

COMMISSION OF THE EUROPEAN COMMUNITIES

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REMUNERATION AND TAXATION OF OFFICIALS OF THE EUROPEAN COMMUNITIES

(Commission communication to the Council)

I. 1975 Report by the Commission of the European Communities relating to the annual review of the remunerations of officials and other servants

Article 65(1) of the Staff Regulations requires the Council to review remunerations each year.

On 18 September 1975, the Commission submitted to the Council the part of this report dealing with the development of the cost of living (see Doc. R/2273/75 (Stat 70)(Fin 625)).

This paper concerns the review of the trend in purchasing power in the salaries of national civil servants of the nine Member States during the reference period, i.e. between 1 July 1974 and 1 July 1975.

I. Statistical information

To date, two indicators have been used to assess the development of purchasing power among national civil servants:

- the specific indicator of national civil service salaries;
- and per capita earnings in national civil services.

While awaiting a Council decision on a new method of adjustment, and as stated in its letter of 28 February 1975, as a first stage, the Commission has drawn up these two indicators in accordance with the method used up to now.

Tables 1 to 36 in Annex I, A show the development of national civil service salaries on the basis of the information supplied by the Member States.

The tables in Annex I, B (pages 62 to 76) also show the development of national civil service salaries, but in this case, they have been drawn up in accordance with the suggestions made by the Working Party on Staff Regulations (see Doc. R/2351/75 (Stat 71(Fin 636)) in order to improve the indicator.

Annexes I,C and I,D provide an outline of the results of the two methods of calculation.

Annex I,E shows overall salary trends in the Community for the reference period and for previous years. It compares:

- the development in real terms of gross domestic product per person employed;
- the development in real terms of aggregate gross per capita remunerations;
- the development in real terms of gross per capita civil service remunerations.

In short, the information on the reference period is set out in the following way:

Specific indicator

<u>Current method</u>	<u>9 MS</u>	<u>8 MS¹</u>	<u>7MS²</u>
Real gross	99.7	103.3	105.7
Real net	100.0		

Method suggested by Working Party on Staff Regulations

Real gross	99.8
Real net	100.1

Earnings in national civil services

Real gross	<u>9 MS</u> 4.4
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¹Excluding the figure for Italy.

²Excluding the figures for Italy and the United Kingdom.

II. Comments

A. On the basis of the statistics in this paper, the following observations may be made:

1. The statements made on 6 November 1975, when the remunerations of officials and other servants were last adjusted to the cost of living would probably have been acceptable for a system where cost-of-living adjustments were made in advance. They were, however, contradicted by the figures supplied by the Member States, and above all those whose representatives had mentioned moderate increases, or even a standstill in their own national civil service salaries.

2. The reduction in the increase for the cost of living made on 6 November 1975, at headquarters which was considered proper and justified by certain national delegations because the level of taxation is much higher in the Member States than in Community institutions, has not been borne by the figures. On the contrary, Germany, France, the Netherlands and Denmark granted their own officials real net increases higher than the corresponding gross rates of increase. This therefore confirms the Commission's opinion, emphasized many times during previous discussions, that each country should review its tax schemes, above all in periods of inflation either by regular adjustments or by more substantial tax reforms.

3. The substantial increases observed either before or after taxation in seven Member States have been completely offset by a new drop of 12% in Italy. However, this reduction in the salaries of Italian civil servants seems to contradict the information provided on the development of per capita earnings in the Italian civil service. The same is true of the United Kingdom, where the difference between earnings and the specific indicator also implies the need for a supplementary check.

These comparisons between the specific indicator and earnings in each country show that it is essential to keep several indicators as basis of reference for checking purposes.

B. Some further comments must be made on the amendments suggested by the Working Party on Staff Regulations to make the specific indicator more representative of the development of national civil service remunerations.

1. Generally speaking, the elimination of a certain number of "anomalies" indicated by the Working Party on Staff Regulations have not led to any great differences in the results between the old method and the method suggested by the experts.

Indeed, a comparison of Annexes, I,C (old method) and I,D (improved method) shows very similar results both for the overall figures and for those broken down by category. Moreover, the insignificant differences (0.1%) between the overall figures established according to the one method and the other are still slight even when broken down by categories of officials. The argument that only national civil servants in lower categories have received real increases is no longer borne out by statistics supplied by the Member States.

2. Other innovations which the experts of the Working Party on Staff Regulations had asked for proved to have no real effect on the final result of the specific indicator. This applies above all to the use of a different weighting so as to proceed from the results broken down by category to the overall figure. This is also true of the difference between nominal results and real results. The use of national and international price indices also balances out at Community level. Even the use of more sophisticated sampling methods, including various types of officials, can give almost identical results because of the large numbers involved. A case in point: with considerably more statistical information, the gross and net results for the Netherlands change respectively from 100.9 and 102.5 to 100.4 and 101.9. Yet the opposite is true of the United Kingdom. By "fiddling" the statistical information in the extreme, the gross and net figures for the United Kingdom in this case go from 102.1 and 97.0 to 102.8 and 97.5.

III. Conclusions

On the basis of the most accurate statistics contained in this paper, the Commission could undoubtedly have presented a proposal for improving the corresponding purchasing power. It is not doing so for the time being for the reasons outlined previously. In the Commission's opinion the information contained in this report should give rise to a detailed study, to be carried out as part of the dialogue on the future methods of adjusting the remunerations of the officials and other servants.

STATISTICAL OFFICE
OF THE
EUROPEAN COMMUNITIES

Directorate for Demographic
and Social Studies

Luxembourg,

Trend of public salaries between
the end of June 1974 and the end of
June 1975

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

1. The tables below give an outline of the trend of the salaries of civil servants in the Member States between the end of June 1974 and the end of June 1975.
2. Tables 1 and 2 in the annexes show the salaries, for the various countries and the various periods, in the national currencies, as reported to the SOEC by the responsible departments in the Member States.

The tables 3 show the trend in the nominal indices for the period from the end of June 1974 to the end of June 1975.

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

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

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

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

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

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

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

Country	Total population	
	in %	in 1 000/1974
Germany (FR)	24.1	62 054
France	20.4	52 507
Italy	21.5	55 412
Netherlands	5.2	13 545
Belgium	3.8	9 772
Luxembourg	0.1	357
United Kingdom	21.7	56 056
Ireland	1.2	3 086
Denmark	2.0	5 045
Total	100.0	257 832

¹Source: SOEC Monthly Bulletin of General Statistics.

Tab. 1 - Consumer price index trends in the Member States of the Community
End of June 1974-end of June 1975

Period	Germany FR	France	Italy	Netherlands	Belgium	Luxembourg	United Kingdom	Ireland	Denmark
	1970 = 100	1970 = 100	1970 = 100	1969 = 100	1971 = 100	1965 = 100	15 Jan. 1974 = 100	Nov. 1968 = 100	1964 = 100
June 1974	127.2	135.8	143.3	141.3	126.47	-	108.7	-	205.9
July 1974	127.5	137.5	146.8	141.8	-	149.51	103.7	-	208.4
June-July 1974	127.4	136.7	145.1	141.6	100.0	100.0	103.2	179.9	207.2
June 1975	135.4	151.7	170.8	155.8	142.28	-	137.1	-	227.8
July 1975	135.4	152.8	171.8	156.6	-	165.05	138.5	-	229.0
June-July 1975	135.4	152.3	171.3	156.2	-	-	137.8	214.0	228.4
		111.4	118.1	110.3			126.2	119.0	110.2

¹ Half of August.

Table 2 - Trends in civil service salaries in Member States
 End of June 1974 to end of June 1975

	Gross indices						Net indices					
	Nominal			Real			Nominal			Real		
	Un-weighted	Weighted	Un-weighted	Weighted	Un-weighted	Weighted	Un-weighted	Weighted	Un-weighted	Weighted	Un-weighted	Weighted
Germany FR	24.1	106.9	106.8	100.6	100.5	112.1	112.8	105.5	106.1			
France	20.4	116.8	117.4	104.9	105.4	117.3	117.6	105.3	105.6			
Italy	21.5	103.3	104.1	87.5	88.2	103.0	103.8	87.2	87.9			
Netherlands	5.2	111.3	111.3	100.9	100.9	112.8	113.1	102.3	102.5			
Belgium	3.8	117.9	118.1	104.8	105.0	115.4	115.9	102.6	103.0			
Luxembourg	0.1	115.8	115.8	104.9	104.9	114.3	114.3	103.5	103.5			
United Kingdom	21.7	129.4	128.9	102.5	102.1	122.3	122.4	96.9	97.0			
Ireland	1.2	129.6	130.7	108.9	109.8	124.9	127.7	105.0	107.3			
Denmark	2.0	118.2	118.5	107.3	107.5	127.1	127.1	115.3	115.3			
COMMUNITY	100.0											
-- Arithmetical average		116.6	116.8	102.5	102.7	116.6	117.2	102.6	103.1			
-- Weighted average		114.2	114.4	99.5	99.7	114.0	114.5	99.6	100.0			

BELGIUM

Table 1 - Total remuneration of certain representative grades in the Belgian civil service at 1 July 1974 (Bfrs/month)

BELGIUM

Level	Scale	Grade	Single person			Married, two children over 14 years				
			Gross amount ¹		Net amount		Gross amount ²		Net amount ³	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	69 793	92 324	45 521	56 849	73 537	96 068	50 306	61 628
	132	Adviser or Director	41 437	63 968	29 501	42 468	45 181	67 712	34 386	47 253
	101	Senior secretary	30 650	48 196	23 014	33 806	34 394	51 940	27 794	38 560
2	241	Administrative chief	26 501	40 140	20 424	28 781	30 531	43 884	25 182	33 566
	223	Assistant office superv.	22 354	35 418	17 632	25 221	26 668	39 162	22 439	30 706
	201	Clerk	18 940	31 332	15 338	23 439	23 254	35 076	19 971	28 225
3	341	Chief clerk	20 989	28 533	16 726	21 699	25 311	32 277	21 452	26 354
	321	Senior clerk	17 575*	24 814	14 383*	19 323	21 898	28 897	18 964	24 016
	301	Clerk	17 814**	24 914	14 549**	19 323	-	-	-	-
			16 892*	24 180	13 888*	18 870	21 215*	28 215	18 465*	23 531
			17 814**	24 180	14 549**	18 870	21 557**	28 215	18 718**	23 531
4	421	Chief porter	16 483*	20 578	13 502*	16 463	20 806*	24 901	18 157*	21 159
	411	Porter	17 814**	20 578	14 549**	16 463	21 557**	24 901	18 718**	21 159
			16 072*	19 887	13 320*	15 991	20 395*	24 219	17 847*	20 681
			17 814**	19 887	14 549**	15 991	21 557**	24 219	18 718**	20 681

* under 21
** 21 and over

¹ Basic salary + index + residence allowance + holiday allowance + planning allowance

² Basic salary + index + home allowance + holiday allowance + family allowance + planning allowance

³ For the calculation of the net amount, the following has been deducted:
 sums withheld for survival and orphan fund,
 sums withheld for sickness insurance,
 professional tax withheld.

BELGIUM

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

Level	Scale	Grade	Single person						Married, two children over 14 years of age					
			Gross amount 1		Net amount 3		Gross amount 2		Net amount 2		Gross amount 2		Net amount 2	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	81 722	108 092	50 204	61 788	86 036	112 406	55 559	67 143				
	132	Adviser or Director	48 531	74 092	33 726	47 010	52 845	79 216	39 081	52 365				
	101	Senior secretary	35 904	57 347	26 282	38 065	40 218	61 661	31 637	43 420				
2	241	Administrative chief	31 069	47 012	23 439	32 823	35 744	51 326	29 030	38 178				
	223	Assistant office supervisor	26 235	41 498	20 446	29 634	31 269	45 812	26 093	34 989				
	201	Clerk	22 240	37 608	17 780	27 281	27 273	41 922	23 211	32 636				
3	341	Chief clerk	24 637	33 427	19 389	24 879	29 670	37 741	24 953	30 234				
	321	Senior clerk	20 641*	29 152	16 710*	22 263	25 674	33 826	22 097	27 778				
	301	Clerk	20 880**	29 152	16 884**	22 263	-	-	-	-				
4	421	Chief porter	19 362*	24 794	15 841*	19 496	24 936*	29 827	21 160*	25 067				
	411	Porter	20 880**	24 794	16 884**	19 496	25 194**	29 827	21 739**	25 067				
			18 884*	23 962	15 479*	18 929	23 917*	28 995	20 801*	24 472				
			20 880**	23 962	16 884**	18 929	25 194**	28 995	21 739**	24 472				

*under 21

**21 and over

- 1 Basic salary + index + residence allowance + holiday allowance + planning allowance.
- 2 Basic salary + index + home allowance + holiday allowance + family allowance + planning allowance.
- 3 For the calculation of the net amount, the following has been deducted:

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

NOMINAL INDICES

Indices at 1 July 1975 of civil servants' salaries (1 July 1974 = 100)

Level	Scale	Grades	Single person			Married, two children				
			Gross amount		Net amount		Gross amount		Net amount	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	117.1	117.1	110.3	108.7	117.0	117.0	110.4	109.0
	132	Adviser or Director	117.1	117.1	113.9	110.7	117.0	117.0	113.7	110.8
	101	Senior secretary	117.1	119.0	114.2	112.6	116.9	118.7	113.8	112.6
2	241	Administrative chief	117.2	117.1	114.8	114.0	117.1	117.0	115.3	113.7
	223	Assistant office supervisor	117.4	117.2	116.0	114.3	117.3	117.0	116.3	114.0
	201	Clerk	117.4	120.0	115.9	116.4	117.3	119.5	116.2	115.6
3	341	Chief clerk	117.4	117.2	115.9	114.7	117.2	116.9	116.3	114.7
	321	Senior clerk	117.5	117.5	116.2	115.2	117.2	117.1	116.5	115.7
	301	Clerk	117.2	117.5	116.1	115.2	-	-	-	-
4	421	Chief porter	117.5	119.8	116.4	117.3	117.3	119.2	116.5	117.5
	411	Porter	117.2	119.8	116.1	117.3	116.9	119.2	116.1	117.5
			117.5	120.5	116.2	118.4	117.3	119.7	116.6	118.3
			117.2	120.5	116.1	118.4	116.9	119.7	116.1	118.3
			117.2	120.5	116.1	118.4	116.9	119.8	116.1	118.5
			117.5	120.5	116.2	118.4	117.3	119.7	116.6	118.3
			117.2	120.5	116.1	118.4	116.9	119.7	116.1	118.3

Average indices Weighted indices

Average indices Weighted indices

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

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

117.9 118.1
118.0 118.2
117.8 118.0

115.4 115.9
115.4 115.9
115.4 115.9

REAL INDICES

Indices at 1 July 1975 of civil servant's salaries'
(1 July 1974 = 100)

Level	Scale	Grades	Single person				Married, two children			
			Gross amount		Net amount		Gross amount		Net amount	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	161	Director-General	104.1	104.1	98.0	96.6	104.0	104.0	98.1	96.9
	132	Adviser or Director	104.1	104.1	101.2	98.4	104.0	104.0	101.1	98.5
	101	Senior secretary	104.1	105.8	101.5	100.1	103.9	105.5	101.2	100.1
2	241	Administrative chief	104.2	104.1	102.0	101.3	104.1	104.0	102.5	101.1
	223	Assistant office supervisor	104.4	104.2	103.1	101.6	104.3	104.0	103.4	101.3
	201	Clerk	104.4	106.7	103.0	103.5	104.3	106.2	103.3	102.8
3	341	Chief clerk	104.4	104.2	103.0	102.0	104.2	103.9	103.4	102.0
	321	Senior clerk	104.4	104.4	103.3	102.4	104.2	104.1	103.6	102.8
	301	Clerk	104.2	104.4	103.2	102.4	-	-	-	-
			104.4	106.5	103.5	104.3	104.3	106.0	103.6	104.4
104.2	106.5	103.2	104.3	103.9	104.3	106.0	103.2	104.4		
4	421	Chief porter	104.4	107.1	103.6	105.2	104.3	106.5	103.6	105.3
	411	Porter	104.2	107.1	103.2	105.2	103.9	106.5	103.3	105.3
			104.4	107.1	103.3	105.2	104.3	106.4	103.6	105.2
			104.2	107.1	103.2	105.2	103.9	106.4	103.2	105.2
			104.2	107.1	103.2	105.2	103.9	106.4	103.2	105.2

Average indices

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

104.8
104.9
104.7

Average indices

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

102.6
102.6
102.6

Weighted indices

103.0
103.0
103.0

DENMARK

Table 1 - Salaries, taxes etc. for unmarried and married persons
Copenhagen 1974 (Dkr)

DENMARK

	Gross Annual Salary (1)	Taxes, contributions for supplementary pension (2)	Family Allowance (3)	Net annual salary - taxes etc. + family allowances (1) - (2) + (3) (4)
<u>Single person</u>	kr.	kr.	kr.	kr.
	116 048 (A)	60 813	-	55 235
	73 507 (B)	34 015	-	39 492
	59 089 (C)	25 289	-	33 800
	52 535 (D)	21 289	-	31 246
<u>Married man with dependent wife and two children</u>	116 048 (A)	56 839	2 968	62 177
	73 507 (B)	30 318	2 968	46 157
	59 089 (C)	21 592	2 968	40 465
	52 535 (D)	17 592	2 968	37 911

Table 2 - Salaries, taxes, etc. for unmarried and married persons
Copenhagen 1975 (Dir)

DENMARK

	Gross annual salary (1)	Taxes, contributions for supplementary pension (2)	Family allowance (3)	Net annual salary - taxes etc. + family allowance 1-2+3 (4)
	kr.	kr.	kr.	kr.
Single person	141 461 (A)	70 057	-	71 404
	85 640 (B)	34 490	-	51 150
	68 875 (C)	25 456	-	43 419
	61 904 (D)	21 669	-	40 235
Married man with dependent wife and two children	141 461 (A)	66 484	3 384	78 361
	85 640 (B)	30 917	3 384	58 107
	68 875 (C)	21 883	3 384	50 376
	61 904 (D)	18 096	3 384	47 192

NOMINAL INDICES

Indices at 1 July 1975 of civil servants' salaries
(1 July 1974 = 100)

Grade	Single		Married, two children	
	Gross amount	Net amount	Gross amount	Net amount
A	121.9	129.3	121.9	126.0
B	116.5	129.5	116.5	125.9
C	116.6	128.5	116.6	124.5
D	117.8	128.8	117.8	124.5

<p>Gross amount: All civil servants of whom: single married, 2 children</p>	<p>Average indices</p> <p>118.2 118.2 118.2</p>	<p>Weighted indices</p> <p>118.5 118.5 118.5</p>	<p>Net amount: All civil servants of whom: single married, 2 children</p>	<p>Average indices</p> <p>127.1 129.0 125.2</p>	<p>Weighted indices</p> <p>127.1 129.0 125.2</p>
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REAL INDICES

Indices at 1 July 1975 of civil servants' salaries
(1 July 1974 = 100)

Grade	Single		Married, two children	
	Gross amount	Net amount	Gross amount	Net amount
A	110.6	117.3	110.6	114.3
B	105.7	117.5	105.7	114.3
C	105.8	116.6	105.8	113.0
D	106.9	116.9	106.9	113.0
<p>Gross amount:</p> <p>All civil servants 107.3 Average indices</p> <p>of whom: single 107.3 Weighted indices</p> <p> married, two children 107.3</p>				
<p>Net amount:</p> <p>All civil servants 115.3 Average indices</p> <p>of whom: single 117.1 Weighted indices</p> <p> married, two children 113.6</p>				

GERMANY

Total emoluments of a Federal civil servant in a senior Federal authority (Situation at 30 June 1974: DM/Month)														Number of posts for civil servants in senior Federal authorities in Federal budget plan for 1974 according to the	
Career group	Pay group	Single						Married, 2 children						pay group indicated	overall career groups
		Gross amount		Net amount		Gross amount		Net amount		Beginning of grade	End of grade	Beginning of grade	End of grade		
		Beginning of grade	End of grade	Beginning of grade	End of grade	Beginning of grade	End of grade	Beginning of grade	End of grade						
Senior (A)	B 9 A 16/B 3 * A 13 **	- 3 404 2 929	8 240 5 905 3 939	- 2 263 2 019	4 493 3 434 2 529	- 3 741 3 266	8 478 6 135 4 169	- 2 964 2 649	5 402 4 231 3 237	102 1 322 1 248	4 702				
Higher Intermediate (B)	A 13 A 11 A 9 **	2 765 2 367 1 993	3 939 3 288 2 577	1 932 1 714 1 542	2 529 2 205 1 830	3 102 2 689 2 315	4 169 3 518 2 807	2 550 2 258 1 980	3 237 2 819 2 344	2 306 408 299	3 830				
Intermediate (C)	A 9 A 7 A 5 **	1 866 1 658 1 523	2 542 2 186 1 765	1 460 1 324 1 237	1 811 1 612 1 394	2 188 1 982 1 847	2 772 2 416 2 088	1 883 1 723 1 616	2 317 2 056 1 806	748 336 177	1 729				
Junior (D)	A 5 A 3 A 1 **	1 425 1 362 1 261	1 735 1 597 1 459	1 171 1 125 1 052	1 375 1 282 1 195	1 749 1 685 1 585	2 059 1 921 1 783	1 536 1 485 1 404	1 783 1 675 1 565	527 418 -	1 298				
											11 559				

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

**For grades A 5, A 9 and A 13, the third incremental step was regarded as the beginning of the grade. The given number of posts covers, according to the draft of the staff establishment to the Federal budget plan for 1974, respectively the pay groups A 13/A 14, A 9/A 10, A 5/A 6 and A 2/A 3.

NOMINAL INDICES

TAB. 3
GERMANY (FR)

Indices at 30 June 1975 of civil servant's salaries

(30 June 1974 = 100)

Carrière group	Pay group	Single			Married, two children				
		Gross amount		Net amount	Gross amount		Net amount		
		Min.	Max.	Min.	Max.	Min.	Max.		
A	B 9	-	106.4	-	114.2	-	106.9	-	114.0
	A 16/B 3	106.3	106.4	114.8	114.9	107.5	107.1	111.9	114.3
	A 13	106.2	106.2	114.8	114.5	107.5	107.2	112.3	111.3
B	A 13	106.1	106.2	114.8	114.5	107.5	107.2	111.9	111.3
	A 11	106.1	103.4	114.9	112.4	107.7	107.4	111.2	111.9
	A 9	106.0	102.6	111.6	111.9	108.0	107.7	110.7	111.4
C	A 9	106.2	102.6	112.0	112.0	108.2	107.8	110.7	111.4
	A 7	106.3	101.9	112.2	111.3	108.5	108.0	110.6	110.9
	A 5	106.3	106.2	111.6	112.1	108.7	108.3	110.8	110.6
D	A 5	106.5	106.3	110.9	112.2	108.9	108.5	111.1	110.7
	A 3	106.5	106.4	110.7	112.3	109.1	108.6	111.3	110.8
	A 1	106.6	106.4	110.3	111.1	109.3	108.9	111.5	110.9

- 24 -

	Average indices	Weighted indices	Net amount:	Average indices	Weighted indice
ross amount:					
All civil servants	106.9	106.8	All civil servants	112.1	112.8
of whom: single	105.7	105.9	of whom: single	112.7	113.8
married, two children	108.0	107.7	married, two children	111.5	111.8

REAL INDICES

TAB. 4
GERMANY (FR)

Indices at 30 June 1975 of civil servants' salaries.
(30 June 1974 = 100)

Career group	Pay group	Single			Married, two children		
		Gross amount		Net amount	Gross amount		Net amount
		Min.	Max.	Min.	Max.	Min.	Max.
A	B 9	-	100.1	-	107.4	-	107.2
	A 16/B 3	100.0	100.1	108.0	108.1	101.1	105.3
	A 13	99.9	99.9	108.0	107.7	101.1	105.6
B	A 13	99.8	99.9	108.0	107.7	101.1	104.7
	A 11	99.8	97.3	108.1	105.7	101.3	104.6
	A 9	99.7	96.5	105.0	105.3	101.6	104.1
C	A 9	99.9	96.5	105.4	105.4	101.8	104.8
	A 7	100.0	95.9	105.6	104.7	102.1	104.3
	A 5	100.0	99.9	105.0	105.5	102.3	104.1
D	A 5	100.2	100.0	104.3	105.6	102.5	104.1
	A 3	100.2	100.1	104.1	105.6	102.6	104.2
	A 1	100.3	100.1	103.8	104.5	102.8	104.3

Average indices

Average indices

Gross amount:

All civil servants.
of whom: single
married, two children

100.6
99.4
101.6

Net amount:

All civil servants
of whom: single
married, two children

105.5
106.0
104.9

Weighted indices

Weighted indices

106.1
107.1
105.2

FRANCE

Table 1 - Remuneration of French civil servants at 1 July 1974 (FF/month)

FRANCE

Grade	Single			Married, two children ²		Net remuneration
	Gross remuneration ³	monthly taxes	Net remuneration	Gross remuneration	monthly taxés	
A	maximum	10 062.51 ³	3 240	6 822.51	1 861	8 574.81
	average	5 237.20 ⁴	1 253	3 984.80	463	5 148.10
	minimum	4 368.15	926	3 442.15	342	4 399.03
B	maximum	3 392.67	615	2 777.67	177	3 561.20
	average	2 432.42 ⁵	291	2 141.42	63	2 683.02
	minimum	2 142.28 ⁶	223	1 914.28	36	2 416.61
C	maximum	3 097.71	549	2 548.71	142	3 292.97
	average	2 276.21	256	2 020.21	51	2 539.36
	minimum	1 651.38	127	1 524.38	0.66	1 947.06
D	maximum	2 283.67 ⁷	258	2 025.67	52	2 546.03
	average	2 120.01 ⁸	223	1 897.01	33	2 396.70
	minimum	1 837.32 ⁹	161	1 676.32	11	2 127.95
E	maximum	1 487.72	103	1 384.72	0	1 779.39
	average	1 636.47 ¹⁰	125	1 511.47	0	1 932.38
	minimum	1 346.42 ¹¹	83	1 263.42	0	1 634.06
F	maximum	1 219.94	65	1 154.94	0	1 503.98
	average					
	minimum					

¹Basic salary + residence allowance (13% of salary).

²Basic salary + residence allowance + family income supplement + family allowances including compensatory allowance + single income supplement (two children under ten years of age).

³Maximum director outside scale E, 2nd level.

⁴Maximum principal administrative attaché, last incremental step.

⁵Minimum administrator, 1st incremental step.

⁶Minimum administrative attaché, 1st incremental step.

⁷Group supervisor, upgrading for no more than 25% of staff at this level.

⁸Maximum secretary/shorthand-typist, administrative assistant, last incremental step.

⁹Minimum shorthand-typist, 1st incremental step.

¹⁰Maximum service officer, last incremental step.

¹¹Minimum clerical officer after one month's service.

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

Categories	Single			Married, 2 children ²		
	Amount			Amount		
	minimum	average	maximum	minimum	average	maximum
A University graduate	2 794.51 ³ 2 461.27 ⁶	4 964.62 ⁴ 3 889.87 ⁷	11 351.39 ⁵ 5 939.99 ⁸	3 132.77 ³ 2 798.07 ⁶	5 364.34 ⁴ 4 239.19 ⁷	11 758.55 ⁵ 6 347.15 ⁸
B Secondary education	2 102.12 ⁹	2 660.99 ¹⁰	3 599.08 ¹¹	2 420.46 ⁹	2 995.41 ¹⁰	3 960.15 ¹¹
C Vocational training	1 780.84 ¹²	2 127.14 ¹³	2 444.15 ¹⁴ 2 627.63 ¹⁵	2 088.62 ¹²	2 446.20 ¹³	2 772.33 ¹⁴ 2 959.09 ¹⁵
D Primary education	1 554.54 ¹⁶	1 642.14 ¹⁷	1 963.43 ¹⁸	1 854.88 ¹⁶	1 945.36 ¹⁷	2 277.20 ¹⁸

¹ Basic salary + resident allowance (13%).

² Basic salary + resident allowance + family income supplement + family allowances including compensatory allowance + single income supplement (for two children under ten years of age).

³ Civilian administrator, scale 2, 1st incremental step.

⁴ Civilian administrator, scale 2, last incremental step.

⁵ Director outside scale E, 2nd level.

⁶ Administrative attaché, scale 2, 1st incremental step.

⁷ Administrative attaché, scale 1, 1st incremental step.

⁸ Principal administrative attaché, last incremental step.

⁹ Administrative secretary, 1st incremental step.

¹⁰ Administrative secretary, 8th incremental step.

¹¹ Section head, last incremental step.

¹² Shorthand-typist, 1st incremental step.

¹³ Shorthand-typist, 7th incremental step.

¹⁴ Secretary/shorthand-typist, administrative assistant, last incremental step.

¹⁵ Upgrading available to no more than 25% of staff at this level, Group supervisors, last incremental step.

¹⁶ Service officer after one month's service (guaranteed minimum).

¹⁷ Service officer, last incremental step.

¹⁸ Clerical officer, last incremental step.

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

Table 2 a - Net remuneration (tax deducted) of civil servants at 1 July 1975
(FF/month)

Categories	NET					
	Single ¹			Married, 2 children ²		
	minimum	Amount Average	maximum	minimum	Amount Average	maximum
A (University graduate)	2 451.51 ³ 2 259.27 ⁶	4 008.624 3 386.877	8 141.395 ⁸ 4 677.998	3 048.773 2 750.07 ⁶	4 992.344 4 029,197	9 846.555 ⁵ 5 802.158
B (Secondary education)	1 910.12 ⁹	2 352.99 ¹⁰	3 036.08 ¹¹	2 404.46 ⁹	2 925.41 ¹⁰	3 786.15 ¹¹
C (Vocational training)	1 647.84 ¹²	1 931.14 ¹³	2 181,15 ¹⁴ 2 324,63 ¹⁵	2 088.62 ¹²	2 428.20 ¹³	2 727.33 ¹⁴ 2 894.09 ¹⁵
D (Primary education)	1 453.54 ¹⁶	1 530.14 ¹⁷	1 796.43 ¹⁸	1 854.88 ¹⁶	1 945.36 ¹⁷	2 272.20 ¹⁸

¹ Basic salary + residence allowance.

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

³ to ¹⁸ see table 2.

NOMINAL INDICES

Indices at 1 July 1975 of civil servants' salaries

(1 July 1974 = 100)

Categories	Single						Married, two children					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A University graduate	114.9	113.7	112.8	114.5	116.5	119.3	113.9	113.2	112.7	113.6	113.5	114.8
	114.9	114.7	113.4	118.0	121.9	117.4	114.1	113.4	113.1	113.8	113.1	112.7
B Secondary education	127.3	116.9	116.2	125.3	116.5	119.1	124.3	115.6	115.3	123.5	115.2	115.0
C Vocational training	119.7	115.8	115.3	119.0	115.2	115.0	117.4	114.4	114.1	117.4	114.1	113.8
			115.1			114.8			113.9			113.7
D Primary education	127.2	122.0	120.0	125.9	121.1	118.9	123.3	119.1	117.8	123.3	119.1	117.6

<p>Gross amount: All civil servants of whom: single married, two children</p>	<p>Average indices 116.8 117.5 116.0</p>	<p>Weighted indices 117.4 118.2 116.6</p>	<p>Net amount: All civil servants of whom: single married, two children</p>	<p>Average indices 117.3 118.7 115.9</p>	<p>Weighted indices 117.6 118.8 116.4</p>
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REAL INDICES

Indices at 1 July 1975 of civil servants' salaries
(1 July 1974 = 100)

Categories	Single						Married, two children					
	Gross amount			Net amount			Gross amount			Net amount		
	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.	Min.	Av.	Max.
A University graduate	103.1	102.1	101.3	102.8	104.6	107.1	102.2	101.6	101.2	102.0	101.9	103.1
	103.1	103.0	101.8	105.9	109.4	105.4	102.4	101.8	101.5	102.2	101.5	101.2
B Secondary education	114.3	104.9	104.3	112.5	104.6	106.9	111.6	103.8	103.5	110.9	103.4	103.2
C Vocational training	107.5	104.0	103.5	106.8	103.4	103.2	105.4	102.7	102.4	105.4	102.4	102.2
			103.3			103.1			102.2			102.1
D Primary education	114.4	109.5	107.7	113.0	108.7	106.7	110.7	106.9	105.8	110.7	106.9	105.6

<p>Gross amount: All civil servants of whom: single married, two children</p>	<p>Average indices 104.9 105.5 104.1</p>	<p>Weighted indices 105.4 106.1 104.7</p>	<p>Net amount: All civil servants of whom: single married, two children</p>	<p>Average indices 105.3 106.6 104.0</p>	<p>Weighted indices 105.6 106.6 104.5</p>
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IRELAND

Total Remuneration of certain grades in the Irish Civil Service
 Situation as at 1 July 1974 (Monthly amount in Irish Pounds)

TAB. 1
 IRELAND

Class	Grade	Numbers (as at 1 Jan 74)	Single		Married with 2 children			
			Gross Amount		Gross Amount			
			Min.	Max.	Min.	Max.		
A	Secretary (Head of Department or Ministry)	17	697	697	761	761	468	468
	Assistant Secretary	63	452	541	506	597	363	407
	Principal	237	371	434	427	490	319	355
	Assistant Principal	522	275	340	336	395	261	298
Total Class A		2 185						
B	Higher Executive Officer	916	222	275	166	199	220	261
	Executive Officer	1 485	118	222	95	166	121	220
Total Class B		6 081						
C	Staff Office	732	170	204	133	155	177	206
	Clerical Officer	2 490	102	173	83	135	110	180
	Clerical Assistant	6 314	98	141	83	98	-	-
Total Class C		20 996						
D	Head Messenger	16	153	162	121	127	141	148
	Paper Keeper	157	140	148	111	117	132	138
	Messenger	619	124	137	100	109	120	130
Total Class D		15 487						

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

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

TAB. 2
IRELAND

Total Remuneration of certain grades in the Irish Civil Service
Situation as at 1 July 1975 (Monthly amount in Irish Pounds)

Class	Grade	Numbers (as at 1 Jan 75)	Single			Married with 2 children ¹								
			Gross Amount		Net Amount ²		Gross Amount		Net Amount					
			Min.	Mid.	Max.	Min.	Mid.	Max.	Min.	Mid.	Max.			
A	Secretary (Head of Department or Ministry)	17	883 (914)	883 (914)	883 (914)	471 (480)	471 (480)	471 (480)	961	961	961	546	546	54
	Assistant Secretary	67	574 (600)	631 (657)	687 (713)	364 (375)	387 (397)	409 (419)	640	697	755	433	457	48
	Principal	254	473 (500)	520 (547)	552 (579)	314 (327)	337 (350)	353 (366)	541	588	620	385	407	42
	Assistant Principal	562	352 (382)	393 (421)	433 (460)	246 (264)	271 (288)	294 (307)	426	464	501	320	342	36
Total Class A		2 244												
B	Higher Executive Officer	993	298 (323)	333 (361)	368 (400)	214 (229)	235 (252)	256 (275)	362	403	446	281	305	33
	Executive Officer	1 630	162	249 (260)	298 (323)	129	184 (190)	214 (229)	176	285	362	159	234	28
Total Class B		6 453												
C	Staff Officer	756	219 (240)	241 (269)	263 (297)	166 (179)	179 (196)	193 (213)	270	302	333	225	245	26
	Clerical Officer	2 731	135	194 (201)	224 (240)	109	151 (155)	169 (179)	149	221	270	139	192	22
	Clerical Assistant	7 336	129	155	183	108	127	147	129	155	183	-	-	-
Total Class C		23 351												
D	Head Messenger	15	198	203	209	153	156	160	204	209	215	179	183	18
	Paper Keeper	147	182	187	192	143	146	150	188	195	198	167	171	17
	Messenger	664	163	166	178	130	132	141	169	172	184	153	155	16
Total Class D		16 003												

Notes :

- ¹ Includes additions to salary in respect of children, plus children's allowances distributed through the fiscal system.
- ² Deductions are made to cover (a) contributions towards widow's and orphan's pensions; (b) incomes tax at the standard rates and on the basis of the standard allowances; (c) Social Welfare contributions.
- (3) The figures in brackets are the actual amounts payable, but from these must be deducted increases specifically given as part of the progression towards equal pay.
- (4) The full range of general service grades is given.
- (5) It is not yet possible to give a more extensive break-down of the numbers in each grade. It is however hoped that additional information will be available on the introduction of a new civil service census in 1976.
- (6) It is assumed that in calculating real indices for Ireland the change in the consumer price index for the period mid-May 1974 - mid-May 1975 will be used i.e. 24.46% (See Document R/565/75).

IRELAND

NOMINAL INDICES

Indices at 1 July 1975 of civil servants' salaries
(1 July 1974 = 100)

Table 3

Cat.	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Secretary	126.7	126.7	116.3	116.3	126.3	126.3	116.7	116.7
	Assistant Secretary	127.0	127.0	119.3	117.5	126.5	126.5	119.3	117.9
	Principal	127.5	127.7	120.3	119.3	126.7	126.5	120.7	119.2
	Assistant principal	128.0	127.4	123.6	122.0	126.8	126.8	122.6	122.2
B	Higher Executive Office	134.2	133.8	128.9	128.6	133.1	132.7	127.7	126.8
	Executive Office	137.3	134.2	135.8	128.9	134.4	133.1	131.4	127.7
C	Staff Officer	128.8	128.9	124.8	124.5	130.4	133.2	127.1	127.7
	Clerical Officer	132.4	129.5	131.3	125.2	129.6	123.0	126.4	125.0
	Clerical Assistant	131.4	129.8	130.1	127.8	131.6	129.8	-	-
	Head Messenger	129.4	129.0	126.5	126.0	128.3	128.0	127.0	126.4
D	Paper Keeper	130.0	129.7	128.8	128.2	128.8	128.6	126.5	126.1
	Messenger	131.5	129.9	130.0	129.4	130.0	128.7	127.5	126.2
Gross amount:		Average indices		Weighted indices		Average indices		Weighted indices	
All civil servants		129.6	130.7	130.7	130.7	124.9	124.9	124.9	127.7
of whom: unmarried		129.9	131.1	131.1	131.1	125.4	125.4	125.4	128.8
of whom: married, 2 children		129.2	130.2	130.2	130.2	124.3	124.3	124.3	126.5
Net amount:		Average indices		Weighted indices		Average indices		Weighted indices	
All civil servants		129.6		130.7		124.9		127.7	
of whom: unmarried		129.9		131.1		125.4		128.8	
of whom: married, 2 children		129.2		130.2		124.3		126.5	

Table 4

REAL INDICES

Situation at 1 July 1975 in respect of civil servants' salaries
(1 July 1974 = 100)

IRELAND

Cat.	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Secretary	106.5	106.5	97.7	97.7	106.1	106.1	98.1	98.1
	Assistant Secretary Principal	106.7	106.7	100.3	98.7	106.3	106.3	100.3	99.1
	Assistant Principal	107.1	106.9	101.1	100.3	106.5	106.3	101.4	100.2
	Assistant Principal	107.6	107.1	103.9	102.5	106.6	106.6	103.0	102.7
B	Higher Executive Officer	112.8	112.4	108.3	108.1	111.9	111.5	107.3	106.6
	Executive Officer	115.4	112.8	114.1	108.3	112.9	111.9	110.4	107.3
C	Staff Officer	108.2	108.3	104.9	104.6	109.6	111.9	106.8	107.3
	Clerical Officer	111.3	108.8	110.3	105.2	108.9	107.6	106.2	105.0
	Clerical Assistant	110.6	109.1	109.3	107.4	110.6	109.1	-	-
	Head Messenger	108.7	108.4	106.3	105.9	107.8	107.6	106.7	106.2
D	Paper Keeper	109.2	109.0	108.2	107.7	108.2	108.1	106.3	106.0
	Messenger	110.5	109.2	109.2	108.7	109.2	108.2	107.1	106.1
Gross amount:		Average indices		Net amount:		Average indices		Weighted indices	
All civil servants		108.9	109.8	All civil servants		105.0	107.3	107.3	
of whom: unmarried		109.2	110.2	of whom: unmarried		105.4	108.2	108.2	
of whom: married, 2 children		108.6	109.4	of whom: married, 2 children		104.5	106.3	106.3	

ITALY

Table 1. Remuneration of certain grades in the civil service - 30 June 1974 (Lit/month)

Cat.	Grade	Weighting	Single				Married, 2 children			
			Gross amount		Net amount		Gross amount		Net amount	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	-	959 233	1 005 275	703 717	732 382	980 413	1 026 455	722 141	750 806
	Senior director	-	751 595	822 913	571 999	618 270	772 775	844 093	591 053	636 903
	Principal director of division	387/455	507 845	601 282	406 450	471 388	529 025	622 462	426 974	491 281
	Deputy director of division	307	419 134	459 897	342 224	372 364	440 314	481 167	363 377	392 887
	Director of section	{190 {257	324 902	335 088	271 388	279 264	346 082	356 268	293 172	301 047
B	Adviser		234 431	280 781	200 943	237 440	255 611	301 961	223 356	259 384
	Chief secretary	370	387 243	417 932	318 570	341 314	408 423	439 112	339 722	362 468
	Principal secretary	{255 {297	276 415	349 027	234 087	289 931	297 595	370 207	255 860	311 424
C	Secretary	{160 {218	209 067	260 376	180 737	221 549	230 247	281 556	203 151	243 603
	Senior assistant	245	284 238	304 559	240 121	255 825	305 418	325 739	261 905	277 609
	Principal assistant	{183 {213	222 740	266 938	191 682	226 770	243 920	288 118	214 095	248 643
D	Assistant	{120 {163	161 192	213 165	142 175	183 965	182 372	234 345	165 089	206 378
	Chief clerk	{143 {165	195 698	245 148	170 072	209 444	216 878	266 328	192 485	231 857
	Clerk	{100 {133	147 671	185 141	131 011	161 717	168 851	206 321	154 054	184 131

Remuneration of certain grades in the civil service - 30 June 1975 (Lit/month)

Table 2

Career	Grade	Weighting	Single				Married, 2 children			
			Gross amount		Net amount		Gross amount		Net amount	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	-	969 233	1 015 275	710 111	738 456	990 413	1 036 455	728 535	751 200
	Senior director	-	761 595	832 913	578 663	624 444	782 775	854 093	597 717	643 387
	Principal director	-	517 845	611 282	413 744	478 442	539 025	632 462	434 268	498 305
	Deputy director of division	387/455	429 134	469 987	349 788	379 438	450 314	491 167	370 941	399 961
	Director of section	307	334 902	345 088	279 222	285 938	356 082	366 268	301 006	308 671
	Adviser	190/257	244 431	290 781	209 047	245 274	265 611	311 961	231 460	267 058
B	Chief secretary	370	397 243	437 932	326 124	348 688	418 423	449 112	347 286	370 042
	Principal secretary	255/297	285 415	359 027	241 921	297 765	307 595	380 207	263 694	318 988
	Secretary	160/218	219 067	270 376	188 841	229 653	240 247	291 556	211 255	251 437
C	Senior assistant	245	294 238	314 559	247 955	263 499	315 418	335 739	269 739	285 443
	Principal assistant	183/213	233 740	266 938	199 656	284 695	253 920	298 118	222 069	256 477
	Assistant	120/163	171 192	223 165	150 549	192 069	192 372	244 345	173 193	214 482
D	Chief clerk	143/165	205 698	255 148	178 176	217 548	226 878	276 328	200 589	239 751
	Clerk	100/133	157 671	195 141	139 385	169 821	178 851	216 321	162 388	192 235

Table 3

ITALY

NOMINAL INDICES

Indices at 30 June 1975 of civil servants' salaries

(30 June 1974 = 100)

Career	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	101.0	101.0	100.9	100.8	101.0	101.0	100.9	100.9
	Senior director	101.3	101.2	101.2	101.0	101.3	101.2	101.1	101.0
	Principal director	102.0	101.7	101.2	101.5	101.9	101.6	101.7	101.4
	Deputy director of division	102.4	102.2	102.2	101.9	102.3	102.1	102.1	101.8
	Director of section	103.1	103.0	102.9	102.8	102.9	102.8	102.7	102.5
	Adviser	104.3	103.6	104.0	103.3	103.9	103.3	103.6	103.0
B	Chief secretary	102.6	102.4	102.4	102.2	102.5	102.3	102.2	102.1
	Principal secretary	103.6	102.9	103.4	102.7	103.4	102.7	103.1	102.4
	Secretary	104.8	103.8	104.5	103.7	104.3	103.6	104.0	103.2
C	Senior assistant	103.5	103.3	103.3	103.0	103.3	103.1	103.0	102.8
	Principal assistant	104.5	103.8	104.2	103.5	104.1	103.5	103.7	103.2
	Assistant	105.2	104.7	105.9	104.4	105.5	104.3	104.9	103.9
D	Chief clerk	105.1	104.1	104.8	103.9	104.6	103.8	104.2	103.4
	Clerk	106.8	105.4	106.4	105.0	105.9	104.9	105.4	104.4
Gross amount:		Average indices	Weighted indices	Net amount:				Average indices	Weighted indices
All civil servants		103.2	104.1	All civil servants				103.0	103.8
of whom: single		103.4	104.3	of whom: single				103.1	104.0
married, 2 children		103.1	103.9	married, 2 children				102.8	103.5

Indices at 30 June 1975 of civil servants' salaries
(30 June 1974 = 100)

Cat.	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	General director	85.5	85.5	85.4	85.4	85.5	85.5	85.4	85.4
	Senior director	85.8	85.7	85.7	85.5	85.8	85.7	85.6	85.5
	Principal director	86.4	86.1	86.2	85.9	86.3	86.0	86.1	85.9
	Deputy director of division	86.7	86.5	86.5	86.3	86.6	86.5	86.5	86.2
	Director of section Adviser	87.3	87.2	87.1	87.0	87.1	87.0	87.0	86.8
		88.3	87.7	88.1	87.5	88.0	87.5	87.7	87.2
B	Chief secretary	86.9	86.7	86.7	86.5	86.8	86.6	86.5	86.5
	Principal secretary	87.7	87.1	87.6	87.0	87.6	87.0	87.3	86.7
	Secretary	88.7	87.9	88.5	87.8	88.3	87.7	88.1	87.4
C	Senior assistant	87.6	87.5	87.5	87.2	87.5	87.3	87.2	87.0
	Principal assistant	88.5	87.9	88.2	87.2	88.2	87.6	87.8	87.4
	Assistant	89.9	88.7	89.7	88.4	89.3	88.3	88.8	88.0
D	Chief clerk	89.0	88.2	88.7	88.0	88.6	87.9	88.2	87.6
	Clerk	90.4	89.3	90.1	88.9	89.7	88.8	89.3	88.4
Gross amount:		Average indices		Average indices		Average indices		Weighted indices	
All civil servants		87.5		88.2		87.2		87.9	
of whom: single		87.6		88.3		87.3		88.1	
of whom: married, 2 children		87.3		88.0		87.0		87.6	
Net amount:		All civil servants		single		married, 2 children			

LUXEMBOURG

Total remuneration of a civil servant as at 30 June 1974
(Lfrs/month at index level 214.78)

LUXEMBOURG

Cat.	Grade:	Single *				Married, two children **			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	56 733	76 074	34 630	42 694	61 158	80 499	47 294	57 012
	14	46 418	60 601	30 139	36 235	50 792	65 026	41 237	49 412
	12	37 392	52 865	25 948	32 950	41 301	57 290	35 078	45 127
B	13	41 260	56 733	27 805	34 630	45 324	61 158	37 767	47 294
	10	31 203	43 581	22 876	28 845	35 112	47 784	30 406	39 338
	7	22 693	33 137	17 904	23 883	26 602	37 046	23 752	31 902
C	8	26 174	38 552	20 029	26 523	30 083	42 461	26 473	35 862
	6	21 017	31 461	16 838	22 992	24 926	35 370	22 415	30 616
	4	18 567	28 882	15 185	21 571	22 476	32 791	20 453	28 614
D	3	17 020	26 045	14 125	19 945	20 929	29 954	19 193	26 369
	1	13 796	20 243	11 794	16 312	17 705	24 152	16 545	21 793

* Basic salary.

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

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

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

LUXEMBOURG

Cat.	Grade.	Single *			Married, two children **				
		Gross amount		Net amount	Gross amount		Net amount		
		Min.	Max.	Min.	Max.	Min.	Max.		
A	17	65 749	88 164	39 149	48 523	70 790	83 205	53 548	64 361
	14	53 795	70 232	34 248	40 990	58 776	75 273	46 831	55 894
	12	43 334	61 266	29 297	37 230	47 777	66 307	39 883	51 150
B	13	47 817	65 749	31 381	39 149	52 440	70 790	42 905	53 548
	10	36 162	50 507	25 834	32 586	40 605	55 291	35 002	44 671
	7	26 299	38 403	20 385	26 939	30 742	42 846	27 795	36 560
C	8	30 334	44 679	22 729	29 926	34 777	49 122	30 830	40 774
	6	24 357	36 461	19 169	25 979	28 800	40 904	26 330	35 208
	4	21 518	33 472	17 334	24 474	25 961	37 915	24 166	33 103
D	3	19 724	30 185	16 135	22 671	24 167	34 628	22 768	30 710
	1	15 989	23 460	13 568	18 614	20 432	27 903	19 498	25 638

* Basic salary.

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

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

Indices at 1 July 1975 of civil servants' salaries
(1 July 1974 = 100)

Cat.	Grade:	Single			Married, 2 children			
		Gross amount		Net amount	Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	
A	17	115.9	115.9	113.1	113.7	115.8	113.2	112.9
	14	115.9	115.9	113.0	113.1	115.8	113.6	113.1
	12	115.9	115.9	112.9	113.0	115.7	113.7	113.4
B	13	115.9	115.9	112.9	113.1	115.8	113.6	113.2
	10	115.9	115.9	112.9	113.0	115.7	115.1	113.6
	7	115.9	115.9	113.9	112.8	115.7	117.0	114.6
C	8	115.9	115.9	113.5	112.8	115.7	116.5	113.7
	6	115.9	115.9	113.8	113.0	115.7	117.5	115.0
	4	115.9	115.9	114.2	113.5	115.6	118.2	115.7
D	3	115.9	115.9	114.2	113.7	115.6	118.6	116.5
	1	115.9	115.9	115.0	114.1	115.5	117.9	117.6

<p>Gross amount: All civil servants of whom: single married, 2 children</p>	<p>Average indices</p> <p>115.8</p> <p>115.9</p> <p>115.7</p>	<p>Weighted indices</p> <p>115.8</p> <p>115.9</p> <p>115.7</p>	<p>Net amount: All civil servants of whom: single married, 2 children</p>	<p>Average indices</p> <p>114.3</p> <p>113.4</p> <p>115.2</p>	<p>Weighted indices</p> <p>114.3</p> <p>113.4</p> <p>115.2</p>
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REAL INDICES

LUXEMBOURG

Indices at 1 July 1975 of civil servants' salaries

(1 July 1974 = 100)

Level	Grade	Single						Married, 2 children					
		Gross amount		Net amount		Gross amount		Gross amount		Net amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	17	105.0	105.0	102.5	103.0	104.9	104.9	102.5	102.3	104.9	104.9	102.5	102.3
	14	105.0	105.0	102.4	102.5	104.8	104.8	102.9	102.4	104.9	104.8	102.9	102.5
	12	105.0	105.0	102.3	102.4	104.8	104.8	103.0	102.3	104.8	104.8	103.0	102.7
B	13	105.0	105.0	102.3	102.5	104.8	104.8	102.9	102.3	104.9	104.9	102.9	102.5
	10	105.0	105.0	102.3	102.4	104.7	104.7	104.3	102.3	104.8	104.8	104.3	102.9
	7	105.0	105.0	103.2	102.2	104.7	104.7	105.0	103.2	104.8	104.8	105.0	103.8
C	8	105.0	105.0	102.8	102.2	104.7	104.7	105.5	102.8	104.8	104.8	105.5	103.0
	6	105.0	105.0	103.1	102.4	104.6	104.6	106.4	103.1	104.8	104.8	106.4	104.2
	4	105.0	105.0	103.4	102.8	104.6	104.6	107.1	103.4	104.7	104.7	107.1	104.8
D	3	105.0	105.0	103.4	103.0	104.6	104.6	107.4	103.4	104.7	104.7	107.4	105.5
	1	105.0	105.0	104.2	103.4	104.5	104.5	106.8	104.2	104.6	104.6	106.8	105.5
Gross amount:		Average indices		Weighted indices		Average indices		Weighted indices		Average indices		Weighted indices	
All civil servants		104.9		104.9		104.9		103.5		103.5		103.5	
of whom: single		105.0		105.0		105.0		102.7		102.7		102.7	
of whom: single married, 2 children		104.8		104.8		104.8		104.4		104.4		104.4	
Net amount:		All civil servants		of whom: single		of whom: single married, 2 children		Average indices		Weighted indices		Average indices	
		104.9		105.0		104.8		103.5		103.5		103.5	
		105.0		105.0		104.8		102.7		102.7		102.7	
		104.8		104.8		104.8		104.4		104.4		104.4	

NETHERLANDS

Total remuneration of a civil servant at 30 June 1974
(Fl/month)

Level	No of the salary scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	5 507.23	6 960.63	2 974.51	3 430.31	5 651.09	7 104.49	3 324.03	3 790.20
	150	4 214.00	5 345.98	2 507.43	2 908.81	4 357.86	5 488.86	2 838.84	3 257.78
	130	2 939.05	3 867.85	1 955.10	2 380.87	3 082.91	4 011.71	2 246.44	2 682.12
B	114	2 496.15	3 287.35	1 738.67	2 123.34	2 640.01	3 431.21	2 021.72	2 418.59
	89	1 967.25	2 549.90	1 455.92	1 767.07	2 111.11	2 693.76	1 699.44	2 036.31
	57	1 464.17	2 016.70	1 155.47	1 486.12	1 608.03	2 160.56	1 382.14	1 729.54
C	45	1 289.17	1 915.65	1 040.58	1 423.88	1 433.03	2 059.51	1 265.05	1 667.40*
	32	1 246.17	1 813.53	1 012.49	1 362.22	1 390.03	1 957.39	1 236.86	1 604.63*
	18	1 202.17	1 711.40	982.43	1 300.82	1 346.03	1 855.26	1 206.80	1 544.78
D	18	1 202.17	1 711.40	982.43	1 300.82	1 346.03	1 855.26	1 206.80	1 544.78*
	1	1 072.17	1 420.17	886.91	1 127.41	1 216.03	1 564.03	1 111.38	1 352.08*

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.

Remuneration of a civil servant - situation at 30 June 1975
(Fl/month)

Grade	No of the salary scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	6 145.68	7 787.47	3 343.03	3 864.85	6 303.86	7 945.65	3 708.59	4 248.80
	150	4 582.83	5 963.50	2 784.23	3 282.31	4 841.01	6 121.68	3 167.84	3 647.98
	130	3 252.33	4 292.60	2 190.00	2 659.98	3 410.51	4 450.78	2 516.67	2 993.79
B	114	2 756.45	3 642.56	1 952.76	2 383.55	2 914.63	3 800.74	2 260.03	2 741.54
	89	2 173.25	2 815.74	1 634.24	1 984.05	2 331.43	2 973.92	1 902.05	2 295.76
	57	1 619.89	2 228.23	1 297.31	1 667.85	1 778.07	2 386.43	1 554.77	1 935.56
C	45	1 442.89	2 117.19	1 189.36	1 599.80	1 601.07	2 275.37	1 436.99	1 867.51*
	32	1 400.89	2 004.00	1 160.96	1 531.37	1 559.07	2 162.18	1 408.59	1 808.19*
	18	1 356.89	1 891.89	1 134.53	1 462.41	1 515.07	2 050.07	1 387.23	1 733.63
D	18	1 356.89	1 891.89	1 134.53	1 462.41	1 515.07	2 050.07	1 387.23	1 733.63*
	1	1 226.89	1 573.89	1 037.04	1 268.81	1 385.07	1 732.07	1 283.04	1 524.17

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.

Indices at 30 June 1975 of civil servants' salaries
(30 June 1974 = 100)

Level	Scale	Single						Married, 2 children					
		Gross amount		Net amount		Gross amount		Gross amount		Net amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	111.6	111.9	112.4	112.7	111.6	111.8	111.6	111.8	111.6	111.6	111.6	112.1
	150	111.1	111.6	111.0	112.8	111.1	111.5	111.1	111.5	111.6	111.6	111.6	112.0
	130	110.7	111.0	112.0	111.7	110.6	110.9	110.6	110.9	112.0	111.6	111.6	111.6
B	114	110.4	110.8	112.3	112.3	110.4	110.8	110.4	110.8	111.8	113.4	111.8	113.4
	89	110.5	110.4	112.3	112.3	110.4	110.4	110.4	110.4	111.9	112.7	111.9	112.7
	57	110.6	110.5	112.3	112.2	110.6	110.5	110.6	110.5	112.5	111.9	112.5	111.9
C + D	45	111.9	110.5	114.3	112.4	111.7	110.5	111.7	110.5	113.6	112.0	113.6	112.0
	32	112.4	110.5	114.7	112.4	112.2	110.5	112.2	110.5	113.9	112.7	113.9	112.7
	18	112.9	110.6	115.5	112.4	112.6	110.5	112.6	110.5	115.0	112.2	115.0	112.2
	1	114.4	110.8	116.9	112.5	113.9	110.7	110.7	110.7	115.5	112.7	115.5	112.7
Gross amount:		Average indices	Weighted indices	Net amount:						Average indices	Weighted indices		
All civil servants		111.3	111.3	All civil servants						112.8	113.1		
of whom: single		111.3	111.3	of whom: single						112.9	113.2		
married, 2 children		111.2	111.2	married, 2 children						112.6	113.0		

REAL INDICES

Indices at 30 June 1975 of civil servants' salaries
(30 June 1974 = 100)

TAB. 4
NETHERLANDS

Level	Scale	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	153	101.2	101.5	101.9	102.2	101.2	101.4	101.2	101.6
	150	100.7	101.2	100.6	102.3	100.7	101.1	101.2	101.5
	130	100.4	100.6	101.5	101.3	100.3	100.5	101.5	101.2
B	114	100.1	100.5	101.8	101.8	100.1	100.5	101.4	102.8
	89	100.2	100.1	101.8	101.8	100.1	100.1	101.5	102.2
	57	100.3	100.2	101.8	101.7	100.3	100.2	102.0	101.5
C + D	45	101.5	100.2	103.6	101.9	101.3	100.2	103.0	101.5
	32	101.9	100.2	104.0	101.9	101.7	100.2	103.3	102.2
	18	102.4	100.3	104.7	101.9	102.1	100.2	104.3	101.7
	1	103.7	100.5	106.0	102.0	103.3	100.4	104.7	102.2
		Average indices		Net amount:		Average indices		Weighted indices	
		100.9		All civil servants		102.3		102.5	
Gross amount:		100.9		of whom: single		102.4		102.6	
All civil servants		100.9		married, 2 children		102.1		102.5	
of whom: single		100.8							
married, 2 children		100.8							

UNITED KINGDOM

Remuneration of certain grades in the British civil service
at 30 June 1974 (£)

Level	Grade	Single man					Married man with 2 children						
		Salary Point	Gross Pay	Gross Pay Less super annuation	Tax 74/75	After tax pay	Net pay	Salary Point	Gross Pay	Gross Pay Less super annuation + allowance	Tax 74/75	After tax pay	Net pay
A	Deputy secretary Under secretary Assistant secretary Principal Administration trainee	A	B	C	D	E	F	A	B	G	H	I	J
		FLAT-RATE	11 163	10 996	4 127	6 869	6 702	Flat-rate	11 163	11 043	4 054	6 944	6 832
		FLAT-RATE	9 063	8 927	3 290	5 637	5 470	Flat-rate	9 063	8 974	2 877	6 103	5 936
		MIN	6 363	6 268	1 951	4 316	4 149	MIN	6 363	6 315	1 633	4 682	4 515
		3. PT	6 994	6 889	2 231	4 658	4 491	3. PT	6 994	6 936	1 895	5 041	4 874
		MAX	8 401	8 275	2 929	5 346	5 179	MAX	8 401	8 322	2 536	5 786	5 619
B	Senior executive officer Higher executive officer Executive officer Clerical officer Senior personate sec.	MIN	3 519	3 762	1 035	2 727	2 560	MIN	3 519	3 809	781	3 022	2 855
		4. PT	4 263	4 199	1 179	3 020	2 853	4. PT	4 263	4 246	931	3 315	3 148
		MAX	4 605	4 536	1 290	3 246	3 079	MAX	4 605	4 583	1 042	3 541	3 374
		MIN	3 016	2 971	114	2 197	2 037	MIN	3 016	3 018	526	2 492	2 332
		4. PT	3 359	3 309	885	2 424	2 257	4. PT	3 359	3 356	631	2 719	2 552
		MAX	3 648	3 594	979	2 615	2 448	MAX	3 648	3 641	731	2 910	2 743
C	Senior executive officer Higher executive officer Executive officer Clerical officer Senior personate sec.	AGE 21	1 660	1 635	333	1 302	1 211	AGE 21	1 660	1 682	85	1 591	1 506
		MIN (MS)	1 882	1 854	405	1 449	1 346	MIN (MS)	1 882	1 901	157	1 744	1 641
		MAX	2 845	2 802	718	2 084	1 930	MAX	2 845	2 849	470	2 372	2 226
		AGE 21	1 440	1 420	262	1 158	1 079	AGE 21	1 440	1 519	31	1 488	1 409
		3. PT (MS)	1 650	1 625	330	1 295	1 205	3. PT (MS)	1 650	1 672	82	1 590	1 500
		MAX	1 945	1 917	426	1 491	1 385	MAX	1 946	1 964	178	1 785	1 679
C	Senior personate sec.	MIN	1 930	1 901	421	1 480	1 375	MIN	1 930	1 948	173	1 775	1 670
		4. PT	2 251	2 217	525	1 692	1 570	4. PT	2 251	1 164	277	1 987	1 865
		MAX	2 465	2 428	594	1 834	1 701	MAX	2 465	2 475	341	2 128	1 995

Remuneration of certain grades in the British civil service
at 30 June 1974 (£)

Level	Grades	Single Man				Married man with 2 children				Net pay (incl. FIS)			
		Salary Point	Gross Pay	Gross Pay Less super annuation	Tax 74/75	After tax pay	Net pay	Salary Point	Gross Pay		Gross Pay Less super annuation allowance	Tax 74/75	After tax pay
C	Personal secretary	A	B	C	D	E	F	A	B	G	H	I	J
		MIN	1 610	1 586	317	1 269	1 181	MIN	1 610	1 533	69	1 564	1 476
		4. PT	1 820	1 793	385	1 408	1 309	4. PT	1 820	1 840	137	1 703	1 604
		MAX	2 043	2 012	451	1 555	1 444	MAX	2 043	2 059	209	1 850	1 739
		MAX	1 569	1 545	303	1 242	1 156	MAX	1 569	1 592	55	1 537	1 451
		MAX	1 443	1 421	262	1 159	1 080	MAX	1 443	1 468	14	1 454	1 375
		AGE 21	1 302	1 282	216	1 066	994	AGE 21	1 302	1 329	-	1 329	1 290 (33)
		3. PT (MS)	1 415	1 394	253	1 141	1 063	3. PT (MS)	1 415	1 441	5	1 436	1 358
		MAX	1 524	1 501	289	1 212	1 129	MAX	1 524	1 548	41	1 507	1 424
		MIN	3 674	3 619	988	2 631	2 464	MIN	3 674	3 666	740	2 926	2 759
		5. PT	4 246	4 182	1 173	3 009	2 842	5. PT	4 246	4 229	925	3 303	3 136
		MAX	4 690	4 620	1 318	3 302	3 135	MAX	4 690	4 667	1 070	3 596	3 429
P.I.O. I	P.I.O. III	MIN	2 698	2 648	667	1 981	1 836	MIN	2 698	2 695	419	2 276	2 131
		MAX	2 909	2 865	739	2 126	1 970	MAX	2 909	2 912	491	1 421	1 165
		4. PT	3 055	3 010	787	2 223	2 062	4. PT	3 056	3 057	539	2 518	2 357
		MAX	1 908	1 879	413	1 466	1 362	MAX	1 908	1 926	165	1 761	1 657
P.I.O. IV	P.I.O. IV	MIN (MS)	2 393	2 357	571	1 786	1 656	MIN (MS)	2 393	2 404	323	2 081	1 951
		MAX	2 688	2 648	657	1 981	1 836	MAX	2 688	2 695	419	2 276	2 131
		MIN	1 329	1 309	225	1 084	1 011	MIN	1 329	1 356	-	1 356	1 308 (25)
		MAX	1 381	1 360	242	1 118	1 042	MAX	1 381	1 407	-	1 407	1 340 (9)
Messenger	Paper Keeper	MIN	1 408	1 387	251	1 136	1 059	MIN	1 408	1 434	3	1 431	1 354
		MAX	1 456	1 434	266	1 168	1 088	MAX	1 456	1 481	19	1 462	1 382
		FLAT-RATE	1 398	1 377	248	1 129	1 052	FLAT-RATE	1 398	1 424	-	1 424	1 350 (3)
		FLAT-RATE	1 525	1 502	289	1 213	1 130	FLAT-RATE	1 525	1 549	41	1 508	1 425
-	Craftsman	FLAT-RATE	1 525	1 502	289	1 213	1 130	FLAT-RATE	1 525	1 549	41	1 508	1 425
		FLAT-RATE	1 525	1 502	289	1 213	1 130	FLAT-RATE	1 525	1 549	41	1 508	1 425

MS - MAIN SCALE

FIS - Family Income supplement

54

Remuneration of certain grades in the British civil service
at 30 June 1975 (£)

Level	Grade	Single Man				Married man with 2 children							
		Salary Point	Gross Pay	Tax 75/76	Net pay	Salary Point	Gross Pay	Tax 75/76	Net pay				
A	Deputy secretary Under secretary Assistant secretary Principal Administration trainee	A	B	C	D	E	F	A	B	G	H	I	J
		FLAT-RATE	14 000	13 790	6 555	7 235	7 038	FLAT-RATE	14 000	13 868	6 023	7 658	7 661
		FLAT-RATE	12 000	11 820	5 219	6 601	6 404	FLAT-RATE	12 000	11 898	4 725	7 160	6 983
		MIN	8 650	8 520	3 189	5 331	5 134	MIN	8 650	8 598	2 771	5 827	5 630
		3. PT	9 800	9 653	3 861	5 732	5 595	3. PT	9 800	9 731	3 405	6 326	6 129
		MAX	11 000	10 835	4 579	6 256	6 059	MAX	11 000	10 913	4 115	6 798	6 601
		MIN	5 680	5 595	1 743	3 852	3 655	MIN	5 680	5 673	1 456	4 217	4 020
		5. PT	6 625	6 526	2 157	4 369	4 172	5. PT	6 625	6 604	1 815	4 789	4 592
		MAX	7 450	7 339	2 556	4 782	4 585	MAX	7 450	7 416	2 181	5 235	5 232
		MIN	2 395	2 359	589	1 770	1 638	MIN	2 395	2 437	323	2 174	1 982
5. PT	3 045	2 999	813	2 186	2 019	5. PT	3 045	3 077	547	2 530	2 363		
MAX	3 670	3 615	1 029	2 586	2 399	MAX	3 670	3 693	763	2 930	2 733		
3	Senior executive officer Higher executive officer Executive officer Clerical officer Senior personal secretary	MIN	4 900	4 826	1 452	3 374	3 177	MIN	4 900	4 905	1 187	3 718	3 521
		4. PT	5 480	5 398	1 664	3 734	3 537	4. PT	5 480	5 476	1 387	4 089	3 892
		MAX	5 900	5 812	1 836	3 976	3 779	MAX	5 900	5 890	1 531	4 359	4 162
		MIN	3 900	3 842	1 180	2 734	2 537	MIN	3 900	3 920	842	3 078	2 881
		4. PT	4 360	4 295	1 267	3 008	2 831	4. PT	4 360	4 373	1 001	3 372	3 175
		MAX	4 700	4 630	1 384	3 246	3 049	MAX	4 700	4 708	1 118	3 590	3 393
		AGE 21	2 155	2 123	506	1 617	1 498	AGE 21	2 155	2 201	240	1 961	1 842
		MIN (MS)	2 395	2 359	589	1 770	1 638	MIN (MS)	2 395	1 437	323	2 114	1 982
		MAX	3 670	3 615	1 029	2 586	2 399	MAX	3 670	3 693	763	2 930	2 733
		AGE 21	1 840	1 812	397	1 415	1 314	AGE 21	1 840	1 890	131	1 759	1 658
3. PT (MS)	2 100	2 068	487	1 581	1 465	3. PT ((MS)	2 100	2 146	221	1 925	1 809		
MAX	2 540	2 502	639	1 863	1 723	MAX	2 540	2 580	373	2 207	2 067		
MIN	2 505	2 467	627	1 840	1 702	MIN	2 505	2 545	361	2 184	2 046		
4. PT	2 925	2 881	772	2 109	1 948	4. PT	2 925	2 959	506	2 453	2 292		
MAX	3 205	3 157	868	2 289	2 113	MAX	3 205	3 235	602	2 633	2 455		

Remuneration of certain grades in the British civil service
at 30 June 1975 (£)

Cat.	Grade	Single Man				Married man with 2 children				Net pay				
		Salary Point	Gross Pay	Gross Pay Less super annuation	Tax 75/76	After pay	Net pay	Salary Point	Gross Pay		Gross Pay Less super annuation allowance	Tax 75/76	After tax pay	
C	Personal secretary	A	MIN 4. PT MAX MAX MAX AGE 21 3. PT (MS) MAX MIN 5. PT MAX MIN 4. PT MAX AGE 21 MIN (MS) MAX	B	C	D	E	F	A	B	G	H	I	J
				2 030	1-999	463	1 536	1 424	MIN	2 030	2 077	197	1 880	1 768
				2 345	2-310	512	1 738	1 609	4. PT	2 345	2 388	306	2 082	1 953
				2 660	2 620	650	1 940	1 794	MAX	2 660	2 698	414	2 284	2 138
				2 114	2 082	492	1 592	1 476	MAX	2 114	2 160	226	1 934	1 818
				1 947	1 918	435	1 483	1 376	MAX	1 947	1 996	169	1 827	1 720
				1 603	1 579	316	1 263	1 175	AGE 21	1 603	1 657	50	1 607	1 569 (50)
				1 775	1 748	375	1 373	1 275	3. PT (MS)	1 775	1 826	109	1 717	1 619
				1 947	1 918	435	1 483	1 376	MAX	1 947	1 996	169	1 827	1 720
				4 720	4 649	1 390	3 259	3 062	MIN	4 720	4 729	1 125	3 604	3 407
5 400	5 319	1 632	3 687	3 490	5. PT	5 400	5 397	1 359	4 038	3 841				
5 930	5 841	1 849	3 992	3 795	MAX	5 930	5 919	1 542	4 377	4 180				
3 450	3 398	953	2 445	2 255	MIN	3 450	3 476	687	2 789	2 599				
3 735	3 679	1 051	2 628	2 431	4. PT	3 735	3 757	785	2 972	2 775				
3 925	3 866	1 116	2 750	2 553	MAX	3 925	3 944	850	3 094	2 891				
2 425	2 389	599	1 790	1 657	AGE 21	2 425	2 467	333	2 134	2 001				
3 060	3 014	818	2 196	2 028	MIN (MS)	3 060	3 092	552	2 540	2 372				
3 450	3 398	953	2 445	2 255	MAX	3 450	3 476	687	2 789	2 599				
D	Messenger		MIN	1 676	350	1 326	1 232	MIN	1 720	1 754	84	1 670	1 590 (14)	
			MAX	1 782	357	1 395	1 296	MAX	1 809	1 860	121	1 739	1 640	
			MIN	1 802	394	1 408	1 307	MIN	1 832	1 880	128	1 752	1 651	
			MAX	1 918	435	1 483	1 376	MAX	1 947	1 996	169	1 827	1 720	
	Non-industrial car driver		1 804	1 835	406	1 430	1 327	FLAT-RATE	1 804	1 914	140	1 774	1 671	
	Craftsman		1 817	1 790	390	1 400	1 300	FLAT-RATE	1 817	1 868	124	1 744	1 644	

Excluding Inner London Weighting

GRADE	SALARY POINT	SALARY AT 30-6-74 £	SALARY AT 30-6-75 £	Nos of Staff
DEPUTY SECRETARY		11,162.64	14,000	183
				TOTAL 183
UNDER SECRETARY		9,062.64	12,000	710
				TOTAL 710
ASSISTANT SECRETARY	X MIN	6,362.64	8,650	86
	3 rd POINT	6,993.64	9,800	116
	X MAX	8,400.64	11,000	747
				TOTAL 123
PRINCIPAL	MIN	4,422.64	5,680	96
	5 th POINT	5,038.64	6,625	468
	MAX	5,837.64	7,450	2136
				TOTAL 4316
ADMINISTRATION TRAINEE	MIN	1,831.64	2,395	13
	5 th POINT	2,363.64	3,045	26
	MAX	2,844.64	3,670	3
				TOTAL 509
SENIOR EXECUTIVE OFFICER	MIN	3,818.64	4,900	987
	4 th POINT	4,262.64	5,480	876
	MAX	4,604.64	5,900	2748
				TOTAL 7560
HIGHER EXECUTIVE OFFICER	MIN	3,015.64	3,900	3173
	4 th POINT	3,358.64	4,360	2100
	MAX	3,647.64	4,700	8604
				TOTAL 22,477
EXECUTIVE OFFICER	AGE 21	1,659.64	2,155	1115
	MIN OF MAIN SCALE	1,881.64	2,395	235
	MAX OF MAIN SCALE	2,844.64	3,670	18455
				TOTAL 22,535
CLERICAL OFFICER	AGE 21	1,439.64	1,840	2876
	3 rd POINT OF MAIN SCALE	1,647.64	2,100	6773
	MAX OF MAIN SCALE	1,945.64	2,640	29928
				TOTAL 138,266
SENIOR PERSONAL SECRETARY	MIN	1,929.64	2,505	39
	4 th POINT	2,250.64	2,925	89
	MAX	2,464.64	3,205	339
				TOTAL 571
PERSONAL SECRETARY	MIN	1,609.64	2,030	670
	4 th POINT	1,819.64	2,345	386
	MAX	2,042.64	2,660	1556
				TOTAL 4,012
SHORTHAND TYPIST	MAX	1,568.61	2,114.10	1,650
				TOTAL 3,310
TYPIST *	MAX	1,443.33	1,947.06	7300
				TOTAL 13,770

Excluding Inner London Weighting

255/IX/76-E

GRADE	SALARY POINT	SALARY AT 30-6-74	SALARY AT 30-6-75		
CLERICAL ASSISTANT	AGE 21	1,302.39	1,602.64		1429
	3 rd POINT OF MAIN SCALE	1,414.62	1,774.80		7024
	MAX OF MAIN SCALE	1,524.24	1,947.06		17714
				TOTAL	67,695
PTO I	MIN	3,673.64	4,720		178
	5 th POINT	4,245.64	5,400		451
	MAX	4,689.64	5,930		2606
				TOTAL	6,453
PTO III	MIN	2,687.64	3,450		735
	4 th POINT	2,908.64	3,735		1236
	MAX	3,055.64	3,925		7073
				TOTAL	11,683
PTO IV	AGE 21	1,907.64	2,425		190
	MIN OF MAIN SCALE	2,392.64	3,060		1700
	MAX OF MAIN SCALE	2,687.64	3,450		6482
				TOTAL	12,348
MESSENGER	MIN	1,328.64	1,701.72		1741
	MAX	1,380.69	1,808.73		3992
				TOTAL	6,987
PAPERKEEPER	MIN	1,408.36	1,832.22		253
	MAX	1,456.38	1,947.06		1931
				TOTAL	2,685
N-INDUSTRIAL CAR DRIVER		1,397.92	1,863.64		114
					44
				TOTAL	30,412
CRAFTSMAN		1,525.81	1,817.08		30,412

With effect from 1.4.75 the grades of Shorthand Typist I and Shorthand Typist II were abolished and a new grade of Shorthand Typist was introduced. It is only possible, therefore, to compare the maximum of the Shorthand Typist grade.

With effect from 1.4.75 the grades of Typist I and Typist II were abolished and a new grade of Typist was introduced. It is only possible, therefore, to compare the maximum of the Typist grade.

NOMINAL INDICES

Indices at 30 June 1975 of civil servants' salaries
(30 June 1974 = 100)

UNITED KINGDOM

Cat.	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Deputy secretary	-	125.4	-	105.0	-	125.4	-	112.1
	Under secretary	-	132.4	-	117.1	-	132.4	-	117.6
	Assistant secretary	136.0	130.9	123.7	117.0	136.0	130.9	124.7	117.5
	Principal	128.4	127.6	123.5	119.0	128.4	127.6	123.5	125.0
	Administration trainee	127.3	129.0	121.7	123.8	127.3	129.0	120.8	122.8
B	Senior executive officer	128.3	128.1	124.1	122.7	128.3	128.1	123.3	123.4
	Higher executive officer	129.3	128.9	124.6	124.6	129.3	128.9	123.5	123.7
	Executive officer	129.9	129.0	123.7	123.8	129.9	129.0	122.3	122.8
	Clerical officer	127.8	130.6	121.8	124.4	127.8	130.6	117.7	123.1
C	Senior personal secretary	129.8	130.0	123.8	124.2	129.8	130.0	122.5	123.1
	Personal secretary	126.1	130.2	120.6	124.2	126.1	130.2	119.8	122.9
	Shorthand typist	-	134.8	-	127.7	-	134.8	-	125.3
	Typist	-	134.9	-	127.4	-	134.9	-	125.1
	Clerical assistant	123.1	127.7	118.2	121.9	123.1	127.7	121.6	120.8
	P.T.O. I	128.5	126.5	124.3	121.1	128.5	126.5	123.5	121.9
	P.T.O. III	128.4	128.5	122.8	123.8	128.4	128.5	122.0	122.7
P.T.O. IV	127.1	128.4	121.7	122.8	127.1	128.4	120.8	122.0	
D	Messenger	128.1	131.0	121.9	124.4	128.1	131.0	121.6	122.4
	Paper Keeper	130.1	133.7	123.4	126.5	130.1	133.7	121.9	124.5
	Non-industrial car driver	-	133.3	-	126.1	-	133.3	-	123.8
Gross amount:		Average indices	Weighted indices	Net amount:		Average indices	Weighted indices		
All civil servants		129.4	128.9	All civil servants		122.3	122.4		
of whom: single		129.4	128.9	of whom: single		122.5	122.8		
married, 2 children		129.4	128.9	married, 2 children		122.1	121.9		

Indices at 30 June 1975 of civil servants' salaries
(30 June 1974 = 100)

Cat.	Grade	Single				Married, 2 children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	Deputy secretary	-	99.4	-	83.2	-	99.4	-	88.8
	Under secretary	-	104.9	-	92.8	-	104.9	-	93.2
	Assistant secretary	107.8	103.7	98.0	92.7	107.9	103.7	98.8	93.1
	Principal	101.7	101.1	97.9	94.3	101.7	101.1	97.9	99.1
	Administration trainee	100.9	102.2	96.4	98.1	100.9	102.2	95.7	97.3
B	Senior executive officer	101.7	101.5	98.3	97.2	101.7	101.5	97.7	97.8
	Higher executive officer	102.5	102.1	98.7	98.7	102.5	102.1	97.9	98.0
	Executive officer	102.9	102.2	98.0	98.1	102.9	102.2	96.9	97.3
	Clerical officer	101.3	103.5	96.5	98.6	101.3	103.5	93.3	97.5
C	Senior personal secretary	102.9	103.0	98.1	98.4	102.9	103.0	97.1	97.5
	Assistant secretary	99.9	103.2	95.6	98.4	99.9	103.2	94.9	97.4
	Shorthand typist	-	106.8	-	101.2	-	106.8	-	99.3
	Typist	-	106.9	-	101.0	-	106.9	-	99.1
	Clerical assistant	97.5	101.2	93.7	96.6	97.5	101.2	96.4	96.7
	P.T.O. I	101.8	100.2	98.5	96.0	101.8	100.2	97.9	96.6
	P.T.O. III	101.7	101.8	97.3	98.1	101.7	101.8	96.7	97.2
P.T.O. IV	100.7	101.7	96.4	97.3	100.7	101.7	95.7	96.7	
D	Messenger	101.5	103.8	96.6	98.6	101.5	103.8	96.4	97.0
	Paper keeper	103.1	105.9	97.8	100.2	103.1	105.9	96.6	98.7
	Non-industrial car driver	-	105.6	-	99.9	-	105.6	-	98.1
Gross amount:		Average indices	Weighted indices	Net amount:		Average indices	Weighted indices		
All civil servants		102.5	102.1	All civil servants		96.9	97.0		
of whom: single		102.5	102.1	of whom: single		97.1	97.3		
married, 2 children		102.5	102.1	married 2 children		96.8	96.6		

ANNEX I, B

(Method suggested
by Working Party on
Staff Regulations)

NOMINAL AND REAL INDICES

NB New Method
(a) EC weighting
(b) joint index

Indices at 1 July 1975 of civil servants' salaries broken down by grade
(1 July = 100)

	Weighting	Single			Married, two children				
		Gross amount		Net amount	Gross amount		Net amount		
		Min.	Max.	Min.	Max.	Min.	Max.		
A	324 NOM AV REAL	117.1 117.8 104.3	118.5	114.0 113.1 100.1	112.1	116.9 117.6 102.1	113.7 112.9 99.9	118.3	112
B	306 NOM AV REAL	117.4 118.1 104.5	118.7	115.7 115.6 102.3	115.4	117.3 117.9 104.3	116.0	118.4	114
C	332 NOM AV REAL	117.4 118.1 104.5	118.7	116.2 116.2 102.8	116.2	117.2 117.8 104.3	116.3	118.4	116
D	38 NOM AV REAL	117.3 118.9 105.2	120.5	116.2 117.3 103.8	118.4	117.1 118.5 104.9	116.3	119.8	118
	1,000		118.0		115.1			117.8	115.0

Weighted indices
Gross amount: NOMINAL REAL
All civil servants 117.9 104.3
of whom: single 118.0 104.4
married, two children 117.8 104.3

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

Weighted indices
NOMINAL REAL
115.1 101.9
115.1 101.9
115.0 101.8

NOMINAL AND REAL INDICES

Indices at 1 July 1975 of civil servants' salaries broken down by grade
(1 July 1974 = 100)

DENMARK

NB New Method

(a) EC weighting
(b) joint index

	Weighting	Single		Married, two children	
		Gross amount	Net amount	Gross amount	Net amount
324	NOM		129.3	121.9	126.0
	AV	-121.9	117.3	110.6	114.3
	REAL	110.6			
306	NOM		129.5	116.5	125.9
	AV	116.5	117.5	105.7	114.3
	REAL	105.7			
332	NOM		128.5	116.6	124.5
	AV	116.6	116.6	105.8	113.0
	REAL	105.8			
38	NOM		128.8	117.8	124.5
	AV	117.8	116.9	106.9	113.0
	REAL	106.9			

1.000

Weighted indices

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

NOMINAL	REAL
118.3	107.4
118.3	107.4
118.3	107.4

Weighted indices

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

NOMINAL	REAL
127.3	115.5
129.1	117.2
125.4	

(a) EC weighting
(b) joint index

NOMINAL AND REAL INDICES

Indices at 1 July 1975 of civil servants' salaries broken down by grade

(1 July 1974 = 100)

	Weighting	Single				Married, two children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	324 NOM AV REAL	106.3 100.3 100.0	106.3 114.8	114.8 108.0	114.7	107.5 107.3 100.9	107.1 112.1	112.5 105.8	112
B	306 NOM AV REAL	105.1 105.8 99.5	105.5 114.5	114.3 107.5	114.0	107.6 107.5 101.1	107.3 111.7	111.6 105.0	111
C	332 NOM AV REAL	105.2 104.6 98.4	102.9 112.0	111.9 105.3	111.8	108.4 108.2 101.8	107.9 110.7	111.0 104.4	111
D	38 NOM AV REAL	106.5 106.4 100.1	105.3 110.8	111.5 104.9	112.2	109.0 108.8 102.4	108.6 111.2	111.0 104.4	110
	1.000	105.6	113.6			107.7		111.7	

Weighted indices

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

NOMINAL REAL
106.7 100.4
105.6 99.3
107.1 101.3

Weighted indices

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

NOMINAL REAL
112.7 106.0
113.6 106.9
111.7 105.1

NOMINAL AND REAL INDICES

NB New Method

Indices at 1 July 1975 of civil servants' salaries broken down by grade
(1 July 1974 = 100)

(a) EC weighting
(b) joint index

	Weighting	Single				Married, two children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	324 NOM AV REAL	127.8 127.6 107.2	127.3	122.2 121.5 102.1	120.8	126.7 126.7 106.5	126.7 121.3 101.9	120	
B	306 NOM AV REAL	136.1 135.1 113.5	134.1	133.2 131.0 110.1	128.8	133.9 133.5 112.2	133.0 128.7 103.2	127	
C	332 NOM AV REAL	131.6 130.7 109.8	129.7	130.0 128.5 108.0	126.9	131.0 130.3 109.5	126.6 126.1 106.0	125	
D	38 NOM AV REAL	131.2 130.6 109.8	129.9	129.7 129.4 108.7	129.1	129.8 129.8 108.7	127.3 126.8 106.6	126	
	1,000	131.0		127.0		130.1		125.4	

Weighted indices

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

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

Weighted indices

NOMINAL REAL
130.6 109.8
131.0 110.1
130.1 109.3

NOMINAL REAL
126.2 106.1
127.0 106.7
125.4 105.4

NOMINAL AND REAL INDICES

Y

NB New Method

Indices at 1 July 1975 of civil servants' salaries broken down by grade

(a) EC weighting
(b) joint index

(1 July 1974 = 100)

	Weighting	Single				Married, two children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
A	324 NOM AV REAL	103.2 103.1 87.2	102.9 102.6	103.0 102.8 80.9	102.6	103.0 102.9 87.0	102.7 102.6 86.7	102	
B	306 NOM AV REAL	104.1 103.7 87.7	103.3 103.1	103.8 103.5 87.5	103.1	103.7 103.4 87.4	103.4 103.1 87.2	10	
C	332 NOM AV REAL	105.1 104.6 88.4	104.1 103.8	104.8 104.3 88.2	103.8	104.1 104.2 88.1	104.1 103.8 87.7	103	
D	38 NOM AV REAL	106.1 105.5 89.2	104.9 104.5	105.7 105.1 88.8	104.5	105.4 104.9 88.7	104.9 104.5 88.3	104	

1,000

Weighted indices
NOMINAL REAL
103.8 87.7
103.9 87.8
103.6 87.6

Weighted indices
NOMINAL REAL
103.4 87.4
103.6 87.6
103.2 87.2

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

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

JOINT INDEX 113.0

LUKEMBOURG.
NB New Method
(a) EC weighting
(b) joint index

NOMINAL AND REAL INDICES
Indices at 1 July 1975 of civil servants' salaries broken down by grade
(1 July 1974 = 100)

Weighting	Single			Married, two children		
	Gross amount	Net amount	Min.	Max.	Gross amount	Net amount
324	115.9	113.0	113.3	115.7	115.8	113.5
NOM						
AV	115.9	113.2		115.8		113.4
REAL	102.6	100.2		102.5		100.4
306	115.9	113.5	112.9	115.6	115.7	116.0
NOM						
AV	115.9	113.2		115.7		115.1
REAL	102.6	100.2		102.4		101.9
332	115.9	113.7	113.0	115.6	115.7	117.1
NOM						
AV	115.9	113.4		115.7		115.8
REAL	102.6	100.4		102.4		102.5
38	115.9	114.8	114.0	115.4	115.5	118.1
NOM						
AV	115.9	114.4		115.5		117.7
REAL	102.6	101.2		102.2		104.2
1000	115.9	113.3	115.7	114.9	115.7	114.9

Weighted indices

Gross amount:	NOMINAL	115.8	REAL	102.5
All civil servants		115.9		102.6
of whom: single		115.7		102.4
married, two children				
Net amount:	NOMINAL	114.1	REAL	101.0
All civil servants		113.3		100.3
of whom: single		114.9		101.7
married, two children				

Indices at 1 July 1975 of civil servants' salaries broken down by grade

(a) EC weighting
(b) joint index

(1 July 1974 = 100)

Weighting	Single			Married, two children		
	Gross amount	Net amount	Min. : Max.	Gross amount	Net amount	Min. : Max.
324	NOM	110.8	111.2:111.7	112.1:110.8	111.1:111.9	111.7
	AV	111.0	111.9	111.0	111.8	
	REAL	100.6	101.5	100.6	101.4	
306	NOM	110.6	110.5:112.3	112.2:110.5	110.5:112.2	112.3
	AV	110.6	112.3	110.5	112.3	
	REAL	100.3	101.8	100.2	101.8	
332	NOM	112.6	110.6:115.0	112.4:112.3	110.5:114.4	112.3
	AV	111.6	113.7	111.4	113.4	
	REAL	101.2	103.1	101.0	102.8	
1000		111.1	112.7	111.0	112.6	

Gross amount:	Net amount:	Weighted indices	Weighted indices
All civil servants	All civil servants	NOMINAL	NOMINAL
of whom: single	of whom: single	111.1	112.7
married, two children	married, two children	111.1	112.7
		111.0	112.6
		100.6	102.1
		100.7	102.2
		100.7	102.2
		100.7	102.2
		100.6	102.1

Indices at 30 June 1975 of civil servants' salaries broken down by grade (a) EC weighting
(b) joint index
(30 June 1974 = 100)

	Weighting	Single				Married, two children			
		Gross amount		Net amount		Gross amount		Net amount	
		Min. Av	Max.	Min. Av	Max.	Min.	Max.	Min. Av	Max.
A	324 NOM AV REAL	129.3 105.9		120.9 99.0				123.0 100.7	
B	306 NOM AV REAL	129.3 105.9		123.5 101.2				121.5 99.5	
C	332 NOM AV REAL	126.8 103.9		121.3 99.3				121.8 99.8	
D	38 NOM AV REAL	130.3 106.7		123.7 101.3				122.4 100.3	
	1000			121.9					

Weighted indices

Gross amount: NOMINAL REAL
All civil servants 128.5 105.2
of whom: single 128.5 105.2
married, two children 128.5 105.2

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

Weighted indices

NOMINAL REAL
122.0 99.9
121.9 99.8
122.1 100.0

NOMINAL AND REAL INDICES

Indices at 30 June 1975 of civil servants' salaries broken down by grade (a) EC weighting (b) joint index (30 June 1974 = 100)

UNITED KINGDOM
 NB New Method
 (a) EC weighting
 (b) joint index
 (2)
 weighted
 average
 MIN-AV-MAX

Weighting	Single				Married, two children			
	Gross amount		Net amount		Gross amount		Net amount	
	Min.	Av. Max.	Min.	Av. Max.	Min.	Av. Max.	Min.	Av. Max.
A 324 NOM AV REAL	129.7 106.2		118.7 97.2				122.1 100.0	
B 306 NOM AV REAL	129.4 106.0		123.9 101.5				122.7 100.5	
C 332 NOM AV REAL	128.2 105.3		122.9 100.7				121.9 99.8	
D 38 NOM AV REAL	131.0 107.3		124.4 101.9				122.7 100.5	

1000

Weighted indices

Gross amount: NOMINAL REAL
 All civil servants 129.3 105.491
 of whom: single 129.3 105.491
 married, two children 122.2 100.1

Net amount:
 All civil servants 122.1
 of whom: single 121.9
 married, two children 122.2

Weighted indices

NOMINAL REAL
 122.1 100.0
 121.9 99.8
 122.2 100.1

Directorate for Demographic
and Social Studies
Employment Division

Trend of public salaries in the Member States between
the end of June 1974 and the end of June 1975

REAL gross and net weighted indices broken down by grade - All civil servants = $\frac{\text{MIN} + \text{MAX}}{2}$

CLI

Figures in brackets = (weighted arithmetic
average MIN. MAX)

	Grades												All civil servants		
	A			B			C			D			Gross	Net	
	Gross	Net		Gross	Net		Gross	Net		Gross	Net				
Germany (FR)	24.1	100.5	106.9	100.3	106.2	100.1	104.8	101.2	104.7	100.5	106.1				
France	20.4	102.2	104.0	107.1	106.9	104.2	104.0	109.2	108.6	105.4	105.6				
Italy	21.5	87.2	87.0	87.7	87.5	88.4	88.2	89.1	88.7	88.2	87.9				
Netherlands	5.2	100.6	101.4	100.2	101.8	101.1	102.9	-	-	100.9	102.5				
		(100.9)	(101.5)	(100.2)	(101.8)	(100.4)	(102.0)	-	-	(100.4)	(101.9)				
Belgium	3.8	104.6	100.4	104.8	102.7	104.8	103.4	105.5	104.3	105.0	103.0				
Luxembourg	0.1	104.9	102.6	104.9	103.4	104.9	103.8	104.8	105.1	104.9	103.5				
United Kingdom	21.7	102.5	96.6	102.5	97.1	100.5	96.3	103.3	97.5	102.1	97.0				
		(102.8)	(95.4)	(102.5)	(97.7)	(101.9)	(97.0)	(103.8)	(97.9)	(102.8)	(97.5)				
Ireland	1.2	106.8	102.0	112.8	109.2	109.7	107.0	109.2	107.6	109.8	107.3				
Denmark	2.0	110.2	115.8	105.7	115.9	105.8	114.8	106.9	115.0	107.5	115.3				
COMMUNITY 9	100.0	98.9	99.4	99.9	100.2	99.0	99.3	101.1	100.5	99.7	100.0				
		(99.0)	(99.1)	(99.9)	(100.3)	(99.2)	(99.4)	(101.2)	(100.6)	(99.8)	(100.1)				

Trend for public salaries in the Member States between
the end of June 1974 and the end of June 1975

REAL gross and net weighted indices broken down by grade - All civil servants = $\frac{\text{MIN} + \text{MAX}}{2}$

JOINT INDEX

Figures in brackets = weighted arithmetic
average MIN. MAX.

Joint index
EC weighting (for all civil servants)

	Grades												All civil servants	
	A			B			C			D			Gross	Net
	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Germany (FR)	24.1	100.5	106.9	100.3	106.3	100.1	104.9	101.3	104.7	100.4	106.0			
France	20.4	101.3	103.2	106.2	106.1	103.4	103.1	108.3	107.8	103.7	104.2			
Italy	21.5	87.1	86.8	87.6	87.4	88.3	88.0	89.0	88.6	87.7	87.4			
Netherlands	5.2	100.6	101.5	100.3	101.8	101.1	103.0	-	-	100.7	102.2			
		(100.9)	(101.5)	(100.2)	(101.8)	(100.4)	(102.0)	-	-	(100.5)	(101.8)			
Belgium	3.8	104.2	100.0	104.4	102.2	104.4	103.0	105.1	103.9	104.3	101.9			
Luxembourg	0.1	102.6	100.3	102.5	101.1	102.5	101.5	102.4	102.7	102.5	101.0			
United Kingdom	21.7	105.9	99.9	105.9	100.4	103.9	99.6	106.7	100.8	105.2	99.9			
		(106.2)	(98.6)	(106.0)	(101.0)	(105.3)	(100.3)	(107.3)	(101.2)	(105.9)	(100.0)			
Ireland	1.2	106.9	102.0	112.9	109.2	109.7	107.0	109.3	107.7	109.7	106.1			
Denmark	2.0	110.6	115.8	105.7	115.9	105.8	114.8	106.9	115.0	107.4	115.5			
COMMUNITY 9	100.0	99.4	99.9	100.4	100.7	99.5	99.8	101.6	101.0	99.8	100.1			
		(99.5)	(99.6)	(100.4)	(100.9)	(99.8)	(100.0)	(101.7)	(101.1)	(99.9)	(100.1)			

TABLE 1 - Development in real terms of gross domestic product per person employed from 1970 to 1975 (1970 constant prices)

	1970 = 100						% Variations				
	1971	1972	1973	1974	1975	1971	1972	1973	1974	1975	
Fed. Rep. Germany	102.9	106.7	111.9	114.4	114.5	2.9	3.7	4.9	2.2	0.0	
France	104.8	109.8	114.6	117.9	116.8	4.8	4.8	4.4	2.9	-0.9	
Italy	101.7	106.2	112.2	114.6	111.6	1.7	4.5	5.6	2.1	-2.6	
Netherlands	103.8	108.8	113.3	117.1	116.3	3.8	4.8	4.1	3.4	-0.7	
Belgium	102.9	108.8	114.5	119.5	119.3	2.9	5.7	5.2	4.3	-0.1	
Luxembourg	98.3	99.7	105.0	107.9	102.8	-1.7	1.4	5.3	2.8	-4.7	
United Kingdom	103.7	106.9	110.3	110.0	107.0	3.7	3.1	3.2	-0.3	-2.7	
Ireland	103.4	109.0	114.1	114.0	112.8	3.4	5.5	4.6	-0.1	-1.0	
Denmark	103.1	107.5	110.2	111.4	111.8	3.1	4.3	2.6	1.1	0.3	
Community (6)	103.3	107.9	113.1	115.8	114.7	3.3	4.5	4.8	2.4	-1.0	
Community (9)	103.5	107.8	112.5	114.6	114.0	3.5	4.2	4.4	1.9	-0.6	

TABLE 2 - Development in real terms of aggregate per capita gross remunerations from 1970 to 1975

	1970 = 100						% Variations				
	1971	1972	1973	1974	1975	1971	1972	1973	1974	1975	
Fed. Rep. Germany	104,7	109,5	115,3	120,2	122,8	4,7	4,6	5,3	4,2	2,2	
France	104,6	109,3	114,7	118,9	121,9	4,6	4,4	5,0	3,6	2,5	
Italy	107,0	111,4	118,6	121,2	121,2	7,0	4,1	6,5	2,1	0,0	
Netherlands	104,9	109,2	115,2	121,3	123,8	4,9	4,1	5,4	5,3	2,1	
Belgium	106,2	116,2	124,0	129,6	135,8	6,2	9,4	6,7	4,6	4,7	
Luxembourg	104,2	108,1	113,2	120,6	126,2	4,2	3,8	4,7	6,5	4,7	
United Kingdom	103,8	108,9	112,2	117,5	124,0	3,8	4,9	3,1	4,7	5,6	
Ireland	104,5	111,7	118,8	116,9	122,6	4,5	6,8	6,4	-1,6	4,8	
Denmark	107,2	110,6	116,2	121,2	126,7	7,2	3,1	5,1	4,3	4,6	
Community (6)	105,7	110,2	116,2	119,7	121,1	5,7	4,2	5,4	3,0	1,2	
Community (9)	105,5	110,1	115,4	119,2	121,6	5,5	4,4	4,8	3,3	2,0	

TABLE 3 - Development in real terms of gross per capita civil service remunerations from 1970 to 1975

	1970 = 100						% Variations				
	1971	1972	1973	1974	1975	1971	1972	1973	1974	1975	
Fed. Rep. Germany	108.0	109.9	114.7	121.6	122.1	8.0	1.7	4.4	6.1	0.4	
France	103.8	107.0	109.8	113.9	119.0	3.8	3.1	2.6	3.7	4.5	
Italy	107.8	110.9	112.1	109.7	106.5	7.8	2.9	1.0	-2.1	-3.0	
Netherlands	105.6	109.5	111.6	116.9	120.6	5.6	3.7	1.9	4.8	3.1	
Belgium	106.3	118.4	126.6	133.0	140.7	6.3	11.4	6.9	5.1	5.8	
Luxembourg	.	.	.	.	.	.	.	.	.	.
United Kingdom	105.3	111.1	112.8	121.1	133.9	5.3	5.5	1.5	7.3	10.6	
Ireland	106.2	114.6	116.9	118.9	130.7	6.2	7.9	2.0	1.8	9.9	
Denmark	105.9	99.7	98.7	99.3	105.2	5.9	-5.9	-0.9	0.6	5.9	
Community (6)	106.5	109.9	113.3	117.0	118.6	6.5	3.2	3.1	3.3	1.3	
Community (9)	106.4	110.0	112.9	117.7	122.9	6.4	3.5	2.6	4.2	4.4	

II. Additional study, in the light of the new method of adjusting remunerations, on taxation and the incorporation of weightings in the salary scale

1. Actual situation

The method of calculation adopted by the Council on 21 March 1972 made a clear distinction between adjustments to remunerations to keep pace with the cost of living and increases granted to improve purchasing power.

This method also provided that weighting should be used to compensate for cost of living increases and that a lump sum be incorporated in the salary scale for the purchasing power improvements.

These distinct methods mean that the cost of living increase is exempt from progressive tax increases, because the weighting applies to those parts of the income covered by Article 4 of the regulation on Community tax. This is essential in an institution which employs staff in many different places. In fact, particularly in a period where the cost of living fluctuates so unpredictably, it would be unthinkable to penalize officials by an even higher tax burden when they are already suffering the most from inflation.

It is true that in Member States all increases are subject to progressive tax increases, whether they are in the form of cost of living compensation or to improve purchasing power. It is likewise true that in these days of inflation Governments feel obliged to adjust their tax system frequently and independently of whether or not taxes are automatically indexed by law.

In the various salary negotiations, the virtually automatic indexing of parts of their incomes to cost of living increases by the European Communities has been put forward as an added advantage for European officials, compared with the extensive but sporadic changes in the tax systems of Member States.

Examination over a long period proves that this is not so. It seemed worthwhile making a retrospective study over a fairly long period as described in 2 below.

2. Retrospective study 1965-75

It seems worthwhile having a closer look at the effects of the tax policies in different States on the remunerations of national civil servants. Over a period of ten years (1965-75) taxation had the following impact on the growth of national civil service salaries:

Annual average rate (Community of 6)
(1965-75)

	Actual per capita earnings	Specific indicator	
	Gross	3.9	1.6	2.9 (1)
Net	2.9	1.5	2.8 (1)

According to the information given by Member Governments on the specific indicator for civil service salaries, the average annual gap between gross and net earnings can be put at about 0.1% over a period of ten years (1965-75) (see Annex II, A and B).

In the same way a test on actual per capita earnings in national civil services (see tables in Annex II, C and D) shows that each Member State has adopted measures over the years to compensate for the negative effects of inflation in their tax system.

The change from gross to net figures can be checked by comparing the trends in gross and net private incomes in real terms. This calculation was only possible for the 1961-71 period. Applying the elasticity between gross real and net real private incomes (0.9625) to the trend in real per capita earnings in public administration over the same period we obtain a net real increase of 5.1%.

3. Proposed amendments

The slight national variations between gross and net earnings cannot alone therefore justify a widespread reform of the tax system in the European Communities.

The average rates observed over a period of ten years, moreover, contradict the findings of the Working Party on the Staff Regulations which only looked at the experimental period (1971-74) of application of the method adopted on 21 March 1972. The results would have been different if they had included the tax reforms which were adopted more or less generally in several Member States over the 1974/75 period.

The Commission is nevertheless still prepared to find a way of bringing national civil service salaries into line with those of officials of the European Communities as far as possible. To this end, it may in the future accept a reference to net rather than gross development of national civil service salaries and thus take into account the whole burden of national taxation for its own officials. This approach is also compatible with that advocated by the experts of the Working Party in its report which is currently before the Permanent Representatives Committee. The only guarantee which the Commission feels that it can demand from Member States is that the basic references used should be as objective as possible. The Commission recommends a number of measures to achieve this.

Any annual variation between gross and net specific indicator which exceeds the annual average variation estimated over a period of ten years would require a fully detailed explanation from the Member State or States concerned.

The same applies when the gross variations observed over a period of ten years between the annual increase in per capita earnings in national civil services and national civil service salaries according to Member States are exceeded.

The two warning signs are an example of how essential it is to base any proposal on at least two indicators which can be either gross or net.

4. Inclusion of weightings in salary scales

On 6 November 1976 the Council asked the Commission to incorporate the weighting (148.7) valid at headquarters in the salary scales disregarding the arguments above.

Although the Commission sees no major objection to doing this, it would nevertheless like to take advantage of the change to express future salary scales in EJA. This conversion from Bfrs to EJA would also be an opportunity for updating the 1 January 1965 exchange rates in Article 63 of the Staff Regulations and to adjust the weightings in Article 64 accordingly. This would require an amendment to the Staff Regulations.

The Commission agrees that incorporation of the weighting of 148.7 in the salary scale should also bring about a better balance between contributions and benefits under the pension scheme.

There is no doubt that, as well as the advantages already mentioned, incorporation of the weighting does have the disadvantage that the marginal tax rate of 45% will hit almost half the officials whenever there is an actual increase in the future. The Commission would nevertheless be able to offset this disadvantage by means of carefully worked out non-linear increases. Taking into account national taxation by categories whenever increasing or decreasing the purchasing power in the future also has the indirect effect of introducing progressive tax increases.

DEVELOPMENT OF GROSS AND REAL SALARIES OF NATIONAL CIVIL SERVANTS
BETWEEN 1964 AND 1975

	1.7.66/1.7.64		67/66		68/67		69/68		70/69		71/70		72/71		73/72		74/73		75/74		1.7.75/1.7.6	
	Period		Period		Period		Period		Period		Period		Period		Period		Period		Period		Period	
	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net	Gross	Net
Belgium	107.7	105.1	104.6	103.9	101.8	101.5	102.1	101.7	103.0	103.6	105.9	104.9	107.0	105.9	102.0	101.0	102.6	101.3	105.0	103.0	150.2	135.
France (FR)	104.9	105.4	102.1	101.6	100.3	99.9	105.9	104.8	106.6	105.3	104.6	102.6	107.8	103.6	101.6	100.1	106.3	102.0	100.5	106.1	148.4	135.
France	102.2	101.9	101.3	101.3	110.2	109.0	99.7	99.1	102.4	103.0	102.6	102.3	103.0	.	101.6	.	104.4	.	105.4	105.6	126.0	124.
Italy	102.2	99.6	98.0	97.9	102.3	102.4	102.3	102.5	96.2	96.3	102.8	103.2	96.9	97.0	.	.	87.0	84.6	88.2	87.9	77.1	73.
Luxembourg	99.1	99.3	98.5	98.2	102.7	103.4	99.1	98.9	103.3	103.3	106.7	104.8	103.0	103.2	108.1	106.2	106.9	106.4	104.9	103.5	139.4	130.
Netherlands	107.6	107.4	104.1	104.7	105.5	106.1	100.6	99.8	101.0	101.2	103.2	101.4	108.2	106.1	101.2	101.7	114.2	112.2	100.9	102.5	156.3	151.
Community Averaging	103.6	102.8	100.9	100.8	104.8	104.2	102.9	102.1	102.1	101.8	103.6	102.7	103.6	.	101.6	.	100.6	.	98.6	100.3	117.6	115.

Figure not available.

Figures cover the period for which gross and net salaries were known.

ANNEX II, B

Development in real terms of the specific indicator
for national civil service salaries (gross and net)
for the period 1965-1975.

	<u>GROSS</u>	<u>NET</u>
Belgium	150.2	137.7
Germany	148.4	135.9
France	126.0	124.1
Italy	77.1	73.4
Luxembourg	139.4	130.3
Netherlands	156.3	151.6
<hr/>		
Community (6)	117.6	115.6
Average annual rate of increase (6)	1.63	1.46
Community ¹	133.59	132.2
Average annual rate of increase ¹	2.9	2.8

¹Excluding Italian figures.

Average rate of increase in real terms of gross per capita
civil service salaries

	1965 - 1975	1965 - 1970	1970 - 1975
D	4.7	5.3	4.1
F	3.9	4.4	3.5
I	1.3	1.4	1.3
NL	5.4	7.0	3.8
B	6.2	5.4	7.1
L	.	.	.
UK	.	.	6.0
IRL	.	.	5.5
DK	.	.	1.0
EUR 6	3.9	4.3	3.5
EUR 9	.	.	4.2