



Seniors of the European Public Service

Seniors de la Fonction Publique Européenne

Bulletin

Information bulletin for members of the Association

October 2020

**SEPS is at the disposal of all its members.
The secretariat can be reached**

by telephone: +32 475 472 470

Please leave a message in case of no answer

or by internet: info@sfpe-seps.be www.sfpe-seps.be

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SEPS Administrative Board 2020 – 2022*

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.	Anna Angela D'Amico; Evelyne De Houwer; Patrizia De Palma;
.	Rosario De Simone; Petrus Kerstens; Antonio Pinto Ferreira;
.	Milvia van Rij Brizzi

* Elected on 13.02.2020 but to be nominated by the General Meeting in early June

Bulletin editorial team (FR & EN) October 2020

Nicole Caby; Serge Crutzen; Anna D'Amico;
Helen James; Hendrik Smets; Yasmin Sözen; Milvia van Rij Brizzi

Membership fee: 30 €

It is requested in January and no longer on the anniversary date of SEPS / SFPE membership

However, new members who register after 30 June 2020 by paying the membership fee, will not need to pay for the 2021 fee. The next payment will only be needed in January 2022.

**Bank account: IBAN: BE 37 3630 5079 7728
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Changes of e-mail address

Many members forget to inform us of their change of e-mail address.
SEPS sends out several messages by e-mail.

info@sfpe-seps.be

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General Data Protection Regulations (GDPR).

Dear Member

We take the protection of personal data very seriously and we are committed to respect the General Regulation on the Protection of Data (GRPD).

Our contact information is used exclusively to ensure our responsibility towards you, as a member, for frank and transparent information on the activities of the Association and the decisions taken by the Administrative Board.

The information you have trusted us with is used entirely for internal purposes. It is not made available to third parties (PMO, DG HR,) without your express permission.

The Association commits itself to protect this information against any form of dissemination and not to make it available to anyone, except where obliged to under the law or when undertaking an act at your request, within the limits of the social objectives of the Association.

Of course, you can access, rectify or delete this information at any time. You may object to the use of your information and have the right to withdraw your consent at any time by sending us an e-mail or a request by post.

Serge Crutzen for the SEPS/SFPE Management

General Meeting and Information Meeting

Location: to be defined or by teleconference

10 December 2020

Date to be confirmed depending on the COVID 19 pandemic

On the basis of the traditional programme, from 10h30 to 16h30

- ✓ General Meeting
 - Convention update
 - 2021 Budget
- ✓ News from SEPS
- ✓ (Convivial Lunch – if possible)
- ✓ Multiannual Financial Framework (2021-27) and Pensions
- ✓ Evolution of the JSIS GIPs
- ✓ Problems encountered by members
- ✓ Questions

Do not forget to contact the Secretariat beginning of December to get information about the event.

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I. Letter from the Editor

Once again, it is not possible to begin our October 2020 Bulletin without mentioning COVID-19. I hope your families and yourselves remain in good health. Some of you may be ill or have relatives who have caught the virus. You have the sympathy of all the Committee members of our association.

The current pandemic has undermined all activity since mid-March. The places normally accessible to pensioners have been closed, be it the MERO space of PMO, the Seniors Space of DG HR, the duty stations of SEPS or those of other associations representing staff or pensioners. All meetings have been cancelled, except a fair number during the end of October which were organised via teleconferencing.

Despite this SEPS has been able to maintain its assistance to members through its telephonic availability, 7 days a week, 24/24 and through the internet. Do not forget that we

are there to help you, within the means at our disposal. Several activities are delayed and access to the central mailing services of the Commission and the Council remains uncertain, which, given the circumstances, is understandable.

Despite the major disruption this pandemic has caused, the leaders of the EU and the European Parliament have been able to reach agreement on a stimulus plan for Europe. The total budget of some €1,800 billion will be allocated towards a durable and resilient economic recovery. The new Multi-annual Financial Framework, profoundly marked by this COVID-19 crisis and its social, economic and financial consequences has been decided by the Council on the basis of the proposal from the Commission. We will be covering this subject later in the Bulletin.

On Wednesday 16 September, the President of the Commission, Ursula von der Leyen, gave her first state of the European Union address. The President of the Commission forcefully underlined the principles which underpin Europe for us, humanists ;

- ✓ Immutable values on which there is no compromise in our commercial and diplomatic relations
- ✓ The fight against hatred in all its forms, notably through education and culture
- ✓ Solidarity between the countries and the European citizens
- ✓ A demanding conception of humanity and of human dignity in the field of work, in all the regions – urban or rural – of Europe
- ✓ The strengthening of Europe in strategic fields, in health and digitalisation in particular
- ✓ Support to business, with particular emphasis on small and medium sized enterprises (SME), which will form the corner stone of the transition and of economic recovery, underpinned by a recovery fund of historic amplitude (€750 billion)
- ✓ A resolute ambition to protect nature and fight against climatic change

Let us be optimistic: after years of suffering a serious crisis of confidence, the impetus provided by the new European Commission augur well for renewed engagement with Europe's destiny.

I. SEPS during the pandemic

The activities of SEPS/SFPE have not ceased during this pandemic. They continued throughout the summer.

Defence of our acquired rights

Few meetings have been organised by the Commission: it was not possible to meet and all meetings took place by teleconferencing.

The pensioners' associations have not been invited to discuss the consequences of the decisions taken by the Council on the subject of the MFF 2021-2027. The information has been provided to us by the staff unions (cf. Chapter V hereafter).

SEPS will of course participate at all those meeting that are accessible, either directly or under the cover of one of the unions.

Communication

The Bulletin continues to be produced according to the established frequency: March, June, October, December/January.

The information provided by DG HR D and by PMO is sent out by internet to those who have provided us with an e-mail address. Such information is also presented in the Bulletins.

Assistance to members

Independently of the COVID-19 crisis, the telephone of SEPS (+32 475 472 470) is available and will respond to your questions¹. Many members ask for assistance via the internet address: info@sfpe-seps.be. In the majority of cases the requests for help concern:

- √ Pensions: PMO 4 is receptive to our questions and available to assist colleagues
- √ JSIS: requests for prior approval, requests for direct billing, which our PMO3 Ambassador, Helen James, deals with rapidly
- √ The complementary health insurances, accident insurances, assistance insurances, for which SEPS possesses complete dossiers and can respond to requests generally based on certain family situations or particular professional profiles
- √ Legal support: Hendrik Smets continues to be available for requests for assistance on legal, fiscal, pensions and inheritance issues, ...and as always, he works via internet.
- √ Requests for social support, generally transmitted to DG HR D1: assistance to pensioners, for which we thank them for their availability.

Generally speaking the availability of SEPS for its members has been greatly reduced due to the pandemic; and the duty station presence at the Avenue des Nerviens offices has been suspended until further notice. Pensioners should not attempt to come to the offices.

The majority of activity of the association is based on the telephone, available 7/7, and 24/24, through virtual meetings by Zoom² and on the basis of tele-working, which have become very effective.

¹ In the event of no reply, please leave a message and SEPS/SFPE will call you back

² A simple telephone call to +32 473474906 is enough to organise a meeting via Zoom between the President and one to 100 persons, if necessary

III. Written procedure of 14 September 2020

Luigia Dricot-Daniele, Secretary General

1. Objectives

Given the present health conditions and the danger associated with gatherings of more than 50³ persons in one room, the General Meetings (GM) necessary for discussing modifications to the internal regulations have been held by correspondence on the basis of documents sent out to all effective members. They have been asked to read these documents and to give their assent, comments or opposition by e-mail.

It was impossible in the present circumstances to take account of all the members of SEPS (1,200 addresses in 25 countries) or to receive comments from all members. Only the effective members have been involved in this postal GM. These are members who have the right to vote⁴. A General Meeting is planned for 10 December 2020. This assembly will deal with subjects likely to raise general debates (but it is possible that it will ultimately need to be held by correspondence or video-conferencing).

The present procedure is justified by the fact that the codex of businesses and associations was changed in 2019 and that the internal regulations of SEPS needed to be adjusted without delay.

This modification of the internal regulations will not end with the present proposals. The Internal Regulations (IR) of the Administrative Board also needs to be revised on the basis of the new code for businesses of 2019. This modification will necessitate a few additions to the IR, such as for example the procedure for nominating the president of the administrative board, considered to be the President of SEPS.

In addition, the voting regulations which were considered to constitute an annex to the IR, have now become an integral part of them and this needs to be approved by the General Meeting, not merely by the Admin Board.

The financial regulation, annex to the RI also becomes a separate regulation, to be approved by the Administration Board.

2. Validity of this GM by written procedure

SEPS is a non-profit association governed by Belgian law. The law has allowed for general assemblies to be held by correspondence up until 30 June 2020. However, this provision has not been extended to date.

The 14 September written procedure cannot therefore be considered to constitute a legal General Meeting, but it retains its value as a written procedure. This is unfortunate, but in

³ Between 70 and 80 at earlier General Meeting meetings

⁴ Internal regulations, Art. 10 – Rights of members ...”only effective members have the right to vote at general assemblies”

any event, all the internal regulations will be submitted for approval in December and there will no longer be need to discuss what has been considered on 14 September.

3. Participation

The secretariat obtained 35 replies from a total of 48 effective members. The list of participants can be found in Annex 1. The quorum of 2/3 of members (32) was reached.

4. Modification of the Internal Regulations (the Internal Regulations - or statutes - can be found on our website: <https://sfpe-seps.be>)

These modifications essentially concern:

The possibility of using IT and the internet for certain activities, such as *resignations, the keeping of essential documents and lists*

The responsibility of the administrators: new paragraph

Nevertheless, the administrators are not responsible to the Association except for decisions, acts and thoughtless or imprudent behaviour. And for which administrators, placed in identical situations, would reasonably have had a divergent opinion (Art.2.56 of the Codex)

The co-opting of administrators with voting rights:

...the elected Administrative Board can co-opt one or several new administrators with the right to vote, without allowing the total number of members of the board to exceed 20 or 21. The first General Meeting following this must confirm the mandate of the co-opted administrator..."

The management of members: new formulation which permits the dismissal of an inactive effective member

The administrator or member who does not respect the regulations established by the Association will be sanctioned by the General Meeting on proposal by the Admin Board and its effect will be immediate.

Moreover, the AB can propose to the GM that the member be excluded or for an administrator to resign if it is established beyond reasonable doubt that the latter is not, during his/her mandate, fulfilling his/her duty of assisting the on-going administration of the association...

It can also propose to the general assembly to remove the title of effective member from a member, who, in this capacity, is no longer participating at general meetings or during written procedures for any reason deemed acceptable to the AB over a period of one year and who can consequently be deemed to no longer be interested in the running of the Association.

How the Commission of Litigation operates: new paragraph

...resolving all disputes, either by conciliation under the auspices of the Commission of Litigation, or by arbitration. In the case of arbitration, the members of the Commission of

Litigation will be assisted by legal representation of their choice. The two advocates will designate a third, who will chair the arbitration...

5. Results of the voting

After checking that all respondents were paid-up members: 33 votes were deemed valid (2/3=30): 31 YES, 1 NO, 1 Abstention. Given that in any event more than 2/3 of effective members participated and voted, the approval of the changes to the internal regulations is acted, but not officially so, given point 2 above. SEPS will not submit these modifications for further discussion in December when the approval of further changes to the regulations will be required.

The complete minutes of this General Meeting by correspondence is available on request from the secretariat (info@sfpe-seps.be).

IV. Summary of the Administrative Board meeting of 22 October 2020

Luigia Dricot-Daniele, Secretary General

In view of the on-going health crisis and the present danger of having 16 persons meet within the same space, this assembly was held by video-conference (Zoom) and by correspondence. Active participation : 11/16

Conclusions

1. Organization of future meetings : Administration Board and General Meetings during 2020 and 2021

a. Teleconference and correspondence in the future –

General agreement from the AB, however, H. SMETS does not agree with holding the GM via teleconference because the legal basis does not allow for this as at the date of 22 October 2020. In order to allow the possibility of video-conferences, the SEPS regulations are modified as follows : « ...*It takes place at least twice a year on proposal from the Administrative Board, either by physical presence or by video-conference. The AB..* »

However, this modification needs to be approved by the General Meeting with at least 2/3 effective members present or represented. A procedure is planned, but only as a function of the possibilities of meeting.

b. The AB assumes the cost of subscriptions to Zoom and WeBex for the holding of various meetings via teleconference.

c. Equipment needed for teleworking and teleconferences. Portable PCs, printers-scanners-other tools – could be lent, for a limited period, to the members of the AB and to those volunteers who are ready to undertake a specific task requested by the AB or by the daily management group.

2. Videos

SEPS is preparing videos for the presentation of the Association and the insurances to cater for the difficulty in communication in the current circumstances. These videos would be available at different websites : The Commission 's EULearn (preparation for retirement), SEPS, Afiliatys, ... The AB agrees to cover the necessary expenses for this.

3. Internal Organizational Rules – Electoral Regulations – Financial Regulations

The necessary modifications to the Internal Organizational Regulations (IOR) do not change the working modalities of the AB and are accepted by the AB. Some rules are contained in the Association's Internal Regulations or in the Electoral Regulations, as a function of the new code of Belgian businesses (2019). These documents, once approved, will be posted on the SEPS website and available on request from the Secretariat

4. Working groups – seminars – joint committees

A simplified general table showing the action groups as at 22 October 2020 (Annex 2)
The majority of these groups or activities are able to function despite COVID restrictions. Some changes of leadership can be decided by the AB at any time.

5. Bulletin and Internet addresses

Given the restricted working conditions of the OIB, the Bulletin is sent out by post with several weeks delay. As soon as it is sent to the OIB, (approval of DG HR required for publication and distribution) it is sent to all members who have provided an internet address. Unfortunately about 100 e-mail addresses have been rejected. Jean-Marie Cousin has offered to try and correct as many errors as possible.

6. Budget for 2021

a. The balance is likely to be quite substantial by the end of 2020, given the cancellations resulting from COVID 19. The 2021 budget will however be proposed on the assumption that the pandemic will allow at least a minimum of activity.

b. The reminders for non-payment of membership fees sent out at the end of July 2020 have not resulted in getting all the outstanding fees paid : more than 100 members have not responded to the reminder. Those members who have not paid the outstanding membership fee of €30 for more than 2 years are considered by our internal regulations to

have resigned. About 50 letters will be sent. These now former members will not be receiving the October 2020 Bulletin.

7. Payment of fees in January

A reminder will be sent in December by the General Secretary for the systematic payment of the membership fees in January every year. The letter will be adjusted for the various cases : those who have a standing order, those who joined after 30 June, ...

8. Reforms – savings – MFF

- a. Cf Chapter V, hereafter for the MFF
- b. The link of SEPS with the social dialogue is maintained through our collaboration with the staff unions of the Commission, of the Council and the Parliament and in particular with those of the Alliance, if SEPS is not informed directly or if the pensioners associations are not invited to certain meetings.

9. Place given to SEPS at the seminars for the preparation of retirement

Since October 2020 the seminars have been limited to a single day of very limited presentations and response to questions instead of the usual three days. In order to ensure that our participation remains effective, both for the presentation of the association and for the presentation of the complementary insurances (under the auspices of DG HR) some videos have been produced in at least the two main working languages (cfr. point 2 above) For these videos a new power-point presentation will be organized by a small group of volunteers. The presentations will be undertaken by Milvia van Rij-Brizzi, Luigia Dricot-Daniele and Serge Crutzen. The continuation of the opportunity for a questions-answers session will thus be assured.

10. Method for the adaptation of salaries and pensions

The importance of participation at the meetings of the TGR (Cf Chapter VIII hereafter)

11. Declarations to be made to the authorities in accordance with the regulations governing non-profit organizations (ASBL)

All the personal details of the members of the AB need to be provided in addition to any changes/modifications to the Internal Regulations, following very specific forms and procedures : UBO⁵ register at the Ministry of Finance, Clerk of the Business Tribunal and the Moniteur belge, the ING bank.

⁵ Ultimate Beneficial Owners
SEPS-SFPE

12. Collaboration with Afiliatys

A new protocol of collaboration has been proposed and defined in order to strengthen our collaboration, as announced in the Bulletin of June 2020, mainly in the area of complementary health insurances to the JSIS, activities of a social nature, duty stations at the offices of Avenue des Nerviens in Brussels, the administrative formalities relating to non-profit associations as defined under Belgian law.

V. Multi-annual Financial Framework 2021-2027 (MFF) and pensions

Milvia van Rij-Brizzi, member of the Administrative Board

The Multi-annual Financial Framework 2021-2027 proposal of €1,850 billion tabled in May 2020 by the Commission testifies the extent of its ambitions:

➤ €1,100 billion intended for the MFF

➤ €750 billion for the "Next generation EU" program to help the European Union rebuild itself in the wake of the coronavirus crisis and to support innovations in the green and digital transition.

The Council for its part reduced the budget proposal by €26 billion, setting the envelope at €1,074.3 billion, with the Administration set at €73 billion: €17 billion for pensions and the European schools, €56 billion for administrative expenses (as a reminder, the 2013–2020 MFF had set the Administration budget at €70.79 billion: €14.05 billion for pensions and European schools and €56.74 billion for administrative expenditure).

"A tough pill to swallow," as Ms. von der Leyen put it.

Despite this an agreement seems to have been reached on the Administration budget in July 20.

On November 10, the European Parliament obtained €16 billion in addition to the package concluded by the heads of state and government at their summit in July. €15 billion will strengthen flagship programs to protect citizens from the current COVID-19 pandemic, provide opportunities for the next generation and uphold European values. One billion euros will increase the capacities available to respond to the needs and crises in the future.

Discussions at this stage between Commissioner Johannes Hahn and the PSOs indicate that the Commission is steadfast in its position to protect acquired rights. It does not plan to launch a reform of the Staff Regulations before 2023, the report on the evaluation of the pension system being scheduled for 2022.

The number of pensioners will increase significantly in the years to come. Substantial savings will be necessary on the administrative budget, while safeguarding the attractiveness of the European civil service. This could be achieved by more economical management of office space and increased incentive for teleworking.

VI. News from the Committee for the management of JSIS (CGAM)

The summary of information has been provided by Monique Breton, President of the CGAM and member of our Administrative Board

1. PMO's 2019 Annual Report

During the meeting of the CGAM of 23 and 24 September, the 219 Annual Report was adopted.

Persons covered

The JSIS covers the affiliates and their spouses - when the spouse is unable to benefit from the same level of health care - their children and other dependants against the risks of illness and accidents up to 80%, up to 85% in many cases and at 100% in the case of recognised serious illness.

Some treatments are limited; others are limited by a maximum annual ceiling. Some reimbursements may be subject to excessiveness limits or to equality parity considerations.

172,641 persons were beneficiaries of JSIS during 2019.

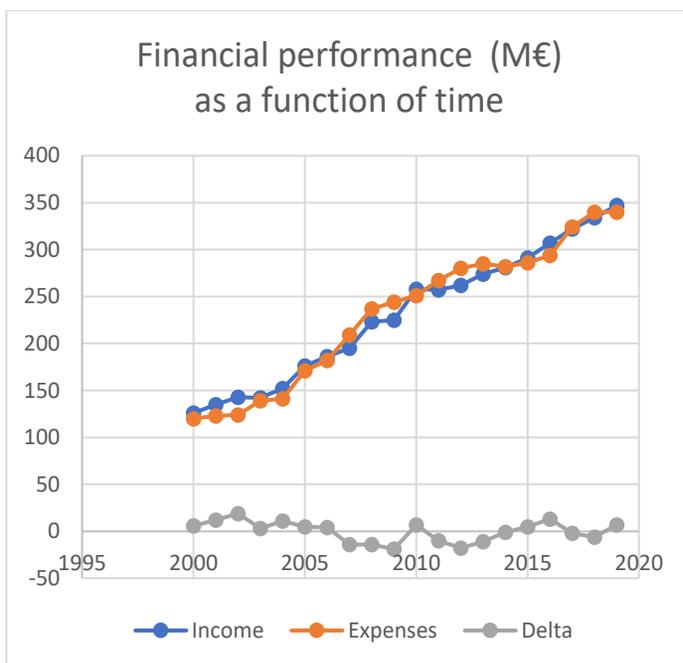
Active staff		Post-active staff	
Affiliates	62 113	Affiliates	24 609
Dependants	75 515	Dependant	10 404
Total	137 628	Total	35 013

From 2018 to 2019, for the first time, the total population of pensioners fell by almost 500. We do not know whether there have been fewer retirements or more deaths. Out of the total of 25,000 pensioners, however, this represents only 2%.

Let us remember that JSIS is a system based on generational solidarity.

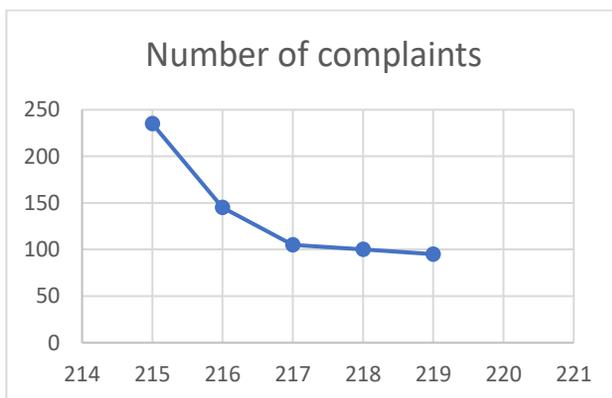
Finances

The financial situation is very healthy. Expenditure has diminished a little during 2020 as a result of better management.



Dealing with complaints

During 2019 96 complaints were registered. This corresponds to a reduction relative to previous years. 37 of these have not been examined as a result of either being withdrawn by the plaintiff or having become void.



Generally speaking, the appointing authorities of each institution have adopted the advice of the CGAM.

Preventive health care

It is also necessary to advise colleagues to undertake preventive health screening as the programme has been improved.

The expenditure for JSIS has gone from €4,535 million in 2018 to €3,654 million in 2019. The launching of the programmes was delayed to have enough screening centres operating in areas where the maximum number of colleagues live.

Financial agreements have been signed with several centres in several countries. Negotiations are continuing in countries which have not yet been covered.

Situation in Luxemburg

In 2005 an agreement had been concluded by the Institutions with doctors who hiked their fees by another 15%. This agreement was denounced in 2018 by the European Commission.

For hospitals the situation is more complex as the 1996 agreement (Commission and EIB) is not being applied by hospitals, which continue to charge fees that are fixed unilaterally.

The Luxemburg authorities allow the JSIS affiliates to benefit from CNS (Caisse Nationale de Santé) tariffs on condition of paying a contribution to the CNS. This means affiliates would have to pay two subscriptions, one to JSIS and another to CNS. This is out of the question. We have a genuine obligatory public health system.

The Luxemburg State would like to avoid raising the fact that it never made the 40% operating grant foreseen in the 1996 agreement and seeks to avoid this requirement. The loss to the Union budget represents tens of million Euros. This year the Commission and the EIB have denounced the 1996 agreement.

On a practical level, hospitals are applying unjustified tariffs. They have increased the costs of small operations and reduced those of large operations.

The group of surgeons called Ortholux has launched an unprecedented and relentless battle against affiliates demanding abusive tariffs and is not shy about using the courts to impose its demands.

The payments office is refusing to pay these 'illegal' bills and the affiliates find themselves caught in the vice between the surgeon and the JSIS. The European Parliament has already granted its assistance several times within the scope of Article 24 so that affiliates can defend themselves in the courts.

In the meanwhile, avoid recourse to the Luxemburg health system, especially hospitals as the Payments office will not pay these illegal and excessive bills.

There are also increasing difficulties in Italy as the public health system in Lombardy is progressively eliminating all affiliates to JSIS. To remain covered it is necessary to pay a yearly contribution of €3 000. This results in a huge inflation of prices as colleagues are obliged to seek health care as private patients, with no health insurance.

In France

In the Ile-de-France, affiliates are experiencing difficulties in having PMO's direct payment system accepted by the public assistance hospitals – the hospitals of Paris – by the Rothschild Foundation and other establishments. This can give rise to serious problems; for example when a clinic keeps the patient beyond the necessary time, whilst continuing to charge €2 300 per day, instead of sending the patient to a re-education centre or, whilst waiting to find a place, to organise hospital care at home, which is much cheaper than post-operative hospitalisation. In fact, even if affiliates are 100% covered, this does not protect them from having to bear the excessiveness costs. They should start by refusing to pay the hospital.

In Greece

Much progress has been made in Greece. The JSIS has been able to recoup about €200 000 from hospitals.

In the Netherlands – Insurance card

The start of the agreement with CZ in the Netherlands has gone well and it will bring about positive results. It is focusing first on those affiliates of JSIS who reside in the Netherlands by giving them an insurance card which lets affiliates access health care at national rates.

The CGAM has recommended that the same type of negotiation be enGaged in EU countries who have a similar social security system.

The report concludes

It is necessary for the services of PMO to be equipped with IT equipment which is compatible with national services so that the following issues can be improved: electronic billing, IT security, the fluidity of communication with affiliates, the efficacy of operational controls.

SEPS would like to remind you that it is vigilant at all times that there is no discrimination against those colleagues who either never or only seldom use the internet.

2. COVID-19

The COVID-19 pandemic has not had a very significant impact on the finances. The serious illness protocol is applied where hospitalisation is required as a result of COVID 19. Those of our colleagues in SEPS who have been infected and needed to go through intensive care have indeed been assimilated as having a serious illness.

For screening test for COVID 19 contamination, the protocol is as follows;

- You need in principal to have a prescription describing the required tests, which will be reimbursed at 85%,

- In the absence of a prescription if the affiliate can show a document which attests to an authority demanding the test be undertaken for health reasons, the analysis will be reimbursed at 85%,
- If the test requested is only for a trip or for returning from a trip, or for administrative reasons, without suspicion of contamination, it is for the affiliate to pay for the screening test, unless if forms part of a public campaign.

It is recommended to have a seasonal flu jab. This would help towards being able to distinguish between the two infections and to reduce the severity of COVID-19 if a flu infection were to arise.

The messages and requests received from several of our members suggests that there is no certainty about a flu vaccine becoming available in Belgium.

Several ISPRA colleagues are not receiving a vaccine because pensioners affiliated to JSIS are not recognised by the local national (Lombardy) health system. It is feared that the same problem is likely to arise for the COVID 19 vaccine.

100% reimbursement of vaccine costs

We remind members that prescribed vaccines are reimbursed by JSIS. DG HR informed staff that the seasonal flu vaccination would be reimbursed at 100% (in as far as you are able to obtain it! (Cf §10.1 below)

3. Limitations to direct billing

The settlement offices (SO) manage as best they can the requests for direct billing by each time asking for an estimate wherever there is no established agreement and refusing these requests when the prices are excessive. Even when there is no real excessiveness, the SO tries to advise the affiliate about the risk linked to the excess payment to be covered by the affiliate in order to incite them to look for a less expensive option.

There still remains however a huge void: the bills of the hospitals are not systematically screened by a computer programme, such that a number of anomalies remain to be found. Most often the SO does not know what the normal price should be, so they cannot check it.

The Front Office seems more active in assisting affiliates to recover excess amounts paid or avoid regularising them.

The college of the Heads of Administration of the Commission will be alerted to the difficulties which will require their policy implication.

Our system is in very good health, but we need to defend our rights in order to avoid a deficit and to maintain high quality solidarity coverage.

VII. Is it acceptable to refuse to be vaccinated ?

Serge Crutzen, President of the Admin Board

Some of our colleagues consider that an obligatory vaccination such as it may be imposed on citizens is unacceptable from both a medical and an ethical point of view, especially given that no medical, religious or philosophical exemption is authorised.

The European Union's Charter of Fundamental Human Rights states clearly:

"The agreement freely and clearly given by the person concerned must be respected within the context of health and biology"

A group, the EFVV (European_Forum_for_Vaccine_Vigilance) demands:

1. That the obligation to be vaccinated should be scrapped for all of Europe
2. That the Principle of Precaution be applied
3. That European citizens benefit from free choice
4. That an efficient and independent register be set up to collect cases of secondary effects caused by the vaccine,

I was invited to sign a petition which has already been signed by several other colleagues of the European Parliament, the European Commission and the Council : Respect, promote and protect the freedom of vaccination choice throughout Europe.

Given the reasons and the justifications offered for this petition, **I refused to sign.**

I am in favour of large-scale vaccination not just in the hope of protecting myself but for the good of all my constituents. Taking the (usually minimal) risks of vaccination is an act of charity to others.

Ideally, free consent should be ensured, but to be effective, to eradicate a serious disease, **a high vaccination rate of the population is needed.**

Several examples demonstrate the way in which reticence regarding vaccinations has promoted the resurgence of potentially fatal illnesses, which only vaccines have been able to prevent.

Several EU states and their neighbours are currently facing unprecedented resurgences of illnesses which can be avoided through vaccination, resulting from the loss of confidence of citizens, the geographic differences of access to the vaccines and the rise in misinformation about the subject.

Europe is experiencing a resurgence of measles in four countries, one of which Great Britain, where it was considered to have been eliminated. WHO is worried and calls for the intensification of vaccination.

Is the decline in confidence in vaccination partially due to a feeling of security? The illnesses which have killed millions of people no longer exist. Yet, this is only due to systematic vaccination.

More than 100 million children are vaccinated each year against illnesses such as diphtheria, tetanus, whooping cough, tuberculosis, polio, measles and hepatitis B. WHO estimates that vaccination avoids two to three million deaths in the world each year.

In the European Union there are very strict regulations regarding the sale of vaccines. The European Agency on Medication (EAM) oversees the evaluation of vaccines and supervises them once they have been created. It is only after a long series of tests that the Commission can deliver an authorisation for a vaccine's commercialisation. Once on the market, the EAM continues to evaluate the security of the vaccine and in turn evaluates the authorisation.

Among the European Commission's objectives is to maintain the rate of vaccination, to promote the acceptance of a vaccine against seasonal flu, to call on all states to guarantee the immunisation of all children and to authorise the use of new vaccines.

VIII. GTR meeting (Techn. Group on Remunerations) on 5 November 2020

Serge Crutzen president of the Administrative Board

The meeting of 5 November 2020 dealt with the usual subject of the end of year adaptation of salaries and pensions.

The debt of Member States (or the virtual fund), the contributions to the pension scheme was treated in July 2020 : 96 259 927 531.87 € on 31.12.2019, or 96.26 Billion € instead of 80.48 Billion on 31.12.2018.

For the active colleagues, the contribution to the pension regime for the period July 2020 to June 2021 was also treated in July. It rises from 9.7% of the basic salary to 10.1% (+0.4%).

Pension and salaries update are expected in December 2020

Annex XI of the Staff Regulations describes rules for implementing the method for the annual adjustment of remuneration and pensions of European officials and other servants of the European Union. The annual report presents the following information for the period July 2019 – July 2020:

- specific indicators of the evolution of the purchasing power of salaries of national officials GSI, which is positive.
- the joint index of inflation in Brussels and Luxemburg: JBLI (the change in the cost of living for the EU officials in Brussels) which is rather low (less than 1%)

As the global specific indicator is positive whilst the forecast evolution of GDP in real terms is negative, the **exception clause does apply**⁶ 7. As the expected decrease is of more than - 8 %, the global specific indicator component of the annual adjustment is therefore postponed until cumulative GDP is again positive, probably in 2022 as the expected increase of the GDP in 2021 is not reaching 8%.

Consequently, the adjustment of the nominal net remuneration of active European officials in Brussels and Luxembourg, and of the nominal pensions of retired European officials in Belgium and Luxembourg, which is necessary to maintain a parallel development of purchasing power with the national civil servants in the Member States will be limited to the inflation joint Brussels-Luxembourg index.

The exact figure of the annual adaptation of salaries and pensions will be published in the Official Journal in December 2020 with retroactive effect up to July 2020.

It is however clear that the update will be less than 1%.

It should be noted that this positive adjustment will be reduced by 0.4% for active civil servants and active agents, given the increase in the contribution to the pension system.

New correction coefficients will apply in December

New correction coefficients will apply to remuneration outside Brussels and Luxembourg with effect from 1 July 2020 in order to maintain equality of purchasing power, for staff serving in Intra-EU and Extra-EU duty stations respectively.

New correction coefficients will apply to pensions outside Belgium and Luxembourg with effect from 1 July 2020 in order to maintain equality of purchasing power (100% or higher for pension rights acquired before 2004)

Origin of the data

All figures and calculations relating to specific indicators are based on data supplied by the responsible authorities in the Member States. Information about the evolution of purchasing power of national officials was requested in accordance with procedures agreed at the Working Group on Articles 64 & 65 of the Staff Regulations.

⁶ EXCEPTION CLAUSE

If the value of the specific indicator () is positive, but there is a decrease greater than 3% in the EU total gross domestic product for the current year according to the latest available forecast produced by the Commission, then the specific indicator shall not be used to calculate the annual update and the remainder shall be delayed.

The European Economic Forecast issued by DG ECFIN on 7 July 2020 estimated that GDP for the EU as a whole in real terms will decrease by -8.3% for 2020, and growth of +5.8% is foreseen for 2021. The specific indicator component should thus be postponed up to 2022.

⁷ THE MODERATION CLAUSE, does not apply because the exception clause has been triggered.

Intra-EU correction coefficients are based on data supplied by the responsible national authorities.

Corresponding data for Extra-EU duty stations is obtained from responsible national authorities coordinated by Eurostat under the European Comparison Program (ECP), or through collaboration with the International Service for Remuneration and Pensions of the Coordinated Organizations (CO.ISRP) and the United Nations International Civil Service Commission (UN.ICSC)

What about UK

The Agreement on the withdrawal of the United Kingdom from the European Union with effect from 31 January 2020 has important implications for the calculation of the global specific indicator and for the calculation of correction coefficients. For staff correction coefficient purposes, the United Kingdom is now treated as an Extra-EU country. The production and publication of correction coefficients for London and Culham according to Intra-EU methodology has ceased. Exceptionally, production and publication of correction coefficient for existing UK pensioners continues.

IX. The new HR strategy

Serge Crutzen president of the Administrative Board

Last June DG HR launched a consultation with active staff on the development of a new HR strategy at the Commission, in order to “continue to modernise the organisation”.

This strategy is intended to establish “how to motivate, promote greater loyal and develop staff according to the objectives of the organisation and how to create better working conditions”.

Since the launching of this consultation with the staff dozens of workshops have been organised and some 2 000 active colleagues have been involved in this process.

The staff unions and in particular representatives of Alliance have actively participated in the Social Dialogue meetings of 7 July, 23 September and 15 October 2020, which have however not provided clarity on a number of issues. Alliance, in its role and responsibility as a staff union and a professional organisation with the highest level of representation in all the locations of our Institution, demand the following information and guarantees:

- ✓ Ideas from DG HR about how to improve the attractiveness of the European Civil Service (forecasting of needs, inter-institutional synergy, public offers of EU vacancies)
- ✓ An established strategy for developing existing staff, notably contractual agents and ensure the stability of staffing levels necessary to deal with the Plan for Economic Revival

- ✓ The confirmation that the staff unions will be closely involved in the synthesis of the work currently underway as well as in the impact analysis of each of the measures which will be chosen.

During his meetings with the staff unions Commissioner Hahn, reassured that there is no question of this process leading to the preparation of a staff regulations reform which could only further devalue the working conditions of the staff of the European institutions; all the more as the Court of Auditors has confirmed in its report on the 2014 staff regulations reform that the work force has already paid too much.

Alliance reiterated its conviction that a social dialogue that is structured, transparent and documented, including a detailed programme for future stages are essential for assuring the improvements, which the human resources management of our Institution badly needs, but would also provide a reply to the questions and anxieties that our colleagues convey to us about the true extent and the real objectives which underpin the “New HR strategy”.

X. Information and reminders

Some of the information which is presented under this chapter of the Bulletin does not concern all members but may interest many of them. It is being transmitted to you following the experience of members of SEPS/SFPE who man the telephone duty stations, or at the request of PMO.

Some of the information may also overlap with information provided in the DG HR D1 information bulletin “Info SENIORS” or in earlier Bulletins of SEPS/SFPE. However, it is essential to insist on certain rules and to recall them: the services of PMO ask us to do this.

1. Closure of offices and services.

Coronavirus: message from Commissioner Johannes Hahn to staff

Dear colleagues,

Colleagues on duty in EU Delegations, in the Commission Representations and the JRC sites benefit from special guidance and receive this message for information only.

As you will have seen, the situation has significantly worsened, and most Member States, including our main host countries, have adopted stricter rules. We have decided, therefore, to restrict further the rules for presence in the office. From now on, only those of you designated as critical staff may come to the office when necessary, and then only:

- with the explicit prior agreement of your line manager; and
- in line with the shift system, unless a derogation has been granted because of the essential nature of the service.

The situation will be regularly reviewed and the measures will be adapted in line with the situation in the host countries.

As regards office equipment, which the Commissioner mentions specifically in his message, OIB/OIL and DG DIGIT are finalizing the practical details of how this will be provided for you. It will take place progressively, and, most importantly, you must wait for your line manager to contact you before you come to the office to pick up any equipment. We must ensure that you do not all come into the office at the same time, and that those of you who do respect all the health and safety rules in place with regard to physical distancing and mask-wearing.

We will follow-up early next week with additional information.

Order given by the Administration, following the Commissioner's letter.

The associations' offices are closed (AIACE; Afiliatys; SEPS; Espace Senior)

Take note of the address below which allows us to operate during this period of office closure, both for the postal mail and meetings if absolutely required (large spaces available).

This is the best address to give to anyone who wants to send us documents or ask for forms and documents to be received by post (which works well at the moment).

2A, rue Emile Pirson
5140 Sombrefe
Belgium

Tel. usual: SEPS +32 475 472 470 - 7 days a week & 24 hours a day

However, the majority of contacts, SEPS meetings and meetings with the Commission services are organized by video conference.

Message of PMO 4 - Pensions

We have just been informed by the Publications Office responsible for sending the pension slips, that, due to the current restrictions imposed by the Commission which limit the access to the installations only to the "critical staff", their reproduction offices are closed until further notice.

We are sorry for the inconvenience caused and we will keep you informed of the evolution of the situation.

Anna Maria Silvano, Head of Unit

2. Vaccination against the seasonal flue

An information letter has been sent out by DG HR D to staff and disseminated by the associations announcing a 100% reimbursement of vaccination costs relating to seasonal flu jabs.

The flu vaccine is difficult to find or to obtain for many colleagues in Belgium, Luxemburg and Ispra. DG HR and PMO have been informed about this problem by SEPS since mid-October already.

In Belgium you need to register on a waiting list at your local chemist insisting on your priority as a senior.

The vaccination against pneumonia is also recommended and reimbursed by JSIS.

Despite our insistence, the Commission's Medical Service cannot offer to vaccinate pensioners.

Hospitalisation resulting from COVID-19 is being treated as resulting from a serious illness. This is confirmed by one of our members who has unfortunately been obliged to spend almost 2 months in hospital!

The new GIPs concerning serious illness have been discussed in the SEPS Bulletin of June 2020.

3. Warning from Roberto Rotter **Front Office, PMO 3**

Observation relative to the 100% reimbursement in the context of serious illness:

If JSIS considers that the costs of the health care provided are excessive, it can limit (even in the case of serious illness) the reimbursement and in such a case, the reimbursement of costs is no longer 100%.

Common Regulation

Article 20 – General provisions for reimbursement - §2:

For services for which there is no fixed ceiling, the part of the costs considered to be excessive when compared to normal costs in the country where these costs have been generated will not be reimbursed. The part of the costs which is considered to be excessive is determined on a case by case basis by the reimbursement office after consultation with the Medical Officer.

It is important for our older members to be aware of this limitation and consequently of the importance of having a complementary insurance for such costly big risks (hospitalisation).

Address of the JSIS - Settlement office

For requests for reimbursement of medical expenses on paper:

Either – **whilst retaining a copy of all documents sent** - send requests by mail to:

EUROPEAN COMMISSION
RCAM / JSIS – Settlement office.
1049 BRUSSELS
Belgium

Note:

1049 Brussels is the address of the Commission in Brussels, just like 1048 is that of the Council of the EU and 1047 is that of the European Parliament.

Or - **whilst retaining a copy of all documents sent** - give your reimbursement request to a colleague who has access to the internal Commission (or Council or Parliament) post.

With MERO and the Senior Space being closed at present, it is not possible to personally drop off your requests.

Note: The address of the JSIS is no longer given with the address of the office in Brussels (MERO, SC27, ...). The PMO office moves make these addresses inadequate. The above address, without indicating the office, is official and will appear on new JSIS forms which will be printed in the future.

Consultations + Examinations!

Care should be taken when requesting reimbursement for a consultation with a specialist if examinations were carried out during this consultation. The care certificate or invoice indicates the different (e.g. INAMI in Belgium) codes for the acts that the specialist performed during the consultation. In such a case, you must indicate or select "Consultation + Examinations" when requesting reimbursement.

4. Hospi Safe – complementary health insurance to JSIS Information from Afiliatys

New specific Hospi Safe form for requests for reimbursements.

AFILIATYS informs HOSPI SAFE and HOSPI SAFE PLUS policyholders about the implementation of the new health claim form and its immediate effect .

This form is now on the respective sites of AFILIAYS. (<https://www.hospi-safe.eu/fr/>), of ALLIANZ CARE (<https://www.allianzcare.com/fr/group-hub/hospisafe.html>) and of SEPS (<https://sfpe-seps.be/>)

Reimbursement of kinesitherapy

For HOSPI SAFE PLUS policyholders, the terms and conditions for reimbursement of health care expenses relating to Chapter 8 of the “DGE,” particularly in regard to physiotherapy and osteopathy care, are now to be reimbursed based on the same terms as before, backdating to January 1, 2020. The relative files are being adjusted by ALLIANZ CARE.

Switching from Cigna to Allianz Care still possible until the end of the year.

ALLIANZ CARE has confirmed the possibility for former HOSPI SAFE policyholders, who remained with Cigna on 1/1/2020, to transfer to Allianz Care on 1/1/2021 with their seniority maintained, even if they have paid the 2020 premium to Cigna.

This exception concerns both active and pensioners affiliated to HOSPI SAFE

The only condition required will be to provide a CIGNA insurance certificate for the 2020 period without having to pay for the 2020 premium to Allianz.

In many cases, people in this situation were forced to pay the 2020 premium a second time! AFILIATYS therefore reminds its members affiliated with HOSPI SAFE, who wished to remain so but who have not received any confirmation of their coverage by ALLIANZ CARE, to contact igo.assistance@allianzworldwidecare.com so that their file will be regularized with retroactive effect from the 1st January 2020.

For all questions : igo.assistance@allianzworldwidecare.com

5. Legal advice – Assistance from a lawyer –

Reminder

If you need legal advice for a problem concerning your relations with the services of the Commission (in application of the Staff Regulations) or in your private life (inheritance or fiscal issues) Hendrik Smets, a licenced notary, Vice-president of SEPS in charge of legal matters, is at your disposal to give you a totally confidential opinion and respecting his probity as a former European civil servant.

You can contact Hendrik Smets by e-mail: hendriksmets@yahoo.fr or by telephone: +33.563.67.88.83

Hendrik will make an initial assessment of your question and propose either a solution, or a consultation with a lawyer. This is free of charge for members who are up to date with their membership fees. This consultation is limited to 30 minutes; any overrun will be billed to the plaintiff.

6. Non transfer of pension rights – Reminder

I would like to draw the attention of readers to my article dealing with this subject, which appeared in earlier versions of the SEPS Bulletin.

European civil servants who have not transferred their national pension rights to the Community system and who benefit from a Community pension can now introduce a request for the payment of a pension for the years they worked for a national employer. This is equally true for those who have already introduced such a request and who have been denied such a pension.

I remain at their disposal to guide them through their (new) request.

Hendrik SMETS

Vice President in charge of legal matters

XI. Annexes

Annex 1

New GIP about serious illness recognition

The Commission Decision of 2 July 2007 laying down the general implementing provisions for the reimbursement of medical expenses² shall be amended as follows: The text of Chapter 5 under Title III 'Recognition of the status of serious illness' of the general implementing provisions contained in the Annex shall be replaced by the following text:

1. Definition

Serious illnesses include tuberculosis, poliomyelitis, cancer, mental illness and other illnesses recognised by the appointing authority as of comparable seriousness.

Such illnesses typically involve, to varying degrees, the following four elements:

- **an illness which is likely to be drawn-out**
- **the need for aggressive diagnostic and/or therapeutic procedures**
- **the presence or risk of a serious handicap**
- **a shortened life expectancy.**

These cumulative criteria must be subject to an overall assessment of the seriousness of the consequences of the illness in question. Given the way in which they may be interlinked, the assessment of one of the criteria is likely to influence the assessment of the other criteria, particularly as regards cases of serious disability. The examination of one criterion in the light of the assessment of the other criteria may lead to the conclusion that the criterion in question, in particular the criterion relating to shortened life expectancy, has been fulfilled.

2. What is covered

The 100% reimbursement rate applies to:

- medical costs which appear, in the light of current scientific knowledge, to be directly linked to the diagnosis, treatment or monitoring of the development of the serious illness, or any complications or consequences it causes;

- costs eligible for reimbursement associated with dependence caused by the serious illness;
- costs relating to follow-up examinations of serious illnesses.

3. Procedures

Applications for recognition of a serious illness must be addressed confidentially to the Medical Officer of the relevant Settlements Office and be accompanied by a detailed medical report. For an initial application, the report must include:

- the date of the diagnosis;
- the exact diagnosis;
- what stage the illness is at, and any complications;
- the treatment required.

The 100% cover for expenditure related to serious illness is granted from a start date (date of the diagnosis as stated on the medical certificate) to a date in the future, granting 100% cover for no more than five years, excluding the costs for the medical monitoring of the serious illness which may be reimbursed after that period.

The Settlements Office will warn the member in due course when the cover is about to expire, in order to give him or her time to submit an application for the cover to be extended, accompanied by a medical report that explains:

- how the illness has developed;
- the treatment and/or care still required.

The decision granting 100% cover is reviewed regularly on the basis of up-to-date information on the person's state of health and scientific advances, to reassess, if necessary, the extent of the cover.

4. Backdating

As a rule, 100% cover is granted only from the date of the diagnosis as stated on the medical certificate supporting the application for recognition of the serious illness.

However, on the basis of a reasoned request from the member indicating the treatment in question as entered on his or her account statements, the 100% cover may be backdated, after consulting the Medical Officer.

The backdating may not, however, extend beyond the time limit for reimbursement laid down in Article 32 of the joint rules.'

Annex 2

Working groups and actions of the Management Board

See French version overleaf

Annex 3

In memoriam 01.08.2020 → 01.11.2020

Nom, Prénom	Date de naissance	Date de décès	Institution	Nom, Prénom	Date de naissance	Date de décès	Institution
GANGLER Edmee	06-03-27	29-10-19	COM	BERVARD Setty	13394	44050	CJ
LARSEN Peter	12-05-45	31-01-20	CES	BENNETT Albert	11577	44061	COM
ARNOLD Maryvonne	13-06-43	10-02-20	COM	DE MARCH Eugenio	16968	44061	COM
BRAUN Suzanne	27-04-33	09-05-20	COM	WELTER Marie-Jose	17882	44063	COM
VAN EYCKEN	04-11-38	04-06-20	COM	STRAFELLA Cosimo	44584	44065	COM
LECOINTRE Daniel	25-04-37	15-06-20	COM	ERIKSSON Hilma	22431	44066	PE
CORNEZ Martine	27-11-53	18-06-20	PE	LE MINTIER DE LA MOTTE			
KRARUP Lars	25-09-45	22-06-20	COM	BASSE Alain	12546	44067	COM
LE QUEMENT Joel	14-07-44	26-06-20	COM	NEVES DA			
BORIES Philippe	09-01-50	27-06-20	COM	SILVA Alvaro	16915	44067	COM
VAN DER KROGT Gerarda	01-03-31	27-06-20	COM	FARAONI Renato	14232	44069	COM
ANDERSEN Ellen	19-01-52	29-06-20	COM	MOSELMANS Nicole	11395	44070	COM
PAPA Gianpaolo	28-10-36	01-07-20	COM	DE SMET-VAN SCHOORS	12392	44071	COM
NIELSEN Lars	16-04-56	02-07-20	PE	Roberte			
RETTORE Antonio	12-01-39	03-07-20	COM	ANDRE Christian	13324	44071	COM
VAN NUFFEL Helena	05-01-51	04-07-20	CES	UNTERRICHTER Elisabetta	45913	44071	COM
TOULEMON Robert	02-07-27	05-07-20	COM	GIEN Edith	11005	44074	PE
BERTAZZONI Umberto	28-12-37	05-07-20	COM	LUIJTEN Maria	18233	44075	PE
DOURDIL-DINIZ Julio	18-09-46	05-07-20	PE	RODA Ivan	15675	44076	COM
CORBRIDGE Heidrun	11-01-45	06-07-20	COM	MENSCHING Juergen	14611	44076	COM
LIBERT Bruno	09-06-49	07-07-20	COM	BRAUN Marcel	47233	44078	COM
PENA DE LA TORRE Miguel	04-04-43	07-07-20	COM	CUKIER Marcel	12032	44080	COM
VAN DER HIMST Maria	03-08-42	08-07-20	COM	LINSTER Simone	12532	44081	COM
TALBOT David	14-03-38	09-07-20	COM	VANGRAMBEREN Michele	20610	44081	CDR
FRUIH Michael	07-05-38	09-07-20	COM	SABBATINI Roberto	18900	44083	CM
NIELSEN-MAN Gudrun	26-09-31	09-07-20	CM	GONZALEZ Y LOBEZ Luis	18856	44083	CM
VAN ACKEN Martine	09-06-52	10-07-20	CM	FRANCHITTO Venanzio	12445	44084	COM
TYTGAT Jean-Pierre	18-04-39	10-07-20	COM	MC SWINEY Myles	12905	44084	COM
VANCAMPENHOUT Roger	22-10-36	11-07-20	COM	GEIST Jean Jacques	11150	44085	COM
BAUDEWYNS Raymonde	09-06-25	12-07-20	COM	FROGER Christian	13615	44086	JET
PALENBERG Paul	17-07-32	16-07-20	COM	SCHILLER Peter	47316	44088	COM
VASQUEZ Fernando	27-04-52	16-07-20	COM	JUNKER Theo	13659	44089	PE
DWORSCHAK Heinz	16-09-34	16-07-20	COM	NOVALI Eliane	16620	44090	COM
CLEENEWERCK DE				IGLESIAS BUHIGUES	14657	44090	COM
CRAYENCOUR Isabelle	29-09-52	17-07-20	PE	Jose Luis			

VANDY Maria-Jenny	29-05-27	18-07-20	COM	VAN DEN HOVE Dirk	14596	44091	COM
STAUDE Peter	08-02-63	19-07-20	PE	VERSTRYNGE François	15956	44093	COM
NERVO Renato	06-01-32	20-07-20	COM	FERLA Enrico	17931	44095	COM
RIEMER Gerhard	01-03-25	25-07-20	COM	FERRAGNI Arnaldo	46156	44095	PE
VIKAS Anastassios	14-08-40	27-07-20	CM	VERHOEVEN Hendrik	10980	44097	COM
HAUPT Justus	23-02-34	27-07-20	COM	DEUTZMANN Winfried	11089	44101	COM
GUEST-KELLER Susan	08-05-49	27-07-20	PE	VANSTALLE Micheline	17651	44102	COM
DERVOT Yvonne	15-07-29	03-02-20	COM	NOSS Clarita	46585	44080	COM
ROUILLARD Paule	15-06-22	06-07-20	COM	VAN ROSSUM Anna Maria	11323	44082	COM
BELKACEM Abderrahmane	26-03-30	09-07-20	COM	DIAMANTIDIS Zissis	16772	44092	COM
BOUKES Hendrikus	13-10-39	13-07-20	PE	CASTELLI Margit	45396	44096	COM
KALOGIROU Eleftherios	22-07-50	14-07-20	COM	VAN OVERSTRAETEN Nicole	17256	44096	COM
VASQUEZ Fernando	27-04-52	16-07-20	COM	DE WAELE Rosa	12724	44097	CM
ODSHOORN Willem	31-12-23	17-07-20	COM	HILLBRO Marie-Anne	18952	44097	EUIPO
O'BRIEN Nora	27-05-42	21-07-20	PE	FUMELLI Michele	12283	44103	COM
DE CREMER Anna	02-06-36	24-07-20	COM	HOLDSWORTH Richard	16996	44103	PE
SCULLY John	17-02-27	26-07-20	COM	COCO Annunziato	12556	44103	COM
ATTWOOD Elizabeth	03-07-47	27-07-20	CM	BRUUN-SCHMIDT Kirsten	17304	44105	PE
MATTEI Noelle	23-06-44	27-07-20	CDR	PITA-WONENBURGER Carlos	17031	44105	COM
NOEL Françoise	21-02-47	29-07-20	EAS	VARISCO Elio	45906	44106	COM
MENABALLI Umberto	25-04-39	29-07-20	COM	BINCK Jean	19537	44106	COM
SERGY Jacques	01-06-32	30-07-20	COM	MEELHUYSEN Ronald	46157	44107	COM
SARRIS NATIS Micheline	27-12-38	31-07-20	COM	DI DOMENICO Fernando	15491	44108	COM
ROSSI Giancarlo	14-08-48	03-08-20	CM	ANGELIS Christos	16638	44108	COM
REMORINI Bruno	28-10-38	04-08-20	COM	COLOMBO Ambrogio	19119	44108	COM
MUGGLETON George	16-06-27	05-08-20	CC	DIRICHS Kornelia	14004	44111	COM
MEIER Rolf	26-01-37	05-08-20	COM	GRUNER Siegfried	14869	44111	COM
MCKENZIE Gilberte	04-02-39	06-08-20	PE	LAGARDE Anne	46451	44111	COM
ASMALSKY Michael	07-09-49	07-08-20	PE	ELISEU DE BIANCHI	20020	44112	COM
ROUKENS Jan	30-01-37	09-08-20	COM	PINTO Joao			
CISTOLDI Leonardo	26-06-51	09-08-20	COM	EGEA CARRILERO Carmen	20244	44112	COM
PELUSIO Flavia	27-01-39	10-08-20	COM	REINERT David	45521	44113	COM
STAREK Jan	29-07-51	10-08-20	CM	LAROCHE Yvonne	19610	44115	COM
HOETTE Kurt	29-07-42	11-08-20	COM	ZEYEN Jacqueline	14635	44116	COM
UBRICH Valerie	20-08-62	11-08-20	COM	VAN ASSEL Marie	16993	44116	COM
MARCOTTY Claude	16-05-33	12-08-20	COM	GARCON Christiane	42503	44116	COM
FREISBERG Ernst	06-06-27	12-08-20	COM	MUSIN Laurette	46468	44118	COM
SCHICKETANZ Annette	25-08-25	12-08-20	COM	LECURIEUX-BELFOND Alain	19574	44120	COM
GULDEN Arie	18-10-29	13-08-20	COM	BABINI Veniero	12152	44120	PE
GINSBURG Osvaldo	06-10-28	13-08-20	CC	DENIS Christiane	12106	44121	COM
DURIATTI Cesare	17-02-39	15-08-20	PE	GERMEAU Christian	20177	44123	COM
CARO-FERNANDEZ	28-01-37	15-08-20	COM	KAMIL Erika	14082	44123	COM
Maximilienne				GARLAND Patricia	13908	44124	COM
FREEDMAN Sidney	27-07-35	18-08-20	COM	MASLEN John	12943	44124	COM
SAMBACH Eckhard	15-06-30	20-08-20	COM	RAU Hege	13234	44126	COM
SWERTS ANNY	25-10-48	20-08-20	COM	MANDLER Robert	11615	44128	COM
HERIN Yves	29-03-55	21-08-20	COM	NILLES Paul	14849	44129	COM
PORTAL Marcel	10-07-27	22-08-20	COM	BALDO Severino	14483	44129	COM
MARTINOT Marcel	27-01-34	23-08-20	COM				

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| Part 3 (addresses PMO – ADMIN. ...) Ed. October 2020 | O / O |
| Part 4 (reimbursement forms – RCAM/JSIS) (April 2020) | O / O |
| Supplementary health insurances Edition February 2020 | O / O |
| Invalidity allowance and survival pension (Hendrik Smets) | O / O |
| Orphan survivor's pensions (Hendrik Smets) | O / O |
| EU Officials and taxation (Me. J Buekenhoudt) | O / O |
| Inheritance (Me. J Buekenhoudt) (May 2020) | O / O |
| JSIS Guide (was sent by post to all pensioners) | O / O |

Please send these documents (by Post or by Email) to:

Surname.....

First name

Address:

.....///.....

Email address:

Date: Signature:

To be sent to

SFPE – SEPS

105, Avenue des Nerviens
Bureau N105 00 010
BE-1049 Bruxelles

Or

By Email:

info@sfpe-seps.be

APPLICATION FORM

I, THE UNDERSIGNED (1)

Maiden name for married women(1).....

PERSONNEL / PENSION N°:DATE OF BIRTH (dd/mm/yy):

NATIONALITY: Language desired for documents (2): **FR/EN**

HOME ADDRESS(1).....

.....

.....

HOME Tel: GSM*:

E-mail:

FORMER STAFF MEMBER OF (Institution + DG or Dept.):

DONE AT:.....

DATE: SIGNATURE:

The annual subscription of **€30** is payable on 1 January. New members joining after 30 June will not be required to pay their second subscription until the second January following their enrolment.

SEPS ING Bank account : **IBAN BE37 3630 5079 7728 BIC: BBRUBEBB**Communication: **Annual subscription + names and pension Nr.**

Please return this application form to:

SEPS/SFPE Office 02 40 CG39 175, rue de la Loi, B-1048 BRUSSELS

Or info@sfpe-seps.be*(1) Capital letters please (2) Please cross out where appropriate (*) optional*

To be sent to

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

Or
Email: info@sfpe-seps.be

STANDING ORDER

(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, the sum of: € 30
by debit of account N°

to: **SEPS - SFPE**
JL Office 02 40 CG39
175 rue de la Loi 175
B 1048 Brussels

Account N° **IBAN BE37 3630 5079 7728** **BIC BBRUBEBB**
ING Bank Brussels

Reference: Annual subscription + Names and personnel/pension number

DATE: SIGNATURE:

To be sent to your bank