

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

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REMINDER ...

- Information about the General Assembly will be sent out separately.
- 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 **Monday, 17 April 2023**.
- Please inform us if you have an e-mail address not previously notified to AAPOCAD or if your contact details have changed recently. The GDPR regulations do not allow the pension units to share this information with us.

Annual Report of the Chairman

Introduction

At the start of 2022, a certain optimism reigned: the pandemic that had blighted our existence for most of 2020 and 2021 seemed - in our countries at least - finally to be under control, due in particular to the large-scale vaccination campaigns implemented by the public authorities, and life was heading back to a pre-Covid "normal". But a shadow quickly fell over the bright future that we dared imagine: war returned to the European continent, and its economic consequences were soon felt, notably with levels of inflation not seen since the 1980s. We must resist the temptation, however, to give in to pessimism: while it is true that we all have our problems, we must put them into perspective and not forget the previous generations who had it much worse than us. It is in this spirit that I wish you all an excellent 2023.

1. The Life of the Association

a. Post-Covid recovery

With the improvement in pandemic statistics in France and other countries, the Bureau and Governing Board gradually returned to an almost traditional way of working, abandoning the all-remote format in favour of an initial cautious hybrid mix, with a few participants in the room and most still remote, and, in the autumn, the reverse, with most of the participants attending face-to-face and only a handful connecting via Zoom.

The General Assembly of 14 October 2022 was in the same vein: unlike the 2021 and 2020 General Assemblies, which were held entirely or largely online, this one was attended by about 100 members in the Auditorium of the OECD Conference Centre, with a further 20 or so following the proceedings by videoconference.

We should be grateful that videoconferencing enabled us - as it did for so many other associations and organisations - to continue to function during the various lockdowns and other periods when, even in the absence of compulsory lockdowns, caution had to be exercised.

It is clear, however, that videoconferencing can never be an entirely satisfactory substitute for face-to-face meetings, in which discussions are livelier and more spontaneous. Face-to-face meetings also offer opportunities for informal conversations - often more

productive than formal exchanges - during coffee breaks and lunch.

Unless there is a major change in the health (or even political) situation, the "face-to-face with a touch of remote" formula will therefore, whenever possible, be the preferred option going forward.

* * *

The main issues dealt with by the Bureau and the Governing Board during their meetings in February, May, and October 2022 are covered in the following sections of this report.

* * *

b. General Assembly on 14 October 2022

For a change, the welcome to the OECD was given - via video recording - by Secretary-General Matthias Cormann, for which we thank him very much. The morning was then devoted, as usual, to the interventions by the guest speakers - CCR Chair Syd Maddicott, CRSG Chair Christian Overbeck (ESA), CRP Chair Jeremy Maddison (OECD), PACCO Chair Hannes Langeder (EUMETSAT) (via videoconference), ISRP Head Jean-François Poels, and ISRP Computation Unit Head Margaret Gilman-Jaouen. Contrary to usual practice, all the questions that AAPOCAD members wished to ask were grouped together at the end of the six speeches, which allowed some interaction between the speakers on the issues raised. This new approach could be renewed at future General Assemblies.

You will find the full texts of the speeches by the invited guests later in this Bulletin.

The afternoon session was devoted to the internal management of the Association (and in particular to financial and budgetary issues), as well as to the follow-up of pension adjustments in accordance with Article 36 of the Pension Scheme Rules and, in a more restricted circle as it concerns only pensioners domiciled in France for tax purposes, the question of the liability of pensions to social contributions (CSG, CRDS, CASA).

36 members attended the dinner that traditionally closes the work of the General Assembly at the "Bel Canto" restaurant in Neuilly-sur-Seine. In the opinion of all the participants, the setting and the atmosphere - and in particular the lyrical interludes sung by the waiters and waitresses - helped make the evening a great success.

c. Composition of the Governing Board

Nino Iaconelli, a very faithful AAPOCAD member and Regional Delegate for Luxembourg, passed away in May 2022. And at the end of the year we received sad news about the passing of Austin Woods, a longstanding Board member, either as an elected official or as Chair of the Weather Centre's Pensioners' Association. You will find articles commemorating them later in this Bulletin.

There were no surprises in the spring 2022 elections, as in all the Organisations where there were seats to be filled, the number of candidates was the same as the number of seats available. However, we were pleased to welcome Jonathan Parish as a new Board member for NATO, replacing Michèle Lobin, who was not standing for re-election. Jonathan, who is also Chair of the Confederation of NATO Pensioners' Associations, brings with him a wealth of Co-ordination experience from his time as a NATO's representative on the Committee of Staff Representatives (CRP), as well as from his time as Deputy Assistant Secretary General of NATO from 2014.

d. Position of Treasurer

After six years of flawless service as AAPOCAD Treasurer (from 2016 to 2022), Michèle Lobin indicated her wish to hand over to someone else. I would like to use this report to once again express my warmest thanks to Michèle for all her efforts and to wish her all the best in all the activities that I am sure will come her way.

Replacing Michèle in this oh-so-important role has not been easy. In the absence of other Governing Board volunteers, Nico De Boer, already Vice-Chair and AAPOCAD Regional Delegate for the Netherlands, has agreed to fill in until a new Treasurer is appointed. I would like to thank Nico most sincerely for finding a way out of this predicament, while echoing his hope that this interim period will be short and that his successor will be officially appointed in the next few months, which is the objective that we are currently working towards.

e. AAPOCAD Membership

As you can see from the table provided by the ISRP (see page 8), the number of AAPOCAD members fell below 3,000 for the first time since 2018. In other words, in 2022, the number of new members was lower than the number of deaths and resignations (and the latter can be counted on the fingers of one hand). The decline in numbers covers all Organisa-

tions, with the exception of the ECMWF, where membership increased from 98 to 103, and EUMETSAT, where membership remained stable.

This trend is a reminder of the need to inform new pensioners of the existence and main remit of AAPOCAD, namely the defence of our pensions.

As I have had the opportunity to point out on several occasions, membership of AAPOCAD should be of interest to all serving members in our Organisations, whether they are affiliated to the Co-ordinated Pension Scheme, the New Pension Scheme, the ECMWF's Funded Pension Scheme, or the Council of Europe's Third Pension Scheme: the principles of these different schemes are similar (although not identical), as are the threats or potential threats they face.

AAPOCAD recently demonstrated its relevance for pensioners of all the Organisations when contesting the reform of the Co-ordinated Scheme before the Administrative Tribunals and Appeals Boards. For AAPOCAD to be able to continue to provide such a defence, the younger generations must join, and, in this respect, we all have a role to play.

f. New Category of Members

AAPOCAD was established essentially to defend the Co-ordinated Pension Scheme introduced in 1974, but its Articles of Association provide for the possibility for any member of a similar pension scheme to join (cf. section e. above).

Missing from our scope are (former) NATO staff affiliated to the NATO Defined Contribution Pension Scheme (DCPS), but some of these members would like to join AAPOCAD, if only to keep in touch with their colleagues affiliated to the Co-ordinated scheme.

It was with this in mind that the Governing Board tabled a draft resolution to the October 2022 General Assembly, the specific purpose of which was to admit - under certain conditions - NATO DCPS pensioners as members. At the last minute, the Governing Board, noting some inaccuracies in the text it had previously approved, asked the General Assembly to postpone the implementation of the resolution - which had been adopted by an overwhelming majority in the online and postal consultation - until these imprecisions were rectified. This request was accepted by the General Assembly, and the corrected draft resolution will be resubmitted to the General Assembly for approval this autumn.

2. Adjustment of Pensions

Since the amendment of Article 36 of the Co-ordinated Pension Scheme Rules, pensions are adjusted according to the development of the Harmonised Index of Consumer Prices (HICP) published by Eurostat for most of the European countries that concern us. Where the HICP index does not exist - or no longer exists (e.g. the United Kingdom) - the national consumer price index is used.

The Governing Board has been monitoring the correct application of this rule since the first relevant adjustment, on 1 January 2020. The procedure put in place - ISRP monitoring the HICP indices, reporting of data to PACCO, confirmation/acceptance of data by PACCO, submission to the Organisations, payment by the Organisations of the duly adjusted pensions - has worked smoothly from the start, even for special adjustments (which occur as soon as the HICP registers a 6% increase since the previous adjustment).

In 2022, the annual pension adjustment was carried out as required with effect from 1 January, and since that date special adjustments have been applied to pensions based on the salary scales of eight Co-ordination reference countries, as well as to those based on other scales, some of which - Portugal, Switzerland, Türkiye, and (since requested at the October 2022 General Assembly) the United States - are also being monitored by us.

With the serious upturn in inflation in 2022, special adjustments were applied to pensions in all the

countries mentioned, with the exception of Switzerland; in one country - the Netherlands - there were even two, and in Türkiye there were six.

The question then arises as to whether pensioners have benefited or lost out - in relation to the percentage adjustments of serving officials' salaries - as a result of the amendment to Article 36 of the Rules. The results are decidedly mixed, even for pensioners in Co-ordinated Organisations that have fully implemented the CCR's recommendations since 2020 and therefore not triggered the "budget affordability" clause, as shown in the table below.

Note that in the table, the percentage shown in the "janv-23" column represents the change in inflation since 1 January 2022 and therefore includes any special adjustments granted between these two dates. This/these special adjustment(s) will be deducted from the annual figure to determine the adjustment due on 1 January 2023 in relation to the pension paid in December 2022. For example, the inflation in France for the period concerned rose by +6.7%, while pensions based on the French scale were adjusted by +6.4% in November 2022; the residual adjustment due from 1 January 2023 will therefore be, in principle, +0.3%.

It should also be noted that the fall in inflation in some countries towards the end of 2022 means that the year-on-year change from January 22 to January 23 falls below the total percentage of special adjustments granted during 2022. This is the case in the Netherlands and Spain, where pensions paid from 1 January 2023 fell by -2.0% and -0.9% respectively compared to December 2022.

AJUSTEMENTS - SALAIRES ET PENSIONS 2020-2023
ADJUSTMENTS - SALARIES AND PENSIONS 2020-2023

Bases: *Salaires/Salaries:* *Rapports du CCR / CCR Reports*
Pensions: *IPCH (ou IPC) / HICP (or CPI)*

AJUSTEMENTS DES SALAIRES SALARY ADJUSTMENTS					EVOLUTION ANNUELLE DES PENSIONS YEARLY EVOLUTION OF PENSIONS					Ecart entre progression pensions/salaires 2020-2022 Difference between pension and salary progression 2020-2022		
<i>01-2020</i> <i>CCR 264</i>	<i>01-2021</i> <i>CCR 272</i>	<i>01-2022#</i> <i>CCR 281</i>	<i>01-2023</i> <i>CCR 319</i>	<i>Progression salaires/salaries 2020-2023</i>	<i>janv-20</i>	<i>janv-21</i>	<i>janv-22</i>	<i>janv-23</i>	<i>Progression pensions 2020-2023</i>			
<i>(a)</i>	<i>(b)</i>	<i>(c)</i>	<i>(d)</i>	<i>(e)</i>		<i>(f)</i>	<i>(g)</i>	<i>(h)</i>	<i>(i)</i>	<i>(j)</i>	<i>(j) - (e)</i>	
1,6%	2,2%	2,7%	8,3%	15,4%	B	1,30%	0,62%	6,6%	10,2%	19,7%	B	4,3%
2,6%	3,4%	3,7%	6,1%	16,7%	F	1,40%	0,38%	3,4%	6,7%	12,3%	F	-4,4%
2,4%	4,2%	3,8%	7,5%	19,1%	D	1,50%	-0,66%	5,7%	9,6%	16,8%	D	-2,3%
0,4%	1,6%	1,4%	6,8%	10,4%	I	0,80%	-0,67%	4,2%	12,3%	17,2%	I	6,8%
1,6%	1,6%	4,1%	7,7%	15,8%	L	1,30%	0,20%	5,4%	6,2%	13,6%	L	-2,2%
3,2%	4,2%	1,8%	7,7%	17,8%	NL	2,70%	1,47%	6,4%	11,0%	23,1%	NL	5,3%
1,3%	4,4%	4,5%	11,7%	23,5%	E	0,60%	-0,86%	6,6%	5,5%	12,2%	E	-11,3%
2,3%	2,6%	2,6%	7,2%	15,4%	UK	2,00%	1,20%	5,4%	10,5%	20,2%	UK	4,8%
6,0%	5,2%	2,7%	16,5%	33,4%	P	0,70%	-2,06%	2,8%	9,8%	11,3%	P	-22,1%
1,0%	0,7%	0,7%	7,0%	9,6%	CH	0,70%	-1,60%	1,3%	2,7%	3,1%	CH	-6,5%
16,0%	14,9%	18,4%	78,4%	181,5%	TR	15,70%	22,05%	36,1%	64,3%	215,8%	TR	34,3%
				201,2%	TR*					215,8%	TR*	14,6%
1,9%	2,6%	8,2%	7,1%	21,2%	USA	1,60%	1,69%	7,0%	6,5%	17,7%	USA	-3,5%

* Türkiye Un ajustement exceptionnel des salaires de +7% doit intervenir, avec effet au 1.10.22

Cet ajustement portera l'indice cumulé à 201,2% et la différence par rapport aux pensions sera de 14,6% en faveur des pensionnés. Une étude des niveaux des salaires en Türkiye doit être entreprise en 2023,

A special 7% adjustment of salaries should be effective as of 1.10.22.

This adjustment will raise the cumulative index to 201.2% and the difference between salaries and pensions will be 14.6% in favour of pensions. A study of salary levels in Türkiye is to be carried out in 2023,

The first thing to remember is that the reference periods for the salary adjustments (from 1 July year N-1 to 1 July year N, to be applied on 1 January year N+1) and for the pension adjustments (1 January year N-1 to 1 January year N, to be applied on 1 January year N) have been different since 2020, which

makes it difficult to compare salary trends with pension developments.

The main difficulty lies in the fact that the pension adjustment index on 1 January includes inflation

during the previous six months, whereas this same inflation will only be taken into account in the annual salary adjustment one year later.

In any case, the table shows that pensions have clearly risen more slowly than salaries in France, Germany, Luxembourg, Spain, Portugal and Switzerland, and the difference is sometimes significant: an 11% shortfall for pensioners in Spain, and 22% in Portugal.

One of the explanations for these significant differences is to be found in purchasing power parities, from which pensions no longer benefit, and which had a very favourable impact on Spanish and Portuguese salary scales between 2020 and 2023.

In a few countries - Belgium, Italy, the Netherlands, Türkiye and the United Kingdom - pensioners seem to have fared a bit better, but it should be remembered that these pensions are (probably temporarily) benefiting from the inclusion of inflation from July to December 2022, whereas this inflation will only be reflected in salary adjustments on 1 January 2024.

For pensioners from Organisations that have used their "budget affordability" clause for salary adjustments (Council of Europe, OECD), the situation is even more complex. More detailed information can be provided on request by contacting our Secretariat.

3. Co-ordination

At Co-ordination level, 2022 was relatively quiet. The CCR approved a measure - supposedly temporary - to respond to situations of very high inflation (7% or more within one month) and recommended special salary adjustments for some countries (Belgium, on 1 March 2022; Germany, Greece, Hungary and the United Kingdom, on 1 May 2022) where inflation remained above 7% for three months in a row.

This may, however, just be the calm before the storm. In view of the dissatisfaction with the salary adjustment method expressed by the OECD Council and the Council of Europe's Committee of Ministers, the CCR has decided to start preparing as early as 2023 the next method, which should come into force on 1 January 2026. The CCR's main priority is purchasing power parities (PPP), and especially the position of Brussels as the base city for the system. It is of course too early to predict the final configuration of the new method, but a move towards a system with two base cities, Brussels and Paris, for the calculation of PPPs does seem likely, with the other Organisations free to choose one or the other according to their perceived interests and needs.

As for the CRSG, it has embarked on a "trend analysis of the components/building blocks of the remuneration package in the Co-ordinated Organisations' employment markets". Again, it is too early to know what conclusions can - or will - be drawn from this analysis.

4. Taxation of Pensions in France

The situation remains as unclear as ever for pensioners who are tax residents in France, as the policy - or approach - of the French tax authorities continues to vary depending on the tax centre to which one is attached. This is particularly the case when it comes to answering the question of whether the pension paid by a Co-ordinated Organisation should be declared as French or foreign income.

In this situation, we stand by our earlier advice: continue to declare the pension paid to you by your Co-ordinated Organisation in the same box you have always used in the tax form, until the tax authorities tell you to do otherwise.

Another issue that we are following and that has escalated since last summer is that of the liability of pensions paid by our Organisations to social contributions (CSG, CRDS, CASA). Many pensioners, notably from the Council of Europe, have been contacted on this subject by their tax office in Alsace; the same is true for some other pensioners from other Organisations living in other regions of France.

Here too, the situation is unclear, not least because there is a glaring lack of information from our Organisations, especially those based in France. Faced with a problem that seems to be mounting, the Council of Europe's Administration has decided to consult a tax advisor or lawyer.

When we have more reliable information or indications, we will let you know. In the meantime, I advise you to read the report by our Regional Delegate for France, which you will find later in this Bulletin, as it also mentions this tax issue.

5. Non-coordinated topics

AAPOCAD's main task has always been seen as the defence of the Pension Scheme (i.e. the Coordinated Pension Scheme), but Article 3 of the Articles of Association provides simply that "The object of the Association shall be to represent and defend the interests of former members of staff of the [Coordinated] Organisations and of their dependants ...". The first point to make here is that the interests of former staff members of the Coordinated Organisations and of their dependants are potentially much wider than the

Pension Scheme alone, even though AAPOCAD has always been cautious, not to say reticent, about tackling other issues, particularly medical protection, on which there is clearly no coordination among the Organisations, each of which has its own system.

The world around us is changing, and AAPOCAD has a duty to take into account in its activities the changes it witnesses, be they the introduction of new pension schemes in our Organisations – schemes which are not coordinated, even though, in the case of the New Pension Scheme (NPS), there are strong similarities in the rules in force in the different Organisations – or, for example, changes in medical protection arrangements.

By virtue of its composition AAPOCAD is very well placed to act as a platform for the exchange of information and ideas on current policies and practices that affect our members' lives. With this in mind it is my intention to invite the Governing Board, at its February 2023 meeting, to consider how AAPOCAD can in future be more responsive to the problems facing pensioners and in what ways it might help to solve them while respecting the necessary autonomy of the players concerned.

6. Regional Delegates

In most countries with significant numbers of pensioners from the Co-ordinated Organisations, AAPOCAD is fortunate to have Regional Delegates whose role is to answer any questions that pensioners residing in the country may have, and to advise and possibly assist them in their dealings with their original Organisation or with the national administration. This role is more a question of being reactive than proactive. As a result, the intensity and nature of the Regional Delegates' activities vary considerably, as can be seen from their reports, which I recommend you read later in this Bulletin (see pages 18-22).

The countries currently "covered" by a Regional Delegate are Belgium, France, the Netherlands, Türkiye and the United Kingdom. In an insert (see p. 23 of this Bulletin), you will see that we are urgently looking for a Regional Delegate for Germany to replace Roger Neitzel, who has resigned after many years in the position.

7. Thanks

As usual, the smooth functioning of AAPOCAD was ensured by the very efficient team comprising our Permanent Assistant Doris Cachin, our Executive Secretary Elfi Lindner, our Treasurer (until September 2022) Michèle Lobin and her interim successor Nico De Boer (since October 2022). I extend my sincerest gratitude to all four of them - and to the volunteers, including Nadine L'Helgoualch, who regularly lend a hand - for all the work accomplished in not always easy conditions.

Within the Governing Board, I am particularly grateful to the Vice-Chairs Nico De Boer, Michel Garrouste and Hessel Rutten, and to Honorary Chairs Yves Borius and Bernard Wacquez for their support and sound guidance, as well as to my Co-ordination colleague, Isabelle Tezcan, and to the other members of our Delegation to the CRP.

No Annual Report would be complete without mentioning the paramount importance of the support we receive from the OECD, and especially from its Secretary-General Mathias Cormann and its Executive Director Josée Touchette and the departments that report to her. I voice my sincerest gratitude to them on behalf of everyone at AAPOCAD.

*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-18	Pensionnés / Pensioners <a>	1481	125	878	1617	3884	123	66	8174
	Adhérents / Affiliated 	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 	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 	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%
30-Nov-21	Pensionnés / Pensioners <a>	1676	139	986	1690	4154	112	90	8847
	Adhérents / Affiliated 	449	98	357	740	1259	80	19	3002
	% b / a	26.79%	70.50%	36.21%	43.79%	30.31%	71.43%	21.11%	33.93%
30-Nov-22	Pensionnés / Pensioners <a>	1746	147	1043	1711	4276	105	108	9136
	Adhérents / Affiliated 	435	103	354	721	1257	72	19	2961
	% b / a	24.91%	70.07%	33.94%	42.14%	29.40%	68.57%	17.59%	32.41%

(*) Ces chiffres ne tiennent pas compte des pensions d'orphelin. / These figures do not take into account orphans' pensions.
SIRP/11/2022

Annual Adjustment of Pensions w.e.f. 1.1.2023 (percentage) after taking into account special adjustments granted during 2022

AUSTRALIA	7.8	LUXEMBOURG	0.1
AUSTRIA	4.1	NETHERLANDS	-2.0
BELGIUM	2.8	NEW ZEALAND	7.2
CANADA	0.1	NORWAY	0.1
DENMARK	3.1	PORTUGAL	2.8
FINLAND	2.4	SPAIN	-0.9
FRANCE	0.3	SWEDEN	4.0
GERMANY	3.2	SWITZERLAND	2.7
GREECE	1.1	TURKEY	1.1
IRELAND	2.0	UNITED KINGDOM	3.9
ITALY	4.8	UNITED STATES	0.1
JAPAN	4.0		

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

Pension adjustments

Reminder:

- Since 2020, pensions are adjusted according to the Harmonised Index of Consumer Prices (HICP, published by Eurostat) for the country whose salary scale is used as the basis for calculating the pension.
- The national consumer price index (CPI) is used for countries where there is no HICP.
- The annual adjustment takes effect on 1 January of each year. It reflects the change in the HICP or CPI from December to December.
- The final indices for December are usually not available until the beginning of the second half of the following January, so too late to be taken into account for pensions paid in January. The annual adjustment is therefore only reflected in the February pay/pension slip; the adjustment is nevertheless applied retroactively to 1 January.
- The annual adjustment can be positive or negative, depending on the development of the HICP or CPI indices.
- A special adjustment occurs as soon as inflation exceeds 6% since the previous annual or special adjustment. Special adjustments of this kind are deducted from the inflation percentage recorded from December to December.

N.B.:

- The ISRP monitors the development of the HICP or CPI for all countries involved in the payment of pensions and immediately informs CAPOC, which, through its technical opinion, clears the way for the adjustments resulting from the indices.
- **It is therefore unnecessary to contact the ISRP (by phone or e-mail) regarding pension adjustments - and you are asked to refrain from doing so. The relevant information will appear at the bottom of your pay/pension slip (normally the one for February).**

Calendar of Co-ordination Meetings for 2023

DATE	VENUE	FORMAT	ITEMS ON THE AGENDA FOR DISCUSSION/DECISION
12 January	OECD, Boulogne /videoconference	CRSG/CRP	<p><u>Items from 2022 to be continued (if necessary):</u></p> <ul style="list-style-type: none"> – Trend analysis of the components/building blocks of the remuneration package in the COs' employment markets. – Possible implications of a change in the base city for the calculation of the purchasing power parities (PPP) – Mechanism for handling very high inflation <p><u>Recurrent items:</u></p> <ul style="list-style-type: none"> – Chairman's activity report for 2022 <p><u>New item:</u></p> <ul style="list-style-type: none"> – Salary adjustment method for 2026
16-17 February	OECD, Paris	Tripartite Session	
16 May	OECD, Boulogne /videoconference	CRSG/CRP	<p><u>Items to be continued (if necessary):</u></p> <ul style="list-style-type: none"> – See list above <p><u>Recurrent items:</u></p> <ul style="list-style-type: none"> – Balance sheet of the CPS – 2024 Programme of work – Election of the CCR Chairperson – Pensions' adjustment at 1 January 2023 (for information) <p><u>New items:</u></p> <ul style="list-style-type: none"> – Review of the ceilings of the education allowance (EDU) – Review of the rates for the daily subsistence allowance (DSA) – Review of the ceilings for the installation allowance
13-15 June	Council of Europe, Strasbourg	Tripartite Session	
13 September	OECD, Boulogne /videoconference	CRSG/CRP	<p><u>Items to be continued (if necessary):</u></p> <ul style="list-style-type: none"> – See list above <p><u>Recurrent items:</u></p> <ul style="list-style-type: none"> – Annual adjustment of salaries at 1 January 2024 – Adjustment of allowances/supplements expressed in absolute values at 1 January 2024 – 2024 ISRP Budget (CCR/CRSG) – Election of the CCR Vice-Chair and Legal Adviser
<u>Option A:</u> 25-26 September	<u>Option A:</u> OECD, Paris	Tripartite Session	
<u>Option B:</u> 26-28 September	<u>Option B:</u> OECD, Boulogne ¹	Tripartite Session	



Statements by the speakers at the AAPOCAD General Assembly 2022

Mr Mathias Cormann, Secretary-General, OECD

Secretary-General, OECD

(Original English)

Dear John (Parsons),

Thank you for your invitation to open today's General Assembly.

I am pleased to address the Association for the first time since taking up the post of OECD Secretary-General last year.

I appreciate your efforts to represent and support the interests of retirees and their dependants from the Co-ordinated Organisations.

To foster a dynamic, positive and constructive dialogue at Co-ordination meetings.

And to build bridges between active and retired staff.

This year's General Assembly takes place at a challenging moment in history.

Our latest Interim Economic Outlook, released late last month, shows that the world is continuing to pay a heavy price for Russia's war of aggression against Ukraine.

We project global gross domestic product to grow at a modest 3% in 2022 and an even weaker 2.2% in 2023.

This is well below the pace of economic growth projected prior to the war.

Inflation is projected to remain high, but should start subsiding in many major economies through 2023.

As we grapple with this challenging global context, the world needs the OECD more than ever.

For over 60 years, the OECD has been a force for good in the world.

Each of you contributed to making the Organisation what it is today during your time as staff here.

And we are continuing to build on your legacy, contributing solutions to global challenges in line with our shared values.

Optimising the strength and the quality of the ongoing recovery from COVID-19 while responding to the economic and social impacts of the war in Ukraine.

Providing leadership on climate action to help secure global net zero by 2050 in a way that is effective and fair, including through our new Inclusive Forum on Carbon Mitigation Approaches.

Advancing our work on seizing the many benefits and opportunities of the digital transformation while better managing some of the associated risks, challenges and disruptions.

Helping to ensure well-functioning global markets and a global level playing field with a rules-based trading system in good working order.

And continuing to broaden our global engagement.

To continue delivering for our Members, we need to modernise the way we operate.

This is one of my top priorities.

I am committed to ensuring that the Organisation remains diverse, transparent, responsive, and accountable to its Members, as well as a dynamic and fulfilling place to work for its staff.

We must continue to recruit the best talent to be able to provide our Members and Partners with expert policy recommendations and advice, and to set the world class standards for which the OECD is known.

As you may know, a number of reforms and reviews are now underway.

Let me say a few words on two reviews that may be of particular interest.

First, the review of the OECD's New Pension Scheme.

Straight off the bat, let me assure you that this review is not expected to impact you.

It is not about the pension arrangements of retired staff.

The review was initiated by our Members in the context of falling interest rates, which have increased the contributions they need to make to fund the scheme.

It also takes account of the big – and often difficult – pension and welfare system reforms underway in many of our Member countries, like increasing retirement ages.

The review aims to assess the costs and benefits of any changes, including how to maintain competitiveness in terms of recruitment.

It will be an opportunity to consider the best pension scheme for future OECD staff in particular, and to ensure a system that is financially sustainable and aligned with Members' expectations.

The work has been ongoing for the last two years.

The International Service for Remuneration and Pensions has been fully involved, as have our in-house pension experts.

We are on track to put a recommendation to Council later this year.

Second, the review of the Organisation's participation in the Co-ordination System.

Late last year, OECD Members asked for a review of our salary adjustment methodology.

As you likely know, the methodology is based on a recommendation from the Co-ordination System – and so the request from Council to consider the OECD's participation in the Co-ordination System more broadly.

The review requested by Members was prompted in particular by one specific element of the salary adjustment methodology, which ensures that OECD salaries maintain Purchasing Power Parity with Brussels.

The issue here is that the cost of a number of items have evolved significantly in Brussels in recent years.

This has led to automatic – and often significant – adjustments to the salaries of the OECD's Paris-based staff.

And given Paris is where most of our staff work, it's not clear that maintaining purchasing power with Brussels makes sense.

Council has not yet made a decision on this review.

But the emerging view is to remain within the Co-ordination System and to explore together with the other Coordinated Organisations whether Paris could potentially be included as an alternative option for measuring Purchasing Power Parity.

My team will continue to ensure constructive and open dialogue through the Co-ordination System, taking account of Members' priorities and the importance of looking after our staff.

Let me take this opportunity to thank you for your collaboration and continued engagement with us.

I wish you a successful General Assembly.

Thank you.

Mathias Cormann

Mr Syd Maddicott

Chairman of the CCR

(Original English)

Mr Chairman, Ladies and Gentlemen, Officers of AAPOCAD, Fellow Pensioners,

I hope that I find you in good health and good spirits, though I am sure that many AAPOCAD members will have been adversely impacted by the Covid pandemic. It seems the worst is over – let's hope so.

I am also sure you don't need telling that we are now living in dangerous and difficult times. If the Covid pandemic hadn't caused enough health problems and economic problems, we have this year seen Russia invade a sovereign Ukraine. The general consternation in the West over this act of extreme aggression directly impacts one of the six Coordinated Organisations (COs), NATO, greatly. It has had to evaluate its military response to Russian aggression and consider the application of three nations to join the alliance – Sweden, Finland and now Ukraine itself.

We cannot be certain of the political and economic outcome of this conflict but some things are already clear. The rise in energy prices is likely to be hard on everyone. Governments will have to borrow to offset at least some of the increases to both industrial and domestic users. Inflation is rising in most countries in the West and a general economic downturn may be possible. There was pressure on CO budgets and this is likely to intensify.

The CCR, representing the member countries of the Co-ordinated Organisations, has expressed their countries' concerns about the current economic circumstances, and is starting to think what actions may be put in place to deal with the circumstances that may arise. I'll happily give you all today some insight into some of the CCR's thinking.

One clear idea that has emerged is the need to consider whether Brussels should continue to be the base city for calculating PPP. I think most CCR members understood that the choice of Brussels as the base city was simply because Belgium (and Luxembourg with which it had been bracketed) had the most CO staff.

With the creation of a separate Luxembourg salary scale this is no longer the case and at its meeting in Darmstadt in June this year the CCR decided the choice of base city should be reviewed. It asked the ISRP to analyse the effect of changing the base city to Paris, as France now hosts the largest number of CO staff.

Such a change would have the advantage of enabling the OECD to budget more accurately and it has been the case over the past few years that both the OECD and

the Council of Europe have had to absorb a significant PPP effect on top of the other annual salary adjustments.

Pressure within the OECD's Governing Council has already led to an investigation into the possibility of the OECD ceasing to participate in the Co-ordinated SAM and developing its own.

The ISRP's analysis, now shared by the CCR with the other colleges, reveals that changing to Paris would probably – if future conditions are similar to past conditions – result in a reduction in costs to the COs and would avoid OECD and Council of Europe receiving additions to their costs late in the pay cycle.

It is clear that the other four COs do not wish to see a change from Brussels to Paris. They have few staff based in France and for some, especially those with more than a single location, PPP is a considerably important element in the overall pay offering. One of those four is NATO.

Co-ordination will be left to produce a result that, as far as possible, satisfies the needs of all six organisations. Indeed, that is emerging as a specific objective for the CCR.

The CCR is not minded to try and force Paris as the base city on all six organisations and, while it is under pressure to find a solution to the problems faced by the OECD in particular, it looks as though a compromise will need to be developed. The ISRP has helpfully set out a number of options to effect this. They will be examined in further detail, starting at the February meeting.

Incidentally it seems that there were other reasons for the choice of Brussels as the base city, not least that it affords co-operation between Eurostat and the ISRP in calculating PPP.

Any change cannot legally be introduced during the life of the current Salary Adjustment Method (SAM) so will have to wait for the development of a new SAM which will come into force no earlier than 1 January 2026. The CCR is keen to see agreement on a new SAM well before this date.

Any changes made to PPP will have no effect on pensions administered under the Co-ordinated Pension Scheme (CPS).

Since 2020 annual adjustments have been made to pensions in accordance with local inflation, rather than in accordance with the adjustments made to the salaries of serving staff. This change was, as I am fully aware, not generally popular among pensioners but I understand appeals against the change have now all failed and it is clear that the legal advice upon which the CCR acted was sound.

This means of adjustment provides a reasonable and more stable guarantee of income for pensioners and

in some years and in some countries at least may be more advantageous to pensioners than the previous method.

Other ideas will emerge in the discussions leading to the next SAM and I will happily update AAPOCAD on the CCR's thinking if I am re-elected next year and am able to attend your General Assembly.

In the meantime, let me wish you a successful meeting and the very best for the remainder of this year and for 2023.

Syd Maddicott

Mr Christian Overbeck

Chairman of the CRSG

(Original English)

The Coordinated Organisations and more generally the multilateral cooperation are facing major challenges, suffering the effects of the situation in Ukraine, a cost-of-living crisis caused by inflationary pressures that are lasting in many countries.

The situation in the member states of the Coordinated Organisations is thus no exception. The issue of inflation and its impact on staff emoluments was the focus of many discussions at Coordination level.

To deal effectively with these challenges, collective action between the different Co-ordinated Committees is essential. This objective is all the more important in the current context where our system is being confronted with internal discrepancies emerging between and within those Committees. These divergent positions can be explained in different ways.

Each Member State has different individual priorities, and these divergences are felt even more within the various organizations, according to their internal dynamics. This explains the different positions of delegates within the CCR.

These divergences are also felt among the six Coordinated Organizations, since they do not share the same objectives and do not face the same challenges in terms of staffing costs, HR policies and budgetary constraints.

This difference is also felt in terms of attractiveness. Due to the organizations' mandates, which require very different skill sets, some organizations may be more likely to increase their staffing expenses for the purpose of attractiveness while others may be less sensitive to that issue. In addition to this, organizations strive to maintain a balanced representation of their different member countries within their staff population, which at times requires incentives to attract nationals of countries where the labour

market is tense due the scarcity of certain profiles. Quantitatively, there are also disparities, in terms of the budget and the proportion of staff within each organization.

Thus, while cooperation within Coordination is appreciated and has many advantages for all parties involved, it faces various intrinsic and extrinsic obstacles.

Hoping that the current context and related challenges will give an impetus to cooperation within Coordination.

Christian Overbeck

Mr Jeremy Maddison

Chairman of the CRP

(Original French)

Dear AAPOCAD Chair, dear John, dear colleagues,

Thank you for inviting me to this AAPOCAD General Assembly, and I am delighted to be here.

We have learned to live with the Covid-19 health crisis, but since then the situation has been compounded by Russia's attack on Ukraine. We are all having to cope with a difficult political and economic situation.

A fortnight ago I had the honour of being re-elected Chair of the Committee of Staff Representatives in the Co-ordination system. We will have to work together in a strong and determined manner, because important issues await us at the level of Co-ordination.

The most pressing concern is the CCR's desire to review our salary adjustment method that came into force at the beginning of this year. This will be the second review in a short space of time, after another recent CCR review introduced, in addition to the budget affordability clause, a salary moderation clause and then an exception clause! Now, following a firm request to the CCR from one of the six Co-ordinated Organisations (the OECD), there is talk of yet another review of the same salary method, because as soon as its outcome does not suit the Member countries, they decide that it should be changed.

The CRP demonstrated in the Co-ordination meetings at the end of September that it was open to discussion with the CCR and was ready to look at what could be improved in our salary method, but calmly and with a medium/long-term strategy. Knee-jerk reactions are never advisable in times of crisis. The focus of the CCR's attention seems to be the purchasing power parities element, and in particular the base city for the calculation which is currently Brussels. The requester of the review is the

OECD, which has almost all its staff in Paris. While we can understand that OECD members are concerned about the situation, it would be very dangerous for Co-ordination if an internal problem in one of the six Co-ordinated Organisations were to lead to a change in the calculation method involving the key element of purchasing power parity, which applies to all the Co-ordinated Organisations! If we take the example of NATO, which has a large number of staff all over the world, we can see that purchasing power parities are very important in order to offer fair purchasing power to all its staff and to protect the attractiveness of the Organisation. Also, inflation is higher in Brussels than in Paris today, but this may change in the future. Are we going to change the salary method every time this happens? It is not a pick and mix method!

The method we use for calculating the remuneration of staff in the six Co-ordinated Organisations is fair, robust, based on three clear and logical criteria, and always clearly explained by the ISRP. We will therefore have to keep a close watch on the CCR's ideas, which could have quite an impact on all our serving colleagues. The CCR confirmed two weeks ago that the current method would not be modified, and that the three pillars of the method would not be modified either, but targeting the base city for calculating purchasing power parities is nonetheless a bold move! Moreover, we have every reason to fear a challenge to the Co-ordination system and its role.

The duty of the Committee of Staff Representatives in the Co-ordination system is to do its utmost to defend the rights of serving and retired staff of the Co-ordinated Organisations, as CCR member countries tend to reduce benefits as soon as an outcome does not go their way.

We must continue to work together, with close collaboration between serving and retired staff. The CRP is fortunate enough to be able to interact with AAPOCAD because you have the institutional memory, and you can warn serving staff about the CCR's intentions, as it is often the same ideas that are brought back to the table. All together, we will continue to defend the benefits of serving and retired staff with force and determination.

I was concerned that the younger generation would be more resigned to the situation, given that short-term contracts are increasingly replacing permanent appointments, use of temporary staff is increasing, as is use of interns to perform quite high-level duties, and that constantly increasing workloads can in some cases result in staff putting themselves first to try and get out of complicated situations. But perhaps I was wrong. For example, the OECD Staff Association recently organised a meeting

to alert all staff to what the member countries were planning, and over two thousand people attended, including many young people who are ready to take action.

Of course, we must leave the door open for dialogue with the CCR. We just need to be prepared not to capitulate on all the issues, and in particular to confront the fact that member countries are regularly renegeing on their past commitments.

If the CCR, and some of its members in particular, continue to seek to whittle away at salaries, pensions and allowances, then the gap between the CCR and our Organisations will grow wider. The discontent of serving and retired staff will grow and will continue to create a rift with member countries. It is important that the CRSG and the CRP continue to agree on the need to defend the Co-ordination system in the interest of pensioners and officials, and therefore in the interest of the Organisations.

We are well aware of the economic problems that countries are facing, but we must also bear in mind that, in the midst of a military, economic and environmental crisis, the member countries have probably never had such need for the work of the staff of the six Co-ordinated Organisations. It would seem advisable to strengthen our Organisations, but in no way to weaken them. The return on investment seems relatively positive for the member countries. We need to maintain the appeal of the Co-ordinated Organisations, develop diversity and retain talent, with a medium to long-term strategy that does not focus solely on the financial aspect.

I would like to finish by sharing with you all the pleasure I have in working with AAPOCAD at the CRP, as AAPOCAD is an essential partner for staff representation in the Co-ordination system, and I would like to pay tribute to its Chair, John Parsons, along with Isabelle Tezcan, Bernard Wacquez and Jean Le Ber, whose knowledge of the Co-ordination system, as well as their informed and pertinent contributions, are essential to the work of the CRP. I would like to thank you all sincerely on behalf of the CRP.

Thank you AAPOCAD Chair, thank you John. Thank you all.

Jeremy Maddison

Mr Hannes Langeder

Chairman of Pensions Administrative Committee of the Co-ordinated Organisations

(CAPOC)

(Original English)

Mr. Chairman, dear John, dear colleagues,

Thank you for giving me the opportunity to speak in my role as Chair of the CAPOC at your General Assembly.

It is excellent to see that we can in principle get back to “in-person meetings”. The recent meetings at Co-ordination and CAPOC level have shown how important it is to allow for informal exchanges of delegates in the margins of the meetings. At the same time, organisations have taken the opportunity to change their mission travel policies – with the aim to improve their carbon footprint – and it is for this reason that I address you this time via “videolink”, with the intention to be present at the next occasion, calendars permitting.

Let me start by giving the usual contextual overview and the “raison d’être” of CAPOC. The Pension Administrative Committee of the Coordinated Organizations was created in 1974 to ensure uniform application of our pension regulations. It is a technical committee which reports to the CRSG, meets four times a year and will hold its 212th meeting later in December.

CAPOC consists of representatives from the six Co-ordinated Organizations, from observers, like the RATU, EU Sat Cen, EUISS as well as the European Patent Office whose pension management is entrusted to the SIRP and its secretariat is provided with great efficiency and dedication by the SIRP, which allows the delegates to benefit from its legal, fiscal and actuarial skills.

You are all aware that the Committee’s scope had been enlarged since its creation with the arrival of new pension schemes in the various Coordinated Organizations, and it does also provide technical opinions on the other defined benefit schemes which are the NPS (Council of Europe, ESA, EUMETSAT, OECD) ECMWFs DBFPS or Council of Europe’s TPS.

The tasks the Committee covers are in a nutshell (i) the review of the Pension Rules, or provisions of technical opinions thereon at the request of the CRSG, (ii) review of the Staff Contribution rates of the different Pension Schemes, (iii) pension transfer agreements, (iv) matters relating to taxation/tax adjustment, (v) the annual balance sheet, and (vi) approving the assessment of pension rights.

When now looking more into current issues dealt with by CAPOC, let me focus on the most prominent one

keeping us busy, that is the update of the contributions rates. I believe it is important to note that we keep close cooperation in this undertaking with the Pension Working Group of the CRP, in which AAPOCAD is also represented.

We started the work on the five-year review of the pension contribution rates in the course of 2022 for rates which will be applicable as of January 2025. I remind you that we saw big increases when the contribution rates were updated last time in 2020 and that the main driver of the increase at that review cycle was the low discount rate. It was also already clear at that time that the discount rate evolution would be equally a important driver in the review for the 2025 contribution rates.

It is against this background that a detailed analysis of the discount rate calculation and options has been undertaken and a new concept in terms of the underlying data series has been identified. The Executive Directors, the CRSG and CRP Pension Group have all been briefed and are supportive of the changes, which will have a positive - or maybe better to say a less negative – effect on the next contribution rates. The CCR, who had also raised concerns on this matter in one of the previous contribution rate updates, will also be informed in due course.

So we have made good progress at that end, but there are more components towards the final calculation, which still need to be worked on: Inter alia, these cover the demographic assumptions, which the ISRP's Actuaries are currently liaising on with the individual organisations, or the "life tables", where the ISRP liaises with the EC as a partner on the time table.

Subsequently, the early retirement coefficients as well as the actuarial coefficients for pension transfers will be on our agenda.

I mentioned earlier the technical nature of CAPOC. As such, the Committee also looks – from a purely technical viewpoint – at possible improvements relating to the sustainability of the pension schemes and hence also at the aforementioned aspects towards the contribution rate calculations. We are in this spirit reviewing aspects of frequency of updates, e.g. of the transfer coefficients, but at organisations' requests also matters like individual contribution rates from legal and technical perspectives. Needless to say that any proposals that reach a consensus position at CAPOC, will need to survive the "political test" at CRSG level, and proper and timely coordination with the CRP Pension Working Group.

So you see that there is still quite some work to be done before a proposal will be submitted to CRSG and to the other Committees, leading to the 2025 contribution rates for the CPS. In parallel, rates for the other Pensions Schemes, i.e. the NPS, the DBFPS and the TPS, will equally

be prepared for submission to the Organisations' Delegate Bodies.

With my tribute to the excellent work of the ISRP in providing the CAPOC Secretariat, and without whose support CAPOC could not function, I will now close my short intervention.

Thank you for your attention and I am now available to answer your questions.

Hannes Langeder

Mr Jean-François Poels

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

(Original English)

Dear Chairman, Ladies and Gentlemen,

I'm pleased to participate to this General Assembly together with my colleague Margaret who is the well-known manager of the ISRP payroll unit.

Margaret will address the latest statistics and you will notice that the continuous growing trend that keeps us busy.

Before I give her the floor, I wish to highlight that the working relationship with the AAPOCAD is now back on very good tracks, thanks to the mutual willingness from both parties to recreate a fruitful dialogue. Last meeting, I hoped such positive dialogue could flourish and I can say today that it come true.

As far as the payroll unit is concerned, together with Margaret we keep on monitoring the level of the workload and we plan to hire additional staff members to reinforce the team. As it grows, we will conduct an analysis to identify areas where we need to modernise, be it on the internal organisation or on the tools we currently use. We already identified some areas where further automation could/should be developed. We also saw two ISRP colleagues joining the group of retirees (it happens to us too!) and one of them use to take care of the IT payroll engine. Don't worry, after several weeks and months of intensive search, we found the rare bird with an excellent level of expertise who agreed to join our team.

Please note that on the technical ground, the ISRP will renew the generic passwords in order to prevent the pensioners from receiving irrelevant messages from Google. This change will take place after an extensive communication campaign, knowing that there is no individual nor confidential data behind these generic passwords.

With those words, I give the floor to Margaret who will convey a couple of messages together with the latest statistics.

Jean-François Poels

Ms Margaret Gilman Jaouen

Head of the Payroll Administration Unit (ISRP)

(Original English)

Pensions payroll

- Total pensions under administration 08/2022: 12 617
- A 3% increase over 08/2021 (that includes NATO and the associated orgs)
- New Pension Scheme at 08/2022: 200
- A 24% increase over 08/2021!

3rd pension scheme TRP at Council of Europe reaching maturity, can expect the first TRP pensions after April 2023.

Geographical coverage

Top 5 countries of residence for 8,353 pensions at PAU (that includes the associated orgs).

UC1 PAU main countries of residence 12/A-1 and top 5 with % of UC1	FRA	39%
	DEU	21%
	NLD	15%
	GBR	5%
	AUT	4%

Payslips and other documents

- Payslips delivered on IPSI Kiosk digital safe 08/2022: 64% of total
- Compared to 08/2021 : 62% of total

Some pensioners give up and go back to paper. However, we need, collectively, to make use of paperless processes. The ratio should go up more quickly and we urge all parties to recognize that it is in the interest of everybody, including our environment.

Statements of benefits for more countries have been added to IPSI Kiosk, up to 18 countries now and more under review for addition next year.

Special adjustments of pensions

ISRP closely monitors the consumer price indices and **applies when it is warranted**. Please don't call or send e-mails to inform us about the level of consumer price index. The ISRP is tasked by the Co-ordinated Organizations to precisely monitor these indices on a monthly basis.

Thanks again for your invitation and both the ISRP payroll unit and the NATO payroll Unit, are looking for another year of respectful co-operation with a positive mindset from everybody, including when there might be an issue.

Margaret Gilman Jaouen



AAPOCAD's Regional Delegate Reports 2022

BELGIUM

Mr William RODEN

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(Original French)

Over the past year, I did not receive any requests for information or intervention from any AAPOCAD pensioners residing in Belgium. On the issue of taxation by the Belgium government of some social contributions paid by NATO pensioners for medical cover, an increase was observed in the number of our members receiving tax adjustments in the Flemish, Brussels and Walloon regions.

The Association of Retired NATO Civilian Staff (ARNS), working with tax experts, prepared a written position challenging the legality of the taxation of these contributions. This document was forwarded to the NATO Administration, which used it as a basis for its recent high-level discussions with the Permanent Representation of Belgium to NATO. The outcome of these discussions is not yet known.

I have also noticed a slight downturn in the number of new AAPOCAD members, which I hope is just a temporary trend.

Kind regards,

Billy Roden

FRANCE

Mr Malcolm GAIN

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(Original English)

At the beginning of my report last year, I spoke of the likelihood that the uncertainty which many of us had experienced might well persist in the current year. Sadly, this prediction has proven accurate. Prospects for the coming year seem no better at the time of writing in December 2022 than they did twelve months ago. Although concerns about the effects of the COVID pandemic on our lives and our health and that of those around us have abated somewhat, we are still faced with varying degrees of uncertainty as regards our tax situation in France. The possibility of our liability for CSG

and CRDS contributions on our co-ordinated organisation pensions over and above the income tax we all pay already remains a particular cause for concern. Policies and practices still vary from one tax office to another and no single position on the matter has as yet been defined by the French Finance Ministry.

I indicated in 2020 that the position of this Ministry, known colloquially as Bercy, from its location in Paris, is that they consider pensions paid by Co-ordinated Organisations with their headquarters in France as being of French (and not foreign) origin. As far as we know, that position has not changed, despite the fact that some local tax offices take a different view. This being so, we maintain our advice that you continue to declare your Coordinated Organisation pension in the box you have always used on the tax return form, unless or until your local tax office directs you to do otherwise.

Note that If you declare your pension in box 1AM (or 1BM if you are "*deuxième déclarant*"), i.e. as being of foreign origin – and some tax offices insist on this – you will be asked to pay the tax on your pension in monthly instalments in the year in which the pension is received. These instalments are called "*acomptes contemporains*" and are directly debited from bank accounts by the French authorities. Declaring the pension as being of French origin in box 1AS (or 1BS) normally results in the tax due being collected in four equal instalments in the last four months of the year following receipt of the pension.

It would be helpful, this year as last, if you could inform AAPOCAD of any sudden or recent changes in the manner in which your income tax is levied on your pension by the French Authorities so that AAPOCAD can in turn keep CRSG and ISRP abreast of the situation on the ground.

Despite the uncertain times in which we continue to live I wish you and your loved ones all peace, health and happiness in 2023 and beyond.

Best regards,

Malcolm Gain

GERMANY

Mr Rüdiger NEITZEL

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(Original English)

Dear "Pensioners",
Dear members of AAPOCAD,

I have been the German delegate since 2007 and I mentioned last year already that I am looking forward to somebody to replace me in this function. Unfortunately, there has been no response - I am now 80 years old and I will not continue as "acting" regional delegate. I think it is time a younger person takes over. This will definitely be my last report.

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 mention this only to remind everybody that there is no chance of resurrecting this issue.

2. Health Care

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

It is understandable that most persons like to stay at home as long as possible and the decision to send your partner into a nursing home is probably the last important decision in a pensioner's life.

That is why it is so important that we have coverage for LTC.

There is a gap between the German legal requirement and the health insurances of the Coordinated Organisations which I have pointed out often enough.

2.2 NATO has modified the NATO Health Insurance Contract (NHIC) and I had great hopes that it would include some kind of provision for long-term care (LTC), but that is not the case. In fact, the new contract raises a lot of questions from all concerned and various efforts have been made to clarify the situation.

3. For 2023, I have the following wishes:

Health, Peace and Freedom for all of us!!

Best regards,

Rüdiger (Roger) Neitzel

ITALY

Mr Franco VELTRI

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fveltri@hotmail.com

(Original English)

The number of AAPOCAD members residing in Italy is 120 (87 NATO, 24 ESA, 4 OECD, 3 CE, 1 ECMWF, and 1 EUMETSTAT).

No new major issue emerged in 2022. Over time, the overdue final tax adjustments from 2017 were paid (see 2021 report), even if uncertainty remains about whether anything is left to be paid to NATO pensioners. They received in November 2021 the tax adjustments related to 2017-2018 and 2019. Furthermore, in March 2022, their pension slip reported, in addition to the normal adjustment, two payments related to *Tax Annual* and *Tax Annual Previous Year*. This wording created confusion about which year(s) these payment referred to. An inquiry sent to the NATO Pension Unit was unanswered.

While this may be only a communication problem, lack of transparency about tax adjustments remains. Not being aware of the dealings between the organizations and ISRP, pensioners have no knowledge of the parameters applied for each year and cannot verify if any mistake is made during their application. While we are confident no mistake is made, still there is no human activity without mistakes. We continue to hope AAPOCAD can help in obtaining more transparency in this procedure.

Kind regards,

Francesco Veltri

THE NETHERLANDS

Mr Nico DE BOER

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nicodeboer@xs4all.nl

(Original English)

After more the 10 years The Netherlands Government has issued a ruling for the way the pensions of the coordinated organizations and the European Patent office may be taxed in the future. On the positive side the pensioners have now some clarity on the way their pensions can be reported in the annual tax declaration. On the other hand, there are still some issues on which the representatives of the pensioner organizations and the organizations have a dissenting opinion. The ruling is rather complex and the NATO pensioners organization ANARCP has prepared and distributed to its members a document explaining the new ruling and the steps the pensioners may have to take. Based on this document ARES has also prepared an information note. And following a request by ESA ISRP has distributed this document.

Due to the extremely high increase in the consumer prices indices the pensions of the Coordinated Organizations paid to the pensioners residing in The Netherlands were subject to the special adjustment procedure twice in 2022.

Although the social security systems are not coordinated, both NATO and ESA have to make sure that their system is compatible with the national social security system. If not, pensioners might lose the right to be exempted from paying the national social security contribution. ESA has made some progress to ensure this compatibility, in particular in respect of access to and financing of treatment in nursing homes. But for NATO pensioners the situation is critical.

The entry into force on 1 January of the Modernisation of the NATO Medical Insurance Plan poses particular problems for our Dutch members from NATO. The plan was introduced to enhance solidarity, contain costs and to provide at least the same coverage but none of these aims can be met in The Netherlands. Concerns raised by active and retired staff have been overruled for the purpose of having a NATO-wide coverage. The fact that there are of course national differences in the way Nations arrange their social security has been ignored.

In The Netherlands, unlike in most other NATO Nations, staff and retirees of International Organisa-

tions are exempt from the national social security provided these Organisations give compatible coverage. This could be effected as from the early days of NATO by a specific Supplement (B) so that, as the most significant example, specialist costs and their medications including day care at hospitals were reimbursed in the same way as mandatory under all Dutch insurances, at 100%. The NATO basic insurance covers 90%; NATO does not contribute to the cost of the Supplement.

Notwithstanding the objections raised, the Supplement ceased on 1 January 2023. NATO's insurance company will offer various NATO-wide options that not only do not overlap Supplement B but will also be up to 10 times more expensive. The premium goes up by age and by the number of dependants, which was not the case from before. Also, it is questionable if these commercial options can be seen as part of NATO's social security.

A similar problem is caused by the inclusion of homebased care into the NL social security (like in Germany) as well as long-term care. New retirees have to sign a statement that their international insurance also covers these aspects in order to get exemption, but the NATO insurance covers only medical elements and not the care elements of this social security.

The promise that NATO is willing to look into the feasibility of including the differences between the NATO insurance and what is legally required in the Netherlands poses both a real risk of losing the exemption and a financial exposure to substantial cost.

Kind regards,

Nico de Boer

TÜRKIYE

Mr Kamil ERKER

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(Original English)

After almost five years of active involvement as the Regional Delegate of pensioners in Türkiye, the prevailing task of fighting the erosion of the purchasing power of pensioners on the Turkish currency scale remains the *raison d'être* of my representation function.

1. PENSION ADJUSTMENTS

The perennial problem of high domestic inflation and its devastating effect on pensions paid in the local currency has aggravated in 2022. The official annual CPI increase for Türkiye as at the end of November has been

84.4%. The monthly trend has started to slow down minimally in November as compared to the same month of 2021. Inflation in the first 11 months of the year stands at 62.4%.

In 2021, the total inflation adjustment applied on pensions in Türkiye was around +36%. This year, the following special inflation adjustments have/will have been implemented:

Effective	1 February: +11.1%,
1 April:	+10.5%,
1 May:	+ 7.3%,
1 July:	+ 8.0%,
1 October:	+ 7.1%,
1 December:	+ 6.6% (pending).

The cumulative of these special adjustments for 11 months (January-November) will be 62.4%. With the projected downturn in inflation, pensioners on the scale for Türkiye should expect to receive an annual inflation adjustment of 66 to 68% in the local currency over pension levels as at the end of 2021. Eurostat's annual HICP increase as at the end of November is also around 84%. Should the annual figure stand at 66 to 68% by the end of the year, the balance of the 1 January 2023 annual pension adjustment for Türkiye would be around 3%.

The numerically large special pension adjustments should not be interpreted as any extra remuneration beyond inflation adjustment based on official figures, which can be conservative due to domestic reasons. Pensioners on the scale for Türkiye are in reality running after losses of purchasing power that have already materialized. Describing inflation in Türkiye as a galloping one would not help remedy the harm caused on pensioners by the de-linking as from 2020 of the pension adjustment method from the salary adjustment method, thus denying pensioners the effect of the purchasing power parity corrections.

2. CONSIDERATIONS ON THE APPLICATION OF THE PENSION ADJUSTMENT METHOD

The special pension adjustment mechanism incorporated in CPS Article 36 involves the publication of the monthly HICP increases by Eurostat and a concurrence by silence procedure at PACCO/CRSG level in accordance with the new CPS Art. 36. These technicalities cause a delay of up to 2 months for the implementation to take place after the adjustment threshold is reached. It has taken Eurostat up to the first three weeks of the following month to publish HICP increase figures for a given month, at least for Türkiye, although the Turkish Statistics Institution (TÜİK) has kept publishing CPI increase figures systematically within the first 5 days of

the month. I continually alerted the NATO Pensions Unit every time the CPI exceeded the adjustment threshold and ironed out any problems due, for example, to late arrears payments with them, as recommended. However, following the matter up again with Eurostat would be beneficial for all pensioners, as the possibility of receiving annual adjustments incorporated in the January pensions rather than later in the year has a meaning in preserving purchasing powers amid the current inflationary trend prevailing in practically all OECD countries.

The continuing problem has been that the overall CPI figures as provided to Eurostat do not necessarily reflect those that would be based on the weighting of the active staff's and pensioners' consumer spending patterns. NATO active staff representatives in Türkiye have submitted a request for a new purchasing power parity survey to help remedy their deteriorating situation. Unfortunately, pensioners may not benefit from the potential results of such surveys as a result of the adjustment method adopted as from January 2020. Should active staff salaries in Türkiye increase considerably more than pensions as a result, a correction should be requested in application of CPS Article 36.1.

3. IMPACT OF THE GROUP HEALTH INSURANCE MODERNISATION AT NATO

The main issue NATO retired staff representatives in Türkiye had to deal with in 2022 was NATO's plan to modernize the Group Health Insurance Contract. With also my help, colleagues who represent NATO retired staff in Türkiye (ANARCP members), spent a great deal of time to try to influence the development of this new health insurance scheme in order to protect the interests of fellow pensioners. Unfortunately, the final result is not what was expected and it represents an extension of the destruction of the solidarity principle initiated with the de-linking of the adjustment methods.

NATO intends to replace the supplementary insurance peculiar to Türkiye providing for the full reimbursement of out-patient treatments with premiums paid merely by affiliated staff by new supplementary coverage options that are exorbitantly more expensive. A retired member of NATO staff enjoys the right to appeal directly with the NATO Administrative Tribunal NATO IS' decision to implement the plan as of 1 January 2023. Retired staff representatives are currently in the process of nonetheless requesting an Administrative Review to ask NATO IS to reconsider their administrative decision and to persuade them to take corrective measures.

The implementation of the new plan will deny pensioners in Türkiye their decades-long paid supplementary cover as none will be able to sustain the purchase cost of new products directly from the insurers at premiums quoted only in Euro representing 3 to 4-fold increases over their current premiums to date deducted from their pensions in the local currency. Although I am aware that health cover is not a coordinated matter, I wish to take this opportunity to draw members' attention to the negative effect which the new NATO initiative expressed in euro has on the purchasing power of pensioners residing in Türkiye.

4. MEMBERSHIP

Based on the AAPOCAD membership data for Türkiye, there were 47 AAPOCAD members residing in Türkiye as of 31 December 2021. I continued to enlist the very few retiring NATO staff in Türkiye to AAPOCAD in also 2022, while also trying to reach other pensioners on the payroll for Türkiye who are not AAPOCAD members. The resulting new number of my region's members will be shown on the AAPOCAD data base as of 31 December 2022.

I wish to express my gratitude to our Chairman and all AAPOCAD Bureau and Governing Board members for their kind assistance in 2022. Your increased support is indispensable in also 2023 and beyond if we are to break the constant loss of rights suffered by pensioners.

Kind regards,
Kamil Erker

UNITED KINGDOM

Mr Robin Adrian FLOOD +44 737 823 5253
aapocad@dragonsblood.org.uk
(Original English)

Dear Colleagues,

The problems brought to my attention during the past twelve months were not specific to the UK but affect all of us, and were related to pensioners and dependants who, after years of retirement, could not recollect details of benefits and insurance should the pensioner become seriously ill or die. The problems were exacerbated by the lack of assistance from two Coordinated Organisations' pension departments - as we all know, some COs are helpful, others less so. I'd like to remind pensioners to keep their relatives and families up to date on such matters and to point out that AAPOCAD is here to help and keep our contact information accessible.

I was also asked about legal requirements for British and non-EU pensioners travelling to the EU. Whilst not strictly an AAPOCAD matter, those pensioners with connections to EU lands are currently affected by the 90-day rule (which Spain is asking Brussels to abolish) and from next year will have to comply with both the EES (Entry and Exit System) from May 2023 and the ETIAS (European Travel Information and Authorisation System) from November 2023. There is plenty of information available on the internet but if anyone has any questions, please contact me and I'll try (no promises) to disentangle the usual complexities of EU Rules and Regs. I also have some knowledge of obtaining post-Brexit residence visas (Article 50) for British citizens in Spain.

Best wishes to all for 2023!

Best regards,

Robin A. Flood

Vacancy:

- **Regional Delegate for Germany**

Following Rüdiger (Roger) Neitzel's decision, announced in his report (see p. 19), to no longer serve as Regional Delegate for Germany, we are seeking a new Regional Delegate to replace him.

The Regional Delegate's role is to answer any questions that pensioners residing in the country may have, and to advise and possibly assist them in their dealings with their original Organisation or with the national administration. This role is more a question of being reactive than proactive. As a result, the intensity and nature of a Regional Delegate's activities vary considerably, as can be seen from the annual reports published in this Bulletin (see pp. 18-22).

We therefore encourage any AAPOCAD member who is resident in Germany

and who would be able to ensure this function to send his/her application to aapocad@oecd.org before 28 April 2023. All applications must be accompanied by a letter of motivation stating why the applicant considers him or herself qualified for the position. Applications will be reviewed by the Governing Board at its next meeting, scheduled for the second week of May 2023.



Elections for the 2022-2023 AAPOCAD Governing Board

The mandates of 8 Governing Board Members expire this coming month of May.

The available posts, by Organisation, are as follows:

NATO	3
OECD	2
ESA	2
CoE	1
ECMWF	0
EUMETSAT	0
WEU	0
TOTAL	8

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

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 an electronic or 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 **Monday, 17th April**.
- 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 **24th April**.
- c) You must then choose how you wish to vote, i.e. either electronically on the AAPOCAD website (please use this method if possible) or by post.

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

- d) Your vote(s) must be received by the deadline of **2nd June**, and they will be counted immediately afterwards, with the results being announced at the AAPOCAD Governing Board on **12th October** and ratified at the General Assembly on **13th October 2023**.
- 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 JANVIER 2023 ELECTED MEMBERS OF THE GOVERNING BOARD AT JANUARY 2023

Les noms en gras indiquent les mandats se terminant en 2023
Names in bold show mandates ending in 2023

Mandats - Mandates			Mandats - Mandates		
Nom - Name	1 ^{er} -1 st	Fin-End	Nom - Name	1 ^{er} -1 st	Fin-End
OTAN / NATO			CE / CoE		
M. RODEN	2011	2023	M. PALMIERI	2014	2023
Mme TEZCAN	2017	2023	M. BOHNER	2012	2024
Mme THILL	2020	2023	M. COURADES	2021	2024
M. CORBELLINI	2015	2024	M. PARSONS	2016	2025
M. GOYENS	2015	2024			
M. RUTTEN	2009	2024	UEO / WEU		
M. DESBOIS	2019	2025	Mme BRISSET	2012	2024
M. PARISH	2022	2025	M. DE GOU	2013	2025
OCDE / OECD			CEPMMT / ECMWF		
M. GARROUSTE	2008	2023	M. BATAILLE	2021	2024
M. MOORE*	2017	2023	M. ERLER	1995	2025
Mme DUBOSCQ	2021	2024	EUMETSAT		
Mme LINDNER	2003	2024	Mme NICHOLAS	2019	2025
M. HUGONNIER	2016	2025	M. THIEM	2013	2025
M. VANSTON	2007	2025			
ASE / ESA					
M. LE BER	2011	2023			
M. VELDHUYZEN	2011	2023			
M. CAMPBELL	2007	2025			
M. DE BOER	2007	2025			
M. JAGTMAN	2016	2025			

* Membre de 2009 à 2015, réélu en 2017 /
Member from 2009 to 2015, re-elected in 2017

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)
Italie / Italy : M. VELTRI (OTAN)
Turquie / Turkey : M. ERKER (OTAN)
RU / UK : M. FLOOD (ESA)

PRÉSIDENTS DES ASSOCIATIONS/ CHAIRS OF ASSOCIATIONS

Mme BAYLIS (ECMWF)
M. BRIDGE (EUMETSAT)
M. COMBARIEU (UEO)
M. WINZER (ESA)

Glossary of Co-ordination & Pensions

FORMER STAFF ASSOCIATIONS

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

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 [*NATO Support and Procurement Agency*] 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 Coordinated Pension Scheme Rules,

3. The purpose, amount and method of adjustment of the various allowances.

CCR: Co-ordinating Committee on Remuneration

The correct application of the 1974 Pension scheme is 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 CAPOC, and working groups of the CCR.

CAPOC: Pensions Administrative Committee of the Co-ordinated Organisations (the abbreviation CAPOC is now used in both French and English texts).

This body is appointed by the CRSG for more technical work on subjects such as the Pension Scheme 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 were married when the invalidity was recognised;
 - of a former staff member entitled to a deferred pension provided they were 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 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.

"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: Sylviane Deguise

Sylviane Deguise passed away on 25 August 2022 at the age of 99. She was emblematic of the WEU, the living memory of an organisation that she knew from its very beginnings in 1955 and which she watched over until it was abolished in 2011.

In the post-war years, Sylviane worked in the French occupation zone in Berlin. Following the French parliament's rejection of the European Defence Community (EDC) in August 1954, and buoyed by her experience in Germany, she seized the opportunity to work in the brand new organisation that had just been created following the signing in October 1954 of the Paris Agreements amending the Brussels Treaty of March 1948: the Western European Union. It was in this way that, in 1955, she and a small number of her former Berlin colleagues, including Marcel Coignard and Suzanne Kowalski, found themselves working together again in the temporary offices of the WEU ministerial organs in Paris, located in the Trocadero gardens, next to the NATO offices.

The WEU's offices were subsequently transferred elsewhere in the 16th arrondissement to rue La Pérouse, before a permanent move in 1962 to the Wilson wing of the Palais d'Iéna. It was here that Sylviane spent most of her career, in the Information and Studies Division of the Arms Control Agency, where she was personal assistant to the Heads of Division, of whom there were at least six, all exceptional men. Her duties involved providing them with assistance for joint meetings with NATO, and with other bodies of a military nature or involved in the defence of Europe at

that time. She reported the content of discussions. She also ran the Division's secretariat, which was responsible for editing the annual questionnaire on the state of Member countries' forces, and the reports written by the Division's experts following visits and inspections.

Following the WEU Council's decision to abolish conventional arms controls entirely as of 1 January 1986, and to maintain controls on atomic, biological and chemical (ABC) weapons only, in accordance with the provisions in force at the time, Sylviane held the post of Head of Documentation until the disbanding of the Paris ministerial organs and her retirement in 1989.

Thereafter, she continued to follow the activities of the organisation's remaining bodies and to take an interest in their development. For many years, she was a member of the AAPOCAD Bureau, keeping a watchful eye on the organisation's pensioners.

In addition to having a keen and analytical mind, Sylviane was also a very positive person. She was generous, reliable, even-tempered, and highly appreciated by her colleagues. Many will have fond memories of her.

Throughout her WEU career, Sylviane worked tirelessly for peace and security in Europe. Sadly, she leaves behind her an uncertain world, and with her passing the WEU's memory fades even further.

Judith Prigneau

In Memoriam: Fortunato Iaconelli

We all know who I am talking about. This man, with his strong Mediterranean temperament, but who was however just as immersed in his countries of adoption, whose languages he spoke fluently. He chose to settle in Luxembourg, where he recently passed away.

Immediately after his retirement from active duties, he joined the Alumni Association of the NATO Support and Procurement Agency (NSPA - formerly NAMSA), where he became Vice-Chair. His dedication

and good nature led him to join AAPOCAD and naturally become its local representative. This is how he became a key player in these two bodies. His general knowledge, added to his language skills, enabled him to participate in many working groups, where his opinions were much appreciated.

Moreover, his training at the Military Academy gave him a sense of team spirit that he constantly displayed, for NATO and afterwards for the Associations. He was a good companion. He knew the good Italian stores and restaurants in Luxembourg but also in his

native country, which was the destination of trips he would organise for groups of friends on an almost annual basis.

He could sometimes stick doggedly to his beliefs, but nevertheless possessed a strong capacity for reconciliation.

He was protective of his family, and leaves behind the image of an exceptional individual, proud and fully committed to his obligations, whether Italian, European or within NATO.

Olivier Guidetti

In Memoriam: Austin Woods

It is difficult to talk about the ECMWF (hereinafter the Centre) in Reading without mentioning some of the people who helped make it what it is today.

Austin joined the Centre in 1978, only a few years after its creation. The organisation was still in its infancy at the time and had a family feel to it. After that it grew quickly, and Austin followed, ending his career as assistant to the Director-General. However, it is not his professional career that I would like to talk about today, but his work as Chair of the Centre's Pensioners' Association.

Austin was the Association's second Chair after its founder, Gert Schultes. He was quick to take his new position to heart. He knew how to be accessible, both individually and for the collective good. Most notably, he always tried to find a solution whenever a former colleague reached out for help. Sometimes, during meetings with the organisation's management,

he struggled to understand how much the organisation had changed; and these changes often made him sit back and ponder the genuine merits or real needs of the new approaches being proposed by the Centre's management. In particular, he did not fully comprehend the way in which discussions now worked, with politics often overshadowing what had long been a simple 'family' affair. His approach sometimes unsettled his counterparts, and vice versa.

Our working relationship was always extremely productive. We communicated extensively, sometimes during long phone calls, and we often presented a united front in the face of a determined Council. But it was mainly during the time spent preparing meetings with our administration that I really got to know him. My lasting memory of Austin is of his human side, of his characteristic good humour. Above all, Austin was proud of his family, who he often talked about with love and affection.

Alain Bataillé

In Memoriam*

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

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*

ASE / ESA

Maria A. SANTAELLA DE PALACIOS	25/08/2022
Keith BRIDDON	02/12/2022
Peter CASELEY	28/09/2022
Edna COOK-RADMORE	29/03/2022
Jan DE LEEUW	16/12/2022
Jacques H. DURAND	10/11/2022
Eleazar GARCIA	27/05/2022
Jan Marinus GROENEWEG	02/06/2022
George HASKELL	17/08/2022
Jacques HERPIN	14/10/2022
Herman IMPAL	06/11/2022
Jeanine LECOMTE-HAVELANGE	11/12/2022
Anne-Marie LEUBA	31/01/2022
Johannes Frederik MESCHER	27/09/2022
Raymond ORYE	20/11/2022
Guido PACI	04/08/2022
Johannes Christiaan ROOBOL	08/12/2022
Francis ROSCIAN	25/03/2022
David SOO	25/02/2022
Johannes F. VAN OEL	15/11/2022
Willem VERSTEEG	07/02/2022
Jacques J.G. VERVEER	21/09/2022
Wilhelm VLEESHOUWER	20/11/2022
Alice WILHELMUS	12/05/2022
Arie ZWAAL	31/03/2022

CE / CoE

Liliane ALLSPACH	31/12/2022
Karl-Friedrich BOPP	27/09/2022
Jean-Georges BRANDT	26/05/2022
Geneviève HUCK	21/02/2022
Justine KUSTER	08/12/2022
Micheline LEVY	16/10/2022
Thomas OUCHTERLONY	09/12/2022
Elisabeth PINNO-BLAIR	12/07/2022
Suzanne SCHMIDT	25/03/2022
Margaret SCHURMAN	24/10/2022
Françoise SELIMANOVSKI	24/02/2022
Adèle TOLON	24/02/2022

CEPMMT / ECMWF

Lieselotte FAIRFAX	15/02/2022
Anne MCPHERSON	20/08/2022
Jean-Jacques MORCRETTE	19/03/2022
Clive TEMPERTON	16/05/2022
Austin WOODS	19/10/2022

OCDE / OECD

Lily AUCLAIR	19/08/2022
Mary BERG	16/02/2022
Didier BIESSY	12/04/2022
Gilberte BURROT	09/03/2022
Jean DELFIEUX	24/02/2022
Jean, Bernard DUDOGNON	08/02/2022
Jean-Paul ERNOULD	16/12/2022
Josette ETEVENON	21/06/2022
Christiane FAUCONNIER	21/04/2022
Helga FISCHER	05/03/2022
Alice FRANK-STOCK	29/04/2022
Isabelle FRUTON MOREAU	31/10/2022
Simone GANGNET	06/08/2022
Christian GERESE	20/06/2022
Maire GOSTOMSKI	27/10/2022
Randolf GRAENZER	17/03/2022
Karl KRUG	10/02/2022
Eric LACEY	12/01/2022
Roger LEMOINE	01/05/2022
Juliane MARCHAT	17/02/2022
Margaret RYAN	27/05/2022
Hélène SAIM	25/08/2022
Mireille SCHMITT	23/09/2022
Caroline SCOTT	27/09/2022
Henri SMETS	24/01/2022
Pierre STROHL	08/11/2022
Gerald TINGAUD	21/01/2022
Clara TOLNAY-GAUCHERON	05/02/2022
Pierre VINDE	15/03/2022

OTAN / NATO

Sedat AKTAY	19/03/2022
Roberto ALBINI	21/08/2022
Valerie BARRINGTON-HASKELL / KURLE	27/04/2022
Eivind BERDAL	31/10/2022
Joseph BERG	02/10/2022
Edouard BONCENNE	08/08/2022
June, Anne BURT	20/05/2022
Sandra CHEYNE	28/07/2022
Benita CIOPPA	12/08/2022
Alex COLIN	30/09/2022
Kenneth DEWANDEL	19/08/2022
Ellen G.L. DÖRGE DIELEN	31/08/2022
Anthonie EGAS	20/07/2022
Ayla K. ENGINU	28/04/2022
Frank EVERETT	10/03/2022
Maria GAZICH - BURGHER	19/10/2022
Vittorio GRANDI	25/06/2022
Micheline HOCART-LASSALLE	29/08/2022
Fortunato IACONELLI	20/05/2022
Geurt KOPPERS	04/02/2022
Else KRISTIANSEN	18/10/2022

Leonarda ALLAN KUYPER	02/11/2022
Janet Sandra NESHER	01/02/2022
Yvonne-Paule Camille ONCKELINX- CASSAN	16/08/2022
Ingrid RIETVELD-SIMONS COHEN	02/03/2022
Liliane ROGER	01/07/2022
Angela SCHWENCKER	02/10/2022
Anna Maria SENDEN-THEUNISSEN	21/09/2022
Arcangelo SIMI	31/01/2022
Johanna J. TOET	22/05/2022
Jan VAN DEN DRIESSE	10/09/2022
Firmin VAN KERSSCHAUVER	16/03/2022
Johannès Antonius VAN TEYLINGEN	12/04/2022
Marcel WALRAF	08/01/2022
Anne-Marie WOIRIN	27/01/2022

UEO / WEU

Milena CANNIZZARO DI BELMONTINO	13/08/2022
Sylviane DEGUISE	25/08/2022
John DIXON	22/07/2022
Jean LOUTZ	31/01/2022
Russell MAXFIELD	03/03/2022
Gabrielle PASDELOU	29/07/2022
Justus ROELE	20/05/2022
Marina TOSINI	15/05/2022

New Members by Organisation*

ASE / ESA

Flavia BAIARDI

CE / CoE

Sedef CANKOCAK

Janice IMRIE

Marianne JURDANT

Dominique MERCIER

CEPMMT / ECMWF

Erik ANDERSSON

Madeleine COTTER

Michaela ECKENBERGER

Samantha MOREBY

Stuart MITCHELL

Julie PALMER

David RICHARDSON

Gabor RADNOTI

EUMETSAT

François MONTAGNER

OCDE / OECD

Helen Anne BEILBY-ORRIN

Christine BORDON

Debra BINKS

Patrick CHASSERIO

Rosarii COLEMAN

Pamela DUFFIN

Bruno GASQUET

Corinne GRESELLE

Elisabeth LACEY

Georges MANOUILIDES

Debra MOUNTFORD

Dirk PILAT

Gil PELLETIER

Caroline PILAT

Geneviève PRIMEL

Johanna STRANG

Marie Paula TINGAUD

Ann ZIMMERMAN

OTAN / NATO

Ulrich BOECKELS

Dieter Albert BLANKENBURG

Robert BUERGER

Maria BRUGEL

Brian CHRISTIANSEN

Brigitte DEMOULIN

Frederik Willem EIKELHOF

Kay Elizabeth EIBL-LANGDALE

Leendert FEBUS

Andreas FUCKE

Isabelle FOUCHARD

Laraine GLANFIELD

Wilhelmus GEURTS

Dominique GALL

Maria HENDRIKS

Rex HARNETT

Manfred HAVERTZ

Rosanna IACONELLI - DOLCI

Laura KELLET

Frank Josef KOCHS

Gizella KURUCSAI

Alain LEHNEN

Hubertus LAUVENBERG

Bernd LOEWEN

Jean-François LEYSENS

Lesley MERTING-GROECKA

Juergen PETERS

Jean-Philippe PROUTEAU

Brigitte REDGWELL

Anne REBOUL

Tomris SENDERE-KAZANCI

Willem SMEETS

Alain SOETAERT

Barbara THOMSEN-FRANCIS

Fazile ULUSOY-SURURI

Winston WILLEMS

Bastiaan WAANDERS

UEO / WEU

Kathrine ADDISON

Elisabeth DIXON

* 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.

Change of e-mail or postal address

Has your e-mail address changed?

Has your postal address changed?

We would like to remind you that neither the ISRP nor your original Organisation will inform us of any changes to your e-mail or postal address.

Please inform our secretariat (aapocad@oecd.org) of any change to your e-mail or postal address. Otherwise, you will no longer receive any information or postal mail that we send.