116.375	-	102.884	9.699	6.745	66.958	45.000	3.750	29.640	351.050	26.065	324.985	14.800	310.185
Adviser															
<u>Advisory:</u>															
Chief Secretary	370	226.625	-	102.884	18.805	6.745	103.333	45.000	3.750	29.640	536.862	40.500	496.362	39.580	456.782
Princ. Secretary	255	155.157	-	102.884	13.015	6.745	68.812	45.000	3.750	29.640	426.033	30.269	395.764	21.460	374.304
Secretary	160	98.000	-	102.884	8.167	6.745	64.500	45.000	3.750	29.640	356.685	23.588	334.698	12.100	322.598
<u>Clerical:</u>															
Senior Assistant	245	150.062	-	102.884	12.595	6.745	83.271	45.000	3.750	29.640	433.857	30.948	402.909	22.580	380.329
Princ. Assistant	183	112.067	-	102.884	9.340	6.745	62.912	45.000	3.750	29.640	372.355	25.263	347.095	13.660	333.435
Assistant	120	73.500	-	102.884	6.125	6.745	43.167	45.000	3.750	29.640	310.811	19.574	291.237	6.510	284.727
<u>Auxiliary:</u>															
Chief Clerk	143	67.587	-	102.884	7.298	6.745	62.412	45.000	3.750	29.640	315.316	22.744	322.572	10.340	312.032
Clerk	100	61.250	-	102.884	5.104	6.745	42.517	45.000	3.750	29.640	257.290	18.315	273.975	4.820	274.155

Table 2/c

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with step increments of certain civilian civil service posts at 30 June 1977

MARRIED PLUS 2 CHILDREN

Career and Grade	Weighting	Periodic Increments	(a) Basic salary	(b) Service allowance	(c) Special additional allowance	(d) 13th month allowance	(e) Special additional allowance on 13th month	(f) Pensionable equalizing allowance	(g) Application of Presidential Decree No 268/76 and Law No 112/77	(h) 13th month from Law No 112/77	(i) Family allowance	(l) Gross Total	(m) Social Security contributions	(n) Net total after deduction of social security contributions	(o) Income tax	(p) Net total
<u>Directive</u>																
Gen. Director	-	2	892.500	-	102.884	74.375	6.745	-	45.000	3.750	29.640	1.154.894	95.256	1.055.558	135.057	871.501
Sen. Director	-	4	435.333	265.833	102.884	60.347	6.745	-	45.000	3.750	29.640	572.532	30.244	892.288	138.310	753.578
Princ. Director	-	3	372.667	146.917	102.884	43.298	6.745	-	45.000	3.750	29.640	750.901	50.075	699.826	35.250	665.575
Deputy Director of Division	455	1	285.654	-	102.884	23.504	6.745	112.129	45.000	3.750	29.640	659.605	47.258	552.348	55.560	506.788
Director of Sec. Adviser	307	2	197.439	-	102.884	16.453	6.745	82.795	45.000	3.750	29.640	484.707	35.636	449.071	30.450	418.551
	257	1	151.348	-	102.884	13.445	6.745	67.557	45.000	3.750	29.640	420.399	25.659	404.740	22.900	381.840
<u>Advisory:</u>																
Chief Secretary	370	5	254.933	-	102.884	21.246	6.745	103.333	45.000	3.750	29.640	567.551	43.359	524.192	47.250	475.992
Princ. Secretary	297	5	204.651	-	102.884	17.054	6.745	88.921	45.000	3.750	29.640	495.645	36.971	458.674	32.930	425.744
Secretary	218	2	140.201	-	102.884	11.683	6.745	66.473	45.000	3.750	29.640	406.375	28.425	377.953	18.560	359.373
<u>Clerical:</u>																
Senior Assistant	215	5	168.820	-	102.884	14.068	6.745	83.271	45.000	3.750	29.640	454.178	32.841	421.337	25.620	395.717
Princ. Assistant	213	5	146.770	-	102.884	12.231	6.745	69.537	45.000	3.750	29.640	416.557	29.366	387.191	20.160	367.031
Assistant	163	3	107.325	-	102.884	8.944	6.745	58.495	45.000	3.750	29.640	362.783	24.381	338.402	12.620	325.782
<u>Auxiliary:</u>																
Chief Clerk	165	7	118.746	-	102.884	9.895	6.745	78.104	45.000	3.750	29.640	394.766	27.317	367.449	16.580	350.869
Clerk	133	3	87.572	-	102.884	7.297	5.745	51.671	45.000	3.750	29.640	334.759	21.784	312.975	9.240	303.735

Table 3

NOMINAL INDICES

Indices at 30 June 1977 of civil servants' salaries
(30 June 1976 = 100)

Cat.	Grades	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	Gen. Director	116,5		106,2	105,8		105,6	106,7	106,4	107,0		106,7	106,7
	Sen. Director	108,1		107,5	107,4		106,8	108,4	107,7	108,6		108,0	108,0
	Princ. Director	111,6		110,0	110,7		109,1	111,9	110,3	112,2		110,4	110,4
	Deputy Director of Division	114,9		112,7	114,6		111,8	115,1	112,9	115,9		113,1	113,1
	Director of Sec. Adviser	117,2		116,8	117,0		116,6	117,3	116,8	118,3		117,9	117,9
		122,9		119,5	122,8		120,8	122,4	119,4	123,8		121,7	121,7
B	Chief Secretary	114,8		113,8	114,4		113,5	115,0	114,0	115,8		114,4	114,4
	Princ. Secretary	119,7		116,2	119,6		116,0	119,6	116,3	120,6		116,9	116,9
	Secretary	124,8		119,8	124,7		120,9	124,2	119,7	125,5		121,9	121,9
C	Sen. Assistant	119,3		118,2	119,1		117,9	119,2	118,2	120,2		119,2	119,2
	Princ. Assistant	123,6		120,3	123,5		120,2	123,1	120,1	124,4		121,2	121,2
	Assistant	130,3		124,4	130,4		124,3	129,0	123,8	130,3		125,1	125,1
D	Chief Clerk	126,1		121,8	126,2		121,8	125,3	121,5	124,9		122,7	122,7
	Clerk	132,3		127,3	132,6		127,3	130,7	126,4	132,2		127,5	127,5

TABLE 4

REAL INDICES

ITALY

Indices at 30 June 1977 of civil servants' salaries
(30.6.1976 = 100)

Cat.	GRADES	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	Gen. Director	88,6		88,4	88,0		87,9	88,8		88,5	89,0		88,8
	Sen. Director	89,9		89,4	89,4		88,9	90,2		89,6	90,4		89,9
	Princ. Director	92,9		91,5	92,1		90,8	93,1		91,8	93,3		91,9
	Deputy Director of Division	95,6		93,8	95,3		93,0	95,8		93,9	96,4		94,1
	Director of Sec. Adviser	97,5 102,3		97,2 99,4	97,3 102,2		97,0 100,5	97,6 101,8		97,2 99,3	98,4 103,0		98,1 101,3
B	Chief Secretary	95,5		94,7	95,2		94,4	95,7		94,8	96,3		95,2
	Princ. Secretary	99,6		96,7	99,5		96,5	99,5		96,8	100,3		97,3
	Secretary	103,8		99,7	103,7		100,6	103,3		99,6	104,4		101,4
C	Sen. Assistant	99,3		98,3	99,1		98,1	99,2		98,3	100,0		99,2
	Princ. Assistant	102,8		100,1	102,8		100,0	102,4		99,9	103,5		100,8
	Assistant	108,4		103,5	108,5		103,4	107,3		103,0	108,4		104,1
D	Chief Clerk	104,9		101,3	105,0		101,3	104,2		101,1	103,9		102,1
	Clerk	110,1		105,9	110,3		105,9	108,7		105,2	110,0		106,1

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices at 30 June 1977 of civil servant's salaries by categories
(30.6.1976 = 100)

ITALY

Category	Single		Married, 2 children		Total civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
	A	95,6	95,5	95,8	96,6	95,7
B	99,0	99,2	98,9	100,0	99,0	99,6
C	102,8	102,7	102,3	103,3	102,5	103,0
D	105,3	105,4	104,7	105,4	104,9	105,4
Total - National weighting	100,4	100,5	100,3	101,3	100,3	100,9
Total - Community weighting	98,6	98,7	98,5	99,6	98,6	99,1

NETHERLANDS

NETHERLANDS

Table 1
Remuneration of a civil servant at 30 June 1976
(Fl/month)

Cat.	No of the salary scale	Single				Married, no children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	155	6.945,55	8.802,95	3.610,83	4.189,98	7.117,29	8.974,69	4.052,99	4.635,80
	150	5.292,98	6.740,75	3.067,78	3.541,75	5.464,72	6.912,47	3.502,15	3.975,28
	150	3.675,98	4.852,08	2.408,64	2.541,28	3.847,72	5.025,82	2.781,11	3.308,78
B	114	3.115,42	4.116,88	2.158,68	2.604,50	3.287,15	4.288,62	2.594,04	2.968,70
	89	2.456,76	3.182,26	1.816,08	2.193,77	2.628,50	3.354,00	2.111,10	2.559,51
	57	1.850,90	2.518,21	1.439,98	1.852,91	2.002,64	2.689,95	1.727,78	2.147,94
C	45	1.640,90	2.595,16	1.355,45	1.777,59	1.812,64	2.564,90	1.607,56	2.072,41
	32	1.598,90	2.265,96	1.307,54	1.701,61	1.770,64	2.437,70	1.579,45	1.996,64
	18	1.554,30	2.158,75	1.278,89	1.624,25	1.703,64	2.310,49	1.531,00	1.928,58
D	18	1.554,90	2.158,75	1.278,89	1.624,25	1.726,64	2.310,49	1.551,00	1.928,58
	1	1.424,90	1.778,90	1.197,52	1.408,84	1.596,64	1.950,64	1.464,02	1.694,04

NB: The amounts given for single persons apply to the category up to 35 years of age.
x) The maximum amounts indicate the levels after extension of the scale.

Table 2
Remuneration of a civil servant at 30 June 1977
(Fl/month)
NETHERLANDS

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	7.257,08	9.162,72	5.805,21	4.591,50	7.416,60	9.542,24	4.266,02	4.861,46
	150	5.523,12	7.024,32	5.226,69	3.752,63	5.702,64	7.203,84	3.678,42	4.205,45
	150	3.845,88	5.066,28	2.540,53	3.082,94	4.025,40	5.245,80	2.927,85	3.471,95
B	114	3.264,84	4.505,80	2.272,97	2.742,91	3.444,36	4.485,52	2.656,83	3.151,92
	89	2.581,20	3.533,96	1.913,38	2.509,96	2.760,72	3.513,48	2.226,99	2.678,52
	57	1.931,96	2.644,92	1.523,75	1.952,13	2.111,48	2.824,44	1.827,09	2.265,74
C	45	1.738,96	2.515,32	1.416,04	1.874,57	1.918,48	2.694,84	1.704,75	2.187,88
	32	1.695,96	2.583,56	1.388,98	1.794,74	1.875,48	2.563,08	1.677,59	2.108,35
	18	1.651,96	2.251,80	1.559,34	1.715,12	1.851,48	2.431,52	1.648,05	2.055,37
D	18	1.651,96	2.251,80	1.559,34	1.715,12	1.851,48	2.431,52	1.648,05	2.055,37
	1	1.520,96	1.877,96	1.269,26	1.492,58	1.700,48	2.057,48	1.561,66	1.792,92

N.B. The amounts for single persons apply to the category up to 35 years of age.
x) The maximum amounts indicate the levels after extension of the scale.

Table 3

NOMINAL INDEX NUMBERS

Civil servants' salaries
Index numbers at 30 June 1977

(30 June 1976 = 100)

NETHERLANDS

cat.	Scale	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	104,2		104,1	105,3	104,8	104,2		104,1	105,3	104,9						
	150	104,4		104,2	105,2	106,0	104,4		104,2	105,0	105,8						
	130	104,6		104,4	105,5	104,8	104,6		104,4	105,3	104,9						
B	114	104,8		104,5	105,3	105,3	104,8		104,5	105,3	105,9						
	89	105,1		104,8	105,4	105,3	105,0		104,8	105,5	105,5						
	57	105,5		105,0	105,8	105,4	105,4		105,0	105,8	105,5						
C + D	45	106,0		105,1	106,0	105,5	105,8		105,1	106,1	105,7						
	32	106,1		105,2	106,2	105,5	105,9		105,1	106,2	105,6						
	18	106,2		105,3	106,3	105,6	106,1		105,2	106,3	105,5						
	1	106,7		105,6	106,9	105,9	106,5		105,5	106,7	105,8						

Table 4
 REAL INDEX NUMBERS
 Civil servants' salaries
 Index numbers at 30 June 1977
 (30.6.1976 = 100)

NETHERLANDS

cat.	Scale	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	97,0		96,9	98,0		97,6	97,0				96,9	98,0				97,7
	150	97,2		97,0	98,0		98,7	97,2				97,0	97,8				98,5
	130	97,4		97,2	98,2		97,6	97,4				97,2	98,0				97,7
B	114	97,6		97,3	98,0		98,0	97,6				97,3	98,0				98,2
	89	97,9		97,6	98,1		98,0	97,8				97,6	98,2				98,2
	57	98,2		97,8	98,5		98,1	98,1				97,8	98,5				98,2
C + D	45	98,7		97,9	98,7		98,2	98,5				97,9	98,8				98,3
	32	98,8		98,0	98,9		98,2	98,6				97,9	98,9				98,3
	18	98,9		98,0	99,0		98,3	98,8				98,0	99,0				98,3
	1	99,4		98,3	99,5		98,6	99,2				98,2	99,4				98,5

Table 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by categories
Index numbers at 30 June 1977

(30.6.1976 = 100)

NETHERLANDS

Category	Single		Married; 2 children		Total civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	97,2	98,0	97,2	98,0	97,2	98,0
B	97,8	98,1	97,8	98,2	97,8	98,2
C	98,3	98,5	98,2	98,6	98,3	98,5
D
Total: national weighting	97,9	98,3	97,9	98,3	97,9	98,3
Total: Community weighting	97,6	98,2	97,6	98,1	97,6	98,2

BELGIUM

Remuneration of certain representative grades in the Belgian civil service at 1 July 1976
(Bfrs/month)

BELGIUM

Table 1

Level Scale	GRADE	Single person						Married, two children over 14 years					
		Gross amount(1)			Net amount(3)			Gross amount(2)			Net amount(3)		
		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.	
1	161	88.505	116.490		55.117	67.897		93.939	121.924		61.943	74.722	
	132	53.282	81.267		36.743	51.570		58.716	86.701		43.562	53.395	
	101	39.605	63.117		28.777	41.999		45.039	68.551		35.602	48.825	
2	241	34.268	51.670		25.614	35.884		40.099	57.104		32.556	42.709	
	223	29.812	45.782		22.893	32.427		36.040	51.216		29.958	39.253	
	201	24.518	42.429		19.588	30.453		30.745	47.863		26.250	37.278	
3	341	27.165	36.870		21.255	27.152		33.393	42.304		28.061	33.965	
	321	22.753 (x)	32.151		18.471(x)	24.304		28.981	37.981		25.034	31.117	
	301	23.017 (xx)	32.151		18.641(xx)	24.304							
		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	22.930 (x)	29.371		18.590(x)	22.618		29.158	35.598		25.161	29.556	
	411	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		

(1) Basic salary + index + residence allowance + holiday allowance + end-of-year bonus.

(2) Basic salary + index + home allowance + holiday allowance + family allowance + end-of-year bonus.

(3) For the calculation of the net amount, the following have been deducted: sums withheld for survival and orphan fund, sums withheld for sickness insurance, taxes.

(x) Under 21.

(xx) 21 and over.

Table 2

* Monthly remuneration of certain representative grades in the Belgian civil service at 1 July 1977

Index: 1.7069

GRADES	Salary scale	Gross salary	Deductions		Residence allowance	Holiday allowance (17902,5 + 1% of b + e)	End-of-year bonus (4250 + 2,5% of b + e)	Taxable income	Taxes	Net
			Survivors and orphans fund	Sickness insurance						
	a.	b.	c.	d.	e.	f.	h.	i.	j.	
<u>LEVEL 1</u>										
Director-General	Min. 16/1 Max. 16/1	90.767 120.621	5.900 7.840	1.634 2.171	- -	2.400 2.698	88.256 116.678	29.553 44.295	58.693 72.383	
Director or Adviser	Min. 13/2	53.194	3.458	957	-	2.024	52.487	13.824	38.663	
	Max. 13/2	83.048	5.398	1.495	-	2.323	80.907	26.127	54.780	
Senior secretary (1)	Min. 10/1 Max. 10/1 Max. 10/5	38.900 62.150 63.686	2.529 4.040 4.140	700 1.119 1.146	- - -	1.881 2.113 2.129	38.879 61.012 62.475	8.514 17.369 17.981	30.365 43.643 44.494	
<u>LEVEL 2</u>										
Administrative chief	Min. 24/1	33.020	2.146	594	407	1.826	33.703	6.596	27.107	
Assistant office supervisor (2)	Max. 24/1 Min. 22/4 Max. 22/4	51.475 28.044 45.233	3.346 1.823 2.940	927 505 814	- 814 -	2.007 1.780 1.944	50.850 29.385 44.908	13.122 5.052 10.740	37.728 24.333 34.168	
Clerk (1)	Min. 20/1 Max. 20/1 Max. 21/1	22.616 39.804 41.795	1.470 2.587 2.717	407 716 752	814 - -	1.726 1.890 1.910	24.219 39.740 41.635	3.285 8.839 9.537	20.930 30.901 32.098	

* This is one twelfth of annual salary, including all allowances, calculated on the basis of the index at 1 July 1977.

Table 2 (contd)

1.07.1977

I. SINGLE PERSON										
	a.	b.	c.	d.	e.	f.	g.	h.	i.	j.
<u>LEVEL 3</u> Chief clerk	Min. 34/1	25.330	1.646	456	814	1.753	1.008	26.803	4.157	22.646
	Max. 34/1	36.096	2.346	650	-	1.853	1.257	36.210	7.522	28.688
Senior clerk	Min. 32/1	3) 20.807 4) 21.077	1.352 1.370	375 379	814 814	1.708 1.711	895 901	22.497 22.754	2.752 2.827	19.745 19.927
	Max. 32/1	30.849	2.005	555	407	1.804	1.136	31.636	5.853	25.783
Clerk	Min. 30/1	3) 19.902 4) 21.077	1.294 1.370	358 379	814 814	1.699 1.711	872 901	21.635 22.754	2.530 2.827	19.105 19.927
	Max. 32/1	30.849	2.005	555	407	1.804	1.136	31.636	5.853	25.783
<u>LEVEL 4</u> Senior porter Chief porter	Min. 42/3	3) 20.988 4) 21.077	1.364 1.370	378 379	814 814	1.710 1.711	899 901	22.669 22.754	2.802 2.827	19.867 19.927
	Max. 43/5	5) 27.592	1.793	497	814	1.776	1.064	28.956	4.913	24.043
Messenger	Min. 40/2	3) 18.455 4) 21.077	1.200 1.370	332 379	814 814	1.685 1.711	836 901	20.258 22.754	2.194 2.827	18.064 19.927
	Max. 41/2	5) 25.059	1.629	451	814	1.751	1.001	26.545	4.065	22.480

1.7.1977

Table 2 (contd)

II. MARRIED, two children over 14 years of age - three dependents

	a.	b.	c.	d.	e.	f.	g.	h.	i.	j. (6)
<u>LEVEL 1</u>										
Min.	16/1	90.767	5.900	1.634	-	2.400	2.623	88.256	28.205	65.818
Director-General Max.	16/1	120.621	7.840	2.171	-	2.698	3.370	116.678	42.936	79.506
Min.	13/2	53.194	3.458	957	-	2.024	1.684	52.487	12.448	45.806
Director or Adviser Max.	13/2	83.047	5.398	1.495	-	2.322	2.430	80.906	24.768	61.905
Min.	10/1	38.900	2.529	700	-	1.881	1.327	38.879	7.155	37.491
Max.	10/1	62.150	4.040	1.119	-	2.113	1.908	61.012	16.011	50.768
Senior secretary (1) Max.	10/S	63.686	4.140	1.146	-	2.129	1.946	62.475	16.623	51.619
<u>LEVEL 2</u>										
Min.	24/1	33.020	2.146	594	814	1.830	1.200	34.124	5.407	34.484
Administrative chief Max.	24/1	51.475	3.346	927	-	2.007	1.641	50.850	11.763	44.854
Min.	22/4	28.044	1.823	505	1.628	1.789	1.096	30.229	4.288	31.708
office (2) Max. supervisor	22/4	45.233	2.940	814	-	1.944	1.485	44.908	9.382	41.293
Min.	20/1	22.616	1.470	407	1.628	1.734	960	25.061	2.839	27.989
Max.	20/1	39.804	2.587	716	-	1.890	1.349	39.740	7.480	38.027
(1) Max.	21/1	41.795	2.717	752	-	1.910	1.399	41.635	8.179	39.223

Table 2 (contd.)

1.7.1977

II. MARRIED										
	a	b	c	d	e	f	g	h	i	j (6)
<u>LEVEL 3</u>										
Min.	34/1	25.330	1.646	456	1.628	1.761	1.028	27.645	3.560	29.852
Chief clerk										
Max.	34/1.	36.096	2.346	650	-	1.853	1.257	36.210	6.164	35.813
Min.	32/1	(3) 20.807	1.352	375	1.628	1.716	915	23.339	2.411	25.695
Senior clerk										
Max.	32/1	30.849	2.005	555	814	1.809	1.146	32.058	4.794	33.031
Min.	30/1	(3) 19.902	1.294	358	1.628	1.707	892	22.477	2.202	26.042
Clerk										
Max.	32/1	(5) 30.849	2.005	555	814	1.809	1.146	32.058	4.794	33.031
<u>LEVEL 4</u>										
Min.	42/3	(3) 20.988	1.364	378	1.628	1.718	920	23.512	2.445	26.834
Senior porter										
Chief porter										
Max.	43/5	(5) 27.592	1.793	497	1.628	1.784	1.805	29.799	4.165	31.401
Min.	40/2	(3) 18.455	1.200	332	1.628	1.693	856	21.100	1.912	24.955
Messenger										
Senior messenger										
Max.	41/2	(5) 25.059	1.628	451	1.628	1.759	1.021	27.388	3.486	29.669

1.7.1977

COMMENTS

(1), (2), and (5)

The special administrative and financial provisions apply to certain civil servants from 1 January 1976.

(Royal Decree of 11 February 1977 - Ministerial Order of 2 March 1977).

(1) At four years seniority of grade, the salaries of the staff in the grades below are as follows:

- senior secretary (10/1): 10/S (284280-447732)

3¹ x 8904

10² x 13.674

- clerk (20/1): scale 21/1

(Royal Decree of 11 February 1977, Articles 11 and 14).

(2) The salary of an assistant office supervisor was fixed from 1 January 1976 at scale 22/4 (Royal Decree of 11 February 1977, Article 8).

(3) Scale minimum.

(4) Guaranteed minimum.

(5) By way of derogation from Article 65 of the Royal Decree of 7 August 1939, the following are promoted in accordance with standard career rules when they have four years seniority of grade:

- clerk, from salary scale 30/1 to scale 32/1 (senior clerk);

- senior porter, from salary scale 42/3 to scale 43/5 (chief porter);

- messenger, from salary scale 40/2 to scale 41/2 (senior messenger).

(Royal Decree of 11 February 1977, Article 6, 8, 9 and 10).

(6) The following must be added for married staff (two children over 14 years of age):

- family allowances:	1st child:	2074,75
	2nd child:	2868,50

4943,25

- family holiday allowance 2/12 of 4942)	823,88
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- additional family allowances (14th month)	}	<u>823,88</u>

5767,13 i.e. 5767

(indexed amount)



Table 3

NOMINAL INDICES

Indicés at 1 July 1977 of civil servants' salaries
(1.7.1976 = 100)

BELGIUM

Cat.	GRADES	Single person						Married, 2 children					
		Gross amount			Net amount			Gross amount			Net amount		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	16/1	108,2		108,8	106,5		106,6	108,1		108,6	106,3		106,4
	13/2	106,8		108,0	105,2		106,2	106,7		107,9	105,1		106,0
	10/1-\$	106,3		107,4	105,5		105,9	106,3		107,3	105,3		105,7
B	24/1	106,4		106,7	105,8		105,1	106,3		106,6	105,9		105,0
	22/4	106,4		106,3	106,3		105,4	106,3		106,3	106,2		105,2
	20/1-21/1	106,4		106,3	106,9		105,4	106,4		106,3	106,6		105,2
C	34/1	106,4		106,3	106,5		105,7	106,4		106,3	106,4		105,4
	32/1	106,5		106,4	106,9		106,1	106,4		106,3	106,6		105,2
	30/1-32/1	106,5		106,4	106,5		106,1	106,4		106,3	106,6		106,2
		106,5		106,4	106,9		106,1	106,4		106,3	106,7		106,2
D	42/3-43/5	106,5		106,4	106,9		106,3	106,4		108,4	106,7		106,2
		106,5		106,4	106,9		106,3	-		-	-		-
	40/2-41/2	104,7		106,4	105,2		106,6	105,0		106,4	105,4		106,4
	106,5		106,4	106,9		106,6	106,4		106,4	106,7		106,4	

Table 4

REAL INDICES

Indices at 1 July 1977 of civil servants' salaries

(1.7.1976 = 100)

BELGIUM

CAT.	GRADES	Single person						Married, 2 children						
		Gross amount			Net amount			Gross amount			Net amount			
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	
A	16/1	100,4		100,9	98,8		98,9	100,3			100,7	98,6		98,7
	13/2	99,1		100,2	97,6		98,5	99,0			100,1	97,5		98,3
	10/1-8	98,6		99,6	97,9		98,2	98,6			99,5	97,7		98,1
B	24/1	98,7		99,0	98,1		97,5	98,6			98,9	98,2		97,4
	22/4	98,7		98,6	98,6		97,8	98,6			98,6	98,5		97,6
	20/1-21/1	98,7		98,6	99,2		97,8	98,7			98,6	98,9		97,6
C	34/1	98,7		98,6	98,8		98,1	98,7			98,6	98,7		97,6
	32/1	98,8		98,7	99,2		98,4	98,7			98,6	98,9		98,5
	30/1-32/1	98,8		98,7	98,8		98,4	98,7			98,6	98,9		98,5
D	42/3-43/5	98,8		98,7	99,2		98,6	98,7			100,6	99,0		98,5
	40/2-41/2	98,8		98,7	99,2		98,6	-			-	-		-
		97,1		98,7	97,6		98,9	97,4			98,7	97,8		98,7
	98,8		98,7	99,2		98,9	98,7			98,7	99,0		98,7	

Table 5 (Summary)
 REAL WEIGHTED INDICES
 Indices at 1 July 1977 of civil servants' salaries by categories
 (1.7.1976 = 100)

BELGIUM

CATEGORIES	Single		Married, 2 children		All civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	99,4	98,1	99,4	98,0	99,4	98,1
B	98,7	98,1	98,7	98,1	98,7	98,1
C	98,7	98,6	98,7	98,6	98,7	98,6
D	98,6	98,8	99,2	98,7	98,9	98,7
Total - National weighting	98,8	98,3	98,9	98,2	98,9	98,3
Total - Community weighting	99,1	98,3	99,1	98,1	99,1	98,2

LUXEMBOURG

LUXEMBOURG

Table 1
Total remuneration of a civil servant as at
1 July 1977
(Lfrs/month at index level 261,65)

Married, two children(++)

Single(+)

Cat.	grade lux.	Gross amount		Net amount		Gross amount		Net amount	
		min.	max.	min.	max.	min.	max.	min.	max.
A	17	72,569	97,309	42,428	52,404	78,290	103,030	58,754	70,340
	14	59,375	77,517	36,982	44,424	55,030	83,238	51,488	61,252
	12	47,830	67,621	31,920	40,410	52,891	73,342	43,972	56,142
B	13	52,777	72,569	34,124	42,428	58,036	78,290	47,249	58,754
	10	39,913	55,746	28,197	35,399	44,974	61,183	38,639	49,164
	7	29,027	42,387	22,274	29,336	34,088	47,448	30,770	43,350
C	8	33,481	49,374	24,808	32,560	38,542	54,375	34,067	44,917
	6	26,883	40,243	20,950	28,309	31,944	45,304	29,143	38,844
	4	23,750	36,944	18,974	26,659	28,811	42,005	26,779	36,548
D	3	21,770	33,316	17,676	24,738	26,831	38,377	25,229	33,955
	1	17,647	25,894	14,852	20,325	22,708	30,955	21,678	28,388

(+) 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, taxes.

Table 2

Total remuneration of a civil servant as at

1 July 1977

LUXEMBOURG

(Lfrs/month at index level 281,76)

Single(+) Married, two children(++)

Cat.	grades lux.	Gross amount		Net amount		Gross amount		Net amount	
		min.	max.	min.	max.	min.	max.	min.	max.
A	17	79.770	106.884	46.633	57.626	85.949	113.123	64.639	77.397
	14	65.217	85.145	40.661	48.867	71.384	91.384	56.587	67.383
	12	52.536	74.275	35.093	44.427	58.050	80.514	48.287	61.720
B	13	57.971	79.770	37.566	46.633	63.703	85.949	51.893	64.639
	10	43.840	61.232	30.970	38.809	49.354	67.159	42.432	54.043
	7	31.884	46.558	24.495	32.296	37.398	52.072	33.783	44.294
C	8	36.775	54.166	27.297	35.822	42.289	59.680	37.412	49.351
	6	29.529	44.203	23.048	31.167	35.043	49.717	31.997	42.670
	4	26.087	40.679	20.862	29.334	31.601	46.093	29.398	40.153
D	3	23.913	35.594	19.410	27.212	29.427	42.108	27.702	37.286
	1	19.384	28.442	16.311	22.353	24.898	33.956	23.766	31.169

(+) 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, taxes.

Luxembourg - Government Administration

Category A
Career:
 Government
 attaché

Position	Grade	Service
First Government Advisor	17	9
Government Advisor	15/16	20
Deputy Government Advisor	14	9
First Government attaché	13	6
Government attaché plus trainee	12	12
		56

Category B
Career:
 Junior
 Executive
 Office

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	44
		153

Category C
Career:
 Clerk

Chief Clerical Officer	8	16
Clerical Officer	7	22
Assistant Clerical Officer	6	9
Clerk plus trainees	4	2
		49

Category D

Chief messenger	4	5
Head messenger	3	11
Usher	2	14
Office Boy	1	2
		32
Total:		290

1 July 1977

Table 3

NOMINAL INDICES

Indices at 1 July 1977 of civil servants' salaries
(1.7.1976 = 100)

LUXEMBOURG

CAT.	GRADES	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	17	109,8		109,8	109,9	110,0	109,8		109,8	110,0	109,8		109,8	110,0	109,8		109,8	110,0
	14	109,8		109,8	110,0	110,0	109,8		109,8	110,0	109,8		109,8	110,0	109,8		109,8	110,0
	12	109,8		109,8	109,9	109,9	109,8		109,8	109,9	109,8		109,8	109,8	109,8		109,8	109,9
B	13	109,8		109,8	109,9	109,9	109,8		109,8	109,9	109,8		109,8	109,8	109,8		109,8	110,0
	10	109,8		109,8	110,1	109,9	109,8		109,8	109,9	109,7		109,8	109,8	109,8		109,8	109,9
	7	109,8		109,8	110,0	110,1	109,8		109,8	110,1	109,7		109,8	109,8	109,8		109,8	109,8
C	8	109,8		109,8	110,0	110,0	109,8		109,8	110,0	109,7		109,8	109,8	109,8		109,8	109,9
	6	109,8		109,8	110,0	110,1	109,8		109,8	110,1	109,7		109,8	109,8	109,7		109,8	109,9
	4	109,8		110,1	110,0	109,9	109,8		109,8	109,9	109,7		109,8	109,8	109,7		109,8	109,9
D	3	109,8		109,8	109,8	110,0	109,8		109,8	110,0	109,7		109,8	109,8	109,7		109,8	109,8
	1	109,8		109,8	109,8	110,0	109,8		109,8	110,0	109,6		109,8	109,6	109,7		109,8	109,8

Table 4
REAL INDICES

Indices at 1 July 1977 of civil servants' salaries
(1.7.1976 = 100)

LUXEMBOURG

CAT.	GRADES	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	17	102,3		102,3	102,4		102,5	102,3		102,3	102,3	102,5		102,5
	14	102,3		102,3	102,5		102,5	102,3		102,3	102,3	102,4		102,5
	12	102,3		102,3	102,4		102,4	102,3		102,3	102,3	102,3		102,4
B	13	102,3		102,3	102,4		102,4	102,3		102,3	102,3	102,3		102,5
	10	102,3		102,3	102,6		102,4	102,2		102,3	102,3	102,3		102,4
	7	102,3		102,3	102,5		102,6	102,2		102,3	102,3	102,3		102,3
C	8	102,3		102,3	102,5		102,5	102,2		102,3	102,3	102,3		102,4
	6	102,3		102,3	102,5		102,6	102,2		102,2	102,3	102,3		102,4
	4	102,3		102,6	102,5		102,4	102,2		102,2	102,3	102,3		102,4
D	3	102,3		102,3	102,3		102,5	102,2		102,2	102,3	102,3		102,3
	1	102,3		102,3	102,3		102,5	102,1		102,2	102,1	102,1		102,3

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices at 1 July 1977 of civil servants' salaries by categories
(1.7.1976 = 100)

LUXEMBOURG

CATEGORIES	Single		Married, 2 children		All civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	102,3	102,5	102,3	102,5	102,3	102,5
B	102,3	102,5	102,3	102,3	102,3	102,4
C	102,4	102,5	102,2	102,3	102,3	102,4
D	102,3	102,4	102,2	102,3	102,3	102,3
Total - National weighting	102,3	102,5	102,3	102,4	102,3	102,4
Total - Community weighting	102,3	102,5	102,3	102,4	102,3	102,4

UNITED KINGDOM

Table 1

30 JUNE 1976 - Gross and net pay

Married Man With Two Children

GRADE	Salary point		Gross pay B	Gross pay less superann. C	Tax 76/77 D	Pay after tax E	Net pay F	Salary point A	Gross pay B	Gross pay less superann. G	Tax 76/77 H	Pay after tax I	Net pay J
	A	B											
Deputy Secretary	Flat-Rate	14000	13390	6536	7254	6970				13790	5871	7919	7635
	Flat-Rate	12000	11820	5172	6648	6364				11820	4555	7265	6981
	Min.	8650	8520	3128	5392	5108				8598	2698	5900	5516
Assistant Secretary	Brd Point	9800	9653	3789	5864	5580				9731	3310	6421	6137
	Max	11000	10835	4522	6313	6029				10913	4017	6896	6612
Principal	Min	5993	5903	1853	4050	3766				5981	1553	4428	4144
	5th Point	6938	6834	2266	4568	4284				6912	1903	5009	4725
Administration Trainee	Max	7763	7647	2664	4983	4699				7725	2269	5456	5173
	Min	2708	2667	691	1976	1820				2745	404	2341	2185
Senior Executive Officer	5th Point	3358	3303	918	2390	2197				3386	631	2755	2562
	Max	3983	3923	1137	2786	2557				4001	850	3151	2922
Higher Executive Officer	Min	5213	5135	1567	3568	3284				5213	1280	3933	3642
	4th Point	5793	5706	1773	3933	3649				5784	1483	4301	4017
Executive Officer	Max	6213	6120	1941	4179	3895				6198	1630	4568	4284
	Min	4213	4150	1217	2933	2690				4228	930	3298	3055
Clerical Officer	4th Point	4673	4603	1378	3225	2956				4681	1091	3590	3321
	Max	5013	4938	1497	3441	3157				5016	1210	3806	3522
Senior Personal Secretary	Age 21	2463	2431	607	1824	1683				2509	320	2189	2043
	Min (MS)	2708	2667	691	1976	1820				2745	404	2341	2185
Senior Personal Secretary	Max (MS)	3983	3923	1137	2786	2557				4001	850	3151	2922
	Age 21	2153	2121	496	1625	1501				2199	209	1990	1832
Senior Personal Secretary	Brd Pt (MS)	2413	2377	587	1790	1651				2455	300	2155	2016
	Max (MS)	2853	2810	741	2069	1905				2888	454	2434	2270
Senior Personal Secretary	Min	2818	2776	729	2047	1885				2854	442	2412	2250
	4th Point	3238	3189	876	2313	2127				3267	589	2678	2492
Senior Personal Secretary	Max	3518	3465	974	2491	2288				3543	687	2856	2653

TABLE A

MOVEMENT IN THE RETAIL PRICES INDEX - 1976/7

RPI - January 15 1974 = 100
June 15 1976 = 156.0
June 14 1977 = 183.6
Percentage increase over year = 17.7%
July 13 1976 = 156.3
July 12 1977 = 183.8
Percentage increase over year = 17.6%

TABLE B

EEC ANNUAL SALARY REVIEW - 1977 UPDATE

Category A	41135
Category B	311144
Category C	191522
Category D	25604 Excluding Industrial Civil Servants.

STAFF-IN-POST IN GRADES CORRESPONDING TO EECCATEGORIES A-D AT 1 4 77 (1)

A	Deputy Secretary	158	(2)
	Under Secretary	614	(2)
	Assistant Secretary	1,260	
	Principal	4,561	
	Administration Trainee	615	
	Total	7,208	
B	Senior Executive Officer	8,443	
	Higher Executive Officer	24,911	
	Executive Officer	47,136	
	Clerical Officer	91,907	
	Total	172,397	
C	Senior Personal Secretary	603	
	Personal Secretary	4,234	
	Shorthand Typist	2,072	
	Typist	13,424	
	Clerical Assistant	72,488	
	P and TO I	5,795	
	P and TO III	11,962	
	P and TO IV	12,123	
	Total	122,701	
D	Messenger	9,400	
	Paper Keeper	3,284	
	Non-Industrial Car Driver	44	
	Total	12,728	

(1)
Any discrepancy with previously published totals in Civil Service Statistics 1977 is due to late revisions

(2)
The figures for the grades of Deputy Secretary and Under Secretary do not include the Diplomatic Service.

NUMBERS OF STAFF IN POST

A GRADE		B SALARY POINT	C SALARY 30.6.76	D SALARY 30.6.77	E TOTAL NUMBER OF STAFF-IN- POST 1.4.76	F TOTAL NUMBER OF STAFF-IN- POST 1.4.77
Deputy Secretary		Flat Rate	14,000	14,208.80	182 ⁽¹⁾	158 ⁽²⁾
Under Secretary		Flat Rate	12,000	12,208.80	709 ⁽¹⁾	614 ⁽²⁾
Assistant Secretary		Min 3rd Point Max Total in grade	8,650 9,800 11,000	8,858.80 10,008.80 11,208.80	1,273	1,260 113 ⁽²⁾ 126 719
Principal		Min 5th Point Max Total in grade	5,993 6,938 7,763	6,202 7,147 7,972	4,572	91 365 2,828 4,561
Administration Trainee		Min 5th Point Max Total in grade	2,708 3,358 3,983	2,843.61 3,526.11 4,182.36	632	74 98 12 615
Senior Executive Officer		Min 4th Point Max Total in grade	5,213 5,793 6,213	5,422 6,002 6,422	8,477	42 844 5,699 8,443
Higher Executive Officer		Min 4th Point Max Total in grade	4,213 4,673 5,013	4,422 4,882 5,222	24,719	747 3,239 9,715 24,911
Executive Officer	Min Max	Age 21 Main Scale Main Scale Total in grade	2,468 2,708 3,983	2,598.70 2,843.61 4,182.36	46,622	943 94 16,026 47,136
Clerical Officer	3rd Pt Max	Age 21 Main Scale Main Scale Total in grade	2,153 2,413 2,853	2,283.70 2,543.70 2,995.86	93,373	2,757 6,893 25,734 91,907
Senior Personal Secretary		Min 4th Point Max Total in grade	2,818 3,238 3,518	2,959.11 3,400.11 3,694.11	614	1 42 465 603

A		B	C	D	E	F
Personal Secretary		Min 4th Point Max Total in grade	2,343 2,658 2,973	2,473.70 2,791.11 3,121.86	4,197	169 508 1,990 4,234
Shorthand Typist		Min 3rd Point Max Total in grade	2,009 2,176 2,427	2,140.20 2,307.24 2,557.80	2,893	104 124 1,430 2,072
Typist		Min 3rd Point Max Total in grade	1,842 2,009 2,260	1,973.16 2,140.20 2,390.76	14,268	1,611 1,611 5,638 13,424
Clerical Assistant	3rd Pt Max	Age 21 Main Scale Main Scale Total in grade	1,915 2,088 2,260	2,046.24 2,218.50 2,390.76	71,204	1,450 6,524 26,820 72,488
P and TO I		Min 5th Point Max Total in grade	5,033 5,713 6,243	5,242 5,922 6,452	5,807	58 522 3,071 5,795
P and TO III		Min 4th Point Max Total in grade	3,763 4,048 4,238	3,951.36 4,250.61 4,447	12,389	239 957 8,493 11,962
P and TO IV	Min Max	Age 21 Main Scale Main Scale Total in grade	2,738 3,373 3,763	2,875.11 3,541.86 3,951.36	12,665	121 1,091 5,819 12,123
Messenger		Min Max Total in grade	2,014 2,121	2,145.42 2,252.43	7,917	1,316 6,204 9,400
Paperkeeper		Min Max Total in grade	2,145 2,260	2,275.92 2,390.76	2,720	230 2,726 3,284
Non-Industrial Car Driver		Flat-Rate	2,176	2,307.24	42	44
Craftsman		Flat-Rate	2,557	2,688.30	30,700 (approx)	30,700 (approx)

- (1) The figures for the grades of Deputy Secretary and Under Secretary include the Diplomatic Service.
- (2) The figures for the grades of Deputy Secretary and Under Secretary do not include the Diplomatic Service.
- (3) Figures for numbers at each salary point are subject to late revisions.

TABLE C(3)

Rome Civil Service Staff in Post at 1/1/77 analyzed by sex, marital status and whole/part-time staff

Part-Time

Whole-Time

	Male			Female			(3)			Male			Female			(3)			Total (1) (Part-Time, Ex-Married, Whole Units)
	Single	Married	Unknown	Single	Married	Unknown	Single	Married	Unknown	Single	Married	Unknown	Single	Married	Unknown	Single	Married	Unknown	
Deputy Secretary	7	132	6	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	151
Under Secretary	26	554	13	18	17	9	-	-	-	-	-	-	-	-	-	-	-	-	639
Assistant Secretary	99	1020	21	36	36	24	3	1	-	-	-	-	-	-	-	-	-	-	1242
Principal	322	3677	90	78	189	116	27	10	-	-	-	-	-	-	-	-	-	-	519
Administration Trainee	324	106	3	14	125	65	-	4	-	-	-	-	-	-	-	-	-	-	641
Senior Executive Officer	369	6895	166	18	424	147	61	2	-	-	-	-	-	-	-	-	-	-	9085
Higher Executive Officer	1872	15692	612	67	1805	1200	267	9	-	-	-	-	-	-	-	-	-	-	21531
Executive Officer	9682	20366	1252	79	6213	8100	1161	54	-	-	-	-	-	-	-	-	-	-	4757
Clerical Officer	16654	18128	1180	188	18590	33188	3882	347	-	-	-	-	-	-	-	-	-	-	9409
Senior Personal Secretary	-	3	-	-	291	205	83	4	-	-	-	-	-	-	-	-	-	-	524
Personal Secretary	16	24	6	1	1789	1938	361	23	-	-	-	-	-	-	-	-	-	-	4197
Shorthand Typist	12	19	1	-	793	937	110	7	-	-	-	-	-	-	-	-	-	-	2415
Typist	18	19	2	1	1603	6278	517	127	-	-	-	-	-	-	-	-	-	-	5405
Clerical Assistant	9797	5706	357	122	19863	34729	4048	351	-	-	-	-	-	-	-	-	-	-	7491
PTO I	322	5251	78	10	22	21	3	-	-	-	-	-	-	-	-	-	-	-	5719
PTO II	775	7500	105	5	17	21	4	-	-	-	-	-	-	-	-	-	-	-	8434
PTO III	1075	10650	153	3	26	25	2	1	-	-	-	-	-	-	-	-	-	-	11935
Messenger	926	3649	283	28	466	2393	365	14	-	-	-	-	-	-	-	-	-	-	8265
Paperkeeper	259	969	83	5	144	874	136	5	-	-	-	-	-	-	-	-	-	-	2511
Non-Industrial Car Driver (2)	3	17	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	22

Footnotes 1. Any discrepancy with the figures in Table C(1) and with previously published totals in Civil Service Statistics 1977 is due to:-

- a. Late revisions.
- b. The figures shown here were obtained from PRISM Computer Records and therefore cover staff in Museums, small departments, etc., who are not civil servants and are therefore not included in Civil Service Statistics 1977.
- c. Part-time staff are here counted as whole units whereas in Table C(1) they are counted as half units, as in Civil Service Statistics 1977 also.
- 2. The figures shown here for the grade of Non-Industrial Car Driver do not include drivers employed by the Foreign and Commonwealth Office.
- 3. "Ex-Married" refers to those who are divorced/separated/widowed.

30 June 1977 GROSS AND NET PAY

SINGLE MAN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
DEPUTY SECRETARY	FLAT-RATE	14208.80	13995.67	5897.94	8107.73	7794
UNDER SECRETARY	FLAT-RATE	12208.80	12025.67	4648.40	7377.27	7063
ASSISTANT SECRETARY	MIN	8858.80	8725.92	2836.41	5889.51	5576
	3rd POINT MAX	10008.80	9858.67	3397.52	6161.15	6147
PRINCIPAL	MIN	11208.80	11049.67	4057.40	6983.27	6669
	5th POINT MAX	6202	6108.97	1789.75	4319.22	4005
ADMINISTRATION TRAINEE	MIN	7147	7039.80	2117.92	4921.88	4608
	5th POINT MAX	7972	7852.42	2443.34	5409.08	5095
SENIOR EXECUTIVE OFFICER	MIN	2843.61	2801	665.04	2135.96	1972
	4th POINT MAX	3526.11	3473.22	893.59	2579.63	2377
HIGHER EXECUTIVE OFFICER	MIN	4182.36	4119.63	1113.37	3006.26	2766
	4th POINT MAX	5422	5340.67	1528.53	3812.14	3509
EXECUTIVE OFFICER	MIN	6002	5911.97	1722.77	4189.20	3875
	4th POINT MAX	6422	6325.67	1863.43	4462.24	4148
CLERICAL OFFICER	MIN	4422	4355.67	1193.63	3162.04	2908
	3rd PT (MS) MAX (MS)	4822	4808.77	1347.68	3461.09	3189
EXECUTIVE OFFICER	MIN	5222	5143.67	1461.55	3682.12	3382
	AGE 21	2598.70	2559.72	583.00	1976.72	1827
EXECUTIVE OFFICER	MIN (MS)	2813.61	2801	665.04	2135.96	1972
	MAX (MS)	4182.36	4119.63	1113.37	3006.26	2766
CLERICAL OFFICER	MIN	2263.70	2249.45	477.51	1771.94	1641
	3rd PT (MS) MAX (MS)	2543.70	2505.55	564.59	1940.96	1795
CLERICAL OFFICER	MAX (MS)	2995.86	2959.92	716.01	2234.91	2063

SINGLE MAN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	703.70	2211.02	2041
	4th POINT	3400.11	3349.11	851.40	2497.71	2302
	MAX	3694.11	3638.70	949.86	2668.84	2476
PERSONAL SECRETARY	MIN	2473.70	2436.60	541.14	1895.46	1753
	4th POINT	2791.11	2749.24	647.44	2101.80	1941
	MAX	3121.66	3075.03	758.21	2316.82	2137
SHORTHAND TYPIST	MIN	2140.20	2108.10	429.45	1678.63	1556
	3rd POINT	2307.24	2272.63	485.39	1787.24	1655
	MAX	2557.80	2519.43	569.31	1950.12	1813
TYPIST	MIN	1973.16	1943.56	373.51	1570.05	1457
	3rd POINT	2140.20	2108.10	429.45	1678.65	1556
	MAX	2390.76	2354.90	513.37	1841.53	1704
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	397.99	1617.56	1500
	3rd PT (MS)	2218.50	2185.22	455.67	1729.55	1602
	MAX (MS)	2390.76	2354.90	513.37	1841.53	1704
P&TO I	MIN	5242	5163.37	1468.25	3695.12	3394
	5th POINT	5922	5833.17	1695.98	4137.19	3823
	MAX	6452	6355.22	1873.47	4481.75	4168
P&TO III	MIN	3951.36	3892.09	1036.01	2856.08	2629
	4th POINT	4250.61	4186.85	1136.23	3050.62	2806
	MAX	4447	4380.30	1202.00	3178.30	2923
P&TO IV	AGE 21	2875.11	2831.98	675.57	2156.41	1991
	MIN (MS)	3541.86	3488.73	898.87	2589.86	2386
	MAX (MS)	3951.36	3892.09	1036.01	2856.08	2629

SINGLE MAN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY
	A	B	C	D	E	F
MESSENGER	MIN	2145.42	2113.24	431.20	1682.04	1559
	MAX	2252.43	2218.64	467.04	1751.60	1622
PAPERKEEPER	MIN	2275.92	2241.78	474.91	1766.87	1636
	MAX	2390.76	2354.90	513.37	1841.53	1704
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	485.39	1787.24	1655
CRAFTSMAN	FLAT-RATE	2688.30	2647.98	613.01	2034.97	1880

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
DEPUTY SECRETARY	FLAT-RATE	14208.80	13995.67	5357.54	8638.13	8324
UNDER SECRETARY	FLAT-RATE	12208.80	12025.67	4158.80	7866.87	7553
ASSISTANT SECRETARY	MIN	8358.80	8725.92	2469.21	6256.71	5943
	3rd POINT	10008.80	9858.67	2988.84	6869.83	6556
	MAX	11208.80	11040.67	3598.82	7441.85	7128
PRINCIPAL	MIN	6202	6108.97	1512.31	4596.66	4283
	5th POINT	7147	7039.80	1828.79	5211.01	4897
	MAX	7972	7852.42	2116.57	5735.85	5422
ADMINISTRATION TRAINEE	MIN	2843.61	2801	387.60	2413.40	2250
	5th POINT	3526.11	3473.22	616.15	2857.07	2654
	MAX	4182.36	4119.63	835.93	3283.70	3043
SENIOR EXECUTIVE OFFICER	MIN	5422	5310.67	1251.09	4089.58	3778
	4th POINT	6002	5911.97	1445.33	4466.64	4153
	MAX	6422	6325.67	1595.99	4739.68	4426
HIGHER EXECUTIVE OFFICER	MIN	4422	4355.67	916.19	3439.48	3185
	4th POINT	4882	4808.77	1070.24	3738.53	3458
	MAX	5222	5143.67	1184.11	3959.56	3659
EXECUTIVE OFFICER	AGE 21	2593.70	2559.72	305.56	2254.16	2105
	MIN (MS)	2843.61	2801	387.60	2413.40	2250
	MAX (MS)	4182.36	4119.63	835.93	3283.70	3043
CLERICAL OFFICER	AGE 21	2283.70	2249.45	200.07	2049.38	1918
	3rd PT (MS)	2543.70	2505.55	287.15	2218.40	2072
	MAX (MS)	2995.86	2950.92	438.57	2512.35	2340

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	426.26	2488.46	2318
	4th POINT	3400.11	3349.11	573.96	2775.15	2580
	MAX	3694.11	3638.70	672.42	2966.28	2754
PERSONAL SECRETARY	MIN	2473.70	2436.60	263.70	2172.90	2031
	4th POINT	2791.11	2749.24	370.00	2379.24	2219
	MAX	3121.86	3075.03	480.77	2594.26	2415
SHORTHAND TYPIST	MIN	2140.20	2108.10	152.01	1956.09	1868 *
	3rd POINT	2307.21	2272.63	207.95	2064.68	1932
	MAX	2557.80	2519.43	291.87	2227.56	2080
TYPIST	MIN	1973.16	1943.56	96.07	1847.49	1853 *
	3rd POINT	2140.20	2108.10	152.01	1956.09	1868 *
	MAX	2390.76	2354.90	235.93	2118.97	1982
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	120.55	1895.0	1860 *
	3rd PT (MS)	2218.50	2185.22	178.23	2006.99	1879
	MAX (MS)	2390.76	2354.90	235.93	2118.97	1982
P&TO I	MIN	5242	5163.37	1190.81	3972.56	3671
	4th POINT	5922	5833.17	1415.54	4414.63	4101
	MAX	6452	6355.22	1596.03	4759.19	4445
P&TO III	MIN	3951.36	3892.09	758.57	3133.52	2906
	4th POINT	4250.61	4186.85	858.79	3328.06	3034
	MAX	4447	4380.30	924.56	3455.74	3200
P&TO IV	AGE 21	2675.11	2631.98	398.13	2433.85	2269
	MIN (MS)	3541.85	3488.73	621.43	2867.30	2664
	MAX (MS)	3951.36	3892.09	758.57	3133.52	2906

MARRIED MAN WITH TWO CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
MESSENGER	MIN	2145.42	2113.24	153.76	1959.48	1868 * 1900
	MAX	2252.43	2218.64	189.60	2029.04	
PAPERKEEPER	MIN	2275.92	2241.78	197.47	2044.31	1913 1982
	MAX	2390.76	2354.90	235.93	2118.97	
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	207.95	2064.68	1932
CRAFTSMAN	FLAT-RATE	2688.30	2647.98	335.57	2312.41	2158

* INCLUDES FAMILY INCOME SUPPLEMENT.

MARRIED MAN WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
DEPUTY SECRETARY	FLAT-RATE	14208.80	13995.67	5136.80	8858.87	8545
UNDER SECRETARY	FLAT-RATE	12208.80	12025.67	3954.80	8070.87	7757
ASSISTANT SECRETARY	MIN	8358.80	8725.92	2329.97	6395.95	6082
	3rd POINT	10008.80	9858.67	2825.95	7032.72	6719
	MAX	11208.80	11040.67	3411.82	7628.85	7315
PRINCIPAL	MIN	6202	6108.97	1396.71	4712.26	4398
	5th POINT	7147	7039.80	1713.19	5326.61	5013
	MAX	7972	7852.42	1989.48	5862.94	5549
ADMINISTRATION TRAINEE	MIN	2843.61	2801	272.00	2529	2365
	5th POINT	3526.11	3473.22	500.55	2972.67	2770
	MAX	4182.36	4119.63	720.33	3399.30	3159
SENIOR EXECUTIVE OFFICER	MIN	5422	5340.67	1135.49	4205.18	3893
	4th POINT	6002	5911.97	1329.73	4582.24	4268
	MAX	6422	6325.67	1470.39	4855.28	4541
HIGHER EXECUTIVE OFFICER	MIN	4422	4355.67	800.59	3555.08	3301
	4th POINT	4882	4808.77	954.64	3854.13	3573
	MAX	5222	5143.67	1068.51	4075.16	3775
EXECUTIVE OFFICER	AGE 21	2598.70	2559.72	189.96	2369.76	2220
	MIN (MS)	2843.61	2801	272.00	2529	2365
	MAX (MS)	4182.36	4119.63	720.33	3399.30	3159
CLERICAL OFFICER	AGE 21	2283.70	2249.45	84.47	2164.98	2179 *
	3rd PT (MS)	2543.70	2505.55	171.55	2334	2203 *
	MAX (MS)	2995.86	2950.92	322.97	2627.95	2456

MARRIED MAN WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
SENIOR PERSONAL SECRETARY	MIN	2959.11	2914.72	310.66	2604.06	2434
	4th POINT	3400.11	3349.11	458.36	2890.75	2695
	MAX	3694.11	3638.70	556.82	3081.88	2869
PERSONAL SECRETARY	MIN	2473.70	2436.60	148.10	2288.50	2197 *
	4th POINT	2791.11	2749.24	254.40	2494.84	2334
	MAX	3121.86	3075.03	365.17	2709.86	2530
SHORTHAND TYPIST	MIN	2140.20	2108.10	36.41	2071.69	2165 *
	3rd POINT	2307.24	2272.63	92.35	2180.28	2181 *
	MAX	2557.80	2519.43	176.27	2343.16	2204 *
TYPIST	MIN	1973.16	1943.56	-	1943.56	2131 *
	3rd POINT	2140.20	2108.10	36.41	2071.69	2165 *
	MAX	2390.76	2354.90	120.33	2234.57	2189 *
CLERICAL ASSISTANT	AGE 21	2046.24	2015.55	4.95	2010.60	2157 *
	3rd PT (MS)	2218.50	2185.22	62.63	2122.59	2173 *
	MAX (MS)	2390.76	2354.90	120.33	2234.57	2189 *
P&TO I	MIN	5242	5163.37	1075.21	4088.16	3787
	5th POINT	5922	5833.17	1302.94	4530.23	4216
	MAX	6452	6355.22	1480.43	4874.79	4561
P&TO III	MIN	3951.36	3892.09	642.97	3249.12	3022
	4th POINT	4250.61	4186.85	743.19	3443.66	3199
	MAX	4447	4380.30	808.96	3571.34	3316
P&TO IV	AGE 21	2875.11	2831.98	282.53	2549.45	2384
	MIN (MS)	3541.86	3488.73	505.83	2982.90	2779
	MAX (MS)	3951.36	3892.09	642.97	3249.12	3022

MARRIED MAN WITH FOUR CHILDREN

GRADE	SALARY POINT	GROSS PAY	GROSS PAY LESS SUPER-ANNUATION	TAX 1977/78	PAY AFTER TAX	NET PAY INC. FIS WHERE APPROPRIATE
MESSENGER	MIN MAX	2145.42 2252.43	2113.24 2218.64	38.16 74.00	2075.08 2144.64	2166 * 2176 *
PAPERKEEPER	MIN MAX	2275.92 2390.76	2241.78 2354.90	81.87 120.33	2159.91 2234.57	2178 * 2189 *
NON-INDUSTRIAL CAR DRIVER	FLAT-RATE	2307.24	2272.63	92.35	2180.28	2181 *
CRAFTSMAN	FLAT-RATE	2688.30	2647.98	219.97	2428.01	2273

* INCLUDES FAMILY INCOME SUPPLEMENT.

EXPLANATORY NOTES ON TABLE D

1. Under the provisions of Phase 2 of the UK Counter-inflation policy, the only pay increase received by Civil Servants, during the last year, has been a supplement, as from 1 April 1977, to all Non-Industrial Civil Servants (or in the case of the Higher Civil Service from 1 January 1977) and, as from 1 July 1977, to Industrial Civil Servants and therefore to all the grades covered by the survey. For all Civil Servants, aged 18 or over, the supplement is 5% of total earnings, subject to a maximum of £4 per week (£208.80 pa) and a minimum of £2.50 per week (£130.50 pa). The amounts quoted above are gross of tax i.e. Income Tax at the usual rates is deductible from them. The supplement takes the form of an addition to pay (as did the £6 supplement in 1976) and therefore does not increase 1975 salary scales, or rates; nor is it aggregated with pay for the calculation of overtime rates or other wage-related premia. It is, however, treated as a pensionable emolument.
2. Gross = total pay less 1½% for superannuation (family benefits only - main pension is non-contributory).
3. Net = gross pay less tax and national insurance contribution plus Family Income Supplement where appropriate.
4. National Insurance contribution, for a single person and married man or woman, is currently 5.75% of earnings up to the upper earning limit of £5,460 pa.
5. "Family Allowance" has now been replaced (since April 1977) by "Child Benefit", which is currently £1 per week for the first child and £1.50 per week for every other child under 19. However, Child Benefit, unlike the old Family Allowance, is paid to the wife. And whereas Family Allowance was taxable, Child Benefit is not, but there has been a substantial reduction in the husband's Child Tax Allowance. The figures given for 1977 salaries do not therefore include Child Benefit.
6. Family Income Supplement may be claimed if the total family income is below a fixed level for the size of the family. Total family income includes the husband's gross earnings, plus those of his wife where appropriate. Whereas the old Family Allowance was included in total income, Child Benefit does not count as income. In the case of a married man with 2 children, the level below which he can qualify for Family Income Supplement is £2210.00 pa, and for a married man with 4 children the level below which he can qualify for Family Income Supplement is £2574.00 pa. The figures given here assume that the wife has no income (which is perhaps unrealistic).

7. It is interesting to note that the 1975 Family Expenditure Survey (carried out by the Department of Employment *) reported that of the sample of 7,203 households which co-operated in the survey, 136 (ie 1.9%) comprised two adults and four children. These are the most recent figures available.

*The Family Expenditure Survey originates from a recommendation of the Cost of Living Advisory Committee (now the Retail Prices Index Advisory Committee) in an interim report published in 1951 that an enquiry should take place into the pattern of expenditure of private households as a source for the weighting pattern of the Index of Retail Prices. A large-scale Household Expenditure Enquiry was undertaken in 1953-54 and was followed by the Family Expenditure Survey, which has been in continuous operation since 1957. Although the Survey was originally concerned mainly with the expenditure of private households in the United Kingdom, much additional information is now collected about the characteristics of each co-operating household and the income of its members.

IN CONFIDENCE

ANNEX 2

AVERAGE GROSS BASIC SALARY⁽¹⁾ AT 30 JUNE 1977 FOR EACH GRADE IN THE SURVEY (CATEGORIES A-D)⁽²⁾

	£pa
A	
Deputy Secretary	14200.00 (flat rate)
Under Secretary	12200.00 (flat rate)
Assistant Secretary	10600.00
Principal	7700.00
Administration Trainee	3300.00
B.	
Senior Executive Officer	6300.00
Higher Executive Officer	5000.00
Executive Officer	3600.00
Clerical Officer	2600.00
C.	
Senior Personal Secretary	3600.00
Personal Secretary	2900.00
Shorthand Typist	2500.00
Typist	2200.00
Clerical Assistant	2100.00
P and TO I	6200.00
P and TO III	4400.00
P and TO IV	3800.00
D.	
Messenger	2200.00
Paper Keeper	2400.00
Non-Industrial Car Driver	2300.00 (flat rate)

(1) The figures given above are to the nearest £100, and are the average gross basic salary ie 1 $\frac{1}{2}$ % superannuation contribution has not been deducted.

(2) Excluding Industrials.

LIST OF MAIN GROUPS, CLASSES AND GRADES AS SHOWN IN CIVIL SERVICE STATISTICS 1977
[TABLE 3]

Open Structure (excluding Parliamentary Counsel)	- Higher Civil Service. Pay determined by Top Salaries Review Body
Permanent Secretary	
Deputy Secretary *	
Under Secretary *	
Executive Directing Grades	- Higher Civil Service (as above)
Middle Band	
Lower Band	
General Category	- Pay determined by Pay Research
Administration Group	
Assistant Secretary *	
Senior Principal	
Principal *	
Senior Executive Officer *	
Higher Executive Officer (A)	
Higher Executive Officer *	
Administration Trainee *	
Executive Officer *	
Clerical Officer *	
Clerical Assistant *	
Economist Group	- Linked to Administration Group for pay purposes
(including Agricultural Economists)	
Senior Economic Adviser	
Economic Adviser	
Senior Economic Assistant	
Economic Assistant	
Information Officer Group	- Linked to Administration Group for pay purposes
Chief Information Officer (A)	
Chief Information Officer (B)	
Principal Information Officer	
Senior Information Officer	
Information Officer	
Assistant Information Officer	
Librarian Group	- Linked to Administration Group for pay purposes
Senior Principal Librarian	
Principal Librarian (formerly Librarian I)	
Senior Librarian (formerly Librarian II)	
Librarian (formerly Librarian III)	
Assistant Librarian (formerly Librarian IV)	

- Statistician Group
 - Chief Statistician
 - Statistician
 - Senior Assistant Statistician
 - Assistant Statistician

- Linked to Administration Group for pay purposes

- Secretarial Category/Group (formerly Typing Grades)
 - Superintendent and Controller
 - Senior Personal Secretary and Personal Secretary *
 - Other Typists *

- Pay determined by Pay Research

- Science Category/Group
 - Principal Scientific Officer
 - Senior Scientific Officer
 - Higher Scientific Officer
 - Scientific Officer
 - Assistant Scientific Officer

- Linked to Administration Group for pay purposes

- Related Scientific Grades
 - Chief Scientific Officer (B)
 - Deputy Chief Scientific Officer
 - Senior Principal Scientific Officer)
 - Officer)

- Higher Civil Service
- Linked to Administration Group for pay purposes

- Professional and Technology Category
 - Professional and Technology Group
 - Principal P & T Officer
 - P & T Officer I *
 - P & T Officer II
 - P & T Officer III *
 - P & T Officer IV *

- Pay determined by Pay Research

- Graphics Officer (formerly Illustrator) Group
 -

- Linked to Professional and Technology Group for pay purposes

- Marine Services Group (formerly Port Auxiliary and Royal Marine Auxiliary Services)
 -

- As above

- Related Professional and Technology Grades
 - Directing Grades A and B
 - Superintending Grade)
 - Technical Officer B)
 - Trainees (All Categories))

- Higher Civil Service
- Linked to Professional and Technology Group for pay purposes

- Data Processing Group (formerly Machine Operator Class)
 -

- Pay determined by Pay Research

- Functional Officer Group (Training Category)
 -

- As above

- Legal Groups (formerly Legal Class)
 -

- Higher Civil Service. Certain grades linked to Administration Group for pay purposes

- Police Group (Defence)
 - Pay linked to Civil Police via non-Home Office police forces (such as British Transport Police and Port of London Authority).
- Research Officer Groups (formerly Research Officer Class)
 - Linked to Administration Group for pay purposes
- General Service Classes
 - Accountants (Professional) - As above
 - Actuaries - As above
 - Cartographic and Recording Draughtsmen - Linked to Professional and Technology Group for pay purposes
 - Cleaners - Pay determined by Pay Research
 - Duplicator Operators - Linked to Secretarial Group for pay purposes
 - Medical Officers - Higher Civil Service. Certain grades linked to Administration Group for pay purposes.
 - Messengers, Office Keepers and Paper Keepers * - Pay determined by Pay Research
 - Photographers - Linked to Professional and Technology Group for pay purposes
 - Photoprinters - Linked to Administration Group for pay purposes.
 - Processes and General Supervisors - Linked to Professional and Technology Group for pay purposes.
 - Psychologists - Linked to Administration Group for pay purposes
 - Stores Officers (formerly Stores Supervisors) - Linked to Professional and Technology Group for pay purposes
 - Telecommunications Technical Officers - Pay determined by Pay Research.
 - Telephonists - Linked to Administration Group for pay purposes.
 - Teleprinter Operators - Pay determined by Pay Research.
- Departmental Classes
 - Social Security Category/Group (Health and Social Security) - Linked to Administration Group for pay purposes
 - Local Officer 1
 - Local Officer 2
- Customs and Excise Grades
 - Customs and Excise Officers - As above
- Home Office Grades
 - Immigration Service) - As above
 - Prison Governors)
- Inland Revenue Grades
 - Estate Duty Examiners - Linked to Administration Group for pay purposes

Collection Service	
Assistant Collector of Taxes)	
Other Grades)	- As above
Chief Inspector's Branch	
Inspectorate	
Tax Officer, Higher Grade)	
Tax Officer)	- As above
Valuation Service	
Valuers	
Valuation Clerk)	- As above
Other Grades)	
Bailiffs (Courts Service)	- As above
Driving and Traffic Examiners	
(Transport)	- As above
HM Inspectorate of Schools	- As above
Health and Safety Executive Grades	
Factory Inspectorate	- Linked to Administration Group for pay purposes
Mines Inspectorate	- Linked to Professional and Technology Group for pay purposes

* Grades covered by 1977 Survey.

Table 3

NOMINAL INDICES

Indices at 30.6.1977 of civil servants' salaries
(30.6.1976 = 100).
(1)

UNITED KINGDOM

CAT.	GRADES	Single											
		Gross						Net					
		Married, 2 children			Single			Married, 2 children			Single		
	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	
A	Deputy Secretary	-	-	101,5	-	-	111,8	-	-	101,5	-	-	110,7
	Under Secretary	-	-	101,7	-	-	111,0	-	-	101,7	-	-	112,1
	Assistant "	102,4	102,1	101,9	109,2	110,2	110,6	102,4	102,1	101,9	108,1	109,0	109,0
	Principal " Administration Trainees	103,5	103,0	102,7	106,4	107,6	108,6	103,5	103,0	102,7	106,5	106,4	107,3
B	Senior Exec. Off.	104,0	103,6	103,4	106,6	106,2	106,5	104,0	103,6	103,4	107,1	106,6	106,4
	Higher "	105,0	104,5	104,2	108,1	107,6	107,1	105,0	104,5	104,2	108,5	108,0	107,6
	Execut. Officer	105,3	105,0	105,0	108,6	108,4	108,2	105,3	105,0	105,0	109,1	108,9	108,6
	Clerical "	106,0	105,4	105,0	109,3	108,7	108,3	106,0	105,4	105,0	108,8	109,2	108,8
C	Senior Pers. Sec.	105,0	105,0	105,0	108,3	108,2	108,2	105,0	105,0	105,0	108,8	108,8	108,7
	Personal Secret.	105,6	105,0	105,0	108,9	108,3	108,3	105,6	105,0	105,0	109,4	108,9	108,8
	Shorthand Typist	106,5	106,0	105,4	109,8	109,3	108,7	106,5	106,0	105,4	106,8	109,6	109,2
	Typist	107,1	106,5	105,8	110,3	109,8	109,0	107,1	106,5	105,8	106,8	106,8	109,5
	Clerical Assist.	106,9	106,3	105,8	110,1	109,5	109,0	106,9	106,3	105,8	106,8	107,1	109,5
	P&TO I	104,2	103,7	103,4	107,1	106,2	106,5	104,2	103,7	103,4	107,5	106,7	106,4
P&TO III	105,0	105,0	104,9	108,1	108,1	108,1	105,0	105,0	104,9	108,6	108,6	108,5	
P&TO IV	105,0	105,0	105,0	108,3	108,2	108,1	105,0	105,0	105,0	108,9	108,7	108,6	
	Messenger	106,5	-	106,2	109,8	-	109,5	106,5	-	106,2	106,8	-	108,0
	Paper Keeper	106,1	-	105,8	109,4	-	109,0	106,1	-	105,8	108,6	-	109,5
	Non-Industrial car driver	-	-	106,0	-	-	109,3	-	-	106,0	-	-	109,8

(1) In calculating the trend over the period 1976-77 the SOEC has taken account of child benefit.

UNITED KINGDOM

Table 4
REAL INDICES
Indices at 30.6.1977 of civil servants' salaries
(30.6.1976 = 100)
(1)

CAT.	GRADES	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
A	Deputy Secretary	-	-	86,3	-	-	95,1	-	-	86,3	-	-	94,1
	Under "	-	-	86,5	-	-	94,4	-	-	86,5	-	-	93,6
	Assistant "	87,1	86,8	86,7	92,9	93,7	94,1	87,1	86,8	86,7	91,9	92,7	93,4
	Principal " Administration Trainees	88,0	87,6	87,3	90,5	91,5	92,4	88,0	87,6	87,3	90,6	90,5	91,2
B	Senior Exec. Off.	89,3	89,3	89,3	92,2	92,0	92,0	89,3	89,3	89,3	92,6	92,4	92,4
	Higher "	88,4	88,1	87,9	90,7	90,3	90,6	88,4	88,1	87,9	91,1	90,7	90,5
	Execut. Officer	89,3	88,9	88,6	91,9	91,5	91,1	89,3	88,9	88,6	92,3	91,8	91,5
	Clerical "	89,5	89,3	89,3	92,4	92,2	92,0	89,5	89,3	89,3	92,8	92,6	92,4
C	Senior Pers. Sec.	90,1	89,6	89,3	92,9	92,4	92,1	90,1	89,6	89,3	92,5	92,9	92,5
	Personal Secret.	89,3	89,3	89,3	92,1	92,0	92,0	89,3	89,3	89,3	92,5	92,5	92,4
	Shorthand Typist	89,8	89,3	89,3	92,6	92,1	92,1	89,8	89,3	89,3	93,0	92,6	92,5
	Typist	90,6	90,1	89,6	93,4	92,9	92,4	90,6	90,1	89,6	90,8	93,2	92,9
	Clerical Assist.	91,1	90,6	90,0	93,8	93,4	92,7	91,1	90,6	90,8	91,8	90,8	93,1
	P&TO I	90,9	90,4	90,0	93,6	93,1	92,7	90,9	90,4	90,0	90,8	91,1	93,1
	P&TO III	88,6	88,2	87,9	91,1	90,3	90,6	88,6	88,2	87,9	91,4	90,7	90,5
P&TO IV	89,3	89,3	89,2	91,9	91,9	91,9	89,3	89,3	89,2	92,4	92,4	92,3	
D	Messenger	89,3	89,3	89,3	92,1	92,0	91,9	89,3	89,3	89,3	92,6	92,4	92,4
	Paper Keeper	90,6	-	90,3	93,4	-	93,1	90,6	-	90,3	90,8	-	91,8
	Non-Industrial car driver	90,2	-	90,0	93,0	-	92,7	90,2	-	90,0	92,4	-	93,1
		-	-	90,1	-	-	92,9	-	-	90,1	-	-	93,2

(1) In calculating the trend over the period 1976-77 the SOEC has taken account of child benefit.

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices at 30.6.1977 of civil servants' salaries, by category
(30.6.1976 = 100)
(1)

UNITED KINGDOM

CATEGORIES	Single		Married, 2 children		Overall	
	Gross	Net	Gross	Net	Gross	Net
A	87,1	92,9	87,1	92,1	87,1	92,5
B	89,3	91,7	89,3	92,0	89,3	91,8
C	89,5	92,3	89,5	92,4	89,5	92,3
D	90,2	92,9	90,2	92,1	90,2	92,5
Total - National weighting	89,0	92,1	89,0	92,1	89,0	92,1
Total - Community weighting	87,9	92,6	87,9	92,1	87,9	92,4

(1) In calculating the trend over the period 1976-77 the SOEC has taken account of child benefit.

IRELAND

Table

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

Class	Grade	Numbers (as at 1 Jan 76)	Single						Married with 2 children (1)					
			Gross Amount			Net Amount (2)			Gross Amount			Net Amount (2)		
			Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.
A	Secretary (Head of Department or Ministry)	17	1004	1004	1004	504	504	504	1053	1053	1053	571	571	571
	Assistant Secretary	69	660	722	783	400	424	446	703	765	828	465	489	513
	Principal	212	550	601	636	353	378	391	594	646	680	414	440	456
	Assistant Principal	472	440	478	506	299	317	331	490	523	550	361	379	392
Total Class A		(3) 2,254												
B	Higher Executive Officer	1,028	356	397	440	250	275	293	398	443	490	306	333	361
	Executive Officer	1,679	180	287	356	143	208	250	195	313	398	174	254	306
Total Class B		(3) 2,707												
C	Staff Officer	782	265	297	328	195	214	233	297	335	366	245	266	287
	Clerical Officer	2,838	151	223	266	121	169	195	165	244	298	152	210	245
	Clerical Assistant	3,369	145	172	204	119	140	160	151	178	210	-	-	-
Total Class C		23,461												
D	Food Messenger	13	220	229	237	167	175	178	226	235	243	196	204	209
	Paper Keeper	134	202	207	213	156	160	163	208	213	219	183	188	192
	Messenger	691	181	185	197	144	146	154	187	191	203	169	171	180
Total Class D		(3) 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 ABCD breakdown as in previous years. In addition the introduction of the new census has involved the re-classification of certain jobs (particularly in the PO AP and CA grades) which accounts for some of the changes in numbers from 1975.

IRELAND

Material for

1977 Annual Report on Remuneration of Community Officials

IRELAND. 1 July 1977. NET remuneration in £ per annum. Maximum point on scale.

	S	N+0	N+1	N+2	N+3	N+4	N+5	N+6	N+7
A									
Secretary	6947	7377	7570	7785	8009	8233	8456	8680	8904
Assistant Secretary	5907	6310	6503	6718	6942	7166	7389	7613	7837
Principal	5210	5613	5806	6006	6211	6417	6622	6827	7029
Assistant Principal	4456	4867	5013	5200	5396	5592	5788	5984	6167
B									
Higher Executive Officer	4016	4449	4614	4801	4986	5164	5341	5519	5696
Executive Officer	3384	3759	3906	4076	4252	4430	4607	4784	4962
C									
Staff Officer	3140	3504	3650	3819	3996	4174	4351	4528	4706
Clerical Officer	2627	2923	3069	3238	3415	3593	3770	3939	4098
Clerical Assistant									
D									
Head Messenger	2405	2557	2704	2873	3042	3200	3359	3518	3677
Paperkeeper	2201	2353	2492	2647	2806	2965	3124	3282	3434
Messenger	2073	2221	2349	2499	2658	2817	2976	3127	3277

IRELAND 1 July 1977.

NET Remuneration in £ per annum. Mid point on scale.

	S	M+0	M+1	N+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	6947	7377	7570	7785	8009	8233	8456	8680	8904
Assistant Secretary	5614	6013	6206	6421	6645	6869	7092	7316	7532
Principal	5035	5430	5605	5801	6006	6211	6411	6607	6803
Assistant Principal	4267	4669	4835	5022	5218	5414	5602	5779	5957
B									
Higher Executive Officer	3718	4121	4263	4437	4614	4791	4969	5146	5324
Executive Officer	2810	3058	3205	3373	3551	3728	3905	4083	4254
C									
Staff Officer	2891	3216	3363	3531	3709	3886	4064	4241	4418
Clerical Officer	2280	2490	2637	2805	2964	3122	3281	3440	3599
Clerical Assistant									
D									
Head Messenger	2349	2502	2649	2817	2977	3136	3295	3454	3613
Paperkeeper	2176	2328	2468	2618	2777	2936	3095	3254	3403
Messenger	2048	2192	2321	2471	2629	2788	2947	3096	3246

IRELAND. 1 July 1977.

NET remuneration in £ per annum.

Minimum point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	6947	7377	7570	7785	8009	8233	8456	8680	8904
Assistant Secretary	5321	5718	5911	6126	6342	6547	6753	6958	7163
Principal	4730	5126	5301	5489	5685	5881	6077	6273	6469
Assistant Principal	4016	4449	4614	4801	4986	5164	5341	5519	5696
B									
Higher Executive Officer	3384	3759	3926	4075	4252	4430	4607	4784	4962
Executive Officer	1945	2073	2202	2351	2510	2669	2820	2969	3111
C									
Staff Officer	2634	2930	3077	3245	3423	3600	3777	3948	4107
Clerical Officer	1682	1791	1919	2069	2219	2369	2510	2622	2734
Clerical Assistant									
D									
Head Messenger	2427	2379	2526	2677	2826	2995	3154	3313	3477
Paperkeeper	2075	2224	2353	2502	2661	2820	2979	3120	3280
Messenger	1946	2075	2203	2353	2512	2671	2822	2971	3114

IRELA 1 July 1977. Gross remuneration in £ per annum. Maximum point on 3

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,519	12,947	13,030	13,134	13,247	13,360	13,473	13,587	13,700
Assistant Secretary	9878	10,239	10,322	10,426	10,539	10,652	10,765	10,879	10,992
Principal	8111	8471	8554	8658	8771	8884	8997	9111	9224
Assistant Principal	6543	6904	6987	7091	7204	7317	7430	7544	7657
B									
Higher Executive Officer	5731	6168	6251	6355	6468	6581	6694	6808	6921
Executive Officer	4672	5021	5104	5208	5321	5434	5547	5661	5774
C									
Staff Officer	4311	4621	4704	4808	4921	5034	5147	5261	5374
Clerical Officer	3510	3735	3818	3922	4035	4148	4261	4375	4488
Clerical Assistant	2731	2731	2759	2808	2866	2924	2982	3041	3099
D									
Head Messenger	3114	3184	3247	3351	3464	3577	3690	3804	3917
Paperkeeper	2875	2875	2928	3032	3145	3258	3371	3485	3598
Messenger	2692	2692	2728	2832	2945	3058	3171	3285	3398

1 July 1977.

Gross remuneration in £ per annum.

Mid point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,519	12,947	13,030	13,134	13,247	13,360	13,473	13,587	13,700
Assistant Secretary	9135	9485	9568	9672	9785	9898	10,011	10,125	10,238
Principal	7684	8054	8137	8241	8354	8467	8580	8694	8807
Assistant Principal	6195	6575	6558	6762	6875	6988	7101	7215	7328
B									
Higher Executive Officer	5194	5586	5659	5773	5886	5999	6112	6226	6339
Executive Officer	3797	3946	4029	4133	4246	4359	4472	4586	4699
C									
Staff Officer	3923	4193	4276	4380	4493	4606	4719	4833	4946
Clerical Officer	2968	3059	3142	3246	3359	3472	3585	3699	3812
Clerical Assistant	2334	2334	2362	2411	2469	2527	2585	2644	2702
D									
Head Messenger	3077	3077	3160	3264	3377	3490	3603	3717	3830
Paperkeeper	2806	2806	2889	2993	3106	3219	3332	3446	3559
Messenger	2606	2606	2689	2793	2906	3019	3132	3246	3359

IRELAN 1 July 1977. Gross remuneration in £ per annum. Minimum point scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,519	12,947	13,030	13,134	13,247	13,360	13,473	13,587	13,700
Assistant Secretary	8392	8736	8819	8923	9036	9149	9262	9376	9489
Principal	7075	7438	7521	7625	7738	7851	7964	8078	8191
Assistant Principal	5731	6168	6251	6355	6468	6581	6694	6808	6921
B.									
Higher Executive Officer	4672	5021	5104	5208	5321	5434	5547	5661	5774
Executive Officer	2445	2445	2528	2632	2745	2858	2971	3085	3198
C									
Staff Officer	3522	3746	3829	3933	4046	4159	4272	4386	4499
Clerical Officer	2062	2062	2145	2249	2362	2475	2588	2702	2815
Clerical Assistant	1991	1991	2019	2068	2126	2184	2242	2301	2359
D									
Head Messenger	2886	2886	2969	3073	3186	3299	3412	3526	3639
Paperkeeper	2649	2649	2732	2836	2949	3062	3175	3289	3402
Messenger	2448	2448	2531	2635	2748	2861	2974	3088	3201

IRELAND.

1 July 1976.

NET

remuneration in £ per annum.

Maximum

point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	6059	6456	6680	6919	7168	7416	7661	7899	8137
Assistant Secretary	5365	5746	5959	6171	6383	6605	6822	7039	7256
Principal	4707	5083	5276	5484	5692	5887	6083	6279	6475
Assistant Principal	3988	4358	4579	4716	4912	5108	5303	5478	5653
B									
Higher Executive Officer	3594	3999	4171	4342	4517	4692	4867	5041	5216
Executive Officer	2998	3348	3499	3664	3839	4014	4189	4364	4539
C									
Staff Officer	2791	3119	3269	3435	3610	3785	3959	4134	4309
Clerical Officer	2332	2610	2761	2927	3101	3273	3424	3575	3726
Clerical Assistant									
D									
Head Messenger	2134	2284	2435	2579	2730	2881	3032	3183	3334
Paperkeeper	1951	2090	2217	2359	2510	2661	2812	2963	3114
Messenger	1837	1952	2079	2221	2372	2523	2674	2825	2960

IREL . 1 July 1976. NET remuneration in £ per annum. Mid point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	6059	6456	6680	6919	7168	7416	7661	7899	8137
Assistant Secretary	5106	5478	5670	5878	6075	6312	6529	6745	6962
Principal	4545	4921	5101	5288	5484	5680	5876	6072	6268
Assistant Principal	3819	4197	4368	4555	4751	4932	5107	5282	5457
B									
Higher Executive Officer	3297	3683	3833	3999	4174	4349	4524	4699	4873
Executive Officer	2495	2732	2882	3048	3223	3397	3570	3721	3872
C									
Staff Officer	2568	2873	3024	3189	3364	3539	3714	3889	4043
Clerical Officer	2020	2223	2362	2505	2656	2807	2958	3109	3260
Clerical Assistant									
D									
Head Messenger	2083	2233	2375	2517	2668	2819	2970	3121	3272
Paperkeeper	1428	2062	2188	2330	2481	2632	2783	2934	3086
Messenger	1813	1924	2051	2193	2344	2495	2646	2797	2922

IRELAND. 1 July 1976.

NET Remuneration in £ per annum.

Minimum point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	6059	6456	6680	6919	7168	7416	7661	7897	8137
Assistant Secretary	4817	5187	5379	5587	5804	6019	6215	6411	6607
Principal	4250	4624	4795	4982	5178	5374	5570	5765	5951
Assistant Principal	3594	3999	4171	4342	4517	4692	4867	5041	5216
B									
Higher Executive Officer	2998	3348	3499	3664	3839	4014	4189	4364	4539
Executive Officer	1710	1812	1938	2080	2231	2382	2533	2669	2770
C									
Staff Officer	2338	2617	2767	2933	3103	3281	3432	3583	3734
Clerical Officer	1444	1546	1672	1814	1965	2106	2208	2309	2411
Clerical Assistant									
D									
Head Messenger	1973	2116	2243	2385	2536	2687	2838	2989	3140
Paperkeeper	1837	1953	2080	2222	2373	2524	2675	2826	2961
Messenger	1713	1814	1940	2082	2234	2385	2536	2672	2773

IKEL 1 July 1976.

Gross Remuneration in £ per annum.

Maximum point

code.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,042	12,470	12,548	12,641	12,743	12,845	12,947	13,050	13,152
Assistant Secretary	9401	9762	9840	9933	10,035	10,137	10,239	10,342	10,444
Principal	7634	7994	8072	8165	8267	8369	8471	8574	8676
Assistant Principal	6071	6427	6505	6598	6700	6802	6904	7007	7109
B									
Higher Executive Officer	5279	5706	5784	5877	5979	6081	6183	6286	6388
Executive Officer	4274	4605	4683	4776	4878	4980	5082	5185	5287
C									
Staff Officer	3933	4226	4304	4397	4499	4601	4703	4806	4908
Clerical Officer	3175	3387	3465	3558	3660	3762	3864	3967	4069
Clerical Assistant	2436	2636	2664	2507	2559	2611	2663	2716	2768
D									
Head Messenger	2849	2849	2927	3020	3122	3224	3326	3429	3531
Paperkeeper	2547	2547	2625	2718	2820	2922	3024	3127	3229
Messenger	2358	2358	2436	2529	2631	2733	2835	2938	3040

IRELAND. 1 July 1976.

Gross remuneration in £ per annum.

Mid point on scale.

	S	M+0	M+1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,042	12,470	12,548	12,641	12,743	12,845	12,947	13,050	13,152
Assistant Secretary	8658	9008	9086	9179	9281	9383	9485	9588	9690
Principal	7217	7577	7655	7748	7850	7952	8054	8157	8259
Assistant Principal	6732	6103	6181	6274	6376	6478	6580	6683	6785
B									
Higher Executive Officer	4769	5140	5218	5311	5413	5515	5617	5720	5822
Executive Officer	3445	3587	3665	3758	3860	3962	4064	4167	4269
C									
Staff Officer	3565	3821	3899	3992	4094	4196	4298	4401	4503
Clerical Officer	2661	2747	2825	2918	3020	3122	3224	3327	3429
Clerical Assistant	2060	2060	2088	2131	2183	2235	2287	2340	2392
D									
Head Messenger	2764	2764	2842	2935	3037	3139	3241	3344	3446
Paperkeeper	2508	2508	2586	2679	2781	2883	2985	3088	3190
Messenger	2319	2319	2397	2490	2592	2694	2796	2899	3001

IREL 1 July 1976.

Gross remuneration in £ per annum.

Minimum point on scale.

	S	M+0	M-1	M+2	M+3	M+4	M+5	M+6	M+7
A									
Secretary	12,042	12,470	12,548	12,641	12,743	12,845	12,947	13,050	13,152
Assistant Secretary	7915	8259	8337	8430	8532	8634	8736	8839	8941
Principal	6598	6961	7039	7132	7234	7336	7438	7541	7643
Assistant Principal	5279	5706	5784	5877	5979	6081	6183	6286	6388
B									
Higher Executive Officer	4274	4605	4683	4776	4878	4980	5082	5185	5287
Executive Officer	2165	2165	2243	2336	2438	2540	2642	2745	2847
C									
Staff Officer	3185	3398	3476	3569	3671	3773	3875	3978	4080
Clerical Officer	1800	1800	1878	1971	2073	2175	2277	2380	2482
Clerical Assistant	1731	1731	1759	1802	1854	1906	1958	2011	2063
D									
Head Messenger	2583	2583	2661	2754	2856	2958	3060	3163	3265
Paperkeeper	2359	2359	2437	2530	2632	2734	2836	2939	3041
Messenger	2169	2169	2247	2340	2442	2544	2646	2749	2851

Executive Officer

A £2445 (at 18 or under),
 £2624 (at 19), 2815 (at 20),
 £3014 (at 21), 3235 (at 22),
 £3458 (at 23 or over),
 £3538 - 3663 - 3797 - 3924 -
 £4052 - 4180 - 4306 - 4432 -
 £4557 - 4672

B £2445 (at 18 or under),
 £2624 (at 19), 2815 (at 20),
 £3014 (at 21), 3235 (at 22),
 £3458 (at 23 or over), 3621 -
 £3782 - 3946 - 4107 - 4264 -
 £4420 - 4576 - 4729 - 4886 -
 £5021

Staff Officer

A £3622 - 3622 - 3725 - 3824 -
£3923 - 4023 - 4124 - 4222 - 4311

B £3760 - 3856 - 3970 - 4080 -
£4103 - 4303 - 4413 - 4522 -
£4621

Clerical Officer

A £39.65 (under 19), 42.43 (at 19),
 £44.64 (at 20), 47.78 (at 21),
 £50.64 (at 22), 52.32 (at 23),
 £53.08 (at 24 or over), 55.55 -
£57.08 - 58.40 - 59.71 - 61.04 -
 £62.39 - 63.78 - 65.22 - 67.50

B £39.65 (under 19), 42.43 (at 19),
 £44.64 (at 20), 47.78 (at 21),
 £50.64 (at 22), 53.43 (at 23),
 £55.29 (at 24 or over), 57.05 -
£58.82 - 60.55 - 62.31 - 64.05 -
 £65.79 - 67.52 - 69.25 - 71.82

Clerical Assistant

£38.28 - 39.95 - 40.90 - 41.90 -
 £42.88 - 43.89 - 44.88 - 45.88 -
 £46.87 - 47.89 - 48.92 - 50.68 -
£52.51 (Barrier Point £48.93)

Head Messenger

£2006 - 2921 - 2957 -
3010 - 3064 - 3112.

Paperkeeper

£50.98 - 61.51 - 62.31 - 63.71

Messenger

£47.07 - 47.90 - 49.87

REVISED PAY - WITH EFFECT FROM 1 APRIL 1977

Secretary

A £12519

B £12947

Assistant Secretary

A £8392 - 8765 - 9135 - 9508 -
£9878

B £3736 - 9112 - 9485 - 9862 -
£10239

Principal

A £7075 - 7282 - 7489 - 7694 -
£7902 - 8111

B £7438 - 7643 - 7848 - 8054 -
£8260 - 8471

Assistant Principal

A £5731 - 5840 - 6019 - 6195 -
£6370 - 6543

B £6168 - 6239 - 6408 - 6575 -
£6744 - 6904

Higher Executive Officer

A £4672 - 4803 - 4932 - 5065 -
£5194 - 5326 - 5458 - 5588 -
£5731

B £5021 - 5163 - 5303 - 5446 -
£5586 - 5725 - 5863 - 5999 -
£6168

Head
Messenger

2583 :- 2616 - 2650
2701 - 2751 - 2797.

Paperkeeper

£45.37 - £45.90 - £46.66 - £47.98.

Messenger

£41.70 - £42.49 - £44.35.

Executive Officer

B £2165 (at 18 or under), £2335 (at 19),
£2515 (at 20), 2704 (at 21),
£2913 (at 22), £3125 (at 23 or over),
£3279 - 3432 - 3587 - 3739 - 3888 -
£4036 - 4183 - 4329 - 4477 - 4605.

Staff Officer

A £3185 - 3280 - 3377 - 3471 - 3565 -
£3660 - 3755 - 3848 - 3933.

B £3398 - 3502 - 3609 - 3714 - 3821 -
£3925 - 4029 - 4133 - 4226.

Clerical Officer

A £34.61 (under 19), £37.30 (at 19),
£39.40 (at 20), £42.37 (at 21),
£45.03 (at 22), £46.67 (at 23),
£48.24 (at 24 or over), £49.73 -
£51.17 - £52.43 - £53.67 - £54.93
£56.20 - £57.52 - £58.88 - £61.05.

B £34.61 (under 19), £37.30 (at 19)
£39.40 (at 20), £42.37 (at 21),
£45.08 (at 22), £47.72 (at 23),
£49.49 (at 24 or over), £51.15 -
£52.83 - £54.47 - £56.13 - £57.78 -
£59.43 - £61.07 - £62.71 - £65.14.

Clerical Assistant

£33.28 - £34.90 - £35.83 - £36.80 -
£37.73 - £38.68 - £39.62 - £40.57 -
£41.50 - £42.48 - £43.46 - £45.12 -
£46.84 (Barrier Point £43.46).

REVISED PAY - WITH EFFECT FROM 1 JUNE 1976

Secretary

A £12042

B £12470

Assistant Secretary

A £7915 - 8288 - 8658 - 9031 - 9401

B £8259 - 8635 - 9008 - 9385 - 9762

Principal

A £6598 - 6805 - 7012 - 7217 - 7425 - 7634

B £6961 - 7166 - 7371 - 7577 - 7783 - 7994

Assistant Principal

A £5279 - 5386 - 5560 - 5732 - 5903 - 6071

B £5705 - 5775 - 5940 - 6103 - 6268 - 6427

Higher Executive Officer

A £4274 - 4399 - 4521 - 4647 - 4769 - 4894

£5019 - 5142 - 5279

B £4603 - 4739 - 4872 - 5007 - 5140 - 5273

£5408 - 5541 - 5706

Executive Officer

A £2165 (at 18 or under), 2335 (at 19),

£2515 (at 20), 2704 (at 21),

£2913 (at 22), 3125 (at 23 or over),

£3201 - 3319 - 3445 - 3566 - 3687 -

£3803 - 3928 - 4047 - 4166 - 4274

WEIGHTINGS TO BE USED IN THE CALCULATION OF THE NATIONAL INDEX OF THE TREND IN REMUNERATION

The Irish authorities accept the recommendations of the SOEC Working Party on the Joint Index and have tried to follow the guidelines which that Working Party has given. The Working Party recommended, inter alia, that total salary figures and also the actual percentage distribution of staff along points of scale and by family circumstances should be used for weighting purposes for aggregation of sub-indices. The Irish authorities regret that they will not be able to supply this data in the current year.

The most up to date complete figures available for use for weighting purposes are the numbers of civil servants at 1 January 1976, which were as follows:

Secretary	17	
Assistant Secretary	69	
Principal	212	
Assistant Principal	472	
		Total Class A
		2,254
Higher Executive Officer	1,028	
Executive Officer	1,679	
		Total Class B
		6,483
Staff Officer	782	
Clerical Officer	2,838	
Clerical Assistant	8,369	
		Total Class C
		23,461
Head Messenger	13	
Paperkeeper	134	
Messenger	691	
		Total Class D
		16,075

IRELAND

Attached are the full pay scales of the twelve grades surveyed as at 1 July 1976 and 1 July 1977. The points on these scales used in the calculations as the minimum, middle and maximum are underlined.

For the first eight grades two scales are given, A and B. The significance of these scales has changed over time as a result of measures for the implementation of equal pay in the civil service. These developments may be briefly summarised as follows:

prior to 31.12.1975	A married men
	B women and single men
1.1.1976 to 30.6.1977	A married officials
	B single officials
from 1.7.1977	A scales abolished
	B all officials

In these returns and in making the calculations for both 1 July 1976 and 1 July 1977 the scales are treated as

A married officials
B single officials.

While the abolition of the A scales, effective from 1 July 1977, will result in an increase in salary for some officials this increase is not reckonable for the purposes of these returns.

1.

GROSS PAY COMPRISES:

- 1 Basic pay
- 2 Service pay)
- 3 Civil service childrens allowances) where appropriate
- 4 Social Welfare childrens allowances)

1.1

Basic Pay:

Details are attached of the pay scales of the twelve grades surveyed as at 1 July 1976 and 1 July 1977.

There were two increases applied to basic pay in that period:

- 1 August 1976: 3% of basic pay plus £2 a week (£101.4 a year)
minimum increase £157 per annum
maximum increase £261 per annum

(This was the increase under Clause 3 of the 1976 Interim National Agreement)

- 1 April 1977: 2½% of basic plus £1 a week (£52.2 a year)
minimum increase £104 per annum
maximum increase £216 per annum.

(This was the first phase increase under Clause 3 of the 1977 National Agreement)

Both the 1976 Interim National Agreement and the 1977 National Agreement include provisions for the payment of additional special increases in special circumstances. No such special increases were paid to any of the twelve grades surveyed during the reference period.

1.2

Service Pay:

Certain grades on lower rates of pay and on short pay scales are eligible to receive service pay. Among the twelve grades surveyed, service pay is payable to three grades only - Head Messenger, Paperkeeper and Messenger.

On completion of X years' service in an adult grade:

5 years	25p per week	(£13.05 per annum)
10 years	50p per week	(£26.10 per annum)
15 years	75p per week	(£39.15 per annum)
20 years	£1 per week	(£52.2 per annum)

These rates have not been changed during the reference period, the above rates applying on both 1 July 1976 and 1 July 1977.

1.3

Civil Service Childrens Allowance:

An allowance is payable as a supplement to basic pay in respect of each dependent child. The amount of the allowance at 1 July 1976 when we made our return for the 1976 Annual Review of Remuneration was £50 per child per annum.

These allowances have since been increased, with retrospective effect. The revised rates are as follows:

with effect from 1-6-75:	£53 per child
with effect from 1-9-75	£55 per child

In our tables for the 1977 Annual Review of Remunerations we have used £50 per child in the 1 July 1976 table and £55 per child in the 1 July 1977 table.

Civil Service childrens allowances are payable when appropriate to all of the twelve grades surveyed with the exception of the Clerical Assistant grade to whom they are not payable.

1.4

Social Welfare Childrens Allowances:

These allowances are payable in respect of each dependent child at the following rates:

	Rates in force 1 July 1976	Rates in force 1 July 1977
1st child	£2.30 per month	£2.30 per month
2nd child	£3.60 per month	£4.10 per month
Each additional child	£4.35 per month	£4.85 per month

These allowances are not regarded as part of income for income tax purposes and are therefore not liable for income tax.

2. DEDUCTIONS FROM GROSS PAY COMPRISE:

- 1 Income tax
- 2 Social welfare contributions
- 3 Widows and orphans pension contributions (where appropriate).

2.1 Income tax

Income tax is payable on basic pay plus service pay plus civil service childrens' allowances. The amount of income tax payable has been calculated on the basis of standard rates and allowances as follows:

Allowances as at 1 July 1976:

Personal allowances

- single person £ 620 per annum
- married person £1,010 per annum

Social welfare contributions to a maximum of £47 per annum.

Full amount of any contribution to the Widows' and Orphans' Pension fund.

Rates as at 1 July 1976

of taxable income:

- first £1,550 26%
- next £2,800 38.5%
- next £2,000 49.5%
- next £2,000 60.5%
- next £2,000 71.5%
- balance 77%

Allowances as at 1 July 1977

Personal allowance

- single person £ 665 per annum
- married person £1,100 per annum

Social welfare contributions to a maximum of £64 per annum.

Full amount of any contribution to the Widows' and Orphans' Pension Fund.

Rates as at 1 July 1977

of taxable income:

- first £ 500 20%
- next £1,000 25%
- next £3,000 35%
- next £1,500 45%
- next £1,000 50%
- balance 60%

2.2 Social Welfare Contributions

The rates of contribution were as follows:

	Social Insurance (including occupational injuries insurance) and redundancy Employee's contribution.	Health Contribution (payable by certain insured staff who have limited eligibility for health service)
as at 1 July 1976 Established Officer Man Woman	42p per week Ø	33p per week 33p per week
as at 1 July 1977 Established Officers Man Woman	45p per week Ø	39p per week 39p per week

2.3 Widows' and Orphans' Pension Contribution:

This is payable by male officials only. The rate of contribution is 1½% of basic pay plus service pay plus civil service childrens allowances.

Table 3
NOMINAL INDICES

Indices at 1 July 1977 of civil servants' salaries
(1.7.1976 = 100)

IRELAND

CAT.	GRADES	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	104,0	104,0	104,0	114,7	114,7	114,7	103,9	103,9	103,9	112,5	112,5	112,5
	Assistant Secr.	106,0	105,5	105,1	110,5	110,0	110,1	105,9	105,4	105,0	109,7	109,2	108,9
	Principal	107,2	106,6	106,3	111,3	110,8	110,7	106,9	106,4	106,0	110,2	109,7	109,5
	Assistant Princ.	108,6	108,1	107,8	111,7	111,7	111,7	108,1	107,8	107,5	110,6	110,3	110,3
B	Higher Executive Officer	109,3	108,9	108,6	112,9	112,8	111,7	109,1	108,7	108,1	111,2	111,0	110,6
	Executive Officer	112,9	110,2	109,3	113,7	112,6	112,9	112,7	110,0	109,1	113,0	110,7	111,2
C	Staff Officer	110,6	110,0	109,6	112,7	112,6	112,5	110,2	109,7	109,4	110,6	110,7	111,2
	Clerical Officer	114,6	111,5	110,6	116,5	112,9	112,7	114,1	111,2	110,2	114,1	112,0	110,6
	Clerical Assist.	115,0	113,3	112,1	-	-	-	114,8	113,1	112,0	-	-	-
D	Head Messenger	111,7	111,3	111,1	112,9	112,8	112,7	111,6	111,2	111,0	112,2	111,9	111,4
	Paper Keeper	112,3	111,9	111,7	113,0	112,9	112,8	112,1	111,7	111,6	112,6	112,4	112,2
	Messenger	112,9	112,4	112,2	113,6	113,0	112,9	112,6	112,2	112,0	113,0	112,7	112,5

Table 4
REAL INDICES

Indices at 1 July 1977 of civil servants' salaries
(1.7.1976 = 100)

IRELAND

CAT.	GRADES	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	91,2	91,2	91,2	100,6	100,6	100,6	91,1	91,1	91,1	98,7	98,7	98,7	98,7
	Assistant Secr.	93,0	92,5	92,2	96,9	96,5	96,6	92,9	92,5	92,1	96,2	95,8	95,5	95,5
	Principal	94,0	93,5	93,3	97,6	97,2	97,1	93,8	93,3	93,0	96,7	96,2	96,1	96,1
	Assistant Princ.	95,3	94,8	94,6	98,0	98,0	98,0	94,8	94,6	94,3	97,0	96,8	96,8	96,8
B	Higher Executive Officer	95,9	95,5	95,3	99,0	99,0	98,0	95,7	95,4	94,8	97,5	97,4	97,0	97,0
	Executive Officer	99,0	96,7	95,9	99,7	98,8	99,0	98,9	96,5	95,7	99,1	97,1	97,5	97,5
C	Staff Officer	97,0	96,5	96,1	98,9	98,9	98,7	95,7	96,2	96,0	97,0	97,1	97,5	97,5
	Clerical Officer	100,5	97,8	97,0	102,2	99,0	98,9	100,1	97,5	96,7	100,1	98,3	97,0	97,0
	Clerical Assist.	100,9	99,4	98,3	-	-	-	100,7	99,2	98,3	-	-	-	-
D	Head Messenger	98,0	97,6	97,5	99,0	99,0	98,9	97,9	97,5	97,4	98,4	98,2	97,7	97,7
	Paper Keeper	98,5	98,2	98,0	99,1	99,0	99,0	98,3	98,0	97,9	98,8	98,9	98,4	98,4
	Messenger	99,0	98,6	98,4	99,7	99,1	99,0	98,8	98,4	98,3	99,1	98,6	96,7	96,7

Table 5 (Summary)
 REAL WEIGHTED INDICES
 Indices at 1 July 1977 of civil servants' salaries
 (1.7.1976 = 100)

IRELAND

CATEGORIES	Single		Married, 2 children		All civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	94,0	97,7	93,8	96,6	94,0	97,1
B	96,2	98,9	96,0	97,5	96,1	98,2
C	98,8	99,5	98,5	98,0	98,7	98,6
D	98,6	99,2	98,3	98,8	98,5	99,0
Total - National weighting	97,7	99,1	97,5	98,0	97,5	98,5
Total - Community weighting	95,4	98,4	95,2	97,1	95,4	97,7

D E N M A R K

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

Gross Annual Salary (1) kr.	Taxes, contributions for supplementary (2) kr.	Family Allowance (3) kr.	Net annual salary - taxes, etc. + family allowances (1) + (2) + (3) (4) 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 man with dependent wife and two children</u>			
148.882 (A)	70.646	3.280	81.516
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

(*) B1 and B2: see text.

Pay and Pensions Department
Statistical Advisory Officer

4 October 1977

Calculation of the trend in salaries for certain groups of civil servants from 1 April 1976 to 1 April 1977, to be used in the preparation by the Communities of a special salary trend index for Denmark.

1. The report and figures given this year have been prepared in accordance with the wishes expressed at the meetings of the Working Party on the Joint Index in Luxembourg on 29 and 30 March and 14 and 15 July 1977; the information for 1976 and 1977 has been collected following the same principles as those of the first four years' reports.

2. The figures are based on column (1) in the statement of posts in the notes to the draft budget for 1977/78, which gives the number of posts as of 1 April 1976. The number of civil servants covered by the figures rose from 9 646 to 9 691 between 1 April 1975 and 1 April 1976. By contrast with last year's report, reorganization in the central administration would not seem to have had any significant effect on the results of the investigation.

As a result of the Luxembourg meetings' requests for more details, especially on salary trends for individual posts and the influence of family circumstances on incomes in general, the layout of tables used in previous investigations has been changed. As can be seen from Tables 1 to 8, the average figures for each category - A, B, C and D - have been supplemented by figures for a selection of posts inside the individual categories; gross and net salary have also been calculated for these.

increase is made up as follows:

(a) Increase in basic salary:	on 1 April 1977	0.365%
	on 1 October 1977	0.371%
	on 1 April 1978	0.468%
	on 1 October 1978	0.466%

Besides this basic increase there is a supplement which tapers off for higher salaries; for the lowest brackets it is as follows:

	on 1 April 1977	0.4%
	on 1 October 1977	0.4%
	on 1 April 1978	1.1%
	on 1 October 1978	1.1%

(b) It was further agreed that both the differential allowance and the cost-of-living allowance would be continued.

It should be pointed out that both the Law of 11 March 1975 and the Law of 1 April 1977, both of which concern agreements with the public servants' organizations, greatly slowed down the rate at which public service salaries were increasing, as compared with earlier periods. This slowing-down was most noticeable in the higher grades, a tendency which also emerged last year.

6. In Tables 1, 2, 3 and 4 the gross salaries in 1976 and 1977 for the posts covered by this report have been calculated. It should be pointed out that in the case of staff employed on a group contract basis, gross salary includes the state contribution to pension schemes, and that where applicable family allowance has been included in gross salaries for both categories of staff.

In Tables 5, 6, 7 and 8 net salaries have been calculated, i.e., gross salaries minus income tax (in the commune of Copenhagen) and supplementary pension contributions; children's allowance has also been taken into account. The calculations include unmarried people without children, and married men with dependent wife and up to 5 children.

As a gross income, the selected examples of annual salary as of 1 April 1976 and 1 April 1977 have been used. 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 and 1977 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. The figures applying on 1 April 1976 and 1 April 1977 have been used here. In 1977 family allowance tapers off, in accordance with rules, on the basis of 1975 taxable income.

The tables show the annual salary after tax and contributions to supplementary pension have been paid, and after the family allowance for a married couple with children has been taken into account in the tax (i.e. disposable income).

Table 1

Category A

	Number employed	Gross annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried 1976 Kt.	unmarried 1977 Kt.	married, no children 1976 Kt.	married, no children 1977 Kt.
Category A overall including:	3083	147.982	154.601	147.982	154.601
A1 Established officials overall including:	1100	180.518	187.224	180.518	187.224
Heads of department	9	285.349	292.545	285.349	292.545
Heads of department	13	272.436	279.542	272.436	279.542
Directors etc.	21	251.428	258.534	251.428	258.534
Heads of subdepartment, directors etc.	45	238.365	245.410	238.365	245.410
Ambassadors etc.	37	219.983	227.028	219.983	227.028
Advisors, heads of division etc.	368	188.868	195.775	188.868	195.775
Prin. adm., adm., ass. adm.	357	92.244/162.919	97.823/169.616	92.244/162.919	97.823/169.616
16/31 and 34 for availability					
A2 Group contract officials overall including:	1983	129.934	135.994	129.934	135.994
Civil engineers	117	82.468/143.928	87.586/150.015	82.468/143.928	87.586/150.015
Prin. adm., adm., ass. adm. etc.	1739	92.343/165.418	97.837/171.957	92.343/165.418	97.837/171.957
Editors, press attachés, journalists	22	91.958/125.765	96.879/131.294	91.958/125.765	96.879/131.294

Table 1

A

Married 1 child 1976 kr.	Married 1 child 1977 kr.	Married 2 children 1976 kr.	Married 2 children 1977 kr.	Married 3 children 1976 kr.	Married 3 children 1977 kr.
149.622	154.601	151.262	156.209	152.902	157.893
182.158	187.224	183.798	187.224	185.438	188.808
286.989	292.545	288.629	292.545	290.269	292.545
274.076	279.542	275.716	279.542	277.356	279.542
253.068	258.534	254.708	258.534	256.348	258.534
240.005	245.410	241.645	245.410	243.285	245.410
221.623	227.028	223.263	227.028	224.903	227.028
190.508	195.775	192.148	195.775	193.788	196.731
93.884/164.559	99507/169.616	95.524/166.199	101.191/170.424	97.164/167.839	102.875/172.108
131.574	137.038	133.214	138.722	134.854	140.406
84.108/145.568	89.270/150.255	85.748/147.208	90.954/151.939	87.388/148.848	92.638/153.623
93.983/167.058	99.521/171.957	95.623/168.698	101.205/172.625	97.263/170.338	102.889/174.309
93.598/127.405	98.563/132.594	95.238/129.045	100.247/134.273	96.878/130.685	101.931/135.962

Table 1

A		Married 4 children 1976 kr.	Married 4 children 1977 kr.	Married 5 children 1976 kr.	Married 5 children 1977 kr.
		154.542	159.577	156.182	161.261
		187.078	190.492	188.718	192.176
		291.909	292.545	293.549	292.545
		278.996	279.542	280.636	279.542
		257.988	258.534	259.628	259.154
		244.925	245.410	246.565	246.802
		226.543	227.824	228.183	229.508
		195.428	198.415	197.068	200.099
		98.804/169.479	104.559/173.792	100.444/171.119	106.243/175.476
		136.494	142.090	138.134	143.774
		89.028/150.488	94.322/155.307	90.668/152.128	96.006/156.991
		98.903/171.978	104.573/175.993	100.543/173.618	106.257/177.677
		98.518/132.325	103.615/137.646	100.158/133.965	105.299/139.330

Table 2
Category B
Number employed
Gross annual salary applying on 1 July 1976 and 1 July 1977

	Number employed	unmarried		married, no children		married, no children	
		1976 kr.	1977 kr.	1976 kr.	1977 kr.	1976 kr.	1977 kr.
Category B overall including:	1732	93.003	93.442	93.003	98.442	93.003	98.442
B1 Established officials overall including:	868	96.384	101.873	96.384	101.873	96.384	101.873
Supervisors etc.	33	115.508/126.028	121.283/131.987	115.508/126.028	121.283/131.987	115.508/126.028	121.283/131.987
Book-keepers, prin. adm. etc.	49	101.555/113.409	107.131/119.157	101.555/113.409	107.131/119.157	101.555/113.409	107.131/119.157
Book-keepers, adm., audits officers etc.	160	92.589/103.446	98.022/109.051	92.589/103.446	98.022/109.051	92.589/103.446	98.022/109.051
Adm., prin. adm. ass. etc.	92	90.891/101.555	96.294/107.131	90.891/101.555	96.294/107.131	90.891/101.555	96.294/107.131
Archivist, senior adm. ass. etc.	122	85.977/ 92.589	91.294/ 98.022	85.977/ 92.589	91.294/ 98.022	85.977/ 92.589	91.294/ 98.022
Sen. adm. ass.	179	82.847/ 89.224	88.109/ 94.598	82.847/ 89.224	88.109/ 94.598	82.847/ 89.224	88.109/ 94.598
B2 Group contract officials overall including:	864	89.607	94.995	89.607	94.995	89.607	94.995
Prin. adm. ass. incl. allowances	143	93.415/104.479	98.872/110.115	93.415/104.479	98.872/110.115	93.415/104.479	98.872/110.115
Sen. adm. ass. incl. allowances	646	85.151/ 92.113	90.465/ 97.552	85.151/ 92.113	90.465/ 97.552	85.151/ 92.113	90.465/ 97.552
Archivist incl. allowances	65	68.898/ 82.729	73.828/ 88.003	68.898/ 82.729	73.828/ 88.003	68.898/ 82.729	73.828/ 88.003

Table 2

B

married 1 child 1975 kr.	married 1 child 1977 kr.	married 2 children 1976 kr.	married 2 children 1977 kr.	married 3 children 1976 kr.	married 3 children 1977 kr.
94.643	100.126	96.283	101.810	97.923	103.494
98.024	103.557	99.664	105.241	101.304	106.925
117.148/127.668	122.967/133.271	118.788/129.308	124.651/134.955	120.428/130.948	126.335/136.639
103.195/115.049	108.815/120.841	104.835/116.689	110.499/122.525	106.475/118.329	112.183/124.209
94.229/105.086	99.706/110.735	95.869/106.726	101.390/112.419	97.509/108.366	103.074/114.103
92.531/103.195	97.978/108.815	94.171/104.835	99.662/110.499	95.811/106.475	101.346/112.183
87.617/ 94.229	92.978/ 99.706	89.257/ 95.869	94.662/101.390	90.897/ 97.509	96.346/103.374
84.487/ 90.864	89.793/ 96.282	86.127/ 92.504	91.477/ 97.966	87.767/ 94.144	93.161/ 99.650
91.247	96.679	92.887	98.363	94.527	100.047
95.055/106.119	100.556/111.799	96.695/107.759	102.240/113.483	98.335/109.399	103.924/115.167
93.791/ 93.753	92.149/ 99.236	88.431/ 95.393	93.833/100.920	90.071/ 97.033	95.517/102.604
70.538/ 84.369	75.512/ 89.687	72.178/ 86.009	77.196/ 91.371	73.818/ 87.649	78.880/ 93.055

Table 2

B

married 4 children 1976 kr.	married 4 children 1977 kr.	married 5 children 1976 kr.	married 5 children 1979 kr.
99.563	105.178	101.203	106.862
102.944	108.609	104.584	110.293
122.068/132.588	128.019/138.323	123.708/134.228	129.703/140.007
108.115/119.969	113.867/125.893	109.755/121.609	115.551/127.577
99.149/110.006	104.758/115.787	100.789/111.646	106.442/117.471
97.451/108.115	103.030/113.867	99.091/109.755	104.714/115.551
92.537/ 99.149	98.030/104.758	94.177/100.789	99.714/106.442
89.407/ 95.784	94.845/101.334	91.047/ 97.424	96.529/103.018
96.167	101.731	97.807	103.415
99.975/111.039	105.608/116.851	101.615/112.679	107.292/118.535
91.711/ 98.673	97.201/104.288	93.351/100.313	98.885/105.972
75.458/ 89.289	80.564/ 94.739	77.098/ 90.929	82.248/ 96.423

Table 3

Category C

	Number employed	Gross annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried 1/4/77	unmarried 1977 Kf.	married, no children 1976 Kf.	married, no children 1977 Kf.
Category C overall including:	3887	75.627	80.824	75.627	80.824
C1 Established officials overall including:	487	77.963	83.106	77.963	83.108
Designers, craftsmen etc.	20	90.891/101.555	96.294/107.131	90.891/101.555	96.294/107.131
Adm. assistants etc.	9	72.481/ 79.833	77.502/ 85.040	72.481/ 79.833	77.502/ 85.040
Adm. ass., clerical officers etc.	7	69.093/ 76.057	74.030/ 81.168	69.093/ 76.057	74.030/ 81.168
C2 Group contract officials overall including:	3400	75.292	80.497	75.292	80.497
Skilled employees	99	84.146/ 85.399	92.994/ 94.247	84.146/ 85.399	92.994/ 94.247
Adm. assistants incl. allowances	2945	68.898/ 82.729	73.823/ 88.003	68.898/ 82.729	73.823/ 88.003
Skilled workers	67	57.409/ 84.396	61.709/ 89.182	57.409/ 84.396	61.709/ 89.182
Clerical officers incl. allowances	259	55.629/ 73.944	60.320/ 79.000	55.629/ 73.944	60.320/ 79.000

Table 3

C		married 4 children 1975 K.K.		married 4 children 1977 K.K.		married 5 children 1975 K.K.		married 5 children 1977 K.K.			
82.187	87.560	83.827	89.244	84.523	89.844	86.163	91.528	97.451/108.115	103.030/113.867	99.091/109.755	104.714/115.551
79.041/ 86.393	84.238/ 91.776	80.681/ 88.033	85.922/ 93.460	75.653/ 82.617	80.766/ 87.904	77.293/ 84.257	82.450/ 89.588	81.852	87.233	83.492	88.917
90.706/ 91.959	99.730/100.983	92.346/ 93.599	101.414/102.667	75.458/ 89.289	80.564/ 94.739	77.098/ 90.929	82.248/ 96.423	63.969/ 90.956	68.445/ 95.918	65.609/ 92.596	70.129/ 97.602
62.189/ 80.504	67.056/ 85.736	63.829/ 82.144	68.740/ 87.420								

Table 3

0

married 1 child	married 1 child	married 2 children	married 2 children	married 3 children	married 3 children
1976 Kt.	1977 Kt.	1976 Kt.	1977 Kt.	1976 Kt.	1977 Kt.
77.267	82.508	78.907	84.192	80.547	85.876
79.603	84.792	81.243	86.476	82.883	88.160
92.531/103.195	97.978/108.815	94.171/104.835	99.662/110.499	95.811/106.475	101.346/112.183
74.121/ 81.473	79.186/ 86.724	75.761/ 83.113	80.870/ 88.408	77.401/ 84.753	82.554/ 90.092
70.733/ 77.697	75.714/ 82.852	72.373/ 79.337	77.398/ 84.536	74.013/ 80.977	79.082/ 86.220
76.932	82.181	78.572	83.865	80.212	85.549
85.786/ 87.039	94.678/ 95.931	87.426/ 88.679	96.362/ 97.615	89.066/ 90.319	98.046/ 99.299
70.538/ 84.369	75.512/ 89.687	72.178/ 86.009	77.196/ 91.371	73.818/ 87.649	78.880/ 93.055
59.049/ 86.036	63.393/ 90.866	60.689/ 87.676	65.077/ 92.550	62.329/ 89.316	66.761/ 94.234
57.269/ 75.524	62.004/ 80.684	58.909/ 77.224	63.688/ 82.368	60.549/ 78.864	65.372/ 84.052

Table 4

Category D

Number employed	Gross annual salary applying on 1 July 1976 and 1 July 1977			
	unmarried 1976 kr.	unmarried 1977 kr.	married, no children 1976 kr.	married, no children 1977 kr.
989	66.607	71.845	66.607	71.845
Category D overall including:				
D1	352	69.106	69.106	74.043
including:				
Head messengers etc.	23	74.244/81.327	74.244/81.327	79.311/86.561
Head messengers etc.	40	70.763/77.920	70.763/77.920	75.742/83.078
Messengers, chauffeurs etc.	5	64.342/72.481	64.342/72.481	69.162/77.502
Messengers	103	61.386/69.093	61.386/69.093	66.130/74.030
D2	637	65.226	65.226	70.604
Group contract officials overall including:	33	72.393/74.481	72.393/74.481	79.857/81.825
Unskilled workers	592	61.386/67.446	61.386/67.446	65.758/73.604
Cleaners etc.				

Table 4

D

married 1 child	married 1 child	married 2 children	married 2 children	married 3 children	married 3 children
1976 Kr. 68.247	1977 Kr. 73.529	1976 Kr. 69.887	1977 Kr. 75.213	1976 Kr. 71.527	1977 Kr. 76.897
70.746	75.727	72.386	77.411	74.026	79.095
75.884/82.967	80.995/88.245	77.524/84.607	82.679/89.929	79.164/86.247	84.363/91.613
72.403/79.560	77.426/84.762	74.043/81.200	79.110/86.446	75.683/82.840	80.794/88.130
65.982/74.121	70.846/79.186	67.622/75.761	72.530/80.870	69.262/77.401	74.214/82.554
63.026/70.733	67.814/75.714	64.666/72.373	69.498/77.398	66.306/74.013	71.182/79.082
66.866	72.288	68.506	73.972	70.146	75.656
74.033/76.121	81.541/83.509	75.673/77.761	83.225/85.193	77.313/79.401	84.909/86.877
63.026/69.086	67.442/75.288	64.666/70.726	69.126/76.972	66.306/72.366	70.810/78.656

Table 4

D

married 4 children married 4 children married 5 children married 5 children
1976 1977 1976 1977
kr. kr. kr. kr.

73.167	78.581	74.807	80.265
75.666	80.779	77.306	82.463
80.804/87.887	86.047/93.297	82.444/89.527	87.731/94.981
77.323/84.480	82.478/89.814	78.963/86.120	84.162/91.498
70.902/79.041	75.898/84.238	72.542/80.681	77.582/85.922
67.946/75.653	72.866/80.766	69.586/77.293	74.550/82.450
71.786	77.340	73.426	79.024
78.953/81.041	86.593/88.561	80.593/82.681	88.277/90.245
67.946/74.006	72.494/80.340	69.586/75.646	74.178/82.024

Table 5

Category A

	Number employed 1/4/77	Net annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried 1976 kr.	unmarried 1977 kr.	married, no children 1976 kr.	married, no children 1977 kr.
Category A overall including:	3083	73.316	77.991	77.949	83.459
A1 Established officials overall including:	1100	83.720	88.250	88.353	93.718
Heads of department	40+2400	117.114	121.267	121.747	125.735
Heads of department	39+4200	113.054	117.250	117.687	122.719
Directors etc.	39+1800	106.347	110.648	110.980	116.117
Heads of subdepartment, directors etc.	38+2700	102.137	106.511	106.770	111.979
Ambassadors etc.	38+600	96.285	100.751	100.918	106.220
Advisors, heads of division etc.	36+2100	86.349	90.901	90.982	96.370
Prin. adm., ass., ass. adm.	16/31/34	53.674/78.106	57.510/82.716	58.307/82.739	62.978/88.184
A2 Group contract officials overall including:	1983	67.594	72.143	72.227	77.612
Civil engineers	117	49.513/72.054	53.168/76.560	54.146/76.687	58.637/82.029
Prin. adm., ass., ass. adm. etc.	1739	53.773/78.903	57.524/83.410	58.406/83.536	62.992/88.873
Editors, press attachés, journalists	22	53.560/66.217	57.086/70.667	58.193/70.851	62.554/76.136

Table 5

	married 1 child 1976 Kt 79.589	married 1 child 1977 Kt 83.459	married 2 children 1976 Kt 81.229	married 2 children 1977 Kt 85.067	married 3 children 1976 Kt 82.869	married 3 children 1977 Kt 86.751
	89.993	93.718	91.633	93.718	93.273	95.302
	123.387	126.735	125.027	126.735	126.667	126.735
	119.327	122.719	120.967	122.719	122.607	122.719
	112.620	116.117	114.260	116.117	115.900	116.117
	108.410	111.979	110.050	111.979	111.690	111.979
	102.558	106.220	104.198	106.220	105.838	106.220
	92.622	96.370	94.262	96.370	95.902	97.326
	59.947/84.379	64.662/88.184	61.587/86.019	66.346/88.992	63.227/87.659	68.030/90.676
	73.867	78.656	75.507	80.340	77.147	82.024
	55.786/78.327	60.321/82.269	57.426/79.967	62.005/83.953	59.066/81.607	63.689/85.637
	60.046/85.176	64.676/88.879	61.686/86.816	66.360/89.547	63.326/88.456	68.044/91.231
	59.833/72.491	64.238/77.436	61.473/74.131	65.922/79.120	63.113/75.771	67.606/80.804

Table 5

A		married 4 children		married 5 children	
1976		1976		1977	
Kr.		Kr.		Kr.	
84.509	88.435	86.149	90.119		
94.913	96.986	96.553	98.670		
128.307	126.735	129.947	126.735		
124.247	122.719	125.887	122.719		
117.540	116.117	119.180	116.737		
113.330	111.979	114.970	113.371		
107.478	107.016	109.118	108.700		
97.542	99.010	99.182	100.694		
64.867/89.299	69.714/92.360	66.507/90.939	71.398/94.044		
78.787	83.708	80.427	85.392		
60.706/83.247	65.373/87.321	62.346/84.887	67.057/89.005		
64.966/90.096	69.728/92.915	66.606/91.736	71.412/94.599		
64.753/77.411	69.290/82.488	66.393/79.051	70.974/84.172		

Table 6

Category B	Number employed	Net annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried	unmarried, married,	no children	no children
	1/4/77	1976 kr.	1977 kr.	1976 kr.	1977 kr.
Category B overall including:	1732	54.032	57.782	58.665	63.250
B1 Established officials overall including:	868	55.465	59.190	60.098	64.658
Supervisors etc.	29	62.975/66.344	67.387/70.880	67.608/70.977	72.855/76.349
Book-keepers, prin. adm. etc.	25	57.656/62.306	61.442/66.475	62.289/66.939	66.911/71.943
Book-keepers, adm., audits officers etc.	21	53.847/58.458	57.593/62.206	58.480/63.091	63.062/67.675
Adm., prin. adm. ass. etc.	20	53.123/57.656	56.848/61.442	57.756/62.289	62.316/66.911
Archivist, senior adm. ass. etc.	17	51.017/53.847	54.738/57.593	55.650/58.480	60.206/63.062
Sen. adm. ass.	15	49.663/52.430	53.402/56.134	54.296/57.063	58.871/61.603
B2 Group contract officials overall including:	864	52.584	56.300	57.217	61.769
Prin. adm. ass.	143	54.215/58.918	57.923/62.692	58.848/63.551	63.391/68.161
Sen. adm. ass.	646	50.649/53.657	54.371/57.354	55.282/58.291	59.840/62.823
Archivist	65	43.736/49.660	47.387/53.354	48.369/54.293	52.885/58.823

Table 6

married 1 child		married 1 child		married 2 children		married 2 children		married 3 children	
1976	1977	1976	1977	1976	1977	1976	1977	1976	1977
Kr	Kr	Kr	Kr	Kr	Kr	Kr	Kr	Kr	Kr
60.305	64.934	61.945	66.618	63.585	68.302	69.710	71.001	77.907	81.001
61.738	66.342	63.378	68.026	65.018	69.710	71.001	77.907	81.001	87.001
69.248/72.617	74.539/77.633	70.888/74.257	76.223/79.317	72.528/75.897	77.907/81.001	87.001	93.001	99.001	105.001
63.929/68.579	68.595/73.627	65.569/70.219	70.279/75.311	67.209/71.859	71.963/76.995	76.995	81.995	86.995	91.995
60.120/64.731	64.746/69.359	61.760/66.371	66.430/71.043	63.400/68.011	68.114/72.727	72.727	77.441	82.155	86.868
59.396/63.929	64.000/68.595	61.036/65.569	65.684/70.279	62.676/67.209	67.368/71.963	71.963	76.655	81.347	86.040
57.290/60.120	61.890/64.743	58.930/61.760	63.574/66.430	60.570/63.400	65.258/68.114	69.846	74.534	79.222	83.910
55.936/58.703	60.555/63.287	57.576/60.343	62.239/64.971	59.216/61.983	63.923/66.655	68.601	73.289	77.977	82.665
58.857	63.453	60.497	65.137	62.137	66.821	71.513	76.205	80.897	85.590
60.488/65.191	65.075/69.845	62.128/66.831	66.759/71.529	63.768/68.471	68.443/73.213	73.115	77.785	82.455	87.125
56.922/59.931	61.524/64.507	58.562/61.571	63.208/66.191	60.202/63.211	64.892/67.875	69.584	74.272	78.960	83.648
50.009/55.933	54.539/60.507	51.649/57.573	56.223/62.191	53.289/59.213	57.907/63.875	62.599	67.287	71.975	76.663

Table 6

B

married 4 children married 4 children married 5 children married 5 children

1976 1977 1976 1977

kr. kr. kr. kr.

65.225 69.986 66.865 71.670

66.658 71.394 68.298 73.078

74.168/77.537 79.591/82.685 75.808/79.177 81.275/84.369

68.849/73.499 73.647/76.679 70.489/75.139 75.331/80.363

65.040/69.651 69.798/74.411 66.680/71.291 71.482/76.095

64.316/68.849 69.052/73.647 65.956/70.489 70.736/75.331

62.210/65.040 66.942/69.798 63.850/66.680 68.626/71.482

60.856/63.623 65.607/68.339 62.496/65.263 67.291/70.023

63.777 68.505 65.417 70.189

65.408/70.111 70.127/74.897 67.048/71.751 71.811/76.581

61.842/64.852 66.576/69.559 63.482/66.491 68.260/71.243

54.929/60.853 59.591/65.559 56.569/62.493 61.275/67.243

Table 7

Category C	Number employed 1/4/77	Net annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried 1976 kr.	unmarried 1977 kr.	married, no children 1976 kr.	married, no children 1977 kr.
Category C overall including:	3887	46.626	50.337	51.259	55.305
C1 Established officials overall including:	487	47.587	51.291	52.220	56.760
Designers, craftsmen, etc.	20	53.123/57.656	56.848/61.442	57.756/62.289	62.316/66.911
Adm. assistants etc.	9	45.256/48.425	48.922/52.125	49.889/53.059	54.391/57.594
Adm. ass., clerical officers etc.	7	43.816/46.769	47.473/50.450	48.450/51.403	52.942/55.918
C2 Group contract officials overall including:	3400	46.463	50.183	51.096	55.652
Skilled employees	99	50.217/50.783	55.455/55.957	54.850/55.416	60.924/61.425
Adm. assistants	2945	43.736/49.660	47.387/53.354	48.369/54.293	52.855/58.823
Skilled workers	67	38.217/50.353	41.210/53.840	42.851/54.986	46.679/59.308
Clerical officers	259	37.210/45.860	40.429/49.553	41.843/50.493	45.897/55.022

Table 7

married 1 child 1976	married 1 child 1977	married 2 children 1976	married 2 children 1977	married 3 children 1976	married 3 children 1977
52.859	57.489	54.539	59.173	56.179	60.857
53.860	58.444	55.500	60.128	57.140	61.812
59.396/63.929	64.000/68.595	61.036/65.569	65.684/70.279	62.676/67.209	67.368/71.963
51.529/54.699	56.075/59.278	53.169/56.339	57.759/60.962	54.809/57.979	59.443/62.646
50.090/53.043	54.626/57.602	51.730/54.683	56.310/59.286	53.370/56.323	57.994/60.970
52.736	57.336	54.376	53.020	56.016	60.704
55.490/57.056	62.608/63.109	58.130/58.696	64.292/64.793	59.770/60.336	65.976/66.477
50.009/55.933	54.539/60.507	51.649/57.573	56.223/62.191	53.289/59.213	57.907/63.875
44.491/56.626	48.353/60.992	46.131/58.266	50.047/62.676	47.771/59.906	51.731/64.360
43.483/52.133	47.581/56.706	45.123/53.773	49.265/58.390	46.763/55.413	50.949/60.074

Table 7

married 4 children 1976 Kr.	married 4 children 1977 Kr.	married 5 children 1976 Kr.	married 5 children 1977 Kr.
57.819	62.541	59.459	64.225
58.780	63.496	60.420	65.180
64.316/68.849	69.052/73.647	65.956/70.489	70.736/75.331
56.449/59.619	61.127/64.330	58.089/61.259	62.811/66.014
55.010/57.963	59.678/62.654	56.650/59.603	61.362/64.338
57.656	62.388	59.296	64.072
61.410/61.976	67.660/68.161	63.050/63.616	69.344/69.845
54.929/60.853	59.591/65.559	56.569/62.493	61.275/67.243
49.411/61.546	53.415/66.044	51.051/63.186	55.099/67.728
48.403/57.053	52.633/61.758	50.043/58.693	54.317/63.442

Table 8

Category D	Number employed 1/4/77	Net annual salary applying on 1 July 1976 and 1 July 1977			
		unmarried	unmarried, married,	no children 1976 kr.	no children 1977 kr.
Category D overall including:	989	42.763	46.502	47.396	51.970
D1 Established officials overall including:	352	43.829	47.486	48.463	52.955
Head messengers etc.	10	45.988/49.060	49.691/52.721	50.621/53.693	55.159/58.190
Head messengers etc.	8	44.512/47.601	48.203/51.261	49.146/52.234	53.671/56.730
Messengers, chauffeurs etc.	5	41.816/45.256	45.380/48.922	46.449/49.889	50.848/54.391
Messengers	3	40.478/43.816	43.722/47.473	45.112/48.450	49.190/52.942
D2 Group contract officials overall including:	637	42.184	46.012	46.6817	51.481
Unskilled workers	33	45.226/46.110	49.890/50.760	49.859/50.743	55.358/56.228
Cleaners etc.	592	40.478/43.066	43.480/47.278	45.112/47.719	48.948/52.747

Table 2
D

married 1 child 1976	married 1 child 1977	married 2 children 1976	married 2 children 1977	married 3 children 1976	married 3 children 1977
49.036	53.554	50.576	55.338	52.316	57.022
50.103	54.639	51.743	56.323	53.383	58.007
52.261/55.333	56.843/59.874	53.901/56.973	58.527/61.558	53.341/58.613	60.211/63.242
50.786/53.874	55.355/58.414	52.426/55.514	57.039/60.098	54.066/57.154	58.723/61.782
48.089/51.529	52.532/56.075	49.729/53.169	54.216/57.759	51.369/54.809	55.900/59.443
46.752/50.090	50.874/54.626	48.392/51.730	52.558/56.310	50.032/53.370	54.242/57.994
48.457	53.165	50.097	54.849	51.737	56.533
51.499/52.383	57.042/57.912	53.139/54.023	58.726/59.596	54.779/55.663	60.410/61.280
46.752/49.359	50.632/54.431	48.392/50.999	52.316/56.115	50.032/52.639	54.000/57.799

Table 8

	married 4 children 1976 kr.	married 4 children 1977 kr.	married 5 children 1976 kr.	married 5 children 1977 kr.
57.181/60.253	61.895/64.926	58.821/61.893	63.579/66.610	
55.706/58.794	60.407/63.466	57.346/60.434	62.091/65.150	
53.009/56.449	57.584/61.127	54.649/58.089	59.268/62.811	
51.672/55.010	55.926/59.678	53.312/56.650	57.610/61.362	
53.377	58.217	55.017	59.901	
56.419/57.303	62.094/62.964	58.059/58.943	63.778/64.648	
51.672/54.279	55.684/59.483	53.312/55.919	57.368/61.167	

Table 3

NOMINAL INDICES

Indices at 1.7.1977 for civil servants' salaries
(1.7.1976 = 100)

DENMARK

Cat.	GRADE	Single						Married, 2 children						
		Gross			Net			Gross			Net			
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	
A	Head of dept.	-	102,5	-	103,6	-	-	101,4	-	-	-	-	101,4	-
	Head of dept.	-	102,6	-	103,7	-	-	101,4	-	-	-	-	101,5	-
	Director etc.	-	102,8	-	104,0	-	-	101,5	-	-	-	-	101,6	-
	Head of subdept.	-	103,0	-	104,3	-	-	101,6	-	-	-	-	101,8	-
	Director, etc.	-	103,2	-	104,6	-	-	101,7	-	-	-	-	101,9	-
	Ambassador etc.	-	103,7	-	105,3	-	-	101,9	-	-	-	-	102,2	-
	Advisor, head of division etc.	-	-	-	-	-	-	-	-	-	-	-	-	-
	Principal adm., adm., ass. adm.	106,1	-	104,1	-	-	105,9	-	-	102,5	107,7	-	-	103,5
	Civil engineer,	106,2	-	104,2	-	-	106,3	-	-	103,2	108,0	-	-	105,0
	Prin. adm., adm., ass. adm.	106,0	-	104,0	-	-	105,7	-	-	102,3	107,6	-	-	103,2
B	Editor, press attaché, journalist	105,4	-	104,4	-	-	106,7	-	-	104,1	107,2	-	-	106,7
	Supervisor, etc.	105,0	-	104,7	-	-	106,8	-	-	104,9	107,5	-	-	106,8
	Book-keeper, prin. adm., etc.	105,5	-	105,1	-	-	106,7	-	-	105,4	107,2	-	-	107,3
	Book-keeper, adm., audits officer etc.	105,9	-	105,4	-	-	106,4	-	-	105,8	107,6	-	-	107,0
	Adm., prin. adm., ass., etc.	105,9	-	105,5	-	-	106,6	-	-	105,8	107,6	-	-	107,2
	Archivist, senior adm., ass., etc.	106,2	-	105,9	-	-	107,0	-	-	106,1	107,9	-	-	107,6
	Sen. adm. ass. etc.	106,4	-	106,0	-	-	107,1	-	-	106,2	108,1	-	-	107,7

Table 3 (contd)

DENMARK

CAT.	GRADES	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Max.	Average	Min.	Max.	Average	Min.	Max.	Average	Min.	Max.	Average
B	Prin. adm. ass.	105,8	105,4	-	106,8	106,4	-	105,7	105,3	-	107,5	107,0	-
	Sen. adm. ass.	106,2	105,9	-	107,4	106,9	-	106,1	105,8	-	107,9	107,5	-
	Archivist	107,2	106,4	-	108,4	107,4	-	107,0	106,2	-	108,9	108,0	-
C	Designers, craftsmen	105,9	105,5	-	107,0	106,6	-	105,8	105,4	-	107,6	107,2	-
	Adm. asst., etc.	106,9	106,5	-	108,1	107,6	-	106,7	106,4	-	108,6	108,2	-
	Adm. assistant, clerical officer	107,2	106,7	-	108,4	107,9	-	106,9	106,6	-	108,9	108,4	-
	Skilled employee	110,5	110,4	-	110,4	110,2	-	110,2	110,1	-	110,6	110,4	-
	Adm. assistant	107,2	106,4	-	108,4	107,4	-	107,0	106,2	-	108,9	108,0	-
	Skilled worker Clerical officer.	107,5 108,4	105,7 106,8	-	107,8 108,7	106,9 108,1	-	107,2 108,1	105,6 106,7	-	108,5 109,2	107,6 108,6	-
D	Head messenger etc.	106,8	106,4	-	108,1	107,5	-	106,7	106,3	-	108,6	108,1	-
	Head messenger etc.	107,0	106,6	-	108,3	107,7	-	106,8	106,5	-	108,8	108,3	-
	Messenger, chauffeur etc.	107,5	106,9	-	108,5	108,1	-	107,3	106,7	-	109,0	108,6	-
	Messenger	107,7	107,2	-	108,0	108,4	-	107,5	106,9	-	108,6	108,9	-
	Unskilled worker	110,3	109,9	-	110,3	110,1	-	110,0	109,6	-	110,5	110,3	-
	Cleaner etc.	107,1	109,1	-	107,4	109,7	-	106,9	108,8	-	108,1	110,0	-

Table 4 (contd)

DENMARK

Cat.	Grades	Single						Married, 2 children					
		Gross			Net			Gross			Net		
		Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.	Min.	Average	Max.
B	Prin. adm. ass.	95,2	-	94,9	96,1	-	95,8	95,1	-	94,8	96,8	-	96,3
	Sen. adm. ass.	95,6	-	95,3	96,7	-	96,2	95,5	-	95,2	97,1	-	96,8
	Archivist	96,5	-	95,8	97,6	-	96,7	96,3	-	95,6	98,0	-	97,2
C	Designers, craftsmen	95,3	-	95,0	96,3	-	96,0	95,2	-	94,9	96,9	-	96,5
	Adm. ass., etc.	96,2	-	95,9	97,3	-	96,9	96,0	-	95,8	97,8	-	97,4
	Adm. ass., clerical officer	96,5	-	96,0	97,6	-	97,1	96,2	-	96,0	98,0	-	97,6
	Skilled employee	99,5	-	99,4	99,4	-	99,2	99,2	-	99,1	99,6	-	99,4
	Adm. assistant	96,5	-	95,8	97,6	-	96,7	96,3	-	95,6	98,0	-	97,2
	Skilled worker	96,8	-	95,1	97,0	-	96,2	96,5	-	95,1	97,7	-	96,9
	Clerical officer	97,6	-	96,1	97,8	-	97,3	97,3	-	96,0	98,3	-	97,8
D	Head messenger etc.	96,1	-	95,8	97,3	-	96,8	96,0	-	95,7	97,8	-	97,3
	Head messenger etc.	96,3	-	96,0	97,5	-	96,9	96,1	-	95,9	97,9	-	97,5
	Messenger, chauffeur etc.	96,8	-	96,2	97,7	-	97,3	96,6	-	96,0	98,1	-	97,8
	Messenger Unskilled worker	96,9- 99,3	-	96,5 98,9	97,2 95,5	-	97,6 99,1	96,8 99,0	-	96,2 98,7	97,8 99,5	-	98,0 99,3
	Cleaner etc.	96,4	-	98,2	96,7	-	98,7	96,2	-	97,9	97,3	-	99,0

Table 5 (Summary)

REAL WEIGHTED INDICES

Indices at 1.7.1977 of civil servants' salaries by categories

(1.7.1976 = 100)

DENMARK

CATEGORIES	Single		Married, 2 children		All civil servants	
	Gross amount	Net amount	Gross amount	Net amount	Gross amount	Net amount
A	94,1	95,8	93,0	94,2	93,5	95,0
B	95,3	96,2	95,1	96,8	95,2	96,6
C	96,2	97,2	96,0	97,7	96,1	97,5
D	97,1	97,8	96,9	98,3	96,9	98,1
Total - National weighting	95,1	96,5	94,5	96,2	94,8	96,3
Total - Community weighting	94,9	96,3	94,2	95,9	94,6	96,1

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. The development of the economic parameters described above for the period 1963/1977 (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.

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

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.

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.

Prices

Table 19: Implicit indices of final consumer prices for households
on the economic territory.

National accounts

Table 1

Wage and salary earners in general government (S 60)

Year Country	Inclusive figures														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
EUR 9	:	:	:	:	:	:	:	13973.3	14432.8	14953.6	15389.2	15710.1	16230.7	16539.8	16662.3
EUR 6	:	:	:	:	:	:	:	3860.3	4168.3	9487.9	9767.4	9997.5	10200.8	10391.8	10529.7
D	2448.0	2536.0	2623.0	2702.0	2773.0	2799.0	2855.0	2979.0	3003.0	3233.0	3328.0	3430.0	3500.0	3540.0	3584.0
F	2347.0	2345.0	2373.0	2423.0	2485.0	2549.0	2599.0	2678.0	2746.0	2825.0	2910.0	2968.0	3037.0	3090.0	3136.0
I	1874.7	1897.2	1921.1	1960.4	1994.3	2054.3	2113.3	2111.6	2208.9	2277.3	2358.4	2396.1	2443.4	2498.0	2530.0
NL	509.0	512.0	516.0	528.0	537.0	546.0	558.0	567.0	584.0	601.0	607.0	617.0	629.0	647.0	651.0
B	:	:	:	:	:	:	:	513.1	523.7	539.3	550.4	563.6	573.2	587.4	602.2
L	10.0	10.2	10.6	10.9	11.5	12.0	12.4	12.6	12.7	13.3	13.6	13.8	14.2	14.3	14.5
UK	:	:	:	:	:	:	:	4559.0	4677.0	4820.0	4955.0	5019.0	5323.0	5416.0	5389.0
IRL	:	:	:	:	:	:	:	110.0	114.5	118.4	123.3	129.6	134.4	138.4	142.4
DK	:	:	:	:	:	:	:	444.0	473.0	527.3	543.5	564.0	572.5	588.6	601.0

Table 2
 Compensation of employees in general government (S 60)
 At current prices

Year Country	inclusive figures															
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	
D	28810	31430	35790	39950	42370	45190	51200	60140	71890	80760	94030	109160	118660	125540	136328	
F	38136	41479	43806	46948	50395	58206	66467	75426	84995	94651	107840	128422	154095	18130	206738	
I	3056	3426	3989	4255	4489	4848	5230	5614	6699	7564	8800	10352	11810	14610	18102	
NL	5250	6525	7494	8528	9572	10449	12010	13481	15800	18300	20890	24590	28570	32120	34450	
B	62375	67683	77494	86401	94430	101067	111912	125180	142439	167973	193959	231938	283300	323309	360200	
L	2421	2496	2700	2948	3117	3347	3530	3924	4486	5121	6101	7711	8915	10220	11467	
UK	3281	3527	3875	4215	4556	4883	5277	5929	6928	8032	9092	11275	15792	18040	19555	
IRL	76349	88662	94460	102489	110897	123967	142796	162922	188608	220798	281955	331781	449400	530292	624584	
DK	7385	8380	9710	10821	11917	13229	14964	17115	19910	23365	27635	34070	40050	44610	49071	

(1) National currency units:

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

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

L: Lit (billion)
 L: Flux (million)
 DK: Dkr (million)

Table 3

Compensation of employees in general government (S 60)

At current prices

Year Country	per employee														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	National currency (1)														
D	11807	12394	13645	14785	15279	16145	17933	20195	23243	24980	28254	31742	33810	35264	37355
F	16248	17688	18460	19376	20280	22835	25574	28165	30952	33505	37058	43269	50823	59638	65924
I	1630.2	1805.7	2076.3	2176.5	2250.9	2359.7	2474.9	2650.6	3032.7	3321.5	3731.3	4320.4	4833.4	5948.7	7154.0
NL	10314	12744	14523	16152	17825	19208	21523	23776	27055	30449	34415	39854	45421	49645	52914
B								243968	271986	312043	352396	411530	494243	550298	598140
L	248100	244706	254717	270458	271043	278917	284677	311429	353228	385038	448603	558768	627817	714685	790827
DK								1308.7	1441.3	1666.4	1834.7	2246.5	2466.7	3330.8	3620.7
IRL								1481.1	1647.2	1932.4	2286.7	2560.0	3343.8	3831.6	4380.7
OK								38547	42093	44311	50846	60408	69956	75790	81649

11) National currency units:

D: DM

N: FI

OK: £

F: FF

B: FB

IRL: £ Ir

I: Lit 1000

L: FLux

OK: Bkr

Table 5

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

Per employee

INDEX

Year country	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	1970=100														
EUR 9	1	1	1	1	1	1	1	100.0	106.6	110.1	114.1	118.6	121.3	122.2	123.3
EUR 6	1	1	1	1	1	1	1	100.0	106.9	109.9	114.3	118.3	120.4	122.3	124.9
D	70.0	71.6	76.5	79.0	81.2	84.4	87.0	100.0	109.2	111.2	117.2	121.6	124.0	123.7	126.0
F	76.3	80.1	81.6	83.2	84.5	90.7	95.1	100.0	104.0	106.5	110.4	113.8	120.0	125.2	129.0
I	78.1	82.3	91.1	92.5	93.3	96.2	98.1	100.0	107.8	110.8	111.0	106.4	101.2	104.2	107.7
NL	60.0	69.4	75.9	80.0	85.7	89.8	94.5	100.0	105.2	109.2	113.3	119.7	123.7	123.9	123.5
B	1	1	1	1	1	1	1	100.0	106.2	114.4	124.0	128.3	137.7	140.6	142.6
L	97.7	93.4	94.7	97.3	95.5	95.8	95.6	100.0	108.3	112.3	123.3	140.2	142.3	147.5	152.4
UK	1	1	1	1	1	1	1	100.0	104.9	110.6	112.5	118.2	126.3	122.8	116.5
IRL	1	1	1	1	1	1	1	100.0	102.0	109.5	115.3	131.9	119.9	117.7	118.0
DK	1	1	1	1	1	1	1	100.0	103.9	103.4	109.6	113.6	121.3	120.6	117.5

Table 7

Wage and salary earners in central government (S 61)

INCLUSIVE FIGURES

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
Country	1000														
EUR 9	:	:	:	:	:	:	:	8398.7	8663.7	8902.0	9098.3	9303.8	9624.0	9816.5	9912.3
EUR 6	:	:	:	:	:	:	:	6187.9	6413.4	6605.7	6782.1	6873.2	7032.5	7155.3	7262.6
D	:	:	:	:	:	:	:	2020.0	2090.0	2190.0	2250.0	2290.0	2370.0	2400.0	2424.0
F	:	:	:	:	:	:	:	1984.0	2034.0	2085.0	2141.0	2183.0	2234.0	2270.0	2315.0
I	:	:	:	:	:	:	:	1555.4	1645.6	1671.9	1725.8	1725.1	1747.8	1790.9	1816.0
NL	:	:	:	:	:	:	:	269.0	276.0	282.0	280.0	283.0	284.0	288.0	290.0
B	:	:	:	:	:	:	:	349.9	358.2	366.6	374.8	382.1	385.8	395.4	406.5
L	:	:	:	:	:	:	:	9.6	9.8	10.2	10.5	10.8	10.9	11.0	11.1
UK	:	:	:	:	:	:	:	2000.0	2026.0	2059.0	2065.0	2175.0	2330.0	2395.0	2397.0
IRL	:	:	:	:	:	:	:	56.0	59.4	62.5	65.9	69.4	72.7	75.9	77.0
DK	:	:	:	:	:	:	:	154.8	164.9	184.8	185.3	185.6	188.8	190.3	190.7

Table 8
Compensation of employees in central government (S 61)

At current prices

Year . Country	inclusive figures														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
D	:	:	:	:	:	:	:	42460	50760	56880	65730	76350	82710	87150	93251
F	:	:	:	:	:	:	:	60391	67472	74854	84921	100362	120264	141922	162501
I	:	:	:	:	:	:	:	3943	4732	5245	6174	7434	8437	10102	12897
NL	:	:	:	:	:	:	:	5599	6810	7820	8900	10390	12060	13290	14300
B	:	:	:	:	:	:	:	85644	97024	114351	131498	156391	190413	217452	243111
L	:	:	:	:	:	:	:	2890	3309	3772	4559	5703	6569	7546	8452
UK	:	:	:	:	:	:	:	2982	3443	3980	4302	5681	7549	9075	9421
IRL	:	:	:	:	:	:	:	93147	107660	131651	159272	185718	258900	302913	350167
DK	:	:	:	:	:	:	:	10790	12239	13694	15371	18325	21900	23893	25804

(1) National currency units:

D: DM (million)

N: Fl (million)

UK: £ (million)

F: FF (million)

B: FB (million)

IRL: £ Ir (1000)

I: Lit (milliard)

L: Flux (million)

DK: Dkr (million)

Table 9

Compensation of employees in central government (S 61)

At current prices

Year	Per employee														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
Country								national currency	(1)						
D	:	:	:	:	:	:	:	21020	24287	25973	29213	33341	34899	36313	38470
F	:	:	:	:	:	:	:	30439	33172	35901	39664	45974	53833	62521	70195
I	:	:	:	:	:	:	:	25350	29065	31371	35775	43003	48215	57543	71010
NL	:	:	:	:	:	:	:	20814	24674	27730	31786	36714	42665	46148	49310
B	:	:	:	:	:	:	:	244767	270865	311923	350849	407293	493354	549955	598059
L	:	:	:	:	:	:	:	301042	344688	369804	434190	538019	602640	686000	761441
UK	:	:	:	:	:	:	:	14910	17409	19834	20833	24120	32399	37054	40173
IRL	:	:	:	:	:	:	:	1663.3	1812.5	2106.4	2416.9	2676.1	3561.2	3990.9	4547.6
DK	:	:	:	:	:	:	:	69703	74221	74102	82952	98734	115996	125554	135312

(1) National currency units:

D: DM
N: FL
UK: £

F: FF
B: FB
IRL: £ Ir

I: Lit 1000
L: FLux
DK: DKr

Table 10

Compensation of employees in central government (S 61) in real terms

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

Year Country	Per employee														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
D	:	:	:	:	:	:	:	21020	23040	23353	24473	26208	25853	25729	26209
F	:	:	:	:	:	:	:	30439	31398	32147	33290	34069	35805	37592	38686
I	:	:	:	:	:	:	:	2535.0	2746.0	2782.6	2828.5	2922.2	2685.0	2727.6	2842.2
NL	:	:	:	:	:	:	:	20814	22819	23655	24889	26220	27507	27393	27357
B	:	:	:	:	:	:	:	244767	258066	283887	301196	311353	335392	342862	347487
L	:	:	:	:	:	:	:	301042	329194	335908	371598	420413	425461	441063	457121
UK	:	:	:	:	:	:	:	1491.0	1547.1	1642.9	1671.3	1707.5	1743.0	1776.3	1645.7
IRL	:	:	:	:	:	:	:	1663.3	1661.5	1767.3	1804.4	1732.7	1891.0	1815.1	1814.7
OK	:	:	:	:	:	:	:	69703	70643	66626	68913	71552	77556	76959	75059

(1) National currency units:

- D: DM
- N: FL
- UK: £
- F: FF
- B: FB
- IRL: £ Ir
- I: Lit 1000
- L: FLux
- OK: MKr

Table 14
 Compensation of employees in central government (S 61) in real terms
 (Deflation by the implicit index of final consumer prices for households on the economic territory)

INDEX

Year Country	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	1970=100														
EUR 9	:	:	:	:	:	:	:	100.0	106.6	109.7	113.8	118.8	119.8	121.0	122.7
EUR 6	:	:	:	:	:	:	:	100.0	106.8	109.5	113.9	119.0	120.4	122.4	125.2
D	:	:	:	:	:	:	:	100.0	109.4	111.1	114.4	124.7	123.0	122.4	124.7
F	:	:	:	:	:	:	:	100.0	103.2	105.6	109.4	111.9	117.6	123.5	127.1
I	:	:	:	:	:	:	:	100.0	108.4	109.8	111.6	111.3	105.9	107.6	112.1
NL	:	:	:	:	:	:	:	100.0	109.6	113.6	119.6	126.0	132.2	131.6	131.4
B	:	:	:	:	:	:	:	100.0	105.4	114.0	123.1	127.2	137.6	140.1	142.0
L	:	:	:	:	:	:	:	100.0	109.4	111.6	123.4	139.7	141.3	146.5	151.9
UK	:	:	:	:	:	:	:	100.0	105.1	110.2	111.4	119.9	120.3	119.1	113.1
IRL	:	:	:	:	:	:	:	100.0	99.9	106.3	108.5	104.2	113.7	109.1	109.1
DK	:	:	:	:	:	:	:	100.0	101.3	95.4	94.8	102.7	111.3	110.4	107.7

Per employee

Table 12

Compensation of employees in central government (S 61) 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			
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	Percentages														
EUR 9	:	:	:	:	:	:	:	:	6.6	2.9	3.7	4.3	0.9	1.0	1.4
EUR 6	:	:	:	:	:	:	:	6.1	2.6	4.0	4.5	4.5	1.2	1.6	2.3
D	:	:	:	:	:	:	:	9.6	1.4	4.8	7.1	7.1	1.4	- 0.5	1.9
F	:	:	:	:	:	:	:	3.2	2.4	3.6	2.3	2.3	5.1	5.0	7.9
I	:	:	:	:	:	:	:	8.4	1.3	1.6	- 0.2	- 0.2	- 4.9	1.6	4.2
NL	:	:	:	:	:	:	:	9.6	3.7	5.2	5.3	5.3	4.9	- 0.4	- 0.1
B	:	:	:	:	:	:	:	5.4	10.0	6.1	3.4	3.4	7.7	2.2	1.3
L	:	:	:	:	:	:	:	9.4	2.0	10.6	13.1	13.1	1.2	3.7	3.6
UK	:	:	:	:	:	:	:	5.1	4.8	1.1	7.6	7.6	0.4	- 1.0	- 5.1
IRL	:	:	:	:	:	:	:	- 0.1	6.4	2.1	- 4.0	- 4.0	9.1	- 4.0	- 0.0
DK	:	:	:	:	:	:	:	1.3	- 5.7	3.4	3.8	3.8	8.4	- 0.8	- 2.5

Table 13

Gross domestic product at market prices (N1)

Volume indices

Year country	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	1970=100														
EUR 9	73.0	77.0	80.2	82.0	86.2	90.8	95.6	100.0	103.7	108.2	113.0	114.6	114.5	120.4	123.4
EUR 6	71.2	75.3	79.1	82.5	85.4	90.1	95.4	100.0	103.4	108.3	113.4	115.8	115.7	122.0	125.5
D	71.3	76.0	79.9	82.1	84.7	90.0	95.5	100.0	103.0	107.0	111.9	114.6	115.6	123.2	127.4
F	72.7	76.4	79.8	83.3	87.1	90.9	95.6	100.0	104.7	110.4	114.8	117.1	119.2	125.6	129.2
I	82.4	71.4	75.1	80.7	85.4	90.9	92.6	100.0	101.7	106.3	112.8	115.6	111.5	116.7	118.9
NL	71.0	75.7	79.1	80.7	85.3	90.1	94.7	100.0	103.8	108.8	115.1	119.9	119.3	125.1	127.6
S	73.2	77.3	79.9	82.0	85.5	89.2	93.5	100.0	102.9	108.6	113.9	116.7	115.7	120.0	124.3
L	80.0	85.1	88.4	87.6	89.3	93.2	100.0	100.0	99.8	101.4	106.4	107.2	98.7	102.9	105.2
UK	82.6	86.2	87.3	88.4	92.1	95.9	97.1	100.0	104.3	109.9	111.3	110.2	109.0	112.9	113.2
IRL	74.0	76.5	78.1	79.0	84.1	90.7	95.8	100.0	103.8	110.0	114.1	114.7	116.7	122.2	127.1
DK	78.2	83.8	86.0	86.9	88.7	91.8	98.7	100.0	103.2	107.3	109.6	110.4	111.5	116.0	116.9

Table 14

Gross domestic product at market prices (N1)

Annual rates of increase in volume

Year Country	Annual rates of increase in volume											Per employed person			
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	Percentages														
EUR 9	3.8	5.5	4.3	3.4	3.8	5.4	5.2	4.7	3.7	4.4	4.4	1.6	- 0.3	5.2	2.4
EUR 6	4.0	5.7	5.1	4.0	3.7	5.6	5.8	4.9	3.4	4.7	4.7	2.1	- 0.0	5.4	2.8
D	2.7	4.6	5.0	2.8	3.2	4.2	6.2	4.7	3.0	3.9	4.6	2.4	0.5	4.6	3.4
F	4.2	5.1	4.5	4.5	4.5	4.4	5.4	4.4	4.7	5.4	4.0	2.0	1.8	5.3	2.9
I	7.2	3.0	5.2	7.4	5.8	6.4	5.2	4.6	1.7	4.5	6.2	2.5	- 3.6	4.7	1.8
NL	1.9	6.7	4.4	2.0	5.7	5.7	5.0	5.6	3.8	4.8	5.9	4.2	- 0.5	4.9	2.5
S	3.6	5.5	3.4	2.7	4.2	4.3	4.2	6.9	2.0	5.5	4.9	2.4	- 0.8	3.7	3.4
L	2.8	6.4	1.5	1.4	2.0	4.3	7.6	- 0.3	- 0.2	1.6	4.9	0.8	- 7.9	4.2	2.2
UK	5.7	4.4	1.3	1.2	4.2	4.2	1.2	3.0	4.3	2.5	4.1	- 1.0	- 1.1	3.6	0.3
IRL	4.2	3.3	2.1	1.2	6.4	7.9	5.6	4.4	3.8	5.9	3.7	0.5	1.8	4.7	4.0
OK	0.6	7.1	2.7	1.0	2.1	3.5	7.6	1.2	3.2	4.0	2.1	0.7	1.0	4.0	5.2

Table 15

Compensation of employees (R1B)

At current prices

Per employee

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
Country	National currency (1)														
D	9131	9881	10818	11643	12030	12847	14077	16259	18232	20026	22601	25335	27323	29388	31415
F	12902	14088	15006	15911	17002	18906	21002	23213	25862	28492	32118	37648	44304	50863	57005
I	1069.7	1220.2	1317.6	1424.2	1545.6	1663.1	1788.2	2078.8	2353.7	2688.8	3116.3	3816.5	4619.2	5594.5	6677.4
NL	7573	8821	9850	10944	11957	12987	14696	16552	18775	21197	24394	28250	32035	35486	38277
B	119649	131254	143760	156158	167652	178183	193087	211244	235154	269204	303556	354884	410718	457083	503164
L	142275	164104	172196	180935	187349	197729	203300	235500	256975	280365	315379	384787	439154	483296	533504
UK	791.2	846.3	904.0	961.7	1020.4	1100.6	1179.0	1229.6	1495.1	1684.7	1852.1	2279.2	2979.8	3447.2	3778.4
IRL	573.5	624.7	675.6	732.2	790.1	871.0	989.5	1154.2	1318.2	1532.7	1824.8	2148.8	2785.8	3403.5	3893.2
DK	15521	17622	20056	22185	23769	25869	28994	32359	35987	39702	45260	53783	62836	70429	76182

1977 National currency units:

D: DM
N: FI
UK: £

F: FF
B: FB
IRL: £ Ir

I: Lit 1000
L: FLUX
DK: DKr

Table 16

Compensation of employees (R1B)
In real terms

Per employee

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
COUNTRY	National currency (1)														
D	10926	11535	12245	12707	12914	13565	14585	16259	17295	18007	18936	19916	20241	20823	21403
F	17062	17960	18680	19233	19961	21142	21995	23213	24479	25517	26957	27899	29467	30583	31417
I	1388.5	1477.6	1538.5	1614.0	1702.7	1800.7	1884.3	2078.8	2224.4	2313.2	2465.4	2499.5	2572.4	2650.9	2752.3
NL	10471	11413	12246	12893	13661	14431	15338	16552	17365	18082	19101	20175	20751	21065	21235
S	150898	158943	165395	173571	181831	187866	197859	211244	224043	245008	260596	269963	279101	284962	292351
L	175716	195133	199300	202810	205492	211499	218886	235500	245475	254649	269915	300677	310031	310735	320281
UK	1077.7	1113.6	1133.0	1158.2	1195.0	1231.6	1249.9	1329.6	1377.5	1454.2	1508.8	1559.7	1649.4	1652.4	1577.7
IRL	826.2	878.4	863.9	909.0	949.7	1003.7	1067.2	1154.2	1208.4	1286.0	1362.4	1391.3	1479.3	1547.9	1553.6
DK	23420	24925	26746	27768	28125	28560	30739	32359	34253	35696	37600	38976	42013	43170	42259

(1) National currency units:

D: DM
N: FL

F: FF
B: FB

I: Lit 1000
L: FLUX

UK: £

IRL: £ Ir

DK: DKr

Table 17

Compensation of employees (R 1B) in real terms

INDEX

Year Country	Per employee																
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977		
				1970=100													
EUR 9	70.3	74.2	77.8	80.5	82.9	87.0	91.8	100.0	103.9	110.8	116.5	120.8	124.8	128.0	129.8		
EUR 6	68.6	72.7	76.8	79.8	82.1	86.4	91.5	100.0	106.0	110.7	116.7	121.2	124.6	129.1	131.5		
D	67.2	70.9	75.3	78.2	79.4	83.4	89.7	100.0	106.4	110.7	116.4	122.5	124.5	128.1	131.6		
F	73.5	77.4	80.5	82.9	86.0	91.1	94.8	100.0	105.5	109.9	116.1	120.2	126.9	131.8	135.3		
I	66.8	71.1	74.0	77.6	81.9	86.6	90.6	100.0	107.0	111.3	118.6	120.2	123.7	127.5	132.4		
NL	63.3	69.0	74.0	77.9	82.5	87.2	92.7	100.0	104.9	109.2	115.4	121.9	125.4	127.3	128.3		
B	71.4	75.2	78.8	82.2	86.1	88.9	93.7	100.0	106.1	116.0	123.4	127.8	132.1	134.9	138.4		
L	74.6	82.9	84.6	86.1	87.3	89.3	92.9	100.0	104.2	108.1	114.8	127.7	131.6	131.9	136.0		
UK	81.1	83.8	85.2	87.1	89.9	92.6	94.0	100.0	103.6	109.4	113.5	117.3	124.1	124.3	118.7		
IRL	71.6	76.1	74.8	78.8	82.3	87.0	92.1	100.0	104.7	111.4	116.0	120.5	128.2	134.1	134.6		
DK	72.4	77.0	82.7	85.8	86.9	88.3	95.0	100.0	105.9	110.3	116.2	120.4	129.8	133.4	130.6		

Table 18

Compensation of employees (R 1B) in real terms

Annual rates of increase

Year country	Per employee														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	Percentages														
EUR 9	4.6	5.5	4.8	3.6	3.0	4.9	5.5	9.0	5.9	4.6	5.1	3.7	3.3	2.6	1.4
EUR 6	5.1	6.0	5.7	4.0	2.8	5.3	5.9	9.3	6.0	4.4	5.5	3.8	2.8	2.8	2.6
D	3.2	5.6	6.2	3.8	1.6	5.0	7.5	11.5	6.4	6.1	5.1	5.2	1.4	2.0	2.8
F	5.5	5.3	4.0	3.0	3.8	5.9	4.0	5.5	5.5	4.2	5.7	3.5	5.6	3.8	2.7
I	11.5	6.4	4.1	4.9	5.5	5.8	4.6	10.3	7.0	4.0	6.6	1.4	2.0	3.1	3.8
NL	5.3	9.0	7.3	5.3	6.0	5.6	6.3	7.9	4.9	4.1	5.6	5.6	2.9	1.5	0.8
S	4.1	5.4	4.7	4.3	4.8	3.3	5.2	6.8	6.1	9.4	6.4	3.6	3.4	2.1	2.5
L	5.1	11.1	2.1	1.8	1.3	2.9	3.5	7.6	4.2	3.8	6.0	11.4	3.1	0.2	3.1
UK	3.1	3.3	1.7	2.2	3.2	3.1	1.5	6.4	3.6	5.6	3.8	3.4	5.7	0.2	- 4.5
IRL	3.8	6.3	- 1.7	5.2	4.5	5.7	5.9	8.6	4.7	6.4	5.9	2.1	6.3	4.6	0.4
OK	3.0	6.0	7.3	3.3	1.3	1.5	7.6	5.3	5.0	4.2	5.3	3.7	7.8	2.8	2.1

Table 19

Final consumer prices for households on the economic territory (P3B)

Implicit indices

Year country	aggregate figures														
	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977
	1970=100														
EUR 9	77.9	80.7	83.7	86.7	88.9	91.8	95.6	100.0	106.1	112.6	121.6	136.7	153.7	169.8	186.5
EUR 6	79.4	82.2	84.9	87.8	89.9	92.4	96.0	100.0	105.7	111.9	120.8	134.8	148.8	162.9	177.6
D	83.6	85.7	88.3	91.6	93.2	94.7	96.5	100.0	105.4	111.2	119.4	127.2	135.0	141.1	146.8
F	75.6	78.4	80.3	82.7	85.2	89.4	95.5	100.0	105.6	111.7	117.1	134.9	150.4	166.3	181.6
I	78.5	82.6	85.8	88.2	90.8	92.2	94.5	100.0	105.8	112.7	126.5	152.7	179.6	211.0	249.9
NL	72.3	77.3	80.4	84.9	87.5	90.0	95.8	100.0	108.1	117.2	127.7	140.0	154.4	168.5	180.3
B	79.3	82.6	86.4	90.0	92.2	94.8	97.6	100.0	105.0	109.9	116.5	131.5	147.2	160.4	172.1
L	81.5	84.1	86.4	89.2	91.2	93.5	95.6	100.0	104.7	110.1	116.8	128.0	141.6	155.5	166.6
UK	73.4	76.0	79.8	83.0	85.4	89.4	94.3	100.0	108.5	115.9	125.4	146.1	180.6	208.6	239.5
IRL	69.4	74.5	78.2	80.7	83.2	86.8	93.1	100.0	109.1	119.2	133.9	154.4	188.3	219.9	250.5
DK	68.0	70.7	75.0	79.9	84.5	90.6	94.3	100.0	105.1	111.2	120.4	138.0	149.6	163.1	180.3

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 1976 or to the single year 1977.

Figures for 1970 to 1976 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 Directorate-General for Economic and Financial Affairs.

The series of central government staffing figures 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, such as Denmark, publish them in their national accounts, but only in specialist publications; they do not necessarily relate to ESA figures. But 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.

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.

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

National accounts - ESA - Detailed tables 1970 to 1975, No 2/1976.

No particular difficulty was met in relation to the general indicators. But the economic budgets give no explicit forecasts of staffing in central government departments, so that other national forecasts have had to be used.

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 1975; 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 index of final consumer prices for households on the economic territory. Implicit price index numbers are Paasche index numbers obtained by dividing absolute values at current prices by the corresponding values at 1970 prices.

EXPLANATORY NOTES

Cost of living trend

Specific indicators

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

1. In accordance with the spirit of the new method, the Office has provided comments in this part of the report on the joint index for 1977 on the various data which have been used in calculating the different elements of the joint index for the period in question.

As the Introduction states, the full range of statistical and technical explanations given in the Office's first report was not thought to be needed here, although they do continue to apply.

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 meaningful only 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.

Table 1
Data on weighting supplied by Member States

Member State	Grade	Category	Min. / Av. / Max.	Single	Married, childless	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 (1)	x	x	x	x	x	x
Ireland	x	x	-	-	-	x
Denmark		x	-	-	-	x

x = yes
- = no

(1) The United Kingdom provided weightings for single and married persons.

Table 2
Basic data supplied by the Member States on
grades and salaries (1)

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

X = Yes

- = No

(1) The United Kingdom, Denmark and Ireland also give figures for married persons with other family sizes.

Although the Working Party on the Joint Index considered the Member States' information to be broadly representative, it felt that it could be improved if the survey were extended in scope and if adequate weighting factors were used.

Analysis for the period under study shows that these criteria have a certain importance, which 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, it may be observed in the Table below that the net trend is higher than the gross trend for all countries except Germany and Belgium.

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.

Table 3

Trend of civil servants' salaries in the Member States
from end of June 1976 to end of June 1977

Member State	Weighting in %	Gross real weighted index numbers	Net real weighted index numbers
Germany	23,8	100,6	99,7
France	20,5	97,6	98,2
Italy	21,7	100,3	100,9
Netherlands	5,3	97,9	98,3
Belgium	3,8	98,9	98,3
Luxembourg	0,1	102,3	102,4
United Kingdom	21,6	89,0	92,1
Ireland	1,2	97,5	98,5
Denmark	2,0	94,8	96,3
COMMUNITY	100,0		
- Weighted average	-	97,1	97,8

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.

When comparing the trend of total emoluments (public and central administrations) with that of the specific indicator for the period 1976-1977 in the Table below, it should be borne in mind that these two indicators are not really suitable for comparison.

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).

Table 4
Trend of total emoluments and the specific indicator
(Annual rates - real gross)

Member State	Public administrations				Central administration				Specific indicator				
	1974	1975	1976	1977	1974	1975	1976	1977	74/73	75/74	76/75	77/76	
Germany	5,4	0,4	-0,2	1,9	7,1	-1,4	-0,5	1,9	6,3	0,5	0,4	0,6	
France	3,1	5,4	4,3	3,0	2,3	5,1	5,0	2,9	4,4	5,4	1,3	-2,4	
Italy	-4,1	-4,9	3,0	3,3	-0,2	-4,9	1,6	4,2	-13,0	-11,8	1,6	0,3	
Netherlands	5,6	3,4	0,2	-0,4	5,3	4,9	-0,4	-0,1	7,6	0,9	4,0	-2,1	
Belgium	3,5	7,3	2,1	1,3	3,4	7,7	2,2	1,3	2,6	5,0	3,0	-1,1	
Luxembourg	13,7	1,5	3,7	3,3	13,1	1,2	3,7	3,6	6,9	4,9	0,8	2,3	
United Kingdom	5,1	6,8	-2,8	-5,1	7,6	0,4	-1,0	-5,1	21,4(1)	2,1	-1,4	-11,0	
Ireland	-2,9	7,1	-1,9	0,3	-4,0	9,1	-4,0	-0,0	3,8	9,8	-4,5	-2,5	
Denmark	3,6	6,8	-0,7	-2,5	3,8	8,4	-0,8	-2,5	-5,2	7,5	0,3	-5,2	
Community	3,9	2,3	0,7	1,0	4,3	0,9	1,0	1,4	4,8 3,1(2)	0,0	0,7	-2,9	

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

(2) Without "Inner London Weighting".

- (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 1976-1977 the trend of the specific indicator is close to the trend of total emoluments in central administrations between the year 1976 and 1977 in Germany, Italy, the Netherlands, Belgium, Luxembourg and Denmark, while in France and the United Kingdom 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 pursue its study of this matter with the Working Party.

At the present time therefore we cannot say whether a difference to the order of 5 to 6% in the trend of the two indicators, as in the data on the United Kingdom and France, 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.

The indicator relating to public administration is in all cases very close to that for central administration.

Finally, the general increase in the two indicators during the period in question lies between 1,0 and 1,4 for total emoluments in central administration and - 2,9 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, especially as the net specific indicator is higher than the gross in all countries except Germany and Belgium.

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.

In the first report, the Office already made a number of comments on this. The situation is much the same this year, so those comments are still relevant, and are reproduced below.

1. First of all, the Office strongly urges the countries to send their figures on the specific indicator more rapidly than they did this time. 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, more family situations) and above all 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(o)), 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.

A N N E X

Report on the meeting of the Working Party on the Joint Index
(Art. 65 of the Staff Regulations) held in Luxembourg on 29 and
30 March 1977.

Report on the meeting of the Working Party on the Joint Index
(Art. 65 of the Staff Regulations) held in Luxembourg on 14 and
15 July 1977.

STATISTICAL OFFICE
OF THE EUROPEAN COMMUNITIES

Demographic and Social
Statistics Directorate

Demographic Statistics
and Household Surveys
Division

Minutes of the meeting of the Working Party
on the Joint Index held in Luxembourg on 29 and 30 March 1977

INTRODUCTION

The Chairman opened the meeting and welcomed the members of the Working Party (a list of those present is attached as an annex to this document).

He pointed out that the SOEC had convened the Working Party, composed of experts from national statistical institutes, in accordance with the Council of Ministers' decision of June 1976 which laid down the method of adjusting the remuneration of officials and other servants of the European Communities (Doc. R/1582/76).

I. Terms of Reference of the Working Party

The Working Party's terms of reference were defined in the above-mentioned Council Decision (cf. §III-2-d of Document R/1582/76).

The Working Party had essentially a consultative rôle in the work which the SOEC carried out in conjunction with the national authorities responsible for measuring changes in the real income of national civil servants.

In order to determine the arrangements for implementing the method of adjusting the remuneration of officials and other servants of the European Communities and to minimize the risk of disputes regarding the data for the current financial year, the Working Party was charged with the task of examining all the factors necessary for accurate measurement of the development of purchasing power in national civil services and the practical problems in calculating the net indicators. This would entail compiling a list of taxes and compulsory contributions and also of flat-rate or individual deductions and abatements which played a part in determining the basic taxable amount.

II. Procedure and programme of work

After examining the Council Decision of 28 June 1976, the Working Party was of the opinion that the method laid down presented considerable practical difficulties from the statistical point of view.

To enable the Working Party to carry out its mandate correctly, the following procedure would have to be adopted :

a) short-term

with the aim of introducing improvements into the report which the SOEC was drawing up for 1976/77, the Working Party made certain recommendations (reproduced in these minutes) on basic information and details of statistical methods used to be supplied by the Member States.

b) medium-term

a systematic examination would have to be carried out of questions of methodology for the accurate measurement of changes in real remuneration in national civil services.

III. The Working Party's recommendations

1. In general terms, the Working Party was of the opinion that data to be supplied to the SOEC should be broken down according to criteria which might give rise to non-uniform developments (e.g. increases in income according to sex, age, family status etc.).
2. The Working Party wished the national tables in the report to contain, as far as possible, a more detailed breakdown of statistical data on :
 - the grades and steps within Categories A, B, C and D, with special reference to France and Denmark;
 - family status (single official, married official with one, two, three children etc.);
 - average, minimum and maximum salaries and any other circumstances.

A wider range of available data should have the effect of improving the representativeness of the data and also the means of checking results.

3. The Working Party recommended that the national statistical authorities should attach explanatory notes on the developments ascertained to the data supplied to the SOEC.

4. As far as the weighting of national indices of the development of remuneration by category and grade was concerned, the majority of delegates took the view that in theory and from the statistical point of view, a better aggregation of subindices could be attained by using total salaries for weighting purposes. This was clearly only possible if the Member States were willing and able to pass on to the SOEC the necessary base factors for this computation (total salaries or totals of each item monitored).

The SOEC therefore had to reserve its position on the question of the joint implementation of this method.

Similar proposals have been put forward for the weighting of the Community index.

IV. Subsequent work of the Working Party

The Working Party was in favour of a much greater degree of harmonization in this field. To this end, it was agreed that the following points should be examined at subsequent meetings :

- a) the definition of civil servants in the Member States - the SOEC would supply delegates with job descriptions for every post (category/grade) filled by officials of the European Communities;
- b) the definition of remuneration;
- c) the calculation of remuneration in net terms - this task was laid down explicitly in the Council Decision of 28 June 1976. The Working Party stressed that this was a particularly tricky problem, from both the theoretical and practical points of view;
- d) the calculation of remuneration in real terms.

Anwesenheitsliste - Persons Present - Liste de Présence
Elenco dei Partecipanti - Lijst van Aanwezigen

Vorsitzender
Chairman
Présidence
Presidenza
Voorzitter
M. VAN DER WEERDEN

Sekretariat
Secretariat
Secrétariat
Segretariato
Secretariaat
Mlle FRANCHI
Mlle MINGUZZI

Regierungssachverständige - Government Experts - Experts gouvernementaux -
Esperti governativi - Gegeringsdeskundigen

Belgique/België
M. G. TUYAERTS
Institut National de Statistique - Bruxelles

Danmark
Hr S. JAKOBSEN
Danmarks Statistik - København
Hr F. HOFFMANN
Finansministeriet - København

BR Deutschland
Herr S. GUCKES
Statistisches Bundesamt - Wiesbaden

France
Mme PERROT
Institut National de la Statistique et des Etudes
Economiques - Paris

Ireland
Mr. PUNCH
Mr. MURPHY
Central Statistics Office - Dublin

Italia
Sig. DE FRANCISCI
Istituto Centrale di Statistica - Roma

Luxembourg
M. J. LANGERS
Service Central de la Statistique et des Etudes
Economiques - Luxembourg

Nederland de Heer PATHUIS
Centraal Bureau voor de Statistiek - Voorburg

United Kingdom Miss P. STEWART
CSD - London
Mr. D. LODGE
CSD - London

Kommission des Europäischen Gemeinschaften - Commission of the European
Communities - Commission des Communautés européennes - Commissione delle
Comunità europee - Commissie van de Europese Gemeenschappen

Mme ZIMMERMANN
D.G. IX
M. JUNIOR
D.G. II

Rat - Council - Conseil - Consiglio - Raad

M. BESSER
M. MANN (29/3/77 seulement)

SAEG - SOEC - OSCE - ISCE - BSEG

Mme CATTANI
M. DIEHL
M. OSTINELLI

STATISTICAL OFFICE
OF THE EUROPEAN COMMUNITIES

DOC. No 2024/77 e

Demographic and Social
Statistics Directorate

Luxembourg, 21 July 1977
MF/fm

MINUTES of the meeting
of the Working Party on the
Joint Index (Art. 65 of the Staff Regulations)
held in Luxembourg on 14 and 15 July 1977

Introduction

The Chairman opened the meeting and welcomed the members of the Working Party (a list of those present is attached as an annex to this document). The French and Belgian Delegations were excused.

The Chairman then reminded the members that they would be proceeding further with the programme of work decided on at the first meeting on 29 and 30 March 1977.

I. Approval of the minutes of the meeting on 29 and 30 March 1977 (Doc. N° 586/77)

The meeting approved the minutes. On a proposal from the Commission, it was agreed to add to the title of the Working Party a reference to Art. 65 of the Staff Regulations of **Officials of the European Communities.**

II. Continuation of work

To ensure that it tackled the work systematically, the Working Party then examined in detail the '1976 Report on the Annual Salary Review for Officials and Other Servants', Doc. COM(76) final of 22 November 1976, after which it agreed to deliver the following opinions and recommendations.

1. Definition of Public Administration

The Working Party recommended that, as far as possible, the definition to be observed should be that of the Central Public Administration given in the European System of Integrated Economic Accounts (ESA), referred to in Part C of the 1976 Report (Doc. COM(76) 645 final).

2. Definition of a Civil Servant

The Working Party noted the job descriptions for each type of employment (service - category - grade) listed in the Staff Regulations of Officials of the European Communities.

At the same time, each delegation was invited to supply the Statistical Office with a detailed list of posts as defined by the national administrations. An examination of this list should enable a closer correlation between international civil servants of **Categories A, B, C and D** and posts as defined by the national administrations.

The Working Party also recommended that the basic data on remunerations be made available for the widest possible range of posts and that the data be included in the annual report.

3. Definition of remuneration

Information on remuneration was to be provided for each of the posts selected and for **Categories A, B, C and D** :

a) As gross and net amounts

The Working Party was informed of the method used in calculating the net remuneration of an international civil servant. It was agreed that in calculating the net amount of remuneration all elements should be taken into account which were of a general nature relating to all the civil servants in a particular category. The Working Party then considered the 1976 Report and noted that, in principle, all the elements which were of a general nature had been included in the data supplied to the Statistical Office. Some improvements would be made in the 1977 Report which would have to take into account new measures since applied in some countries.

b) In relation to the basic, middle or final step for each job or post

The Working Party agreed that an improvement could be made in the annual report if the information could be supplied systematically by all the countries concerned.

c) In relation to different family circumstances (single, married with 2 children)

The Working Party recommended that data on other family circumstances be included, in particular married civil servants with 3 and 4 children.

After a careful examination of the 1976 Report, and in the light of the **recommendations** put forward, the Working Party thought that, in the main, the information provided for the Statistical Office covered the most important aspects and could be considered as representative of the whole.

4. Calculation of subindices

The Working Party noted that the **subindices were calculated for gross** and net remuneration in respect of each post, category, family status and administrative status (basic, average and maximum salary). An improvement in the basic data on remuneration would lead to a corresponding improvement in the **subindices**.

5. Calculation of the national index of the trend in remuneration

The Working Party was still of the same opinion as at the last meeting, i.e. that a better aggregation of **subindices should be obtained** if total salaries were used for weighting purposes. For this calculation the Statistical Office would require very detailed data on number of staff and remuneration and also on the percentage of the total which each group represented (e.g. unmarried civil servants).

In this context, the Working Party recommended that consideration be given to periodical surveys of civil service structure.

6. Calculation of the development of remuneration in real terms

The Statistical Office made this calculation by dividing the nominal indices by the national consumer price indices.

The Working Party thought that a more sophisticated interpretation of remuneration in real terms could be obtained if national indices applicable to the civil service were used as the denominator. Since no specific indices of this kind were available, the Working Party took the view that the Statistical Office's calculation **corresponds to the intended purpose**, although the Dutch delegation reserved its position on this point.

7. Calculation of indices (nominal and real) weighted according to the structure of Community staff

The Working Party felt that this calculation - provided for information purposes - should continue to be shown in the annual report.

8. Calculation of the index for the Community as a whole

The Working Party confirmed that it was important to have a composite index for all nine Member States taken together. With a view to arriving at a better aggregation of national indices - which at present are weighted according to the structure of the total population - the Working Party considered the possibility of turning to other statistical sources, in particular of using expenditure on salaries paid by central government, as listed in the ESA.

The Working Party noted the following technical disadvantages :

- reference period
- nature of the budgetary data
- conversion rate
- breakdown by category impossible
- incomplete **harmonization** of the ESA particularly for the new member countries.

Other indicators were considered at the meeting, e.g. the structure of gross national product in each country.

The Working Party finally concluded that the weighting adopted by the Statistical Office was acceptable but it arranged to reconsider the question when discussing long-term plans.

9. Improvement of general data for transmission to the Statistical Office

The Working Party was of the opinion that, when transmitting basic statistical data to the Statistical Office, the delegations should also supply detailed information on various factors which might have influenced the overall trend noted in each country.

These elements might make it easier to evaluate the relative importance of certain specific salary policies applied at national level and this would help the Council to have a clearer understanding of all aspects of salary trends.

10. Extra information on national fiscal measures

Dealing with this question, the Chairman first referred to the difficulties involved in interpreting differences in indices calculated in gross and net terms, which were due to the fiscal measures applied in each country.

In order to clarify the different procedures existing at national level the Chairman asked the Working Party to send the Statistical Office a memo detailing national fiscal measures.

The Working Party undertook to provide this extra information, to be used only by the Statistical Office.

11. Date of the next meeting

The date of the next meeting was fixed for 14 and 15 March 1978.

The Chairman thanked the members of the Working Party for their active cooperation and closed the meeting.

Anwesenheitsliste - Persons Present - Liste de Présence
Elenco dei Partecipanti - Lijst van Aanwezigen

Vorsitzender
Chairman
Présidence
Presidenza
Voorzitter

M. VAN DER WEERDEN

Sekretariat
Secretariat
Secrétariat
Segretariato
Secretariaat

Mlle FRANCHI
Mlle MINGUZZI

Regierungssachverständige - Gouvernement Experts - Experts gouvernementaux -
Esperti governativi - Regeringsdeskundigen

Danmark

Hr. S. JAKOBSEN
Danmarks Statistik - København
Hr. F. HOFFMANN
Finansministeriet - København

BR Deutschland

Herr L. HAKE
Statistisches Bundesamt - Wiesbaden

Ireland

Mr A. VAUGHAN
Department of the Public Service - Dublin

Italia

Sig. S. DE FRANCISCI
Istituto Centrale di Statistica - Roma

Luxembourg

M. J. LANGERS
Service Central de la Statistique et des
Etudes Economiques - Luxembourg

Nederland

de Heer H. PATHUIS
Centraal Bureau voor de Statistiek - Voorburg

United Kingdom

Miss P. STEWART
CSD - London

Kommission des Europäischen Gemeinschaften - Commission of the European Communities - Commission des Communautés européennes - Commissione delle Comunità europee - Commissie van de Europese Gemeenschappen

Mme ZIMMERMANN
D.G. IX

M. JUNIOR
D.G. II

Rat - Council - Conseil - Consiglio - Raad

M. MANN

SAEG - SOEC - OSCE - ISCE - BSEG

M. DIEHL

M. OSTINELLI