

# AAPOCAD



ASSOCIATION DES AGENTS PENSIONNÉS DES ORGANISATIONS COORDONNÉES ET DE LEURS AYANTS DROIT  
ASSOCIATION OF PENSIONED STAFF OF THE CO-ORDINATED ORGANISATIONS AND THEIR DEPENDANTS

2, rue André-Pascal, 75775 Paris Cedex 16, France • Téléphone: +33 1 45 24 85 87  
E-mail: [aapocad@oecd.org](mailto:aapocad@oecd.org) • Site Internet: [www.aapocad.org](http://www.aapocad.org)

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## REMINDER ...

- If you wish to be a candidate in the **Election of the Governing Board**, please fill in the form on **the AAPOCAD website** and return it to us by **24 March 2021**.
- Please inform us if you have an e-mail address not previously notified to AAPOCAD or if your contact details have changed recently. The RGPD regulations do not allow the pension units to share this information with us.
- Galeries Lafayette and Printemps have unfortunately discontinued their system of cards giving reductions.

# Annual Report of the Chairman

## Introduction

2020 will go down as a year that was incredibly difficult for all of us, given the impact on our morale, human relationships and activities of the invisible spread of Covid-19 and the concerns it justifiably raised. My thoughts go out in particular to all those directly and indirectly affected by this virus, and all those who had to spend the holiday period alone because of it.

The start of 2021, however, has afforded a glimmer of hope. The arrival of the various vaccines and the launch of vaccination programmes, albeit somewhat slowly in some countries, should allow us to look forward, at a time which is still unknown but may be not too far off, to gradually resuming what could be called a “normal” life. It is with this hope in my heart that I wish you all a very happy 2021.

## 1. The Life of the Association

Despite all the problems caused by the pandemic, AAPOCAD managed to continue to function and operate by adapting its organisation to the constraints imposed by the various lockdowns and restrictions put in place by both the Member countries (and in particular France, where AAPOCAD is based) and the OECD, where teleworking has been in force across the board since March 2020.

### a. Elections

Although we had to postpone the Bureau meeting, the Governing Board meeting, and the holding of the General Assembly, all scheduled for May, the Elections to the Governing Board were held as normal, in spring. They were characterised by a slight increase in voters voting electronically, and a downturn in postal votes (which was a welcome development given the problems with the postal services and the severely restricted access to the OECD premises, where letters are delivered). In terms of the results, there were no surprises insofar as the number of candidates exactly matched the number of places available. I would nevertheless like to welcome the arrival of Marie-Yvonne Thill, formerly at the NSPA in

Luxembourg and newly elected on behalf of NATO.

### b. Bureau, Governing Board, General Assembly

Given that the health situation was not improving, the decision was made to convene the Governing Board and the General Assembly by videoconference, the former at the start of October and the latter on 16 October 2020. While it is true that few people consider videoconferences to be an entirely satisfactory solution, they at least had the merit of ending a situation of total standstill, and allowing progress to be made on some issues. In addition, as we observed during the General Assembly, they allowed for much wider geographic attendance than at a “physical” meeting held in Paris or some other European city. For the first time, AAPOCAD members living in the United States and Canada could actually attend the session – as long as they did not mind the time difference. The summary record of the General Assembly 2020 is available elsewhere in this Bulletin.

The major disadvantage of these first forays into videoconferencing was the fact that they were monolingual. Our concerns about our insufficient command of the technology being used meant that we decided to hold the October meetings solely in English, which will have put our French-speaking members at a disadvantage. I hope that they will be understanding and forgive us for this oversight, especially because since then we have learnt our lesson and are arranging for interpretation between our two official languages, English and French, in any future videoconference meetings.

### c. Membership

We are sad to report the passing of over one hundred members in 2020. You will find the list on page 32. We extend our deepest sympathy to their loved ones.

Whereas a significant decrease in new memberships might have been expected as a consequence of Covid-19 and the general slowdown in both social and economic activity, they nevertheless continued – despite the

cancellation of “pre-retirement courses” in the places where they are still held – at a relatively satisfactory rate (see the list on page 33), meaning that, based on the statistics on page 7, our headcount at 30 November 2020 was 3015 members, compared to 3029 one year earlier. A handful of members whose contributions are not deducted from their pensions but are paid directly to AAPOCAD by cheque or bank transfer must also be added to these figures.

However, we are not patting ourselves on the back, as to do so would not be justified. The figures listed in the previous paragraph actually hide a different reality, which is that the increase in the total number of pensioners from 8421 to 8663 means that AAPOCAD’s global rate of penetration has fallen from 35.97% to 34.80%. This downturn is visible across all the Organisations, with the exception of ECMWF (and the former WEU, which is nevertheless not in a comparable situation).

In other words, something will need to be done to prevent AAPOCAD losing any more ground. For this challenge to be met, the Chairs of the pensioners’ associations of the different Organisations who sit on the Governing Board will have an essential role to play, along with all the other Board members.

## 2. Co-ordination

### a. Education Allowance

The speed at which the CCR, with the complicity of the CRSG (or was it the other way round?) put the Co-ordinated Pension Scheme to the sword in 2019 by amending Articles 28 and 36 is in striking contrast to the snail’s pace at which the work on the education allowance for serving officials advanced. *Parturiunt montes ...* After three years of effort, the existing regulation was published with a slight improvement – for a change! –in that it provided for the possibility that grade C officials could henceforth be entitled to the allowance under certain circumstances, and for a three-year review of trends in tuition fees along with a possible adjustment to the thresholds for the allowance.

### b. Salary and pension adjustments

2021 will have been a good year for salary adjustments – in theory at least – with significant percentage increases in the eight reference countries. These figures, however, need to be compared with the catastrophic outcome of the pension adjustments calculated, for the same eight countries, on the basis of Article 36 as amended by the 263<sup>rd</sup> Report of the CCR. And do not forget what already happened in 2020.

Country	Salary adjustment 2020 [CCR 264]	Pension adjustment 2020	Salary adjustment 2021 [CCR 272]	Pension adjustment 2021	Salary increase over 2 years	Pension increase over 2 years	Gap between salary increase and pension increase 2020 + 2021
B	1.60%	1.30%	2.20%	0.62%	3.8%	1.93%	1.87%
F	2.60%	1.40%	3.40%	0.38%	6.1%	1.79%	4.31%
D	2.40%	1.50%	4.20%	-0.66%	6.7%	0.83%	5.87%
I	0.40%	0.80%	1.60%	-0.67%	2.0%	0.12%	1.88%
L	1.60%	1.30%	1.60%	0.20%	3.2%	1.50%	1.70%
NL	3.20%	2.70%	4.20%	1.47%	7.5%	4.21%	3.29%
E	1.30%	0.60%	4.40%	-0.86%	5.8%	-0.27%	6.07%
UK	2.30%	2.00%	2.60%	1.20%	5.0%	3.22%	1.78%

The table above shows the salary adjustments recommended by the CCR for 2020 and 2021, the (automatic) pension adjustments based on the HICP<sup>1</sup> for the same two years, and – in the final column – the gap between the increase in salaries and pensions over the same two-year period.

As you can see, the figures speak for themselves. It is true, however, that not all of our serving colleagues are benefiting from the adjustments in the “Salary adjustment 2021” column, as the affordability clause has been applied to varying degrees at the Council of Europe, EUMETSAT, and the OECD. In any event, the size of the gap over two years is enough to make us start wondering when the Secretary-Generals will trigger paragraph 2 of Article 36.<sup>2</sup>

### **c. Salary adjustment method – the priority in 2021**

The CCR is unhappy with the results of the current salary adjustment method, the application of which has already been extended for one year, and is therefore planning to review its main criteria in depth, including purchasing power parities. It is also looking into how changes in GDP are accounted for in the eight reference countries, and into the creation of a budget affordability clause applicable to all the Co-ordinated Organisation and which could be administered by the CCR.<sup>3</sup>

Despite the fact that pending the – we hope favourable – outcome of the ongoing appeals, we as pensioners are not concerned by the salary adjustment method, AAPOCAD’s CRP delegates will continue to play an active role in Co-ordination discussions, which risk being both intense and complicated. Moreover, it is one of our members – Jean Le Ber – who is currently leading, at least for the time being, the CRP Working Party on this issue.

## **3. Pensions – appeals**

The statistics in the table presented above provide a clear illustration of the devastating impact

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<sup>1</sup> Harmonised index of consumer prices (calculated by Eurostat).

<sup>2</sup> “At regular intervals, the Secretary General shall establish a comparison of the difference between increases in salary and increases in pensions, and may, where appropriate, propose to the Committee of Ministers measures to reduce it.”

<sup>3</sup> At the February 2021 Coordination meetings, the CCR announced a proposal to include in the salary adjustment method a “sustainability” clause that would allow salaries to be (temporarily) frozen. Details of this measure have yet to be presented.

of the new method for calculating pension adjustments. This risk, although clearly perceived, was however only tangential to our main argument, one that we had highlighted throughout the discussions within Co-ordination, which was our right to the benefits that we paid for as serving officials – including pensions adjustments indexed on salary adjustments – and which should have been recognised as inviolable as soon as we became entitled to them when we actually retired.

The CCR, just like the CRSG, turned a deaf ear to our arguments. As you are aware, this resulted in the organisation throughout 2020 of legal actions, co-ordinated and financially supported by AAPOCAD, aimed at challenging the amendments to Articles 28 (removal of pensioners’ entitlement to the education allowance as of 2025 or 2030, depending on the Organisation) and 36 (conditions of pension adjustment).

The fact that procedures and statutory time limits differ from one Organisation to the next means that the progress therein differs too. The hearing before the Administrative Tribunal of the Council of Europe, which had joined the appeals lodged by both pensioners and serving officials, was held on 29 October 2020 by videoconference, and the hearing before the Appeals Board of the ex-WEU was held on 14 November 2020, also by videoconference. The verdict of each of these bodies is expected imminently.

At the OECD and NATO, however, the Administrative Tribunals are only expected to convene in March or April 2021, most likely by videoconference.

As for ECMWF, the ESA and EUMETSAT, whose respective Appeals Boards are all presided over by the same person, it seems unlikely that there will be any change in the situation any time soon insofar as the said President, given the importance of the issues at stake, wants to hold the hearings in person and not via videoconference, which means that, given the current health situation, they will be pushed back until the summer at the earliest.

As soon as we receive any information of note on any of the ongoing procedures, we will forward it to AAPOCAD members.

## **4. Work of the regional delegates**

AAPOCAD is fortunate in that, in most countries with a substantial number of pensioners from the Co-ordinated Organisations, it has regional delegates whose role it is to answer any questions from pensioners living in the country and to advise, even assist them, in their dealings with the Organisation

they came from and the national administration of their country. This is mainly a responsive rather than proactive role, meaning that the intensity and nature of the regional delegates' activities vary enormously, as is reflected in their reports, which I encourage you to read, and which you will find elsewhere in this Bulletin (see pages 19 to 26).

The countries currently "covered" by a regional delegate are Belgium, France, Germany, Luxembourg, the Netherlands, Turkey and the United Kingdom.

#### – **Vacancy in Germany**

Nevertheless, Rüdiger (Roger) Neitzel, who has been an exemplary regional delegate for Germany for many years, has indicated that he would like to take a well-earned "retirement" as soon as the Governing Board has found a successor. Any AAPOCAD member living in Germany and who feels that they can step into Roger's shoes is invited to contact him directly (his contact details are at the head of his Regional Delegate's report on page 20) before submitting an application.

#### – **Vacancy in Italy**

We have also been trying for some time to find a regional delegate for Italy. I therefore invite any AAPOCAD members living in Italy and who would be willing to perform this function to send me an application (aapocad@oecd.org) before 10 May 2021. All applications must comprise a cover letter outlining the reasons why the applicant considers him/herself qualified for the position. The applications will be reviewed by the Bureau of the Governing Board at its next meeting, scheduled for the end of May 2021.

### **5. At-source deduction of income tax (France)**

The saga of the deduction at source of income tax in France is far from over. In a letter to the ISRP in April 2020, the French Ministry of Economic Affairs and Finance said that it was the responsibility either of the Organisation paying the pension or of the body to which that Organisation entrusted the management of its pensions to make the deduction and then to transfer the proceeds to the Ministry. This approach to the problem has been dismissed by all the Organisations by virtue of the immunities they enjoy (for a more detailed presentation of the issue, please refer to the report of the Regional Delegate for France).

Pending a solution applicable to all pensioners whose tax domicile is in France, we can only reiterate the advice given previously i.e. continue to complete

your income tax return as you have always done, and set aside, every month, the amount you consider necessary to meet your tax obligations.

### **6. General Assembly 2021**

We very much hope that the vaccination programmes against Covid-19 that are gradually being rolled out in our various countries will enable us to hold the 2021 General Assembly in person, unlike in 2020 when we had to make do with a videoconference. That is why we have postponed the event until October, with the Assembly itself on **Friday 15 October 2021** and the social event on Saturday 16 October 2021. For the latter, we would like to retain the plan for 2020, with a meal on Friday evening at the "Bel Canto" restaurant in Neuilly-sur-Seine, and a guided tour on Saturday morning of the French Senate building at the Palais du Luxembourg, followed by lunch in the Senate's restaurant. That is the plan. Will it be possible? We will do our best to make it happen but we cannot make any promises, as you will understand.

### **7. Acknowledgements**

Running an association of 3000 members based all over Europe and the rest of the world would be impossible – even in the best of times – without the support and advice of several people. At the risk of forgetting some of them, whose indulgence I beg from the outset, I would like to mention:

- Our Permanent Assistant, Doris Cachin, who has had the difficult task of keeping us going during the pandemic, despite having had to telework since March 2020 and only having access to the office once a month. Despite all these difficulties, she has carried out her duties in an exemplary manner and, as always, with the smile that, even if you cannot see it, can be heard over the telephone and runs implicitly through her emails;
- Our Executive Secretary, Elfi Lindner, and our Treasurer, Michèle Lobin, who, while overseeing the day-to-day running of the association, provided – and provide – precious support to Doris at the human level, given that, because they are in Paris, they were sometimes able, while respecting the restrictions imposed by the national authorities, to organise meetings that were either work related or just an opportunity to catch up;
- Our Vice-Chairs, Nico de Boer, Michel Garrouste and Hessel Rutten, and our Honorary

Chairmen, Yves Borius and Bernard Wacquez, for their unwavering support and wise advice;

- My teammates working in Co-ordination: Ivan Divoy, with his encyclopaedic knowledge of the subject, and Bernard Wacquez, alongside Isabelle Tezcan who, since the start of 2020, has gradually been increasing her involvement, notably by taking part in the CRP Working Parties on pensions and legal issues, and, more recently, Jean Le Ber, who the CRP was very keen to see resume his position at the head of the Working Party on the salary adjustment method.

I cannot finish this report without once again extending my heartfelt thanks to the Secretary-General of the OECD, Angel Gurría, for his unfailing

support for AAPOCAD throughout his 15-year mandate, which is drawing to a close. On behalf of all AAPOCAD members, I wish him a long and happy retirement, wherever he decides to spend it.

I am also very grateful to Josée Touchette, the OECD's Executive Director. Without the moral support she provides, and without the technical and logistical facilities she places at our disposal, our task would be infinitely more difficult.

John Parsons  
Chairman

## AAPOCAD Membership Statistics

NOMBRE D'ADHERENTS A L'AAPOCAD COMPARE AU NOMBRE DE PENSIONNES, PAR ORGANISATION (*)									
PROPORTION OF PENSIONERS AFFILIATED TO THE AAPOCAD vs NUMBER OF PENSIONERS, BY ORGANISATION (*)									
DATES	RUBRIQUES	AGENCE SPATIALE EUROPEENNE	CEPMMT	CONSEIL DE L'EUROPE	OCDE	OTAN	UEO	EUMETSAT	TOTAL
		EUROPEAN SPACE AGENCY	ECMWF	COUNCIL OF EUROPE	OECD	NATO	WEU		
30-Nov-16	Pensionnés / Pensioners <a>	1413	117	832	1587	3693	126	55	7823
	Adhérents / Affiliated <b>	489	72	306	762	1199	93	9	2930
	% b / a	34,61%	61,54%	36,78%	48,02%	32,47%	73,81%	16,36%	37,45%
30-Nov-17	Pensionnés / Pensioners <a>	1467	122	873	1646	3779	126	62	8075
	Adhérents / Affiliated <b>	481	72	301	763	1206	88	9	2920
	% b / a	32,79%	59,02%	34,48%	46,35%	31,91%	69,84%	14,52%	36,16%
30-Nov-18	Pensionnés / Pensioners <a>	1481	125	878	1617	3884	123	66	8174
	Adhérents / Affiliated <b>	471	72	326	753	1202	87	11	2922
	% b / a	31,80%	57,60%	37,13%	46,57%	30,95%	70,73%	16,67%	35,75%
30-Nov-19	Pensionnés / Pensioners <a>	1550	131	903	1653	3989	122	73	8421
	Adhérents / Affiliated <b>	476	84	369	756	1239	86	19	3029
	% b / a	30,71%	64,12%	40,86%	45,74%	31,06%	70,49%	26,03%	35,97%
30-Nov-20	Pensionnés / Pensioners <a>	1610	134	942	1661	4122	114	80	8663
	Adhérents / Affiliated <b>	465	91	366	741	1251	82	19	3015
	% b / a	28,88%	67,91%	38,85%	44,61%	30,35%	71,93%	23,75%	34,80%

(\*) Ces chiffres ne tiennent pas compte des pensions d'orphelin. / These figures do not take into account orphans' pensions.  
SIRP/11/2020

## Annual Adjustment of Pensions in 2021 (percentage)

AUSTRALIA	+2.09	KOREA*	
AUSTRIA	+2.50	LUXEMBOURG	+0.20
BELGIUM	+0.62	MEXICO*	
CANADA	+0.81	NETHERLANDS	+1.47
DENMARK	+0.39	NEW ZEALAND*	
FINLAND	+0.57	NORWAY	+1.97
FRANCE	+0.38	POLAND*	
GERMANY	-0.66	PORTUGAL	-2.06
GREECE	-2.95	SPAIN	-0.86
HUNGARY*		SWEDEN	+1.73
ICELAND*		SWITZERLAND	-1.60
IRELAND	-1.27	TURKEY**	+22.05
ITALY	-0.67	UNITED KINGDOM	+1.20
JAPAN	-0.49	UNITED STATES	+1.69

\* Data not yet available.

\*\* Special adjustments to be deducted from this index.

N.B. In accordance with the amended Article 36.1 of the Pension Scheme Rules, the adjustments should be applied automatically.

## Calendar of Co-ordination Meetings for 2021

DATE	VENUE	FORMAT	ITEMS ON THE AGENDA FOR DISCUSSION/DECISION
12 January (pm)	Videoconference (Webex)	CRP	To be continued: – Review of the salary adjustment method
13 January	Videoconference (Webex)	CRSG/CRP	
8 February (pm)	OECD, Boulogne	CRP	Recurrent item: – Chairman’s activity report for 2020  New item: – Extension of the number of steps in grade L1
10-11 February	OECD, Boulogne	<b>Tripartite Session</b>	

5 May (pm)	Videoconference (Webex)	CRP	To be continued (if necessary): – See list above  Recurrent items: – Balance sheet of the CPS – 2022 Programme of work – Election of the CCR Chairman
6 May	Videoconference (Webex)	CRSG/CRP	
7 June (pm)	EUMETSAT <sup>1</sup> , Darmstadt, Germany	CRP	
9-10 June	EUMETSAT <sup>1</sup> , Darmstadt, Germany	<b>Tripartite Session</b>	

13 September (pm)	Videoconference (Webex)	CRP	To be continued (if necessary): – See list above
14 September	Videoconference (Webex)	CRSG/CRP	
28-29 September	OECD, Boulogne	<b>Tripartite Session</b>	Recurrent items: – Annual adjustment of salaries at 1 January 2022 – Annual adjustment of allowances/supplements expressed in absolute values at 1 January 2022 – 2022 ISRP Budget (CCR/CRSG)

**Draft Summary Record: 42<sup>nd</sup> General Assembly**  
**Held on Friday 16 October 2020 from 10.00 a.m. to 1.00 p.m.**  
**by video conference**

**1. Opening of the General Assembly**

1. The Chairman, Mr John Parsons, opened the meeting at 10 a.m. and welcomed the 70 people who had already logged on. He reminded participants that COVID-19 had of course taken its toll in many respects, which was why the meeting had to be a video conference. COVID had also taken its toll with the death, in October, of John Hembury who had been Chairman of the AIA, while another Governing Board member to have passed away in summer 2020 was Hans Schimrock. The Chairman then asked the General Assembly to observe a minute's silence in memory of our two colleagues. He then remarked that our Assembly, although virtual, was still calling on OECD facilities and with that he moved on to Item 2 of the agenda.

**2. Welcome Address by Ms Josée Touchette, Executive Director of the OECD**

2. Ms Touchette, who was representing the Secretary-General, outlined how the OECD had been coping with the pandemic and the constraints it had imposed on the Organisation. Thus, 3,200 members of staff had been trained on how to work remotely in the space of 10 days, numerous Zoom meetings had been held between March and June and large numbers of cyber attacks had all been foiled. She also referred to discussions that were beginning, at the behest of OECD member States, on possible changes to the New Pension Scheme.

3. Thanking her for her most interesting address, the Chairman asked what questions had been prompted by her report. In response, Mr Jagtman observed that the lack of any coordination between Organisations regarding the new Pension Schemes was regrettable, while Mr Veldhuyzen wondered how working remotely had impacted on staff at the OECD. To this Ms Touchette replied that the task had indeed been very interesting and very challenging. That said, the resilience shown by the staff had shone through, while the fact that teams had been getting back together and a few meetings had been held had been a great help. A notable feature had been the OECD's flexibility in the face of ever-evolving circumstances. Mr Langer, finally, wondered whether the OECD had been helping Member countries with the transition to

virtual working. Zoom was obviously terrific, but there were inevitably a great many security issues. Ms Touchette responded by confirming that she had been having meetings with the President of Microsoft in France on precisely this matter.

**3. Adoption of the Agenda**

4. Having observed to begin with that voting would be done by the "polling" method incorporated in the Zoom application, the Chairman asked if there would be any other business under Item 11. There being none, the Agenda was duly approved.

**4. Approval of the Draft Summary Record of the 41<sup>st</sup> General Assembly [AAPOCAD/AG/M(2019)1]**

5. There had, said the Chairman, been 243 votes approving the General Assembly report, 190 of them electronic, and no dissenting votes, so its approval was not in any doubt.

6. Mr Kusters of NATO thanked Mr De Boer for what he had done and was doing with regard to NATO and the Dutch Government. Damage was continuing to be done where taxation, health insurance and social security were concerned and what action was AAPOCAD taking in this regard?

7. The Chairman pointed out that health matters were Organisation-specific and not coordinated. That said, more pooling of information was needed and there was an ongoing debate on health insurance in NATO. Appeals were also in progress against the Pension Scheme changes, but this was set to be discussed under Item 9. Mr De Boer suggested that, there not being enough time to go into detail, Mr Kusters might want to contact him personally.

8. With that, the Chairman thanked Mr Neitzel for his organisation of the Koblenz meeting and Mr Moore for his summary record and moved on to the next point.

## **5. Annual Report of the Chairman [AAPOCAD/AG(2020)2]**

9. The Annual Report had, said the Chairman, been approved by 228 people in all and rejected by just 4. Regarding the link between pensions and salaries, appeals were ongoing in 6 Organisations and had also been lodged by pensioners of the former WEU, while legal proceedings were also under way in certain Organisations on the tax adjustment issue.

10. Mr Neitzel, who reiterated his desire to step down as regional delegate for Germany, came back to the question of NATO and long-term care insurance in that country. International organisations had, he said, to comply with German legislation, while the German government had to make International Organisations abide by German law. To this the Chairman replied that, while health was specific to each Organisation, it was true that this issue did need to be followed up.

11. Mr Palmieri commented on Mr Maddicott's assertion that he did not feel that his committee was bound by any decisions made by its predecessors and did not expect its successors to feel bound by any decisions it might take now. No Organisation, said Mr Palmieri, had supported this view. He added that Mr Colella's appeal regarding pension taxation in Italy had been thrown out by the Court of Cassation, but that in other cases some lower courts had found in favour of the plaintiffs, i.e. had taken the view that Coordinated Organisation pensions were not liable to tax in Italy.

## **6. Results of the Elections to the Governing Board [AAPOCAD/AG(2020)3]**

12. Of the 678 votes cast, said the Chairman, 667 had been valid and only 11 invalid. As the number of seats to be filled tallied with the number of candidates, there had been few surprises. There was, however, one new member elected to the Governing Board, and this was Ms Thill. The Chairman then reminded Board members that they should, as per usual, remain for a short meeting at the end of the AGM.

## **7. Finance**

### ***a) 2019 accounts***

13. Mrs Lobin began by discussing certain aspects of the 2019 income statement. She drew attention to the increased expenditure attaching to the cost of interpretation on the boat in Koblenz, and also in the hotel. Similarly, printing, packaging and postage

costs had risen quite substantially. Finally, the CRSG having rejected our request for it to take responsibility for translating the ISRP's tax adjustment documents into other languages, AAPOCAD had itself produced the document in Dutch, German, Italian and Spanish. There being no questions specifically on the 2019 financial situation and income statement, the accounts were duly approved – electronically – and discharge was given to the Treasurer and Governing Board in respect of their 2019 financial management.

14. Moving on to the 2020 revised budget, Mrs Lobin pointed to the changes brought about by the pandemic: reduced travel costs and no General Assembly, but increases in secretariat costs and in costs reimbursable to the OECD. The biggest additional expenditure was, of course, attributable to the costs of the Article 36 appeals, amounting to some €75k total (€60k in 2020; €15k in 2021). Basically, the €37,400 deficit shown in the 2020 budget, instead of the original €7,300 surplus, was attributable to the cost of the appeals. That said, it had been agreed that individual associations would bear some of the additional costs referred to – up to a maximum of €5 per member. Mr Neitzel stressed that it was important to make this absolutely clear – a point with which the Chairman was in complete agreement – while Mr Gaertner asked whether the Associations would be informed when they needed to pay the €5. The Chairman replied that they would be, and that the per capita charge could in fact be lower.

15. The revised budget having been approved (electronically) by 99% of the votes cast, Mrs Lobin moved on to the proposed 2021 budget.

16. It was looking less and less likely that meetings in the early part of 2021 AGM would be physical meetings, but virtual meetings were by no means cost-free; at the same time, there had to be some provision in the budget for physical meetings. A total of €15k had been provisioned in 2021 for the appeals on Articles 28 and 36.

17. After reminding the meeting that he was leaving his role as Germany's Regional Delegate, Mr Neitzel wondered what had happened to the €20k donation made by Mrs Pfaendner prior to her departure from the OECD. Was the money doing nothing? Mr Wacquez then reassured the Board that a special fund had been set up and that Mrs Pfaendner had stipulated that the money was to be used for social welfare and hardship cases, meaning that putting it towards appeals was not perhaps appropriate, though not to be ruled out.

## **8. Written statements by the Chairs of the CCR, CRSG and CRP and the Head of ISRP**

18. The Chairman outlined the salient issues in each of the above statements, saying that the main points involved the changes to the Coordinated Pension Scheme, the decision to adjust pensions by reference to local inflation rather than by the index used for the salary adjustment method, and the abolition of the education allowance for pensioners by 2025-2030. Mr Maddicott argued that using local inflation guaranteed parity with the cost of living, which was not necessarily the case under the previous basis of calculation. However, salary adjustments over the past 20 years had been better than inflation, while the table for pension and salary adjustments at 1 January 2021 in France showed figures of + 3.4% for salaries and +0.5% for pensions, though the figure for pensions was not yet final. These results were alarming. The amendment of Article 36 of the Pension Scheme Rules been rejected by the Committee of Staff Representatives (CRP); it was the Committee of Representatives of the Secretaries/Directors-General (CRSG) which had proposed it.

19. Mr Veldhuyzen then commented on the written statement by Mr Overbeck, Chairman of the CRSG. The latter had referred to the CRSG as an “honest broker”, finding a compromise between the extreme positions of the Co-ordinating Committee on Remuneration (CCR) and the CRP. But, said Mr Veldhuyzen, it was not a matter of more or less favourable outcomes; what were important were the legal aspects attaching to all these issues. Mr Maddicott had made no mention of anything legal, only the limited financial outcomes, and Mr Veldhuyzen added that Mr Olson’s advice to the CCR had always focussed rather on what it could get away with legally – hence the phased abolition of the education allowance for pensioners.

20. In response to Mr Palmieri’s query regarding affordability, the Chairman said that there was no provision for it in the amended Article 36 or the new implementing instructions for that article; the CRP hoped of course that it would not be applied to the next salary adjustments, but the worsening economic situation in Member country economies meant that it was always going to be a possibility. Mr Wacquez had no particular information in this regard, but once again, he said, the CCR had drawn attention to the fact that it could not abide salary increases and could always encourage Councils to resort to affordability. The Chairman added that reference jobs and purchasing power parities were also areas of interest to the CCR in the forthcoming review of the salary adjustment method.

21. Mr Taylor was curious to know whether a negative index, of 0.7% for Belgium, could actually mean a negative adjustment for pensions. The answer, said the Chairman, was that we did not yet know because the question had not been asked. While the CCR would obviously say that lower inflation offset any reduction in pensions, the possibility was nevertheless very disturbing. That said, as Mr Veldhuyzen pointed out, there had once been a real reduction (of some 2%) in both pensions and salary scales in the Netherlands. So it had happened before. For Ms Tezcan the situation was unacceptable and had to be closely monitored, while the Chairman pointed out that the Council of Europe was on its third pension scheme since 2013 and the benefits were much less favourable than under the preceding two schemes. Mr Neitzel echoed the feeling that the situation was very worrying and that AAPOCAD needed to go to court, so were the appeals under way?

## **9. Appeals against the changes to the Coordinated Pension Scheme Rules**

22. Mr Palmieri was coordinating legal action with respect to 5 of the 7 appeals. The most far forward of these appeals was in the Council of Europe, with the hearing scheduled for 29<sup>th</sup> October by videoconference, but the subsequent deliberations would be very slow. In the WEU the hearing was set for 14<sup>th</sup> November, with a judgement expected quite quickly. Both NATO and the ECMWF were waiting for a rejoinder from their Secretaries-General; the Weather Centre administration and the Residual Administrative Tasks Unit (RATU – former WEU) were both using external lawyers. As to the OECD, comments from the Secretary-General were expected very soon, and the hearing there – probably the last in the series – would in all likelihood not take place until the early months of 2021. Concerning ESA, Mr Schaper said that the appeals had been lodged in April and the rejoinder received in June; the lawyers had responded in August. ESA was hoping for news from the Council of Europe first as this would be helpful with respect to the ESA situation. That said, a crystal ball was the best way to try to predict the timing and results. Where EU-METSAT was concerned, said Mr Gaertner, there had been 6 appeals – 3 by pensioners and 3 by serving staff – and the hearings might start in early 2021. They would be in the hands of the Chairman of the Appeals Board and the ball was now in his court.

23. Replying to a query from Ms Clark, the Chairman said that the default position was that pensions were calculated on the basis of the scale of the official’s last country of service. Under Article 33 of the

Pension Scheme Rules Ms Clark could opt for the Canadian scale, but could not then change again afterwards. If she had not exercised this option, her pension would still be based on the scale of her last country of service.

## **10. General Assembly 2021**

24. Mrs Lindner outlined the probable scenario for the coming twelve months. COVID restrictions were likely to last until well into 2021, she felt, so the February and May meetings would probably remain virtual. However the October AGM – at the OECD on 14<sup>th</sup>, 15<sup>th</sup> and 16<sup>th</sup> October – would with luck be real. If all went well, the meetings could hopefully be followed by a visit to the Senate, as had originally been planned.

## **11. Other business**

25. In answer to Mr Campbell's query regarding the inflation adjustment for pensions, the Chairman said that it was not inflation in the country of residence that applied, but the index applicable to the scale, i.e. the Netherlands in Mr Campbell's case.

26. There then began a debate about pension units and the role of the International Service for Remunerations and Pensions (ISRP). Mr Veldhuyzen had heard that ESA was looking to disband its pensions unit and subcontract the business to the ISRP. What, then, was happening in other Organisations? NATO had its own unit, of course, as did the ECMWF in Reading. The WEU and the Council of Europe used the ISRP, though

the WEU could if need be refer to RATU in Brussels for particular problems. The OECD obviously used the ISRP since it was located at La Muette, but Mr Garrouste observed that the ISRP also worked on behalf of a number of other international organisations and was, noted Mr Vanston, quite entrepreneurial in that respect.

27. Mr Woods said that pensions had so far been dealt with internally at the ECMWF, but no doubt the ISRP would take over at some stage. And this prompted Mr Hugonnier and Mr Palmieri to comment that the ISRP was becoming too independent and acquisitive. It no longer felt the need to ask the opinion of the various Organisations, an illustration of this being its behaviour with regard to the tax adjustment. There were, said Mr Palmieri, three lawyers in the ISRP who were even doing the work of the legal service, which could be very dangerous for the future. Similar comments having been made by Mr Wacquez and Mr Jagtman, Mr Hugonnier suggested setting up a group to send a letter to the Secretaries-General stressing that the present trend was not necessarily good for their Organisations.

28. The Chairman said that this would be discussed at the next Governing Board meeting and, after thanking everyone for "attending" the meeting and keeping AAPOCAD going through difficult times, he closed the session at 12.54 p.m.



## Written statements by the Chairs of the CCR, CRSG and CRP and by the Head of ISRP

**Mr Syd Maddicott**  
*Chairman of the CCR*

*(Original English)*

A Note from the CCR Chairman to AAPOCAD on the Occasion of the GA 2020

As we now know the already-postponed AAPOCAD General Assembly will not now be taking place in October and I am to be denied the opportunity of addressing AAPOCAD members in the flesh as I have done each year since 2015 when I was appointed Chairman. I am always grateful for the invitation and hope that it will be possible for 'normal service' to be renewed next year. This year it seems this note to accompany the compendium of documents issued to members at the time of the General Assembly must suffice.

First, let me note that in the Covid crisis there is a higher than average level of risk to those of pensionable age and above. I do hope that all AAPOCAD members and their families are keeping well.

AAPOCAD members may not all be aware of this, but a key member of the ISRP team, Lauren Kriz, has, sadly, died in hospital quite recently of an unknown non-Covid medical condition. Her loss as a colleague will be felt by all who dealt with her, including me. Our sympathies must go to her colleagues at the ISRP, to her family and friends and most of all to her spouse.

Our Vice-Chairman and Legal Advisor, Peter Olson, decided to step down at the end of last year and I must pay tribute to him and the legal advice he provided to the CCR over the last few years, much of it freely shared with all delegations at Co-ordination. We were lucky to secure his services, and his experience as the leading member of NATO's legal team proved very useful to the CCR, especially in dealing with the proposed reforms to the Co-ordinated Pension Scheme (CPS). Prior to Peter's appointment discussions on the CPS had stalled and Peter's legal advice to CCR members on which of the options being considered were worth pursuing was invaluable. Peter's successor is Marianna Fucci, formerly advisor to the European Patent Office in Munich. I am confident that Marianna has the right skills and experience and that she will do an excellent job

On developments within Co-ordination, I will attempt to paint a picture of, and offer some comments on, what has happened since your last General Assembly

in Koblenz and try to give any indication I reasonably can about prospects for the next year. Please understand that these are my personal comments and do not necessarily reflect CCR policy on which only the views of the member countries expressed in a Co-ordination meeting can be considered authoritative.

The biggest decision made in Co-ordination in the last year or so - and the one of most immediate relevance to AAPOCAD members - was the CCR recommendation to make changes to the Co-ordinated Pension Scheme (CPS). The point was made by some, including the AAPOCAD representatives on the CRP that the CPS could not and should not be altered in any way and indeed this view was taken by one of the Organisations as well. Some suggested that the CCR had agreed to the CPS and therefore should not attempt to change it and it was also argued that because the CPS was now a closed scheme it could not be altered. But the CCR took the view, supported by the legal advice it received, that it was perfectly possible to make reasonable changes to the scheme. Some staff and pensioners exercised their right to protest about the proposals and delegates to Co-ordination were on one occasion subjected to a protest demonstration in the margins of a meeting. My own view is that the demonstrations made no difference to the CCR decision in either direction.

Having debated potential changes to the CPS, some of them quite radical, over an extended period that began well before I took up the role of Chairman some five years ago, the CCR decided a while ago it would examine the CPS holistically. This review was completed in March 2018. In the end the CCR decided to seek some relatively modest changes. In summary, they were:

- To remove entitlement to the Education Allowance (EDU) from pensioners. The recommendation includes provision for the Co-ordinated Organisations to allow a transition period of five to ten years where this is seen as necessary by the Organisation concerned. I think I can explain the CCR's thinking on this decision as follows. In separate discussions about EDU the CCR had been repeatedly told that the allowance is essential for recruitment and retention purposes. Since neither of these considerations particularly apply to pensioners and the entitlement seemed in any case inappropriate, the CCR determined that this entitlement could and should

be removed. It originally felt that a transition period of five years would be sufficient to prevent undue hardship to individual pensioners. When one Organisation examined the effects on its pensioners it argued for a longer period and the CCR agreed that the transition could be one of five to ten years as determined by the Organisations individually.

- To adjust pensions annually by reference to local inflation rather than by the same index used for the salary adjustment method (SAM). This was contested by the CRP and by AAPOCAD representatives and some AAPOCAD members. The CCR delegations generally felt that there were likely to be some reductions in cost of the CPS in each Organisation (and therefore to contributing member countries) from making this change. Clearly AAPOCAD representatives on the CRP and other AAPOCAD members thought so, too, and objected to the proposed change. An examination of the statistics showed that very modest savings would have been obtained had the proposed method of calculating the annual adjustment been in place historically. The change does have some advantages to pensioners and, as I said to the General Assembly in Koblenz, if I were a pensioner of the CPS, I am not sure that I would be averse to the change. Using local inflation means that pensions are not going to lose value over time – parity with the cost of living is guaranteed, while this is by no means guaranteed under the previous basis of calculation. Even before the Covid pandemic there was pressure from some CCR delegations to agree a revised SAM which would tend to give less generous increases to CO staff. The advent of Covid and the damage it causes to the economies of member countries will, in my view, only increase this downward pressure on salary adjustments in future years. AAPOCAD members and other pensioners may well find that the change in the basis of calculation to which they objected has brought them a benefit. This may not be immediately obvious and we will need to see what happens over a number of years. I might add that the CCR's legal advice was that the change was inherently reasonable in that it meant that CPS pensions were bound to keep pace with inflation and that there was no unbreakable link between salary adjustments and pension adjustments, much as some CRP delegates maintained there was.

- In return for agreement on these two changes the CCR agreed that it would not consider any other changes to the CPS in 2020. This meant shelving an active proposal to increase the normal retirement age to 62 or 63 years (it was this proposed change that perhaps prompted opposition from the CRSG as it might have made achieving equitable national representation more difficult in some Organisations. This proposed change

would, of course, have had no effect on existing pensioners. The CCR was unwilling to commit to keeping the CPS off the agenda for a longer period because, in principle, each meeting of the CCR is sovereign and it would be inappropriate to give long-term guarantees and thereby attempt to bind future CCRs. I doubt, however, that the CCR will look at making further changes to the CPS in the immediate future, despite the decreasing return on investments (and therefore the increasing costs of the scheme to both the Organisations and member countries).

Discussions within Co-ordination on updating the Education Allowance (EDU) have continued. Agreement has not (yet) been reached but certain things are clear at this point. The CCR has pronounced itself against any alternative to the current method of reimbursing staff for tuition fees. One Organisation favoured paying an average tuition fee as an allowance (based on past fees paid) to reduce the time spent administering the allowance. This would have involved some winners and losers although expenditure overall would have remained the same. For once the CRP and CCR were in complete agreement and this proposal is now off the table. It seems highly likely that tuition fees will continue to be paid against receipted individual bills. The negotiations centre, at present, on the details of the method to be used in reviewing the rates of EDU payable. I hope these negotiations can be concluded at an early date.

The Salary Adjustment Method (SAM) is under discussion. Because there is now no link between the SAM and the annual adjustments to the CPS, this debate will have less direct relevance for AAPOCAD members and pensioners generally. The cancellation of the Co-ordination meeting of June this year meant that the provisions of the 244th CCR Report came into force. These state that where a new SAM had not been agreed by the end of June 2020, the existing SAM would automatically roll over for a further twelve months. While the current method meets some of the objectives of the CCR delegations, it is clear that some delegations are concerned about the political difficulties caused when CO staff get comparatively generous salary increases while the delegations' national civil servants get no increase or a more modest increase. This is particularly difficult to explain when it is a question of an Organisation whose staff are based mainly in one country and that country's civil servants get a low increase or no increase or even a salary reduction in real terms. The OECD and the Council of Europe in France, ECMWF in the UK, EUMETSAT in Germany and NATO in Belgium serve as examples of Organisations potentially in this situation. This is always possible when the SAM Reference Index is based on an average of eight reference countries and the CCR will be

keen to examine what can be done to reduce these political difficulties. This is seen as especially problematic following the advent of the Covid pandemic.

A specific salary scale for Luxembourg has now been introduced for NATO which is very important for the NATO agency, NSPA, based in Luxembourg. This was facilitated by a recommendation of the CCR made in 2019.

These were the main developments in Co-ordination since your last GA in Koblenz. Let me wish you a useful and productive General Assembly, despite the virtual nature of the event. I'll be happy to see you all at some future Assembly.

*Syd Maddicott*

**Mr Christian Overbeck**  
*Chairman of the CRSG*

*(Original English)*

#### What happened since Koblenz 2019?

Over the past year, many things have changed and only some of them were linked to the pandemic which complicated cooperation, notably that of the Coordinated Organisations (CO) in the Co-ordination framework. I shall deal with the most important milestones in a chronological order.

Still in 2019, CRSG found an agreement on the creation of a salary scale for officials serving in Luxembourg. The importance for each of the COs varied but those COs with a big presence in Luxembourg were thankful for the open ear that the three Co-ordination colleges had for their recruitment and retention problem due to a widening gap between the standard of living in Luxembourg and Belgium.

This success could not be celebrated for long. CRSG engaged in leading the changes proposed by the CCR after years of discussions on the Coordinated Pension Scheme (CPS) into acceptable compromise solutions and to close the holistic review of the pension scheme undertaken by the CCR with the aim to address concerns of our Member States while making sure not to overburden active or former staff members. A task not easy for my predecessor, witnessed also by the rare occasion of a compromise position supported by only 5 of 6 COs.

The result is well known to the CPS pensioner community, as is the different perception and legal positions on the 263rd CCR report. Governing Bodies of all COs adopted the changes proposed by the CCR and the Administrative Tribunals of each CO will decide in due course whether the changes to the CPS have to be quashed. I can only add that CRSG acted in good faith

and as an honest broker to find a compromise between extreme positions of the two other colleges.

Consequently, on 1 January 2020 for a first time in the history of Co-ordination as we know it, the annual adjustment of emoluments for pensioners and active staff were made in accordance with two separate methods.

With the pension adjustment method being revised, the salary adjustment method should remain a much discussed topic for the rest of the year. When the pandemic hit in March 2020, CRSG prepared still the June meeting at EUMETSAT premises in Germany. Due to national and COs restrictions, the meeting had to be cancelled and hopes were high to meet again "as before" in September 2020. The virus would not allow to do so and the Tripartite meeting in September/October was, another first, held online only.

#### Recent Co-ordination meeting

In this e-format the exchanges between the three colleges were limited very much to the formal meetings. Given a rather heavy meeting agenda, it was mainly due to the excellent preparation of the meeting by the CCR Chairman and, by the ISRP, of the many reports to be adopted by the CCR. Gratitude was expressed by all colleges for the ISRP having managed to compile, check and double check all figures with national authorities as if the crisis had not affected their team just as everybody else.

During the 2.5 day online meeting the three colleges managed to discuss an important amount of topics, such as the annual adjustment of salaries in January 2021 where CCR delegations will call on individual COs to consider the option of invoking the affordability clause (which is of course no longer a concern for CO pensioners).

After long discussions, the three colleges could also find a compromise solution on a clause ensuring an adjustment of the education allowance in case of important increases in national school costs over a period of three years.

In comparison to these topics, the adjustment of allowances (i.e. installation, daily subsistence and supplements expressed in absolute value) was a lot less controversial and so there was still time to start discussing the future salary adjustment method that needs to be renewed by June 2022 at the very latest. It is clear that the current economic crisis in all Member States and the uncertainty of the way out of the pandemic make discussions particularly difficult. Such short-term challenges need of course be put in perspective when looking for medium- and long-term methodological solutions in the Co-ordination setup.

Wishing you all the best and hope to meet many of you in an offline GA of AAPOCAD in 2021, stay healthy!

*Christian Overbeck*

**Mr Alain Bataillé**  
*Chairman of the CRP*

*(Original French)*

Mr Chairman of AAPOCAD, dear John,  
Messrs Chairmen of the CCR and the CRSG,  
Ladies and Gentlemen, dear colleagues,

It is now just over a year since I took over from Jean-Pierre Cusse as Chair of the CRP, and before I proceed any further with my presentation I would like to take this opportunity to thank him for all the hard work which, over a period of many years, he has put into defending the interests of the officials and pensioners of the Co-ordinated Organisations.

As most of you here will be meeting me here for the first time, allow me to briefly introduce myself. I come from the European Centre for Medium-Range Weather Forecasts, the smallest of the Co-ordinated Organisations in terms of staff numbers and a world leader in numerical forecasting. I took an interest in the CRP at a very early stage in my career and first became a member round about the year 2000. After a break of a few years, I rejoined the Committee some 6 years ago now as I felt that the staff representatives had an extremely important role and part to play in the Co-ordination process.

These past 12 months constitute a year that has proved to be singularly noteworthy in many respects.

I would therefore first like to briefly turn your attention back to this pandemic, from which we are all suffering at different levels. We have all been forced to change the way in which we organise our lives and our daily routines are now subject to a new set of rules.

The same is true of our professional activities, which have been transformed at a speed and on a scale never seen before with the practically wholesale adoption of teleworking. The Co-ordinated Organisations have responded swiftly to this change of circumstances, and the willingness of officials to adapt to their new working environment has also been exemplary.

The natural fear of governing bodies that productivity might plummet did not really materialise and practically all activities were maintained at a unique level of quality so typical of our respective Organisations. All of this was not achieved without some setbacks, however.

Many officials are suffering, mainly from problems of a psychological nature, and for a variety of reasons. How is it possible to suddenly find oneself, from one day to the next, managing one's professional activities while at the same time taking on the role of teacher to one's own children? How is it possible to care for ageing parents when one is not even allowed to leave one's home? All these problems have been, and in some cases still are, the daily lot of many among us.

What has emerged from this extraordinary experience is that teleworking has enabled us to survive, that the efforts deployed by every one of us have successfully prevented the consequences from being as dire as originally feared. Lessons will therefore have to be learned from these past 6 months and the relatively good performance of teleworking officials.

The second noteworthy event of this year has obviously been the discussions within the Co-ordination process and in particular the latest exchanges on the changes made to the Co-ordinated Pension Scheme, that is to say the infamous article 36 of the Pension Scheme rules.

I am sure that John has informed you both clearly and at length of all the back-and-forth discussions on this subject, the absence of consultations with the CRP, the refusal of one of the Organisations, namely the OECD, to change any provision whatsoever of the Co-ordinated Pension Scheme, the various actions taken within each Organisation on the initiative of the staff associations and supported by the CRP.

It is now time to take a closer look at, not the events that led up to the changes of which you are all aware, but rather an analysis of what is actually going on within the Co-ordination process.

The 3 Committees properly fulfil their roles and obviously have different objectives.

I shall not go into too much detail about the roles of the CRP and CRSG, with which we are all familiar in our capacity as officials or former officials of the various Organisations. I think that it is more important here to take a closer look at the key role played by the CCR and above all at the mindset that appears to have been driving its actions for the past few years.

If you have been following the progress in the Co-ordination process you will know that in the past few years the CCR has submitted several reports to our respective Councils, all of which have consistently recommended reducing benefits for new entrants. The discussions on the reform of the Co-ordinated Pension Scheme were no exception to this trend. That said, the CCR, for the first time in the history of Co-ordination, has gone

one step further in its approach. This is indeed the first time that the CCR has sent our governing bodies a recommendation covering the entire population of officials and pensioners, and not just new entrants. In doing so, the CCR has thumbed its nose at the legal provisions set out in Article 36 of the Pension Scheme and denied the fact that, since the time they were hired, officials have contributed to a defined-benefit Pension Scheme. One of the key aspects of this system was the direct application of the outcome of the salary adjustment method to pensions.

What is revealing about the discussions that have taken place in the past few months is that the CCR views the Co-ordination system simply as an accounting exercise requiring action in the form of budget cuts, without fully weighing up the impact such decisions have on each of our Organisations. The CRP has repeatedly warned for many years now that we are edging ever closer to a difficult situation that is at increasing risk of becoming imbalanced. If I might venture a comparison, the situation in which we find ourselves is analogous to the way in climate change works. The impact of these cuts is beginning to make itself felt here and there, and at different levels. Allowing this trend to continue can only worsen and further accelerate an already fraught situation. Recent experiences with recruitment are starting to show that we are struggling to attract candidates of the requisite calibre, which poses a very real risk to our missions. The retention of staff, which is needed to ensure both stability and the necessary follow-up to our operations, is also being adversely affected.

This human aspect is totally ignored by the CCR and the delegates to that Committee have only a biased and narrow perception of our real needs. I do not know whether their motives are driven by purely political considerations or by some obscure dogma, but as a scientist I fail to understand how certain aspects essential to maintaining balance can be disregarded while retaining solely those aspects that support a given contention.

As you know, we were left with no other option than to instigate the legal procedures in place in our Organisations to denounce these particular attacks which we consider to be illegal. The CRP is actively monitoring the progress of these various legal proceedings and will continue to defend the interests of the officials and pensioners it represents within the Co-ordination process.

Thank you for your attention.

*Alain Bataillé*

**Mr Jean-François Poels**

*Head of International Service for Remuneration  
and Pensions (ISRP)*

*(Original English)*

As we now know the COVID-19 has many impacts including the cancellation of the AAPOCAD General Assembly in the usual way it used to be organised. I am always grateful for the invitation and hope that it will be possible to meet again next year. This year the ISRP was kindly invited to prepare this note to accompany the compendium of documents issued to members at the time of the General Assembly.

Starting with the COVID-19 crisis, we hope that all AAPOCAD members and their families are keeping well. The ISRP team had to adapt to this unprecedented situation and we succeeded to maintain the payroll services you are expecting from us. Pensions were, are and will continue to be paid, timely and correctly of course.

The lockdown together with the evolution of the regulations concerning data protection lead us to develop new electronic tools to communicate important documents. You certainly noticed that the ISRP team implemented the online digital IPSI Kiosk, a secure and dedicated platform where you can log in and retrieve relevant information such as your payslips and other documents. This online application, similar to a growing number of national administrations, also prevents the mailing of confidential information, which is now considered as a suboptimal procedure in terms of data protection policy.

#### **Phase 1 – France and Italy statements of benefits, May 2020**

The IPSI Kiosk project has been under preparation for over a year; since confinement, we decided to bring forward implementation of the first phase. On 12 May, pensioners residing in France and in Italy were informed of the existence of IPSI Kiosk and that their statements of taxable benefits are now available to retrieve online, in due time for filing their income tax returns.

#### **Phase 2 – Pay slips on IPSI Kiosk, June 2020**

May 2020 is the final month ISRP sends your pay slip by email, for those who have this delivery method. That form of delivery no longer satisfies our standards for protecting your personal data. From June 2020, your monthly pay slip will be safely available on IPSI Kiosk for easy retrieval at the end of the month.

### **IPSI Kiosk will expand**

Later developments in IPSI Kiosk will include statements of benefits for pensioners residing in other countries, as well as the annual forms soliciting evidence to justify continued entitlement to benefits.

We will keep you informed as these features are phased in.

We take the opportunity to indicate that our objective is to reduce the paper mailing to its minimal level, in order to control costs, increase efficiency and security, as well as to make an additional contribution to the “greening motto”.

The transition to the IPSI Kiosk platform was overall well-received by pensioners, many of whom had been requesting such service for several years.

In response to some early queries, our payroll officers provided help by phone and ISRP wrote an easy-to-use guide in ENG FRA DEU to make access still easier.

Pensioners from the Coordinated Organisations and from other Associated Organisations are part of a huge family. Indeed, at 31 August 2020, the Payroll Administration Unit in Paris (PAU) handles 7613 pensions. The NATO pension unit manages 4102 pensions and the ECMWF about 134.

The pensioners belonging to the Coordinated Organisations are 8740, of which 4504 pensioners are taken care of by the ISRP team.

The work of the ISRP is far from being limited to the monthly payroll and the related services for the pensioners and for the management of the Organisations. Beside the administration of the pension funds as well as the actuarial services and the Compensation and Benefits studies delivered to numerous Organisations, the ISRP team is also supporting the work of the Coordination. Many topics are recurrent and I am sure that the Chairmen of the CCR and of the CRSG will provide their own views on the past twelve months. Looking forward, the ISRP will continue to feed the discussions of the three colleges with factual data in order to allow them to take informed decisions. More specifically, we hope that the review of the education allowance will soon end. Then, the review of the Salary Adjustment Method (SAM) will kick off.

Together with my team, we wish that we will be able, and authorized, to meet you all at the next General assembly.

*Jean-François Poels*

## AAPOCAD's Regional Delegate Reports 2020

### BELGIUM

**Mr William RODEN**

+32 2 466 2273

[williamroden@skynet.be](mailto:williamroden@skynet.be)

For all of us, the past year has been marked by the indelible stamp of COVID-19, which has affected far too many families and loved ones. I would like to take this opportunity to express my deepest sympathy to all AAPOCAD members living in Belgium and who have been affected by the virus and to the families of those of our members who have not made it through.

Given that the pandemic prevented me going to my Secretariat, located at NATO Headquarters, I was unable to reply to any letters that our members in Belgium may have sent by post. I was, however, able to follow up on some of the questions that were put to me by telephone or e-mail. They concerned the protection of pensioners' confidential data, medical coverage, and tax issues.

One of our members thus alerted me to various attempts to phish for her confidential pensioner data and is going to send me the suspicious addresses behind these attempts.

Two NATO members asked me about the insufficient - if not non-existent - inclusion of loss of autonomy/dependence in their organisation's medical insurance contract and the role that AAPOCAD could play in this respect. I referred them back to their staff representative associations, making it clear that health insurance was not within the remit of Coordination and that AAPOCAD was therefore not competent in this matter, even though the issue had already been discussed in a completely informal manner by the Board.

Finally, other members - again from NATO - drew my attention to the obligation imposed on them by the Belgian tax authorities to declare, as a correction, the amount of contributions paid for supplementary health insurance as part of their taxable income for the 2018 financial year.

I contacted the NATO Pension Unit, which operates under the ISRP, and which sent the 30 or so pensioners concerned a standard response, drawn up in consultation with the Office of Legal Affairs, for them to send to the tax authorities. The ISRP has also taken up the matter and we are waiting for its findings. PACCO will examine the issue at its meeting on 10 December.

Yours sincerely,

Billy Roden

### FRANCE

**Mr Malcolm GAIN**

+33 6 84 30 85 43

[malcom.gain@orange.fr](mailto:malcom.gain@orange.fr)

2020 has been an *annus horribilis* for all of us. I hope that 2021 will be better in all respects.

One of the uncertainties of this year has been the French income tax situation for our co-ordinated organisation pensions. This uncertainty stems largely from the fact that the French Ministry of Finance, colloquially referred to as "Bercy" from its location in Paris, has been unwilling to commit itself to a general decision on how and when these taxes should be levied. This has led to different tax centres giving differing advice to taxpayers within their purview as to where on their tax form they should declare their CO pension. Thus some of us have found ourselves paying taxes on our 2019 pension income in monthly instalments as of January 2019, others as of January 2020 and others still in four instalments each equal to 25% of income tax due for 2019 during the last four months of 2020.

The French Ministry of Finance or "Bercy" has asserted that co-ordinated organisations with headquarters in France should collect our taxes on its behalf, but this assertion was met with a flat refusal from the organisations, which explained that it was not their role to act as tax collector for one of their member states.

However, Bercy did provide some useful information in its April reply to questions raised by the ISRP. They said that they considered that a pension paid by an international organisation with headquarters in France was a pension from a national source. Thus it seems that the conclusion which all of us who receive our pensions from the ISRP can draw from this is that we should declare them on line **1AS** (or line **1BS**, if you are "Déclarant 2") of our annual Income Tax Declaration.

In the state of events at the time of writing, declaring your CO pension on line 1AS (or 1BS) of the tax form should mean that you would only be assessed for tax due in respect of the previous year when you make your declaration in May and more likely than not only have to pay that tax in four instalments at the end of the year. Whatever your case you should always continue to set aside the amount corresponding to one

twelfth or preferably one tenth of your annual tax liability each month for that month.

Some of us have chosen to request to pay these monthly instalments to the tax authorities as of January 2019. Thanks to their foresight these people have avoided any unpleasant surprises.

I have described to you the situation at the time of writing. That does not mean that we can be sure that at some future date Bercy will not decide to update our tax contributions to bring them into line with a tax at source system, where we would pay tax on each month's pension as we receive it, because this could very well happen at any time. Thus it is advisable to always set aside sufficient reserves to be able to bring your tax payments up to date at any time without undue hardship.

I should like to take this opportunity to wish all of you and your loved ones health and happiness throughout the coming year and beyond.

Kind regards,  
Malcolm Gain

## GERMANY

**Mr Rüdiger NEITZEL** +49 261 210 0202  
[neitzel-ruediger@t-online.de](mailto:neitzel-ruediger@t-online.de)

Dear "Pensioners",  
Dear members of AAPOCAD,

I could actually almost repeat my report from last year: The number of AAPOCAD members residing in Germany has grown to 383 (from 365 last year), and I know a few more are coming....

The areas of concern are unchanged, but the emphasis has shifted and the workload has grown. Since I have been the German delegate for a long time I am looking forward to somebody replacing me in this function. I am almost 80 years old and I think it is time a younger person took over. Please volunteer! I promise a smooth transition and help as long as needed.

Here are the points of concern in Germany:

## 1. Taxation

I have repeatedly explained that in Germany there is a difference in taxation between "Pension" (for civil servants only) and "Rente" for all other employees. We have been fighting long to convince the German authorities that we belong to the group of "Rentners" because we contributed some 8% to our pension system (just like every other German employee). We have been to the German Federal Fiscal court as well as to the German Constitutional Court and lost in all cases.

I would not repeat this story if there would not have been lately a note to all members titled "pension aggregation" which caused a lot of confusion, questions and mails. Let me explain again: This has nothing to do with your "Pension" from the international Organization but simply and only with the German "Rente" in case you have contributed to the German "Rentenversicherung" before you joined the service of an international organization. If you are (or might be) eligible for a German Rente (on top of you international Pension) it is worthwhile to fill in the form provided with the mail. More info can be obtained under the following link:

[https://www.deutsche-rentenversicherung.de/DRV/DE/Ueber-uns-und-Presse/Presse/Meldungen/2020/200629\\_rentenansprueche\\_beschaeftigte\\_int\\_org.html](https://www.deutsche-rentenversicherung.de/DRV/DE/Ueber-uns-und-Presse/Presse/Meldungen/2020/200629_rentenansprueche_beschaeftigte_int_org.html)

I would also like to take the opportunity to inform you that the German law concerning civil servants has been changed. German Civil Servants (that includes soldiers) who joined the international service as employees after retirement or end of their national service must no longer expect a cut in their German „Pension“ for the years they worked in an international organization. For more info enter "SVG § 55 b" in your browser....

## 2. Health Care

2.1 Everybody living in Germany is obliged to have a "Pflegeversicherung" (long term care insurance) which will cover the cost in case we need to be "taken care of" and which should prevent costs becoming unbearable for the families.

I have become the "guardian" of a friend of mine who suffers from dementia and I have, therefore, become familiar with the practical side of the German system, which:

- provides direct financial support in case a family member provides care, or
- provides additional financial support for ambulant help by a professional person or organisation, or
- provides financial support for home care.

It is understandable that most persons like to stay at home as long as possible, but without professional help that is in most cases not possible and without financial support not affordable. There is a gap between the German legal requirement and the health insurances of the coordinated organizations which I have pointed out often enough.

*(This was my text from last year and I repeat it, because the situation is still of great concern to many of us.)*

Last year I expressed the hope that there was a German Insurance Company that would offer help at reasonable cost but the hope has not materialized...

2.2 There is a second approach I had taken: I have written two letters to the German Minister for Health in which I made him aware that there are a number of people living in Germany which have (so far) not managed to meet the German legal requirement to have a "Pflegeversicherung". I have asked him to look into the matter and invited him to ask the international organizations officially to what degree their health insurance contracts meet the German requirement.

I did not get any answer until I got my local member of the parliament in support. The answer is still not satisfactory, but I have renounced on further action because the Corona Pandemic will certainly put our concerns in a low priority.

I noticed with satisfaction though, that a member in Munich has contacted her local member of the parliament recently on the same subject and I would encourage all members to do the same. Our request should be that the German Government is asked to insist that international Organizations meet the German standards for health care.

### 3. Need for Translation:

I see the need to stay in touch with widows, custodians or even tax advisors who do not all speak English or French and are in need of a point of contact in their mother tongue.

I know that efforts are on the way to translate important documents (the benefit guide of the health insurance for example) into other languages.

We (a group of volunteers) have started to translate some letters from the NATO administration into German and had planned to send them to all pensioners living in Germany (whether they are members of AAPOCAD or not). Due to the move of NATO HQs into the new building distribution had been delayed but has been accomplished in 2020.

### 4. For 2021 I have the following wishes:

- I would like to hand this job over to a successor!
- May 2021 become the "best year ever" for all of us!
- If not ... stay healthy in any case....

Best regards,

Rüdiger (Roger) Neitzel

## LUXEMBOURG

**Mr Fortunato IACONELLI**

+352 399854

[iaconelli@internet.lu](mailto:iaconelli@internet.lu)

The main activity in 2020 in addition to the usual routine was providing, as in past years, answers to members resident in Luxembourg requesting information related to sickness insurance as well as to taxation and tax adjustments.

The most important activity in 2020 has been in the field of the changes to Article 36 of the CPS and the revision of the rules for adjusting pensions, which denied the application of the new salary scale for Luxembourg to the calculation of the pensions of those who retired on or before 31 December 2019 and are entitled to the Luxembourg scale; this represents a loss of around 16% for the A-grade pensioners concerned. This matter is now under review by the NATO Administrative Tribunal and the decision is expected in the near future. The salary review for active B/C grades is on the way and should be implemented as of 1<sup>st</sup> of January 2021.

The yearly presentations in both official languages, for the annual "Workshops for future retirees", at the NATO Support and Procurement Agency could not be held because of the current health problems.

Kind regards,

Fortunato Iaconelli

## NETHERLANDS

**Mr Nico DE BOER**

+31 0299 690 529

[nicodeboer@xs4all.nl](mailto:nicodeboer@xs4all.nl)

Compared with previous years 2020 was a relatively calm year for the regional delegate for The Netherlands. Most of the “hot” issues seemed to be on the “back burner”.

In 2020 no progress has been made in respect to the harmonization of taxation of pensions of the Coordinated Organizations.

Although outside the mandate of AAPOCAD, many members asked questions related to the social security system in The Netherlands and its compatibility with the social security systems in place in the different Coordinated Organizations. For The Netherlands it concerns mainly ESA and NATO. The main issue is access or, more worrying, not having access to nursing homes. The associations of ESA and NATO pensioners are following this issue very actively and discussions with the national authorities are under way. However up to now there seems to be very little progress, whereas the issue becomes more important as time passes. In NATO discussions are ongoing about a modernization of the Health Insurance Contract. Proposals are made to downgrade the 100% reimbursement for out patientcare and specialist costs which is the minimum standard for all national health insurances to 90%. NATO retirees are very concerned not just about the financial impact but more so about losing the exemption from the compulsory national insurance once the NATO insurance becomes substandard. There is not much support for this fundamental problem, while the lack of long-term care under the NATO insurance is not even on the table.

As in other years, regular contacts with pensioners continued, answering questions about tax issues, social security issues and (re-) immigration.

Sincerely,

Nico de Boer

## TURKEY

**Mr Kamil ERKER**

+90 532 738 9266

[aapocad.reqdel.turkey@gmail.com](mailto:aapocad.reqdel.turkey@gmail.com)

### 1. BACKGROUND

After almost three years of active involvement as the delegate of pensioners in Turkey, the overriding objective of preserving the purchasing power of pensioners on the Turkish scale remains the *raison d'être* of my representation function.

### 2. RESULTS OF THE CHANGE IN THE PENSION ADJUSTMENT METHOD IN TURKEY

The problem of the low level of pensions in Turkey is a constant issue for all pensioners on the payroll for Turkey. The problem has emanated from the infrequent and slow implementation process of Special Adjustments in the method of the 244<sup>th</sup> Report that had effectively reduced the desired effect of these interim adjustments.

As all pensioners are aware, in 2019, the CRSG – with the exception of the OECD Secretary General – proposed and the CCR approved and recommended to the Councils of all Coordinated Organizations (CO) a new pension adjustment system “de-linked” from the CO remuneration adjustment method with the single obvious aim of reducing the budgetary burden of pensions on nations. The NATO Council adopted the CCR recommendation (263<sup>rd</sup> Report) at the end of October 2019 with effect from 1 January 2020. It was unanimously agreed by the AAPOCAD Governing Board that appeals would be initiated against the Council decisions to adopt the new pension adjustment method with a view to revert to the “linked” method. Pensioners in Turkey joined forces in opposing any change to the Co-ordinated Pension Scheme (CPS) and submitted the letter prepared and sent to CCR by AAPOCAD.

I am sure all pensioners will agree that concerning the “new” pension adjustment method I have to be constantly mindful of the future scales that would be applied in the currency of a high inflation country. As insufficient as it has been, the Remuneration Adjustment Method (244<sup>th</sup> Report) applied until the end of 2019 had nonetheless exactly reflected the HICPs as communicated to OECD by the country concerned. The new method was implemented with the 1 January 2020 annual pension adjustment in also NATO. In accordance with the new method,

*"The Organisation shall adjust pensions, every year, in accordance with revaluation coefficients based on the consumer price index for the country of the scale used to calculate each pension."* (Amended Art. 36 of the CPS)

The pension adjustment process was explained in this single vague sentence. No mention was made of the applicable Reference Period of consumer price indices, nor of the date of effect of the annual adjustments. It was also unknown whether the "revaluation coefficients" would be monitored for two more consecutive months --as required in the Special Adjustment article of the previous method-- once they exceed the newly specified threshold of 6%. Moreover, the term "special adjustment" was not used in the text of the new method at all. It was merely stated that *"the Organization shall also adjust the pensions when prices show an increase of at least 6%."*

Further, the "new" method has repetitively been referred to as one based solely on "inflation". However, no authority had officially specified that it would be based directly on relevant price indices. The text of the 263<sup>rd</sup> Report proved to be imprecise in that regard. Council approval of a method that is vague particularly as regards pension adjustments in currencies other than the Euro ran the risk of such adjustments being based on ISRP's implementations, for which no Council approval is sought.

Although it seemed obvious that the term "revaluation coefficients" had been copied from Article 36 of the New Pension Scheme (NPS) that had been in effect for some time, one had to have doubts about the adjustments being directly based on the harmonized index of consumer prices (HICP) increases, particularly for a high inflation country such as Turkey, because our scales are expressed in Turkish Liras and the adjustments will now be in accordance with "revaluation coefficients" based on price indices.

NATO CPRs Annex IV (Rules of the Co-ordinated Pension Scheme) Article 36 Instruction 36.1/2 merely defined the inflation indices to be used: *"Consumer price trends will be monitored with reference to the consumer price indices used in the remuneration adjustment procedure in force in the Organisation."* However, this did *not* mean that the indices that would be *monitored* for the active staff's salary adjustment method would be *applied* directly to the pension adjustments. The relationship between the "revaluation coefficients" and the relevant price index increases remained unexplained. If the revaluation coefficients ended up serving to reduce the pension adjustment figure, the appeals against the change in

Article 36 of the CPS would have to include an objection in that regard as well.

Concerning the 1 January 2020 annual pension adjustment, as the amended CPS Article 36 of the CPS had entered into force at that same date, the 1 January 2020 Annual Adjustment (CCR's 264<sup>th</sup> Report) which became applicable only to active staff salaries and no longer made reference to pension adjustments would not be applicable to pensioners. Hence, the new version of Article 36 logically necessitated a separate legal approval for pension adjustments, which was referred to the Committee of the Representatives of the Secretaries/Directors General of the CO (CRSG).

The 1 January 2020 pension adjustment for Turkey was implemented as +15.7% based on the increase of the harmonized index of consumer prices (HICP) during the relevant Reference Period, since the new method of the 263<sup>rd</sup> Report required *"the Organisation to adjust pensions, every year, in accordance with revaluation coefficients based on the consumer price index for the country of the scale used to calculate each pension"*. As the 244<sup>th</sup> Report no longer applied as from 1 January 2020, ISRP instructed the NATO Pensions Unit to use the index for the entire Reference Period 1 July 2018-1 July 2019.

Since October 2019 and through mid-2020, I looked forward to being provided a clear official definition of the term "revaluation coefficient" under the 263<sup>rd</sup> Report. However, following successive CRSG/CRP meetings and the involvement of the Pensions Administrative Committee of the Co-ordinated Organizations (PACCO) that took up the first 7 months of 2020, it became clear that CRSG had agreed that pension adjustments would be based *directly* on the applicable consumer price indices.

In August 2020, CRSG finally approved follow-up Implementing Instructions for CPS Article 36, which were adopted by NATO and included in the CPRs Annex IV (Rules of the Co-ordinated Pension Scheme) on 11 August 2020. Accordingly, *"the annual pension adjustment shall be the evolution in consumer prices between 1<sup>st</sup> January of the year of the annual adjustment and 1<sup>st</sup> January of the previous year, less any special adjustment granted during this period."* The applicable Reference Periods were thus moved to track inflation as from 1 January of year *n-1* to 1 January of year *n* for the annual pension adjustment of year *n*. It was decided by way of derogation to extend the Reference Period that had started as from 1 July 2019 for a six-month period to cover the 18 months to end on 1 January 2021 for the purpose of the 1 January 2021 annual pension adjustment as well as for any special adjustment until that date.

In application of the follow-up Implementing Instructions for the modified CPS Article 36, interim (special) pension adjustments have been implemented for Turkey with effect from 1 January 2020 and 1 August 2020. The former covered the HICP increase of 6.5% for the 6-month period 1 July 2019-1 January 2020, while the latter covered the index increase of 6.4% for the 7-month period 1 January 2020-1 August 2020. Pensioners in Turkey had to wait through August, until the said Implementing Instructions were published, for the 1 January 2020 special adjustment to take effect. The 1 August 2020 special adjustment was implemented in September 2020. I continue to monitor the indices for August through December 2020 for the purpose of the balance of the 1 January 2021 annual pension adjustment.

### **3. APPEAL ON THE NON-IMPLEMENTATION OF A SPECIAL ADJUSTMENT WITH EFFECT FROM 1 JULY 2018 FOR TURKEY**

Article 7 (Special Adjustments) of the previous Remuneration Adjustment Method (244<sup>th</sup> Report) which was applicable for pension adjustments was implemented only once during the Reference Period 1 July 2017-1 July 2018. As I previously reported, all pensioners on the Coordinated Organizations payroll for Turkey received a Special Adjustment of 7% with effect from 1 March 2018 as a result of the HICP exceeding +7.6% in the first 8 months of said Reference Period in February 2018 and remaining greater than 7% in the two following consecutive months of March and April (254<sup>th</sup> Report as adopted by NATO in July 2018). Pensioners on the payroll for Turkey received a raise of 7% with effect from 1 March with their July pensions.

The HICP in Turkey exceeded 7% for a second time during the remaining 4 months of the same Reference Period to reach +7.3% from 1 March to 1 July 2018, i.e. *within* the relevant Reference Period. Inflation continued to remain comfortably above 7% in the two following consecutive months of July and August 2018. I promptly reported this new data to our Chairman, noting that a second Special Adjustment would be due with effect from 1 July 2018. I was later informed that the Special Adjustment issue was not discussed by either the CRP or the CRSG and was not on the agenda of the CCR's 27-28 September 2018 meeting when the 2019 Annual Adjustment Report was approved (CCR's 257<sup>th</sup> Report). To date, the ISRP have not drafted the relevant Special Adjustment report.

I strived to obtain an explanation from ISRP to no avail. They would even provide through AAPOCAD information on a possible Special Adjustment with

effect from 1 October 2018, thus concerning the following Reference Period that started as from 1 July 2018, but would not provide any justification as to their reason for not issuing the Special Adjustment report with effect from 1 July 2018. (A Special Adjustment with effect from 1 October 2018 was later approved and an adjustment of +7% was implemented on pensions in Turkey in February 2019 along with the 1 January 2019 Annual Adjustment.)

In November 2018, the ISRP provided to CRSG/CRP (and through them to NATO and AAPOCAD) the information that the Special Adjustment report had not been issued because the HICP had not exceeded 7% for the four-month period from 1 March 2018 to the end of the relevant Reference Period and remained at 6.3%. I discovered that they had omitted the index for March 2018 (about 1%) from their calculations and compounded indices for only three months (April, May and June). Conversely, the index they recorded in the CCR-approved 254<sup>th</sup> Report was 7.6% for the initial 8 months of the Reference Period and the index they recorded in the CCR-approved 257<sup>th</sup> Report was 15.4% for the entire Reference Period of 12 months. Using these values from the *approved* reports of the CCR, the index for the last 4 months of the same Reference Period is found as 7.3% thus greater than 7%, warranting a Special Adjustment with effect from 1 July 2018, since the inflation trend remained above 7% in the two following consecutive months of July and August.

The raise due was incorporated in the 1 January 2019 Annual Adjustment as in effect recommended in CCR's 257<sup>th</sup> Report. Pensioners in Turkey were deprived from arrears for the 6 months from 1 July 2018 to 1 January 2019. Despite all efforts, the ISRP have not admitted the flaw in their explanation to CRP and NATO IS. Following an exasperating exchange of correspondence with NATO IS from February through September 2019, I filed a request for an appeal with the NATO Secretary General in October 2019. Following my reminders, NATO Deputy Secretary General gave his agreement to submit my plea to the NATO Administrative Tribunal (NAT) in February 2020. My detailed Appeal document was submitted in March and NATO IS provided their Answer in May. My Reply was submitted in June, to which NATO IS provided their Rejoinder in mid-September. The Hearing will be held on 14 December 2020 by videoconference. I have prepared detailed comments disproving NATO IS' contentions in their Rejoinder and provided them to my Legal Counsel.

It was incumbent upon me and my Legal Counsel to persuade NAT that they must not uphold NATO HR management's double standards defying Council-approved reports, not to mention basic logic. Several colleagues recommended that I invoke the Appeal process as the only resort. I wish to repeat here my gratitude to the AAPOCAD Bureau for their decision to provide partial financial assistance for legal expenses. I would like to trust in our unity of purpose.

The substance of the Appeal rests on two main contentions:

- that ISRP committed an error in tracking price indices and NATO IS HR agreed to it and
- that NATO IS HR irrationally refused to track the evolution of the price indices following the breaching of the threshold triggering a special adjustment.

The first claim by ISRP is readily disproven as they had accounted for 3 months' indices for a period of 4 months by omitting that for March 2018, in defiance of at least 2 other NATO-approved CCR Reports that accounted for that monthly index. It is clear that they were in error, given particularly the conclusion of PACCO resulting in CRSG's decision in the Implementing Instructions for CPS Article 36 (Instruction 36.1/4). It was concluded that the tracking of indices after a first special adjustment is to start by setting the index for the month in which the threshold was breached back to 100, thereby decisively precluding the omission of the first monthly index of the rest of the Reference Period in the case of a second special adjustment. As indicated in item 2 above, this instruction was approved by CRSG and included in the NATO CPRs in August 2020. It is a confirmation of our correct interpretation of NATO CPRs Annex II Article 7.3 on Special Adjustments when I claimed that the threshold was breached in June 2018 within the relevant Reference Period.

The second claim that was brought about by NATO IS HR somewhat belatedly in my correspondence with them, is an unjustified argument that index tracking, which in effect was merely for the purpose of monitoring of price indices for two more months to ascertain inflation remained above the adjustment-triggering threshold, could not be performed after the end of the Reference Period on 1 July 2018. But, the rule in CPRs Annex II Article 7.1 prevented that unfair implementation by ensuring that it is adequate for the first month of the three-month inflation monitoring period to fall within the Reference Period. The threshold *was* breached and *within* the Reference Period,

albeit in its last month. That is the main rationale for the entitlement to the adjustment. And inflation then remained north of the threshold for two more months. I would like to believe all AAPOCAD colleagues now sincerely acknowledge the merits of my Appeal.

Given the annual consumer price index increase in Turkey, which has been recorded as 15.4% for the Reference Period 1 July 2017-1 July 2018, has then been officially announced to have peaked at 25.2% at the end of October 2018, has subsequently been announced as 15.7% for the Reference Period 1 July 2018-1 July 2019 and considering it has reached 17.8% in the first 16 months of the current Reference Period 1 July 2019-1 January 2021, I cannot overemphasize the importance of ISRP's timely monitoring and CRSG's swift implementation of pension adjustments for Turkey.

#### 4. MEMBERSHIP

Currently, there are 48 AAPOCAD members residing in Turkey. This number is to be verified with AAPOCAD's official list at the end of the year. With the help of my colleagues who represent NATO retired staff in Turkey who are ANARCP members, I will continue to follow the proactive approach that I adopted in enlisting newly retired staff while also trying to reach pensioners on the payroll for Turkey who are not AAPOCAD members.

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On behalf of pensioners in the Turkish region, I wish to extend my gratitude to Mr. Parsons and Mrs. Cachin for patiently accommodating my requests since the beginning of our cooperation. My special thanks go to all AAPOCAD Governing Board members for assisting me at every occasion. Your support is indispensable in also 2021 and beyond.

May Mr. Patrice Billaud-Durand, NATO Deputy Assistant Secretary General who passed on in November and AAPOCAD colleagues who have succumbed to the pandemic rest in peace. AAPOCAD members in Turkey extend their heartfelt condolences.

I wish every AAPOCAD member and their families a happy Holiday Season and a peaceful New Year safe from the effects of the pandemic. I wish much vigour to all pensioners in all of their endeavours. May I remind them that I am here to help.

Yours sincerely,

Kamil Erker

**UNITED KINGDOM**

**Mr Robin Adrian FLOOD** +44 737 823 5253  
[aapocad@dragonsblood.org.uk](mailto:aapocad@dragonsblood.org.uk)

Dear Colleagues,

Although here have been queries relating to my parent organisation (ESA) this year, I have received no requests for assistance affecting AAPOCAD from either the UK or my previous country of Spain. I suspect that many if not most of us have been preoccupied with the problems caused by the authorities' attempts to con-

trol Covid-19, and are glad to have reached the end of the year without catching the infection, or like myself and my wife, having had it and survived.

To everyone then I wish health and happiness and a return to normality in 2021.

Sincerely,

Robin A. Flood



## Elections for the 2021-2022 AAPOCAD Governing Board

The mandates of 8 Governing Board Members expire this coming month of May and one position is open for ECMWF. The available posts, by Organisation, are as follows:

NATO	3
OECD	2
CoE	2
ECMWF	1
WEU	1
TOTAL	8

The names of the Board Members whose mandates are expiring are shown **in bold** in the table [opposite], which for convenience indicates also all the other existing Members of the Board.

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Board Members whose term of office is ending and who would like to stand again and pensioners or their dependants who wish to be candidates for the Governing Board are all asked to complete the application form on the website.

Candidates should keep the presentation of their previous experience and of the reasons why they wish to be a Board Member short and concise, i.e., no longer than one-half typed page. This summary should be presented in English and French.

**The form is available in English and French on the website under the section “Forms”. If you wish to have a paper copy of the form, please contact the AAPOCAD Secretariat (+33 1 45 24 85 87).**

- a) Your application form must reach the AAPOCAD Secretariat no later than the final deadline of **24<sup>th</sup> March**.
- b) The Bureau will verify that the applications are formally admissible, after which the table of the candidates and the positions to be filled will be prepared along with the ballot papers, which will be sent to you the week of **29<sup>th</sup> March**.
- c) You must then choose how you wish to vote, i.e. either by post following the traditional procedure or electronically on the AAPOCAD website.

The practical instructions for voting by post or electronically will be sent to you together with the ballot papers.

- d) Your vote(s) must be received by the deadline of **10<sup>th</sup> May**, and they will be counted later that week, with the results being announced at the AAPOCAD Governing Board on **28<sup>th</sup> May** and reconfirmed at the General Assembly on **15<sup>th</sup> October 2021**.
- e) Any additional information will be sent to you together with the list of candidates and the ballot papers.

Thank you for respecting these deadlines.

John Parsons  
Chairman

## MEMBRES ÉLUS DU CONSEIL D'ADMINISTRATION À FEVRIER 2021 ELECTED MEMBERS OF THE GOVERNING BOARD AT FEBRUARY 2021

Les noms en gras indiquent les mandats se terminant en 2021  
Names in bold show mandates ending in 2021

Nom - Name	Mandats - Mandates 1 <sup>er</sup> -1 <sup>st</sup>	Fin-End
<b>OTAN / NATO</b>		
<b>M. CORBELLINI</b>	<b>2015</b>	<b>2021</b>
<b>M. GOYENS</b>	<b>2015</b>	<b>2021</b>
<b>M. RUTTEN</b>	<b>2009</b>	<b>2021</b>
M. DESBOIS	2019	2022
Mme LOBIN*	2016	2022
M. RODEN	2011	2023
Mme TEZCAN	2017	2023
Mme THILL	2020	2023
<b>OCDE / OECD</b>		
<b>Mme LERCH</b>	<b>2009</b>	<b>2021</b>
<b>Mme LINDNER</b>	<b>2003</b>	<b>2021</b>
M. HUGONNIER	2016	2022
M. VANSTON	2007	2022
M. GARROUSTE	2008	2023
M. MOORE**	2017	2023
<b>ASE / ESA</b>		
M. CAMPBELL	2007	2022
M. DE BOER	2007	2022
M. JAGTMAN	2016	2022
M. LE BER	2011	2023
M. VELDHUYZEN	2011	2023

Nom - Name	Mandats - Mandates 1 <sup>er</sup> -1 <sup>st</sup>	Fin-End
<b>CE / CoE</b>		
<b>Mme BABOCSAY***</b>	<b>2015</b>	<b>2021</b>
<b>M. BOHNER</b>	<b>2012</b>	<b>2021</b>
M. PARSONS	2016	2022
M. PALMIERI	2014	2023
<b>UEO / WEU</b>		
<b>Mme BRISSET</b>	<b>2012</b>	<b>2021</b>
M. DE GOU	2013	2022
<b>CEPMMT / ECMWF</b>		
M. ERLER	1995	2022
(Poste vacant / Vacant position)		
<b>EUMETSAT</b>		
Mme NICOLAS	2019	2022
M. THIEM	2013	2022

\* Membre de 2004 à 2010, réélue en 2016  
\*\* Membre de 2009 à 2015, réélu en 2017  
\*\*\* Membre de 2005 à 2014, réélue en 2015

### AUTRES MEMBRES DU CONSEIL / OTHER BOARD MEMBERS

#### PRÉSIDENTS D'HONNEUR/ HONORARY CHAIRS

M. BORIUS (OCDE)  
M. WACQUEZ (OCDE)

#### VICE-PRÉSIDENT(ES) D'HONNEUR/ HONORARY VICE-CHAIRS

M. DIVOY (OCDE)  
Mme DU VILLARD (UEO)  
M. NEITZEL (OTAN)  
M. VAN SCHENDEL (OTAN)

#### DÉLÉGUÉS RÉGIONAUX/ REGIONAL DELEGATES

France : M. GAIN (OCDE)  
Luxembourg : M. IACONELLI (OTAN)  
Turquie / Turkey : M. ERKER (OTAN)  
RU / UK : M. FLOOD (ESA)

#### PRÉSIDENTS DES ASSOCIATIONS/ CHAIRS OF ASSOCIATIONS

M. COMBARIEU (UEO)  
M. SCHAPER (ESA)  
M. WOODS (ECMWF)

## Glossary of Co-ordination & Pensions

### FORMER STAFF ASSOCIATIONS

**AAPOCAD:** Association of Pensioned Staff of the Co-ordinated Organisations and of their Dependents.

Its purpose is to bring together all pensioned retired staffs of the six Co-ordinated Organisations, excluding retired staff receiving only a "Provident Fund".

**AAUEO:** Association of Former Staff of the WEU

**AIA:** International Association of Former OEEC & OECD Staff

**AIACE:** International Association of Former Council of Europe Staff Members (AIACE)

**AIACE:** International Association of Former European Communities Staff

**ANARCP:** Association of NATO/ACE (Allied Command Europe) Retired Civilian Personnel

**APE:** Association of pensioners of EUMETSAT

**ARES:** Association of Retired ESA (European Space Agency) Staff. (ASE)

**ARNF:** Association of Retired NATO Agents in France

**ARNS:** Association of Retired NATO Civilian Staff and of their Dependents

**CNRCSA:** Confederation of NATO Retired Civilian Staff Associations

**NFSA:** NSPA Former Staff Association

### CO-ORDINATION

#### **Purposes of the Co-ordination system:**

To make recommendations to the governing bodies of the Co-ordinated Organisations relating to:

1. Basic salary scales and the method by which they are adjusted, applicable to the staff categories and all the countries where there are serving staff or pensioners,
2. The Pension scheme rules,
3. The purpose, amount and method of adjustment of the various allowances.

**CCR:** Co-ordinating Committee on Remuneration

The future of our pensions and the correct application of the 1974 Pension scheme are the subject of on-going discussion within the so-called Co-ordination system, which brings together delegates to the CCR proper (comprising some twenty Member countries) and representatives of the staffs and heads of the Co-ordinated Organisations (see below).

**CRP:** Committee of Staff Representatives from the six Co-ordinated Organisations (on which AAPOCAD is represented), which takes part in all Co-ordination negotiations.

**CRSG:** Committee of Representatives of the Secretaries/Directors-General of the Co-ordinated Organisations, which advances the views of the Secretaries/Directors-General in the Co-ordination negotiations.

**ISRP:** International Service for Remunerations and Pensions

This service, resulting from the merger of the JPAS and IOS, is charged essentially with:

- a) The management and monitoring of all matters pertaining to the remuneration of staff of the Co-ordinated Organisations (COs) and the Pension Scheme common to the COs;
- b) Providing the Secretariat of the Co-ordinating Committee, the PACCO, and working groups of the CCR.

**PACCO:** Pensions Administrative Committee of the Co-ordinated Organisations (CAPOC in French)

This body is appointed by the CRSG for more technical work on subjects such as the Pension Rules. This is an administrative body but has sometimes called on AAPOCAD for its expertise.

## **PENSIONS**

The paragraphs which follow consider, in very condensed terms, some provisions of the Co-ordinated Pension scheme adopted in 1974 which are of practical interest for pensioners. Naturally, reference will have to be made to the actual Pension scheme rules for any details relating in particular to the establishment and calculation of rights to a pension and allowances. The Secretariat of AAPOCAD will, on request, supply a copy of any provision concerning our pensioners.

### ***Right to a pension***

#### **Retirement pension:**

Any permanent member of staff who has completed ten or more years actual service in one or more of the Co-ordinated Organisations is entitled to a retirement pension (for less than 10 years a "leaving allowance" is paid).

- Entitlement to a deferred pension: "entitlement to a pension" starts at the age of 60; if a member of staff retires before pensionable age, payment of his/her retirement pension is deferred until he/she reaches that age.
- Survivor's pension: the surviving spouse of a staff member who dies in service is entitled to a pension, provided they had been married to each other for at least one year at the time of the staff member's death (unless death results either from disablement or illness contracted in the performance of his duties or from an accident).
- Reversionary pension: there is entitlement to a reversionary pension for the surviving spouse:
  - Of a former staff member in receipt of a retirement pension provided they have been married for at least one year prior to the staff member's retirement;
  - Of a staff member in receipt of an invalidity pension provided they had been married when the invalidity was recognised;
  - Of a former staff member entitled to a deferred pension provided they had been married for at least one year when he/she retired.
- The pension payable to the surviving spouse of a member or former member of staff is normally 60% (i) of the retirement pension to which the member of staff would have been entitled while in service; (ii) of the retirement pension to which the former member of staff would have been entitled at the age 60 in the

case of a pension deferred to that age; (iii) of the invalidity pension which was being paid to the former member of staff at the date of his/her death; (iv) of the retirement pension which was being paid to the member of staff at the date of his/her death.

### ***Scales for the calculation of pensions***

Pensions under our Scheme are initially calculated by reference to the basic monthly salary and the scale applicable to the country of the staff member's last posting at the time the staff member retires. This is the basic rule, but if a former staff member settles subsequently either in a country of which he is a national or in a country of which his/her spouse is a national or in a country where he he/she has served for at least five years in one of the Co-ordinated Organisations, he/she may opt for the scale applicable to that country; in this case the pension is recalculated in accordance with Article 36, paragraph 5 of the Pension Scheme Rules.

On the death of his/her spouse, a former staff member may, on settling in the country of which he/she is a national and /or of which his/her deceased spouse was a national opt for the scale applicable to the country concerned, the pension then being recalculated in accordance with Article 36, paragraph 5 of the Pension Scheme Rules.

Once exercised, these options are irrevocable.

The salary scales for Co-ordinated Organisations staffs are on calculated in euros for the European Union countries which have adopted the euro as their common currency.

### ***Annual adjustment of pension benefits***

The new adjustment method which came into force on 1 January 2020 is a consequence of the CCR's 263rd Report: on 1 January each year the adjustment corresponds to the inflation observed according to the national consumer price index (HCPI or CPI) for the country on the basis of whose salary scale the pension is calculated. The adjustment therefore no longer takes account of salary trends in the reference national civil services (B, D, E, F, I, L, NL, UK) or of purchasing power parities.

AAPOCAD is challenging this significant change to an essential feature of the Coordinated Pension Scheme Rules.

### ***"Tax adjustment" applying to pensions***

The "tax adjustment" established by Article 42 of the Pension scheme rules is one of the provisions of the scheme which has been most fiercely defended by AAPOCAD over

the last few years because some Member countries would purely and simply have liked to put an end to this system.

If this had happened, the real level of pensions would have been significantly and in some cases considerably lowered depending on each pensioner's tax position.

The "tax adjustment" has recently been called into question again by some national delegations in the CCR.

The principle underlying the fiscal adjustment is as follows: as pensions are taxable (whereas they were originally calculated by reference to a non-taxable salary) an adjustment is allowed at the rate of 50% of the amount by which the pension of the individual concerned would have to be increased so that, after deduction of any national taxes on the whole sum, the balance is the same as the

pension paid. The figure of 50% is due to a compromise reached between Member countries when the 1974 scheme was started because the theoretical adjustment should logically have been 100%.

In calculating the theoretical figure indicated above account is taken only of the statutory tax regulations affecting the tax base or amount of tax for all pensioned taxpayers in the country concerned; obviously no account is taken either of the individual tax position or the assets of the pensioner; or of income other than that paid under the Pension scheme, or of the incomes of spouses or dependants.

The ISRP works out for each Member state correspondence tables, which specify for each pension paid a figure for the adjustment to be added. These tables determine the recipients' entitlements.



## In Memoriam

**John Hembury**

**Chair of the International Association of Former OEEC and OECD Staff (AIA)**

**2017-2020**

**Member of the Governing Board of AAPOCAD, 2017-2020**

The AIA writes:

John Hembury passed away on October 4, 2020, after a long and painful stay in different hospitals during which time he showed exemplary courage. Until the last moment his family, friends and colleagues and friends had held onto hope for a recovery which some days seemed to set in, only to drift away again. A few days before he died, he was still interested in AIA when catching up on the news. His sudden death left everyone stunned.

Many of his friends from the OECD attended his funeral at Père Lachaise in Paris, where his memory was celebrated in a very beautiful ceremony. The AIA has since received many messages of condolence, especially from the Secretary General, who had known John for a long time. It published several of them in an article dedicated to him in its Bulletin published at the end of 2020. There have also been long articles about him from his colleagues at AIA.

Of course, the AIA did not immediately elect a new Chair, and it was only in mid-November that the members of its Governing Board asked Bernard Hugonnier, one of its members, to serve as Acting Chair, pending the elections which will take place next March and the results of which will be announced at the next AIA General Assembly in April 2021. Emotions will run high when his name is mentioned.

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Message from the Secretary General of the OECD, Angel Gurría

"I was very sad to hear on 3rd October of the death of our colleague John, who had suffered for long months from this disease which is of great concern to all of us. I am sincerely touched by his death particularly as I knew him personally and as he always showed great determination and willingness to stay active and remain close to the life of our Organisation. I know he will be missed not only by his family and his wife, to whom I have conveyed my sympathy, but also by his former colleagues with whom he shared so many things, and to whom I send my sincere condolences."

## In Memoriam\*

On behalf of all the AAPOCAD Members, I would like to express my deepest sympathy and sincere condolences to the families and relatives of those of our members who have left us this last year and whose names are listed below. These colleagues and friends will always be present in our memory. - *The Chairman*

<b>ASE / ESA</b>		<b>CEPMMT / ECMWF</b>		Altero BRESSAN	22/08/2020
Kurt BECKEL	12/10/2020	John T. HENNESSY	05/09/2020	S. M. CHISSEL GARROD	01/02/2020
Joachim BRUEGGEMANN	17/06/2020	Birthe HILBERG	18/01/2020	Max CORRELJE	15/03/2020
René COLLETTE	22/02/2020	Arne JORGENSEN	13/02/2020	Peter DEMARTEAU	13/12/2020
V. DOMINGO CODONER	01/02/2020	<b>OCDE / OECD</b>		Simonne DENAMUR	30/05/2020
W. FEIKES DE GROOT	24/03/2020	Marie-Andrée ALBARET	10/04/2020	A. E. DUPONT-BRIEN	15/11/2020
Renée FONTAINE	12/06/2020	Laurette ALYANAK	16/04/2020	Hüseyin Y. ENGINSU	22/01/2020
John FRENCH	14/01/2020	Dominique AUBENAS	06/04/2020	Arturo GIAQUINTO	27/11/2020
Hellmuth GEHRIGER	09/11/2020	Wilfred BECKERMAN	18/04/2020	M. GOLDING-HUBIERE	19/10/2020
James HUNT	30/03/2020	Maurice BENEZETH	10/12/2020	Gary Dennis GOULDING	12/08/2020
Niels Eilskov JENSEN	01/01/2020	Jacqueline BIRMANN	10/01/2020	A. HORNUNG BANGERT	06/06/2020
Anna JONES	31/03/2020	Raymonde BORGINI	21/04/2020	Montague JEFFERY	11/12/2020
Jacobus LEERTOUWER	21/06/2020	Yves BOULESTEIX	10/02/2020	Georg KOLLENYI	02/12/2020
Norman LONGDON	18/07/2020	Simonne BOURARD	23/03/2020	Joseph LAFLEUR	30/06/2020
Brigitte OFFERMAN	14/07/2020	Chantal BOUZEREAU	28/04/2020	Odette LOPEZ-SALA	19/04/2020
Giovanni RICCI	20/11/2020	Yves CATHELINAUD	19/01/2020	Malcom MACGREGOR	10/04/2020
André L. ROBELET	20/03/2020	Zabel CHEGHIKIAN	20/04/2020	Charles MERTENS	22/10/2020
Sarina SACHS	05/09/2020	Ginette DEFONTAINE	04/03/2020	Joergen MOELLER	03/09/2020
Hans SCHIMROCK	01/09/2020	Jacques DELELIENNE	03/02/2020	Henry MUSCHG	26/09/2020
M. SCHROETER SCHAEDER	25/09/2020	Teresa FLYNN	06/09/2020	William M. NORRIE	30/08/2020
André SEPERS	01/12/2020	Pierre FONTAINE	07/10/2020	Konrad OGAZA	22/08/2020
Colette TALMON	06/11/2020	Giulio FOSSI	24/11/2020	Roy PETERS	08/11/2020
Jean-Pierre VESSAZ	07/02/2020	Françoise FULL	06/09/2020	José PIMENTEL SANTOS	03/08/2020
F. VON STIEGLITZ	16/11/2020	Margaret GANNON	02/11/2020	Adelgunde SAVELKOUL	15/01/2020
<b>CE / CoE</b>		Mary GUYENOT	27/03/2020	Ugur SEVINDIK	22/12/2020
Elisabeth BERGER	30/04/2020	John HACKETT	06/01/2020	Frank SIMONS	19/06/2020
Barbara E.S. BRIDGE	14/02/2020	John HEMBURY	03/10/2020	Ingrid SLAATTA	17/03/2020
Yvonne FAYET	19/02/2020	Geneviève HEURTEBIZE	30/08/2020	Bjorn STRAND	22/03/2020
Hans-Peter FURRER	17/01/2020	Stephen James JOYCE	24/01/2020	Brian D.J. STURMAN	27/03/2020
Michèle GIBOZ	09/02/2020	Ellen LAADING	19/01/2020	M. THIEBAULT	06/03/2020
Jeanne-Marie KRAUSS	18/11/2020	Maurice LE BOULCH	07/04/2020	Heinz THURNER	20/06/2020
Marguerite LOTH	06/10/2020	Gérard LEGRAIN	06/11/2020	Solange VIDAL-BRUNET	01/05/2020
Odile LOUVAT	19/03/2020	Claude MAITRE	31/10/2020	Johannes WETZELS	23/12/2020
Paul LUTZ	08/04/2020	Michelle QUITTERAY	13/06/2020	Albert WYNANTS	07/11/2020
Hélène MARTINEAU	05/05/2020	Jacques SENUSSON	05/07/2020	<b>UEO / WEU</b>	
Jean-Pierre MASSUE	08/10/2020	Pierre SIBAUD	07/08/2020	Michel ALLEAUME	07/05/2020
Leocadia PAPAEO	27/04/2020	Joseph UMANSKY	01/04/2020	Pieter DIERX	12/04/2020
Françoise POIROT	20/08/2020	Pamela WAKELING	21/03/2020	Nicole DULAUROY	09/10/2020
A. SCHERRER-LOTH	16/12/2020	Margaret WOLFSON	01/01/2020	William PARRISH	19/09/2020
Arnold STRUYCKEN	19/09/2020	<b>OTAN / NATO</b>		Franziska PLESSER	15/03/2020
Marjorie URQUHART	25/12/2020	George BANNISTER	12/04/2020	Denise RAVEL	20/07/2020
		Antoon J.T. BORN	11/11/2020	Wilhelmina VAN'TLAND	25/08/2020

\* The information contained in this section is, to the best of our knowledge and belief, correct.

## New Members by Organisation\*

### ASE / ESA

Martin BURGDORF  
Delfina BAUER  
C. FEIKES DE GROOT-VAN DER KROGT  
Wendy LONGDON  
Jocelyne LANDEAU-CONSTANTIN  
Rolf MARTIN  
Cristina ROBERTS  
Ingrid SCHIMROCK  
Alain SCHÜTZ  
Beatriz VILLEGAS FIGUEROA  
Alice WILHELMUS

### CE / CoE

Sian BROWN  
Jean-Yves CONCESSA  
Philippe COURADES  
Muriel KREYDER-GRIMMEISSEN  
Ivan NIKOLTCHEV  
Simon James TONELLI  
Barry TULETT  
Christiane YIANNAKIS

### CEPMMT / ECMWF

Klaus ARPE  
Patricia DENT  
Philipp DRESCHER  
Laura FERRANTI  
Eilis HENNESSY  
Denis MASON  
Usha MISTRY  
Pedro VITERBO

### OCDE / OECD

Marian ASHWORTH  
Julio BANDE FERNANDEZ  
Francis BARASCUD  
Jean-Pierre CUSSE  
Philippe CHARRAUD  
Valérie CISSE  
Sandrine DUCHESNE ROCHE  
Martine DURAND  
Peter KEARNS  
Francette KOEHLIN  
Jennifer LAWSON-CHASTELAND  
Hélène LECONTE-LUCAS  
Suzanne LEPRINCE  
Eric MAGNUSSON  
Catherine MOREDDU  
Margaret SIMMONS  
Maria Grazia TAJE ARGNANI  
Marie-Astrid VANHERSECKE-DESOUTTER  
Desney WILKINSON

### OTAN / NATO

John Philip AMOS  
Kevin ANDREWS  
Jean-Jacques BOUCLY  
Juan BLANCO-LOBEJON  
Jean-Luc BODSON  
Martin BOSMAN  
Ayse Alev BILGIN  
Marianne CORRELJE - VAN SPRONSEN  
Kenneth DEWANDEL  
Ghislain DEWOLF

Rimor Gyda ELIASSEN STRAND  
Marie-Helene EECKHAUT  
Emine Semra ERGEZEN  
Jacques HENRICHE  
Karl-Hubert HANSSEN  
Antoinette HOEFFELMAN  
Martin HOFFMANN  
Henricus JANSSEN  
Udo KLOCKENHOFF  
Norbert LINDNER  
Nicolina MASTRONARDI  
Georges MARKADIEU  
Marc OTTELE  
Myles PARKER  
Peter PESCHEL  
Bert RENSEN  
Pieter Wilfried RYCKEN  
Marc REULMONDE  
Alison SMITH  
John SAHL  
Richard SIMPSON  
Marc STEVENSON  
Juliette TOLEDO  
Gert Ladegaard THORSEN  
Gérard A. J. M. VAN DEN EIJNDEN  
Bernd VEENENDAAL  
John VAN MEEL  
W. A. van 't WOUT VON STADEN

### UEO / WEU

Anne-Marie ALLEAUME  
Patrick Pierre Claude FRACAS

\* The above-mentioned members have agreed to have their name appear on the list of members. However, having regard to the EU law on data protection we are not publishing their contact details. Should you wish to contact one of them, please send an e-mail request to [aapocad@oecd.org](mailto:aapocad@oecd.org).