SEPS
SFPE
Seniors of the European Public Service
Seniors de la Fonction Publique Européenne

Bulletin

Information bulletin for members of the Association

November 2014

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Important notices

Bank account for the annual subscriptions:
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Changes of address

Many members forget to inform us of their change of postal address.
A telephone call to +32 (0)2 475 472 470, or e-mail or note to our secretariat would avoid several weeks' gap in receiving news.

Your Internet address

Please don't forget to let us know your e-mail address.
Many SEPS messages are sent by e-mail.
The address used is info@sfpe-seps.be

The annual subscription has been increased to minimum €30

Decided at the AGM of 13 December 2013

Forthcoming SEPS genertal meeting and information meeting

Room VM18 -1/32[1] – 18, rue Van Maerlant, 1040 Brussels
Maelbeek metro stop – take exit Chaussée d'Etterbeek.

Following the usual agenda of the meetings : from 11.00 to 16.00

- **General meeting : approval of the 2015 budget**
- **Information about SEPS or General meeting**
- **Convivial lunch in the Brasserie**
- **Pensions, JSIS, supplementary health insurances**
- **Problems nencountered by members**
- **Questions**

Thursday 11 december 2014

(General meeting and Christmas lunch)

Don't forget to contact the secretariat to reserve your lunch (€25)
Secretariat: e-mail info@sfpe-seps.be ; fax : +32(0)2 2818378

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Payment for the lunch can be made in situ or to the SEPS ING account (See page 2)

There are 4 parking spaces available for persons with severe handicap if reserved 15 days before the meeting.

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[1] Rue Van Maerlant 18, due to unavailability of room VM2.

Contents

Most of the articles were written in French. Translations are from Rosalyn Tanguy and Yasmin Sözen.

I. Letter from the Editor

At the time when the European Parliament is called upon to approve the new Commission, the staff of the Institutions in general – and the retired staff in particular – start asking new questions :

Will European civil servants be considered an essential resource for the construction of the Union?

Will the social dialogue be reinstated?

[2] AGE Platform Europe – www.age-platform.eu

[3] The present text is a summary of a more detailed study of the various pensions, document which can be obtained on request from the SEPS secretariat.

Will elderly peoples' rights receive better acknowledgement: will the Commission fight age discrimination throughout the Union and within its Institutions?

Will President Jean-Claude Junker's guidelines aimed at updating the Commission in order to re-motivate staff really be well-accepted in the Institutions and by the Directorates-General?

Kristalina Georgieva, Vice-president with responsibility for budget and human resources, whose speech before the Parliament was much appreciated, has stated:

"Our staff is the greatest attribute for the Commission and to serve the citizens of the Union. It will be my main aim to establish conditions under which they can do even better."

Will Mrs Georgieva be able to restart the social dialogue? Will she be up to giving new impetus to consultations with the staff representatives and obtaining more cooperation than disputes?

Citizens' - and particularly elderly people's - fundamental rights come under Vice-President Frans Timmermans. The all-embracing anti-discrimination directive forbidding discrimination based on age, handicap, religious or other convictions and sexual tendencies outside the workplace, become the responsibility of the member of the Commission Věra Jourová, who is in charge of justice, consumers and equal opportunities. She will have to work alongside her colleague responsible for employment and social affairs, Marianne Thyssen.

Hence, the impact of ageing and the need for competent employees will be taken into account in the proposals and activities of Mrs Thyssen. Will we have an EU strategy to deal with demographic change that is in line with the charter on basic human rights?

Will we be able to draw a parallel between the strategy taking account of citizens of the EU and that ruling the management of staff within the European Institutions?

It is too early to answer all these questions but the statement made by our new President to the effect that "this will be the Commission's last chance" is being taken seriously by institution staff: will it be the last chance for the survival of a strong and independent European Civil Service?

Serge Crutzen

II. Conclusions of the 2013 JSIS administration committee report

The conclusions and recommendations, together with some SEPS comments, are given below.

Conclusions (original FR)

The balance of the system's operational budget over the period 2009-2013 showed a permanent deficit of 6.5% for 2009, 6.1% for 2012 (€17.1m) and 3.9% (€11.0m) in 2013.

The report of this joint committee was approved at the general assembly on 18/19 September.

The non-operational budget over this same period (excepting 2010), essentially financial is not sufficient to offset the operational deficit. The result for 2012 and 2013 is a deficit of €9.1m and €6.3m (€8.0m and €7.4m if the impact of the 2012 salary adjustment accounted in 2013 is taken into account).

Even if the financial situation is not yet critical it must nevertheless be watched carefully for the following reasons:

- operational expenditure, i.e. the cost of care and medical treatment is constantly on the increase but JSIS is unable to take any speedy action;
- the effects of the Council decisions on salaries for 2011 and 2012 which were finally cut down to 0.8%, retroactively to 1 July 2012, and of a reform of the Staff Regulations freezing salaries for 2013 and 2014 are having a lasting influence on operational receipts;
- the multiannual financial framework has been adopted and sets considerable budgetary restrictions, particularly on administrative expenditure;
- the new Staff Regulations are such that an increase in contributions is kept back by numerous measures: slower careers, reduction of salaries for new staff and creation of The AST SC category plus a foreseeable reduction in pension rights;
- interest managed by ECFIN DG no longer offsets operational losses and, in this troubled period of our economy with interest rates close to zero, any financial profit is most uncertain;
- reserves shrank to less than 8 months of operational expenditure in 2013 and are continuing on this downward trend;

The development of the system's financial resources in 2012 and 2013 (even the start of 2014) was uncertain. At the moment, the main political decisions having an impact on receipts have been taken bearing in mind the setting-up of the multiannual financial framework 2014/2020 (including administrative expenditure), the new Staff Regulations applicable as from 1 January 2014 and past salary adjustments (decided at the beginning of 2014).

On this firmer ground and on the basis of the JSIS' financial data at the end of 2013, the joint committee recommends that:

- the Administration's working party on the system's financial prospects rapidly produce reliable projections for 2014-2020 taking account of the impact of the new reform of the Staff Regulations and envisaging several scenarios from which members of the scheme are suffering in comparison with people covered by their national insurance. A first step would be to see whether conventions could be introduced, by obtaining recognition by the Member States of the JSIS in a capacity of primary service and, secondly, by adopting an EU Regulation conferring the legal status of public health service;
- all possible measures be taken to eliminate disparities preventing determined acts (which would not entail a change in the rules already in force) such as:

- o signing more contracts with care providers (for example, by drawing up lists of doctors, dentists, paediatricians, therapeutists, opticians, all of them at the service of our members and entitled persons);
- o launching campaigns to cut down people's consumption and make them aware of costs, particularly when the member has a free choice;
- o improve the quality of JSIS' information of its members (including pensioners) and health service providers;
- o set up an effective system of checking services provided by hospitals, particularly where direct billing is involved, by introducing confirmation of the charges by the patient.

Finally, the committee draws attention to the fact that the JSIS is a system based on solidarity where everyone pays a contribution according to a fixed rate applied to the salary. The vagaries of life and risks of illness affect everyone to the same degree, regardless of grade, category or other administrative distinction. The expenditure is also without distinction. Any reduction of average salary has its corresponding effect on contributions to the system and, by this very fact, endangers the balance between receipts and expenses. Therefore, care must be taken to see that recruitment policy remains compatible with maintaining a high quality health insurance scheme based on the principle of solidarity in access to care.

Food for thought (proposed in the report)

Alongside the action referred to above, in particular if determined action is not sufficient to restore the system's financial balance, the committee suggests that the various sections of JSIS and the heads of the Administration first look into the possibility of reviewing the way of financing certain services, depending on their social dimension or otherwise, by calling upon 100% from the general budget or upon new resources generated by the members (one third) and the budget (two thirds). Services that could benefit from this could be:

- preventive medicine (€5.9m in 2013 or 2.1% of expenditure);
- special supplementary reimbursements under Article 72(3) of the Staff Regulations (€1.3m in 2013 or 0.4% of expenditure);
- funeral expenses (€1.2m in 2013 or 0.4% of expenditure).

Other possibilities would be to revise certain areas of present rules leading to the following action:

- revision of the list of functional medicines reimbursed and encourage the prescription of generics;
- examination of whether certain types of therapy concerning spectacles are appropriate and effective and change the ceilings according to need;
- revision of the list of analyses and x-rays and/or render certain treatments subject to prior authorization;
- assessment of the financial impact of the single room, especially in those countries where the increased price of medical care has no real effect on the quality of that care;

- review the possibility that the member cover the cost of topping up reimbursements for other members of the family benefiting, or, in the case of the spouse, taking out supplementary insurance;
- review the circumstances in which dependence costs are covered and/or the way in which they are financed.

SEPS comments

The 2013 JSIS report was approved by the joint committee (vote held in September 2014) and, hence by the staff representatives. However, this "food for thought" could lead to recommendations that in fact change the JSIS ceilings or implementing provisions, usually to the detriment of the members.

We in SEPS are of the opinion that some of the suggestions are logical and deserve support but a good many are surprising or "dangerous".

Bringing Article 72(3), our safety-net, under another (possibly less stable) budget is a dangerous move: not only because limiting the risk to a monthly half-pension per year could not be very safe for the member but the same could apply to the supplementary insurance companies, who would have to pay out a heavier reimbursement.

A good many doctors are reluctant to prescribe generic medicines.

Any change in ceilings would probably make them lower.

Bringing many more kinds of treatment under the prior authorization rule is already underway and, given the time taken to obtain that authorization, members go ahead with the treatment without knowing whether they will be reimbursed!

It is not a good solution to restrict recourse to a single hospital room. It would be better to have supplementary insurance for whoever requests such a room because the argument concerning equivalence of care is invalid: anyone who has been in that situation knows that the single room is often extremely important not for the care given (better or not) but for a better guarantee of quick recovery after a serious operation.

Changing the rules on complementary cover can be disastrous for former officials, who have little hope of finding supplementary insurance once they are past 65 or 70.

The "dependence" arm of the JSIS is inadequate. It is clear that something more effective is called for such as insurance cover offered in several national systems. Our JSIS should make a proposal, probably independently of any contribution by the Member States, given their stance when the 2014 Staff Regulations were signed. However, it would probably be difficult for such an initiative to be accepted by the staff in active employment since its opinion is given in ignorance of the health problems that can arise when one reaches the third or fourth generation.

Faced with these "soft" proposals, SEPS must repeat:

It is unacceptable that our retired staff be confronted all at once with the disappearance or reduction of certain acquired rights. A long period of notice should be given prior to retirement. Once an official has retired, it becomes difficult or even impossible to offset the cost of changes within the JSIS by taking out supplementary insurance, for example.
Pensioners would rather pay more into the system, even unilaterally[4], at a rate suggested by JSIS itself, a practice adopted by certain national supplementary health insurance companies.

III. LAnnual adjustment of salaries and pensions – Article 90(2) – appeals to the European Civil Service Tribunal

The story so far

Over the five-year period from 2010 to 2014 adjustments were made to European civil servants' and other agents' salaries and pensions as follows :

- The method laid down by Article 3 of Annex XI resulted in an increase of 0.1% in 2010.
- The global approach adopted to settle the dispute over 2011 and 2012 resulted in 0% and 0.8% respectively.
- As laid down in the reformed Staff Regulations, salaries are frozen for 2013 and 2014.

Thus, the Commission has broken with the habit, established over more than forty years of proposing adjustments based on objective data based on developments in certain Member States taken as reference. The Commission proposals to the Council and the Parliament (twice 0.9%), which were purely political, led to the above results without any consultation of the staff whatsoever. Hence, those defending the staff came up with the idea of appealing against these decisions.

2011 and 2012 salary adjustments. Action by unions and pensioners' associations

The unions, the AIACE and SEPS provided a model "Article 90(2)" claim so that both active and retired staff could start contesting.

HR DG received over 1 000 Article 90(2) claims and others have been sent to the Council Secretariate-General and the European Parliament.

Several models were proposed which either combined the two decisions, that concerning the non-adjustment of 2011 and that on the 0.8% for 2012, or suggesting two separate claims for those two years.

The Commission's response has been identical and negative in all cases.

[4] Unilatérale : sans demander aux Etats membres d'augmenter leur contribution qui est statutairement des 2/3.

The unions and pensioners' associations have set up a working party to pilot an appeal to the Tribunal, calling upon two lawyers, one to lead at the Council and the other at the Commission. These two lawyers will work together and will also cover claims lodged by Parliament officials.

It goes without saying that not all articles 90§2 will be taken to court. Few pilot cases are select by the working party with the lawyers to cover all the different articles 90. In any event, when the court receives several applications on the same subject only one of them is dealt with.

There are many weighty arguments to justify such action:

- the Court of justice gave the Council the right to decide whether or not to apply the exception clause but the Council applied it without any formal justification. The Method is there to reflect economic and social developments in the sample Member States, albeit with a certain delay. The exception clause finds justification only if the Method does not reveal a serious and sudden development soon enough. If we look at the relevant rates of GDP, the so-called crises in 2011 were in no way serious nor sudden;

- the Commission's proposal of 0.9% for 2011 and 2012 bore no relation to the "obective data" which the Commission had put to the Council with its original proposal (+1.7%). Hence, the proposal of 0.9% was not in tune with the principles of the method of adjustment under the Staff Regulations;

- there was no, or very little, dialogue with the staff representatives.

The Administrative Board of SEPS has confirmed (08.10.2014) its participation in the working party to pilot appeals to the Tribunal regarding salary adjustments for 2011 and 2012 and that it will pay part of the legal expenses.

The appeal should come before the Tribunal early in 2015.

Other appeals

The unions are appealing in several other cases which do not affect pensioners, namely:

- the suppression of the **travel allowance** and lump sum payment of **travel expenses** (for colleagues not entitled to expatriation allowance);
- the reduction of **annual leave** for colleagues based outside the Union;
- calculation of travel expenses on the basis of the colleague's nationality and the capital city of his /her Member State if the **place of origin is outside the Union**;
- the new method of calculating travel expenses based on **geographical distance;**
- blocked careers for AST 9 and AD 12/13;
- solidarity levy in 2014 without application of the Method;
- the raising of retirement age;

- lack of transitional measures for early retirement and half-time work in preparation for retirement.

All those involved agree that the most serious appeal is that against the 2011 and 2012 salary adjustments.

N.B.: not all cases submitted to the working party will be lodged with the tribunal. Only the most representative among them will be chosen in consultation with the lawyers and they will be the ones most likely to win through. In any case, whenever the Court receives several cases on the same subject, it deals with only one.

IV. Weightings

The Commission proposal for adjustment of weightings from July 2014 to June 2015 will be a decision since this first adjustment is based on the new adjustment Method.

Reminder:
Brussels and Luxembourg weighting = 100.00
Weighting for staff in active employment = capital city or one of the workplaces
Weighting for pensioners (if applicable)[5] = 100.00 or country weighting if >100

	Salary			Pension		
Country/ workplace	1.7.2013	**1.7.2014**		1.7.2013	**1.7.2014**	**Country**
Bulgaria	57.5	**55.1**		100.0	(56) **100.0**	BG
Czech Rep.	80.0	**75.0**		100.0	(70.5) **100.0**	CZ
Denmark	134.8	**133.0**		132.2	**131.3**	DK
Germany	96.8	**97.2**		100.0	**(94.6) 100.0**	DE
Bonn	94.9	**94.6**				
Karlsruhe	92.8	**95.0**				
Munich	108.2	**107.7**				
Estonia	78.9	**78.6**		100.0	**(80.1) 100.0**	EE
Ireland	113.0	**115.9**		105.8	**106.3**	IE
Greece	91.2	**86.8**		100.0	(84.7) **100.0**	EL
Spain	96.3	**94.5**		100.0	(90.2) **100.0**	ES
France	117.4	**116.8**		109.2	**107,1**	FR
Croatia	80.0	**77.6**		100.0	(72.2) **100.0**	HR
Italy	104.4	**100.4**		100.0	(94.2**) 100.0**	IT
Varese	92.8	**93.1**				

[5] Pensioner residing in country of origin and for pension rights obtained prior to 1 May 2004

Cyprus	83.7	**81.2**		100.0	(85.8) **100.0**	CY
Latvia	76.1	**76.5**		100.0	(74.8) **100.0**	LV
Lithuania	71.9	**71.4**		100.0	(71.1) **100.0**	LT
Hungary	76.1	**71.4 (?)**		**100.0**	(64) **100.0**	HU
Malta	84.4	**83.4**		100.0	(84.2) **100.0**	MT
Netherlands	108.9	**107.8**		105.6	**104.7**	NL
Austria	108.3	**107.2**		104.8	**104.4**	AT
Poland	73.0	**74.1**		100.0	(67.6) **100.0**	PL
Portugal	83.1	**82.2**		100.0	(85.2) **100.0**	PT
Romania	69.8	**69.5**		100.0	(63.8) **100.0**	RO
Slovenia	85.4	**84.7**		100.0	(81.4) **100.0**	SI
Slovakia	80.2	**79.0**		100.0	(73.1) **100.0**	SK
Finland	123.7	**123.0**		114.9	**114.5**	FI
Sweden	132.9	**127.5**		124.4	**115.9**	SE
UK	139.2	**150.7**		113.5	**120.7**	UK
Culham	107.6	**116.7**				

The difference between 2013 and 2014 should be looked at in the light of the variation in exchange rates. Example for London: from 139.2 to 150.7 with a variation €/£ of 0.8531 to 0.7997 gives a rise of 1.5%. For pensioners 0.3%.

The "pension" weightings for certain countries go down as from 1 July 2014 (take account of exchange rates in non-euro area countries). If necessary, negative adjustment will probably be made retroactively in December 2014. In accordance with the Staff Regulations, sums may be recovered over 12 months as from December 2014. This does not explain how the PMO will recover such sums in any given country.

V. Social dialogue and the declarations of Vice-president Kristalina Georgieva

Certain phases of the last revision of the Staff Regulations - the non-adaptation of salaries for 2011, 2012, the change in attitude of PMO regarding the application of the JSIS regulations - are examples of where the principle of social dialogue has not been respected. Moreover, all too often the staff unions consider meetings to be occasions to criticise the approach or the decisions of the Commission. The unions have been making few concrete proposals, which have been adopted. Consequently the large majority of staff considers the unions to be weak and of little value. In addition they come across as being divided.

Will Mrs Georgieva, Vice-President responsible for Budget and Human Resources, whose audition in front of the European Parliament was highly appreciated, succeed in re-launching this social dialogue?

Will she be in a position to rekindle dialogue with the staff unions and convince them that greater collaboration rather than discord is needed? Will her orientations for the renewal of the Commission, for the use and motivation of the staff be accepted?

Hereafter a few significant sections of her declaration:

"For the Commission and the other European institutions to serve the citizens of the European Union our staff is our greatest asset. My priority will be to put in place the conditions in which staff can deliver and perform even better. There are two parts to this.

First, we need to continue to attract the best and the brightest. It is a task we constantly pursue and will have to pursue even harder. In the near future we will face the retirement of a generation of experienced and expert staff - the job of successfully replacing them starts now.

I will place a high priority on the work to retain and enhance the attractiveness of the "EU career brand". … …. I will aspire to implement our policy of recruitment based on merits and to complement it with appropriate measures as per the recent revision of the Staff Regulation to address significant imbalances in staff nationalities (such as targeted advertisement campaigns, competitions dedicated to the nationals of under-represented countries etc).

Second, we must further promote genuine performance culture inside the Commission – so people's talents are put to the fullest possible use once they have been recruited. I will ensure that, as envisaged in the revised Staff Regulation, results (and not just seniority) are rewarded, that there is a closer link between administrative grades and actual responsibilities, and that people have incentives to deliver. This needs to be further reflected in rules on appraisals and promotions.

Third, we will work to achieve the savings needed in a very tight economic environment. To that purpose, we will continue maximising efficiency and effectiveness of the available human resources by further rationalising our internal organisation and our working methods and the way we provide support services. I will aim to achieve efficiency gains by making the best use of state of the art digital and ICT tools, business process reengineering, streamlining rules and procedures.

I strongly believe that we need to get even better at ensuring a close match between the Union's overall priorities and the way staff are deployed. The structure of the new Commission offers an opportunity to make it easier for people to move rapidly to where staffing needs are greatest to deal with urgent and emerging issues, for example through *the use of task forces. I will provide full support to my colleagues and to staff to take advantage of this opportunity and to overcome the silo mentality that has often undermined the deployment of our human capital.*

We can and must do more to promote mobility: mobility within and between Directorates-General; mobility between institutions; and mobility in and out of the institutions – the latter while ensuring very prudent management of potential conflicts of interest. I will utilise the existing and seek new opportunities for staff exchanges with other organizations and with Member States. In order to attain the best possible output mobility has to be carefully balanced with the institution's need to foster and maintain its expertise. I will also encourage more targeted use of learning and training at all levels of the Commission, with a focus on e-learning and with return on investment considerations in mind.

I take very seriously the request of the President-elect to achieve the 40% target for women in senior and middle management positions."

Some unions declare to have new proposals for the re-launching of this social dialogue. Will these proposals not become subjects of competition between unions ? How will the Commission consider such proposals.

SEPS intends to support these proposals for the resumption of dialogue, knowing that sooner or later discussions about the cost of pensions will be raised again by certain Member States.

VI. Division among the staff

It is not by inciting one part of the staff against another that one can be the winner in this type of battle. But should one reach out?

The Bulletin of September 2014 raised the issue of a split within the staff: the "G2004" recruited after 01.05.2004 against the "fat cats" recruited before 2004.

Several members of SEPS, moved by this article, have given their opinions about the reality of this situation and the attitude which SEPS needs to adopt. The information meeting of 23 October 2014 enabled many members to express their views.

The majority think that the behaviour of this group "G2004" will only result in the staff recruited before 2004 and pensioners being disadvantaged, without in any way improving their own situation. The Member States will simply point at the Staff Regulations for their answer.

It is undeniable that the members of G004 were perfectly aware of their future working conditions BEFORE being recruited. By commencing work they implicitly accepted these conditions. It is true that some among them interviewed before 1 May 2004 and recruited after that date, at reduced conditions, have a right to complain. However they accepted the deal.

Many members do not agree with those who think that the G2004'ers have a difficult life or that their situation borders on precariousness. Precariousness exists elsewhere, essentially outside our institutions.

But if G2004 wants at all costs to fight, then they should fight the real destroyers of our Staff Regulations, notably certain malevolent Member States and their servant, Neil Kinnock, V-P of the Commission in charge of staff from 1999 to 2004, the main actor in determining the path leading to the contested 2004 Staff Regulations.

G2004 is not open to wise words, especially if the initiative were to come from pensioners, who they do not seem to hold in particular esteem. Let us recall their demands during the last salary negotiations: apply the 6% solidarity levy or any other levy to pensioners in order to increase the budget for rapid promotions so that G2004 can catch up with the rest. We pensioners have nothing to propose that is of any interest to them; whether salary increases, or rapid promotions. Our ideas about Europe are also far removed from their own, as their tracts demonstrate.

Should we offer our hand? Should we propose a friendly discussion?

For many pensioners, a dialogue with G2004 seems ill advised, especially in view of their "explosive edition" of October, which created waves among the oldest colleagues. The colleagues recruited before 2004, still active, fed up with being harassed and many pensioners do not understand the concern of SEPS for G2004. The representatives of SEPS are at risk of seeing the friendly discussions get out of hand and turn against them.

No discussion is possible with G2004 except when they will be overtaken by our colleagues recruited after this latest reform of the Staff Regulations.

In addition, one could imagine the creation of a "G2014" movement which will call "G2004" to account for their more favourable employment conditions.

Seen from the point of view of G2004, as reflected in their tract, contractual agents should rise up against those who have succeeded in becoming civil servants, as if they were the reason why a growing number of contractual agents has had to be satisfied with becoming 'merely' contractual.

However, these contractual agents have a very different approach to making their demands known: following their meeting of 12 November 2014, the "Contractual Agents Team", expresses the unified attitude of this group of least privileged agents:

"*Solidarity between the greatest number of staff of all categories and solidarity between the staff unions is in fact guaranteed to provide the best results during the current negotiations. In addition to this positive picture there is the fact that several staff unions support our appeal*."

It is not by inciting one part of the staff against another that one can be the winner in this type of battle.

VII. Retired civil servants and agents of the Council have again been invited to meet on 20 October 2014

Rainer Dumont du Voitel

On 20 October 2014 the Administration and the Staff Committee of the Council have for the 12th time invited the pensioners of the institution to meet with them at the Council's Press office in the Justus Lipsius building.

These meetings have in the meantime become an agreeable tradition, without necessarily bringing together the same persons, as, despite the regrettable end of life departure of colleagues, the 'population' of former staff members of all the institutions is growing steadily over the years. As is happening in the Member States, this situation is creating new challenges for the good management of our social security.

The two staff regulation reforms of 2004 and 2012 have, as everyone knows, caused deterioration in the working conditions and the careers of the majority of colleagues recruited after these dates. This situation has unfortunately given rise to a cleavage between the "old" and the "new", a phenomenon which needs to be overcome, as it undermines the cohesion of the staff and the robustness with which it can defend its own interests and those of pensioners, who both continue to be subject to the same Staff Regulations.

We should be under no illusions that pensioners can forever remain protected from the worrying repercussions of a growing tendency where staff groups defend opposing interests, one to the detriment of the other.

The timely recognition of the problem is one of the first conditions for finding, through dialogue, appropriate remedies, in the same way as remaining attentive to ensure that each individual pensioner remains as active and interested as possible, both physically and intellectually.

From this stems the friendly idea launched during this get-together, to allow two colleagues to give an account of the "new life" they have constructed for themselves since their retirement. This is a kind of experiment which merits reflection and follow-up, as even when commencing a third or a fourth chapter in life with the hope of remaining autonomous and in good health, it is not always a peaceful retirement which awaits pensioners. There are challenges inherent to their position as a growing part of the population, the responsibilities which derive from this position and the obligation to deal with new difficulties and complexities, which may prove to be beyond many of them now.

In this context, there should have been more mention of the considerable efforts undertaken by a good number of retirees to help their colleagues to face these challenges by offering them links and a platform through the various associations for pensioners and former agents of the European institutions, such as SEPS/SFPE and AIACE, associations which they animate by offering their time and effort, to enable the latter to fulfil their objectives.

Unable to provide answers to all the questions raised by the audience, Massimo Parnisari, in charge of the Pensioners office at the Council, and his colleagues did their best to explain the modalities of the new website which will be accessible to all pensioners via internet. Since the creation of the Pensioners Office within the Social Unit of the Council, this website represents a second important step towards giving retirees the sense and the security of still being part of the institutions, to which they have, in the majority of cases, devoted the largest part of their professional lives.

These measures will be particularly strengthened by the nearly finalised agreements, which the Council is about to conclude with both our SEPS and with AIACE, which are not yet familiar with this type of link with the Council, even if, since well over 40 years, they have such a link with the Commission. The more pronounced social orientation of SEPS and that of AIACE encompassing greater focus on leisure means that the two associations will not have identical agreements. These agreements will nonetheless enable both associations to fulfil their respective mandates in a more complementary fashion. It will always be possible for the pensioners of the institutions to become members of both SEPS and of AIACE; the latter can only be joined through membership to one of its national sections, whereas membership to SEPS is possible directly, wherever, within the EU, the former civil servant has elected to reside during retirement.

A living and encouraging example of the best way to approach this new phase of life as pensioner of the Communities has been provided by the President of the European Council himself, Mr Herman Van Rompuy, who has done us the honour of presenting us with a very convincing evaluation of his experience in this high position within the imperative of efficiency and continuity, and discretion in the absence of any hierarchy so that each member of this college of Heads of State and Government might preserve his/her visibility and enable the 28 to work together, each in agreement with the others. Mr Van Rompuy also spoke about the satisfaction he derived from the sense that he had succeeded in defining and accomplishing, as the first holder of this function, his task for the past five years. He also spoke about his relief to be able to hand over this task to his already designated successor, the former Prime Minister of Poland, Donald Tusk (who, following his designation as the new President of the European Council has already left his tasks as head of state) without having to give him advice about the way in which he had to conceive and exercise his new task.

Mr Van Rompuy is happy to commence this new phase of life that has opened before him, to be able to remain what he is, to transmit his European convictions wherever the occasion might present itself, but at a more reasonable pace and without having to assume new responsibilities.

At the end of the meeting, Massimo Mauro, the President of the Council's Staff Committee, who presided over the assembly, thanked Mr Van Rompuy for his personal support during the very difficult negotiations on the last reform of the Staff Regulations, when faced with a very reserved and sceptical, if not downright hostile public opinion on the current state of European construction and especially on its institutions.

VIII. Immigration from beyond the European Union

This subject, developed with passion and rigour by Giovanni Martinetto for a year now, has been considered by the SEPS Administrative Board, during its meeting of 8 October 2014, as no longer corresponding to the nature of the Bulletin: The Bulletin should remain dedicated to succinct information issues, which are directly linked to the daily lives and the near future of pensioners. Articles dealing with fundamental issues linked to immigration, to the EU-USA free-trade agreement, the position of the EU in the face of the Ukrainian crisis, the policies of the Commission,...should become part of a supplementary edition of the Bulletin available to all those who request it.

It is in fact necessary on the one hand to maintain the Bulletin in the format decided by the OIB, who publishes and distributes it for us and on the other hand to introduce the new service orientations of the Commission, which concern the social security of pensioners: it is often quite difficult to limit the size of the Bulletin to 38 pages!

This **supplement** to the Bulletin will therefore be drawn up by the Editorial group and the secretariat of SEPS, with the help of the technical services of the Council. This supplement will cover only fundamental issues proposed by some of our members and will not necessarily be published as often as the Bulletin.

The first edition of this supplement will contain all the articles of Giovanni Martinetto on immigration from outside the EU.

IX. AGE[6] invites the European Commission to pay particular attention to the following issues

Employment issues have received more attention in the 2014 European Semester than in the past years. While this is welcome, more has to be done to fight age discrimination and support older workers who are faced with reforms that require longer working lives before one becomes eligible to a pension and yet continue to face barriers to remain in employment and access training, and suffer from a lack of targeted programmes. More needs to be done also to facilitate in particular the participation of older women in the labour market who, in addition to suffering from gender and age discrimination, are now struggling

[6] AGE Platform Europe – www.age-platform.eu

with increased difficulties to reconcile work and family care duties as a result of the reduction in social services to older dependent persons (austerity measures).

Poverty is a growing drag on Europe's social progress. In order to fight the social crisis, the European Semester should seek to become more instrumental in setting up adequate minimum income schemes for those who cannot or can no longer work, promoting inclusive labour market policies for all working age populations, and guaranteeing adequate minimum pensions for a dignified life.

Pension systems are trying to become more sustainable in the interest of all generations. However, reforms should seek to guarantee an adequate pension all across a pensioner's life including older women and workers with broken careers (nowadays the vast majority of workers cannot reach achieve a full career and will not be able to claim a full pension when they will retire). While we can understand the call to extend working lives, AGE recommends to link statutory retirement age to the healthy life expectancy rather than life expectancy. Life expectancy increases in the EU, but the healthy life year indicator does not follow the same trend: we live longer but with longer years suffering from severe chronic diseases and impairments that make us unfit to work. In the field of supplementary pensions, EU and national action has focused so far on the accumulation phase (preservation of dormant rights, vesting periods, etc.) Yet there is growing evidence that some aspects of decumulation need to be addressed urgently to protect consumers.

Long-term care is being reformed not only because of the budgetary considerations as recommended through the European Semester. These reforms are also necessary in order to meet the growing needs of our ageing population in a context where austerity measures tend to reduce public budgets available for LTC. We are concerned that the trend in some countries seems to indicate that - contrary to health care or disability care which are considered as a collective responsibility organised and funded through a mutualisation of risks - long-term care for older persons is a personal matter which is the responsibility of the persons concerned and their families and public authorities should only intervene as last resort.

AGE believes that these points are vital if the social targets set out by the Europe 2020 Strategy are to be made a reality for older citizens.

X. Information – Questions from members

1. The various orphan survivor's pensions[7]

Hendrik Smets (Vice-President SEPS in charge of legal affairs) 19.11.2014

Thanks:

[7] The present text is a summary of a more detailed study of the various pensions, document which can be obtained on request from the SEPS secretariat.

The author would like to thank Mrs Isabel ISERTE YAGO, team leader PMO4 (Survivor's Pensions), for her replies to certain legal questions and for her help in the calculation of the various hypotheses (cf complete text)

Beware:

1) Since each case is different, it is strongly advised to seek advice from PMO4, who will offer effective assistance to all concerned.
2) The concrete examples elaborated in the present document give a fairly precise idea of the different orphan pensions allocated. It is clear however, that the figures used would change as and when they are modified by decision of the Community authorities.

Several hypotheses need to be considered

Each hypothesis will result in **an orphan's pension of a different amount.**
Indeed it is necessary to consider the death

- of an official who leaves children but not a spouse (or at the most an ex-spouse who does not qualify for a survivor's pension),
- of an official who leaves a spouse and dependent children,
- of an official who had several spouses, leaving behind spouses who are entitled to a survivor's pension and dependent children from these various marriages or those of his spouse.

Finally one needs to consider the case of the surviving spouse, whose children were dependents of the official, but who has remarried.

Let us try to examine each hypothesis in more detail

A. Death of an official leaving behind children but no surviving spouse

1. **Death of a European official leaving behind dependent children from a single marriage, but no surviving spouse or ex-spouse entitled to a survivor's pension** (Article 21.1§1 of Annex VIII to the Staff Regulations)

The orphan's pension for the first child will equate to 8/10ths of the survivor's pension to which a surviving spouse would have been entitled (Art. 21.1, §1 of Annex VIII).

This amount cannot be less than the minimum living wage (Art. 21.1, §2 of Annex VIII)

This amount will be increased for each child by double the dependent child allowance, (Art. 21.2§1, Annex VIII).

The total obtained in this way is distributed in equal amounts among the orphans (Art. 21.3, Annex VIII). The child would also be entitled to an education allowance (Art. 21.2§2, Annex VIII).

It should be noted that the beneficiary of an orphan's pension can benefit from the health insurance only on his/her formal request.

The contribution of 1.7% to the Joint Sickness and Insurance Scheme will be calculated on the basis of the orphan's pension with a current minimum of €67/month (Art. 72.2a§3).

2. **The death of a European official leaving dependent children from several marriages, but no surviving spouse or ex-spouse entitled to a survivor's pension** (Art. 22§2, Annex VIII)

In this case, the orphan's pension of all the dependent children is calculated as if all the children result from the same marriage, but the total resulting amount is distributed among the orphans as a function of the number of children in each group.

3. **Death of a European official, without a surviving spouse, but leaving dependent children who are the result of a previous marriage of his spouse** (Art 22§3, Annex VIII)

If these were the deceased's dependent children, they would also be entitled to an orphan's pension.

B. Death of a European official leaving a surviving spouse and one or more dependent child (Art 80§3 of the Staff Regulations)

1. Death of an official leaving a surviving spouse and one or more children from the same marriage

The surviving spouse will be entitled to a survivor's pension and to the family allowances for the dependent children (household allowance, double the dependent child allowance and possibly education allowance)(Art 19, Annex VIII and Article 81§1 and §2 of the Staff Regulations).

The children would be entitled to an orphan's pension equal to half of the orphan's pension which would have been allocated in the absence of a surviving spouse (Art. 80§3 of the Staff Regulations).

2. Death of an official leaving children from his former marriage and other orphans from his marriage to the surviving spouse (Art 22§3, Annex VIII)

The total pension, to which the surviving spouse would be entitled, including the family allowances, is divided between the surviving spouse and the specific groups of children. The children resulting from the former marriage are assimilated as children resulting from the marriage of the deceased.

Firstly, therefore, it is necessary to calculate the pension to which the surviving spouse would be entitled, including the family allowances for all the children dependent on her, and then calculate the total of the orphan's pensions for all the children. The total of these two amounts constitutes the "group" total.

Secondly it is necessary to calculate the pension of the surviving spouse, considered separately, namely as the parent of the children resulting from her marriage to the deceased, and calculate also the orphan's pensions of the two groups of children, each considered separately. The total of the three amounts constitutes the "separate" total.

It is then necessary to calculate the widow's pension on the one hand and the pension of the two groups of orphans on the other by multiplying the pension for the widow and for the two groups of children, considered 'grouped', with the "separate" total and divide the three amounts obtained by the "group" total.

However, if the total of one or more survivor's pensions and the orphan pensions exceed the last basic salary of the deceased, increased by the family allowances and reduced by taxes and other obligatory retentions, this total will be reduced to this amount and distributed to the beneficiaries proportional to their respective rights (Art 81.2c of the Staff Regulations). This is done by multiplying the calculated widow's pension and that of the two groups by the amount of the maximum salary of the deceased and dividing these three multiplications by the "group" total.

3. Death of an Official leaving children resulting from his marriage with the surviving spouse and other dependent orphans from the surviving spouse's previous marriage (Art. 80§3 of the Staff Regulations)

If the children were dependents of the deceased, they are also entitled t a half-orphan's pension and their parent, the surviving spouse is entitled to a survivor's pension, and will also provide health coverage for the children (Art. 72 of the Staff Regulations and Articles 2 and 3 of the Common Regulation of 1 December 2005).

4. Death of an Official leaving orphans resulting from his marriage with the surviving spouse and other children resulting from his marriage to his former spouse, beneficiary of a survivor's pension, limited to the amount of alimony

In this case it is necessary to calculate the respective pensions of the surviving spouse and of the former spouse and the orphan's pensions equal to half of the complete orphan's pension. If the total of all these pensions exceeds the last basic salary of the deceased, increased by the family allowances and reduced by taxes and other obligatory retentions, it is necessary to reduce this amount. (Art. 81.2c of the Staff Regulations).

It should be noted that all the amounts mentioned above, except the education allowance, will potentially be increased by the application of the correction coefficient of the relevant country, to that portion of the rights acquired before 1 May 2004 (Art. 20.1 of Annex XIII to the Staff Regulations).

C. Debarment from pension rights

If the beneficiaries of these different pensions have not, within the year following the death of the official, requested the attribution of their respective pensions, they will be debarred from this right to pension. (Art. 42, Annex VIII)

D. Remarriage of the beneficiary of a survivor's pension

If the beneficiary of a survivor's pension dies or remarries, the children will be entitled to a complete orphan's pension. Reminder: the beneficiary who remarries will still have the right to health care coverage for another year, possibly with extension (Art. 72.1 of the Staff Regulations and Art. 15 of the DGE of JSIS concerning health care coverage).

Always ask for advice from PMO by letter, through PMO contact on-line or go in person (88, rue d'Arlon, 1040 Brussels).

2. Improvement of the insurance policy HOSPI SAFE

The supplementary health insurances to JSIS, Hospi Safe and Hospi Safe Plus proposed by Afiliatys since 2010, but deriving from the familiar Van Breda insurances since almost 40 years, have been improved on the occasion of the renewal of the collective insurance Afiliatys-Vanbreda-Cigna[8]-Allianz for the period 2015-2019.

It is SEPS-SFPE which has taken the lead in the insurance group of Afiliatys and we are therefore happy to point out this improvement, knowing that it will benefit those who are already insured under Hospi Safe (18,000 persons in total across all the institutions). This insurance needs to be taken out at the latest 6 months before retirement.

On the occasion of this renewal, the offer is being made to those who are not yet within 6 months of their retirement, to subscribe to this insurance between 01.01.2015 and 28.02.2015 during which time the requirement to fill out a medical questionnaire is waived.

A new edition of the SEPS working document concerning complementary health and accident insurances is now available (FR-EN November 2014). This document concerns a series of insurances offered to the staff of the European institutions by Afiliatys, AIACE and the staff unions.

The document provides a brief summary of the coverage being offered by each of these insurances and includes a table giving the annual premiums to be paid as a function of the age of the candidate.

There are many members of Afiliatys who have subscribed (prior to retirement) to the insurance Hospi Safe (or Hospi Safe Plus) of Vanbreda Int-Allianz BE (Contract BBCV 8672).

Hereafter the improvements (identified by *NEW*[9])

HOSPI SAFE

- 100% reimbursement of the part not reimbursed by the JSIS for:
  - ✓ **Hospitalisation. Including One Day Clinic** *NEW*
  - ✓ **Surgery**;
  - ✓ Outpatient costs incurred 2 months before and 6 months after a hospitalisation.
- **No ceilings**
- *NEW* **:100% reimbursement** of the part not reimbursed by the JSIS for **all medical expenses** (including for ambulatory care) **during pregnancy**
- *NEW* **:Until age 2**: subscription in Hospi Safe **free of charge**

HOSPI SAFE PLUS

[8] Vanbreda International has been bought by the American insurance company Cigna, but will continue to play the part of agent for the insurances Hospi Safe, given that the insurer is Allianz BE.

[9] See www.eurprivileges.com

The above of Hospi Safe cover, with in addition:

- 80% reimbursement of the part not reimbursed by the JSIS for:
    - ✓ **dental** care;
    - ✓ therapy sessions such as physiotherapy, osteopathy, etc.;
    - ✓ **optical** care;
    - ✓ hearing aids;
    - ✓ orthopaedic appliances.
- 80% reimbursement of the difference between the JSIS reimbursement and actual costs for:
    - ✓ *NEW* **Consultations** (general practitioner and specialist);
    - ✓ *NEW* **Pharmacy**.
- *NEW* 80% reimbursement of expenses for **speech therapy** refused for reimbursement by JSIS (e.g. to cope with multi lingual environment)
- *NEW* Compensation for subscription to a sports association or facility and weight-loss programme or coaching
- *NEW* **Until age 2**: **100 Euro reduction** on premium each year in Hospi Safe Plus
- Ceilings and deductibles may apply for some present and new cover (e.g. dental care)

The new cover items will be applicable to all expenses incurred as of 1 January 2015.

Important:

- **2015 premiums are the 2014 ones** indexed in function of the Health Consumer Price Index (as published by Eurostat)
- **No medical questionnaire required if you subscribe between 01/01/2015 and 28/02/2015**
- **Lifelong cover with no premium increase after 68 y.**

3. Contribution rates to the pension scheme

(Of interest only to those who retired in the last few years)

a. Reminder

When the decision was taken, in February 2014 to adjust salaries by 0.8%, decisions were taken about the contributions to the pension scheme.

- For 2013 (July 2013-June 2014) : 10.3%
- For 2012 (July 2012-June 2013): 10.6%
- For 2011 (July 2011-June 2012), the Commission had proposed 11% instead of 11.6%. However this proposal forms part of the legal appeal which remains blocked by the Court decision of 19.11.2013. The contribution of 11.6% has therefore not been corrected.

b. Proposal from the Commission

Since the increase of 0.8% it is necessary to revise the 2013 contribution: The Commission has to verify that the actuarial balance is maintained for the decisions which are to be taken relative to the salary adjustments. The Staff Regulations determine that the Council must decide on the adaptation of the contributions <u>at least every 5 years</u>: this is where we are.

<u>**In July 2014, the Commission proposed to the Council**</u> <u>a series of adaptations</u> to close this dossier before end 2014.

Proposed variable contributions to the pension scheme:

- **2011 (July 2011-June 2012): reduction from 11.6% to 11%**
- **2012 (July 2012-June 2013): reduction from 10.6% to 10%** (the calculation of Eurostat resulted in 9.9%, but one cannot reduce by more than 1% in a year, therefore from 11 to 10%)
- **2013 (July 2013-June 2014): increase from 10.3% to 10.9%** in view of the salary increase of 0.8%
- **2014 (July 2014-June 2015): reduction from 10.9% to 10.1%** (automatic method – but 10.3% has been applied since July 2013 and not 10.9%)

However, for a variation to be applied, it needs to have reached at least 0.25%. The agreement of the Council has been obtained (CoRePer of 7 November 2014) for the 2011-2013 package and one cannot therefore reduce to 10.1% for 2014.

In total, this would result in a variation in the contributions (increase or decrease of the net salary) with arrears:

- 0.6% from Jul 2011 to Jun 2012
- 0.6% from Jul 2012 to Jun 2013
- -0.6% from Jul 2013 to Jun 2014
- 0.2% from Jul 2014 till the date of the application of the decision (01 Jan 2015?).

4. <u>Beware, returning to the place of origin could cost dearly</u>

At the Council an analysis has been undertaken of the first 20 cases since January 2014 of returns to the place of origin. Following the application of the new DGE concerning removal allowances (ceilings introduced on volume), 6 out of the 20 colleagues were obliged to pay a significant portion of their removal expenses themselves.

Those colleagues who are in this position are requested to make themselves known to us as the Administration will only be prepared to consider solutions on the basis of detailed statistical data.

5. <u>Reminder: As from January 2015, in Belgium, a fiscal receipt will be essential to receive JSIS reimbursement</u>

Doctors, dentists and physiotherapists in Belgium give a certificate to patients for the treatment provided – a green, white, orange or blue paper.

If your doctor or practitioner has not necessarily provided this document up to now, you are entitled to request it. It will be required in January to obtain reimbursement from JSIS. (*What to do if it is refused?*)

It is the official Belgian body responsible for checking that the rules on national insurance for sickness and invalidity (INAMI) that has approved this obligation. It should not be a problem for your doctor because all qualified doctors and other medical practitioners have been issued with a complete set of certificates.

The National Council of the Belgian Order of medical practitioners has been informed and should disseminate this information to its members, who, as a result, should no longer be surprised when such fiscally correct receipts are requested. The letter of the Director of PMO to the President of the National Council of the Belgian Order of medical practitioners is given in Annex 1.

According to PMO, we, the beneficiaries of JSIS, would be more protected against the surcharges levied by some doctors, if we obtain a completed form indicating the treatment received and on which the amount we will have paid is shown.

The health care providers who are not government regulated will however be free to determine their fees.

6. Medical expenses: one request for reimbursement and two or more account sheets?

When you introduce a request for reimbursement of medical expenses via JSIS online, be aware that a request may give rise to more than one account sheet and, therefore, to more than one payment. Why?
Because, depending on the expenses to be reimbursed, we may process your request in more than one stage. Expenses that do not require more detailed analysis are processed and reimbursed first. Other expenses will be the subject of another account sheet.

7. Two Brussels hospitals have reduced their additional fees

After the University Hospital Saint-Luc, Erasme Hospital has also signed an agreement with the PMO, which limits additional fees chargeable to patients in private rooms to a maximum of +200 %, instead of the +300 % authorised by the INAMI (National Institute for Health and Disability Insurance in Belgium). This reduces your expenditure (as the portion of the costs payable by you will decrease) and also that of the JSIS.
In the case of these two hospitals, the JSIS will no longer require members of the scheme to state the price of the room or to submit an estimate when requesting direct billing.

8. New call for providers of medical services

UE Official Journal 15.10.2014 C 364/4

The Central Office wishes to draw up lists of medical and paramedical service providers (hospitals, clinics, laboratories, medical centres, pharmacies and authorised natural persons exercising an activity in the medical or paramedical sector, referred to as ‘operators’ below) that will offer their services to JSIS members and beneficiaries on more advantageous terms. Establishments wishing to offer services in the preventive medicine field (health check-ups and screening) are also invited to put forward proposals in this connection.

These lists of operators will be used by members when looking for the best possible financial terms for health care in the 16 Member States considered. The lists will therefore be widely publicised amongst the JSIS members and beneficiaries. Members and beneficiaries will retain their freedom of choice of service provider, whether or not a provider is on the proposed lists. An information campaign will, however, alert members and beneficiaries to what is at stake for the JSIS and to the advantages of using listed centres or operators (high-quality service, applicable prices, ease of reimbursement). Those operators offering the best rates may thus reason- ably expect to see increased demand for their services, and at the same time be assured of early and speedy payment when the costs of hospitalisation and hospital examinations and treatment (one-day clinics) are billed directly.

9. Reminder: Use the correct forms

For your dental estimates, you must send in an estimate prior to receiving certain dental treatment such as orthodontics, periodontics, implants or prostheses. In order to speed up your request, the PMO requests that you use the official form.

Select the form you need: orthodontic treatment = B1 or any other treatment = A1.The dentist should fill out the form, stating which teeth are involved (n° of tooth and chart) together with the cost of each treatment. The form must be signed and stamped by the dentist.

Ask your dentist for a separate estimate for each type of treatment – occlusions, periodontics, prostheses and implants. In the case of complicated treatment where there are several choices, one estimate per option is required.

Use the latest forms available on My Intracomm-Ext to request direct billing, prior authorization, special reimbursement and so on. The PMO has made changes to several forms over recent months. You may always ask the SEPS Secretariat for them if you so wish (part 4 of the Vade-Mecum).

10. Vade-mecum part 3

Volume 3 of the Vade-mecum is constantly being revised: every month changes of address and responsibilities are announced, mainly within PMO. Those members who wish to have the addresses of PMO, of the Social Services, … need to regularly request the latest version of the Vade-Mecum Part 3.

Volume 3 of the Vade-mecum is constantly being revised: every month changes of address and responsibilities are announced, mainly within PMO. Those members who wish to have the addresses of PMO, of the Social Services, … need to regularly request the latest version of the Vade-Mecum Part 3.

XI. Annexes

Annex 1

Letter of the PMO director to the Council of the Medical Order in Belgium.

Not available in EN. See French version of the Bulletin, Annex 1.

Annex 2.

In memoriam

September – October- November

Nom, Prénom	*Date de naissance*	*Date de décès*	*Institution*
SCHILLINGS Gerda	18-07-23	24-08-14	COM
SILVEIRO Laurinda	30-05-40	24-08-14	COM
GHISLAIN Jean	05-06-37	23-08-14	PE
VAN AALST Gabrielle	27-07-26	19-09-14	COM
STEVENS Paul	10-11-55	23-09-14	COM
VERRECKT Thérèse	05-01-25	26-09-14	COM
HETTINGER Maria Luisa	08-11-44	26-09-14	PE
PARSY Paul	02-03-28	29-09-14	COM
CASADEI Giovanni	22-06-28	29-09-14	COM
BRAMSEN Marie	09-09-46	29-09-14	COM
VERLY Jacques	18-07-37	30-09-14	COM
GROFF Marie-Jeanne	04-03-43	02-10-14	COM
GRUNENWALD Solange	14-07-58	03-10-14	CJ
CERUTTI Luigia	24-04-43	04-10-14	COM
HILL Bridget	29-07-53	04-10-14	COM
SCHOLLMEYER Gerd	01-08-42	04-10-14	COM
WERNER Hans-Dieter	13-07-44	05-10-14	COM
FORET Jean	07-03-25	08-10-14	COM
LENTZ Albert	28-08-39	08-10-14	COM
HARDY Jean	25-09-43	08-10-14	CM
VAN RILLAER Constant	15-04-27	09-10-14	COM
AHRENS Hildegard	05-08-21	11-10-14	COM
MICHEL Walter	23-04-32	15-10-14	COM
MELONI Martino	09-04-42	15-10-14	COM
ANTZORN Yvon	01-04-32	16-10-14	COM
PIETRANGELO Antonio	01-06-40	16-10-14	PE
BIANCHI-NOTOLINI Mirella	07-04-26	17-10-14	COM

BONISCHO Frederic	01-12-41	17-10-14	PE
DRAUT Jeanny	16-04-54	21-10-14	COM
MC SWEENEY Finbarr	08-05-50	22-10-14	COM
HOLST Wilhelmus	12-01-19	23-10-14	COM
PINOLINI Giovanni	28-02-29	27-10-14	COM
AMORY Michel	17-12-23	30-10-14	COM
THIELE Margarete	25-07-16	31-10-14	COM
VERSTRAETE Willy	08-07-33	01-11-14	COM
BERCHEM Jacques	21-03-30	03-11-14	COM
MAGLIA Romano	16-12-35	03-11-14	COM
SACCO Salvatore	19-08-32	05-11-14	COM
BERNARDI Ivano	04-10-44	06-11-14	CM
BIR Suresh	04-07-37	07-11-14	COM
HEIDWEILER-SCHEFFELAAR Wilhelmina	14-06-21	09-11-14	COM
ARRIGHI Joseph	25-02-28	13-11-14	COM

Annex 3.

Files and documents available.
Order form

Please send this reply slip to the secretariat

I should like to receive the English edition of the following documents

SEPS Vade-mecum

Part 1 (Procedures) O

Part 2 (forms /pers. data) O

Part 3 (addresses PMO – ADMIN. …) Edition February 2013 O

Part 4 (reimbursement forms – RCAM/JSIS) O

Summary of the SR reform (DG HR - 12 pages) O

Supplementary health insurances Edition june 2013 O

Invlidity allowance and survival pension (Hendrik Smets) O

Orphan survivor's pensions (Hendrik Smets O

EU Officials and taxation (Me. J Buekenhoudt) O

Inheritance (Me. J Buekenhoudt) O

JSIS Guide O

Please send these documents to *:*

Surn*ame*……………………………………………………………………………. ….

First name ………………………………………………………………………….

Address :
……………………………………………………………………………………

………………………………………………………….. ……………………

Date : ……………………… Signature : ……………………….. ……..

To be sent to

SFPE – SEPS
175 rue de la Loi,
Bureau JL 02 40 CG39,
BE-1048 Bruxelles

Fax: +32(0)2 2818378

GSM: +32 (0)475 472470

Email:

info@sfpe-seps.be

APPLICATION FORM

I, THE UNDERSIGNED: ....

HOME ADDRESS: ....

HOME Tel: .... GSM: ....Email: ....

FORMER OFFICIAL OF (Institution + DG or Dep.): ....

<u>IF still active</u>: date of birth and number of years of service: ....

HEREBY APPLY FOR MEMBERSHIP OF THE "ASSOCIATION OF SENIORS OF THE EUROPEAN PUBLIC SERVICE " (S.E.P.S).

NATIONALITY: ....DATE:.............................. SIGNATURE: ....

*The annual subscription is **€30**, payable every year <u>on the date of joining</u>.*

Bank account No. of SEPS: **363-0507977-28** **ING bank** Brussels
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If you choose to pay by standing order (see below), please send the slip YOURSELF direct to your bank.

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(Please send direct to your bank)

I, the undersigned, ...

HEREBY INSTRUCT ....(Name of bank)

to pay on ....(date) and on the same date each year, until further notice, by

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Account N° **363-0507977-28** **ING Bank** Brussels
IBAN BE37 3630 5079 7728 **BIC BBRUBEBB**
Reference : **Annual subscription** (+ **first name and surname)**

DATE : .... SIGNATURE :...

To be sent to

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175 rue de la Loi,
Bureau JL 02 40 CG39,
BE-1048 Bruxelles

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