

COMMISSION OF THE EUROPEAN COMMUNITIES

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Strasbourg, 15 november 1979

REPORT

of the
Statistical Office of the European Communities
on the establishment of the Joint Index
for 1979

(Article 65 of the Staff Regulations)

COM(79) 646 final/2 - ANNEX

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Summary

I. Cost-of-living

Cost-of-living index numbers for 1 July 1979 are shown below
(1 July 1978 = 100).

| | |
|----------------------|-------|
| Germany | 103,8 |
| France (Paris) | 109,2 |
| Italy (Rome) | 113,0 |
| Netherlands | 104,7 |
| Belgium /Luxembourg | 105,0 |
| United Kingdom | 110,5 |
| Ireland | 112,4 |
| Denmark | 109,7 |
| Switzerland (Geneva) | 103,7 |
| USA | 110,9 |
| Japan | 103,7 |
| Canada | 108,9 |
| Greece | 116,7 |
| Turkey | 180,8 |
| Spain | 115,5 |
| Portugal | 124,2 |
| Venezuela | 110,4 |

II. Development of civil service salaries

Real index numbers for net civil service salaries at the end of June 1979
are given below (end June 1978 = 100)

| | |
|----------------|-------|
| Germany | 100,6 |
| France | 100,0 |
| Italy | 114,4 |
| Netherlands | 99,7 |
| Belgium | 99,9 |
| Luxembourg | 102,3 |
| United Kingdom | 100,9 |
| Ireland | 106,3 |
| Denmark | 97,4 |
| COMMUNITY | 103,5 |

III. Total emoluments and the specific indicator

(gross, real)

Trends 1978-1979.

| | <u>Total emoluments</u> | <u>Specific indicator</u> |
|----------------|-----------------------------|-------------------------------|
| Germany | 0,1 | - 0,7 |
| France | 2,8 | + 0,1 |
| Italy | 4,1 | +20,0 |
| Netherlands | 3,5 | + 0,0 |
| Belgium | 3,9 | + 0,3 |
| Luxembourg | 2,7 | + 3,7 |
| United Kingdom | - 4,7 | - 2,6 |
| Ireland | 7,1 | +10,0 |
| Denmark | - 2,2 | - 1,6 |
| COMMUNITY | 1,1 | + 3,8 |

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 1978 to 1 July 1979.

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 earlier reports. These comments refer in the main to Part C and 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 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 1978 and the end of June 1979;

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. The Statistical Office has provided technical explanations where necessary. It should be added that all its calculations are based on information provided by the appropriate departments in the Member States.

(1) See Annex 1.

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 a meeting of the Working Party composed of experts from national statistical institutes in March 1979. The minutes of the meeting are annexed to this report.

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PART A

Cost-of-living trends
in the Member States and other countries
of employment

(1 July 1978 to 1 July 1979)

1. To calculate cost-of-living trends over a fixed period in the various places of employment the Office uses "international indices" (i.e. indices covering the spending by international civil servants) wherever possible.

2. There are international indices for:

Belgium (including Luxembourg)

Germany (FR)

France

Italy

Netherlands

United Kingdom

Switzerland

Turkey.

For all other places of employment the Office uses national indices.

3. The international indices have been supplied by either the OECD or (for Switzerland) 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 1978-79 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 every three months (January, May, August and November).

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

6. The following are the joint cost-of-living index numbers (1 July 1978 = 100) for 1 July 1979 for the various countries and places of employment.

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List of tables (1)

Indices by expenditure groups

| | |
|---------------|---|
| Table 1 | Germany |
| Table 2 | France (Paris) |
| Table 3 | Italy (Rome) |
| Table 4 | Netherlands |
| Table 5 | Belgium (Brussels) |
| Table 6 | United Kingdom |
| Table 7 | Ireland and Denmark |
| Table 8 | Switzerland (Geneva), USA, Japan, Canada, Greece, Turkey, Spain, Portugal and Venezuela |

(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 1979
(1 July 1978 = 100)

| Country or place of employment | Index numbers |
|--------------------------------|---------------|
| <u>Germany</u> | 103,8 |
| <u>France</u> | |
| Paris | 109,2 |
| <u>Italy</u> | |
| Rome | 113,0 |
| <u>Netherlands</u> | 104,7 |
| <u>Belgium/Luxembourg</u> | |
| Brussels ⁽¹⁾ | 105,0 |
| <u>United Kingdom</u> | 110,5 |
| <u>Ireland</u> | 112,4 |
| <u>Denmark</u> | 109,7 |
| <u>Switzerland</u> | |
| Geneva | 103,7 |
| <u>USA</u> | 110,9 |
| <u>Japan</u> | |
| Tokyo | 103,7 |
| <u>Canada</u> | |
| Ottawa | 108,9 |
| <u>Greece</u> | 116,7 |
| <u>Turkey</u> | 180,8 |
| <u>Spain</u> | |
| Madrid | 115,5 |
| <u>Portugal</u> | |
| Lisbon | 124,2 |
| <u>Venezuela</u> | |
| Caracas | 110,4 |

(1) 104,6 without rent.

Table 1

GERMANY (FR)

Consumer price index numbers by expenditure groups at 1 July 1979
(1 July 1978 = 100)

(calculation based on index numbers prepared by the OECD)

| Expenditure groups | Weighting | Index numbers at 1 July 1979 (1 July 1978 = 100) |
|-------------------------------------|-----------|--|
| OVERALL INDEX | 1000 | 103,8 |
| I. Food, drinks, restaurants | 271,0 | 101,5 |
| II. Housing (basic rent), utilities | 191,0 | 107,9 |
| III. Household equipment | 121,0 | 103,0 |
| IV. Domestic services | 18,5 | 103,9 |
| V. Clothing and footwear | 100,0 | 103,8 |
| VI. Personal care | 28,0 | 104,5 |
| VII. Medical care | 25,0 | 101,2 |
| VIII. Transport | 145,5 | 105,5 |
| IX. Entertainment, books, etc. | 64,5 | 102,3 |
| X. Miscellaneous | 35,5 | 100,0 |

Table 2

FRANCE
(Paris)

Consumer price index numbers by expenditure groups at 1 July 1979
(1 July 1978 = 100)

(calculated by the French National Statistical Institute
(INSEE) using the OECD system)

| Expenditure groups | Weighting | Index numbers at 1 July 1979 (1 July 1978 = 100) |
|-------------------------------------|-----------|---|
| OVERALL INDEX | 1000 | 109,2 |
| I. Food, drinks, restaurants | 289,3 | 109,2 |
| II. Housing (basic rent), utilities | 223,9 | 107,7 |
| III. Household equipment | 75,2 | 110,9 |
| IV. Domestic services | 45,6 | 112,0 |
| V. Clothing and footwear | 78,5 | 110,9 |
| VI. Personal care | 29,6 | 111,7 |
| VII. Medical care | 48,7 | 110,5 |
| VIII. Transport | 104,9 | 109,9 |
| IX. Entertainment, books, etc. | 77,2 | 108,5 |
| X. Miscellaneous | 27,1 | 103,0 |

Table

ITALY
(Rome)

Consumer price index numbers by expenditure groups at 1 July 1979
(1 July 1978 = 100)

(calculation based on index numbers prepared by the OECD)

| Expenditure groups | Weighting | Index numbers at 1 July 1979 (1 July 1978 = 100) |
|-------------------------------------|-----------|--|
| OVERALL INDEX | 1000 | 113,0 |
| I. Food, drinks, restaurants | 302 | 115,3 |
| II. Housing (basic rent), utilities | 201 | 117,5 |
| III. Household equipment | 78 | 106,1 |
| IV. Domestic services | 32 | 122,6 |
| V. Clothing and footwear | 102 | 110,1 |
| VI. Personal care | 35,5 | 124,3 |
| VII. Medical care | 22,5 | 97,2 |
| VIII. Transport | 124 | 112,9 |
| IX. Entertainment, books, etc. | 69,5 | 109,1 |
| X. Miscellaneous | 33,5 | 106,8 |

Table 4

NETHERLANDS

Consumer price index numbers by expenditure groups at 1 July 1979
(1 July 1978 = 100)

(calculation based on index numbers prepared by the OECD)

| Expenditure groups | Weighting | Index numbers at 1 July 1979 (1 July 1978 = 100) |
|-------------------------------------|-----------|--|
| OVERALL INDEX | 1000 | 104,7 |
| I. Food, drinks, restaurants | 253 | 102,5 |
| II. Housing (basic rent), utilities | 180 | 106,7 |
| III. Household equipment | 117 | 102,3 |
| IV. Domestic services | 22 | 112,7 |
| V. Clothing and footwear | 98 | 105,2 |
| VI. Personal care | 29 | 106,1 |
| VII. Medical care | 36 | 109,3 |
| VIII. Transport | 158 | 107,0 |
| IX. Entertainment, books, etc. | 72 | 102,4 |
| X. Miscellaneous | 35 | 100,3 |

Table 5

BELGIUM
(Brussels)

Consumer price index numbers by expenditure groups at 1 July 1979
(1 July 1978 = 100)

(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 1979 (1 July 1978 = 100) | |
|--|-----------|--------------|--|--------------|
| | With rent | Without rent | With rent | Without rent |
| OVERALL INDEX | 1000 | 1000 | 104,38 | 104,62 |
| Food | 256,2 | 305,2 | 104,34 | 104,35 |
| Housing, furniture, household equipment, related articles and services | 323,0 | 199,6 | 106,27 | 105,66 |
| Clothing | 98,7 | 117,6 | 102,48 | 102,48 |
| Medical services and personal care | 54,9 | 65,3 | 105,01 | 105,01 |
| Transport | 144,1 | 171,7 | 107,20 | 107,21 |
| Culture and entertainment | 83,7 | 99,6 | 102,69 | 102,70 |
| Miscellaneous | 34,4 | 41,0 | 100,38 | 100,97 |

Table 6

UNITED KINGDOM

Consumer price index numbers by expenditure groups at 1 July 1979

(1 July 1978 = 100)

(calculation based on index numbers prepared by the OECD)

| Expenditure groups | Weighting | Index numbers at 1 July 1979 (1 July 1978 = 100) |
|-------------------------------------|-----------|---|
| OVERALL INDEX | 1000 | 110,5 |
| I. Food, drinks, restaurants | 246,5 | 110,8 |
| II. Housing (basic rent), utilities | 244,5 | 109,0 |
| III. Household equipment | 78,5 | 109,9 |
| IV. Domestic services | 42,0 | 112,0 |
| V. Clothing and footwear | 83,5 | 109,4 |
| VI. Personal care | 28,0 | 113,6 |
| VII. Medical care | 24,5 | 115,8 |
| VIII. Transport | 144,0 | 114,0 |
| IX. Entertainment, books, etc. | 65,0 | 111,0 |
| X. Miscellaneous | 43,5 | 102,9 |

Table 7

| | | |
|-----------------|-------|---------------------------------------|
| <u>IRELAND:</u> | 112,4 | (May 1978 to May 1979) |
| <u>DENMARK:</u> | 109,7 | (June-July 1978 to June-July 1979) |

Table 8

| | | |
|---------------------------------|-------|--|
| <u>SWITZERLAND:</u> (Geneva) | 103,7 | (taken from the index for the canton of Geneva specially calculated for the ILO and including rent) |
| <u>USA:</u> | 110,9 | |
| <u>JAPAN:</u> | 103,7 | |
| <u>CANADA:</u> | 108,9 | |
| <u>GREECE:</u> | 116,7 | |
| <u>TURKEY:</u> | 180,8 | (International index supplied by the OECD) |
| <u>SPAIN:</u> | 115,5 | |
| <u>PORTUGAL:</u> | 124,2 | |
| <u>VENEZUELA:</u> | 110,4 | |

PART B

Development of civil service salaries between
the end of June 1978 and the end of June 1979

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

1. The tables which follow outline the development of civil service salaries in the Member States between the end of June 1978 and the end of June 1979.

2. Five tables have been compiled for each of the nine countries. Tables 1 and 2 show salaries for the various countries and the various periods in national currencies, as supplied to the Statistical Office by the appropriate national departments.

Any comments, technical notes or additional information (for example, weighting) accompanying the tables have been attached. Tables 3, 4 and 5 were compiled by the Statistical Office on the basis of Tables 1 and 2.

3. Table 3 shows the change in nominal indices between the end of June 1978 and the end of June 1979 for each grade broken down according to family circumstances (single or married with two children). Index numbers are also given for minimum, average and maximum salaries.

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

4. Table 4 shows the change in real indices for the same period and follows the same pattern as Table 3. 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.

The consumer price indices for all the countries except Luxembourg normally reflect the situation about the middle of the month concerned. The SOEC therefore took the arithmetical mean of the June and July indices as a basis to get a better picture of the situation at 30 June. However, following a request submitted by the Belgian Delegation in the Financial Questions Working Party when the report on the joint index for 1966 was being discussed, the calculations for Belgium were based on the June index only. Since no monthly cost-of-living indices are available for Ireland, indices covering the period from May 1978 to May 1979 were used in agreement with the appropriate Irish department. Table I gives the index numbers used.

5. Table 5 is a summary table showing the trend in real salaries by category (A, B, C and D). The index numbers 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, the 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 by country 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 1978

(absolute numbers and percentages)

| Categories | | | | Overall |
|------------|-------|-------|-----|---------|
| A | B | C | D | |
| 5.483 | 3.166 | 5.523 | 901 | 15.073 |
| 36,4 | 21,0 | 36,6 | 6,0 | 100,0 |

Source: Official Journal of the European Communities
No L 36, 6 February 1978

6. Table II summarizes the various indices relating to salaries. The index numbers for the Community as a whole have been weighted on the basis of numbers corresponding broadly to civil service staff numbers in each country.

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

The weightings applied were as follows:

| Country | Total population | |
|----------------|------------------|-------------|
| | (%) | ('000/1978) |
| Germany | 23,6 | 61 327 |
| France | 20,5 | 53 302 |
| Italy | 21,9 | 56 714 |
| Netherlands | 5,4 | 13 942 |
| Belgium | 3,8 | 9 840 |
| Luxembourg | 0,1 | 358 |
| United Kingdom | 21,5 | 55 895 |
| Ireland | 1,2 | 3 221 |
| Denmark | 2,0 | 5 104 |
| T o t a l | 100,0 | 259 703 |

Tables III and IV are summary tables by category.

The index numbers in Table III allow for the structure of national civil service staff, those in Table IV for the structure of Community staff.

Table I -- Consumer price index trends in the Member States
End June 1978 to end June 1979

| Period | Germany | | France | | Italy | | Netherlands | | Belgium | | Luxembourg | | United Kingdom | | Ireland | | Denmark | |
|----------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------------|------------------|-----------------|-----------------|------------|------------|
| | 1970 = 100 | 1970 = 100 | 1970 = 100 | 1970 = 100 | 1976 = 100 | 1976 = 100 | 1969 = 100 | 1969 = 100 | 1971 = 100 | 1971 = 100 | 1965 = 100 | 1965 = 100 | 15.1. 1974 = 100 | 15.1. 1974 = 100 | Nov. 1968 = 100 | Nov. 1968 = 100 | 1975 = 100 | 1975 = 100 |
| June 1978 | 150,8 | 198,9 | 132,4 | 188,4 | 173,96 | 100,0 | - | 100,0 | - | 198,79 | 100,0 | 197,2 | 303,2 (a) | 100,0 | 130,7 (b) | 131,2 (c) | 131,2 (c) | 100,0 |
| July 1978 | 150,8 | 201,3 | 133,4 | 189,8 | - | - | 189,8 | - | - | 100,0 | 197,7 | 100,0 | - | - | - | - | - | 100,0 |
| June-July 1978 | 150,8 | 200,1 | 132,9 | 189,1 | - | 100,0 | 189,1 | 100,0 | - | - | 100,0 | 100,0 | 197,7 | 100,0 | - | - | 131,2 (c) | 100,0 |
| June 1979 | 156,7 | 219,2 | 151,9 | 196,2 | 181,84 | 104,5 | 196,2 | 181,84 | 104,5 | - | 219,6 | 219,6 | 340,8 (a) | 112,4 | 133,9 (b) | 140,4 (c) | 133,9 (b) | 107,0 |
| July 1979 | 157,7 | 222,1 | 153,3 | 197,0 | - | - | 197,0 | - | - | 207,75 | 104,5 | 229,1 | - | - | - | - | 140,4 (c) | 107,0 |
| June-July 1979 | 157,2 | 220,7 | 152,6 | 196,6 | - | 104,0 | 196,6 | 104,0 | - | - | 224,4 | 224,4 | - | 113,5 | - | - | 140,2 | 107,0 |

- (a) Half of May.
- (b) March.
- (c) April.
- (d) March-April.

Table II - Trends in civil service salaries in the Member States
End June 1978 to end June 1979

| Countries | Nominal indices | | Real indices | |
|----------------|-----------------|-------|--------------|-------|
| | Gross | Net | Gross | Net |
| Germany | 103,5 | 104,8 | 99,3 | 100,6 |
| France | 110,4 | 110,3 | 100,1 | 100,0 |
| Italy | 137,7 | 131,3 | 120,0 | 114,4 |
| Netherlands | 104,0 | 103,7 | 100,0 | 99,7 |
| Belgium | 104,8 | 104,4 | 100,3 | 99,9 |
| Luxembourg | 108,4 | 106,9 | 103,7 | 102,3 |
| United Kingdom | 110,6 | 114,5 | 97,4 | 100,9 |
| Ireland | 123,6 | 119,5 | 110,0 | 106,3 |
| Denmark | 105,3 | 104,2 | 98,4 | 97,4 |
| COMMUNITY | 114,3 | 113,9 | 103,8 | 103,5 |

Table III - Trend of real civil service salaries in the Member States for Categories A, B, C and D End June 1978 to end June 1979

| Countries | Weighting in % | C a t e g o r i e s | | | | | | | | | | | | Total (1) |
|----------------|----------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|-----------|
| | | A | | B | | C | | D | | Total | | | | |
| | | Gross | Net | Gross | Net | Gross | Net | Gross | Net | Gross | Net | | | |
| Germany | 23,6 | 99,3 | 100,9 | 99,2 | 100,7 | 99,2 | 100,1 | 99,3 | 99,8 | 99,3 | 99,3 | 100,6 | | |
| France | 20,5 | 99,2 | 99,1 | 100,1 | 100,0 | 100,8 | 100,7 | 102,4 | 102,2 | 100,1 | 100,1 | 100,0 | | |
| Italy | 21,9 | 124,9 | 117,9 | 121,1 | 115,5 | 118,4 | 113,4 | 113,5 | 109,4 | 120,0 | 120,0 | 114,4 | | |
| Netherlands | 5,4 | 98,9 | 98,9 | 99,9 | 99,7 | 100,5 | 100,1 | - | - | 100,0 | 100,0 | 99,7 | | |
| Belgium | 3,8 | 99,7 | 99,0 | 100,1 | 99,7 | 100,5 | 100,3 | 101,1 | 100,7 | 100,3 | 100,3 | 99,9 | | |
| Luxembourg | 0,1 | 103,7 | 101,4 | 103,7 | 102,3 | 103,8 | 103,0 | 103,9 | 103,5 | 103,7 | 103,7 | 102,3 | | |
| United Kingdom | 21,5 | 98,7 | 102,9 | 97,1 | 100,6 | 97,4 | 100,4 | 97,9 | 100,6 | 97,4 | 97,4 | 100,9 | | |
| Ireland | 1,2 | 107,2 | 100,7 | 107,6 | 102,5 | 109,0 | 106,2 | 114,2 | 110,6 | 110,0 | 110,0 | 106,3 | | |
| Denmark | 2,0 | 97,0 | 96,3 | 98,6 | 97,4 | 99,6 | 97,9 | 99,4 | 98,4 | 98,4 | 98,4 | 97,4 | | |
| COMMUNITY | 100,0 | 104,8 | 104,4 | 103,9 | 103,6 | 103,6 | 103,2 | 103,2 | 102,9 | 103,8 | 103,8 | 103,5 | | |

(1) Weighting: national civil service staff.

**Table IV - Trend of real civil service salaries in the Member States for Categories A, B, C and D
End June 1978 to end June 1979**

| Countries | Weight- ing in % | C a t e g o r i e s | | | | | | | | Total (1) | |
|----------------|------------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|--------------|-------|
| | | A | | B | | C | | D | | | |
| | | Gross | Net | Gross | Net | Gross | Net | Gross | Net | | |
| Germany | 23,6 | 99,3 | 100,9 | 99,2 | 100,7 | 99,2 | 100,1 | 99,3 | 99,8 | 99,3 | 100,6 |
| France | 20,5 | 99,2 | 99,1 | 100,1 | 100,0 | 100,8 | 100,7 | 102,4 | 102,2 | 99,8 | 99,7 |
| Italy | 21,9 | 124,9 | 117,9 | 121,1 | 115,5 | 118,4 | 113,4 | 113,5 | 109,4 | 121,5 | 115,6 |
| Netherlands | 5,4 | 98,9 | 98,9 | 99,9 | 99,7 | 100,5 | 100,1 | - | - | 99,5 | 99,4 |
| Belgium | 3,8 | 99,7 | 99,0 | 100,1 | 99,7 | 100,5 | 100,3 | 101,1 | 100,7 | 100,0 | 99,6 |
| Luxembourg | 0,1 | 103,7 | 101,4 | 103,7 | 102,3 | 103,8 | 103,0 | 103,9 | 103,5 | 103,7 | 102,1 |
| United Kingdom | 21,5 | 98,7 | 102,9 | 97,1 | 100,6 | 97,4 | 100,4 | 97,9 | 100,6 | 98,2 | 101,9 |
| Ireland | 1,2 | 107,2 | 100,7 | 107,6 | 102,5 | 109,0 | 106,2 | 114,2 | 110,6 | 107,9 | 102,9 |
| Denmark | 2,0 | 97,0 | 96,3 | 98,6 | 97,4 | 99,6 | 97,9 | 99,4 | 98,4 | 98,3 | 97,2 |
| COMMUNITY | 100,0 | 104,8 | 104,4 | 103,9 | 103,6 | 103,6 | 103,2 | 103,2 | 102,9 | 104,2 | 103,8 |

(1) Weighting: Community staff.

GERMANY

Table 1

Annex la

Total emoluments of a Federal civil servant in a senior

Federal department

Country: Germany

In DM/month

(as of 30 June 1978)

| Category | Grade | Single | | | | | | Married, 2 children | | | | | |
|-------------------------|-------|--------------------|-----------------|--------------|--------------------|-----------------|--------------|---------------------|-----------------|--------------|--------------------|-----------------|--------------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | 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 | 9.919 | | | 5.715 | | | 10.358 | | | 6.964 | | |
| | B 6 | 8.434 | | | 5.051 | | | 8.874 | | | 6.203 | | |
| | B 3 | 7.071 | | | 4.385 | | | 7.510 | | | 5.485 | | |
| | A 16 | 4.117 | 6.454 | | 2.925 | 4.132 | | 4.557 | 5.558 | | 3.772 | 4.387 | 5.119 |
| | A 15 | 3.707 | 5.727 | | 2.707 | 3.779 | | 4.146 | 5.012 | | 3.505 | 4.059 | 4.743 |
| A 13 | 3.543 | 4.657 | | 2.618 | 3.205 | | 3.982 | 4.387 | | 3.397 | 3.663 | 4.110 | |
| Higher intermediate (B) | A 13 | 3.341 | 4.657 | | 2.507 | 3.205 | | 3.780 | 4.387 | | 3.257 | 3.663 | 4.110 |
| | A 11 | 2.849 | 3.872 | | 2.227 | 2.795 | | 3.289 | 3.761 | | 2.881 | 3.243 | 3.613 |
| | A 9 | 2.412 | 3.019 | | 1.963 | 2.325 | | 2.851 | 3.087 | | 2.530 | 2.720 | 3.016 |
| Intermediate (C) | A 9 | 2.268 | 2.983 | | 1.871 | 2.304 | | 2.707 | 3.052 | | 2.416 | 2.691 | 2.988 |
| | A 7 | 2.030 | 2.547 | | 1.717 | 2.046 | | 2.470 | 2.715 | | 2.222 | 2.421 | 2.635 |
| | A 5 | 1.880 | 2.162 | | 1.613 | 1.803 | | 2.314 | 2.395 | | 2.094 | 2.161 | 2.325 |
| Junior (D) | A 5 | 1.771 | 2.132 | | 1.534 | 1.784 | | 2.205 | 2.365 | | 2.005 | 2.137 | 2.302 |
| | A 3 | 1.697 | 1.971 | | 1.476 | 1.677 | | 2.131 | 2.253 | | 1.944 | 2.044 | 2.172 |
| | A 1 | 1.579 | 1.811 | | 1.383 | 1.564 | | 2.014 | 2.129 | | 1.848 | 1.942 | 2.037 |

Note: In the starting grades of categories A, B and C (A 13, A 9 and A 5 respectively) the third incremental step was regarded as the beginning of the grade. In grades A 1 to A 5 (category D) the fifth incremental step was regarded as the middle of the grade. In all other grades the seventh incremental step was regarded as the middle of the grade. The salaries for grades B 3, B 6 and B 9 do not vary.

Table 2
Total emoluments of a Federal civil servant
in a senior Federal department
In DM/month

(as of 30 June 1979)

Country: Germany

| Category | Grade | Single | | | | | | Married, 2 children | | | | | | | | | | |
|-------------------------|-------|--------------------|-----------------|--------------|--------------------|-----------------|--------------|---------------------|-----------------|--------------|--------------------|-----------------|--------------|--|--|--|--|--|
| | | Gross | | | Net | | | Gross | | | Net | | | | | | | |
| | | 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 | 10.279 | | | 5.950 | | | 10.731 | | | | | | | | | | |
| | B 6 | 8.741 | | | 5.263 | | | 9.193 | | | | | | | | | | |
| | B 3 | 7.328 | | | 4.581 | | | 7.780 | | | | | | | | | | |
| | A 16 | 4.257 | 5.298 | 6.686 | 3.072 | 4.316 | | 4.708 | 5.749 | 7.138 | | | | | | | | |
| | A 15 | 3.835 | 4.735 | 5.936 | 2.848 | 3.955 | | 4.286 | 5.187 | 6.391 | | | | | | | | |
| Higher intermediate (B) | A 13 | 3.665 | 4.086 | 4.823 | 2.756 | 3.366 | | 4.116 | 4.537 | 5.274 | | | | | | | | |
| | A 13 | 3.454 | 4.086 | 4.823 | 2.639 | 3.366 | | 3.906 | 4.537 | 5.274 | | | | | | | | |
| | A 11 | 2.943 | 3.434 | 4.006 | 2.343 | 2.940 | | 3.377 | 3.886 | 4.458 | | | | | | | | |
| | A 9 | 2.494 | 2.740 | 3.125 | 2.063 | 2.451 | | 2.946 | 3.191 | 3.577 | | | | | | | | |
| | A 9 | 2.346 | 2.704 | 3.090 | 1.964 | 2.430 | | 2.798 | 3.156 | 3.541 | | | | | | | | |
| Intermediate (C) | A 7 | 2.099 | 2.357 | 2.636 | 1.793 | 2.154 | | 2.545 | 2.805 | 3.082 | | | | | | | | |
| | A 5 | 1.946 | 2.030 | 2.239 | 1.679 | 1.891 | | 2.392 | 2.475 | 2.685 | | | | | | | | |
| | A 5 | 1.833 | 2.000 | 2.209 | 1.592 | 1.871 | | 2.279 | 2.446 | 2.655 | | | | | | | | |
| Junior (D) | A 3 | 1.756 | 1.883 | 2.042 | 1.532 | 1.752 | | 2.204 | 2.329 | 2.488 | | | | | | | | |
| | A 1 | 1.634 | 1.754 | 1.875 | 1.434 | 1.625 | | 2.080 | 2.200 | 2.321 | | | | | | | | |

Note: In the starting grades of categories A, B and C (A 13, A 9 and A 5 respectively) the third incremental step was regarded as the beginning of the grade. In grades A 1 to A 5 (category D) the fifth incremental step was regarded as the middle of the grade. In all other grades the seventh incremental step was regarded as the middle of the grade. The salaries for grades B 3, B 6 and B 9 do not vary.

Notes on the calculation of the emoluments of a Federal civil servant in a senior Federal department as of 30 June 1979

1. Gross salary comprises the following:

- (a) Basic salary
- (b) General supplement
- (c) Regional supplement, first level for a single person, fourth level for a married person with two children
- (d) Supplement for working in a senior Federal department
- (e) The annual special payment (Christmas bonus) equal to one-twelfth of the total of (a) to (d), further raised by the proportionate supplement for children (DM 8,33) where appropriate
- (f) One-twelfth of the annual holiday allowance of DM 150 = DM 12,50.

The special children's allowance of DM 50 for each child was discontinued as from 1 January 1975. Under general welfare legislation every employee now receives a tax-free allowance for all children, irrespective of whether or not he is employed in the public service. This comes to DM 50 for the first child and DM 80 for the second. To keep the tables comparable with previous tables, the figure of DM 130 has been added to all figures for married civil servants with two children.

2. Salary liable to tax has been calculated by deducting DM 33,33 (one-twelfth of the tax-free allowance of DM 400 given in December each year) and, where appropriate, the children's allowance of DM 130 from gross salary. Tax applicable on 1 January 1979 was then subtracted to determine net salary. In the case of single people tax rate I (or II for final steps A 15, A 16, B 6 and B 9) was applied; in the case of married people, tax rate III (two children) was taken. Tax allowances 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 tax has 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 been excluded. These payments are subject to application, the amount and the time over which they are to be paid being subject to variation. Certain conditions must also be satisfied. Health insurance contributions have not been deducted.

5. The reference date for calculating salaries was 30 June 1979 (the same procedure as used until 1977). To allow of comparison with last year's figures, which showed the average over the reference period 1 July 1977 to 30 June 1978, salaries for 1978 have been recalculated as of 30 June 1978 (Annex 1a).

6. The figures relate to the standard 40-hour week.

7. Annual leave entitlement was as follows:

| Grade | (Days) | | |
|---------------|----------------------------|----------------------------|---------|
| | Up to and including age 30 | Up to and including age 40 | Over 40 |
| A 1 - A 6 | 22 | 25 | 27 |
| A 7 - A 10 | 22 | 25 | 29 |
| A 11 - A 14 | 23 | 27 | 29 |
| A 15 and over | 24 | 28 | 30 |

Civil Service posts in the senior Federal departments
under the 1979 Federal budget (prescribed figures)

Country: Germany

| Category senior (A) | Number | Category higher (B) | Number | Category intermediate (C) | Number | Category junior (D) | Number |
|---------------------------|--------|---------------------------|--------|---------------------------------|--------|---------------------------|--------|
| Grade B 11 | 27 | Grade A 13 | 2364 | Grade A 9 | 793 | Grade A 5 | 520 |
| B 10 | 4 | A 12 | 834 | A 8 | 504 | A 4 | 352 |
| B 9 | 104 | A 11 | 427 | A 7 | 355 | A 3/4 | - |
| B 8 | - | A 10 | 166 | A 6 | 143 | A 3 | - |
| B 7 | 1 | A 9 | 39 | A 5 | 28 | A 2/3 | 430 |
| B 6 | 223 | | | | | A 1/2 | - |
| B 5 | 2 | | | | | | |
| B 4 | - | | | | | | |
| B 3 | 941 | | | | | | |
| B 2 | - | | | | | | |
| B 1 | - | | | | | | |
| A 16 | 399 | | | | | | |
| A 15 | 1792 | | | | | | |
| A 14 | 1008 | | | | | | |
| A 13 | 261 | | | | | | |
| Total: | 4762 | | 3830 | | 1823 | | 1302 |
| Grand total: | 11717 | | | | | | |

Table 3
 NOMINAL INDEX NUMBERS
 Civil servants' salaries - Index numbers at 30 June 1979
 (30 June 1978 = 100)

GERMANY

| GRT. | GRADES | Single | | | | | | Married, 2 children | | | | | |
|------|--------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | MIN. | AVERAGE | MAX. | MIN. | AVERAGE | MAX. | MIN. | AVERAGE | MAX. | MIN. | AVERAGE | MAX. |
| A | B 9 | 103,6 | - | - | 104,1 | - | - | 103,6 | - | - | 105,0 | - | - |
| | B 6 | 103,6 | - | - | 104,2 | - | - | 103,6 | - | - | 105,3 | - | - |
| | B 3 | 103,6 | - | - | 104,5 | - | - | 103,6 | - | - | 105,5 | - | - |
| | A 16 | 103,4 | 103,5 | 103,6 | 105,0 | 104,8 | 104,5 | 103,3 | 103,4 | 103,6 | 105,0 | 105,6 | 105,6 |
| | A 15 | 103,5 | 103,5 | 103,7 | 105,2 | 105,1 | 104,7 | 103,4 | 103,5 | 103,6 | 104,7 | 105,4 | 105,7 |
| B | A 13 | 103,4 | 103,5 | 103,6 | 105,3 | 105,2 | 105,0 | 103,4 | 103,4 | 103,5 | 103,9 | 104,9 | 105,5 |
| | A 11 | 103,3 | 103,4 | 103,5 | 105,2 | 105,3 | 105,2 | 102,7 | 103,3 | 103,4 | 103,0 | 103,9 | 104,9 |
| | A 9 | 103,4 | 103,5 | 103,5 | 105,1 | 105,3 | 105,4 | 103,3 | 103,4 | 103,4 | 103,6 | 103,6 | 103,6 |
| C | A 9 | 103,4 | 103,4 | 103,6 | 105,0 | 105,3 | 105,5 | 103,4 | 103,4 | 103,4 | 103,6 | 103,6 | 103,6 |
| | A 7 | 103,4 | 103,3 | 103,5 | 104,4 | 105,0 | 105,3 | 103,0 | 103,3 | 103,4 | 103,4 | 103,6 | 103,6 |
| | A 5 | 103,5 | 103,5 | 103,6 | 104,1 | 104,4 | 104,9 | 103,4 | 103,3 | 103,4 | 103,7 | 103,7 | 103,7 |
| D | A 5 | 103,5 | 103,6 | 103,6 | 103,8 | 104,4 | 104,9 | 103,4 | 103,4 | 103,4 | 103,7 | 103,7 | 103,7 |
| | A 3 | 103,5 | 103,5 | 103,6 | 103,8 | 104,0 | 104,5 | 103,4 | 103,4 | 103,4 | 103,2 | 103,8 | 103,6 |
| | A 1 | 103,5 | 103,5 | 103,5 | 103,7 | 103,7 | 103,9 | 103,5 | 103,3 | 103,4 | 103,8 | 103,8 | 103,8 |

Table 4

REAL INDEX NUMBERS

Civil servants' salaries - Index numbers at 30 June 1979
(30 June 1978 = 100)

GERMANY

| Cat. | GRADES | Single | | | | | | Married, 2 children | | | | | |
|------|--------|--------|---------|------|-------|---------|-------|---------------------|---------|------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | B 9 | 99,4 | - | - | 99,9 | - | - | 99,4 | - | - | 100,8 | - | - |
| | B 6 | 99,4 | - | - | 100,0 | - | - | 99,4 | - | - | 101,1 | - | - |
| | B 3 | 99,4 | - | - | 100,3 | - | - | 99,4 | - | - | 101,3 | - | - |
| | A 16 | 99,2 | 99,3 | 99,4 | 100,8 | 100,6 | 100,3 | 99,1 | 99,2 | 99,4 | 100,8 | 101,3 | 101,3 |
| | A 15 | 99,3 | 99,3 | 99,5 | 101,0 | 100,9 | 100,5 | 99,2 | 99,3 | 99,4 | 100,5 | 101,2 | 101,4 |
| | A 13 | 99,2 | 99,3 | 99,4 | 101,1 | 101,0 | 100,8 | 99,2 | 99,2 | 99,3 | 100,1 | 100,7 | 101,3 |
| B | A 13 | 99,2 | 99,3 | 99,4 | 101,1 | 101,0 | 100,8 | 99,1 | 99,2 | 99,3 | 99,7 | 100,7 | 101,3 |
| | A 11 | 99,1 | 99,2 | 99,3 | 101,0 | 101,1 | 101,0 | 98,6 | 99,1 | 99,2 | 98,9 | 99,7 | 100,7 |
| | A 9 | 99,2 | 99,3 | 99,3 | 100,9 | 101,1 | 101,2 | 99,1 | 99,2 | 99,2 | 99,4 | 99,4 | 99,4 |
| C | A 9 | 99,2 | 99,2 | 99,4 | 100,8 | 101,1 | 101,3 | 99,2 | 99,2 | 99,3 | 99,4 | 99,4 | 99,5 |
| | A 7 | 99,2 | 99,1 | 99,3 | 100,2 | 100,8 | 101,1 | 98,9 | 99,1 | 99,2 | 99,2 | 99,4 | 99,4 |
| | A 5 | 99,3 | 99,3 | 99,4 | 99,9 | 100,2 | 100,7 | 99,2 | 99,1 | 99,2 | 99,5 | 99,5 | 99,5 |
| D | A 5 | 99,3 | 99,4 | 99,4 | 99,6 | 100,2 | 100,7 | 99,2 | 99,2 | 99,2 | 99,5 | 99,5 | 99,5 |
| | A 3 | 99,3 | 99,3 | 99,4 | 99,6 | 99,8 | 100,3 | 99,2 | 99,2 | 99,2 | 99,0 | 99,6 | 99,4 |
| | A 1 | 99,3 | 99,3 | 99,3 | 99,5 | 99,5 | 99,7 | 99,1 | 99,1 | 99,2 | 99,6 | 99,6 | 99,6 |

Table 5 (Summary)
 REAL WEIGHTED INDEX NUMBERS
 Civil servants' salaries by category - Index numbers at 30 June 1979
 (30 June 1978 = 100)

GERMANY

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

FRANCE

Table 1

FRANCE

ANNEX I

Overall remuneration before tax of civil servants at 1 July 1978

(FF/month)

| | Single (1) | | | Married, 2 children (2) | | |
|----------------------|------------|------------|------------|-------------------------|------------|------------|
| | Amount | | | Amount | | |
| | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | 3.692 (5) | 6.575 (4) | 14.598 (5) | 4.322 (3) | 7.085 (4) | 15.212 (5) |
| University education | 3.516 (6) | 5.150 (7) | 7.635 (8) | 3.969 (6) | 5.437 (7) | 7.349 (8) |
| B | 2.628 (9) | 3.527 (10) | 4.765 (11) | 3.092 (9) | 3.946 (10) | 5.225 (11) |
| Secondary education | | | | | | |
| C | 2.349 (12) | 2.814 (13) | 3.195 (14) | 2.753 (12) | 3.519 (13) | 3.604 (14) |
| Vocational training | | | 3.431 (15) | | | 3.847 (15) |
| D | 2.172 (16) | 2.339 (17) | 2.594 (18) | 2.575 (16) | 2.743 (17) | 2.995 (18) |
| Primary education | | | 2.785 (15) | | | 3.189 (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 two adjustments dating from 1 January 1978 and 1 July 1978 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 2, last 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, grade I, after six months' service (guaranteed minimum) including special allowance.

(17) Service officer, grade II, 4th incremental step.

(18) Clerical officer, last incremental step.

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

Table Ia

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) 5.404 (8) | 3.785 (3) 3.455 (6) | 5.889 (4) 4.744 (7) | 11.503 (5) 6.313 (8) |
| B Secondary education | 2.216 (9) | 2.811 (10) | 3.622 (11) | 2.756 (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.

N O T E

Review of the level of remuneration of officials of the European Communities.

Enclosures: 2 tables

In connection with the annual review of the salaries of Community officials, the French Government has pleasure in enclosing two tables showing gross and net (tax deducted) remuneration of French civil servants (single and married with two children) at 1 July 1979.

To keep these statistics comparable with those supplied previously, gross monthly remuneration has been calculated after deduction of pension (6%) and social security contributions.

If the national percentage distribution per category is applied, total central administration staff breaks down as follows:

| | |
|------------------|-------------------------|
| Category A - 20% | 8 000 |
| Category B - 38% | 15 200 |
| Category C - 32% | 12 800 |
| Category D - 10% | <u>4 000</u> |
| | <u>40 000 officials</u> |

Table 2

FRANCE

ANNEX I

Overall remuneration before tax of civil
servants at 1 July 1979
(FF/month)

| | Single (1) | | | Married, 2 children (2) | | |
|----------------------|------------------------|------------------------|--------------------------|-------------------------|------------------------|--------------------------|
| | Amount | | | Amount | | |
| | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | | | 15.914 (6) | | | 16.473 (6) |
| University education | 4.286 (3) 3.921 (7) | 7.166 (4) 5.631 (8) | 11.345 (5) 8.524 (9) | 4.758 (3) 4.393 (7) | 7.721 (4) 6.140 (8) | 11.905 (5) 9.083 (9) |
| B | | | | | | |
| Secondary education | 2.982 (10) | 3.398 (11) | 5.230 (12) | 3.454 (10) | 4.370 (11) | 5.726 (12) |
| C | | | | | | |
| Vocational training | 2.615 (13) | 3.112 (14) | 3.792 (16) 3.533 (15) | 3.087 (13) | 3.584 (14) | 4.264 (16) 4.005 (15) |
| D | | | | | | |
| Primary education | 2.446 (17) | 2.669 (18) | 3.091 (16) 2.885 (19) | 2.918 (17) | 3.141 (18) | 3.563 (15) 3.357 (19) |

- (1) Basic salary + Paris residence allowance (8%).
- (2) Basic salary + residence allowance + family income supplement + family allowance 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) Civilian administrator, hors classe, last incremental step (outside scale A, 3rd incremental step).
- (6) Director outside scale E, 2nd level.
- (7) Administrative attaché, scale 2, 1st incremental step.
- (8) Administrative attaché, scale 2, last incremental step.
- (9) Principal administrative attaché, last incremental step.
- (10) Administrative secretary, 1st incremental step.
- (11) Administrative secretary, 8th incremental step.
- (12) Section head, last incremental step.
- (13) Shorthand-typist, 1st incremental step.
- (14) Shorthand-typist, 7th incremental step.
- (15) Secretary/shorthand-typist, administrative assistant, last incremental step.
- (16) Upgrading available to no more than 25% of staff at this level.
- (17) Service officer, grade I, after six months' service (guaranteed minimum) including special allowance.
- (18) Service officer, grade II, 4th incremental step.
- (19) Clerical officer, last incremental step.

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

Table 2a

FRANCE

ANNEX II

Net remuneration after tax of civil servants

at 1 July 1979

(FF/month)

| | Single (1) | | | Married, 2 children (2) | | |
|----------------------|------------|------------|------------|-------------------------|-------------|------------|
| | Amount | | | Amount | | |
| | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | | | 11 276 (6) | | | 13 765 (6) |
| University education | 3 702 (3) | 5 752 (4) | 8 531 (5) | 4 604 (3) | 7 166 (4) | 10 482 (5) |
| | 3 434 (7) | 4 661 (8) | 6 674 (9) | 4 279 (7) | 5 823 (8) | 8 283 (9) |
| B | | | | | | |
| Secondary education | 2 707 (10) | 3 417 (11) | 4 376 (12) | 3 430 (10) | 4 258 (11) | 5 467 (12) |
| C | | | | | | |
| Vocational training | 2 407 (13) | 2 810 (14) | 3 139 (15) | 3 036* (13) | 3 550 (14) | 3 932 (15) |
| D | | | | | | |
| Primary education | 2 269 (17) | 2 450 (18) | 2 627 (19) | 2 918 (17) | 3 138* (18) | 3 340 (19) |

(1) Basic salary + residence allowance.

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

(3) To (19) see Annex I.

*Generally, not taxed.

Table 3

NOMINAL INDEX NUMBERS

Civil servants' salaries

Index numbers at 1 July 1979

(1 July 1978 = 100)

FRANCE

| CAT. | Single | | | | | | Married, 2 children | | | | | |
|------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|
| | Gross | | | Net | | | Gross | | | Net | | |
| | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | 110,1 | 109,0 | 109,0 | 109,9 | 109,0 | 108,7 | 110,1 | 109,0 | 108,3 | 110,0 | 109,0 | 108,4 |
| | 110,5 | 109,3 | 108,9 | 110,2 | 109,3 | 108,7 | 110,7 | 112,9 | 108,8 | 110,6 | 112,5 | 108,8 |
| B | 110,9 | 110,5 | 109,7 | 110,8 | 110,3 | 109,6 | 111,7 | 110,8 | 109,6 | 111,5 | 110,6 | 109,5 |
| C | 111,3 | 110,6 | 110,5 | 111,1 | 110,4 | 110,3 | 112,1 | 111,8 | 110,8 | 112,1 | 111,5 | 110,7 |
| | | | 110,6 | | | 110,4 | | | 111,1 | | | 110,9 |
| D | 112,6 | 114,1 | 111,0 | 112,3 | 113,6 | 110,7 | 113,3 | 114,5 | 111,7 | 113,3 | 114,4 | 111,5 |
| | | | 111,4 | | | 111,1 | | | 112,1 | | | 111,9 |

Table 5 (summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by category
 Index numbers at 1 July 1979
 (1 July 1978 = 100)

FRANCE

| Category | Single | | Married, 2 children | | All civil servants | |
|----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 99,0 | 98,9 | 99,3 | 99,3 | 99,2 | 99,1 |
| B | 100,0 | 99,8 | 100,2 | 100,1 | 100,1 | 100,0 |
| C | 100,5 | 100,3 | 101,2 | 101,0 | 100,8 | 100,7 |
| D | 102,1 | 101,7 | 102,6 | 102,5 | 102,4 | 102,2 |
| Total: National weighting | 99,9 | 99,7 | 100,3 | 100,2 | 100,1 | 100,0 |
| Total: Community weighting | 99,6 | 99,6 | 100,0 | 100,0 | 99,8 | 99,7 |

I T A L Y

Table 1

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts
at 30 June 1973

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 252/75 and Law No 155/77 | (h) Gross total | (i) Social security contributions | (j) = h-i Net total after deduction of social security contributions | (m) Income tax | (n) = j-m Net total |
|-----------------------------|-----------|---------------------|--------------------------|-------------------------------------|-------------------|---|---|---|--------------------|--------------------------------------|---|-------------------|------------------------|
| Administrative: | | | | | | | | | | | | | |
| General Director | - | 850.000 | - | 147.488 | 70.633 | 10.045 | - | 45.000 | 1.123.370 | 96.965 | 1.026.405 | 156.957 | 877.448 |
| Senior Director | - | 416.666 | 241.667 | 147.488 | 54.861 | 10.049 | - | 45.000 | 915.731 | 76.656 | 839.075 | 136.260 | 702.795 |
| Principal Director | - | 296.667 | 136.667 | 147.488 | 36.111 | 10.049 | - | 45.000 | 671.981 | 54.370 | 617.611 | 79.640 | 537.971 |
| Deputy Director of Division | 387 | 237.037 | - | 147.488 | 19.753 | 10.045 | 87.962 | 45.000 | 547.289 | 43.111 | 504.178 | 54.350 | 449.828 |
| Director of Section | 307 | 188.037 | - | 147.488 | 15.659 | 10.019 | 82.795 | 45.000 | 409.639 | 37.696 | 451.343 | 44.150 | 407.193 |
| Adviser | 150 | 116.375 | - | 147.488 | 9.698 | 10.045 | 66.958 | 45.000 | 355.568 | 25.024 | 386.344 | 29.720 | 356.624 |
| Labour: | | | | | | | | | | | | | |
| Chief Secretary | 370 | 226.625 | - | 147.488 | 18.285 | 10.049 | 103.333 | 45.000 | 551.380 | 43.459 | 597.921 | 55.260 | 542.661 |
| Principal Secretary | 255 | 156.187 | - | 147.488 | 13.015 | 10.049 | 68.812 | 45.000 | 440.551 | 33.200 | 407.343 | 36.120 | 371.223 |
| Secretary | 160 | 98.000 | - | 147.488 | 8.167 | 10.049 | 64.500 | 45.000 | 373.204 | 26.547 | 346.257 | 26.360 | 319.897 |
| Clerical: | | | | | | | | | | | | | |
| Senior Assistant | 245 | 150.062 | - | 147.488 | 12.505 | 10.045 | 83.271 | 45.000 | 448.374 | 33.506 | 414.468 | 37.250 | 377.228 |
| Principal Assistant | 183 | 112.087 | - | 147.488 | 9.310 | 10.049 | 62.912 | 45.000 | 386.876 | 28.222 | 358.654 | 28.446 | 330.208 |
| Assistant | 120 | 73.500 | - | 147.488 | 6.125 | 10.043 | 43.167 | 45.000 | 325.329 | 22.533 | 302.796 | 20.356 | 282.440 |
| Auxiliary: | | | | | | | | | | | | | |
| Chief Clerk | 143 | 61.587 | - | 147.488 | 7.298 | 10.019 | 62.412 | 45.000 | 359.834 | 25.703 | 334.131 | 24.440 | 309.691 |
| Clerk | 100 | 61.150 | - | 147.488 | 5.104 | 10.049 | 42.917 | 45.000 | 311.600 | 21.274 | 290.326 | 18.830 | 271.496 |

Table 1a

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with increments of certain civilian civil service posts
at 30 June 1978

SINGLE

| Career and grade | Weighting | Periodic increments | (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 208/76 and Law No 155/77 | (h) Gross total | (i) Social security contributions | (l) = h-i Net total after deduction of social security contributions | (m) Income tax | (n) = l-m Net total |
|-----------------------------|-----------|---------------------|---------------------|--------------------------|-------------------------------------|-------------------|---|---|---|--------------------|--------------------------------------|---|-------------------|------------------------|
| Administrative: | | | | | | | | | | | | | | |
| General Director | - | 2 | 892.500 | - | 147.488 | 74.375 | 10.049 | - | 45.000 | 1.169.412 | 101.255 | 1.068.157 | 201.137 | 867.020 |
| Senior Director | - | 4 | 458.333 | 265.833 | 147.488 | 60.347 | 10.049 | - | 45.000 | 987.050 | 83.203 | 903.847 | 153.830 | 750.017 |
| Principal Director | - | 3 | 372.667 | 146.917 | 147.488 | 43.298 | 10.049 | - | 45.000 | 705.419 | 63.034 | 702.385 | 100.250 | 602.135 |
| Deputy Director of Division | 455 | 1 | 285.654 | - | 147.488 | 23.804 | 10.049 | 112.129 | 45.000 | 624.124 | 50.217 | 573.907 | 69.780 | 504.127 |
| Director of Section | 307 | 2 | 197.439 | - | 147.488 | 16.453 | 10.049 | 82.756 | 45.000 | 499.225 | 36.645 | 460.580 | 46.050 | 414.490 |
| Adviser | 257 | 1 | 161.348 | - | 147.488 | 13.445 | 10.049 | 67.587 | 45.000 | 444.917 | 33.518 | 411.299 | 36.750 | 374.539 |
| Advisory: | | | | | | | | | | | | | | |
| Chief Secretary | 370 | 5 | 251.953 | - | 147.488 | 21.245 | 10.049 | 103.333 | 45.000 | 582.069 | 46.318 | 535.751 | 61.200 | 474.551 |
| Principal Secretary | 287 | 5 | 201.651 | - | 147.488 | 17.054 | 10.049 | 88.921 | 45.000 | 513.163 | 39.930 | 473.233 | 46.370 | 424.863 |
| Secretary | 218 | 2 | 140.201 | - | 147.488 | 11.683 | 10.049 | 66.475 | 45.000 | 420.896 | 30.912 | 389.984 | 33.400 | 355.584 |
| Clerical: | | | | | | | | | | | | | | |
| Senior Assistant | 245 | 5 | 168.820 | - | 147.488 | 14.068 | 10.049 | 83.271 | 45.000 | 468.699 | 35.800 | 432.899 | 40.770 | 392.129 |
| Principal Assistant | 213 | 5 | 146.770 | - | 147.488 | 12.231 | 10.049 | 69.537 | 45.000 | 431.075 | 32.325 | 398.750 | 34.840 | 363.910 |
| Assistant | 163 | 3 | 107.325 | - | 147.488 | 8.944 | 10.049 | 58.455 | 45.000 | 377.301 | 27.340 | 349.961 | 27.000 | 322.961 |
| Auxiliary: | | | | | | | | | | | | | | |
| Chief Clerk | 160 | 7 | 118.746 | - | 147.488 | 9.899 | 10.049 | 78.104 | 45.000 | 409.284 | 30.276 | 379.008 | 31.640 | 347.368 |
| Clerk | 133 | 3 | 87.572 | - | 147.488 | 7.227 | 10.049 | 51.871 | 45.000 | 362.277 | 24.743 | 324.534 | 21.250 | 303.284 |

Table 1b

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian civil service posts
at 30 June 1978

MARRIED, 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 155/77 | (h) Family allowance | (i) Gross total | (l) Social security contributions | (m) = l-1 Net total after deduction of social security contributions | (n) Family allowance after deduction of social security contributions | (o) = m-n Taxable amount | (p) Income tax | (q) = m-p Net total |
|-----------------------------|-----------|---------------------|--------------------------|-------------------------------------|-------------------|---|---|---|-------------------------|--------------------|--------------------------------------|---|--|-----------------------------|-------------------|------------------------|
| Administrative: | | | | | | | | | | | | | | | | |
| General Director | - | 850.000 | - | 147.488 | 70.833 | 10.049 | - | 45.000 | 29.640 | 1.153.010 | 97.409 | 1.055.601 | 29.196 | 1.026.405 | 180.457 | 875.144 |
| Senior Director | - | 416.666 | 241.667 | 147.488 | 54.861 | 10.049 | - | 45.000 | 29.640 | 945.371 | 77.100 | 868.271 | 29.196 | 839.075 | 127.780 | 740.891 |
| Principal Director | - | 296.667 | 136.667 | 147.488 | 36.111 | 10.049 | - | 45.000 | 29.640 | 701.621 | 54.814 | 646.807 | 29.196 | 617.611 | 70.960 | 575.847 |
| Deputy Director of Division | 387 | 237.037 | - | 147.488 | 19.753 | 10.049 | 87.962 | 45.000 | 29.640 | 576.925 | 43.555 | 533.374 | 29.196 | 504.178 | 45.860 | 487.494 |
| Director of Section | 307 | 166.537 | - | 147.488 | 15.669 | 10.049 | 82.756 | 45.000 | 29.640 | 518.679 | 38.140 | 480.539 | 29.196 | 451.343 | 35.650 | 444.649 |
| Adviser | 150 | 116.375 | - | 147.488 | 9.698 | 10.049 | 66.958 | 45.000 | 29.640 | 425.208 | 29.468 | 395.740 | 29.196 | 366.544 | 21.220 | 374.520 |
| Advisory: | | | | | | | | | | | | | | | | |
| Chief Secretary | 370 | 226.625 | - | 147.488 | 18.885 | 10.049 | 103.333 | 45.000 | 29.640 | 581.020 | 43.903 | 537.117 | 29.196 | 507.921 | 45.760 | 490.351 |
| Principal Secretary | 255 | 156.187 | - | 147.488 | 13.015 | 10.049 | 66.812 | 45.000 | 29.640 | 470.191 | 33.652 | 436.539 | 29.196 | 407.343 | 27.620 | 428.918 |
| Secretary | 160 | 98.000 | - | 147.488 | 8.157 | 10.049 | 64.500 | 45.000 | 29.640 | 402.844 | 27.391 | 375.453 | 29.196 | 346.257 | 17.860 | 357.591 |
| Clerical: | | | | | | | | | | | | | | | | |
| Senior Assistant | 245 | 150.062 | - | 147.488 | 12.505 | 10.049 | 83.271 | 45.000 | 29.640 | 478.014 | 34.350 | 443.664 | 29.196 | 414.468 | 28.740 | 414.92 |
| Principal Assistant | 183 | 112.087 | - | 147.488 | 9.340 | 10.049 | 62.912 | 45.000 | 29.640 | 416.516 | 28.666 | 387.850 | 29.196 | 358.654 | 19.940 | 367.911 |
| Assistant | 120 | 73.500 | - | 147.488 | 6.125 | 10.049 | 43.167 | 45.000 | 29.640 | 354.969 | 22.977 | 331.992 | 29.196 | 302.796 | 11.890 | 320.10 |
| Auxiliary: | | | | | | | | | | | | | | | | |
| Chief Clerk | 143 | 87.587 | - | 147.488 | 7.298 | 10.049 | 62.412 | 45.000 | 29.640 | 389.474 | 26.147 | 363.327 | 29.196 | 334.131 | 15.940 | 347.38 |
| Clerk | 100 | 61.250 | - | 147.488 | 5.140 | 10.049 | 42.917 | 45.000 | 29.640 | 341.446 | 21.718 | 319.730 | 29.196 | 290.534 | 10.330 | 309.40 |

Table 1c
 ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT
 Monthly salaries with increments of certain civilian civil service posts
 at 30 June 1978

MARRIED, 2 CHILDREN

| Career and grade | Weighting | Periodic increments | (a) Basic salary | (b) Service allowance | (c) Special additional allowance | (d) 13th month allowance on 13th month | (e) Special additional allowance | (f) Pensionable equalizing allowance | (g) Application of Presidential Decree No 268/76 and Law No 155/77 | (h) Family allowance | (i) Gross total | (l) Social security contributions | (m) = i-l Net total after deduction of social security contributions | (n) Family allowance after deduction of social security contributions | (o) = m-n Taxable amount | (p) Income tax | (q) Net total | |
|-----------------------------|-----------|---------------------|------------------|-----------------------|----------------------------------|--|----------------------------------|--------------------------------------|--|----------------------|-----------------|-----------------------------------|--|---|--------------------------|----------------|---------------|--|
| Administrative: | | | | | | | | | | | | | | | | | | |
| General Director | - | 2 | 592.500 | - | 147.488 | 74.375 | 10.049 | - | 45.000 | 29.640 | 1.199.052 | 101.599 | 1.097.453 | 29.196 | 1.068.257 | 192.617 | 875.640 | |
| Senior Director | - | 4 | 458.333 | 265.833 | 147.488 | 60.347 | 10.049 | - | 45.000 | 29.640 | 1.016.690 | 83.547 | 933.143 | 25.195 | 907.948 | 145.336 | 762.612 | |
| Principal Director | - | 3 | 372.667 | 146.917 | 147.488 | 43.298 | 10.049 | - | 45.000 | 29.640 | 795.059 | 63.478 | 731.581 | 25.195 | 706.386 | 91.750 | 614.636 | |
| Deputy Director of Division | 455 | 1 | 285.654 | - | 147.488 | 21.804 | 10.049 | 112.129 | 45.000 | 29.640 | 653.764 | 50.661 | 603.103 | 25.196 | 577.907 | 51.259 | 526.648 | |
| Director of Section | 307 | 2 | 197.439 | - | 147.488 | 16.453 | 10.049 | 82.796 | 45.000 | 29.640 | 528.855 | 39.089 | 489.766 | 25.196 | 464.570 | 37.550 | 427.020 | |
| Adviser | 257 | 1 | 161.348 | - | 147.488 | 13.445 | 10.049 | 67.587 | 45.000 | 29.640 | 477.557 | 34.062 | 443.495 | 25.196 | 418.299 | 25.250 | 393.049 | |
| Advisory: | | | | | | | | | | | | | | | | | | |
| Chief Secretary | 370 | 5 | 254.953 | - | 147.488 | 21.246 | 10.049 | 103.333 | 45.000 | 29.640 | 611.709 | 46.762 | 564.947 | 25.196 | 539.751 | 52.750 | 487.001 | |
| Principal Secretary | 297 | 5 | 204.651 | - | 147.488 | 17.054 | 10.049 | 66.921 | 45.000 | 29.640 | 542.803 | 40.374 | 502.429 | 25.195 | 477.234 | 35.870 | 441.364 | |
| Secretary | 218 | 2 | 140.201 | - | 147.488 | 11.663 | 10.049 | 66.475 | 45.000 | 29.640 | 450.536 | 31.355 | 419.181 | 25.196 | 393.985 | 24.500 | 369.485 | |
| Clerical: | | | | | | | | | | | | | | | | | | |
| Senior Assistant | 245 | 5 | 166.620 | - | 147.488 | 14.068 | 10.049 | 63.271 | 45.000 | 29.640 | 458.335 | 35.244 | 423.091 | 25.196 | 397.895 | 34.270 | 363.625 | |
| Principal Assistant | 213 | 5 | 146.770 | - | 147.488 | 12.231 | 10.049 | 65.573 | 45.000 | 29.640 | 440.715 | 32.359 | 408.356 | 25.195 | 383.161 | 25.340 | 357.821 | |
| Assistant | 163 | 3 | 107.325 | - | 147.488 | 8.544 | 10.049 | 56.495 | 45.000 | 29.640 | 406.541 | 27.784 | 378.757 | 25.195 | 353.562 | 15.500 | 338.062 | |
| Auxiliary: | | | | | | | | | | | | | | | | | | |
| Chief Clerk | 102 | 7 | 116.740 | - | 147.488 | 9.855 | 10.049 | 78.114 | 45.000 | 29.640 | 430.624 | 30.744 | 399.880 | 25.196 | 374.684 | 23.110 | 351.574 | |
| Clerk | 133 | 3 | 87.572 | - | 147.488 | 7.257 | 10.049 | 57.671 | 45.000 | 29.640 | 378.917 | 25.187 | 353.730 | 25.195 | 328.535 | 14.750 | 313.785 | |

Ministry of the Treasury
GENERAL STATE
ACCOUNTING DEPARTMENT

INSPECTORATE-GENERAL
FOR STAFF REGULATIONS

Rome, 11 August 1979

To the Ministry of
Foreign Affairs

ROME

CONCERNS: EEC - Annual review of Community officials' salaries (Art. 65 of
the Staff Regulations)

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

We enclose tables showing gross and net monthly salaries of certain civil
service posts in Italy in connection with the annual salary review required
by Article 65 of the Staff Regulations of Officials of the European Communities.
When making this annual review the Council considers salary levels on the basis of:
(i) a report submitted by the Commission, (ii) various indexes of trends in the

purchasing power of civil service salaries in the Member States during the reference period - 1 July 1978 to 1 July 1979 - and (iii) changes in the cost of living over the same period.

The following explanations should facilitate interpretation of the figures:

- (i) The special additional allowance (column (c)) went up from Lit 147.488 to Lit 228.714 gross per month following changes in the consumer price index for the reference period. After deduction of amounts for the Treasury, social security and Gescal (Gestione Case per Lavoratori - the Italian body which subsidizes housing for workers), this gives a net amount of Lit 212.475 (this figure being included in taxable income).

- (ii) The figure in column (e) represents one twelfth of the special 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).

- (iii) The family allowance due to serving staff (column (f) of Tables 1/b and 1/c) is paid in respect of the spouse and each dependent child at a rate of Lit 9.880 gross (Lit 9.732 net) per month.

Moreover, under Presidential Decree No 417 of 30 June 1976, the family allowance was excluded from taxable income from 1 January 1978 (column (m)).

It should also be noted that salary increases during the reference period (1 July 1978 - 1 July 1979) were determined by two factors: increases in the special additional allowance which partially offsets changes in the cost of living, and improvements arising from the entry into force of Decree Law No 163 of 29 May 1979, which contained rules on categorizing national civilian and military staff for administrative and salary purposes.

This same law provided for:

- (i) the provisional grouping of civilian ministerial staff, including manual workers, into eight categories for administrative and salary purposes depending on the career brackets to which they belong;
- (ii) movement up the salary scale on completion of three, six, ten, fifteen and twenty years of service without misconduct and within each category, including the top category, by means of regular two-yearly increments representing 2,50% of the salary for that category;

- (iii) an increase of 40% in the salaries of senior administrative grades, after deduction of unspecified allowances (Lit 45.000 a month).

In the attached tables the senior grades (Chief Secretary, Senior Assistant and Chief Clerk) were placed in categories VI, IV and II respectively when Decree Law No 163 was first applied. It is worth noting, however, that in due course 95% of staff serving in the above grades will be moved to the level immediately above with effect from the date on which the staff concerned were first categorized.

We also include statistics on staff numbers by category (administrative, advisory, clerical and auxiliary) at 1 January 1978.

(signature)

THE MINISTER

TABLE 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian service posts at 1 July 1979

SINGLE

| Career and grade | Category | Basic salary (a) | Service allowance (b) | Special allowance (c) | 13th month (d) | Special allowance on 13th month (e) | Gross total (f) | Social security contributions (g) | Net total with social security contributions (h=f-g) | Income tax (i) | Net total (l=h-i) |
|-------------------------------|----------|------------------|-----------------------|-----------------------|----------------|-------------------------------------|-----------------|-----------------------------------|--|----------------|-------------------|
| General Director | - | 1.190.000 | - | 228.714 | 99.167 | 15.026 | 1.532.907 | 140.331 | 1.392.576 | 303.010 | 1.089.566 |
| Senior Director | - | 583.333 | 338.334 | 228.714 | 76.805 | 15.026 | 1.242.212 | 110.500 | 1.131.712 | 220.670 | 911.042 |
| Principal Director | - | 415.333 | 191.333 | 228.714 | 50.555 | 15.026 | 900.961 | 78.773 | 822.188 | 131.690 | 690.498 |
| Deputy Director of Division | VIII | 450.000 | - | 228.714 | 37.500 | 15.026 | 731.230 | 63.458 | 667.472 | 91.750 | 576.022 |
| Director of Section Adviser | VII | 375.000 | - | 228.714 | 31.250 | 15.026 | 649.990 | 55.775 | 594.215 | 74.180 | 520.035 |
| Chief Secretary | VI | 300.000 | - | 228.714 | 25.000 | 15.026 | 568.740 | 48.081 | 520.659 | 58.120 | 462.539 |
| Principal Secretary Secretary | IV | 232.500 | - | 228.714 | 19.375 | 15.026 | 495.615 | 41.158 | 454.457 | 44.760 | 409.697 |
| Senior Assistant | | | | | | | | | | | |
| Principal Assistant Assistant | | | | | | | | | | | |
| Chief Clerk Clerk | II | 183.000 | - | 228.714 | 15.250 | 15.026 | 441.990 | 36.079 | 405.911 | 35.960 | 369.951 |

NB: Column (c): Given the cost of living at 1 July 1979, three increments were taken into account rather than two as in previous years.

TABLE 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with increments of certain civilian service posts at 1 July 1979

SINGLE

| Career and grade | Category | Periodic increments and salary scale | Basic salary | Service allowance | Special allowance | 13th month | Special allowance on 13th month | Gross total | Social security contributions | Net total with social security contributions deducted | Income tax | Net total (1=h-i) |
|--|----------|--------------------------------------|--------------|-------------------|-------------------|------------|---------------------------------|-------------|-------------------------------|---|------------|-------------------|
| | | | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h=f-g) | (i) | (1=h-i) |
| General Director | - | 2 | 1.249.500 | - | 228.714 | 104.125 | 15.026 | 1.597.365 | 145.485 | 1.451.880 | 322.243 | 1.129.637 |
| Senior Director | - | 4 | 641.667 | 372.166 | 118.714 | 84.486 | 15.026 | 1.342.059 | 119.821 | 1.222.238 | 248.570 | 973.668 |
| Principal Director | - | 3 | 521.733 | 205.683 | 228.714 | 60.618 | 15.026 | 1.031.774 | 91.103 | 940.671 | 164.307 | 776.364 |
| Deputy Director of Division | VIII | II cl. | 522.000 | - | 228.714 | 43.500 | 15.026 | 809.240 | 80.855 | 728.385 | 106.750 | 621.635 |
| Director of Section Adviser | VII | III cl. | 495.000 | - | 228.714 | 41.250 | 15.026 | 779.990 | 78.085 | 701.905 | 100.250 | 601.655 |
| Chief Secretary | VI | III cl. | 396.000 | - | 228.714 | 33.000 | 15.026 | 672.740 | 57.929 | 614.811 | 78.800 | 536.011 |
| Principal Secretary Secretary | IV | III cl. | 306.900 | - | 228.714 | 25.575 | 15.026 | 576.215 | 48.790 | 527.425 | 59.440 | 467.985 |
| Senior Assistant Principal Assistant Assistant | II | III cl. | 241.560 | - | 228.714 | 20.130 | 15.026 | 505.430 | 42.086 | 463.344 | 46.470 | 416.874 |

TABLE 2

ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly starting salaries of certain civilian service posts at 1 July 1979

MARRIED, 2 CHILDREN

| Career and grade | Category | (a) Basic salary | (b) Service allowance | (c) Special additional allowance | (d) 13th month allowance | (e) Special additional allowance on 13th month | (f) Family allowance | (g) Gross total | (h) Social security contributions | (i=g-h) Net total with social security contributions deducted | (l) Net family allowance with social security contributions deducted | (m=i-l) Taxable | (n) Income tax | (o=i-n) Net total |
|-----------------------------|----------|------------------|-----------------------|----------------------------------|--------------------------|--|----------------------|-----------------|-----------------------------------|---|--|-----------------|----------------|-------------------|
| General Director | - | 1.190.000 | - | 228.714 | 99.167 | 15.026 | 29.640 | 1.562.547 | 139.775 | 1.422.772 | 29.196 | 1.392.576 | 294.510 | 1.128.162 |
| Senior Director | - | 583.333 | 338.334 | 228.714 | 76.805 | 15.026 | 29.640 | 1.271.852 | 110.944 | 1.160.908 | 29.196 | 1.131.712 | 212.170 | 918.738 |
| Principal Director | - | 415.333 | 191.333 | 228.714 | 50.555 | 15.026 | 29.640 | 930.601 | 79.217 | 851.384 | 29.196 | 822.188 | 123.190 | 728.194 |
| Deputy Director of Division | VIII | 450.000 | - | 228.714 | 37.500 | 15.026 | 29.640 | 760.870 | 63.902 | 696.968 | 29.196 | 667.772 | 83.250 | 613.718 |
| Director of Section Adviser | VII | 375.000 | - | 228.714 | 31.250 | 15.026 | 29.640 | 679.630 | 56.219 | 623.411 | 29.196 | 594.215 | 65.680 | 557.731 |
| Chief Secretary | VI | 300.000 | - | 228.714 | 25.000 | 15.026 | 29.640 | 598.380 | 48.525 | 549.855 | 29.196 | 520.659 | 49.620 | 500.235 |
| Principal Secretary | | | | | | | | | | | | | | |
| Secretary | IV | 232.500 | - | 228.714 | 19.375 | 15.026 | 29.640 | 525.255 | 41.602 | 483.653 | 29.196 | 454.457 | 36.260 | 447.393 |
| Senior Assistant | | | | | | | | | | | | | | |
| Principal Assistant | II | 183.000 | - | 228.714 | 15.250 | 15.026 | 29.640 | 471.630 | 36.523 | 435.107 | 29.196 | 405.911 | 27.460 | 407.647 |
| Assistant | | | | | | | | | | | | | | |
| Chief Clerk | | | | | | | | | | | | | | |
| Clerk | | | | | | | | | | | | | | |

MARRIED, 2 CHILDREN

TABLE 2
ITALIAN GENERAL STATE ACCOUNTING DEPARTMENT

Monthly salaries with increments of certain civilian service posts at 1 July 1979

| Career and grade | Category | Periodic increments and salary scale | (a) Basic salary | (b) Service allowances | (c) Special allowances | (d) 13th month allowance on 13th month | (e) Special additional allowance on 13th month | (f) Family allowance | (g) Gross total | (h) Social security contributions | (i-g-h) Net total with social security contributions deducted | (l) Net family allowance with social security contributions deducted | (m-i-l) Taxable | (n) Income tax | (o-i-n) Net total |
|--|----------|--------------------------------------|------------------|------------------------|------------------------|--|--|----------------------|-----------------|-----------------------------------|---|--|-----------------|----------------|-------------------|
| General Director | - | 2 | 1.249.500 | - | 228.714 | 104.125 | 15.026 | 29.640 | 1.627.005 | 145.929 | 1.481.076 | 29.196 | 1.451.880 | 313.743 | 1.167.333 |
| Senior Director | - | 4 | 641.667 | 372.166 | 228.714 | 84.486 | 15.026 | 29.640 | 1.371.699 | 120.265 | 1.251.434 | 29.196 | 1.222.238 | 240.070 | 1.011.364 |
| Principal Director, 2nd class | - | 3 | 521.733 | 205.683 | 228.714 | 60.618 | 15.026 | 29.640 | 1.061.414 | 91.547 | 969.867 | 29.196 | 940.671 | 155.807 | 814.060 |
| Deputy Director of Division | VIII | Incl. | 522.000 | - | 228.714 | 43.500 | 15.026 | 29.640 | 838.880 | 81.299 | 757.581 | 29.196 | 728.385 | 98.250 | 659.331 |
| Director of Section, Adviser | VI | Incl. | 495.000 | - | 228.714 | 41.250 | 15.026 | 29.640 | 809.630 | 78.529 | 731.101 | 29.196 | 701.905 | 91.750 | 639.351 |
| Chief Secretary, Principal Secretary, Secretary | VI | Incl. | 396.000 | - | 228.714 | 33.000 | 15.026 | 29.640 | 702.380 | 58.373 | 644.007 | 29.196 | 614.811 | 70.300 | 573.707 |
| Senior Assistant, Principal Assistant, Assistant | IV | Incl. | 306.900 | - | 228.714 | 25.575 | 15.026 | 29.640 | 605.855 | 49.234 | 556.621 | 29.196 | 527.425 | 50.940 | 505.681 |
| Chief Clerk, Clerk | VI | Incl. | 241.560 | - | 228.714 | 20.130 | 15.026 | 29.640 | 535.070 | 42.530 | 492.540 | 29.196 | 463.344 | 37.970 | 454.570 |

Establishment of the Italian civil service at 1 January 1978(1)

| | <u>Regular staff</u> | <u>Temporary staff</u> |
|---|--------------------------|----------------------------|
| 1. Central and decentralized Government departments | 1.270.155 | 257.742 |
| <u>CIVILIAN</u> | <u>963.843</u> | <u>257.742</u> |
| Ministries (white-collar and manual workers) | 227.140(a) | 2.372 (a) |
| Other centralized services (Council of State, Court of Auditors, Attorney-General's Office) | 9.804(b) | - |
| <u>Education</u> | 726.899 | 255.370 |
| White-collar and manual workers | 111.061(c) | 85.302 |
| Teachers | 615.838 | 170.068 |
| <u>MILITARY</u> (career) | <u>306.312</u> | <u>-</u> |
| 2. Other public service bodies (local public corporations, social security, etc.) | 431.174 | 36 |
| Independent state corporations: | | |
| Post Office | 171.698 | 28 |
| Monopolies | 6.844 | 8 |
| Road Board | 10.583 | - |
| Telephones | 12.376 | - |
| Railways | 219.673 | - |

(1) Staff on permanent contracts.

(a) Excludes white-collar and manual workers and other special status staff employed by the Ministry of Education.

(b) Includes 6.629 permanent magistrates.

(c) Includes special status staff employed by the Ministry of Education.

Ministry staff, by basic posts, at 1 January 1978⁽¹⁾

ADMINISTRATIVE GRADES

Basic posts Serving staff

SENIOR CIVIL SERVANTS

| | |
|------------------------|-------|
| Ambassador | 19 |
| Prefect and equivalent | 121 |
| Director-General | 354 |
| Senior Director | 1.869 |
| Principal Director | 2.953 |
| | <hr/> |
| Total | 5.316 |

OTHERS

| | |
|----------------------|-------|
| Inspector-General | 1.129 |
| Director of Division | 1.176 |
| | <hr/> |
| Total | 2.305 |

Below PRINCIPAL DIRECTOR

| | |
|-----------------------------|--------|
| Deputy Director of Division | 6.314 |
| Director of Section | 13.881 |
| Adviser | 7.045 |
| | <hr/> |
| Total | 27.240 |

(1) For the Ministry of Education (110.683 staff), only staff (33.986) attached to the central and regional administration and university administration have been taken into consideration.

NON-BASIC POSTS

| <u>Post</u> | <u>Serving staff</u> |
|--|----------------------|
| Research Director (Ministry of Health) Permanent Director (Ministry of Agriculture) | 21 |
| Research Director (Ministry of Health) Permanent Director (Ministry of Agriculture) | 29 |
| Conscription Inspector (Ministry of Defence) | 53 |
| Head Research Officer (Ministry of Health) | 3 |
| Regional Technical Inspectors Regional Technical Inspectors (Ministry of Education) | 15 275 |
| Director of Section and Research Officers (Ministry of Health) | 8 |
| Permanent Director (Ministries of Agriculture, Health and Industry) | 45 |
| Conscription Inspector (Ministry of Defence) | 8 |
| Permanent Director of Section (Ministry of Health) | 11 |
| Scientific Officer, Mineralogist, etc.; Research Director (Ministries of Agriculture, Education and Health) | 142 |
| Acting Director, Scientific Officer (Ministries of Agriculture, Industry and Education) | 40 |
| Chemist, Physicist, Geologist (Ministry of Culture) | 2 |
| Conscription Inspector (Ministry of Defence) | 1 |
| Chemist, Physicist, Geologist (Ministry of Culture) | 11 |
| Research Officer, Scientific Officer, Astronomer (Ministries of Agriculture, Health and Education) | 175 |
| Astronomer, Biologist, etc. (Ministries of Agriculture, Health, Culture and Education) | 192 |
| Total | <u>1.031</u> |
| Total administrative grades | <u>36.092</u> |

ADVISORY GRADES

| <u>Basic posts</u> | <u>Serving staff</u> |
|------------------------------------|------------------------|
| Chief Secretary and equivalent | 3.836 |
| Principal Secretary and equivalent | 13.386 |
| Secretary and equivalent | 20.654 |
| | <u>37.876</u> |
| | Total |
| <u>Non-basic posts</u> | |
| * Chief Director and others | 34 8 |
| * Principal Secretary | 9 |
| | <u>51</u> ===== |
| | <u>37.927</u> ===== |
| | Total advisory grades |

*Salary estimates for the Ministry of Labour (Article 92 of Presidential Decree No 1077 of 28 December 1970 and Article 64 of Presidential Decree No 748 of 30 June 1972) and for the staff in the food departments of the Ministry of Agriculture and Forestry (Article 87 of Presidential Decree No 1077 of 28 December 1970).

CLERICAL GRADES

| <u>Basic posts</u> | <u>Serving staff</u> |
|---|------------------------|
| Senior Assistant | 8.601 |
| Principal Assistant | 35.882 |
| Assistant | 32.295 |
| Total | <u>76.778</u> |
| <u>Non-basic posts</u> | |
| Senior Radiologist (Ministry of Education) | 37 |
| Senior Employee and Employment Exchange Official (Ministry of Labour) | 1.064 |
| Principal Employee (Ministry of Labour) | 3.899 |
| Principal Employee (Ministry of Labour) | 766 |
| Employee and Employment Exchange Official (Ministries of Education and Labour) | 2.457 |
| Employee and Employment Exchange Official (Ministries of Education and Labour) | 308 |
| Employee and Employment Exchange Official (Ministries of Education and Labour) | 70 |
| Total | <u>8.601</u> ===== |
| Total clerical grades | <u>85.379</u> ===== |

AUXILIARY GRADES

| <u>Basic posts</u> | <u>Serving staff</u> |
|---|----------------------|
| Chief clerk | 13.342 |
| Clerk | 10.962 |
| Total | <u>24.304</u> |
| <u>Non-basic posts</u> | |
| Chief Lighthouse Technician (Ministry of Defence) | |
| Chief Guard (Ministry of Health) | 288 |
| Chief Curator (Ministry of Culture) | 635 |
| Chief Technical Employee (Ministries of Health and Public Works) | 217 |
| Chief Curator (Ministry of Culture) | |
| Chief Technician (Ministry of Defence) | 2.018 |
| Hydraulic Superintendent, etc. (Ministry of Public Works) | 290 |
| Guard, Lighthouse Technician (Ministry of Health and Defence) | 151 |
| Guard, Lighthouse Technician (Ministry of Health and Defence) | 1 |
| Total | <u>3.600</u> |
| Total auxiliary grades | <u>27.904</u> |

TABLE 3
 NOMINAL INDICES
 Civil servants' salaries - index numbers at 1 July 1979
 (30 June 1978 = 100)

ITALY

| CAT. | GRADES | Single | | | | | | Married, 2 children | | | | | |
|------|-----------------------------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | General Director | 136,5 | - | 136,6 | 130,1 | - | 130,3 | 135,5 | - | 135,7 | 128,9 | - | 129,0 |
| | Senior Director | 135,7 | - | 136,0 | 129,6 | - | 129,8 | 134,5 | - | 134,9 | 128,1 | - | 128,4 |
| | Principal Director | 134,1 | - | 134,8 | 128,4 | - | 128,9 | 132,6 | - | 133,5 | 126,5 | - | 127,2 |
| | Deputy Director of Division | 133,6 | - | 129,7 | 128,1 | - | 123,3 | 131,9 | - | 128,3 | 125,9 | - | 121,7 |
| | Director of Section Adviser | 132,9 | - | 156,2 | 127,7 | - | 145,2 | 131,0 | - | 153,1 | 125,4 | - | 141,4 |
| | | 164,3 | - | 175,3 | 154,4 | - | 160,6 | 159,8 | - | 170,6 | 148,9 | - | 155,1 |
| B | Chief Secretary | 103,2 | - | 115,6 | 102,2 | - | 113,0 | 103,0 | - | 114,8 | 102,0 | - | 112,0 |
| | Principal Secretary | 129,1 | - | 131,1 | 124,6 | - | 126,2 | 127,3 | - | 129,4 | 122,3 | - | 124,0 |
| | Secretary | 152,4 | - | 159,8 | 144,6 | - | 150,3 | 148,5 | - | 155,9 | 139,9 | - | 145,5 |
| C | Senior Assistant | 110,5 | - | 122,9 | 108,6 | - | 119,4 | 109,9 | - | 121,6 | 107,8 | - | 117,7 |
| | Principal Assistant | 128,1 | - | 133,7 | 124,1 | - | 128,6 | 126,1 | - | 131,5 | 121,6 | - | 125,9 |
| | Assistant | 152,3 | - | 152,7 | 145,1 | - | 144,9 | 148,0 | - | 148,9 | 139,8 | - | 140,2 |
| D | Chief Clerk | 122,8 | - | 123,5 | 119,5 | - | 120,0 | 121,1 | - | 121,9 | 117,4 | - | 118,1 |
| | Clerk | 141,8 | - | 144,7 | 136,2 | - | 138,4 | 138,1 | - | 141,2 | 131,8 | - | 134,1 |

TABLE 4

Civil servants' salaries - index numbers at 1 July 1979
(30 June 1978 = 100)

ITALY

| CAT. | GRADES | Single | | | | | | Married, 2 children | | | | | |
|------|-----------------------------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A | General Director | 118,9 | - | 119,0 | 113,3 | - | 113,5 | 118,0 | - | 118,2 | 112,3 | - | 112,4 |
| | Senior Director | 118,2 | - | 118,5 | 112,9 | - | 113,1 | 117,2 | - | 117,5 | 111,6 | - | 111,9 |
| | Principal Director | 116,8 | - | 117,4 | 111,9 | - | 112,3 | 115,5 | - | 116,3 | 110,2 | - | 110,8 |
| | Deputy Director of Division | 116,4 | - | 113,0 | 111,6 | - | 107,4 | 114,9 | - | 111,8 | 109,7 | - | 106,0 |
| | Director of Section Adviser | 115,8 | - | 136,1 | 111,2 | - | 126,5 | 114,1 | - | 133,4 | 109,2 | - | 123,2 |
| | | 143,1 | - | 152,7 | 134,5 | - | 139,9 | 139,2 | - | 148,6 | 129,7 | - | 135,1 |
| B | Chief Secretary | 89,9 | - | 100,7 | 89,0 | - | 98,4 | 89,7 | - | 100,0 | 88,9 | - | 97,6 |
| | Principal Secretary | 12,5 | - | 114,2 | 108,5 | - | 109,9 | 110,9 | - | 112,7 | 106,5 | - | 108,0 |
| | Secretary | 132,8 | - | 139,2 | 126,0 | - | 130,9 | 129,4 | - | 135,8 | 121,9 | - | 126,7 |
| C | Senior Assistant | 96,3 | - | 107,1 | 94,6 | - | 104,0 | 95,7 | - | 105,9 | 93,9 | - | 102,5 |
| | Principal Assistant | 11,6 | - | 116,5 | 108,1 | - | 112,0 | 109,8 | - | 114,6 | 105,9 | - | 109,7 |
| | Assistant | 132,7 | - | 133,0 | 126,4 | - | 126,2 | 128,9 | - | 129,7 | 121,8 | - | 122,1 |
| D | Chief Clerk | 107,0 | - | 107,6 | 104,1 | - | 104,5 | 105,5 | - | 106,2 | 102,3 | - | 102,9 |
| | Clerk | 123,5 | - | 126,1 | 118,6 | - | 120,6 | 120,3 | - | 123,0 | 114,8 | - | 116,8 |

TABLE 5 (Summary)
 REAL WEIGHTED INDICES
 Indices of civil servants' salaries by category at 1 July 1979

ITALY

| Category | Single | | Married, 2 children | | All civil servants | |
|-----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 125,9 | 119,3 | 124,0 | 116,7 | 124,9 | 117,9 |
| B | 122,2 | 116,9 | 120,0 | 114,2 | 121,1 | 115,5 |
| C | 119,6 | 114,9 | 117,3 | 112,1 | 118,4 | 113,4 |
| D | 114,6 | 110,7 | 112,5 | 108,2 | 113,5 | 109,4 |
| Total - National weighting | 121,1 | 115,9 | 118,9 | 113,2 | 120,0 | 114,4 |
| Total - Community weighting | 122,7 | 117,0 | 120,5 | 114,3 | 121,5 | 115,6 |

NETHERLANDS

TABLE 1

Remuneration of a civil servant at 30 June 1978
(Fl/month)

Netherlands

| Category | Number on the salary scale | Single | | | | | | Married, 2 children | | | | | |
|----------|----------------------------|----------|----------|----------|----------|----------|-----------|---------------------|----------|------|------|------|------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. |
| A | 153 | 7.764,12 | 9.830,16 | 4.051,88 | 4.701,81 | 7.954,36 | 10.020,40 | 4.550,91 | 5.205,23 | | | | |
| | 150 | 5.925,96 | 7.536,24 | 3.449,77 | 3.989,47 | 6.116,20 | 7.726,46 | 3.937,10 | 4.477,65 | | | | |
| | 130 | 4.125,60 | 5.434,56 | 2.711,84 | 3.306,68 | 4.315,84 | 5.624,80 | 3.130,10 | 3.721,40 | | | | |
| B | 114 | 3.502,44 | 4.617,-- | 2.430,41 | 2.930,05 | 3.692,68 | 4.807,24 | 2.821,58 | 3.344,77 | | | | |
| | 89 | 2.769,12 | 3.576,96 | 2.047,93 | 2.470,01 | 2.959,36 | 3.767,20 | 2.381,84 | 2.863,01 | | | | |
| | 57 | 2.072,88 | 2.838,24 | 1.629,04 | 2.088,12 | 2.263,12 | 3.028,48 | 1.953,93 | 2.422,03 | | | | |
| C | 45 | 1.869,88 | 2.697,84 | 1.518,27 | 2.004,18 | 2.060,02 | 2.888,08 | 1.825,60 | 2.339,19 | * | | | |
| | 32 | 1.826,88 | 2.556,36 | 1.489,90 | 1.919,50 | 2.017,12 | 2.746,60 | 1.797,13 | 2.253,62 | * | | | |
| | 18 | 1.782,88 | 2.414,88 | 1.461,76 | 1.834,74 | 1.973,12 | 2.605,12 | 1.769,09 | 2.177,41 | * | | | |
| D | 18 | 1.782,88 | 2.414,88 | 1.461,76 | 1.834,74 | 1.973,12 | 2.605,12 | 1.769,09 | 2.177,41 | ** | | | |
| | 1 | 1.650,88 | 2.014,88 | 1.373,60 | 1.595,97 | 1.841,12 | 2.205,12 | 1.686,24 | 1.917,56 | * | | | |

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

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

Netherlands

Remuneration of a civil servant at 30 June 1979
(Fl/month)

TABLE 2

| Category | Number on the salary scale | Single | | | | Married, 2 children | | | |
|----------|----------------------------|----------|-----------|----------|----------|---------------------|-----------|----------|------------|
| | | Gross | | Net | | Gross | | Net | |
| | | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. |
| A | 153 | 7.918,56 | 10.002,96 | 4.186,96 | 4.831,14 | 8.156,36 | 10.240,76 | 4.653,58 | 5.300,92 |
| | 150 | 6.062,04 | 7.687,44 | 3.561,12 | 4.118,04 | 6.299,84 | 7.925,24 | 4.027,23 | 4.577,60 |
| | 130 | 4.249,80 | 5.567,40 | 2.812,64 | 3.407,28 | 4.487,60 | 5.805,20 | 3.225,48 | 3.808,78 |
| B | 114 | 3.619,08 | 4.742,28 | 2.522,39 | 3.029,26 | 3.856,88 | 4.980,08 | 2.914,66 | 3.430,76 |
| | 89 | 2.865,24 | 3.694,68 | 2.126,06 | 2.562,90 | 3.103,04 | 3.932,48 | 2.468,69 | 2.955,62 |
| | 57 | 2.147,63 | 2.935,44 | 1.695,06 | 2.168,78 | 2.385,43 | 3.173,24 | 2.035,46 | 2.511,31 |
| C | 45 | 1.937,63 | 2.792,88 | 1.579,10 | 2.082,98 | 2.175,43 | 3.030,68 | 1.902,39 | 2.425,71 * |
| | 32 | 1.894,63 | 2.647,08 | 1.551,93 | 1.994,59 | 2.132,43 | 2.884,88 | 1.875,22 | 2.337,22 * |
| | 18 | 1.050,63 | 2.501,28 | 1.522,59 | 1.907,71 | 2.088,43 | 2.739,08 | 1.845,88 | 2.262,83 * |
| D | 18 | 1.850,63 | 2.501,28 | 1.522,59 | 1.907,71 | 2.088,43 | 2.739,08 | 1.845,88 | 2.262,83 * |
| | 1 | 1.718,63 | 2.087,63 | 1.436,19 | 1.660,34 | 1.956,43 | 2.325,43 | 1.768,08 | 1.997,44 * |

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

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

Netherlands

Position at 1 January 1979

| Category | Number on the salary scale | Total number per scale | Grand total per category |
|----------|----------------------------|-------------------------|--------------------------|
| A | 153 150 130 | 238 1835 5041 | 14767 |
| B | 114 09 57 | 2045 6470 12733 | 49582 |
| C | 45 32 18 | 12004 17466 25377 | (C + D) 74051 |
| D | 18 1 | 25377 2765 | |

TABLE 3

NOMINAL INDEX NUMBERS

Civil servants' salaries
Index numbers at 30 June 1979

(30 June 1978 = 100)

Netherlands

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

TABLE 4

REAL INDEX NUMBERS

Civil servants' salaries

Index numbers at 30 June 1979

(30 June 1978 = 100)

Netherlands

| Cat. | Scale | Single | | | | | | Married, 2 children | | | | | |
|-------|-------|--------|---------|------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | 153 | 98,1 | - | 97,9 | 99,3 | - | 98,9 | 98,6 | - | 98,3 | 98,4 | - | 97,9 |
| | 150 | 98,4 | - | 98,1 | 99,2 | - | 99,2 | 99,0 | - | 98,7 | 98,4 | - | 98,3 |
| | 130 | 99,0 | - | 98,5 | 99,7 | - | 99,0 | 100,0 | - | 99,2 | 99,1 | - | 98,5 |
| B | 114 | 99,3 | - | 98,8 | 99,8 | - | 99,4 | 100,5 | - | 99,6 | 99,3 | - | 99,7 |
| | 89 | 99,5 | - | 99,3 | 99,8 | - | 99,8 | 100,9 | - | 100,4 | 99,7 | - | 99,2 |
| | 57 | 99,6 | - | 99,4 | 100,1 | - | 99,9 | 101,4 | - | 100,8 | 100,2 | - | 99,7 |
| C + D | 45 | 99,6 | - | 99,5 | 100,0 | - | 99,9 | 101,5 | - | 100,9 | 100,2 | - | 99,7 |
| | 32 | 99,7 | - | 99,6 | 100,2 | - | 99,9 | 101,6 | - | 101,0 | 100,4 | - | 99,7 |
| | 18 | 99,8 | - | 99,6 | 100,2 | - | 100,0 | 101,7 | - | 101,1 | 100,3 | - | 99,9 |
| | 1 | 100,1 | - | 99,6 | 100,6 | - | 100,0 | 102,2 | - | 101,4 | 100,8 | - | 100,2 |

TABLE 5 (Summary)

REAL WEIGHTED INDEX NUMBERS

Civil servants' salaries by category

Index numbers at 30 June 1979

(30 June 1978 = 100)

Netherlands

| Category | Single | | Married, 2 children | | All civil servants | |
|----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 98,6 | 99,3 | 99,2 | 98,6 | 98,9 | 98,9 |
| B | 99,4 | 99,8 | 100,4 | 99,6 | 99,9 | 99,7 |
| C | 99,6 | 100,0 | 101,4 | 100,1 | 100,5 | 100,1 |
| D | | | | | | |
| Total: National weighting | 99,3 | 99,8 | 100,6 | 99,7 | 100,0 | 99,7 |
| Total: Community weighting | 98,9 | 99,6 | 100,0 | 99,2 | 99,5 | 99,4 |

BELGIUM

Table 1

Annex 1

* Monthly remuneration of certain representative grades in the Belgian civil service at 30 June 1978 Index: 177,58

| GRADES | Salary scale | Gross salary | Deductions | | Residence allowance | Holiday allowance | End-of-year bonus | Taxable income | Taxes (6) | Net (g - h + family allowance in Table II) i. |
|-----------------------------|--------------|--------------|----------------------------|--------------------|---------------------|-------------------|-------------------|----------------|-----------|---|
| | | | Survivors and orphans fund | Sickness insurance | | | | | | |
| | a. | b. | c. | | d. | e. | f. | g. | h. | i. |
| <u>LEVEL 1</u> | | | | | | | | | | |
| Director-General | 16/1 | 94.431 | 7.838 | 2.603 | - | 2.944 | 92.140 | 33.753 | 59.387 | |
| | 16/1 | 125.490 | 10.416 | 2.914 | - | 3.721 | 121.709 | 50.208 | 71.501 | |
| Director or Adviser | 13/2 | 55.341 | 4.593 | 2.212 | - | 1.967 | 54.927 | 15.792 | 39.135 | |
| | 13/2 | 86.400 | 7.171 | 2.523 | - | 2.743 | 84.495 | 29.812 | 54.683 | |
| Senior secretary | 10/1 | 40.471 | 3.359 | 2.064 | - | 1.595 | 40.771 | 9.545 | 31.225 | |
| | 10/1 | 64.659 | 5.367 | 2.305 | - | 2.200 | 63.798 | 19.812 | 43.986 | |
| (1) | 10/5 | 66.257 | 5.499 | 2.322 | - | 2.240 | 65.320 | 20.501 | 44.819 | |
| <u>LEVEL 2</u> | | | | | | | | | | |
| Administrative chief | 24/1 | 34.353 | 2.851 | 2.007 | 424 | 1.453 | 35.385 | 7.429 | 27.957 | |
| | 24/1 | 53.553 | 4.445 | 2.195 | - | 1.922 | 53.225 | 15.010 | 38.215 | |
| (2) | 22/3 | 28.235 | 2.344 | 1.950 | 847 | 1.310 | 29.958 | 5.255 | 24.742 | |
| Assistant office supervisor | 22/4 | 29.176 | 2.422 | 1.959 | 847 | 1.334 | 30.694 | 5.512 | 25.282 | |
| | 22/3 | 46.118 | 3.828 | 2.120 | - | 1.736 | 46.146 | 11.662 | 34.484 | |
| (2) | 22/4 | 47.059 | 3.906 | 2.130 | - | 1.760 | 47.043 | 12.222 | 34.821 | |
| Clerk | 20/1 | 23.529 | 1.953 | 1.903 | 847 | 1.193 | 25.519 | 3.602 | 21.917 | |
| | 20/1 | 41.412 | 3.437 | 2.073 | - | 1.619 | 41.567 | 10.024 | 31.543 | |
| (1) | 21/1 | 43.482 | 3.609 | 2.094 | - | 1.670 | 43.637 | 10.616 | 32.921 | |

* This corresponds to one twelfth of annual salary, including allowances, calculated on the basis of the index at 30 June 1978.

Table 1 (cont'd)

4.

II. MARRIED

30.6.1978

| | a | b | c | d | e | f | g | h | i (7) |
|------------------|------|------------|-------|-------|-------|-------|--------|-------|--------|
| <u>LEVEL 3</u> | | | | | | | | | |
| Chief clerk | 34/1 | 26.353 | 2.187 | 1.694 | 1.940 | 1.285 | 29.085 | 3.934 | 31.151 |
| | 34/1 | 37.553 | 3.117 | - | 2.035 | 1.522 | 37.993 | 6.938 | 37.055 |
| | 32/1 | (3) 21.647 | 1.797 | 1.694 | 1.892 | 1.167 | 24.603 | 2.535 | 27.967 |
| | | (4) 21.081 | 1.749 | 1.694 | 1.886 | 1.153 | 24.065 | 2.502 | 27.563 |
| Senior clerk | 32/1 | 32.094 | 2.664 | 847 | 1.988 | 1.407 | 33.672 | 5.383 | 34.229 |
| | 30/1 | (3) 20.706 | 1.719 | 1.694 | 1.883 | 1.143 | 23.707 | 2.427 | 27.280 |
| | | (4) 21.081 | 1.749 | 1.694 | 1.886 | 1.153 | 24.065 | 2.502 | 27.563 |
| Clerk | 30/1 | (5) 31.153 | 2.586 | 847 | 1.979 | 1.383 | 32.776 | 5.098 | 33.672 |
| <u>LEVEL 4</u> | | | | | | | | | |
| Senior porter | 42/3 | (3) 21.835 | 1.812 | 1.694 | 1.894 | 1.172 | 24.783 | 2.685 | 28.099 |
| | | (4) 21.081 | 1.749 | 1.694 | 1.886 | 1.153 | 24.065 | 2.502 | 27.563 |
| Chief porter | 42/3 | 27.482 | 2.281 | 1.694 | 1.951 | 1.313 | 30.159 | 4.259 | 31.900 |
| | 43/5 | (5) 28.706 | 2.383 | 1.694 | 1.963 | 1.343 | 31.323 | 4.628 | 32.655 |
| Messenger | 40/2 | (3) 19.200 | 1.594 | 1.694 | 1.868 | 1.106 | 22.274 | 2.115 | 26.159 |
| | | (4) 21.081 | 1.749 | 1.694 | 1.886 | 1.153 | 24.065 | 2.502 | 27.563 |
| Senior messenger | 40/2 | 24.471 | 2.031 | 1.694 | 1.921 | 1.237 | 27.292 | 3.386 | 29.900 |
| | 41/2 | (5) 26.071 | 2.164 | 1.694 | 1.937 | 1.277 | 28.815 | 3.839 | 30.970 |

Annex 1
Index: 184,76

Table 2
Monthly remuneration of certain representative grades in the Belgian civil service at
1 July 1979*

| I. SINGLE PERSON | | | | | | | | | | |
|------------------|--------------|--------------|---|----------------------|---------------------|---|---|----------------|--------|--|
| GRADES | Salary scale | Gross salary | Deductions | | Residence allowance | Holiday allowance (20.791,22 + 1% of b + d) | End-of-year bonus (8.000 + 2,5% of b + d) | Taxable income | Taxes | Net (g - h + family allowance in Table II) |
| | | | Survivors and orphans fund 6,5% + 1,8% = 8,3% | Sickness + insurance | | | | | | |
| <u>LEVEL 1</u> | | | | | | | | | | |
| Min. | 16/1 | 98.245 | 8.154 | - | 2.715 | 3.123 | 95.929 | 35.861 | 60.068 | |
| Max. | 16/1 | 130.558 | 10.836 | - | 3.038 | 3.931 | 126.691 | 52.981 | 73.710 | |
| Min. | 13/2 | 57.576 | 4.779 | - | 2.308 | 2.106 | 57.211 | 16.715 | 40.496 | |
| Max. | 13/2 | 89.889 | 7.461 | - | 2.631 | 2.914 | 87.973 | 31.563 | 56.410 | |
| Min. | 10/1 | 42.105 | 3.495 | - | 2.154 | 1.719 | 42.483 | 10.131 | 32.352 | |
| Max. | 10/1 | 67.270 | 5.583 | - | 2.405 | 2.348 | 66.440 | 20.966 | 45.474 | |
| Max. | 10/S | 68.933 | 5.721 | - | 2.422 | 2.390 | 68.024 | 21.695 | 46.329 | |
| <u>LEVEL 2</u> | | | | | | | | | | |
| Min. | 24/1 | 35.740 | 2.966 | 441 | 2.094 | 1.571 | 36.880 | 7.798 | 29.082 | |
| Max. | 24/1 | 55.716 | 4.624 | - | 2.290 | 2.060 | 55.442 | 15.906 | 39.536 | |

1.7.1979

Table 2 (cont'd)

| I. SINGLE PERSON | | | | | | | | | | |
|------------------------------------|------|-----------|-------|-----|-------|-------|--------|--------|--------|--|
| | a. | b. | c. | d. | e. | f. | g. | h. | i. | |
| Assistant office supervisor (3) | Min. | 29.376 | 2.438 | 881 | 2.035 | 1.423 | 31.277 | 5.533 | 25.744 | |
| | Min. | 30.355 | 2.519 | 881 | 2.045 | 1.448 | 32.210 | 5.906 | 26.304 | |
| | Max. | 47.980 | 3.982 | - | 2.212 | 1.866 | 48.076 | 12.508 | 35.568 | |
| | Max. | 48.959 | 4.064 | - | 2.222 | 1.891 | 49.008 | 12.913 | 36.095 | |
| Clerk (2) | Min. | 25.109 | 2.084 | 881 | 1.993 | 1.316 | 27.215 | 4.021 | 23.194 | |
| | Max. | 43.084 | 3.576 | - | 2.163 | 1.744 | 43.415 | 10.498 | 32.917 | |
| | Max. | 45.238 | 3.755 | - | 2.185 | 1.798 | 45.466 | 11.378 | 34.088 | |
| LEVEL 3 Chief clerk | Min. | 27.417 | 2.276 | 881 | 2.016 | 1.374 | 29.412 | 4.820 | 24.592 | |
| | Max. | 39.070 | 3.243 | - | 2.123 | 1.643 | 39.593 | 8.922 | 30.671 | |
| Senior clerk | Min. | 23.457 | 1.947 | 881 | 1.976 | 1.275 | 25.642 | 3.468 | 22.174 | |
| | Max. | (4)33.390 | 2.771 | 441 | 2.071 | 1.512 | 34.643 | 6.865 | 27.778 | |
| Clerk | Min. | (5)22.786 | 1.891 | 881 | 1.969 | 1.258 | 25.003 | 3.268 | 21.735 | |
| | Max. | (6)22.813 | 1.893 | 881 | 1.970 | 1.259 | 25.030 | 3.268 | 21.762 | |
| | 30/1 | 32.411 | 2.690 | 441 | 2.061 | 1.488 | 33.711 | 6.509 | 27.202 | |

Table 2 (cont'd)

1.7.1979

| I. SINGLE PERSON | | | | | | | | | |
|------------------|-------------|------------------------|----------------|------------|----------------|----------------|------------------|----------------|------------------|
| | a. | b. | c. | d. | e. | f. | g. | h. | i. |
| <u>LEVEL 4</u> | | | | | | | | | |
| <u>Min.</u> | 42/3 (1) | 23.956 | 1.988 | 881 | 1.981 | 1.288 | 26.118 | 3.622 | 22.496 |
| Senior porter | | | | | | | | | |
| <u>Max.</u> | 42/3 | 28.592 | 2.373 | 881 | 2.027 | 1.403 | 30.530 | 5.261 | 25.269 |
| Chief porter | | | | | | | | | |
| <u>Max.</u> | 43/5 | (4)29.865 | 2.479 | 881 | 2.040 | 1.435 | 31.742 | 5.702 | 26.040 |
| | | | | | | | | | |
| <u>Min.</u> | 40/2 (1) | (5)21.946 (6)22.813 | 1.822 1.893 | 881 881 | 1.961 1.970 | 1.237 1.259 | 24.203 25.030 | 3.031 3.268 | 21.172 21.762 |
| Messenger | | | | | | | | | |
| <u>Max.</u> | 40/2 | 25.459 | 2.113 | 881 | 1.996 | 1.325 | 27.548 | 4.144 | 23.404 |
| Senior messenger | | | | | | | | | |
| <u>Max.</u> | 41/2 | (4)27.123 | 2.251 | 881 | 2.013 | 1.367 | 29.133 | 4.719 | 24.414 |

*This corresponds to one twelfth of annual salary, including allowances, calculated on the basis of the index at 1 July 1979.

4.

Table 2 (cont'd)

II. MARRIED (two children over 14 years of age -- three dependants)

1.7.1979

| | a. | b. | c. | d. | e. | f. | g. | h. | i. |
|-----------------------------|---------|---------|--------|-------|-------|-------|---------|--------|--------|
| <u>LEVEL 1</u> | | | | | | | | | |
| <u>Min.</u> | 16/1 | 98.245 | 8.154 | - | 2.715 | 3.123 | 95.929 | 34.230 | 67.944 |
| <u>Max.</u> | 16/1 | 130.558 | 10.836 | - | 3.038 | 3.931 | 126.691 | 51.349 | 81.587 |
| <u>Min.</u> | 13/2 | 57.576 | 4.779 | - | 2.308 | 2.106 | 57.211 | 15.084 | 48.372 |
| Director or Adviser | | | | | | | | | |
| <u>Max.</u> | 13/2 | 89.889 | 7.461 | - | 2.631 | 2.914 | 87.973 | 29.932 | 64.286 |
| <u>Min.</u> | 10/1 | 42.105 | 3.495 | - | 2.154 | 1.719 | 42.483 | 8.500 | 40.222 |
| Senior secretary | | | | | | | | | |
| <u>Max.</u> | 10/1 | 67.270 | 5.583 | - | 2.405 | 2.348 | 66.440 | 19.334 | 53.351 |
| <u>Max.</u> | 10/S | 68.933 | 5.721 | - | 2.422 | 2.390 | 68.024 | 20.064 | 54.205 |
| (2) | | | | | | | | | |
| <u>LEVEL 2</u> | | | | | | | | | |
| <u>Min.</u> | 24/1 | 35.740 | 2.966 | 881 | 2.099 | 1.582 | 37.336 | 6.382 | 37.199 |
| Administrative chief | | | | | | | | | |
| <u>Max.</u> | 24/1 | 55.716 | 4.624 | - | 2.290 | 2.060 | 55.442 | 14.275 | 47.412 |
| <u>Min.</u> | 22/3 | 29.376 | 2.438 | 1.763 | 2.044 | 1.445 | 32.190 | 4.697 | 33.738 |
| Assistant office supervisor | | | | | | | | | |
| <u>Max.</u> | 22/4 | 30.355 | 2.519 | 1.763 | 2.054 | 1.470 | 33.123 | 5.008 | 34.350 |
| (3) | | | | | | | | | |
| <u>Max.</u> | 22/3 | 47.980 | 3.982 | - | 2.212 | 1.866 | 48.076 | 10.876 | 43.445 |
| | 22/4 | 48.959 | 4.064 | - | 2.222 | 1.891 | 49.008 | 11.281 | 43.972 |
| <u>Min.</u> | 1) 20/1 | 25.109 | 2.084 | 1.763 | 2.001 | 1.338 | 28.127 | 3.462 | 30.910 |
| Clerk | | | | | | | | | |
| <u>Max.</u> | 20/1 | 43.084 | 3.576 | - | 2.163 | 1.744 | 43.415 | 8.866 | 40.794 |
| <u>Max.</u> | 21/1 | 45.238 | 3.755 | - | 2.185 | 1.798 | 45.466 | 9.746 | 41.955 |

Table 2 (cont'd)

5.

1-7-1979

| II. MARRIED | | | | | | | | | | |
|------------------|---------------------|--------|-------|-------|-------|-------|--------|-------|--------|--|
| | a. | b. | c. | d. | e. | f. | g. | h. | i. | |
| <u>LEVEL 3</u> | | | | | | | | | | |
| Chief clerk | Min. 34/1 | 27.417 | 2.276 | 1.763 | 2.024 | 1.396 | 30.324 | 4.128 | 32.441 | |
| | Max. 34/1 | 39.070 | 3.243 | - | 2.123 | 1.643 | 39.593 | 7.290 | 38.548 | |
| Senior clerk | Min. 32/1 (1) | 23.457 | 1.947 | 1.763 | 1.985 | 1.297 | 26.555 | 3.020 | 29.780 | |
| | Max. 32/1 (4) | 33.390 | 2.771 | 881 | 2.075 | 1.523 | 35.098 | 5.663 | 35.680 | |
| Clerk | Min. 30/1 (1) | 22.786 | 1.891 | 1.763 | 1.978 | 1.280 | 25.916 | 2.848 | 29.313 | |
| | Max. 30/1 | 32.411 | 2.690 | 881 | 2.066 | 1.499 | 34.167 | 5.350 | 35.062 | |
| <u>LEVEL 4</u> | | | | | | | | | | |
| Senior porter | Min. 42/3 (1) | 23.956 | 1.988 | 1.763 | 1.990 | 1.310 | 27.031 | 3.167 | 30.109 | |
| | Max. 42/3 | 28.592 | 2.373 | 1.763 | 2.036 | 1.426 | 31.444 | 4.480 | 33.209 | |
| Chief porter | Max. 43/5 (4) | 29.865 | 2.479 | 1.763 | 2.049 | 1.457 | 32.655 | 4.865 | 34.034 | |
| Messenger | Min. 40/2 (1) | 21.946 | 1.822 | 1.763 | 1.970 | 1.259 | 25.116 | 2.636 | 28.725 | |
| | Max. 40/2 | 25.459 | 2.113 | 1.763 | 2.005 | 1.347 | 28.461 | 3.565 | 31.141 | |
| Senior messenger | Max. 41/2 (4) | 27.123 | 2.251 | 1.763 | 2.021 | 1.389 | 30.045 | 4.046 | 32.244 | |

COMMENTS

(1) The salary scales for staff at levels 4, 3 and 2 were altered with effect from 1 July 1978 (Royal Decree of 5 December 1978 - Moniteur belge of 19 January 1979), although the maxima remained the same. The following scales in this table were affected: 20/1, 32/1, 30/1, 42/3, 43/5, 40/2 and 41/2.

(2), (3) and (4) Special administrative and financial provisions apply to certain civil servants (Royal Decree of 11 February 1977 - Moniteur belge of 2 March 1977). However these measures do not apply to all government departments. The Royal Decree of 29 March 1973 remains generally applicable.

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

- senior secretary (10/1): 10/S (284.280 - 447.732)
3¹ x 8.904
10³ x 13.674

- clerk (20/1): scale 21/1
(Royal Decree of 11 February 1977, Articles 11 and 14).

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

(4) 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 in 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);
now amalgamated with scales 42/1 and 42/2 - Royal Decree of
5 December 1978.
(Royal Decree of 11 February 1977, Articles 6, 8, 9 and 10).

(5) Minimum of the scale for staff below the age of majority.

(6) Guaranteed minimum for staff above the age of majority.
(Royal Decree of 29 June 1973).

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

(a) family allowances: 1st child: 2.247
2nd child: 3.106
5.353

(b) family holiday allowance + additional (= 14th month) family allowances
2/12 of 5.353 = 892,16
6.245,16
i.e. 6.245

Changes in the components of remuneration since 30 June 1978

1. The salary scales of staff at levels 4, 3 and 2 were altered with effect from 1 July 1978, although the maxima remained the same. (Royal Decree of 5 December 1978 - Moniteur belge of 19 January 1979).
2. The flat-rate portion of the holiday allowance was fixed at Bfrs 20.791,22 for 1979 (Circular No 107 dated 13 March 1979).
3. The fixed portion of the end-of-year bonus was increased by Bfrs 1.000 bring it to Bfrs 8.000 for 1979 (Circular No 90 dated 4 October 1978).
4. The index has been 184,76 since 1 February 1979; it will rise to 188,46 from 1 August 1979.
5. In the Fifth Collective Agreement for the Public Sector (1977) of 28 October 1977 the government and the Joint Trades Union Federation agreed to introduce a flexitime system (Circular No 80 dated 27 April 1978). Any government department or public institution is free to apply the scheme, in consultation with the trade unions. It was suggested that there should be a one-year experimental period, to start no later than 1 January 1979.

As a result of the shorter working week to be introduced with effect from 1 October 1979, the flexitime system will have to be based on a 38-hour 5-day week (Circular No 94 dated 8 September 1978).

6. Fixed promotion quotas are guaranteed for each category by the use of norms (= ratios). The ratio of promotions to posts in the starting grades cannot be altered.

New norms were published in Circular No 99 dated 29 November 1978, to enter into force on 1 July 1979, viz:

20% instead of 14% for all grade 44 posts (or posts corresponding to salary scale 43/6);

34% instead of 28% for all grade 33, 34 and 35 posts;

26% instead of 22% for all grade 22 posts;

20% instead of 36% for all grade 23, 24 and 25 posts.

Table 3

NOMINAL INDICES

Civil servants' salaries - index numbers at 1 July 1979
(30 June 1978 = 100)

BELGIUM

| CAT. | GRADES | Single person | | | | | | Married, 2 children | | | | | |
|------|-------------|---------------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | 16/1 | 104,1 | - | 104,1 | 102,9 | - | 103,1 | 104,1 | - | 104,1 | 103,0 | - | 103,2 |
| | 13/2 | 104,2 | - | 104,1 | 103,5 | - | 103,2 | 104,1 | - | 104,1 | 103,6 | - | 103,3 |
| | 10/1 - 10/5 | 104,2 | - | 104,1 | 103,9 | - | 103,4 | 104,2 | - | 104,1 | 104,0 | - | 103,5 |
| B | 24/1 | 104,2 | - | 104,2 | 104,0 | - | 103,5 | 104,2 | - | 104,2 | 104,1 | - | 103,6 |
| | 22/4 | 104,2 | - | 104,2 | 104,0 | - | 103,7 | 104,2 | - | 104,2 | 104,1 | - | 103,7 |
| | 20/1 - 21/1 | 106,7 | - | 104,2 | 105,8 | - | 103,9 | 106,1 | - | 104,2 | 105,6 | - | 103,9 |
| C | 34/1 | 104,3 | - | 104,2 | 104,1 | - | 104,0 | 104,2 | - | 104,2 | 104,1 | - | 104,0 |
| | 32/1 | 106,9 | - | 104,2 | 106,2 | - | 104,1 | 109,2 | - | 104,2 | 108,0 | - | 104,1 |
| | 30/1 | 104,3 | - | 104,2 | 104,2 | - | 104,1 | 107,0 | - | 104,2 | 106,4 | - | 104,1 |
| D | 42/3 - 43/5 | 108,9 | - | 104,2 | 107,7 | - | 104,1 | 110,8 | - | 104,2 | 109,2 | - | 104,1 |
| | 40/2 - 41/2 | 104,3 | - | 104,3 | 104,2 | - | 104,0 | 104,3 | - | 104,2 | 104,2 | - | 104,1 |

Table 4
REAL INDICES

Civil servants' salaries - index numbers at 1 July 1979
(30 June 1978 = 100)

BELGIUM

| CAT. | GRADES | Single person | | | | | | Married, 2 children | | | | | |
|------|-------------|---------------|---------|------|-------|---------|------|---------------------|---------|------|-------|---------|------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | 16/1 | 99,6 | - | 99,6 | 98,5 | - | 98,7 | 99,6 | - | 99,6 | 98,6 | - | 98,8 |
| | 13/2 | 99,7 | - | 99,6 | 99,0 | - | 98,8 | 99,6 | - | 99,6 | 99,1 | - | 98,9 |
| | 10/1 - 10/5 | 99,7 | - | 99,6 | 99,4 | - | 99,0 | 99,7 | - | 99,6 | 99,5 | - | 99,0 |
| B | 24/1 | 99,7 | - | 99,7 | 99,5 | - | 99,0 | 99,7 | - | 99,7 | 99,6 | - | 99,1 |
| | 22/4 | 99,7 | - | 99,7 | 99,5 | - | 99,2 | 99,7 | - | 99,7 | 99,6 | - | 99,2 |
| | 20/1 - 21/1 | 102,1 | - | 99,7 | 101,2 | - | 99,4 | 101,5 | - | 99,7 | 101,1 | - | 99,4 |
| C | 34/1 | 99,8 | - | 99,7 | 99,6 | - | 99,5 | 99,7 | - | 99,7 | 99,6 | - | 99,5 |
| | 32/1 | 102,3 | - | 99,7 | 101,6 | - | 99,6 | 104,5 | - | 99,7 | 103,4 | - | 99,6 |
| | 30/1 | 99,8 | - | 99,7 | 99,7 | - | 99,6 | 102,4 | - | 99,7 | 101,8 | - | 99,6 |
| D | 42/3 - 43/5 | 104,2 | - | 99,7 | 103,1 | - | 99,6 | 106,0 | - | 99,7 | 104,5 | - | 99,6 |
| | 40/2 - 41/2 | 99,8 | - | 99,8 | 99,7 | - | 99,5 | 99,8 | - | 99,7 | 99,7 | - | 99,6 |

Table 5 (Summary)

REAL WEIGHTED INDICES

Civil servants' salaries by category - index numbers at 1 July 1979
(30 June 1978 = 100)

BELGIUM

| CATEGORIES | Single | | Married, 2 children | | All civil servants | |
|-----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 99,7 | 99,0 | 99,7 | 99,1 | 99,7 | 99,0 |
| B | 100,1 | 99,7 | 100,1 | 99,7 | 100,1 | 99,7 |
| C | 100,1 | 99,9 | 100,9 | 100,6 | 100,5 | 100,3 |
| D | 100,9 | 100,5 | 101,3 | 100,9 | 101,1 | 100,7 |
| Total - National weighting | 100,1 | 99,7 | 100,4 | 100,0 | 100,3 | 99,9 |
| Total - Community weighting | 99,9 | 99,5 | 100,1 | 99,8 | 100,0 | 99,6 |

LUXEMBOURG

TABLE 1

Total remuneration of a civil servant at 1 July 1978
(Lfrs/month at index number 288,80)

Luxembourg

Single*

Married, 2 children**

| Category | Grade | Gross | | Net | | Gross | | Net | |
|----------|-------|--------|---------|--------|--------|--------|---------|--------|--------|
| | | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. |
| A | 17 | 81.701 | 109.554 | 48.657 | 59.859 | 88.096 | 115.949 | 67.244 | 80.763 |
| | 14 | 66.847 | 87.272 | 42.409 | 50.865 | 73.167 | 93.667 | 58.711 | 70.168 |
| | 12 | 53.849 | 76.131 | 36.611 | 46.355 | 59.501 | 82.526 | 50.000 | 64.183 |
| B | 13 | 59.419 | 81.701 | 39.163 | 48.657 | 65.294 | 88.096 | 53.801 | 67.244 |
| | 10 | 44.936 | 62.761 | 32.299 | 40.605 | 50.588 | 68.836 | 43.907 | 56.052 |
| | 7 | 32.680 | 47.721 | 25.410 | 33.654 | 38.332 | 53.373 | 34.882 | 45.841 |
| C | 8 | 37.694 | 55.520 | 28.365 | 37.353 | 43.346 | 61.172 | 38.671 | 51.113 |
| | 6 | 30.266 | 45.307 | 23.895 | 32.467 | 35.918 | 50.959 | 33.060 | 44.159 |
| | 4 | 26.738 | 41.593 | 21.583 | 30.518 | 32.390 | 47.245 | 30.368 | 41.541 |
| D | 3 | 24.510 | 37.508 | 20.113 | 28.258 | 30.162 | 43.160 | 28.640 | 38.518 |
| | 1 | 19.868 | 29.152 | 16.950 | 23.201 | 25.520 | 34.804 | 24.360 | 32.227 |

* Basic salary.

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

To calculate the net amount the levy for pension equalization, the contribution to the Sickness Fund and taxes were deducted.

TABLE 2

Total remuneration of a civil servant at 1 July 1979
(Lfrs/month at index number 303,42)

Luxembourg

Single* Married, 2 children**

| Category | Grade | Gross | | Net | | Gross | | Net | |
|----------|-------|--------|---------|--------|--------|--------|---------|--------|--------|
| | | Min. | Max. | Min. | Max. | Min. | Max. | Min. | Max. |
| A | 17 | 88.413 | 118.554 | 51.126 | 63.245 | 95.563 | 125.704 | 71.496 | 85.253 |
| | 14 | 72.338 | 94.441 | 44.485 | 53.526 | 79.408 | 101.591 | 62.772 | 74.640 |
| | 12 | 58.272 | 82.385 | 38.613 | 48.652 | 64.618 | 89.535 | 53.903 | 68.383 |
| B | 13 | 64.300 | 88.413 | 41.190 | 51.126 | 70.888 | 95.563 | 57.791 | 71.496 |
| | 10 | 48.627 | 67.917 | 34.219 | 42.603 | 54.973 | 74.722 | 47.596 | 60.061 |
| | 7 | 35.365 | 51.641 | 27.248 | 35.642 | 41.711 | 57.987 | 38.054 | 49.622 |
| C | 8 | 40.790 | 60.081 | 30.311 | 39.402 | 47.136 | 66.428 | 42.196 | 55.028 |
| | 6 | 32.753 | 49.029 | 25.692 | 34.395 | 39.099 | 55.375 | 35.990 | 47.862 |
| | 4 | 28.935 | 45.010 | 23.279 | 32.507 | 35.281 | 51.356 | 32.924 | 45.134 |
| D | 3 | 26.524 | 40.589 | 21.700 | 30.206 | 32.870 | 46.935 | 30.968 | 42.060 |
| | 1 | 21.500 | 31.547 | 18.285 | 24.925 | 27.846 | 37.893 | 26.553 | 35.027 |

* Basic salary.

** Basic salary + head of family allowance + family allowances.

To calculate the net amount the levy for pension equalization, the contribution to the Sickness Fund and taxes were deducted.

Luxembourg - Government Administration

Situation at 1 July 1979

| | POSITION | Grade | Service |
|--|----------------------------------|-------|---------|
| <u>Category A</u> <u>Career:</u> Government attaché | First Government Adviser | 17 | 10 |
| | Government Adviser | 15/16 | 20 |
| | Deputy Government Adviser | 14 | 3 |
| | Administrative Adviser | 15 | 7 |
| | Deputy Administrative Adviser | 14 | 6 |
| | First Government attaché | 13 | 4 |
| | Government attaché plus trainees | 12 | 12 |
| | | | 62 |
| <u>Category B</u> <u>Career:</u> Executive Officer | First Chief Inspector | 13 | 18 |
| | Chief Inspector | 12 | 26 |
| | Inspector | 11 | 26 |
| | Office Head | 10 | 11 |
| | Deputy Office Head | 9 | 1 |
| | Chief Executive Officer | 8 | 20 |
| | Executive Officer plus trainees | 7 | 48 |
| | | | 150 |
| <u>Category C</u> <u>Career:</u> Clerk | First Chief Clerical Officer | 8bis | 13 |
| | Chief Clerical Officer | 8 | 14 |
| | Clerical Officer | 7 | 14 |
| | Assistant Clerical Officer | 6 | 4 |
| | Clerk plus trainees | 4 | 17 |
| | | | 62 |
| <u>Category D</u> | Principal Messenger | 6 | 5 |
| | First Chief Messenger | 5 | 3 |
| | Chief Messenger | 4 | 8 |
| | Head Messenger | 3 | 8 |
| | Messenger | 2 | 13 |
| | Office Boy | 1 | 1 |
| | | | 38 |
| | Total: | | 312 |

TABLE 3
NOMINAL INDICES

Civil servants' salaries - index numbers at 1 July 1979
(1 July 1978 = 100)

Luxembourg

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|------|-------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | 17 | 108,2 | - | 108,2 | 105,1 | - | 105,7 | 108,5 | - | 108,4 | 106,3 | - | 105,6 |
| | 14 | 108,2 | - | 108,2 | 104,9 | - | 105,2 | 108,5 | - | 108,5 | 106,9 | - | 106,1 |
| | 12 | 108,2 | - | 108,2 | 105,5 | - | 105,0 | 108,6 | - | 108,5 | 107,8 | - | 106,5 |
| B | 13 | 108,2 | - | 108,2 | 105,2 | - | 105,1 | 108,6 | - | 108,5 | 107,4 | - | 106,3 |
| | 10 | 108,2 | - | 108,2 | 105,9 | - | 105,1 | 108,7 | - | 108,6 | 108,4 | - | 107,2 |
| | 7 | 108,2 | - | 108,2 | 107,2 | - | 105,9 | 108,8 | - | 108,6 | 109,1 | - | 108,3 |
| C | 8 | 108,2 | - | 108,2 | 106,9 | - | 105,5 | 108,7 | - | 108,6 | 109,1 | - | 107,7 |
| | 6 | 108,2 | - | 108,2 | 107,5 | - | 105,9 | 108,9 | - | 108,7 | 108,9 | - | 108,4 |
| | 4 | 108,2 | - | 108,2 | 107,9 | - | 106,5 | 108,9 | - | 108,7 | 108,4 | - | 108,7 |
| D | 3 | 108,2 | - | 108,2 | 107,9 | - | 106,9 | 109,0 | - | 108,8 | 108,0 | - | 109,2 |
| | 1 | 108,2 | - | 108,2 | 107,9 | - | 107,4 | 109,1 | - | 108,9 | 109,0 | - | 108,7 |

TABLE 4

REAL INDICES

Civil servants' salaries - index numbers at 1 July 1979
(1 July 1978 = 100)

Luxembourg

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|------|-------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | 17 | 103,5 | - | 103,5 | 100,6 | - | 101,2 | 103,8 | - | 103,7 | 101,7 | - | 101,1 |
| | 14 | 103,5 | - | 103,5 | 100,4 | - | 100,7 | 103,8 | - | 103,8 | 102,3 | - | 101,5 |
| | 12 | 103,5 | - | 103,5 | 101,0 | - | 100,5 | 103,9 | - | 103,8 | 103,2 | - | 101,9 |
| B | 13 | 103,5 | - | 103,5 | 100,7 | - | 100,6 | 103,9 | - | 103,8 | 102,8 | - | 101,7 |
| | 10 | 103,5 | - | 103,5 | 101,3 | - | 100,6 | 104,0 | - | 103,9 | 103,7 | - | 102,6 |
| | 7 | 103,5 | - | 103,5 | 102,6 | - | 101,3 | 104,1 | - | 103,9 | 104,4 | - | 103,6 |
| C | 8 | 103,5 | - | 103,5 | 102,3 | - | 101,0 | 104,0 | - | 103,9 | 104,4 | - | 103,1 |
| | 6 | 103,5 | - | 103,5 | 102,9 | - | 101,3 | 104,2 | - | 104,0 | 104,2 | - | 103,7 |
| | 4 | 103,5 | - | 103,5 | 103,3 | - | 101,9 | 104,2 | - | 104,0 | 103,7 | - | 104,0 |
| D | 3 | 103,5 | - | 103,5 | 103,3 | - | 102,3 | 104,3 | - | 104,1 | 103,4 | - | 104,5 |
| | 1 | 103,5 | - | 103,5 | 103,3 | - | 102,8 | 104,4 | - | 104,2 | 104,3 | - | 104,0 |

TABLE 5 (Summary)

REAL WEIGHTED INDICES

Indices of Civil servants' salaries by category at 1 July 1979
(1 July 1978 = 100)

Luxembourg

| Category | Single | | Married, 2 children | | All civil servants | |
|----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 103,5 | 100,7 | 103,8 | 101,9 | 103,7 | 101,4 |
| B | 103,5 | 101,2 | 103,9 | 103,2 | 103,7 | 102,3 |
| C | 103,5 | 101,9 | 104,0 | 103,7 | 103,8 | 103,0 |
| D | 103,5 | 102,8 | 104,2 | 104,1 | 103,9 | 103,5 |
| Total: National weighting | 103,5 | 101,3 | 103,9 | 103,0 | 103,7 | 102,3 |
| Total: Community weighting | 103,5 | 101,2 | 103,9 | 102,8 | 103,7 | 102,1 |

UNITED KINGDOM

TABLE D (1)

TABLE 1

30 JUNE 1978 GROSS AND NET PAY

SINGLE MAN

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay |
|--------------------------|--------------|-----------|--------------------------------|-------------|---------------|---------|
| | A | B | C | D | E | F |
| Deputy Secretary | Flat Rate | 15629 | 15394.57 | 5921.22 | 9473.35 | 9201 |
| Under Secretary | Flat Rate | 13429 | 13227.57 | 4613.41 | 8614.16 | 8342 |
| Assistant Secretary | Min | 10043 | 9892.36 | 2942.94 | 6949.42 | 6677 |
| | 3rd Point | 11302 | 11132.47 | 3503.74 | 7628.73 | 7356 |
| | Max | 12273 | 12088.91 | 3987.15 | 8101.76 | 7829 |
| Principal | Min | 6791 | 6689.14 | 1822.37 | 4866.77 | 4594 |
| | 5th Point | 7825 | 7707.63 | 2158.47 | 5549.16 | 5277 |
| | Max | 8729 | 8598.07 | 2452.31 | 6145.76 | 5873 |
| Administration Trainee | Min | 3113 | 3066.31 | 626.83 | 2439.48 | 2292 |
| | 5th Point | 3861 | 3803.09 | 869.97 | 2933.12 | 2756 |
| | Max | 4579 | 4510.32 | 1103.36 | 3406.96 | 3201 |
| Senior Executive Officer | Min | 5937 | 5847.95 | 1544.77 | 4303.18 | 4043 |
| | 4th Point | 6572 | 6473.42 | 1751.18 | 4722.24 | 4450 |
| | Max | 7032 | 6926.52 | 1900.70 | 5025.82 | 4753 |
| Higher Executive Officer | Min | 4842 | 4769.37 | 1188.84 | 3580.53 | 3364 |
| | 4th Point | 5345 | 5264.83 | 1352.34 | 3912.49 | 3794 |
| | Max | 5718 | 5632.23 | 1473.59 | 4158.64 | 3907 |

TABLE 1 (contd)

TABLE D (1) (contd)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay |
|---------------------------|--------------|-----------|--------------------------------|-------------|---------------|---------|
| | A | B | C | D | E | F |
| Executive Officer | Age 21 | 2845 | 2802.33 | 539.72 | 2262.61 | 2126 |
| | Min (MS) | 3113 | 3066.31 | 626.83 | 2439.48 | 2292 |
| | Max (MS) | 4579 | 4510.32 | 1103.36 | 3406.96 | 3201 |
| Clerical Officer | Age 21 | 2500 | 2462.50 | 427.58 | 2034.92 | 1912 |
| | 3rd Pt (MS) | 2785 | 2743.23 | 520.22 | 2223.01 | 2089 |
| | Max (MS) | 3280 | 3230.80 | 681.11 | 2549.69 | 2396 |
| Senior Personal Secretary | Min | 3240 | 3191.40 | 668.11 | 2523.29 | 2371 |
| | 4th Point | 3723 | 3667.16 | 825.11 | 2842.05 | 2670 |
| | Max | 4045 | 3984.33 | 929.78 | 3054.55 | 2870 |
| Personal Secretary | Min | 2708 | 2667.38 | 495.19 | 2172.19 | 2041 |
| | 4th Point | 3056 | 3010.16 | 608.30 | 2401.86 | 2257 |
| | Max | 3418 | 3366.73 | 725.97 | 2640.76 | 2481 |
| Shorthand Typist | Min | 2343.78 | 2308.62 | 376.80 | 1931.82 | 1815 |
| | 3rd Point | 2526.48 | 2488.58 | 436.18 | 2052.40 | 1929 |
| | Max | 2801.05 | 2759.03 | 525.43 | 2233.60 | 2099 |
| Typist | Min | 2160.56 | 2128.15 | 317.24 | 1810.91 | 1702 |
| | 3rd Point | 2343.78 | 2308.62 | 376.80 | 1931.82 | 1815 |
| | Max | 2617.83 | 2578.56 | 465.87 | 2112.69 | 1955 |
| Clerical Assistant | Age 21 | 2240.42 | 2206.81 | 343.20 | 1863.61 | 1751 |
| | 3rd Pt (MS) | 2429.39 | 2392.95 | 404.62 | 1988.33 | 1868 |
| | Max (MS) | 2617.83 | 2578.56 | 465.88 | 2112.68 | 1985 |

TABLE I (contd)

| Grade | Salary Point | Gross Pay | Gross Pay Less Superannuation | Tax 1978/79 | Pay After Tax | Net Pay |
|---------------------------|--------------|------------------------|-------------------------------|-------------|---------------|---------|
| | A | B | C | D | E | F |
| P and TO I | Min | 5739 | 5652.92 | 1480.41 | 4172.51 | 3920 |
| | 5th Point | 6484 | 6386.74 | 1722.57 | 4664.17 | 4392 |
| | Max | 7064 | 6958.04 | 1911.10 | 5046.94 | 4775 |
| P and TO III | Min | 4326 | 4261.11 | 1021.12 | 3239.99 | 3044 |
| | 4th Point | 4654 | 4584.19 | 1127.73 | 3456.46 | 3248 |
| | Max | 4869 | 4795.97 | 1197.62 | 3598.35 | 3381 |
| P and TO IV | Age 21 | 3148 | 3100.78 | 639.21 | 2462.57 | 2314 |
| | Min (MS) | 3878 | 3819.83 | 875.49 | 2944.34 | 2766 |
| | Max (MS) | 4326 | 4261.11 | 1021.12 | 3239.99 | 3044 |
| Messenger | Min | 2349 | 2313.77 | 378.49 | 1935.28 | 1819 |
| | Max | 2466.45 | 2429.45 | 416.67 | 2012.78 | 1891 |
| Paperkeeper | Min | 2492.03 | 2454.65 | 424.99 | 2029.66 | 1907 |
| | Max | 2617.83 | 2579.56 | 465.88 | 2112.68 | 1935 |
| Non-Industrial Car Driver | Flat Rate | 2526.48 | 2488.58 | 436.18 | 2052.40 | 1929 |
| Craftsman | Flat Rate | 2936.25 ⁽¹⁾ | 2892.2 | 569.38 | 2322.82 | 2183 |

(1) As at 1 July 1978.

TABLE D (2)

TABLE 1 (contd)

30 JUNE 1978 GROSS AND NET PAY

MARRIED MAN WITH 2 CHILDREN (under 11 years of age)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|--------------------------|------------------|----------------|--------------------------------|--------------------|--------------------|---|
| | A | B | C | D | E | F |
| Deputy Secretary | Flat Rate | 15629 | 15394.57 | 5450.74 | 9943.83 | 9671 |
| Under Secretary | Flat Rate | 13429 | 13227.57 | 4200.91 | 9026.66 | 8754 |
| Assistant Secretary | Min | 10043 | 9892.36 | 2642.94 | 7249.42 | 6977 |
| | 3rd Point Max | 11302 12273 | 11132.47 12088.91 | 3158.86 3606.96 | 7973.61 8481.95 | 7701 8210 |
| Principal | Min | 6791 | 6689.14 | 1574.87 | 5114.27 | 4842 |
| | 5th Point Max | 7825 8729 | 7707.63 8598.07 | 1910.97 2204.81 | 5796.66 6393.26 | 5524 6121 |
| Administration Trainee | Min | 3113 | 3066.31 | 379.33 | 2686.98 | 2540 |
| | 5th Point Max | 3861 4579 | 3803.09 4510.32 | 622.47 855.86 | 3180.62 3654.46 | 3003 3449 |
| Senior Executive Officer | Min | 5937 | 5847.95 | 1297.27 | 4550.68 | 4290 |
| | 4th Point Max | 6572 7032 | 6473.42 6926.52 | 1503.68 1653.20 | 4969.74 5273.32 | 4697 5001 |
| Higher Executive Officer | Min | 4842 | 4769.37 | 941.34 | 3828.03 | 3612 |
| | 4th Point Max | 5345 5718 | 5264.83 5632.23 | 1104.84 1226.09 | 4159.99 4406.14 | 4042 4155 |

TABLE 1 (contd.)

TABLE D (2) (contd.)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|---------------------------|--------------|-----------|--------------------------------|-------------|---------------|---|
| | A | B | C | D | E | F |
| Executive Officer | Age 21 | 2845 | 2802.33 | 292.22 | 2510.11 | 2374 |
| | Min (MS) | 3113 | 3066.31 | 379.33 | 2686.98 | 2539 |
| | Max (MS) | 4579 | 4510.32 | 855.86 | 3654.46 | 3449 |
| Clerical Officer | Age 21 | 2500 | 2462.50 | 181.88 | 2280.62 | 2158 |
| | 3rd Pt (MS) | 2785 | 2743.23 | 272.72 | 2470.51 | 2336 |
| | Max (MS) | 3280 | 3230.80 | 433.61 | 2797.19 | 2643 |
| Senior Personal Secretary | Min | 3240 | 3191.40 | 420.61 | 2770.79 | 2618 |
| | 4th Point | 3723 | 3667.16 | 577.61 | 3089.55 | 2918 |
| | Max | 4045 | 3984.33 | 682.28 | 3302.05 | 3118 |
| Personal Secretary | Min | 2708 | 2667.38 | 247.69 | 2419.69 | 2289 |
| | 4th Point | 3056 | 3010.16 | 360.80 | 2649.36 | 2504 |
| | Max | 3418 | 3366.73 | 478.47 | 2885.26 | 2729 |
| Shorthand Typist | Min | 2343.78 | 2308.62 | 143.41 | 2165.21 | 2120 |
| | 3rd Point | 2526.48 | 2488.58 | 188.68 | 2299.90 | 2176 |
| | Max | 2801.05 | 2759.03 | 277.93 | 2481.10 | 2346 |
| Typist | Min | 2160.56 | 2128.15 | 98.29 | 2029.86 | 2083 |
| | 3rd Point | 2343.78 | 2308.62 | 143.41 | 2165.21 | 2120 |
| | Max | 2617.83 | 2578.56 | 218.38 | 2360.18 | 2233 |
| Clerical Assistant | Age 21 | 2240.42 | 2205.81 | 117.95 | 2088.86 | 2099 |
| | 3rd Pt (MS) | 2429.39 | 2392.55 | 164.49 | 2228.46 | 2137 |
| | Max (MS) | 2617.83 | 2578.56 | 218.38 | 2360.18 | 2233 |

* Includes Family Income Supplement.

TABLE 1 (contd)

TABLE D (2) (contd)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|---------------------------|--------------|------------------------|--------------------------------|-------------|---------------|---|
| | A | B | C | D | E | F |
| P and TO I | Min | 5739 | 5652.92 | 1232.92 | 4420.00 | 4168 |
| | 5th Point | 6484 | 6386.74 | 1475.07 | 4911.67 | 4639 |
| | Max | 7064 | 6958.04 | 1663.60 | 5294.44 | 5022 |
| P and TO III | Min | 4326 | 4261.11 | 773.62 | 3487.49 | 3292 |
| | 4th Point | 4654 | 4584.19 | 880.23 | 3703.96 | 3495 |
| | Max | 4869 | 4795.97 | 950.12 | 3845.85 | 3628 |
| P and TO IV | Age 21 | 3148 | 3100.78 | 390.71 | 2710.07 | 2561 |
| | Min (MS) | 3878 | 3819.83 | 627.99 | 3191.84 | 3014 |
| | Max (MS) | 4326 | 4261.11 | 773.62 | 3487.49 | 3292 |
| Messenger | Min | 2349 | 2313.77 | 144.69 | 2169.08 | 2121 |
| | Max | 2466.45 | 2429.45 | 173.61 | 2255.84 | 2144 |
| Paperkeeper | Min | 2492.03 | 2454.65 | 179.91 | 2274.74 | 2152 |
| | Max | 2617.83 | 2578.56 | 218.38 | 2360.18 | 2233 |
| Non-Industrial Car Driver | Flat Rate | 2526.48 | 2498.58 | 188.68 | 2299.90 | 2176 |
| Craftsman | Flat Rate | 2936.25 ⁽¹⁾ | 2892.2 | 321.88 | 2570.32 | 2430 |

* *

* Includes Family Income Supplement.

(1) As at 1 July 1978.

TABLE D (3)

TABLE 1 (contd)

30 JUNE 1978 GROSS AND NET PAY

MARRIED MAN WITH 4 CHILDREN (under 11 years of age)

| Grade | Salary Point | Gross Pay | Gross Pay Less Superannuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|--------------------------|--------------|-----------|-------------------------------|-------------|---------------|---|
| | A | B | C | D | E | F |
| Deputy Secretary | Flat Rate | 15629 | 15394.57 | 5330.74 | 10063.83 | 9791 |
| Under Secretary | Flat Rate | 13429 | 13227.57 | 4090.91 | 9136.66 | 8864 |
| Assistant Secretary | Min | 10043 | 9892.36 | 2565.93 | 7326.43 | 7054 |
| | 3rd Point | 11302 | 11132.47 | 3068.86 | 8063.61 | 7791 |
| | Max | 12273 | 12088.91 | 3506.96 | 8581.95 | 8310 |
| Principal | Min | 6791 | 6639.14 | 1508.87 | 5180.27 | 4908 |
| | 5th Point | 7825 | 7707.63 | 1844.97 | 5862.66 | 5590 |
| | Max | 8729 | 8598.07 | 2138.81 | 6459.26 | 6187 |
| Administration Trainee | Min | 3113 | 3066.31 | 313.33 | 2752.98 | 2606 |
| | 5th Point | 3861 | 3803.09 | 556.47 | 3246.62 | 3069 |
| | Max | 4579 | 4510.32 | 789.86 | 3720.46 | 3515 |
| Senior Executive Officer | Min | 5937 | 5847.95 | 1231.27 | 4616.68 | 4356 |
| | 4th Point | 6572 | 6473.42 | 1437.68 | 5035.74 | 4763 |
| | Max | 7032 | 6926.52 | 1587.20 | 5339.32 | 5067 |
| Higher Executive Officer | Min | 4542 | 4769.37 | 875.34 | 3894.03 | 3678 |
| | 4th Point | 5345 | 5264.83 | 1038.84 | 4225.99 | 4107 |
| | Max | 5718 | 5632.23 | 1160.09 | 4472.14 | 4221 |

TABLE D (3) (contd)

TABLE 1 (contd)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|---------------------------|--------------|-----------|--------------------------------|-------------|---------------|---|
| Executive Officer | A | B | C | D | E | F |
| | Age 21 | 2845 | 2802.33 | 226.22 | 2576.11 | 2468 |
| | Min (MS) | 3113 | 3066.31 | 313.33 | 2752.98 | 2606 |
| | Max (MS) | 4579 | 4510.32 | 789.86 | 3720.46 | 3515 |
| Clerical Officer | Age 21 | 2500 | 2462.50 | 131.88 | 2330.62 | 2409 |
| | 3rd Pt (MS) | 2785 | 2743.23 | 206.72 | 2536.51 | 2461 |
| | Max (MS) | 3280 | 3230.80 | 367.61 | 2863.19 | 2709 |
| Senior Personal Secretary | Min Point | 3240 | 3191.40 | 354.61 | 2836.79 | 2684 |
| | 4th Point | 3723 | 3667.16 | 511.61 | 3155.55 | 2984 |
| | Max | 4045 | 3984.33 | 616.28 | 3368.05 | 3184 |
| Personal Secretary | Min Point | 2708 | 2667.38 | 183.10 | 2484.28 | 2450 |
| | 4th Point | 3056 | 3010.16 | 294.80 | 2715.56 | 2570 |
| | Max | 3418 | 3366.73 | 412.47 | 2954.26 | 2795 |
| Shorthand Typist | Min Point | 2343.78 | 2308.62 | 93.41 | 2215.21 | 2378 |
| | 3rd Point | 2526.48 | 2488.58 | 138.40 | 2350.18 | 2414 |
| | Max | 2801.05 | 2759.03 | 211.93 | 2547.10 | 2462 |
| Typist | Min Point | 2160.56 | 2128.15 | 48.29 | 2079.86 | 2341 |
| | 3rd Point | 2343.78 | 2308.62 | 93.41 | 2215.21 | 2378 |
| | Max | 2617.83 | 2578.56 | 160.89 | 2417.67 | 2432 |
| Clerical Assistant | Age 21 | 2240.42 | 2206.81 | 67.95 | 2138.86 | 2357 |
| | 3rd Pt (MS) | 2429.39 | 2392.95 | 114.49 | 2278.46 | 2595 |
| | Max (MS) | 2617.83 | 2578.56 | 160.89 | 2417.67 | 2432 |

* Includes Family Income Supplement.

TABLE 1 (cont'd)

| Grade | Salary Point | Gross Pay | Gross Pay Less Super-annuation | Tax 1978/79 | Pay After Tax | Net Pay Including FIS where appropriate |
|---------------------------|--------------|------------------------|--------------------------------|-------------|---------------|---|
| | A | B | C | D | E | F |
| P and TO I | Min | 5739 | 5652.92 | 1166.91 | 4486.01 | 4234 |
| | 5th Point | 6484 | 6386.74 | 1409.07 | 4977.67 | 4705 |
| | Max | 7064 | 6958.04 | 1597.60 | 5360.44 | 5088 |
| P and TO III | Min | 4326 | 4261.11 | 707.62 | 3553.49 | 3358 |
| | 4th Point | 4654 | 4584.19 | 814.23 | 3769.96 | 3561 |
| | Max | 4869 | 4795.97 | 884.12 | 3911.85 | 3694 |
| P and TO IV | Age 21 | 3148 | 3100.78 | 324.71 | 2776.07 | 2627 |
| | Min (MS) | 3878 | 3819.83 | 561.99 | 3257.84 | 3080 |
| | Max (MS) | 4326 | 4261.11 | 707.62 | 3553.49 | 3358 |
| Messenger | Min | 2349 | 2313.77 | 94.69 | 2219.08 | 2379 |
| | Max | 2466.45 | 2429.45 | 123.61 | 2305.84 | 2402 |
| Paperkeeper | Min | 2492.03 | 2454.65 | 129.91 | 2324.74 | 2407 |
| | Max | 2617.83 | 2578.56 | 160.89 | 2417.67 | 2432 |
| Non-Industrial Car Driver | Flat Rate | 2526.48 | 2488.58 | 138.40 | 2350.18 | 2414 |
| Craftsman | Flat Rate | 2936.25 ⁽¹⁾ | 2892.2 | 255.88 | 2636.32 | 2496 |

* * * * *

* Includes Family Income Supplement.

(1) As 1 July 1978.

MOVEMENT IN THE RETAIL PRICE INDEX - 1978/9

RPI - 15 January 1974 = 100

13 June 1978 = 197.2

12 June 1979 = 219.6

Percentage increase over year = 11.4%

18 July = 198.1

17 July 1979 = 229.1

Percentage increase over year = 15.6%

EEC ANNUAL SALARY REVIEW - 1979 UPDATE

| | |
|------------|--|
| Category A | 40,130 |
| Category B | 310,124 |
| Category C | 189,860.5 |
| Category D | 24,465.5 (excluding 166,460 Industrial Civil Servants) |

TABLE C(1)

STAFF-IN-POST IN GRADES CORRESPONDING TO EEC CATEGORIES A-D AT 1 APRIL 1979 (1)

| | | | |
|----|---------------------------|----------------|-------|
| A. | Deputy Secretary | 160 | } (2) |
| | Under Secretary | 617 | |
| | Assistant Secretary | 1,245 | } (2) |
| | Principal | 4,662 | |
| | Administration Trainee | 417 | |
| | TOTAL | 7,101 | |
| | | | |
| B. | Senior Executive Officer | 8,494 | |
| | Higher Executive Officer | 25,332 | |
| | Executive Officer | 46,985 | |
| | Clerical Officer | 69,752 | |
| | TOTAL | 170,563 | |
| | | | |
| C. | Senior Personal Secretary | 592 | |
| | Personal Secretary | 4,180 | |
| | Shorthand Typist | 1,617 | |
| | Typist | 12,955 | |
| | Clerical Assistant | 72,907 | |
| | P and TO I | 5,829 | |
| | P and TO III | 11,836 | |
| | P and TO IV | 11,368 | |
| | | 121,284 | |
| | | | |
| D. | Messenger | 8,532 | |
| | Paperkeeper | 3,347 | |
| | Non-Industrial Car Driver | 47 | |
| | | 11,926 | |

(1) Any discrepancy with previously published totals in Civil Service Statistics 1978 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

TABLE C(2)

| A Grade | B Salary Point | C Salary 30.6.78 | D Salary 30.6.79 | E Total Number of Staff in Post at 1.4.78 | F Total Number of Staff in Post at 1.10.78 (latest available) | |
|---------------------------|---|--|-------------------------|--|---|--------------------------------|
| Deputy Secretary | Flat Rate | 15629 | 20314 | 164 (1) | 153 (1) | |
| Under Secretary | Flat Rate | 13429 | 16714 | 609 (1) | 590 (1) | |
| Assistant Secretary | Min 3rd Point Max Total in grade | 10043 11502 12273 | 10947 12319 13378 | 72 (2) 156 674 1203 | 75 (2) 153 639 1155 | |
| Principal | Min 5th Point Max Total in grade | 6791 7925 8729 | 7402 8529 9515 | 136 227 2720 4531 | 187 227 2451 4472 | |
| Administration Trainee | Min 5th Point Max Total in grade | 3113 3861 4579 | 3445 4261 5043 | 62 67 26 516 | 55 60 22 452 | |
| Senior Executive Officer | Min 4th Point Max Total in grade | 5937 6572 7032 | 6471 7163 7665 | 33 832 5821 8315 | 34 777 5643 8040 | |
| Higher Executive Officer | Min 4th Point Max Total in grade | 4842 5345 5718 | 5279 5826 6233 | 749 2993 14989 24982 | 577 2653 13340 22363 | |
| Executive Officer | Min Max | Age 21 Main Scale Main Scale Total in grade | 2845 3113 4579 | 3153 3445 5043 | 946 236 17019 47276 | 773 228 17059 47496 |
| Clerical Officer | Min Max | Age 21 Main Scale Main Scale Total in grade | 2500 2785 3280 | 2777 3088 3627 | 2719 8154 29896 90595 | 3055 7732 29352 39279 |
| Senior Personal Secretary | Min 4th Point Max Total in grade | 3240 3723 4045 | 3584 4110 4461 | 1 30 456 600 | 1 32 436 570 | |
| Personal Secretary | Min 4th Point Max Total in grade | 2708 3056 3418 | 3004 3383 3779 | 168 379 2273 4210 | 150 342 2106 3933 | |

TABLE C(2) (contd)

| A | B | C | D | E | F |
|------------------------------|--|-------------------------------|-------------------------------|--------------------------------|--------------------------------|
| Shorthand Typist | Min 3rd Point Max Total in grade | 2343.73 2526.48 2801.05 | 2606.87 2806.27 3105.38 | 93 130 1221 1850 | 97 126 1164 1771 |
| Typist | Min 3rd Point Max Total in grade | 2160.55 2543.73 2617.83 | 2407.46 2606.27 2905.45 | 92 2323 6031 13111 | 102 2115 5868 12704 |
| Clerical Assistant | Age 21 3rd Pt Main Scale Main Scale Total in grade | 2240.42 2429.39 2617.33 | 2494.12 2700.31 2905.45 | 2197 4394 23432 73225 | 1920 4756 23967 75651 |
| P and TO I | Min 5th Point Max Total in grade | 5739 6482 7064 | 6256 7068 7700 | 115 450 3334 5748 | 117 474 3274 5545 |
| P and TO III | Min 4th Point Max Total in grade | 4326 4551 4269 | 4768 5125 5307 | 239 1076 8485 11950 | 293 1035 2509 11927 |
| P and TO IV | Age 21 Min Max Main Scale Main Scale Total in grade | 3148 3878 4326 | 3484 4279 4768 | 115 802 6190 11463 | 144 797 6174 11343 |
| Messenger | Min Max Total in grade | 2349 2466.45 | 2612.61 2740.50 | 1702 6091 8958 | 1413 5064 7426 |
| Paperkeeper | Min Max Total in grade | 2492.03 2617.83 | 2768.69 2905.45 | 33 2973 3303 | 26 2360 2612 |
| Non-Industrial Car Driver | Flat Rate | 2526.48 | 2806.27 | 46 | 42 |
| Craftsman | Flat Rate | 2936.25 | unavailable | 27874 | unavailable |

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

TABLE C(3)

NON-STRUCTURAL HOME CIVIL SERVICE (1), STAFF IN POST AT 1 79 ANALYSED BY SEX, MARITAL STATUS, WHOLE-TIME/PART-TIME STAFF

| | WHOLE TIME | | | | | | | | | | PART TIME | | | | | Total (2) (Part-Timers = whole units) | | | | | |
|----------------------------|------------|---------|----------------|----------|--------|---------|----------------|----------|--------|---------|----------------|----------|--------|---------|------------|---|----------|--|--|--|--|
| | MALE | | | | | FEMALE | | | | | MALE | | | | | | FEMALE | | | | |
| | Single | Married | Ex Married (3) | Un-known | Single | Married | Ex Married (3) | Un-known | Single | Married | Ex Married (3) | Un-known | Single | Married | Ex Married | | Un-known | | | | |
| Deputy Secretary | 4 | 136 | 8 | 4 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | 156 | | | | |
| Under Secretary | 36 | 559 | 11 | 6 | 14 | 8 | - | - | - | - | - | - | - | - | - | - | 617 | | | | |
| Assistant Secretary | 99 | 1,016 | 19 | 16 | 30 | 27 | 5 | - | - | - | - | - | - | - | - | - | 1,213 | | | | |
| Principal | 394 | 3,708 | 88 | 49 | 201 | 123 | 20 | 6 | - | - | - | - | - | - | - | - | 4,616 | | | | |
| Administration Trainees | 215 | 80 | 1 | 7 | 92 | 57 | 3 | 1 | - | - | - | - | - | - | - | - | 436 | | | | |
| Senior Executive Officer | 403 | 7,021 | 163 | 5 | 382 | 175 | 65 | 1 | - | - | - | - | - | - | - | - | 8,217 | | | | |
| Higher Executive Officer | 2,190 | 16,194 | 565 | 5 | 1,752 | 1,674 | 278 | 2 | - | - | - | - | - | - | - | - | 22,617 | | | | |
| Executive Officer | 2,995 | 19,372 | 839 | 10 | 6,203 | 10,164 | 1,214 | 16 | 1 | 14 | - | - | 9 | 44 | - | - | 47,811 | | | | |
| Principal Officer | 16,337 | 11,953 | 727 | 22 | 19,305 | 24,781 | 2,655 | 42 | 12 | 45 | 2 | - | 81 | 1,960 | 66 | - | 21,595 | | | | |
| Senior Personnel Secretary | 1 | 3 | - | - | 203 | 220 | 71 | - | - | - | - | - | - | - | - | - | 578 | | | | |
| Personnel Secretary | 17 | 20 | 3 | - | 1,665 | 2,035 | 305 | 3 | - | - | - | - | 3 | 74 | 7 | - | 4,133 | | | | |
| Shorthand Typist | 8 | 17 | 1 | - | 368 | 779 | 106 | 3 | 1 | 1 | - | - | 28 | 369 | 23 | - | 1,904 | | | | |
| Typist | 17 | 14 | - | - | 4,647 | 5,842 | 516 | 30 | 1 | 4 | 1 | - | 94 | 3,057 | 144 | - | 14,407 | | | | |
| clerical Assistant | 11,197 | 4,313 | 233 | 14 | 21,224 | 30,920 | 3,450 | 49 | 9 | 27 | - | - | 69 | 2,431 | 135 | - | 77,671 | | | | |
| TO 1 | 346 | 5,228 | 91 | - | 23 | 20 | 2 | - | - | - | - | - | - | - | - | - | 5,724 | | | | |
| TO 3 | 1,078 | 10,588 | 155 | 2 | 28 | 32 | 2 | - | - | - | - | - | - | - | - | - | 11,885 | | | | |
| TO 4 | 1,887 | 9,290 | 159 | - | 34 | 42 | 3 | - | - | 5 | - | - | - | 2 | - | - | 11,422 | | | | |
| messengers | 917 | 3,307 | 238 | 5 | 526 | 2,984 | 477 | 5 | 9 | 42 | 2 | - | 2 | 32 | 2 | - | 6,560 | | | | |
| typewriter | 309 | 1,106 | 84 | 4 | 200 | 1,265 | 180 | 2 | 1 | 1 | - | - | - | 90 | - | - | 3,782 | | | | |
| non-Industrial Car Driver | 1 | 20 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | 23 | | | | |

(1) These figures do not include Foreign and Commonwealth Office grades.

(2) Any discrepancy with the figures in Table C (1) and with previously published totals in Civil Service Statistics 1979 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 1979.
- c. Part-time staff are here counted as whole units, not as half units.
- (3) "Ex-married" refers to those who are divorced/separated/widowed.

TABLE 2

30 JUNE 1979 GROSS AND NET PAY-SINGLE MAN

TABLE D(1)

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY |
|--------------------------|-------------------------|----------------|-------------------------------|--------------------|--------------------|--------------|
| | A | B | C | D | E | F |
| Deputy Secretary | Flat Rate | 20314 | 20009.29 | 7034.65 | 12974.64 | 12668 |
| Under Secretary | Flat Rate | 16714 | 16463.29 | 5261.65 | 11201.64 | 10895 |
| Assistant Secretary | Min | 10947 | 10782.80 | 2817.64 | 7934.96 | 7629 |
| | 3rd Point Max | 12319 13378 | 12134.22 13177.33 | 3350.19 3768.05 | 8784.03 9409.28 | 8478 9103 |
| Principal | Min | 7402 | 7290.97 | 1800.29 | 5490.68 | 5185 |
| | 5th Point Max | 8529 9515 | 8401.07 9372.28 | 2133.32 2424.68 | 6267.75 6947.60 | 5962 6641 |
| Administration Trainee | Min | 3445 | 3393.33 | 631.00 | 2762.33 | 2599 |
| | 5th Point Max | 4261 5043 | 4197.09 4967.36 | 872.13 1103.21 | 3324.96 3864.15 | 3129 3637 |
| Senior Executive Officer | Min | 6471 | 6568.07 | 1583.42 | 4984.65 | 4700 |
| | 4th Point Max | 7163 7665 | 7055.56 7550.03 | 1760.67 1873.01 | 5325.89 5672.02 | 5020 5420 |
| Higher Executive Officer | Min | 5279 | 5199.82 | 1172.95 | 4026.87 | 3790 |
| | 4th Point Max | 5826 6233 | 5738.61 6139.51 | 1334.95 1451.65 | 4404.03 4684.66 | 4146 4410 |
| Executive Officer | Age 21 | 3153 | 3105.71 | 544.71 | 2561.00 | 2410 |
| | Min (MS) Max (MS) | 3445 5043 | 3393.33 4967.36 | 631.00 1103.21 | 2762.33 3864.15 | 2599 3637 |
| Clerical Officer | Age 21 | 2777 | 2735.35 | 433.01 | 2301.74 | 2165 |
| | 3rd Pt (MS) Max (MS) | 3038 3637 | 3041.00 3572.60 | 525.94 684.76 | 2516.18 2887.12 | 2367 2717 |

TABLE 2

TABLE D(1) (contd)

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY |
|---------------------------|--------------|-----------|-------------------------------|-------------|---------------|---------|
| | A | B | C | D | E | F |
| Senior Personal Secretary | Min Point | 3534 | 3530.24 | 672.07 | 2858.17 | 2689 |
| | 4th Point | 4110 | 4048.35 | 827.51 | 3220.84 | 3031 |
| | Max | 4161 | 4394.69 | 934.23 | 3462.86 | 3259 |
| Personal Secretary | Min Point | 3604 | 2958.97 | 500.63 | 2158.26 | 2313 |
| | 4th Point | 3383 | 3332.26 | 612.68 | 2719.58 | 2559 |
| | Max | 3778 | 3721.33 | 729.40 | 2991.93 | 2815 |
| Shorthand Typist | Min Point | 2606.87 | 2567.77 | 383.33 | 2184.44 | 2055 |
| | 3rd Point | 2806.27 | 2761.18 | 442.25 | 2321.93 | 2184 |
| | Max | 3105.38 | 3058.80 | 530.64 | 2528.16 | 2379 |
| Typist | Min Point | 2107.16 | 2371.35 | 321.41 | 2046.94 | 1925 |
| | 3rd Point | 2606.87 | 2567.77 | 383.33 | 2184.44 | 2055 |
| | Max | 2905.45 | 2861.87 | 471.56 | 2390.31 | 2249 |
| Clerical Assistant | Age 21 | 2194.12 | 2456.71 | 350.01 | 2106.70 | 1982 |
| | 3rd pt (MS) | 2700.31 | 2659.81 | 410.94 | 2218.87 | 2116 |
| | Max (MS) | 2905.45 | 2861.87 | 471.56 | 2390.31 | 2249 |
| P and TO I | Min Point | 6256 | 6162.16 | 1161.05 | 4700.51 | 4425 |
| | 5th Point | 7068 | 6961.98 | 1701.59 | 5260.39 | 4954 |
| | Max | 7700 | 7581.50 | 1868.35 | 5696.15 | 5390 |
| P and TO III | Min Point | 4768 | 4616.18 | 1021.94 | 3674.54 | 3458 |
| | 4th Point | 5125 | 5018.13 | 1127.14 | 3920.69 | 3690 |
| | Max | 5307 | 5227.10 | 1181.22 | 4046.18 | 3809 |

TABLE 2

TABLE D(1) (contd)

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY |
|---------------------------|--------------------------------|----------------------|-------------------------------|-----------------------------|-------------------------------|----------------------|
| | A | B | C | D | E | F |
| P and TO IV | Age 21 Min (MS) Max (MS) | 3484 4279 4768 | 3431.74 4214.82 4696.48 | 642.52 877.45 1021.94 | 2789.22 3337.37 3674.54 | 2625 3141 3458 |
| Messenger | Min Max | 2612.61 2740.50 | 2573.42 2699.39 | 385.03 422.82 | 2188.39 2276.57 | 2059 2142 |
| Paperkeeper | Min Max | 2768.69 2905.45 | 2727.16 2861.87 | 431.15 471.56 | 2296.01 2390.31 | 2160 2249 |
| Non-Industrial Car Driver | Flat Rate | 2806.27 | 2764.18 | 442.25 | 2321.93 | 2184 |
| Craftsman | Flat Rate | unavailable | | | | |

TABLE 2

30 JUNE 1979 GROSS AND NET PAY-MARRIED MAN WITH 2 CHILDREN UNDER 11 YEARS OF AGE TABLE D(2)

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY Including FITS where appropriate |
|--------------------------|--------------|-----------|-------------------------------|-------------|---------------|--|
| | A | B | C | D | E | F |
| Deputy Secretary | Flat Rate | 20314 | 20009.29 | 6709.65 | 13299.64 | 12993 |
| Under Secretary | Flat Rate | 16714 | 16463.29 | 4951.23 | 11509.06 | 11203 |
| Assistant Secretary | Min | 10947 | 10782.80 | 2652.84 | 8129.96 | 7824 |
| | 3rd Point | 12319 | 12131.22 | 2090.19 | 9041.03 | 8738 |
| | Max | 13378 | 13177.33 | 3507.43 | 9669.90 | 9364 |
| Principal | Min | 7402 | 7290.97 | 1605.29 | 5685.68 | 5380 |
| | 5th Point | 8529 | 8401.07 | 1938.32 | 6462.75 | 6157 |
| | Max | 9515 | 9372.28 | 2229.68 | 7142.60 | 6836 |
| Administration Trainee | Min | 3445 | 3393.33 | 436.00 | 2957.33 | 2794 |
| | 5th Point | 4261 | 4197.09 | 677.13 | 3519.96 | 3324 |
| | Max | 5043 | 4967.36 | 908.21 | 4059.15 | 3832 |
| Senior Executive Officer | Min | 6471 | 6503.07 | 1308.42 | 5179.65 | 4895 |
| | 4th Point | 7163 | 7055.56 | 1531.67 | 5520.89 | 5215 |
| | Max | 7665 | 7550.03 | 1683.01 | 5867.02 | 5561 |
| Higher Executive Officer | Min | 5279 | 5199.82 | 977.95 | 4221.87 | 3985 |
| | 4th Point | 5826 | 5738.61 | 1139.56 | 4599.03 | 4341 |
| | Max | 6233 | 6139.51 | 1259.85 | 4879.66 | 4605 |
| Executive Officer | Age 21 | 3153 | 3105.71 | 349.71 | 2756.00 | 2605 |
| | Min (MS) | 3445 | 3393.33 | 436.00 | 2957.33 | 2794 |
| | Max (MS) | 5043 | 4967.36 | 908.21 | 4059.15 | 3832 |

TABLE D(2) (contd)

TABLE 2

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY Including FIS where appropriate |
|--------------------------------------|-----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|---|
| | A | B | C | D | E | F |
| Clerical Officer | Age 21 3rd Pt (MS) Max (MS) | 2777 3088 3627 | 2735.35 3041.63 3572.60 | 233.61 330.50 489.73 | 2496.74 2711.18 3082.82 | 2360 2562 2912 |
| Senior Personal Secretary | Min 4th Point Max | 3584 4110 4461 | 3530.21 4028.35 4341.09 | 477.07 632.51 735.23 | 3053.17 3415.84 3657.86 | 2864 3226 3451 |
| Personal Secretary | Min Point Max | 3004 3383 3778 | 2958.91 3332.26 3721.33 | 345.04 417.63 531.40 | 2653.26 2911.58 3186.93 | 2508 2754 3010 |
| Shorthand Typist | Min 3rd Point Max | 2606.87 2806.27 3105.38 | 2567.77 2761.18 3058.60 | 188.33 217.25 335.61 | 2379.44 2516.93 2723.16 | 2250 2379 2574 |
| Typist | Min 3rd Point Max | 2107.16 2506.87 2905.45 | 2371.35 2567.77 2661.67 | 131.9 134.33 276.55 | 2232.26 2373.14 2555.31 | 2212* 2250 2444 |
| Clerical Assistant | Age 21 3rd Pt (MS) Max (MS) | 2194.12 2700.31 2905.45 | 2156.71 2659.81 2861.87 | 160.13 215.91 276.56 | 2206.24 2413.87 2585.31 | 2220* 2311 2444 |
| P and TO 1 | Min 5th Point Max | 6256 7068 7700 | 6162.16 6961.98 7584.50 | 1266.65 1506.59 1693.35 | 4895.51 5455.39 5891.15 | 4620 5149 5585 |
| * Includes Family Income Supplement. | | | | | | |

TABLE 2

TABLE D(2) (contd)

| GRADE | SALARY POINT | GROSS PAY | GROSS PAY LESS SUPERANNUATION | TAX 1979/80 | PAY AFTER TAX | NET PAY Including FIS where appropriate |
|---------------------------|--------------------------------|----------------------|-------------------------------|----------------------------|-------------------------------|---|
| | A | B | C | D | E | F |
| P and TO III | Min 4th Point Max | 4768 5125 5307 | 4696.48 5048.13 5227.40 | 826.94 932.44 986.22 | 3869.54 4115.69 4241.18 | 3653 3885 4004 |
| P and TO IV | Age 21 Min (MS) Max (MS) | 3484 4279 4768 | 3431.74 4214.82 4696.48 | 447.52 682.45 826.94 | 2984.22 3532.37 3869.54 | 2820 3336 3653 |
| Messenger | Min Max | 2612.61 2740.50 | 2573.42 2699.39 | 190.03 227.82 | 2383.39 2471.57 | 2254 2337 |
| Paperkeeper | Min Max | 2768.69 2905.45 | 2727.16 2861.87 | 236.15 276.56 | 2491.01 2585.31 | 2355 2444 |
| Non-industrial Car Driver | Flat Rate | 2806.27 | 2764.18 | 247.25 | 2516.93 | 2379 |
| Craftsman | Flat Rate | Unavailable | | | | |

EXPLANATORY NOTES ON TABLE D

1. During the period 30 June 1978 to 30 June 1979 non-industrial civil servants up to and including Assistant Secretary level have had a pay settlement in which revised rates appropriate to 1 April 1979 were determined by Pay Research. These revised rates have been abated in the national interest and are to be paid in up to 3 instalments to take effect from 1 April 1979, 1 August 1979 and 1 January 1980. Each instalment is without retrospection and, where appropriate, the instalments are as follows:

- a. 9% of basic salary in 1 April 1978 terms plus an additional £1 a week for staff with salaries up to and including £4,795 per annum;
- b. a further 5% of basic salary in 1 April 1978 terms;
- c. any balance due to give effect to the full revised rates of pay.

(Table D shows rates at 1 April 1979).

The pay of the Higher Civil Service (and therefore the grades of Under Secretary and Deputy Secretary in the survey) has also been reviewed. Rates of pay recommended by the independent Top Salaries Review Body in their 11th annual report are to be paid with effect from 1 April 1979 and 1 April 1980.

The 1979 settlement for industrial civil servants has yet to be agreed and entries for the grade of Craftsman in the survey have not been completed.

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 6.5% on the first £1014 per annum of earnings plus 4% on earnings between £1014 and £7020 per annum.
5. Figures do not include Child Benefit as this is paid to the wife. Child Benefit is not taxable but there is a substantial reduction in the husband's Child Tax Allowances. Child Benefit is currently £4.00 per week for each child.
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. Child benefit, however, 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 £2600 per annum. The figures given here assume that the wife has no income (which is perhaps unrealistic).

TABLE 3

NOMINAL INDICES

Indices of civil servants' salaries at 30 June 1979
(30 June 1978 = 100)

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|---------|------------------------------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Deputy Secretary | - | - | 130,0 | - | - | 137,7 | - | - | 130,0 | - | - | 135,3 |
| | Under Secretary | - | - | 124,5 | - | - | 130,6 | - | - | 124,5 | - | - | 129,2 |
| | Assistant " | 109,0 | 109,0 | 109,0 | 114,3 | 115,3 | 116,3 | 109,0 | 109,0 | 109,0 | 114,2 | 115,3 | 115,8 |
| | Principal " | 109,0 | 109,0 | 109,0 | 112,9 | 113,0 | 113,1 | 109,0 | 109,0 | 109,0 | 114,1 | 114,1 | 114,0 |
| | Administration Trainee | 110,7 | 110,4 | 110,1 | 113,4 | 113,5 | 113,6 | 110,7 | 110,4 | 110,1 | 115,5 | 115,4 | 115,2 |
| B | Senior Exec. Off. | 109,0 | 109,0 | 109,0 | 116,3 | 112,8 | 114,0 | 109,0 | 109,0 | 109,0 | 117,3 | 114,1 | 114,1 |
| | Higher " | 109,0 | 109,0 | 109,0 | 112,7 | 109,3 | 112,9 | 109,0 | 109,0 | 109,0 | 114,3 | 111,1 | 114,3 |
| | Executive Offic. | 110,8 | 110,7 | 110,1 | 113,4 | 113,4 | 113,6 | 110,8 | 110,7 | 110,1 | 115,6 | 115,6 | 115,2 |
| | Clerical " | 111,1 | 110,9 | 110,6 | 113,2 | 113,3 | 113,4 | 111,1 | 110,9 | 110,6 | 115,8 | 115,7 | 115,5 |
| C | Senior Pers. Secr. | 110,6 | 110,4 | 110,3 | 113,4 | 113,5 | 113,6 | 110,6 | 110,4 | 110,3 | 115,5 | 115,4 | 115,3 |
| | Personal Secret. | 110,9 | 110,7 | 110,5 | 113,3 | 113,4 | 113,5 | 110,9 | 110,7 | 110,5 | 115,7 | 115,6 | 115,4 |
| | Shorthand Typist | 111,2 | 111,1 | 110,9 | 113,2 | 113,2 | 113,3 | 111,2 | 111,1 | 110,9 | 113,0 | 115,7 | 115,7 |
| | Typist | 111,4 | 111,2 | 111,0 | 113,1 | 113,2 | 113,3 | 111,4 | 111,2 | 111,0 | 113,2 | 113,0 | 115,7 |
| | Clerical Assist. | 111,3 | 111,2 | 111,0 | 113,2 | 113,3 | 113,3 | 111,3 | 111,2 | 111,0 | 113,1 | 114,8 | 115,7 |
| | P&TO I | 109,0 | 109,0 | 109,0 | 112,9 | 112,8 | 112,9 | 109,0 | 109,0 | 109,0 | 114,3 | 114,1 | 114,1 |
| | P&TO III | 110,2 | 110,1 | 109,0 | 113,6 | 113,6 | 112,7 | 110,2 | 110,1 | 109,0 | 115,2 | 115,2 | 114,3 |
| P&TO IV | 110,7 | 110,3 | 110,2 | 113,4 | 113,6 | 113,6 | 110,7 | 110,3 | 110,2 | 115,6 | 115,3 | 115,2 | |
| D | Messenger | 111,2 | - | 111,1 | 113,2 | - | 113,3 | 111,2 | - | 111,1 | 113,1 | - | 115,5 |
| | Paperkeeper | 111,1 | - | 111,1 | 113,3 | - | 113,3 | 111,1 | - | 111,1 | 115,9 | - | 115,7 |
| | Non-Industrial car driver | - | - | 111,1 | - | - | 113,2 | - | - | 111,1 | - | - | 115,7 |

TABLE 4
REAL INDICES

Indices of civil servants' salaries at 30 June 1979
(30 June 1978 = 100)

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|---------|---------------------------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Deputy Secretary | - | - | 114,5 | - | - | 121,3 | - | - | 114,5 | - | - | 119,2 |
| | Under Secretary | - | - | 109,7 | - | - | 115,1 | - | - | 109,7 | - | - | 113,9 |
| | Assistant " | 96,0 | 96,0 | 96,0 | 100,7 | 101,6 | 102,5 | 96,0 | 96,0 | 96,0 | 100,6 | 101,6 | 102,0 |
| | Principal " | 96,0 | 96,0 | 96,0 | 99,5 | 99,6 | 99,7 | 96,0 | 96,0 | 96,0 | 100,5 | 100,5 | 100,4 |
| | Administration Trainee | 97,5 | 97,3 | 97,0 | 99,9 | 100,0 | 100,1 | 97,5 | 97,3 | 97,0 | 101,8 | 101,7 | 101,5 |
| B | Senior Exec. Off. | 96,0 | 96,0 | 96,0 | 102,5 | 99,4 | 100,4 | 96,0 | 96,0 | 96,0 | 103,4 | 100,5 | 100,5 |
| | Higher " | 96,0 | 96,0 | 96,0 | 99,3 | 96,3 | 99,5 | 96,0 | 96,0 | 96,0 | 100,7 | 97,9 | 100,7 |
| | Executive Offic. | 97,6 | 97,5 | 97,0 | 99,9 | 99,9 | 100,1 | 97,6 | 97,5 | 97,0 | 101,9 | 101,9 | 101,5 |
| | Clerical " | 97,9 | 97,7 | 97,4 | 99,7 | 99,8 | 99,9 | 97,9 | 97,7 | 97,4 | 102,0 | 101,9 | 101,8 |
| C | Senior Pers. Sec. | 97,4 | 97,3 | 97,2 | 99,9 | 100,0 | 100,1 | 97,4 | 97,3 | 97,2 | 101,8 | 101,7 | 101,6 |
| | Personal Secret. | 97,7 | 97,5 | 97,4 | 99,8 | 99,9 | 100,0 | 97,7 | 97,5 | 97,4 | 101,9 | 101,9 | 101,7 |
| | Shorthand Typist | 98,0 | 97,9 | 97,7 | 99,7 | 99,7 | 99,8 | 98,0 | 97,9 | 97,7 | 99,6 | 101,9 | 101,9 |
| | Typist | 98,2 | 98,0 | 97,8 | 99,7 | 99,7 | 99,8 | 98,2 | 98,0 | 97,8 | 99,7 | 99,6 | 101,9 |
| | Clerical Assit. | 98,1 | 98,0 | 97,8 | 99,7 | 99,8 | 99,8 | 98,1 | 98,0 | 97,8 | 99,7 | 101,2 | 101,9 |
| | P&O I | 96,0 | 96,0 | 96,0 | 99,5 | 99,4 | 99,5 | 96,0 | 96,0 | 96,0 | 100,7 | 100,5 | 100,5 |
| P&O III | 97,1 | 97,0 | 96,0 | 100,1 | 100,1 | 99,3 | 97,1 | 97,0 | 96,0 | 101,5 | 101,5 | 100,7 | |
| P&O IV | 97,5 | 97,2 | 97,1 | 99,9 | 100,1 | 100,1 | 97,5 | 97,2 | 97,1 | 101,9 | 101,6 | 101,5 | |
| D | Messenger | 98,0 | - | 97,9 | 99,7 | - | 99,8 | 98,0 | - | 97,9 | 99,7 | - | 101,8 |
| | Paperkeeper | 97,9 | - | 97,9 | 99,8 | - | 99,8 | 97,9 | - | 97,9 | 102,1 | - | 101,9 |
| | Non-Industrial car driver | - | - | 97,9 | - | - | 99,7 | - | - | 97,9 | - | - | 101,9 |

TABLE 5 (Summary)
 REAL WEIGHTED INDICES
 Indices of civil servants' salaries by category at 30 June 1979
 (30 June 1978 = 100)

United Kingdom

| Category | Single | | Married, 2 children | | All civil servants | |
|----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 98,7 | 102,8 | 98,7 | 103,1 | 98,7 | 102,9 |
| B | 97,1 | 99,7 | 97,1 | 101,4 | 97,1 | 100,6 |
| C | 97,4 | 99,8 | 97,4 | 101,1 | 97,4 | 100,4 |
| D | 97,9 | 99,8 | 97,9 | 101,2 | 97,9 | 100,6 |
| Total: National weighting | 97,4 | 100,2 | 97,4 | 101,5 | 97,4 | 100,9 |
| Total: Community weighting | 98,2 | 101,5 | 98,2 | 102,2 | 98,2 | 101,9 |

I R E L A N D

IRELAND

Material for 1979 Annual
Report on Remuneration of
Community Officials

TABLE 1

IRELAND

SALARY POINTS FOR CERTAIN GRADES IN THE IRISH CIVIL SERVICE
IRISH POUNDS PER ANNUM (1)

| CLASS | GRADE | 1 July 1978 | | | 1 July 1979 | | |
|-------|--------------------------|-------------|--------|--------|-------------|--------|--------|
| | | Min. | Mid. | Max. | Min. | Mid. | Max. |
| A | Secretary | 14,221 | 14,221 | 14,221 | 17,156 | 17,156 | 17,156 |
| | Assistant Secretary | 9,674 | 10,482 | 11,297 | 11,670 | 12,644 | 13,627 |
| | Principal | 8,272 | 8,937 | 9,387 | 9,979 | 10,781 | 11,324 |
| | Assistant Principal | 6,884 | 7,335 | 7,695 | 8,304 | 8,848 | 9,282 |
| | Administrative Officer | 4,139 | 5,562 | 6,884 | 4,967 | 6,675 | 8,262 |
| B | Higher Executive Officer | 5,615 | 6,240 | 6,884 | 6,739 | 7,489 | 8,262 |
| | Executive Officer | 2,763 | 4,425 | 5,615 | 3,329 | 5,312 | 6,739 |
| C | Staff Officer | 4,203 | 4,698 | 5,172 | 5,004 | 5,609 | 6,208 |
| | Clerical Officer | 2,357 | 3,455 | 4,207 | 2,895 | 4,131 | 5,003 |
| | Clerical Assistant | 2,285 | 2,650 | 3,091 | 2,842 | 3,347 | 3,771 |
| D | Head Messenger (2) | 3,251 | 3,448 | 3,553 | 3,614 | 3,834 | 3,996 |
| | Paperkeeper (3) | 3,000 | 3,173 | 3,212 | 3,420 | 3,622 | 3,701 |
| | Messenger (4) | 2,777 | 2,951 | 2,991 | 3,638 | 3,876 | 3,955 |

(1) Statistics for all grades are taken from General Service scales except Head Messenger.

(2) Mid. point = scale point 5

Max. point = scale point 6 plus 20 years service pay (£2 per week).

(3) Mid. point = scale point 4 plus 5 years service pay (£0.50 per week)

Max. point = scale point 4 plus 20 years service pay (£2 per week)

(4) Mid. point = scale point 3 plus 5 years service pay (£0.50 per week).

Max. point = scale point 3 plus 20 years service pay (£2 per week).

NOTES

GROSS PAY comprises

- 1 Basic pay as listed in Table 1
- 2 Civil Service Children's Allowances
- 3 Social Welfare Children's Allowance

Net Pay comprises

- 1 Basic pay as listed in Table 1
 - 2 Civil Service Children's Allowances
- MINUS
- 3 Widows' and Orphans' pension scheme contributions
 - 4 Pay related Social Insurance Contributions
 - 5 Income Tax
- PLUS
- 6 Social Welfare Children's Allowances
- * where appropriate

Basic Pay

The following general increases in the salary scales of all thirteen grades were granted between 1 July 1978 and 1 July 1979.

1 March 1979: 2% (increase due under clause 3.(c) of Employer-Trade Union National Agreement 1978).

1 June 1979: 9% subject to a minimum of £5.50 per week (increase due under Clause 2.1. of the National Understanding for Economic and Social Development between employer organisations and the Irish Congress of Trade Unions 1979).

Note: Service Pay which is payable to those Class D grades listed in Table 2 did not attract the above increases.

In addition the following special pay increases took effect in the period:-

| GRADE(S) | % INCREASE | EFFECTIVE FROM |
|--------------------------|-------------------------------|---------------------------|
| Secretary | | |
| Assistant Secretary | | |
| Principal | | |
| Assistant Principal | 8.5 | 26.6.78 |
| Administrative Officer | | |
| Higher Executive Officer | | |
| Executive Officer | 7.9 in two phases. | 1.7.78 and 1.1.79 |
| Staff Officer | 7.4 (average) in two phases. | 1.7.78 and 1.1.79 |
| Clerical Officer | 7.9 (average in two phases) | 1.7.78 and 1.1.79 |
| Clerical Assistant | 12.6 (average) in two phases. | 1.7.78 and 1.1.79 |
| Paperkeeper | 2.4 | 1.1.78 |
| Messenger | 17.92 in three phases | 1.1.78. 1.7.78 and 1.1.79 |

Note: Pay rates shown in respect of 1 July 1978, on table 2A, do not take account of the retrospection involved in the above increases.

Civil Service Children's Allowance

This is a supplement to basic pay, payable to all grades listed in classes A, B and C, with the exception of Clerical Assistant, in respect of each dependent child.

1 July 1978 £55 per annum

1 March 1979 £58 per annum

1 June 1979 £59 per annum

Social Welfare Children's Allowance

Payable in respect of two dependent children

1.7.78 £6.40 per month

1.7.79 £9.00 per month

Social Welfare Allowances are not subject to income tax.

Widows' and Orphans' Pension Contributions

Payable by male official at the rate of 1 $\frac{1}{2}$ % of basic pay, including service pay, but excluding Civil Servants' Children's Allowances.

Pay Related Social Insurance (PRSI) Contributions

Payable since 6 April 1979 by all established officials at the rate of 1 $\frac{1}{2}$ % of basic pay subject to a maximum contribution of £82.50 in any one year.

At 1 July 1978 the contributions were payable as follows:-

Social Welfare contributions payable by established male official £0.54 per week.

Health contribution payable by certain officials as defined by the Health Acts £0.50 per week.

Income Tax

Income Tax is payable on basic pay (including service pay) plus civil service children's allowances. The amount of tax payable has been calculated on the basis of standard rates and allowances as follows:-

Allowances as at 1 July 1978

Personal Allowances

Single person £865 per annum

Married person £1,730 per annum

Dependent

Child Allowance £240 per annum

Social Welfare/Health Contributions.

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

Allowances as at 1 July 1979

Personal Allowances

Single person £1,115 per annum

Married person £2,230 per annum

Dependent

Child Allowance £218 per annum

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

Rates of Taxation of taxable income

1 July 1978

First £500 20%

Next £1,000 25%

Next £3,000 35%

Next £1,500 45%

Next £1,000 50%

Balance 60%

1 July 1979

First £1,100 25%

Next £3,000 35%

Next £1,500 45%

Next £1,000 50%

Balance 60%

Working Conditions

There have been no significant changes in the rules governing hours of work, annual leave entitlement or retirement age for Irish officials during the period currently under review.

TABLE 2A

TOTAL REMUNERATION OF CERTAIN GRADES IN THE IRISH CIVIL SERVICE
SITUATION AT 1 JULY 1978 - MONTHLY AMOUNT IN IRISH POUNDS

IRELAND

| CLASS | GRADE | SINGLE MAN | | | | | | MARRIED MAN WITH TWO CHILDREN | | | | | |
|-------|--------------------------|------------|---------|---------|--------|---------|--------|-------------------------------|---------|---------|--------|---------|--------|
| | | GROSS | | | NET | | | GROSS | | | NET | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Secretary | 1185.08 | 1185.08 | 1185.08 | 644.55 | 644.65 | 644.65 | 200.65 | 1200.65 | 1200.65 | 721.92 | 721.92 | 721.92 |
| | Assistant Secretary | 806.17 | 873.50 | 941.42 | 495.36 | 548.65 | 548.65 | 821.73 | 889.07 | 956.98 | 572.62 | 599.15 | 625.92 |
| | Principal | 639.33 | 744.75 | 782.25 | 449.33 | 485.94 | 485.94 | 704.90 | 760.32 | 797.82 | 518.41 | 545.70 | 563.20 |
| B | Assistant Principal | 573.67 | 611.25 | 641.25 | 394.02 | 413.00 | 427.77 | 589.23 | 626.82 | 656.82 | 455.82 | 476.18 | 492.43 |
| | Administrative Officer | 344.92 | 463.50 | 573.67 | 259.12 | 334.33 | 394.02 | 360.48 | 479.07 | 589.23 | 310.62 | 386.55 | 455.82 |
| | Higher Executive Officer | 467.92 | 520.00 | 573.67 | 336.73 | 394.02 | 394.02 | 483.48 | 535.57 | 589.23 | 389.37 | 422.12 | 455.82 |
| C | Executive Officer | 230.25 | 368.75 | 457.92 | 184.30 | 274.38 | 336.73 | 245.82 | 384.32 | 483.48 | 228.01 | 325.88 | 389.37 |
| | Staff Officer | 350.25 | 391.50 | 431.00 | 262.54 | 288.95 | 314.24 | 365.82 | 407.07 | 446.57 | 314.04 | 340.45 | 365.74 |
| | Clerical Officer | 196.33 | 287.83 | 350.42 | 161.77 | 221.17 | 261.24 | 211.90 | 303.60 | 365.98 | 201.56 | 270.55 | 312.74 |
| D | Clerical Assistant | 190.33 | 220.75 | 257.50 | 157.33 | 178.22 | 201.75 | 196.73 | 227.15 | 263.90 | 189.37 | 213.58 | 241.37 |
| | Head Messenger | 270.92 | 287.33 | 296.08 | 211.75 | 220.85 | 227.86 | 277.32 | 293.73 | 302.48 | 252.91 | 263.41 | 271.50 |
| | Paperkeeper | 249.92 | 264.33 | 267.58 | 196.89 | 206.12 | 208.20 | 256.32 | 270.73 | 273.98 | 235.77 | 246.42 | 248.82 |
| | Messenger | 231.25 | 245.83 | 249.08 | 184.94 | 194.28 | 196.36 | 237.65 | 252.23 | 255.48 | 221.85 | 232.75 | 235.16 |

IRELAND

TOTAL REMUNERATION OF CERTAIN GRADES IN THE IRISH CIVIL SERVICE
SITUATION AT 1 JULY 1979 - MONTHLY AMOUNT IN IRISH POUNDS

TABLE 2B

| C L A S S | GRADE | SINGLE MAN | | | | | | MARRIED MAN WITH TWO CHILDREN | | | | | |
|-----------------------|--------------------------|------------|----------|----------|--------|---------|--------|-------------------------------|----------|----------|--------|---------|--------|
| | | GROSS | | | NET | | | GROSS | | | NET | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Secretary | 1,429.67 | 1,429.67 | 1,429.67 | 733.83 | 733.83 | 733.83 | 1,448.50 | 1,448.50 | 1,448.50 | 824.31 | 824.31 | 824.31 |
| | Assistant Secretary | 972.50 | 1,053.61 | 1,135.58 | 553.71 | 585.69 | 617.96 | 946.33 | 1,072.50 | 1,154.41 | 644.19 | 676.17 | 708.44 |
| | Principal | 831.58 | 898.42 | 943.67 | 498.19 | 524.52 | 542.39 | 850.41 | 917.25 | 962.50 | 588.67 | 615.00 | 632.83 |
| | Assistant Principal | 692.00 | 737.33 | 773.50 | 443.19 | 461.05 | 475.30 | 710.83 | 756.16 | 792.33 | 555.60 | 547.93 | 565.75 |
| | Administrative Officer | 413.92 | 556.25 | 688.50 | 300.58 | 379.62 | 441.81 | 432.75 | 575.08 | 707.33 | 361.07 | 451.58 | 523.84 |
| B | Higher Executive Officer | 561.58 | 624.08 | 688.50 | 382.51 | 413.61 | 441.81 | 580.41 | 642.91 | 707.33 | 455.00 | 488.94 | 523.84 |
| | Executive Officer | 277.42 | 442.67 | 561.58 | 215.20 | 318.42 | 382.51 | 296.25 | 461.50 | 580.41 | 254.07 | 388.05 | 455.00 |
| | Staff Officer | 417.00 | 467.42 | 511.33 | 302.51 | 331.49 | 358.54 | 435.83 | 486.25 | 536.16 | 363.00 | 394.71 | 426.67 |
| C | Clerical Officer | 241.25 | 344.25 | 416.92 | 192.58 | 256.93 | 302.46 | 260.08 | 363.08 | 435.75 | 246.43 | 317.49 | 362.95 |
| | Clerical Assistant | 236.83 | 278.92 | 314.25 | 189.82 | 216.08 | 238.24 | 245.83 | 287.92 | 323.25 | 236.00 | 266.47 | 283.31 |
| D | Head Messenger | 301.17 | 319.50 | 333.00 | 230.06 | 241.53 | 243.97 | 310.17 | 328.50 | 342.00 | 282.58 | 295.76 | 304.25 |
| | Paperkeeper | 285.00 | 301.83 | 308.42 | 219.95 | 230.48 | 234.59 | 294.00 | 310.83 | 317.42 | 270.87 | 291.06 | 287.83 |
| | Messenger | 303.17 | 323.00 | 329.58 | 231.31 | 243.72 | 247.83 | 312.17 | 332.00 | 338.58 | 284.03 | 297.95 | 302.07 |

TABLE 3

NOMINAL INDICES

Indices of civil servants' salaries at 1 July 1979

(1 July 1978 = 100)

Ireland

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|------|---------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------------|----------------|----------------|----------------|----------------|----------------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Secretary | 120,6 | 120,6 | 120,6 | 113,8 | 113,8 | 113,8 | 120,6 | 120,6 | 120,6 | 114,2 | 114,2 | 114,2 |
| | Assistant Sec. | 120,6 | 120,6 | 120,6 | 111,8 | 112,2 | 112,6 | 115,2 | 120,6 | 120,6 | 112,5 | 112,9 | 113,2 |
| | Principal | 120,6 | 120,6 | 120,6 | 110,9 | 111,3 | 111,6 | 120,6 | 120,6 | 120,6 | 113,6 | 112,7 | 112,4 |
| | Assistant Princ. Administ. Officer | 120,6 120,0 | 120,6 120,0 | 120,6 120,0 | 112,5 116,0 | 111,6 113,6 | 111,1 112,1 | 120,6 120,1 | 120,6 120,0 | 120,6 120,0 | 115,3 116,2 | 115,1 116,8 | 114,9 114,9 |
| B | Higher Executive Officer | 120,0 | 120,0 | 120,0 | 113,6 | 113,3 | 112,1 | 120,1 | 120,0 | 120,0 | 116,9 | 115,7 | 114,9 |
| | Executive Offic. | 120,5 | 120,0 | 120,0 | 116,8 | 116,1 | 113,6 | 120,5 | 120,1 | 120,1 | 111,4 | 119,1 | 116,9 |
| C | Staff Officer | 119,1 | 119,4 | 120,0 | 115,2 | 114,7 | 114,1 | 119,1 | 119,6 | 120,1 | 115,6 | 115,9 | 116,7 |
| | Clerical Officer | 122,9 | 119,6 | 119,0 | 119,1 | 116,2 | 115,8 | 122,7 | 119,7 | 119,1 | 122,3 | 117,4 | 116,1 |
| | Clerical Assist. | 124,4 | 126,4 | 122,0 | 120,7 | 121,2 | 118,1 | 125,0 | 126,8 | 122,5 | 124,6 | 124,8 | 117,4 |
| D | Head Messenger | 111,2 | 111,2 | 112,5 | 108,7 | 109,4 | 109,7 | 111,9 | 111,8 | 113,1 | 111,7 | 112,3 | 112,1 |
| | Paperkeeper | 114,0 | 114,2 | 115,3 | 111,7 | 111,8 | 112,7 | 114,7 | 114,8 | 115,9 | 114,9 | 114,9 | 115,7 |
| | Messenger | 131,1 | 131,4 | 132,3 | 125,1 | 125,5 | 126,2 | 131,4 | 131,6 | 132,5 | 128,0 | 128,0 | 128,5 |

TABLE 4

REAL INDICES

Indices of civil servants' salaries at 1 July 1979

(1 July 1978 = 100)

Ireland

| Cat. | Grade | Single | | | | | | Married, 2 children | | | | | |
|------|--------------------------|--------|---------|-------|-------|---------|-------|---------------------|---------|-------|-------|---------|-------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. | Min. | Average | Max. |
| A | Secretary | 107,3 | 107,3 | 107,3 | 101,3 | 101,3 | 101,3 | 107,3 | 107,3 | 107,3 | 101,6 | 101,6 | 101,6 |
| | Assistant Secr. | 107,3 | 107,3 | 107,3 | 99,5 | 99,8 | 100,2 | 102,5 | 107,3 | 107,3 | 100,1 | 100,4 | 100,7 |
| | Principal | 107,3 | 107,3 | 107,3 | 98,7 | 99,0 | 99,3 | 107,3 | 107,3 | 107,3 | 101,1 | 100,3 | 100,0 |
| | Assistant.Princ. | 107,3 | 107,3 | 107,3 | 100,1 | 99,3 | 98,8 | 107,3 | 107,3 | 107,3 | 102,6 | 102,4 | 102,2 |
| | Adminstr.Offic. | 106,8 | 106,8 | 106,8 | 103,2 | 101,1 | 99,7 | 106,9 | 106,8 | 106,8 | 103,4 | 103,9 | 102,2 |
| B | Higher Executive Officer | 106,8 | 106,8 | 106,8 | 101,1 | 100,8 | 99,7 | 106,9 | 106,8 | 106,8 | 104,0 | 102,9 | 102,2 |
| | Executive Offic. | 107,2 | 106,8 | 106,8 | 103,9 | 103,3 | 101,1 | 107,2 | 106,9 | 106,9 | 99,1 | 106,0 | 104,0 |
| | | | | | | | | | | | | | |
| C | Staff Officer | 106,0 | 106,2 | 106,8 | 102,5 | 102,1 | 101,5 | 106,0 | 106,4 | 106,9 | 102,9 | 103,1 | 103,8 |
| | Clerical Officer | 109,3 | 106,4 | 105,9 | 106,0 | 103,4 | 103,0 | 109,2 | 106,5 | 106,0 | 108,8 | 104,5 | 103,3 |
| | Clerical Assist. | 110,7 | 112,5 | 108,5 | 107,4 | 107,8 | 105,1 | 111,2 | 112,8 | 109,0 | 110,9 | 111,0 | 104,5 |
| D | Head Messenger | 98,9 | 98,9 | 100,1 | 96,7 | 97,3 | 97,6 | 99,6 | 99,5 | 100,6 | 99,4 | 99,9 | 99,7 |
| | Paperkeeper | 101,4 | 101,6 | 102,6 | 99,4 | 99,5 | 100,3 | 102,1 | 102,1 | 103,1 | 102,2 | 102,2 | 102,9 |
| | Messenger | 116,6 | 116,9 | 117,7 | 111,3 | 111,7 | 112,4 | 116,9 | 117,1 | 117,9 | 113,9 | 113,9 | 114,3 |

TABLE 5 (Summary)

REAL WEIGHTED INDICES

Indices of civil servants' salaries at 1 July 1979 by category

(1 July 1978 = 100)

Ireland

| Category | Single | | Married, 2 children | | All civil servants | |
|-----------------------------|--------|-------|---------------------|-------|--------------------|-------|
| | Gross | Net | Gross | Net | Gross | Net |
| A | 107,3 | 99,6 | 107,1 | 101,7 | 107,2 | 100,7 |
| B | 108,3 | 101,6 | 106,9 | 103,3 | 107,6 | 102,5 |
| C | 108,9 | 105,3 | 109,2 | 106,9 | 109,0 | 106,2 |
| D | 114,1 | 109,3 | 114,3 | 111,7 | 114,2 | 110,6 |
| Total - National weighting | 110,1 | 105,3 | 110,0 | 107,2 | 110,0 | 106,3 |
| Total - Community weighting | 108,1 | 101,7 | 107,8 | 103,7 | 107,9 | 102,9 |

DENMARK

TABLE 1

Gross Annual Salary 1 April 1978

| Grades and allowances | Number employed | Married | | | | | | | | |
|--|-----------------|-----------|------------|---------|------------|------------|------------|------------|---------|---------|
| | | Unmarried | 0 children | 1 child | 2 children | 3 children | 4 children | 5 children | | |
| Category A1 Established officials | | | | | | | | | | |
| Heads of department | 11 | 305.707 | 305.707 | 305.707 | 305.707 | 305.707 | 305.707 | 305.707 | 305.707 | 305.707 |
| Heads of department | 12 | 294.703 | 294.703 | 294.703 | 294.703 | 294.703 | 294.703 | 294.703 | 294.703 | 294.703 |
| Directors, etc. | 16 | 274.443 | 274.443 | 274.443 | 274.443 | 274.443 | 274.443 | 274.443 | 274.443 | 274.443 |
| Heads of subdepartment, directors, etc. | 42 | 261.796 | 261.796 | 261.796 | 261.796 | 261.796 | 261.796 | 261.796 | 261.796 | 261.796 |
| Ambassadors, etc. | 37 | 240.221 | 240.221 | 240.221 | 240.221 | 240.221 | 240.221 | 240.221 | 240.221 | 240.221 |
| Advisors, heads of division, etc. | 353 | 208.843 | 208.843 | 208.843 | 208.843 | 208.843 | 208.843 | 208.843 | 208.843 | 208.843 |
| Principal administrators, administrators, assistant administrators | 306 | 173.659 | 173.659 | 173.659 | 173.659 | 173.659 | 173.659 | 173.659 | 173.659 | 173.659 |
| Others | 257 | 217.294 | 217.294 | 217.294 | 217.294 | 217.294 | 217.294 | 217.294 | 217.294 | 217.294 |
| Category A1 overall | 1033 | 206.855 | 206.855 | 206.855 | 206.855 | 206.855 | 206.855 | 206.855 | 206.855 | 206.855 |
| Category A2 Group contract officials | | | | | | | | | | |
| Civil engineers | 130 | 163.837 | 163.837 | 163.837 | 163.837 | 163.837 | 163.837 | 163.837 | 163.837 | 163.837 |
| Principal administrators, administrators, assistant administrators | 1767 | 136.729 | 136.729 | 136.729 | 136.729 | 136.729 | 136.729 | 136.729 | 136.729 | 136.729 |
| Editors, press attachés, journalists | 24 | 144.563 | 144.563 | 144.563 | 144.563 | 144.563 | 144.563 | 144.563 | 144.563 | 144.563 |
| Others | 354 | 134.279 | 134.279 | 134.279 | 134.279 | 134.279 | 134.279 | 134.279 | 134.279 | 134.279 |
| Category A2 overall | 2274 | 137.977 | 137.977 | 137.977 | 137.977 | 137.977 | 137.977 | 137.977 | 137.977 | 137.977 |
| Category A overall | 3308 | 159.497 | 159.497 | 159.497 | 159.497 | 159.497 | 159.497 | 159.497 | 159.497 | 159.497 |

TABLE 1 (contd)

Gross Annual Salary 1 April 1978

| Grades and allowances | Number employed | Married | | | | | | |
|---|-----------------|-----------|------------|---------|------------|------------|------------|------------|
| | | Unmarried | 0 children | 1 child | 2 children | 3 children | 4 children | 5 children |
| Supervisors, etc. | 33 | 138.648 | 138.648 | 139.972 | 141.780 | 143.588 | 145.396 | 147.206 |
| Book-keepers, principal administrators, etc. | 48 | 126.722 | 126.722 | 128.455 | 130.263 | 132.071 | 133.879 | 135.687 |
| Book-keepers, administrators, etc. | 171 | 123.367 | 123.367 | 125.146 | 126.954 | 128.762 | 130.570 | 132.378 |
| Administrators, principal administrative assistants, etc. | 87 | 112.975 | 112.975 | 114.783 | 116.591 | 118.399 | 120.207 | 122.015 |
| Archivists, senior administrative assistants | 143 | 105.233 | 105.233 | 107.041 | 108.849 | 110.657 | 112.465 | 114.273 |
| Senior administrative assistants | 156 | 100.089 | 100.089 | 101.897 | 103.705 | 105.513 | 107.321 | 109.129 |
| Others | 236 | 114.827 | 114.827 | 116.474 | 118.277 | 120.085 | 121.893 | 123.701 |
| Category B1 overall | 873 | 113.666 | 113.666 | 115.402 | 117.209 | 119.017 | 120.825 | 122.633 |
| Category B2 | | | | | | | | |
| Group contract officials | | | | | | | | |
| Principal administrative assistants | 148 | 114.272 | 114.272 | 116.079 | 117.888 | 119.696 | 121.503 | 123.311 |
| Senior administrative assistants | 593 | 102.598 | 102.598 | 104.403 | 106.210 | 108.018 | 109.826 | 111.634 |
| Other | 70 | 110.754 | 110.754 | 112.553 | 114.361 | 116.169 | 117.977 | 119.785 |
| Category B2 overall | 811 | 105.436 | 105.436 | 107.241 | 109.047 | 110.855 | 112.663 | 114.471 |
| Category B overall | 1684 | 109.703 | 109.703 | 111.473 | 113.279 | 115.087 | 116.895 | 118.703 |

TABLE 1 (contd)

Gross Annual Salary 1 April 1978

| Grades | Number employed | Married | | | | | | |
|--------------------------|-----------------|-----------|------------|---------|------------|------------|------------|------------|
| | | Unmarried | 0 children | 1 child | 2 children | 3 children | 4 children | 5 children |
| 20 | 4 | 113-689 | 113-689 | 115-497 | 117-305 | 119-113 | 120-921 | 122-729 |
| 09 | 281 | 87-270 | 87-270 | 89-078 | 90-886 | 92-694 | 94-502 | 96-310 |
| 07 | 74 | 85-711 | 85-711 | 87-519 | 89-327 | 91-135 | 92-943 | 94-731 |
| | 63 | 106-376 | 106-376 | 108-153 | 109-961 | 111-769 | 113-577 | 115-385 |
| | 421 | 90-074 | 90-074 | 91-877 | 93-685 | 95-493 | 97-301 | 99-109 |
| Category C1 overall | | | | | | | | |
| Category C2 | | | | | | | | |
| Group contract officials | | | | | | | | |
| | 145 | 103-588 | 103-588 | 105-396 | 107-204 | 109-012 | 110-820 | 112-628 |
| | 2910 | 89-819 | 89-819 | 91-621 | 93-425 | 95-233 | 97-041 | 98-849 |
| | 63 | 79-613 | 79-613 | 81-421 | 83-229 | 85-037 | 86-845 | 88-653 |
| | 163 | 72-669 | 72-669 | 74-477 | 76-285 | 78-093 | 79-901 | 81-709 |
| | 3 | 105-664 | 105-664 | 107-472 | 109-280 | 111-088 | 112-896 | 114-704 |
| Category C2 overall | | | | | | | | |
| | 3284 | 89-396 | 89-396 | 91-199 | 93-003 | 94-811 | 96-619 | 98-427 |
| Category C overall | | | | | | | | |
| | 3703 | 89-473 | 89-473 | 91-276 | 93-081 | 94-889 | 96-697 | 98-505 |

Table 3/78

Category C1
Established officials

Designers, craftsmen, etc.
Administrative assistants, etc.
Assistants, clerical officers, etc.
Others

Category C1 overall
Category C2
Group contract officials

Skilled employees
Administrative assistants
Skilled workers
Clerical officers
Others

Category C2 overall
Category C overall

TABLE 1 (contd)

Gross Annual Salary 1 April 1978

| Grade | Number employed | Married | | | | | | |
|--------------------------|-----------------|-----------|------------|---------|------------|------------|------------|------------|
| | | Unmarried | 0 children | 1 child | 2 children | 3 children | 4 children | 5 children |
| 10 | 23 | 92.473 | 92.473 | 94.281 | 96.089 | 97.897 | 99.705 | 101.513 |
| 08 | 15 | 87.187 | 87.187 | 88.995 | 90.803 | 92.611 | 94.419 | 96.227 |
| 05 | 113 | 87.649 | 87.649 | 89.457 | 91.265 | 93.073 | 94.881 | 96.689 |
| 03 | 59 | 78.017 | 78.017 | 79.825 | 81.633 | 83.441 | 85.249 | 87.057 |
| | 118 | 86.671 | 86.671 | 88.479 | 90.287 | 92.095 | 93.903 | 95.711 |
| | 327 | 85.892 | 85.882 | 87.690 | 89.498 | 91.306 | 93.114 | 94.922 |
| Category D1 overall | | | | | | | | |
| Category D2 | | | | | | | | |
| Group contract officials | | | | | | | | |
| Unskilled workers | 257 | 77.297 | 77.297 | 79.105 | 80.913 | 82.721 | 84.529 | 86.337 |
| Cleaners, etc. | 424 | 77.886 | 77.886 | 79.694 | 81.502 | 83.310 | 85.118 | 86.926 |
| Others | 125 | 52.527 | 52.527 | 54.335 | 56.143 | 57.951 | 59.759 | 61.567 |
| Category D2 overall | 806 | 73.773 | 73.773 | 75.581 | 77.389 | 79.197 | 81.005 | 82.813 |
| Category D overall | 1133 | 77.274 | 77.274 | 79.082 | 80.890 | 82.698 | 84.506 | 86.314 |

TABLE 1 (contd)

Net Annual Salary 1 April 1978

Table 6/78
 Category B1
 Established officials

Grade and allowances

Number employed

Unmarried
 Married 0 children
 Married 1 child
 Married 2 children
 Married 3 children
 Married 4 children
 Married 5 children

| | | | | | | | | | |
|---|----|------|--------|--------|--------|--------|--------|--------|--------|
| Supervisors, etc. | 29 | 33 | 74.744 | 80.516 | 81.839 | 83.647 | 85.455 | 87.263 | 89.071 |
| Book-keepers, principal administrators, etc. | 25 | 48 | 70.564 | 76.336 | 78.070 | 79.878 | 81.686 | 83.494 | 85.302 |
| Book-keepers, administrators, etc. | 21 | 171 | 69.245 | 75.017 | 76.796 | 78.604 | 80.412 | 82.220 | 84.028 |
| Administrators, principal administrative assistants, etc. | 20 | 87 | 64.950 | 70.723 | 72.531 | 74.339 | 76.147 | 77.955 | 79.763 |
| Archivist, senior administrative assistants, etc. | 17 | 143 | 61.809 | 67.581 | 69.389 | 71.197 | 73.005 | 74.813 | 76.621 |
| Senior administrative assistants | 15 | 156 | 59.696 | 65.468 | 67.276 | 69.084 | 70.892 | 72.700 | 74.508 |
| Others | | 236 | 65.550 | 71.322 | 72.970 | 74.773 | 76.581 | 78.389 | 80.197 |
| Category B1 overall | | 873 | 65.179 | 70.951 | 72.687 | 74.494 | 76.302 | 78.110 | 79.918 |
| Category B2 Group contract officials | | | | | | | | | |
| Principal administrative assistants | | 148 | 65.460 | 71.232 | 73.040 | 74.848 | 76.656 | 78.464 | 80.272 |
| Senior administrative assistants | | 593 | 60.856 | 66.629 | 68.434 | 70.240 | 72.048 | 73.856 | 75.664 |
| Others | | 70 | 64.008 | 69.780 | 71.579 | 73.387 | 75.195 | 77.003 | 78.811 |
| Category B2 overall | | 811 | 61.970 | 67.742 | 69.547 | 71.354 | 73.162 | 74.970 | 76.778 |
| Category B overall | | 1684 | 63.634 | 69.406 | 71.175 | 72.982 | 74.790 | 76.598 | 78.406 |

TABLE 1 (contd)

Gross Annual Salary 1 April 1978

| Grade and allowances | Number employed | Married | | | | | | |
|--|-----------------|-----------|------------|---------|------------|------------|------------|------------|
| | | Unmarried | 0 children | 1 child | 2 children | 3 children | 4 children | 5 children |
| Designers, craftsmen, etc. | 4 | 66.234 | 72.006 | 73.814 | 75.622 | 77.430 | 79.238 | 81.046 |
| Administrative assistants, etc. | 281 | 54.398 | 60.170 | 61.978 | 63.786 | 65.594 | 67.402 | 69.210 |
| Administrative assistants, clerical officers, etc. | 74 | 53.607 | 59.179 | 60.987 | 62.795 | 64.603 | 66.411 | 68.219 |
| Others | 63 | 62.185 | 67.958 | 69.734 | 71.542 | 73.350 | 75.158 | 76.966 |
| Category C1 overall | 421 | 55.488 | 61.260 | 63.064 | 64.872 | 66.680 | 68.488 | 70.296 |
| Category C2 | | | | | | | | |
| Group contract officials | | | | | | | | |
| Skilled employees | 145 | 60.901 | 66.673 | 68.481 | 70.289 | 72.097 | 73.905 | 75.713 |
| Administrative assistants | 2910 | 55.449 | 61.220 | 63.023 | 64.827 | 66.635 | 68.443 | 70.251 |
| Skilled workers | 63 | 50.657 | 56.430 | 58.238 | 60.046 | 61.854 | 63.662 | 65.470 |
| Clerical officers | 163 | 47.511 | 53.283 | 55.091 | 56.899 | 58.707 | 60.515 | 62.323 |
| Others | 3 | 63.552 | 69.324 | 71.132 | 72.940 | 74.748 | 76.556 | 78.364 |
| Category C2 overall | 3284 | 55.211 | 60.983 | 62.787 | 64.591 | 66.399 | 68.207 | 70.015 |
| Category C overall | 3705 | 55.243 | 61.015 | 62.818 | 64.623 | 66.431 | 68.239 | 70.047 |

TABLE 1 (contd)

Net Annual Salary 1 April 1978

| Grade and allowances | Number employed | Net Annual Salary 1 April 1978 | | | | | | |
|---|-----------------|--------------------------------|--------------------|-----------------|--------------------|--------------------|--------------------|--------------------|
| | | Unmarried | Married 0 children | Married 1 child | Married 2 children | Married 3 children | Married 4 children | Married 5 children |
| Head messengers, etc. | 23 | 56.208 | 61.980 | 63.788 | 65.596 | 67.404 | 69.212 | 71.020 |
| Head messengers, etc. | 15 | 53.973 | 59.745 | 61.553 | 63.361 | 65.169 | 66.977 | 68.785 |
| Messengers, chauffeurs, etc. | 113 | 54.173 | 59.946 | 61.754 | 63.562 | 65.370 | 67.178 | 68.986 |
| Messengers | 59 | 50.099 | 55.871 | 57.679 | 59.487 | 61.295 | 63.103 | 64.911 |
| Others | 118 | 53.753 | 59.525 | 61.333 | 63.141 | 64.949 | 66.757 | 68.565 |
| Category D1 overall | 327 | 53.422 | 59.195 | 61.003 | 62.811 | 64.619 | 66.427 | 68.235 |
| Category D2 Group contract officials | | | | | | | | |
| Unskilled workers | 257 | 49.739 | 55.511 | 57.319 | 59.127 | 60.935 | 62.743 | 64.551 |
| Cleaners, etc. | 424 | 50.108 | 55.880 | 57.688 | 59.496 | 61.304 | 63.112 | 64.920 |
| Others | 125 | 36.392 | 42.164 | 43.972 | 45.780 | 47.588 | 49.396 | 51.204 |
| Category D2 overall | 806 | 47.867 | 53.640 | 55.448 | 57.256 | 59.064 | 60.872 | 62.680 |
| Category D overall | 1133 | 49.474 | 55.246 | 57.054 | 58.862 | 60.670 | 62.478 | 64.286 |

Pay and Pensions Department
Statistical Advisory Officer

Ref: 6 kt.1129/1979
5 September 1979

Calculation of the trend in salaries for certain groups of civil servants from 1 April 1978 to 1 April 1979, 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 14 and 15 March 1979; the information for 1978 and 1979 has been collected following the same principles as those of the last five reports.

2. The figures for 1979 are directly comparable with last year's figures for 1977 and 1978.

The number of civil servants covered by the figures rose from 9.833 to 10.272 between 1 April 1978 and 1 April 1979.

The set of figures for 1979 gives the average figure for each category - A, B, C, D - supplemented by figures for a selection of posts inside the individual categories; gross and net salary have also been calculated for these. Net salary comprises gross salary minus taxes and contributions to the Wage-Earners' Supplementary Pension Fund (ATP).

3. As in previous years, calculations of individual salaries have included all general and special allowances attaching to the post.

4. There was no change in salary rates in the period 1 April - 1 July in 1979.

5.

5.1 The framework for increases in public services pay between 1 April 1979 and 31 March 1981 has been set by law. It was agreed to supplement the legal framework with a 1% increase on 1 April 1979 and 3/4% on 1 April 1980. Of the agreed wage increases some 0,32% has been awarded as an increase for night pay and other payments which do not form part of the current wage. The increase in the current wage amounts to an average of 0,7% on 1 April 1979 and 0,73% on 1 April 1980.

It was also agreed that both the wage drift allowance (taktreguleringstillæg) and the flat-rate cost-of-living allowance (dyrtidsportion) would be continued.

The wage drift arrangements were also improved to give 75% cover of the wage drift on the private labour market from 1 October 1979 compared with the previous 50%. In the period covered by the report two cost-of-living allowances were paid, plus 1,06% in wage drift allowance from 1 October 1978 and 1,36% in wage drift allowance from 1 April 1979.

5.2 The agreements now entered into with civil servants' organizations mean that the guidelines set down for public service salary increases in the period 1977-1979 have been adhered to.

6. Tables 1, 2, 3 and 4 show gross annual salaries in 1979 for the posts covered by the report. It should be pointed out that in the case of staff employed on a group contract basis gross salary no longer includes contributions to pension schemes and that any children's allowance paid is now included in gross salary for both categories of staff. Tables 5, 6, 7 and 8 for 1979 show net annual salaries, i.e. gross salaries minus income tax (in the commune of Copenhagen) and supplementary pension (ATP) contributions; children's allowance has also been taken into account. The calculations include unmarried people without children and married men with dependent wife and with either no children or two children.

It has been assumed that there is no deduction of taxable income beyond the wage earners' deduction of Dkr 2.000 and a deduction for supplementary pension (ATP) contributions of Dkr 144. The amount of final taxation for persons under 67 in Copenhagen under the rules applicable in 1979 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; this is paid in cash and is tax-free. The figures applying on 1 April 1979 have been used here. The family allowance tapers off, in accordance with rules, on the basis of taxable income in 1977. It has also been assumed that the children were under 16, the age limit for children's allowance, in 1977.

Thus Tables 5 to 8 show 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 (i.e. disposable income).

Table 9 gives a summary of salaries, taxes, family allowances and disposable income for the four groups A, B, C and D.

TABLE 2

| Category A1 Established officials | Grade and allowances | Number employed | Unmarried | Gross annual salary 1 April 1979 | |
|--|----------------------|-----------------|-----------|----------------------------------|-----------------------|
| | | | | Married 0 children | Married 2 children |
| Heads of department | 40 21.350 | 13 | 315.762 | 315.762 | 315.762 |
| Heads of department | 39 37.400 | 10 | 304.807 | 304.807 | 304.807 |
| Directors etc. | 39 16.020 | 15 | 282.097 | 282.097 | 282.097 |
| Heads of subdepartment, directors etc. | 38 24.025 | 43 | 270.809 | 270.809 | 270.809 |
| Ambassadors etc. | 38 5.340 | 37 | 248.906 | 248.906 | 248.906 |
| Advisors, heads of division etc. | 36 18.700 | 372 | 216.899 | 216.899 | 216.899 |
| Principal admins., admins., assistant admins., 16/31 | 34 | 279 | 180.639 | 180.639 | 182.305 |
| Others | | 246 | 224.517 | 224.517 | 225.058 |
| Category A1 overall | | 1915 | 215.418 | 215.418 | 216.005 |
| Category A2 Group contract officials | | | | | |
| Civil engineers | | 138 | 167.727 | 167.727 | 169.919 |
| Principal admins., admins., assistant admins., etc. | | 1850 | 142.882 | 142.882 | 146.021 |
| Editors, press attachés, journalists | | 26 | 154.652 | 154.652 | 157.488 |
| Others | | 390 | 139.926 | 139.926 | 143.164 |
| Category A2 overall | | 2404 | 143.969 | 143.969 | 147.065 |
| Category A overall | | 3419 | 165.376 | 165.376 | 167.721 |

TABLE 2 (contd.)

| Category B1 | Grade | Number employed | Unmarried | Gross annual salary 1 April 1979 | |
|--|-------|-----------------|-----------|----------------------------------|-----------------------|
| | | | | Married 0 children | Married 2 children |
| Established officials | | | | | |
| Supervisors etc. | 29 | 28 | 143-538 | 143-538 | 147-285 |
| Book-keepers, principal administrators etc. | 25 | 46 | 133-878 | 133-878 | 137-658 |
| Book-keepers, administrators etc. | 21 | 181 | 129-092 | 129-092 | 132-818 |
| Administrators, principal adm. assistants etc. | 20 | 81 | 120-209 | 120-209 | 123-977 |
| Archivist, senior adm. assistants etc. | 17 | 151 | 111-839 | 111-839 | 115-616 |
| Senior administrative assistants | 15 | 172 | 106-385 | 106-385 | 110-141 |
| Others | | 244 | 121-665 | 121-665 | 125-360 |
| Category B1 overall | | 903 | 119-877 | 119-877 | 123-616 |
| Category B2 | | | | | |
| Group contract officials | | | | | |
| Principal administrative assistants | | 165 | 119-917 | 119-917 | 123-685 |
| Senior administrative assistants | | 623 | 108-954 | 108-954 | 112-716 |
| Others | | 104 | 114-197 | 114-197 | 117-961 |
| Category B2 overall | | 892 | 111-648 | 111-648 | 115-411 |
| Category B overall | | 1795 | 115-791 | 115-791 | 119-542 |

TABLE 2 (contd)

| Category C1 | Grade | Number employed | Unmarried | Gross annual salary 1 April 1979 | |
|---|-------|-----------------|-----------|----------------------------------|--------------------|
| | | | | Married 0 children | Married 2 children |
| Established officials | | | | | |
| Designers, craftsmen etc. | 20 | 3 | 120.019 | 120.019 | 123.787 |
| Administrative assistants etc. | 09 | 333 | 93.519 | 93.519 | 97.252 |
| Administrative assistants, clerical officers etc. | 07 | 63 | 91.937 | 91.937 | 95.692 |
| Other | | 73 | 113.030 | 113.030 | 116.479 |
| Category C1 overall | | 472 | 96.565 | 96.565 | 100.257 |
| Group contract officials | | | | | |
| Skilled employees | | 149 | 113.451 | 113.451 | 117.193 |
| Administrative assistants | | 3025 | 95.604 | 95.604 | 99.363 |
| Skilled workers | | 64 | 88.517 | 88.517 | 92.297 |
| Clerical officers | | 190 | 78.402 | 78.402 | 82.155 |
| Others | | 7 | 86.403 | 86.403 | 90.171 |
| Category C2 overall | | 3435 | 95.289 | 95.289 | 99.047 |
| Category C overall | | 3907 | 95.437 | 95.437 | 99.188 |

TABLE 2 (contd)

Table 4/79

| Category D1 Established officials | Grade | Number employed | Unmarried | Gross annual salary 1 April 1979 | |
|--------------------------------------|-------|--------------------|-----------|----------------------------------|-----------------------|
| | | | | Married 0 children | Married 2 children |
| Head messengers etc. | 10 | 26 | 98.443 | 98.443 | 101.921 |
| Head messengers etc. | 08 | 9 | 93.186 | 93.186 | 96.954 |
| Messengers, chauffeurs etc. | 05 | 113 | 95.114 | 95.114 | 98.815 |
| Messengers | 03 | 53 | 84.075 | 84.075 | 87.843 |
| Others | | 118 | 92.003 | 92.003 | 95.771 |
| Category D1 overall | | 319 | 92.346 | 92.346 | 96.067 |
| Category D2 | | | | | |
| Group contract officials | | | | | |
| Unskilled workers | | 275 | 84.445 | 84.445 | 88.205 |
| Cleaners etc. | | 431 | 81.580 | 81.580 | 85.346 |
| Others | | 126 | 54.262 | 54.262 | 58.004 |
| Category D2 overall | | 832 | 78.326 | 78.326 | 82.086 |
| Category D overall | | 1151 | 82.253 | 82.253 | 96.002 |

TABLE 2 (contd.)

| Category A1 Established officials | Grades and allowances | Number employed | Unmarried | Net annual salary 1 April 1979 | |
|--|-----------------------|-----------------|-----------|--------------------------------|-----------------------|
| | | | | Married 0 children | Married 2 children |
| Heads of department | 40 21.350 | 13 | 128.977 | 135.473 | 135.473 |
| Heads of department | 39 37.400 | 10 | 125.663 | 132.159 | 132.159 |
| Directors etc. | 39 16.020 | 15 | 118.846 | 125.342 | 125.342 |
| Heads of subdepartment, directors etc. | 38 24.025 | 43 | 115.479 | 121.975 | 121.975 |
| Ambassadors etc. | 38 5.340 | 37 | 108.892 | 115.388 | 115.388 |
| Advisors, heads of division etc. | 36 18.700 | 372 | 98.651 | 105.025 | 105.026 |
| Principal admins., admins., assistant admins 16/31 | 34 | 279 | 87.620 | 93.965 | 95.630 |
| Others | | 246 | 101.432 | 107.902 | 108.442 |
| Category A1 overall | | 1015 | 98.361 | 104.765 | 105.351 |
| Category A2 | | | | | |
| Group contract officials | | | | | |
| Civil engineers | | 138 | 83.941 | 90.437 | 92.629 |
| Principal admins., admins., assistant admins etc. | | 1850 | 75.882 | 82.370 | 85.508 |
| Editors, press attachés, journalists | | 26 | 80.104 | 86.600 | 89.435 |
| Others | | 390 | 74.838 | 81.321 | 84.559 |
| Category A2 overall | | 2404 | 76.225 | 82.712 | 85.809 |
| Category A overall | | 3419 | 82.857 | 89.320 | 91.664 |

TABLE 2 (contd)

| Category | Grade | Number employed | Unmarried | Net annual salary 1 April 1979 | |
|---|-------|-----------------|-----------|--------------------------------|--------------------|
| | | | | Married 0 children | Married 2 children |
| Category B1 | | | | | |
| Established officials | | | | | |
| Supervisors etc. | 29 | 28 | 77.140 | 83.636 | 87.382 |
| Book-keepers, principal administrators etc. | 25 | 46 | 73.557 | 80.081 | 83.861 |
| Book-keepers, administrators etc. | 21 | 181 | 71.252 | 77.677 | 81.403 |
| Administrators, prin. adm. assistants etc. | 20 | 81 | 67.982 | 74.478 | 78.246 |
| Archivists, senior adm. assistants etc. | 17 | 151 | 64.612 | 71.123 | 74.899 |
| Senior administrative assistants | 15 | 172 | 62.288 | 68.765 | 72.521 |
| Others | | 244 | 68.242 | 74.716 | 78.411 |
| Category B1 overall | | 903 | 67.671 | 74.147 | 77.886 |
| Category B2 | | | | | |
| Group contract officials | | | | | |
| Principal administrative assistants | | 165 | 67.868 | 74.364 | 78.132 |
| Senior administrative assistants | | 623 | 63.358 | 69.846 | 73.607 |
| Others | | 104 | 65.502 | 71.991 | 75.755 |
| Category B2 overall | | 892 | 64.465 | 70.954 | 74.717 |
| Category B overall | | 1795 | 66.079 | 72.561 | 76.312 |

TABLE 2 (contd)

| Category C1 | Grade | Number employed | Unmarried | Net annual salary 1 April 1979 | |
|---|-------|-----------------|-----------|--------------------------------|--------------------|
| | | | | Married 0 children | Married 2 children |
| Established officials | | | | | |
| Designers, craftsmen etc. | 20 | 3 | 67.904 | 74.400 | 78.168 |
| Administrative assistants etc. | 09 | 333 | 56.817 | 63.254 | 66.987 |
| Adm. assistants, clerical officers etc. | 07 | 63 | 56.383 | 62.857 | 66.612 |
| Others | | 73 | 62.451 | 68.432 | 71.880 |
| Category C1 overall | | 472 | 57.724 | 64.094 | 67.786 |
| Category C2 | | | | | |
| Group contract officials | | | | | |
| Skilled employees | | 149 | 65.020 | 71.473 | 75.216 |
| Administrative assistants | | 3025 | 57.879 | 64.366 | 68.125 |
| Skilled workers | | 64 | 54.910 | 61.427 | 65.207 |
| Clerical officers | | 190 | 50.322 | 56.792 | 60.545 |
| Others | | 7 | 53.037 | 59.533 | 63.301 |
| Category C2 overall | | 3435 | 57.710 | 64.194 | 67.953 |
| Category C overall | | 3907 | 57.712 | 64.183 | 67.934 |

Table 7/79

TABLE 2 (contd.)

Table 8/79

| Category D1 | Grade | Number employed | Unmarried | Net annual salary 1 April 1979 | |
|-----------------------------|-------|-----------------|-----------|--------------------------------|--------------------|
| | | | | Married 0 children | Married 2 children |
| Established officials | | | | | |
| Head messengers etc. | 10 | 26 | 56.841 | 62.842 | 66.320 |
| Head messengers etc. | 08 | 9 | 56.956 | 63.452 | 67.220 |
| Messengers, chauffeurs etc. | 05 | 113 | 57.221 | 63.603 | 67.304 |
| Messengers | 03 | 53 | 53.226 | 59.722 | 63.490 |
| Others | | 118 | 56.431 | 62.927 | 66.695 |
| Category D1 overall | | 319 | 56.226 | 62.642 | 66.363 |
| Category D2 | | | | | |
| Group contract officials | | | | | |
| Unskilled workers | | 275 | 53.232 | 59.714 | 63.474 |
| Cleaners etc. | | 431 | 52.232 | 58.724 | 62.490 |
| Others | | 126 | 37.315 | 43.766 | 47.508 |
| Category D2 overall | | 832 | 50.270 | 56.753 | 60.513 |
| Category D overall | | 1151 | 51.939 | 58.402 | 62.151 |

Table 9/79

Salaries, taxes, etc. for unmarried and married persons

Copenhagen 1979

| Category | Gross annual salary (1) | Taxes, contributions for supplementary (2) | Family allowances (3) | Net annual salary - taxes etc. + family allowances (1) - (2) + (3) (4) |
|----------|---|--|-----------------------------|---|
| | Dkr | Dkr | Dkr | Dkr |
| | <u>Single person</u> | | | |
| A | 165.376 | 82.519 | - | 82.857 |
| B | 115.791 | 49.712 | - | 66.079 |
| C | 95.437 | 37.725 | - | 57.712 |
| D | 82.253 | 30.314 | - | 51.939 |
| | <u>Married man with dependent wife and two children</u> | | | |
| A | 165.376 | 76.057 | 2.345 | 91.664 |
| B | 115.791 | 43.230 | 3.751 | 76.312 |
| C | 95.437 | 31.254 | 3.751 | 67.934 |
| D | 82.253 | 23.851 | 3.749 | 62.151 |

DENMARK

TABLE 1

NOMINAL INDICES

Civil servants' salaries - index numbers at 1 April 1979
(1 July 1978 = 100)

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | | | | | | |
|---------------------------------------|--|----------------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|--|-------|--|-------|--|
| | | Gross | | | Net | | | Gross | | | Net | | | | | | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | | | | | |
| A1 | ESTABLISHED | | | | | | | | | | | | | | | | | |
| | Head of department | | 103,3 | | 101,4 | | 103,3 | | 101,9 | | 103,3 | | 101,9 | | 103,3 | | 101,9 | |
| | Head of department | | 103,4 | | 101,6 | | 103,4 | | 101,6 | | 103,4 | | 101,6 | | 103,4 | | 101,6 | |
| | Director etc. | | 102,8 | | 101,2 | | 102,8 | | 101,2 | | 102,8 | | 101,2 | | 102,8 | | 101,2 | |
| | Head of subdept. director, etc. | | 103,4 | | 101,8 | | 103,4 | | 101,8 | | 103,4 | | 101,8 | | 103,4 | | 101,8 | |
| | Ambassador etc. | | 103,6 | | 102,1 | | 103,6 | | 102,1 | | 103,6 | | 102,1 | | 103,6 | | 102,1 | |
| | Advisor, head of division etc. | | 103,7 | | 101,9 | | 103,7 | | 101,9 | | 103,7 | | 101,9 | | 103,7 | | 101,9 | |
| | Principal adm., adm., ass. adm. 16/31 | | 104,0 | | 102,1 | | 104,0 | | 102,1 | | 104,0 | | 102,1 | | 104,0 | | 102,1 | |
| | Other | | 103,3 | | 102,0 | | 103,3 | | 102,0 | | 103,3 | | 102,0 | | 103,3 | | 102,0 | |
| | A2 | GROUP CONTRACT | | | | | | | | | | | | | | | | |
| Civil engineer | | | 102,4 | | 102,0 | | 102,4 | | 102,0 | | 102,4 | | 102,0 | | 102,4 | | 102,0 | |
| Prin. adm., adm., ass. adm. etc. | | | 104,5 | | 103,2 | | 104,5 | | 103,2 | | 104,5 | | 103,2 | | 104,5 | | 103,2 | |
| Editor, press. attaché, journalist | | | 107,0 | | 104,9 | | 107,0 | | 104,9 | | 107,0 | | 104,9 | | 107,0 | | 104,9 | |
| Other | | | 104,2 | | 103,1 | | 104,2 | | 103,1 | | 104,2 | | 103,1 | | 104,2 | | 103,1 | |

DENMARK

TABLE 3 (contd)

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | | | | |
|-------|---|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|--|-------|--|
| | | Gross | | | Net | | | Gross | | | Net | | | | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | | | |
| B1 | ESTABLISHED | | | | | | | | | | | | | | | |
| | Supervisor etc. | | 103,5 | | 103,2 | | 103,9 | | 104,5 | | 104,9 | | 104,5 | | 104,9 | |
| | Book-keeper, prin. adm., etc. | | 105,7 | | 104,2 | | 105,7 | | 105,0 | | 106,1 | | 105,0 | | 106,1 | |
| | Book-keeper, adm., etc. | | 104,6 | | 102,9 | | 104,6 | | 103,6 | | 103,2 | | 103,6 | | 103,2 | |
| | Adm., prin. adm. ass. etc. | | 106,4 | | 104,7 | | 106,3 | | 105,3 | | 104,9 | | 105,3 | | 104,9 | |
| B2 | Archivist, senior adm. ass., etc. | | 106,3 | | 104,5 | | 106,4 | | 105,2 | | 104,9 | | 105,2 | | 104,9 | |
| | Senior adm. ass. | | 106,3 | | 104,3 | | 106,2 | | 105,0 | | 106,1 | | 105,0 | | 104,8 | |
| | Other | | 106,0 | | 104,1 | | 106,0 | | 104,9 | | 103,2 | | 104,9 | | 103,2 | |
| | GROUP CONTRACT | | | | | | | | | | | | | | | |
| C1 | Prin. adm. ass. | | 104,9 | | 103,7 | | 104,9 | | 104,4 | | 104,9 | | 104,4 | | 104,9 | |
| | Senior adm. ass. | | 106,2 | | 104,1 | | 106,2 | | 104,8 | | 106,1 | | 104,8 | | 104,8 | |
| | Other | | 103,1 | | 102,3 | | 103,1 | | 103,2 | | 103,2 | | 103,2 | | 103,2 | |
| | ESTABLISHED | | | | | | | | | | | | | | | |
| | Designers, craftsmen etc. Adm. assistant etc. | | 105,6 | | 102,5 | | 105,5 | | 103,4 | | 107,0 | | 105,0 | | 107,0 | |
| Other | Adm. ass., clerical officer etc. | | 107,3 | | 105,6 | | 107,1 | | 106,1 | | 107,1 | | 106,1 | | 106,1 | |
| | Other | | 106,3 | | 100,4 | | 105,9 | | 100,5 | | 105,9 | | 100,5 | | 105,9 | |

TABLE 3 (contd.)

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | | | | |
|------|---------------------------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|--|-------|--|
| | | Gross | | | Net | | | Gross | | | Net | | | | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | | | |
| C2 | GROUP CONTRACT | | | | | | | | | | | | | | | |
| | Skilled employee | | 109,5 | | 106,8 | | 109,3 | | 107,0 | | 107,0 | | 107,0 | | 107,0 | |
| | Adm. assistant | | 106,4 | | 104,4 | | 106,4 | | 105,1 | | 105,1 | | 105,1 | | 105,1 | |
| | Skilled worker | | 111,2 | | 108,4 | | 110,9 | | 108,6 | | 108,6 | | 108,6 | | 108,6 | |
| | Clerical officer | | 107,9 | | 105,9 | | 107,7 | | 106,4 | | 106,4 | | 106,4 | | 106,4 | |
| | Other | | - | | - | | - | | - | | - | | - | | - | |
| D1 | ESTABLISHED | | | | | | | | | | | | | | | |
| | Head messenger etc. | | 106,5 | | 101,1 | | 106,1 | | 101,1 | | 101,1 | | 101,1 | | 101,1 | |
| | Head messenger etc. | | 106,9 | | 105,5 | | 106,8 | | 106,1 | | 106,1 | | 106,1 | | 106,1 | |
| | Messenger, chauffeur etc. | | 108,5 | | 105,6 | | 108,3 | | 105,9 | | 105,9 | | 105,9 | | 105,9 | |
| | Messenger | | 107,8 | | 106,2 | | 107,6 | | 106,7 | | 106,7 | | 106,7 | | 106,7 | |
| | Other | | 106,2 | | 105,0 | | 106,1 | | 105,6 | | 105,6 | | 105,6 | | 105,6 | |
| D2 | GROUP CONTRACT | | | | | | | | | | | | | | | |
| | Unskilled worker | | 109,3 | | 107,0 | | 109,0 | | 107,4 | | 107,4 | | 107,4 | | 107,4 | |
| | Cleaner etc. | | 104,7 | | 104,2 | | 104,7 | | 105,0 | | 105,0 | | 105,0 | | 105,0 | |
| | Other | | 103,3 | | 102,5 | | 103,3 | | 103,8 | | 103,8 | | 103,8 | | 103,8 | |

TABLE 4

REAL INDICES

Civil servants' salaries - index numbers at 1 April 1979
(1 July 1978 = 100)

DENMARK

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | |
|------|---|---|--|---|---|--|---------|---------------------|---------|---------|---------|---------|---------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum |
| A1 | ESTABLISHED Head of department Head of department Director etc. Head of subdept. director, etc. Ambassador etc. Advisor, head of division etc. Principal adm., adm., ass. adm. 16/31 Other GROUP CONTRACT Civil engineer Prin. adm., adm., ass. adm. etc. Editor, press. attaché journalist Other | 96,5 96,6 96,1 96,6 96,8 96,9 97,2 96,5 95,7 97,7 100,0 97,4 | 94,8 95,0 94,6 95,1 95,4 95,2 95,4 95,3 95,3 96,5 98,0 96,4 | 96,5 96,6 96,1 96,6 96,8 96,9 97,2 96,5 95,7 97,7 100,0 97,4 | 96,5 96,6 96,1 96,6 96,8 96,9 97,5 96,6 96,1 97,9 100,2 97,7 | 95,2 95,3 95,1 95,7 96,0 95,6 96,5 96,1 96,6 97,5 99,0 97,6 | | | | | | | |
| A2 | | | | | | | | | | | | | |

TABLE 4 (contd)

DENMARK

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | |
|------|---|---------|--|---------|--|---------|---------|--|---------|--|---------|---------|---------|
| | | Gross | | | Net | | | Gross | | | Net | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum |
| B1 | ESTABLISHED Supervisor etc. Book-keeper, prin. adm., etc. Book-keeper, adm., etc. Adm., prin. adm. ass. etc. Archivist, senior adm. ass., etc. Senior adm. ass. Other | | 96,7 98,8 97,8 99,4 99,4 99,4 99,1 | | 96,5 97,4 96,2 97,9 97,7 97,5 97,3 | | | 97,1 98,8 97,8 99,4 99,4 99,3 99,1 | | 97,7 98,1 96,8 98,4 98,3 98,1 98,0 | | | |
| B2 | GROUP CONTRACT Prin. adm. ass. Senior adm. ass. Other | | 98,0 99,3 96,4 | | 96,9 97,3 95,6 | | | 98,0 99,2 96,5 | | 97,6 97,9 96,5 | | | |
| C1 | ESTABLISHED Designers, craftsmen etc. Adm. assistant etc. Adm. ass. clerical officer etc. Other | | 98,7 100,2 100,3 99,4 | | 95,8 97,7 98,7 93,8 | | | 98,6 100,0 100,1 99,0 | | 96,6 98,1 99,2 93,9 | | | |

TABLE 4 (contd.)

DENMARK

| CAT. | GRADE | Single | | | | | | Married, 2 children | | | | | | | | |
|------|------------------------------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|-------|--|--|
| | | Gross | | | Net | | | Gross | | | Net | | | | | |
| | | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | Minimum | Average | Maximum | | | |
| C2 | GROUP CONTRACT | | | | | | | | | | | | | | | |
| | Skilled employee | | 102,3 | | 99,8 | | | | 102,2 | | | | | 100,0 | | |
| | Adm. assistant | | 99,4 | | 97,6 | | | | 99,4 | | | | | 98,2 | | |
| | Skilled worker | | 103,9 | | 101,3 | | | | 103,6 | | | | | 101,5 | | |
| | Clerical officer Other | | 100,8 | | 99,0 | | | | 100,7 | | | | | 99,4 | | |
| D2 | ESTABLISHED | | | | | | | | | | | | | | | |
| | Head messenger etc. | | 99,5 | | 94,5 | | | | 99,2 | | | | | 94,5 | | |
| | Head messenger etc. | | 99,9 | | 98,6 | | | | 99,8 | | | | | 99,2 | | |
| | Messenger, chauffeur etc. | | 101,4 | | 98,7 | | | | 101,2 | | | | | 99,0 | | |
| | Messenger Other | | 100,8 | | 99,3 | | | | 100,6 | | | | | 99,7 | | |
| D2 | GROUP CONTRACT | | | | | | | | | | | | | | | |
| | Unskilled worker | | 102,2 | | 100,0 | | | | 101,9 | | | | | 100,4 | | |
| | Cleaner etc. Other | | 97,9 | | 97,4 | | | | 97,9 | | | | | 98,1 | | |
| | | | 96,5 | | 95,8 | | | | 96,5 | | | | 97,0 | | | |

DENMARK

TABLE 5 (Summary)
 REAL WEIGHTED INDICES
 Indices of civil servants' salaries by category at 1 April 1979

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

PART C

Development of civil service per capita
emoluments in real terms 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 1965/1979 (1) is shown in the following tables:

General government (S 60)

Table 1: Wage and salary earners in general government (S 60). Global figures.

Table 2: Compensation of employees in general government (S 60). National currencies. Global figures.

Table 3: Compensation of employees in general government (S 60). National currencies. Per employee.

Table 4: Compensation of employees in general government (S60) 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). Global figures.

Table 8: Compensation of employees in central government (S 61). National currencies. Global 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 person employed.
- Table 14: Gross domestic product at market prices (N 1). Annual rates of increase in volume. Per person employed.

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: Final consumption of households on the economic territory (P 3B). Implicit price index.

TABLE 2

Compensation of employees in general government (S 60)

At current prices

Global figures

| Year Country | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|-----------------|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | National currency (1) | | | | | | | | | | | | | | |
| D | 35790 | 39950 | 42370 | 45190 | 51200 | 60140 | 71890 | 80760 | 94030 | 109160 | 118530 | 126980 | 133480 | 141870 | 151092 |
| F | 43806 | 46948 | 50395 | 58206 | 66467 | 75426 | 84995 | 94651 | 107840 | 128458 | 154873 | 182161 | 209328 | 241102 | 275097 |
| I | 3989 | 4255 | 4489 | 4848 | 5230 | 6491 | 7883 | 8948 | 10419 | 12366 | 14134 | 17129 | 21415 | 25928 | 32203 |
| NI | 7494 | 8528 | 9572 | 10449 | 12010 | 13481 | 15800 | 18300 | 20890 | 24590 | 28620 | 32300 | 35490 | 38570 | 41463 |
| Ø | 77494 | 86401 | 94430 | 101067 | 111912 | 125180 | 142538 | 168026 | 194025 | 232378 | 283460 | 323181 | 356429 | 393564 | 428198 |
| L | 2700 | 2948 | 3117 | 3347 | 3530 | 3924 | 4486 | 5171 | 6101 | 7711 | 8963 | 10312 | 11549 | 12943 | 14134 |
| UK | 3875 | 4215 | 4556 | 4883 | 5207 | 5929 | 6928 | 8064 | 9143 | 11284 | 15744 | 17933 | 19272 | 21328 | 24954 |
| FRG | 94460 | 102489 | 110897 | 123967 | 142796 | 162880 | 188558 | 228730 | 281909 | 334789 | 456620 | 544400 | 629914 | 734480 | 922507 |
| OK | | 8642 | 9922 | 11635 | 13398 | 15827 | 18936 | 22000 | 25647 | 31482 | 37500 | 42400 | 47100 | 52500 | 59063 |

(1) National currency units:
 G: DM (million)
 W: FL (million)
 UK: £ (million)

F: FF (million)
 R: FB (million)
 IAL: £ Ir (1000)

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

TABLE 3

Compensation of employees in general government (S 60)

At current prices

Per employee

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Country | National currency (1) | | | | | | | | | | | | | | |
| EUR 9 | : | : | : | : | : | : | : | : | : | : | : | : | : | : | : |
| EUR 6 | : | : | : | : | : | : | : | : | : | : | : | : | : | : | : |
| D | 13645 | 14745 | 15279 | 16145 | 17933 | 20195 | 23243 | 24980 | 28254 | 31723 | 33750 | 35126 | 37337 | 38997 | 40715 |
| F | 14460 | 19376 | 20280 | 22835 | 25574 | 27955 | 30683 | 33281 | 37159 | 43291 | 51201 | 59185 | 66678 | 75664 | 85727 |
| I | 2076.3 | 2170.5 | 2250.9 | 2359.7 | 2474.9 | 2728.5 | 3143.8 | 3362.3 | 3843.4 | 4447.7 | 4951.0 | 5790.1 | 7004.3 | 8380.1 | 10184.4 |
| ML | 14523 | 16152 | 17825 | 19208 | 21523 | 23776 | 27055 | 30449 | 34415 | 39854 | 45429 | 49692 | 53129 | 56637 | 59831 |
| B | : | : | : | : | : | : | : | : | : | : | : | : | : | : | : |
| L | 254717 | 270458 | 271043 | 278917 | 284677 | 292836 | 329853 | 360634 | 420759 | 514067 | 578258 | 652658 | 704208 | 779699 | 841310 |
| UK | : | : | : | : | : | 1328.2 | 1509.0 | 1697.7 | 1870.5 | 2287.9 | 3007.4 | 3360.1 | 3633.5 | 4007.5 | 4623.7 |
| IRL | : | : | : | : | : | 1480.7 | 1645.4 | 1930.2 | 2284.5 | 2581.3 | 3394.9 | 3930.7 | 4414.3 | 4769.3 | 5787.4 |
| DK | : | : | : | : | : | 41173 | 45917 | 49706 | 53982 | 61742 | 68518 | 75324 | 80817 | 86448 | 92619 |

(1) National currency units:

D: DM
 E: FL
 UK: £

F: FF
 B: FB
 IRL: £ Ir

I: Lit 1000
 L: Flux
 DK: Dkr

TABLE 5

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

| Year : Country : | Index | | | | | | | | | | | | | | Per employee | | | |
|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------|----------|--|--|
| | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | | | |
| | | | | | | | | | | | | | | | | 1970=100 | | |
| EUR 9 | : | : | : | : | : | 100.0 | 106.5 | 109.5 | 113.5 | 117.2 | 119.5 | 120.1 | 121.3 | 125.1 | 127.5 | | | |
| EUR 6 | : | : | : | : | : | 100.0 | 106.8 | 109.1 | 113.9 | 117.2 | 119.1 | 120.6 | 123.3 | 127.7 | 130.1 | | | |
| D | 77.2 | 80.6 | 81.9 | 85.0 | 92.4 | 100.0 | 108.7 | 110.6 | 116.3 | 121.9 | 122.2 | 121.8 | 124.6 | 127.0 | 127.1 | | | |
| F | 82.9 | 84.4 | 85.7 | 91.8 | 96.0 | 100.0 | 104.0 | 106.6 | 111.4 | 114.7 | 121.7 | 128.5 | 133.2 | 139.8 | 143.7 | | | |
| I | 88.7 | 90.2 | 90.9 | 93.8 | 95.6 | 100.0 | 109.2 | 109.8 | 111.6 | 106.9 | 101.1 | 100.2 | 102.6 | 108.8 | 114.9 | | | |
| NL | 75.9 | 80.0 | 85.7 | 89.8 | 94.5 | 100.0 | 105.2 | 109.2 | 113.3 | 119.7 | 124.3 | 125.0 | 126.0 | 128.8 | 129.9 | | | |
| B | : | : | : | : | : | 100.0 | 106.0 | 115.4 | 122.9 | 127.7 | 136.4 | 138.9 | 140.6 | 141.8 | 147.0 | | | |
| L | 100.1 | 102.5 | 100.4 | 100.8 | 101.1 | 100.0 | 107.7 | 112.3 | 124.2 | 139.3 | 140.9 | 145.4 | 147.0 | 157.2 | 162.3 | | | |
| UK | : | : | : | : | : | 100.0 | 104.7 | 110.5 | 112.2 | 117.0 | 124.5 | 120.5 | 113.2 | 115.0 | 117.6 | | | |
| IRL | : | : | : | : | : | 100.0 | 101.6 | 108.7 | 115.3 | 112.5 | 121.0 | 117.6 | 117.3 | 117.5 | 125.9 | | | |
| DK | : | : | : | : | : | 100.0 | 104.4 | 104.7 | 103.3 | 104.0 | 106.4 | 107.4 | 103.9 | 101.6 | 99.3 | | | |

TABLE 6
 Compensation of employees in general government (S 60) in real terms
 (Deflation by the implicit index of final consumer prices on the economic territory)

| Year Country | Annual rates of increase | | | | | | | | | | | | | | | | Per employee | | |
|-----------------|--------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|--------------|------|--|
| | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | | | | |
| EUR 9 | 6.6 | 4.4 | 1.6 | 3.8 | 8.6 | 8.3 | 8.7 | 1.8 | 5.1 | 4.8 | 0.3 | -0.4 | 2.3 | 1.9 | 0.1 | 3.2 | 1.0 | 3.2 | |
| EUR 6 | 1.7 | 1.7 | 1.5 | 7.2 | 4.6 | 4.1 | 4.0 | 2.5 | 4.5 | 2.9 | 6.2 | 5.6 | 3.6 | 4.9 | 2.8 | 3.5 | 2.2 | 3.5 | |
| D | 10.7 | 1.6 | 0.8 | 3.2 | 1.9 | 4.6 | 9.2 | 0.5 | 1.7 | -4.3 | -5.4 | -0.9 | 2.4 | 6.1 | 5.5 | 6.1 | 2.4 | 6.1 | |
| F | 9.5 | 5.4 | 7.0 | 4.8 | 5.3 | 5.8 | 5.2 | 3.8 | 3.8 | 5.6 | 3.8 | 0.6 | 0.8 | 2.3 | 0.8 | 2.3 | 0.8 | 2.3 | |
| I | | | | | | | 6.0 | 8.8 | 6.6 | 3.9 | 6.8 | 1.9 | 1.2 | 0.9 | 3.6 | 0.9 | 1.2 | 0.9 | |
| NL | | | | | | | 7.7 | 4.3 | 10.6 | 12.1 | 1.2 | 3.2 | 1.1 | 6.9 | 3.3 | 6.9 | 1.1 | 6.9 | |
| B | | | | | | | 4.7 | 5.6 | 1.5 | 4.3 | 6.4 | -3.2 | -6.1 | 1.6 | 2.3 | 1.6 | -6.1 | 1.6 | |
| L | 1.1 | 2.4 | -2.0 | 0.4 | 0.2 | -1.1 | 7.7 | 4.3 | 10.6 | 12.1 | 1.2 | 3.2 | 1.1 | 6.9 | 3.3 | 6.9 | 1.1 | 6.9 | |
| UK | | | | | | | 1.6 | 7.0 | 6.1 | -2.4 | 7.5 | -2.9 | -0.2 | 0.1 | 7.2 | 0.1 | -0.2 | 0.1 | |
| IRL | | | | | | | 4.4 | 0.3 | -1.4 | 0.7 | 2.4 | 0.9 | -3.2 | -2.2 | -2.3 | -2.2 | -3.2 | -2.2 | |
| OK | | | | | | | | | | | | | | | | | | | |

Table 7
Wage and salary earners in central government (S 61)

Global figures

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|------|------|------|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Country | 1000 | | | | | | | | | | | | | | |
| EUR 9 | : | : | : | : | : | 8286.4 | 8563.6 | 8810.3 | 8987.6 | 9172.2 | 9476.1 | 9688.8 | 9793.8 | 9906.3 | 10065.1 |
| EUR 6 | : | : | : | : | : | 6212.3 | 6449.4 | 6639.9 | 6794.7 | 6885.7 | 7030.4 | 7173.1 | 7287.4 | 7393.9 | 7514.2 |
| O | : | : | : | : | : | 2018.0 | 2091.0 | 2193.0 | 2249.0 | 2287.0 | 2370.0 | 2411.0 | 2420.0 | 2456.0 | 2505.0 |
| F | : | : | : | : | : | 2017.7 | 2076.2 | 2124.0 | 2162.2 | 2205.4 | 2240.7 | 2271.3 | 2309.9 | 2344.5 | 2361.0 |
| I | : | : | : | : | : | 1548.2 | 1618.4 | 1664.3 | 1718.5 | 1717.6 | 1739.0 | 1793.6 | 1852.2 | 1868.9 | 1916.0 |
| NL | : | : | : | : | : | 269.0 | 276.0 | 282.0 | 280.0 | 283.0 | 284.0 | 288.0 | 293.0 | 299.0 | 304.4 |
| B | : | : | : | : | : | 349.9 | 358.2 | 366.6 | 374.8 | 382.1 | 385.8 | 398.1 | 400.7 | 413.9 | 416.0 |
| L | : | : | : | : | : | 9.5 | 9.6 | 10.1 | 10.2 | 10.6 | 10.9 | 11.1 | 11.6 | 11.6 | 11.8 |
| UK | : | : | : | : | : | 1905.0 | 1940.0 | 1979.0 | 1998.0 | 2088.0 | 2242.0 | 2315.0 | 2305.0 | 2309.0 | 2341.0 |
| IRL | : | : | : | : | : | 56.0 | 53.8 | 56.4 | 59.6 | 62.9 | 65.8 | 68.4 | 68.5 | 70.2 | 72.7 |
| DK | : | : | : | : | : | 113.1 | 120.4 | 135.0 | 135.3 | 135.6 | 137.9 | 132.3 | 132.9 | 133.2 | 137.2 |

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

| Year | Country | Global figures | | | | | | | | | | | | | | | | | |
|------|---------|----------------|------|------|------|------|-------|--------|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--|--|
| | | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | | | |
| | | | | | | | | | National currency (1) | | | | | | | | | | |
| | D | | | | | | | 42460 | 50760 | 56880 | 65730 | 76350 | 82680 | 87280 | 93140 | 99070 | 105510 | | |
| | F | | | | | | 60391 | 67472 | 74854 | 84921 | 100398 | 120098 | 141093 | 161726 | 186817 | 213158 | | | |
| | I | | | | | | 3915 | 4752 | 5211 | 6142 | 7389 | 8364 | 10272 | 13037 | 15978 | 19637 | | | |
| | NL | | | | | | 5716 | 6810 | 7820 | 8900 | 10390 | 12000 | 13380 | 14600 | 15890 | 17543 | | | |
| | B | | | | | | 85644 | 97123 | 114404 | 131544 | 156475 | 189953 | 216727 | 237134 | 258851 | 282406 | | | |
| | L | | | | | | 2890 | 3309 | 3772 | 4559 | 5703 | 6569 | 7617 | 8475 | 9612 | 10496 | | | |
| | DK | | | | | | 2935 | 3390 | 3839 | 4229 | 5562 | 7343 | 8636 | 9463 | 10521 | 11468 | | | |
| | IRL | | | | | | 93147 | 107660 | 131691 | 159304 | 185771 | 259670 | 311500 | 360406 | 420233 | 527812 | | | |
| | OK | | | | | | 7563 | 8712 | 9822 | 10932 | 12894 | 15116 | 16198 | 17800 | 19100 | 21106 | | | |

(1) National currency units:

D: DM (million)
 N: Ft (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
 Per employee

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | |
|---------|------|------|------|------|------|--------|--------|--------|-----------------------|--------|--------|--------|--------|--------|---------|--|
| Country | | | | | | | | | | | | | | | | |
| | | | | | | | | | National currency (1) | | | | | | | |
| EUR 9 | | | | | | | | | | | | | | | | |
| EUR 6 | | | | | | | | | | | | | | | | |
| D | | | | | | 21041 | 24275 | 25937 | 29226 | 33384 | 34886 | 36201 | 38488 | 40338 | 42120 | |
| F | | | | | | 29931 | 32498 | 35242 | 39275 | 45524 | 53598 | 62120 | 70014 | 79683 | 90283 | |
| I | | | | | | 2528.7 | 2900.4 | 3131.0 | 3574.0 | 4301.9 | 4809.7 | 5727.0 | 7038.7 | 8549.4 | 10249.0 | |
| NL | | | | | | 21249 | 24674 | 27730 | 31786 | 36714 | 42254 | 46458 | 49829 | 53144 | 57631 | |
| B | | | | | | 244766 | 271139 | 312109 | 351010 | 409501 | 492411 | 544404 | 591799 | 625395 | 678860 | |
| L | | | | | | 304210 | 344688 | 373465 | 446961 | 538019 | 602660 | 686216 | 730603 | 828621 | 889491 | |
| UK | | | | | | 1540.7 | 1747.4 | 1939.9 | 2116.6 | 2663.8 | 3275.2 | 3730.5 | 4105.4 | 4556.5 | 4898.8 | |
| IRL | | | | | | 1663.3 | 2001.1 | 2334.2 | 2672.9 | 2953.4 | 3946.4 | 4554.1 | 5261.4 | 5986.2 | 7260.1 | |
| DK | | | | | | 66870 | 72359 | 72756 | 80798 | 95089 | 109616 | 122434 | 133935 | 143393 | 153834 | |

(1) National currency units:

D: DM
 F: FF
 I: Lit 1000
 B: FB
 L: Flux
 IRL: £ Ir
 UK: £
 DK: Dkr

Table 10

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

| Year | National currency (1) | | | | | | | | | | | | | Per employee | | | |
|-------|-----------------------|------|------|------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|--------|--|--|
| | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | | |
| EUR 9 | | | | | | | | | | | | | | | | | |
| EUR 6 | | | | | | | | | | | | | | | | | |
| D | | | | | | 21041 | 22921 | 23188 | 24289 | 25905 | 25915 | 25340 | 25939 | 26534 | 26553 | | |
| F | | | | | | 29931 | 30799 | 31549 | 32919 | 33706 | 35623 | 37710 | 39102 | 41158 | 42315 | | |
| I | | | | | | 2528.7 | 2749.6 | 2789.8 | 2832.8 | 2820.3 | 2680.7 | 2703.7 | 2811.9 | 3029.9 | 3153.6 | | |
| NL | | | | | | 21249 | 2281.9 | 23655 | 24889 | 26220 | 27482 | 27778 | 28091 | 28739 | 29744 | | |
| N | | | | | | 244766 | 257739 | 281442 | 298652 | 309525 | 331274 | 338256 | 344447 | 348790 | 362422 | | |
| L | | | | | | 304210 | 329632 | 340686 | 385481 | 428958 | 430071 | 447577 | 446604 | 489199 | 502523 | | |
| UK | | | | | | 1540.7 | 1609.7 | 1677.2 | 1686.0 | 1809.1 | 1800.2 | 1776.6 | 1698.9 | 1736.0 | 1654.9 | | |
| IRL | | | | | | 1663.3 | 1830.2 | 1946.3 | 1998.0 | 1906.8 | 2083.3 | 2017.0 | 2070.2 | 2182.9 | 2337.9 | | |
| DK | | | | | | 66870 | 67722 | 63114 | 63649 | 65927 | 70117 | 71867 | 70912 | 69408 | 67884 | | |

(1) National currency units:

D: DM
N: Fl
UK: £

F: FF
B: FB
IRL: £ Ir

I: Lit 1000
L: Flux
DK: Dkr

Table 11
 Compensation of employees in central government (S 61) in real terms
 (Deflation by the implicit index of final consumer prices on the economic territory)

| Year Country | Index | | | | | | | | | | | | | | | |
|-----------------|-------|------|------|------|------|-------|-------|----------|-------|-------|-------|-------|-------|-------|-------|--|
| | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | |
| | | | | | | | | 1970=100 | | | | | | | | |
| EUR 9 | | | | | | 100.0 | 106.3 | 109.1 | 113.1 | 117.9 | 118.8 | 120.1 | 122.3 | 127.0 | 128.4 | |
| EUR 6 | | | | | | 100.0 | 106.4 | 109.0 | 113.5 | 118.4 | 120.0 | 122.0 | 125.2 | 130.3 | 132.7 | |
| D | | | | | | 100.0 | 108.9 | 110.2 | 115.4 | 123.1 | 121.3 | 120.4 | 123.3 | 126.1 | 126.2 | |
| F | | | | | | 100.0 | 102.9 | 105.4 | 110.0 | 112.6 | 119.0 | 126.0 | 130.6 | 137.5 | 141.4 | |
| I | | | | | | 100.0 | 108.7 | 110.3 | 112.0 | 111.5 | 106.0 | 106.9 | 111.2 | 119.8 | 124.7 | |
| NL | | | | | | 100.0 | 107.4 | 111.3 | 117.1 | 123.4 | 129.3 | 130.7 | 132.2 | 135.3 | 140.0 | |
| B | | | | | | 100.0 | 105.3 | 115.0 | 122.0 | 126.5 | 135.3 | 138.2 | 140.7 | 142.5 | 148.1 | |
| L | | | | | | 100.0 | 108.4 | 112.0 | 127.0 | 140.3 | 141.4 | 147.1 | 146.8 | 160.8 | 165.2 | |
| UK | | | | | | 100.0 | 104.5 | 108.9 | 109.4 | 117.4 | 116.8 | 115.3 | 110.2 | 112.7 | 107.4 | |
| IRL | | | | | | 100.0 | 110.0 | 117.0 | 120.1 | 114.6 | 125.2 | 121.3 | 124.5 | 131.2 | 140.6 | |
| OK | | | | | | 100.0 | 101.3 | 94.4 | 95.2 | 98.6 | 104.9 | 107.5 | 106.0 | 103.8 | 101.5 | |

Table 12

Compensation of employees in central government (S 61) in real terms
 (Deflation by the implicit index of final consumer prices on the economic territory)
 Annual rates of increase

| Year Country | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|-----------------|-------------|------|------|------|------|------|------|-------|------|-------|-------|-------|-------|-------|-------|
| | Percentages | | | | | | | | | | | | | | |
| EUR 9 | .. | .. | .. | .. | .. | .. | 6.3 | 2.7 | 3.7 | 4.2 | 0.7 | 1.1 | 1.6 | 3.8 | 1.1 |
| EUR 6 | .. | .. | .. | .. | .. | .. | 6.4 | 2.5 | 4.2 | 4.2 | 1.3 | 1.7 | 2.6 | 4.1 | 1.9 |
| D | .. | .. | .. | .. | .. | .. | 8.9 | 1.2 | 4.7 | 6.7 | - 1.5 | - 0.7 | 2.4 | 2.3 | 0.1 |
| F | .. | .. | .. | .. | .. | .. | 2.9 | 2.4 | 4.3 | 2.4 | 5.7 | 5.9 | 3.7 | 5.3 | 2.8 |
| I | .. | .. | .. | .. | .. | .. | 6.7 | 1.5 | 1.5 | - 0.4 | - 4.9 | 0.9 | 4.0 | 7.8 | 4.1 |
| ML | .. | .. | .. | .. | .. | .. | 7.4 | 3.7 | 5.2 | 5.3 | 4.8 | 1.1 | 1.1 | 2.3 | 3.5 |
| B | .. | .. | .. | .. | .. | .. | 5.3 | 9.2 | 6.1 | 3.6 | 7.0 | 2.1 | 1.8 | 1.3 | 3.9 |
| L | .. | .. | .. | .. | .. | .. | 8.4 | 3.4 | 13.4 | 10.5 | 0.7 | 4.1 | - 0.2 | 9.5 | 2.7 |
| UK | .. | .. | .. | .. | .. | .. | 4.5 | 4.2 | 0.5 | 7.3 | - 0.5 | - 1.3 | - 4.4 | 2.2 | - 4.7 |
| IRL | .. | .. | .. | .. | .. | .. | 10.0 | 6.3 | 2.7 | - 4.6 | 9.3 | - 3.2 | 2.6 | 5.4 | 7.1 |
| DK | .. | .. | .. | .. | .. | .. | 1.3 | - 6.8 | 0.8 | 3.6 | 6.4 | 2.5 | - 1.3 | - 2.1 | - 2.2 |

Per employee

Table 13

Gross domestic product at market prices (N 1)

Volume indices

Per person employed

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | |
|---------|------|------|------|------|-------|-------|----------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| Country | | | | | | | | | | | | | | | | |
| | | | | | | | 1970=100 | | | | | | | | | |
| EUR 9 | 79.4 | 82.2 | 85.4 | 89.9 | 93.9 | 100.0 | 103.7 | 108.2 | 113.3 | 115.1 | 115.0 | 121.0 | 123.5 | 126.9 | 130.0 | |
| EUR 6 | 78.2 | 81.3 | 84.4 | 89.0 | 93.3 | 100.0 | 103.5 | 108.3 | 113.4 | 116.1 | 116.2 | 122.2 | 125.0 | 128.4 | 132.3 | |
| D | 79.9 | 82.1 | 84.7 | 90.0 | 95.5 | 100.0 | 103.0 | 107.0 | 111.9 | 114.6 | 116.5 | 123.6 | 127.2 | 130.4 | 134.5 | |
| F | 79.9 | 83.4 | 87.0 | 90.8 | 95.6 | 100.0 | 105.0 | 110.7 | 115.1 | 118.0 | 119.6 | 124.9 | 127.7 | 132.3 | 135.5 | |
| I | 69.2 | 74.4 | 78.7 | 83.7 | 88.0 | 100.0 | 101.7 | 106.1 | 112.8 | 115.7 | 111.3 | 116.9 | 118.5 | 120.9 | 125.8 | |
| NL | 78.1 | 80.7 | 85.3 | 90.1 | 94.7 | 100.0 | 103.8 | 108.8 | 115.1 | 119.9 | 119.5 | 126.0 | 129.2 | 131.9 | 135.1 | |
| R | 79.9 | 82.0 | 85.5 | 89.2 | 93.5 | 100.0 | 102.8 | 108.3 | 113.5 | 116.9 | 116.3 | 123.1 | 124.6 | 127.4 | 131.0 | |
| L | 84.7 | 85.8 | 88.6 | 92.7 | 100.8 | 100.0 | 100.2 | 102.8 | 111.1 | 112.9 | 103.0 | 107.3 | 109.6 | 115.1 | 117.3 | |
| HK | 87.0 | 88.3 | 91.9 | 95.8 | 97.2 | 100.0 | 104.3 | 106.9 | 113.2 | 111.1 | 110.2 | 115.5 | 116.5 | 119.9 | 119.3 | |
| IRL | 78.4 | 79.3 | 84.3 | 91.0 | 96.1 | 100.0 | 103.3 | 109.8 | 113.6 | 116.7 | 121.2 | 125.0 | 131.6 | 138.1 | 139.0 | |
| DK | 83.4 | 85.4 | 89.8 | 92.9 | 98.1 | 100.0 | 102.6 | 106.7 | 110.8 | 109.6 | 110.1 | 116.0 | 118.2 | 119.0 | 120.2 | |

Table 14

Gross domestic product at market prices (N 1)

Annual rates of increase in volume

Per person employed

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|-------------|------|------|------|------|-------|------|------|------|-------|-------|------|------|------|-------|
| Country | Percentages | | | | | | | | | | | | | | |
| EUR 9 | 4.3 | 3.5 | 3.9 | 5.4 | 4.4 | 6.5 | 3.7 | 4.3 | 4.7 | 1.6 | - 0.1 | 5.2 | 2.1 | 2.7 | 2.5 |
| EUR 6 | 5.1 | 4.0 | 3.7 | 5.6 | 4.8 | 7.1 | 3.5 | 4.7 | 4.8 | 2.3 | 0.1 | 5.2 | 2.3 | 2.7 | 3.0 |
| D | 5.0 | 2.8 | 3.2 | 6.2 | 6.2 | 4.7 | 3.0 | 3.9 | 4.6 | 2.4 | 1.6 | 6.1 | 2.9 | 2.5 | 3.2 |
| F | 4.4 | 4.4 | 4.4 | 4.3 | 5.2 | 4.7 | 5.0 | 5.4 | 4.1 | 2.5 | 1.4 | 4.4 | 2.2 | 3.6 | 2.4 |
| I | 5.2 | 7.4 | 5.8 | 6.4 | 5.2 | 13.6 | 1.7 | 4.4 | 6.2 | 2.6 | - 3.8 | 5.0 | 1.3 | 2.0 | 4.1 |
| NL | 4.4 | 2.0 | 5.7 | 5.7 | 5.0 | 5.6 | 3.8 | 4.8 | 5.9 | 4.2 | - 0.4 | 5.5 | 2.5 | 2.1 | 2.4 |
| B | 3.4 | 2.7 | 4.2 | 4.3 | 4.9 | 6.9 | 2.8 | 5.4 | 4.8 | 3.0 | - 0.5 | 5.9 | 1.2 | 2.3 | 2.8 |
| L | 1.2 | 1.2 | 3.4 | 4.6 | 8.7 | - 0.8 | 0.2 | 2.6 | 8.1 | 1.6 | - 8.7 | 4.1 | 2.1 | 5.1 | 1.9 |
| UK | 1.4 | 1.5 | 4.1 | 4.3 | 1.4 | 2.9 | 4.3 | 2.5 | 5.9 | - 1.9 | - 0.8 | 4.8 | 0.9 | 2.9 | - 0.5 |
| IRL | 2.1 | 1.2 | 6.4 | 7.9 | 5.6 | 4.4 | 3.3 | 6.3 | 3.4 | 2.7 | 3.9 | 3.1 | 5.3 | 4.9 | 0.7 |
| NK | 2.7 | 2.4 | 5.2 | 3.4 | 5.6 | 1.9 | 2.6 | 4.0 | 3.9 | - 1.1 | 0.4 | 5.4 | 1.9 | 0.6 | 1.0 |

Table 15

Compensation of employees (RIB)
At current prices

Per employee

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Country | | | | | | | | | | | | | | | |
| EUR 9 | | | | | | | | | | | | | | | |
| EUR 6 | | | | | | | | | | | | | | | |
| D | 10818 | 11643 | 12030 | 12847 | 14077 | 16259 | 18232 | 20026 | 22601 | 25334 | 27303 | 29446 | 31396 | 33000 | 34984 |
| F | 15006 | 15911 | 17002 | 18906 | 21002 | 23052 | 25701 | 28345 | 31984 | 37597 | 44662 | 51249 | 57401 | 64517 | 72459 |
| I | 1319.6 | 1424.2 | 1545.6 | 1661.1 | 1788.2 | 2252.7 | 2546.9 | 2829.1 | 3382.7 | 4129.5 | 4995.7 | 6039.2 | 7319.3 | 8422.7 | 9967.6 |
| NL | 9850 | 10944 | 11957 | 12987 | 14696 | 16552 | 18776 | 21197 | 24394 | 28250 | 32005 | 35485 | 38305 | 41072 | 43893 |
| S | 143760 | 156158 | 167652 | 178183 | 193087 | 211244 | 235817 | 268720 | 303703 | 357975 | 418685 | 481495 | 526571 | 564935 | 606570 |
| L | 171022 | 179722 | 186260 | 196401 | 207923 | 236305 | 255510 | 277865 | 314664 | 381396 | 429853 | 483961 | 528184 | 566928 | 596408 |
| UK | 904.0 | 961.7 | 1020.8 | 1100.6 | 1178.3 | 1328.6 | 1487.4 | 1671.3 | 1882.0 | 2276.4 | 2966.8 | 3424.6 | 3760.9 | 4262.2 | 4918.2 |
| IRL | 675.6 | 733.2 | 791.6 | 875.4 | 997.4 | 1145.2 | 1328.5 | 1545.7 | 1838.5 | 2173.3 | 2841.8 | 3408.7 | 3942.2 | 4607.7 | 5314.8 |
| DK | 21017 | 23208 | 25727 | 29287 | 31434 | 34904 | 39308 | 42900 | 49589 | 56956 | 65133 | 72136 | 79434 | 86573 | 93395 |

National currency (1)

National currency units

D: DM
N: FL
UK: £

F: FF
B: FB
IRL: £ Ir

I: Lit 1000
L: Flux
DK: Dkr

Table 16

Compensation of employees (RIB)

in real terms

Per employee

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Country | | | | | | | | | | | | | | | |
| EUR 9 | | | | | | | | | | | | | | | |
| EUR 6 | | | | | | | | | | | | | | | |
| O | 12356 | 12814 | 13023 | 13663 | 14641 | 16259 | 17215 | 17904 | 18783 | 19659 | 19969 | 20612 | 21160 | 21707 | 22054 |
| F | 18844 | 19367 | 20076 | 21250 | 22044 | 23052 | 24357 | 25375 | 26808 | 27837 | 29683 | 31111 | 32057 | 33324 | 33961 |
| I | 1538.5 | 1614.0 | 1702.7 | 1800.7 | 1886.3 | 2252.7 | 2414.5 | 2520.8 | 2691.1 | 2707.2 | 2784.4 | 2851.1 | 2922.4 | 2989.0 | 3067.1 |
| NL | 12246 | 12893 | 13661 | 14431 | 15338 | 16552 | 17365 | 18082 | 19101 | 20175 | 20816 | 21217 | 21594 | 22211 | 22654 |
| B | 166395 | 173370 | 181831 | 187866 | 197859 | 211244 | 224162 | 242217 | 258402 | 270578 | 281674 | 299169 | 306482 | 315070 | 323828 |
| L | 196787 | 199416 | 202081 | 207934 | 216169 | 236305 | 244350 | 253477 | 272086 | 302666 | 306752 | 315658 | 322869 | 334702 | 336942 |
| UK | 1131.8 | 1157.7 | 1196.0 | 1228.2 | 1247.0 | 1328.6 | 1370.2 | 1445.0 | 1499.1 | 1566.0 | 1630.7 | 1630.9 | 1556.0 | 1623.8 | 1661.5 |
| IRL | 667.7 | 915.6 | 958.4 | 1015.3 | 1079.2 | 1165.2 | 1215.0 | 1288.8 | 1374.2 | 1403.1 | 1500.2 | 1509.7 | 1551.1 | 1680.2 | 1711.4 |
| DK | 28492 | 29529 | 30805 | 31715 | 33703 | 34904 | 36789 | 37215 | 38277 | 39489 | 41663 | 42343 | 42056 | 41905 | 41213 |
| | | | | | | | | | | | | | | | |

National-currency (1)

(1) National currency units

D: DM
 N: FL
 UK: £
 F: FF
 B: FB
 IRL: £ Ir
 I: Lit 1000
 L: Flux
 DK: Dkr

Table 17

Compensation of employees (RIB)
in real terms
Index

Per employee

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|-------|-------|-------|-------|-------|--------|--------|----------|--------|--------|--------|--------|--------|--------|--------|
| country | | | | | | | | | | | | | | | |
| | | | | | | | | 1970=100 | | | | | | | |
| EUR 9 | 77.51 | 80.31 | 82.71 | 86.71 | 90.71 | 100.00 | 105.71 | 110.51 | 115.91 | 120.01 | 124.21 | 128.01 | 129.81 | 134.01 | 136.61 |
| EUR 6 | 76.61 | 79.61 | 81.81 | 86.01 | 90.21 | 100.00 | 105.91 | 110.41 | 116.41 | 120.71 | 124.51 | 128.91 | 132.31 | 136.31 | 138.91 |
| D | 76.01 | 78.81 | 80.11 | 84.01 | 90.01 | 100.00 | 105.91 | 110.11 | 115.51 | 120.91 | 122.81 | 126.81 | 130.11 | 133.51 | 135.61 |
| F | 81.71 | 84.01 | 87.11 | 92.21 | 95.61 | 100.00 | 105.71 | 110.11 | 116.31 | 120.81 | 128.81 | 135.01 | 139.11 | 144.61 | 147.31 |
| I | 68.31 | 71.61 | 75.61 | 79.91 | 83.61 | 100.00 | 107.21 | 111.91 | 119.01 | 120.21 | 123.61 | 126.61 | 129.71 | 132.51 | 136.11 |
| NL | 74.01 | 77.91 | 82.51 | 87.21 | 92.71 | 100.00 | 104.91 | 109.21 | 115.41 | 121.91 | 125.81 | 128.21 | 130.51 | 134.21 | 136.91 |
| B | 78.81 | 82.21 | 86.11 | 88.91 | 93.71 | 100.00 | 106.11 | 114.71 | 122.31 | 128.11 | 133.31 | 141.61 | 145.11 | 149.11 | 153.31 |
| L | 83.31 | 84.41 | 85.51 | 88.01 | 91.51 | 100.00 | 103.41 | 107.31 | 115.11 | 128.11 | 129.81 | 133.61 | 136.61 | 141.61 | 142.61 |
| UK | 85.21 | 87.11 | 90.01 | 92.41 | 93.91 | 100.00 | 103.11 | 108.81 | 112.81 | 116.41 | 122.71 | 122.81 | 117.11 | 122.21 | 125.11 |
| IRL | 74.51 | 78.61 | 82.31 | 87.11 | 92.61 | 100.00 | 104.31 | 110.61 | 117.91 | 120.41 | 128.71 | 129.61 | 133.11 | 144.21 | 146.91 |
| DK | 81.61 | 84.61 | 88.31 | 90.91 | 96.61 | 100.00 | 105.41 | 106.61 | 109.71 | 113.11 | 119.41 | 121.31 | 120.51 | 120.11 | 118.11 |

Table 18

Compensation of employees (RIB)
in real terms
Annual rates of increase

| Year | Per employee | | | | | | | | | | | | | | | |
|---------|--------------|------|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|--|
| | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | |
| Country | | | | | | | | | | | | | | | | |
| EUR 9 | 4.8 | 3.5 | 3.1 | 4.8 | 4.6 | 10.3 | 5.7 | 4.5 | 5.0 | 3.5 | 3.5 | 3.0 | 1.4 | 3.2 | 1.9 | |
| EUR 6 | 5.5 | 3.9 | 2.8 | 5.2 | 4.8 | 10.9 | 5.9 | 4.3 | 5.4 | 3.7 | 3.2 | 3.5 | 2.6 | 3.0 | 1.9 | |
| D | 6.0 | 3.7 | 1.6 | 4.9 | 7.2 | 11.1 | 5.9 | 4.0 | 4.9 | 4.7 | 1.6 | 3.2 | 2.7 | 2.6 | 1.6 | |
| F | 3.8 | 2.8 | 3.7 | 5.8 | 3.7 | 4.6 | 5.7 | 4.2 | 5.6 | 3.8 | 6.6 | 4.8 | 3.0 | 4.0 | 1.9 | |
| I | 4.1 | 4.9 | 5.5 | 5.8 | 4.6 | 19.6 | 7.2 | 4.4 | 6.4 | 1.0 | 2.9 | 2.4 | 2.5 | 2.1 | 2.7 | |
| NL | 7.3 | 5.3 | 6.0 | 5.6 | 6.3 | 7.9 | 4.9 | 4.1 | 5.6 | 5.6 | 3.2 | 1.9 | 1.8 | 2.9 | 2.0 | |
| B | 4.7 | 4.3 | 4.8 | 3.3 | 5.3 | 6.8 | 6.1 | 8.1 | 6.6 | 4.7 | 4.1 | 6.2 | 2.4 | 2.8 | 2.8 | |
| L | 1.8 | 1.3 | 1.3 | 2.9 | 4.0 | 9.3 | 3.4 | 3.7 | 7.3 | 11.2 | 1.4 | 2.9 | 2.3 | 3.7 | 0.7 | |
| UK | 1.8 | 2.3 | 3.3 | 2.7 | 1.5 | 6.5 | 3.1 | 5.5 | 4.7 | 3.1 | 5.5 | 0.0 | - 4.6 | 4.4 | 2.3 | |
| IRL | - 1.8 | 5.5 | 4.7 | 5.9 | 6.3 | 8.0 | 4.3 | 6.1 | 6.6 | 2.1 | 6.9 | 0.6 | 2.7 | 8.3 | 1.9 | |
| OK | 7.3 | 3.6 | 4.3 | 3.0 | 6.3 | 3.6 | 5.4 | 1.2 | 2.9 | 3.2 | 5.5 | 1.6 | - 0.7 | - 0.4 | - 1.7 | |

Table 19

Final consumption of households on the economic territory (P3B)

Implicit price indices

Global figures

| Year | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 |
|---------|------|------|------|------|------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Country | | | | | | | | | | | | | | | |
| | | | | | | 1970=100 | | | | | | | | | |
| EUR 9 | 83.3 | 86.4 | 88.6 | 91.5 | 95.5 | 100.0 | 106.3 | 112.8 | 122.1 | 137.5 | 154.4 | 169.9 | 186.2 | 199.5 | 218.6 |
| EUR 6 | 84.4 | 87.4 | 89.5 | 92.0 | 95.8 | 100.0 | 105.8 | 112.2 | 121.3 | 135.5 | 149.4 | 162.9 | 176.8 | 188.6 | 205.1 |
| D | 87.5 | 90.9 | 92.4 | 94.0 | 96.2 | 100.0 | 105.9 | 111.9 | 120.3 | 128.9 | 136.7 | 142.9 | 148.4 | 152.0 | 158.6 |
| F | 79.6 | 82.2 | 84.7 | 89.0 | 95.3 | 100.0 | 105.5 | 111.7 | 119.3 | 135.1 | 150.5 | 164.7 | 179.1 | 193.6 | 213.4 |
| I | 85.8 | 88.2 | 90.8 | 92.2 | 94.9 | 100.0 | 105.5 | 112.2 | 126.2 | 152.5 | 179.4 | 211.8 | 250.3 | 282.2 | 325.0 |
| NL | 80.4 | 84.9 | 87.5 | 90.0 | 95.8 | 100.0 | 108.1 | 117.2 | 127.7 | 140.0 | 153.7 | 167.2 | 177.4 | 184.9 | 193.8 |
| B | 86.4 | 90.0 | 92.2 | 94.8 | 97.6 | 100.0 | 105.2 | 110.9 | 117.5 | 132.3 | 148.6 | 160.9 | 171.8 | 179.3 | 187.3 |
| L | 86.9 | 90.1 | 92.2 | 94.5 | 96.2 | 100.0 | 104.6 | 109.6 | 115.6 | 126.0 | 140.1 | 153.3 | 163.6 | 169.4 | 177.0 |
| UK | 79.9 | 83.1 | 85.3 | 89.6 | 94.5 | 100.0 | 108.6 | 115.7 | 125.5 | 147.2 | 181.9 | 210.0 | 241.7 | 262.5 | 296.0 |
| IRL | 77.9 | 80.1 | 82.6 | 86.2 | 92.4 | 100.0 | 109.3 | 119.9 | 133.8 | 154.9 | 189.4 | 225.8 | 254.2 | 274.2 | 310.5 |
| DK | 73.8 | 78.6 | 83.5 | 89.2 | 93.3 | 100.0 | 106.8 | 115.3 | 126.9 | 144.2 | 156.3 | 170.4 | 188.9 | 206.6 | 226.6 |

With regard to national accounting figures, it should be pointed out that statistical sources differ depending on whether they relate to the period 1970-78 or to the single year 1979.

Generally speaking figures for 1970 to 1978 were supplied to the SOEC 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 by the SOEC in the two volumes of ESA accounts (a).

In the case of Italy, Denmark and Ireland the following comments apply:

- (i) Italy: in the interests of continuity state hospitals have been included under general government (local authorities) for the entire period although legally the relevant decision has only been effective since 1975; a large-scale review of the entire national accounts system covering the complete period has also been carried out;
- (ii) Denmark: all figures have been checked and official figures for general government have now been produced covering most of the reference period;
- (iii) Ireland: the figures for general government for the period 1977-79 are estimates based on economic budgets.

Estimates for 1979 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 1978, 1979 edition.
National accounts - ESA - Detailed tables 1970 to 1977, 1978 edition.

General indicators presented no particular difficulty. But because economic budgets give no explicit forecasts of staffing in central government departments, 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 was converted into EJA for each country using 1975 exchange rates; the resulting figures for the Nine were then added together;

at the denominator, staffing figures for each of the Nine were added together.

Dividing the two series produces an average value weighted by staff numbers.

The deflation of nominal figures for compensation 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

Civil service per capita
emoluments in real terms
(general and central government)

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 1979 on the various data which have been used in calculating the different elements of the joint index for the period in question.

As indicated in the Introduction, it was not considered necessary to reproduce the full range of statistical and technical explanations given in the Office's previous reports although they do continue to apply.

2. Cost-of-living trend

The different international and national indices did not cause any problems and do not call for any comment.

3. Specific indicators

(Trend of national civil service salaries)

Calculation of the specific indicator caused no problems. The same procedure and sources of information were used as in 1977 and 1978.

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

Every year, Member States send details of gross and net civil service salaries to the Office. For net salaries the only deductions for tax taken into account hitherto are those used at national level to calculate taxable income. Civil servants' social security contributions have also been deducted from the gross figure.

Bearing in mind that net salaries for the reference period were calculated without allowance being made for flat-rate or individual deductions and abatements, the table below shows that net trends are generally more pronounced than gross trends.

For the Community as a whole the real gross increase is 3,8% (the real net increase being 3,5%), though in Germany and the United Kingdom tax relief contributed greatly to the real net increase in civil servants' remuneration.

To check that the information supplied by the Member States was consistent, the Office calculated the relationship between net and gross salaries for each grade.

Table 1

Trend of civil servants' salaries in the Member States
from end of June 1978 to end of June 1979

| Member States | Weighting % | Real gross index numbers (weighted) | Real net index numbers (weighted) |
|---------------------------------|----------------|---|---|
| Germany | 23,6 | 99,3 | 100,6 |
| France | 20,5 | 100,1 | 100,0 |
| Italy | 21,9 | 120,0 | 114,4 |
| Netherlands | 5,4 | 100,0 | 99,7 |
| Belgium | 3,8 | 100,3 | 99,9 |
| Luxembourg | 0,1 | 103,7 | 102,3 |
| United Kingdom | 21,5 | 97,4 | 100,9 |
| Ireland | 1,2 | 110,0 | 106,3 |
| Denmark | 2,0 | 98,4 | 97,4 |
| COMMUNITY - Weighted average | 100,0 - | 103,8 | 103,5 |

A further check was made by calculating for each grade the relationship between the salary of a married civil servant with two children and the salary of a single civil servant. In neither case did the Office detect any inconsistency.

Specific indicators and changes in the level of total emoluments

(general and central government)

Point 3 of the new method specifies that the Office's report should explain the differences between the specific indicators and changes in the level of total emoluments in central administrations.

Comparison of the trend in total emoluments (general and central government) with the trend in the specific indicator between 1978 and 1979 (see table below) shows that the (real gross) specific indicator for the Community as a whole is 3,8, and that for central government is 1,1.

In three countries (Denmark, Italy, United Kingdom) the specific indicator is higher than the total emoluments indicator; elsewhere it is lower. The Office wishes to emphasize once again that the current year's total emoluments indicator is only an estimate.

Table 2

Development of civil service per capita emoluments and the specific indicator

(Annual rates = real gross)

| Member State | Public administrations | | | | | Central administration | | | | | Specific indicator | | | | | |
|----------------|------------------------|------|------|------|------|------------------------|------|------|------|-------|--------------------|-------|-------|-------|-------|-------|
| | 1976 | 1977 | 1978 | 1979 | 1976 | 1977 | 1978 | 1979 | 1976 | 1977 | 1978 | 1979 | 76/75 | 77/76 | 78/77 | 79/78 |
| Germany | -0,4 | 2,3 | 1,9 | 0,1 | -0,7 | 2,4 | 2,3 | 0,1 | 0,4 | 0,6 | 1,8 | -0,7 | 0,4 | 0,6 | 1,8 | -0,7 |
| France | 5,6 | 3,6 | 4,9 | 2,8 | 5,9 | 3,7 | 5,3 | 2,8 | 1,3 | -2,4 | 2,0 | 0,1 | 1,3 | -2,4 | 2,0 | 0,1 |
| Italy | -0,9 | 2,4 | 6,1 | 5,5 | 0,9 | 4,0 | 7,8 | 4,1 | 1,6 | 0,3 | -1,0 | 20,0 | 1,6 | 0,3 | -1,0 | 20,0 |
| Netherlands | 0,6 | 0,8 | 2,3 | 0,8 | 1,1 | 1,1 | 2,3 | 3,5 | 4,0 | -2,1 | 3,6 | 0,0 | 4,0 | -2,1 | 3,6 | 0,0 |
| Belgium | 1,9 | 1,2 | 0,9 | 3,6 | 2,1 | 1,8 | 1,3 | 3,9 | 3,0 | -1,1 | 1,2 | 0,3 | 3,0 | -1,1 | 1,2 | 0,3 |
| Luxembourg | 3,2 | 1,1 | 6,9 | 3,3 | 4,1 | -0,2 | 9,5 | 2,7 | 0,8 | 2,3 | 0,1 | 3,7 | 0,8 | 2,3 | 0,1 | 3,7 |
| United Kingdom | -3,2 | -6,1 | 1,6 | 2,3 | -1,3 | -4,4 | 2,2 | -4,7 | -1,4 | -11,0 | 1,8 | -2,6 | -1,4 | -11,0 | 1,8 | -2,6 |
| Ireland | -2,9 | -0,2 | 0,1 | 7,2 | -3,2 | 2,6 | 5,4 | 7,1 | -4,5 | -2,5 | 5,8 | +10,0 | -4,5 | -2,5 | 5,8 | +10,0 |
| Denmark | 0,9 | -3,2 | -2,2 | -2,3 | 2,5 | -1,3 | -2,1 | -2,2 | 0,3 | -5,2 | -4,3 | -1,6 | 0,3 | -5,2 | -4,3 | -1,6 |
| COMMUNITY | 0,5 | 1,0 | 3,2 | 1,9 | 1,1 | 1,8 | 3,8 | 1,1 | 0,7 | -2,9 | 1,2 | 3,8 | 0,7 | -2,9 | 1,2 | 3,8 |

General comments

At the end of its fourth report on implementation of the new method, the Office would refer readers to the comments made in its first three reports. These hold good for the period covered by the present report.

ANNEXES

1. Method for adjusting the remuneration of officials and other servants of the European Communities (R/1582/76 - STAT 49 - FIN 414).

2. Report on the meeting of the Working Party on the Joint Index held in Luxembourg on 14 and 15 March 1979 (2333/79 - EUROSTAT/G1/137/79).

EUROPEAN COMMUNITIES

Brussels, 28 June 1976

The Council

R/1582/76 (STAT 49)
(FIN 414)

DRAFT

METHOD OF ADJUSTING THE REMUNERATION
OF OFFICIALS AND OTHER SERVANTS OF
THE EUROPEAN COMMUNITIES

I. BASIC PRINCIPLE

The Council considers that the system of adjusting remuneration forms part of a policy aiming to guarantee, in the medium term, that the remuneration paid to European officials moves parallel to average salaries paid in the Member States to the various grades of national civil servants.

II. ANNUAL PAY REVIEW

(Article 65(1) of the Staff Regulations)

Pursuant to Article 65(1) of the Staff Regulations the Council shall decide, on a proposal from the Commission, whether in the context of the economic and social policy of the Communities, it is appropriate that remuneration should be adjusted.

This decision shall be taken in the light of the factors set out in points 1 to 5 below:

1. Cost-of-living trends

The joint index, designed to measure cost-of-living trends in each of the Member States, shall continue to be used in accordance with the procedure applied hitherto.

Periodically, the Statistical Office of the European Communities shall verify whether the ratios between weightings accurately compensate the variations in purchasing power between places of employment.

2. Development of the real income of national civil servants -
Specific indicator

The aim is to measure the development of purchasing power in national civil services. For this purpose:

- (a) the Statistical Office of the European Communities shall calculate specific indicators for the changes in real civil service salaries in the Member States during the preceding reference period ⁽¹⁾, on the basis of information supplied by the national authorities.

These indicators shall be calculated in two ways:

- one indicator for each of the four grades: A, B, C and D,
- an average indicator weighted to reflect the numbers of national civil servants in these four grades.

⁽¹⁾ Reference period: the 12 months preceding 1 July of the year in which the review is carried out.

Each of these indicators shall be calculated in real gross and real net terms. In converting the specific indicators from gross to net, account must be taken of all national taxation factors which reduce the amount of taxable income.

At the request of the Statistical Office of the European Communities, national authorities shall supply any additional information which it may consider necessary;

- (b) if the Statistical Office of the European Communities finds statistical anomalies in the information obtained or finds it impossible to calculate indicators which measure with statistical accuracy the changes in the real incomes of civil servants in a given Member State, it shall report to the Commission and provide the Commission with material enabling it to draw up a proposal;
- (c) the Statistical Office of the European Communities shall also assess statistically the difference between the gross and net rates of the specific indicators on the basis of national budgetary data and national accounts;
- (d) in order to determine the arrangements for implementing the method described above and to minimize the risk of disputes regarding the data for the current financial year, the Statistical Office of the European Communities shall in March each year convene a Working Party composed of experts from national statistical institutes.

This Working Party shall examine all the factors necessary for an accurate measurement of the development in purchasing power in national civil services and the practical problems involved in calculating the net indicators. This will entail compiling a list of taxes and compulsory contributions and also of flat-rate or individual deductions and abatements which play a part in determining the basic taxable amount.

3. Civil service per capita emoluments in real terms

Besides the specific indicator, the Statistical Office of the European Communities shall submit data concerning real per capita emoluments in central administrations, calculated in accordance with national accounts definitions.

Its report on the specific indicators shall be accompanied by explanations of the differences between them and the changes in the level of total emoluments.

4. General economic and social factors

The Commission shall supply for information other macro-economic information, indicative of the economic and social policy of the Member States of the Community, such as gross domestic product per head of occupied population and emoluments per wage-earner in the economy as a whole.

5. Recruitment needs and structure of Community staff complements

In the annual report the Commission shall make a comprehensive survey of the facts and future prospects relating to recruitment, taking into account the requirements of Article 27 of the Staff Regulations of Officials.

The Statistical Office of the European Communities shall calculate, for information, an average indicator of changes in the level of real pay in national civil services weighted to reflect the structure of Community staff complements by grades: A, B, C and D.

6. Norms governing salary adjustments

(a) The Commission shall make a proposal to the Council in the light of the factors set out in points 1 to 5.

(b) The Council shall decide on remuneration adjustments in net terms. Such adjustments may be expressed as an identical, across-the-board percentage or in a non-proportional manner. In the latter case the adjustment may be expressed as a percentage and/or as a specific amount.

(c) The net rate thus fixed shall be incorporated, in accordance with the following method, in the salary scales given in Article 66 of the Staff Regulations and in Article 63 of the Conditions of Employment of Other Servants:

- the rate of adjustment decided shall be applied to the amount of the net salary for each step of each grade of official and for each class in every group of other servants;
 - the new scale in gross terms shall be drawn up by calculating for each step or class the gross amount which, after deduction of tax and compulsory contributions, gives the new net amount referred to above.
 - this conversion of net amounts into gross amounts shall be based on the situation of an unmarried official who does not receive the various allowances.
 - the incorporation of the net rate into the salary scale shall result in the weighting for Belgium and Luxembourg being fixed at 100% and the weightings for other countries of employment being adjusted on the basis of the ratio between the cost-of-living indices in these countries and the cost-of-living index in Brussels, expressed in each case by joint indices.
- (d) The Council decision shall take effect on 1 July of the year in which the end of the reference period used for the pay review falls.

III. INTERIM ADJUSTMENT OF REMUNERATION
(Article 65(2) of the Staff Regulations)

Should the Council, acting on a proposal from the Commission based on Article 65(2) of the Staff Regulations, decide to adjust pay in view of a substantial rise in the cost of living in one or more countries, this shall be done by adjusting the relevant weighting(s). Allowance will be made for such adjustments when a decision is reached at the following annual review.

IV. TRANSITIONAL AND FINAL PROVISIONS

When the annual pay review for the reference period from 1 July 1975 to 30 June 1976 is held, the current weighting for Belgium and Luxembourg shall be incorporated into the salary scales in accordance with the procedure set out in Section II(6)(c), the weighting for Belgium and Luxembourg thus becoming 100% and the weightings for other countries of employment being adjusted accordingly.

V. REVIEW CLAUSE

Acting on a proposal from the Commission, the Council shall carry out a review of the results of applying the method described above, with a view in particular to determining possible further improvements and rectifying any distortions.

Item II.6(b) and (c) to be replaced by the following:

"(b) The Council shall determine remuneration adjustments in net terms. Such adjustments may be expressed as an identical, across-the-board percentage or in a non-proportional manner. The adjustment may therefore be expressed as:

a percentage;
and/or a specific amount.

(c) The net rate of adjustment thus fixed and the weightings applicable to officials in Belgium and Luxembourg shall be incorporated, in accordance with the following method, in the salary scales given in Article 66 of the Staff Regulations and in Articles 20 and 63 of the Conditions of Employment of Other Servants:

the net remuneration with a weighting of 100 attaching to each step of each grade of official and to each class in every group of other servants shall be increased by the above weighting and by the net rate of adjustment determined in accordance with (b) above, whether it is given as a percentage or as a specific amount;

the new scale of basic salaries in gross terms shall be drawn up by calculating for each step or class the gross amount which, after deduction of tax (having regard to (d) below) and compulsory contributions, gives the new net amount referred to above;

this conversion of net amounts into gross amounts shall be based on the situation of an unmarried official who does not receive the various allowances;

the weighting for Belgium and Luxembourg shall be fixed at 100; the weightings for other countries of employment shall be adjusted on the basis of the ratio between the cost-of-living index numbers in these countries and the cost-of-living index number in Brussels/Luxembourg.

(d) For the purpose of applying Regulation (EEC, Euratom, ECSC) No 260/68 concerning Community tax to remunerations paid in accordance with the scale of basic salaries worked out in accordance with the first indent, the amounts in Article 4 of the Regulation shall be multiplied by a factor composed of:

the weighting applicable before incorporation to the remunerations of officials in Belgium and Luxembourg;

the net adjustment in remunerations referred to at (b) above; and/or, if the adjustment is made in the form of a specific amount, the equivalent average percentage.

Each time the scale of basic salaries is adjusted, the new multiplier shall be obtained by multiplying the former multiplier by the figures for the new reference period."

The old paragraph (d) is renumbered (e).

Luxembourg, 21 March 1979

Minutes of the meeting of the
Working Party on the Joint Index
(Article 65 of the Staff Regulations)
held in Luxembourg on 14 and 15 March 1979

The Chairman opened the meeting by welcoming the members of the Working Party (the participants are listed in an annex to this document).

He suggested that the work should proceed as follows:

- Examination of the 1978 report for the annual review of remuneration (Doc. COM (78) 673).
- Examination of the note on the comparative change of the specific indicator and total emoluments for Italy (Doc. 219/79).
- Collection of statistical data on secondary working conditions.

I PART A - Cost of living trends in EEC Member Countries and some other places of employment

The Chairman explained that at the last annual review of remuneration, the Council had instructed the Statistical Office to study the divergencies between national indices and international indices with the Working Party. The latter indices were used for adapting the remuneration of Community officials to the cost of living at different times and in different places of employment.

The Working Party considered that differences in the development of the indices were quite normal and resulted from structural differences between the two indices (weighting, list of articles, etc.).

It considered that if there were great differences, the Statistical Office could ask the national statistical institutes for explanations. In the Working Party's view, on-the-spot checking was outside the scope of the Statistical Office.

II PART B - Development of civil service salaries
(between the end of June 1977 and the end of June 1978)

Three aspects of this part of the report were analysed:

A. The Chairman observed that for the first time one country, the Federal Republic of Germany, had presented the basic data in a new form. This consisted of a theoretical calculation of the development of national service salaries, which was not based on the actual situation for a given period.

After a detailed discussion, the Working Party reached the conclusion that the old method should continue to be used for the sake of continuity, simplicity and clarity. There were also serious statistical objections to the German method. The German delegation reserved its right to make comments later.

B. The Statistical Office had analysed the development of civil service salaries, based on different family circumstances, in the countries which had provided the appropriate data. It had found that it was not necessary to introduce wider family categories than those already considered (single person, married persons with two children).

C. The Working Party reexamined the problem of the gap between the development of salaries calculated in gross and net terms. It emphasized the difficulty of quantitatively evaluating the factors which might account for these divergencies, and which stemmed from the diversity and short-term effects of taxation and economic policies in Member Countries. It also declared in favour of continuing to use the present methods, while reserving the right to reexamine the problem.

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

The Working Party examined the note on the comparative change of the specific indicator and total emoluments for Italy. Generally the two indicators corresponded in most countries, except Italy where there was a distinct contrast between the two indicators for the different periods considered.

The Working Party heard a very detailed technical explanation by the Italian delegation demonstrating that the specific indicator was a better reflexion of the salary situation of civil servants in that country than the indicator of total emoluments.

Before deciding on this matter, the Working Party asked the Statistical Office to request the Italian authorities to make a written report on the basis of a quantitative analysis.

IV At the Chairman's request, the Working Party discussed in detail whether it was possible to collect statistical data on secondary working conditions. He pointed out that these factors, weekly working hours, annual leave and retirement age, were not explicitly included in the method (Council Decision of 29 June 1976) and that the Working Party on the Joint Index (Article 65 of Staff Regulations) was therefore not empowered to decide whether they should be taken into consideration. Nonetheless the Working Party recognized that the factors could be the subject of pay negotiations and that details of their development might substantially help to assess the development of the specific indicator.

Restricting itself to the purely statistical aspect and in view of the complex nature of the factors under consideration, the Working Party was of the opinion that

- a) these factors should be taken into consideration only if they influenced pay policy;
- b) reductions in working hours and increased annual leave could be measured statistically in the form of index numbers;
- c) it might be difficult to study the development of retirement schemes;
- d) each factor would have to be measured separately, and could be considered on the basis of its development between the two dates selected for calculation of the specific indicator.

The Working Party felt that it was not advisable and was also very difficult statistically to include these factors directly in the calculation of the specific indicator.

The representative of the Administration (D.G. IX) reserved his position with regard to the problem.

At the end of the meeting the Chairman thanked the members of the Working Party for their active participation.

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

Vorsitzender
Chairman
Présidence
Presidentessa
Voorzitter

M. VAN DER WEERDEN

Sekretariat
Secretariat
Secrétariat
Segretariato
Secretariaat

M. BERRARDI
Mme MINGUZZI
M. OSTINELLI

Regierungssachverständige - Government Experts - Experts gouvernementaux -
Esperti governativi - Regeringsrådgivare

Belgique/België

M. H. LAITUSSEAU
Institut National de Statistique, Bruxelles

Danmark

Hr. S. JAKOBSEN
Danmarks Statistik - København
Hr. B. BÜLOW
Finansministeriet - København

BR Deutschland

Frau SCHULZ
Statistisches Bundesamt - Wiesbaden
Herr H. KITSCHENBERG
Bundesministerium des Innern - Bonn
Herr H. SCHULZ
Bundesministerium der Finanzen - Bonn

France

Mme M. PERROT
INSEE - Paris

Ireland

Mr. D.J. COONEY
Department of the Public Service - Dublin
Mr. J. O'HAGAN
C.S.O. - Dublin

Italia

Sig. S. DE FRANCISCI
ISTAT - Roma

Nederland

de Heer J.A. VRIENS
CBS - Voorburg

United Kingdom

Ms. P.A. STEWART
Civil Service Department - London

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

Mme J. ZIMMERMANN
DG IX

M. J. MC KEENNA
DG II

Rat - Council - Consiglio - Raad

M. F. MANN