

AAPOCAD



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

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

Bulletin No. 70 (Orig. Fr.)

February 2026

In this Issue

Annual Report of the Chairman	2
- AAPOCAD Membership Statistics	8
- Annual Adjustment of Pensions in 2026	8
- Calendar of Co-ordination Meetings for 2026	10
Written statements by the speakers at the AAPOCAD General Assembly 2025	
- Mr Marcos Andrade, Deputy Executive Director, European Youth Centre Budapest	11
- Mr Syd Maddicott, Chairman of the Co-ordinating Committee on Remuneration (CCR)	13
- Mr Jørgen Christian Gad Justesen-Jørgensen, Chairman of the Committee of Representatives of the Secretaries/Directors-General (CRSG)	15
- Mr Samuel Quesada Ruiz, Chair of the Committee of Staff Representatives (CRP)	16
- Mr Alejandro Zamorano, Chairman of the Pensions Administrative Committee of the Co-ordinated Organisations (CAPOC)	18
- Ms Margaret Gilman Jaouen, Head of the Payroll Administration Unit (ISRP)	20
Regional Delegates' Reports 2025	22
Elections for the 2026 AAPOCAD Governing Board	24
Glossary of Co-ordination & Pensions	26
In Memoriam	28
New Members by Organisation	31

REMINDER...

- Information about the 2026 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 **Saturday, 20 June 2026**.
- Please inform us if you have a new e-mail address not yet notified to AAPOCAD or if any of your other 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 (2025)

Introduction

In addition to this report, I strongly recommend that you (re-)read my 2024 Annual Report (in Bulletin No. 69 of February 2025), and the addendum to it, both published in the collection of documents distributed in the run-up to the November 2025 Budapest General Assembly.

All the documents are available in English on the AAPOCAD website: www.aapocad.org/en/

As we chart our course through life, we are just as likely to be buffeted by headwinds as to be carried by tailwinds. My hope for each and every one of you is for favourable winds and plain sailing in 2026.

1. THE LIFE OF THE ASSOCIATION

a. General Assembly on 7 November 2025

Some eighty members attended the General Assembly, either in person or remotely, which was held in Budapest (Hungary) at the European Youth Centre, that also provided accommodation for most of the participants.

Following the welcome speech by Marcos Andrade, Deputy Executive Director of the Centre, speeches were given by the Chair of the Coordinating Committee on Remuneration (CCR), the Chair of the Committee of Representatives of Secretaries / Directors General (CRSG), the Committee of Staff Representatives (CRP), the Chair of the Pensions Administrative Committee of the Co-ordinated Organisations (CAPOC) and the Head of the Payroll Administration Unit (International Service of Remunerations and Pensions).

You will find the texts of the speeches later in this bulletin.

The morning session ended with a Q&A session with the guest speakers. This part of the proceedings will be summarised in the minutes of the General Assembly.

The afternoon session was devoted to the internal management of the Association, the main aspects of which are set out in points b. to h. below.

The day ended with a relaxed dinner at the Gundel restaurant. The next day, there was a

guided tour of the magnificent Hungarian Parliament building, followed by a lunch cruise on the Danube.

AAPOCAD would like to extend its sincere gratitude to the management and staff of the European Youth Centre for the excellent organisation of these events, as well as to our Executive Secretary Elfi Lindner, our Treasurer Yann De Buyer, and our Permanent Assistant Doris Cachin, who worked together to ensure the organisation and coordination of the event from start to finish.

b. Finances

The financial situation is very healthy. For the 2024 audit, AAPOCAD commissioned the services of an auditing firm, Gestion & Stratégies, headquartered in Strasbourg but with offices in Paris and Metz. The firm certified the consistency of the accounts presented by the Treasurer, as well as the net result of EUR 51 549.

In accordance with the wishes expressed at the General Assembly held in Paris in October 2024, the bequest of EUR 20 000 received several years ago and known as the “Pfändner Fund” now appears as a separate item in the balance sheet, starting with the 2024 accounts.

I would like to remind you that the Pfändner Fund is intended to provide one-off, limited assistance to members of the association who may find themselves in difficulty. Anyone interested in receiving assistance from the fund should send a detailed application to the AAPOCAD secretariat. It will then be analysed by the Bureau before being forwarded to the Governing Board for a decision.

c. 2025 Elections

Participation in the 2025 elections was particularly low, and significantly down on previous years, with only 376 voters (370 eligible votes), representing around 12% of the association's nearly 3 000 members.

This low turnout gives pause for thought: is it because the results are announced months after the polls close? Or is it because, for several Organisations, the number of candidates matched the number of seats available, thereby reducing the interest in the election or the incentive to vote? Or is it because the electronic voting system is seen as

complicated and unsatisfactory, while postal voting seems to belong to a bygone era?

Discussions are underway for the 2026 elections, which could be held in September and would end just a few days before the General Assembly (scheduled for 16 October 2026), using a simplified and much more user-friendly electronic voting system.

d. Composition of the Governing Board

Several outgoing members of the Governing Board did not stand for re-election in the spring 2025 elections. We therefore bade farewell to David Campbell (ESA), Jochen Erler (ECMWF), Bernard Hugonnier (OECD) and Volker Thiem (EUMETSAT).

It was with great sadness and surprise that we learned of the sudden and unexpected passing of Volker Thiem, just a few days after the General Assembly. You will find a tribute to Volker later in this Bulletin.

In the spring 2025 elections, the results of which were ratified at the General Assembly on 7 November, five new members were elected: Tony Bakker for ECMWF; Leo Hennessy for ESA; Angiolo Rolli for EUMETSAT; Carl-Christian Schmidt and Gregory Wurzburg for the OECD.

e. Composition of the Bureau

Elfi Lindner, our Executive Secretary since 2016 (a role she assumed after serving in several other positions since joining AAPOCAD in 2001), has indicated her intention to step down from this position in 2026. I therefore recommended, and the Governing Board accepted, the appointment to the Bureau of Beth Van Hulst (OECD), who will work alongside Elfi and replace her as Executive Secretary when the time comes.

The current compositions of the Bureau and Governing Board are available on page 25 of this bulletin.

f. AAPOCAD membership

In 2025, AAPOCAD welcomed 100 new members, while over the same period mourning the loss of 107 members, deploring the resignation of 24 members (including 20 in Türkiye, who accused AAPOCAD – very unfairly – of failing to resolve the pension issues explained at length in Bulletin No. 69), and proceeding with the expulsion of one

member for repeated non-payment of membership fees.

As a result, our membership at 31 December 2025 was slightly lower than in 2024, standing at 2 947 individuals (including members who pay their AAPOCAD membership fees directly themselves, and those who joined AAPOCAD at the end of the year).

g. Participation in the General Assemblies of “local” associations

I am grateful to the Chairs of the specific pensioners' associations within some of our Organisations for inviting me to attend their General Assemblies, as they are an opportunity to raise awareness of AAPOCAD and its activities, and its relevance to their pensioners, including those covered by the New Pension Scheme (NPS)¹ or, at the Council of Europe, the Third Pension Scheme²: APCEB (Council of Europe Development Bank), 2024 General Assembly on 15 January 2025 in Paris; AIA (OECD) on 9 April 2025 in Paris; ANARCP (NATO) on 23 May 2025 in Mons (Belgium); AIACE (Council of Europe) on 2 June 2025 in Strasbourg; EPA (EUMETSAT) on 28 August 2025 in Darmstadt (Germany); in absentia, but with submission of a PowerPoint presentation and a short written report, ARES (ESA) on 2 October 2025; ARO/ARNS (NATO) on 24 October 2025 in Brussels (Belgium); NFSA (NATO) on 28 November 2025 in Capellen (Luxembourg); and APCEB (Council of Europe Development Bank) (2025 General Assembly) on 1 December 2025 in Paris.

h. Participation in retirement preparation courses

The retirement preparation courses and sessions offered by some Organisations are a good way of disseminating information about AAPOCAD. In 2025 I attended two retirement preparation courses organised by the ISRP for future OECD pensioners (in May and October).

2. ADJUSTMENTS OF PENSIONS AND SALARIES

a. Reminder of rules and procedures

As you are aware, since 1 January 2020, our pensions are no longer adjusted in line with salary developments in our original Organisations but in

¹ In place at the OECD, the Council of Europe, ESA and EUMETSAT. And not forgetting the Defined Benefit Funded Pension Scheme at ECMWF.

² The OECD introduced a Third Pension Scheme in July 2025. It is logical that, for the time being, no pensioners are covered by this scheme.

line with changes in the Harmonised Index of Consumer Prices (HICP, calculated by Eurostat) or, where there is no HICP, in the Consumer Price Index (CPI, calculated by the relevant office for national statistics). As pensions must be adjusted on 1 January each year ('year n'), the change in the HICP or CPI from December (year n-2) to December (year n-1) is calculated to one decimal point. After being checked by CAPOC and endorsed by the CRSG, the results are sent to the Organisations - normally in February - for automatic retroactive application to 1 January. Neither the CCR nor the governing bodies of our Organisations are involved in this procedure.

b. Adjustments on 1 January 2026

The adjustments resulting from the aforementioned procedure and effective retroactively to 1 January 2026 are listed in the table on page 8 of this bulletin. The adjustments are positive for all countries, and reflect the slowdown in inflation almost everywhere, with particularly notable results in France (+0.7%) and Switzerland (+0.2%).

c. Pension / Salary developments under CCR recommendations from 1 January 2020 to 1 January 2026

The table below, which is in the same format as last year, shows, in percentage terms, how much more (or less) your 2026 pension is than it would have been if it had continued to be adjusted in line with salaries (as recommended by the CCR):

As a % compared to salary adjustments recommended by the CCR 2020-2026			
Prospering pensions		Impoverished pensions	
B	2.9	F	-3.7
I	6.5	D	-2.5
NL	1.3	L	-2.1
UK	3.9	E	-5.0
		P	-16.4
		CH	-4.5
		USA	-0.9
		TR	-37.8

If we compare this table with the one published in Bulletin No. 69 (February 2025), there is a decrease in the number of countries where pensions have "prospered" from the change in the adjustment method: there are now only four (B, I, NL, UK), compared with six in 2025 (when Luxembourg and the United States were also included). This change mainly reflects the inclusion in the reference index of the salary catch-up over the last two years in some of the national civil services used as benchmarks. And this trend could continue.

The table also illustrates the impact of not taking into consideration purchasing power parities (PPPs), which have always been included in the salary scales for all countries, in pension adjustments as of 2020. The very negative figures for pensions in Spain and Portugal, especially Portugal, reflect the application of very high PPPs to salaries. In Italy, however the opposite has occurred: negative PPP, in 2025 in particular, affected salaries while pensions based on the Italian salary scale were unaffected.

The specific case of Türkiye will be addressed in point 7 of this report.

Whether we like it or not, the method (Article 36.1 of the Co-ordinated Pension Scheme (CPS)) is here, it is being applied, our Organisations' administrative tribunals and appeals boards have said that it is fair, and the CRSG has no intention of re-examining the issue (see point d. below).

d. Implementing Instructions for Article 36.2 of the Rules of the Co-ordinated Pension Scheme

Reminder: Since the enactment of the new Article 36 of the Pension Scheme Rules, we have been waiting for the publication of implementing instructions for its paragraph 2, which provides that, "At regular intervals, the Secretary General shall establish a comparison of the difference between increases in salary and increases in pensions, and may, where appropriate, propose measures to reduce it." At a bilateral meeting on 12 September 2024, the CRSG informed the CRP, based on an opinion by CAPOC, that there was no reason to draw up implementing instructions for Article 36.2 on the grounds, inter alia, that based on the judgments of administrative tribunals and appeals boards in cases involving changes to the pension adjustment method, the purchasing power of pensioners was protected by adjusting pensions in line with inflation.

However, given the changes in some pensions, particularly those based on the Turkish and Portuguese scales, in relation to salary movements in the same countries, the issue was raised again at the General Assembly in Budapest in November 2025. The response from the CRSG Chair, who is also Director of Human Resources at NATO, the Organisation to which most, if not all, pensioners on the Turkish or Portuguese scales belong, could not have been clearer: Article 36.2 would not be applied, for diplomatic and financial reasons, and for

the sake of consistency with the philosophy underlying the change in the pension adjustment method.

3. CO-ORDINATION

As I already stated in the addendum to my 2024 Annual Report (addendum distributed with the working documents for the Budapest General Assembly), 2025 was an exceptionally quiet year at Co-ordination level, and there was even consensus on some issues: the 353rd CCR Report on salary adjustments on 1 January 2026 was adopted without difficulty, as were the reports on related issues (354th Report on allowances/supplements expressed in absolute terms on 1 January 2026; 352nd and 355th Reports on regulatory changes).

On the issue of how to adjust daily subsistence allowances (DSA), which is essential for employees going on mission, an agreement – or compromise – was reached very quickly on a new method to replace the current one, which is generally considered very unsatisfactory, as of 1 January 2027. For technical reasons, the corresponding CCR Report, which will be number 356, has not yet been published, but should be available very soon.

There were no major changes in the three Committees (CCR, CRSG, CRP). The three Chairs – Syd Maddicott of the CCR, J-C Jorgensen of the CRSG, and Samuel Quesada Ruiz of the CRP – were reappointed, and we already know that Syd Maddicott, CCR Chair since 1 July 2015, will remain in office until at least 30 June 2027. Marianna Fucci, Legal Adviser to the CCR and Vice-Chair since 1 January 2020, was re-elected for a term running until 31 December 2027. So there is stability at the CCR which is not necessarily a bad thing.

The 2026 Programme of Work programme is lighter, as it was in 2025, with no session in February, and the June and September sessions reduced to two days. Furthermore, the topics to be covered appear to be fairly innocuous: annual salary adjustments, revision of DSA rates in accordance with the new regulations in the 356th CCR Report (see the second paragraph of this section above), and three-year review of the ceilings of the installation allowance and education allowance.

4. SOCIAL CONTRIBUTIONS ON PENSIONS IN FRANCE

The thorny issue of the liability – or potential liability – for social contributions (CSG, CRDS and CASA) on pensions paid by International Organisa-

tions to pensioners domiciled in France for tax purposes and affiliated to the French social security system continues to be the subject of much debate, as the situation remains anything but clear.

As I hinted in the addendum dated 25 September 2025 to my 2024 Annual Report, the AAPOCAD Governing Board, at its meeting on 6 November in Budapest, endorsed its Working Group's proposal to ask an experienced tax lawyer to conduct an in-depth analysis of the issue. It also endorsed the Working Group's recommendation that this analysis be entrusted to a tax specialist from the law firm Deloitte Société d'Avocats.

The firm in question had proposed a three-part process, starting with an in-depth analysis. For the time being, the Governing Board has only approved this first phase; any further steps will require further discussion and new decisions.

In terms of financing the first phase (analysis), estimated at around EUR 18 500, the Governing Board has agreed to cover EUR 15 000, with the balance to be divided among the seven “local” pensioners’ associations recognised by AAPOCAD, proportionate to the number of their members residing in France.

We expect Deloitte to deliver their analysis in February.

5. REGIONAL DELEGATES

In the 25 September 2025 addendum to my 2024 Annual Report, I indicated that, for the reasons set out therein, a proposal to overhaul the regional representation of AAPOCAD would be submitted to the Governing Board and the General Assembly at their meetings in Budapest. This process is now nearing completion. The principles of the overhaul have been formalised, and all that remains is to set them in motion, which will be the responsibility of the Governing Board at its meeting at the end of February.

The provisions of these principles stipulate that: (a) the position of “Regional Delegate” will be abolished (or, to put it another way, will not be renewed); (b) all members of the Governing Board agree, as a natural function of their position, to act as “contact points” for AAPOCAD members; (c) for countries in which no member of the Governing

Board resides³, volunteers to serve as “contact points” shall be sought from among ordinary members, with their appointment to the position subject to prior approval by the Governing Board; (d) information on the new “contact point” system and the identity and contact details of the persons serving in this capacity shall be communicated to all members.

Provided that the Governing Board completes its work by the end of February, the aforementioned information will be shared with members in March 2026.

6. RELATIONS WITH OTHER PENSIONERS’ GROUPS

a. “Local” pensioners’ associations from Co-ordinated Organisations

As you will have seen from the previous sections, AAPOCAD maintains excellent relations with the specific pensioners' associations of each Co-ordinated Organisation (called “local” associations). It should be remembered that, although they are not elected members of the Governing Board, the Chairs of these associations nevertheless have a seat on it, and their presence and participation make it possible to obtain a deeper understanding of certain problems and to tackle other issues which do not fall strictly within the scope of Co-ordination matters.

b. Conference of pensioners’ associations from International Organisations

Given that this conference has already been postponed several times, despite all the talk about it, you would be forgiven for thinking that it was a pipe dream and never destined to actually happen. So it is with no uncertain relief that I can inform you that preparations are now well underway. The conference will be held at CERN (Geneva) over three half-days on 22 and 23 October 2026. The main topics will be the changes to pension schemes in International Organisations since the previous conference (initiated by AAPOCAD in 2017), medical and social protection systems, and relations between pensioners' associations, administrations and staff associations/committees. Moderators have already been lined up for each of the three working sessions, and some of the speakers have been selected. Invitations to give a short presentation on one of the three topics will be sent out soon to the

pensioners' associations of International Organisations based in Europe.

The conference will begin on the afternoon of Thursday 22 October 2026, to allow most of the expected participants to arrive in Geneva in the morning.

For those who are particularly interested (and who plan to arrive in Geneva the day before), Thursday morning will be spent discussing two topics affecting specific geographic areas: (a) the end of the Canton of Geneva's contribution to the hospitalisation costs of pensioners from International Organisations; (b) the issue of social security contributions on pensions in France.

7. PENSIONS AND PENSIONERS IN TÜRKIYE

The problems concerning pensions in Türkiye have been addressed in detail in previous Bulletins, both in my Chairman's Reports and in reports by the former Regional Delegate for Türkiye. I shall therefore refrain from dwelling on the details.

As we head into 2026, it is clear that, for pensioners on the Turkish scale, the problem remains unresolved and is even getting worse: inflation remains (very) high; the figures reported in the HICP (on which pension adjustments are based) remain disputed, both by pensioners themselves and by a group of independent academics and economists; and the gap between salary and pension increases, which was already wide, has been growing since the new salary scale came into force in January 2025. So what can be done?

High hopes had been pinned on the drafting and application of implementing instructions for Article 36.2 of the Pension Scheme Rules (see point 2.d above), but these were dashed by the CRSG Chair's firm refusal to consider any change in the position of his Committee and CAPOC. And the legal opinions we have received are not overly optimistic about the likely outcome of any appeal on this matter, an option which has been mooted on several occasions.

The only faint, and it is very faint, glimmer of hope lies in the possibility that, as some have argued, NATO has a duty of care towards its pensioners. However, there is virtually no international case law on this issue, and NATO has clearly stated that, while it honours all its commitments to its

³ This is already the case in most countries where AAPOCAD members are resident.

pensioners, it does not acknowledge any other obligations. So, are we at an impasse? Most likely. But AAPOCAD will continue to monitor the situation closely so that it can step in if and when the opportunity arises.

8. THANKS

Our permanent assistant Doris Cachin ensured the smooth day-to-day running of AAPOCAD with her usual consistency and efficiency, assisted and supported in this task by our Executive Secretary Elfi Linder and our volunteers Nadine L'Helgoualch and Michèle Lobin. The Treasury, in the capable hands of Yann De Buyer, continued to run like clockwork. On behalf of all AAPOCAD members, I would like to thank all five of them wholeheartedly for all their work, availability and support, which, needless to say, greatly facilitates my work as Chairman.

I am very grateful to the Governing Board for its support, and in particular to Vice-Chairs Nico De

Boer and Jonathan Parish, whose valuable advice has helped keep me firmly on track.

At Co-ordination level, I was fortunate to be supported throughout the year by three experts: Isabelle Tezcan, Alain Bataillé, and Jean Le Ber. I would like to express my sincere gratitude for the close attention they pay to the often highly complex issues that need to be addressed. A word of welcome and thanks also goes to Beth Van Hulst, who joined the team in the middle of the year and is quickly getting to grips with the intricacies of this very specialised field.

To conclude, I would like to once again express my sincere thanks, on behalf of all AAPOCAD, to OECD Secretary-General Mathias Cormann and Executive Director Josée Touchette for the support they have given our association, both directly and through the services that report to them, over the past year.

*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-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%
30-nov-23	Pensionnés / Pensioners <a>	1847	153	1080	1747	4359	104	121	9411
	Adhérents / Affiliated 	418	104	343	738	1241	71	19	2934
	% b / a	22.63%	67.97%	31.76%	42.24%	28.47%	68.27%	15.70%	31.18%
30-nov-24	Pensionnés / Pensioners <a>	1907	164	1127	1760	4432	103	131	9624
	Adhérents / Affiliated 	430	114	353	730	1232	70	27	2956
	% b / a	22.55%	69.51%	31.32%	41.48%	27.80%	67.96%	20.61%	30.71%
30-nov-25	Pensionnés / Pensioners <a>	1986	170	1185	1756	4483	102	147	9829
	Adhérents / Affiliated 	417	121	355	733	1185	69	27	2907
	% b / a	21.00%	71.18%	29.96%	41.74%	26.43%	67.65%	18.37%	29.58%

(*) Ces chiffres ne tiennent pas compte des pensions d'orphelin. / These figures do not take into account orphans' pensions.
SIRP/11/2025

Annual Adjustment of Pensions w.e.f. 1.1.2026 (percentage)

AUSTRALIA	3.8	LATVIA	3.4
AUSTRIA	3.8	LITHUANIA	3.2
BELGIUM	2.2	LUXEMBOURG	3.3
CANADA	2.4	MEXICO	3.7
DENMARK	1.9	NETHERLANDS	2.5
ESTONIA	4.0	NEW ZEALAND	3.1
FINLAND	1.7	NORWAY	3.0
FRANCE	0.7	POLAND	2.5
GERMANY	2.0	PORTUGAL	2.4
GREECE	2.9	SPAIN	3.0
HUNGARY	3.3	SWEDEN	2.1
ICELAND	4.0	SWITZERLAND	0.2
IRELAND	2.7	TURKEY	4.4*
ITALY	1.2	UNITED KINGDOM	3.4
JAPAN	2.1	UNITED STATES	2.7
KOREA	2.3		

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

* Balance due on 2025 adjustment (three special adjustments were awarded in the course of the year).

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 2026*

DATE	VENUE	FORMAT	ITEMS ON THE AGENDA FOR DISCUSSION/DECISION
19 May	OECD, Boulogne / videoconference	CRSG/CRP	<p><u>Items carried forward from Q1 2026:</u></p> <ul style="list-style-type: none"> – CCR Chair’s activity report for 2025 <p><u>Recurrent items:</u></p> <ul style="list-style-type: none"> – Balance sheet of the Co-ordinated Pension Scheme and pensions’ adjustment at 1 January. 2026 (for information) – 2027 Programme of work – Election of the CCR Chairperson in June 2026
9-10 June	ECMWF, Reading, UK	Tripartite Session	<p><u>New items:</u></p> <ul style="list-style-type: none"> – Reset of the rates of the Daily Subsistence Allowance (DSA), in accordance with the new method – Review of the ceilings of the installation allowance (triennial review) – Adjustment of the ceilings of the education allowance (triennial review) – Salary premiums
15 September	ESA, Paris / 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 Jan. 2027 – Adjustment of allowances/supplements expressed in absolute values at 1 Jan. 2027
29-30 September	OECD, Boulogne	Tripartite Session	<ul style="list-style-type: none"> – 2027 ISRP Budget (CCR/CRSG) – Kilometric allowance

*Extract from CCR/CRSG/CRP/WD(2025)6/REV2



Statements by the speakers at the AAPOCAD General Assembly 2025

Mr Marcos Andrade

*Deputy Executive Director,
European Youth Centre Budapest*

(Original English)

Thank you very much, John. Thank you, Chair. Good morning, everyone. Let me start by thanking AAPOCAD and thanking all of you for having chosen to be here in the European Youth Centre in Budapest.

This house is normally filled with young people that behave, so I hope that you too will behave while you are here and that you will have an enjoyable stay! We very often tell the groups of young people that come here that this is their place, young people that we define as multipliers, as what happens here is to be multiplied, it is a story to be told; at the same time, we offer a safe environment for learning, an environment for living together. The house is very happy to be celebrating its 30th anniversary as a European Youth Centre this year. We have had a seat agreement with Hungarian authorities for the last three decades and that is quite an achievement for the Council of Europe, particularly its youth department.

Let me tell you a bit about the story of this building and about the story of the European Youth Centre in Strasbourg: the European Youth Centre Budapest and the European Youth Centre Strasbourg – one youth centre with two campuses. That is how the staff of the Centres is defined. In this house, the rules are that people live together, experiment together and multiply exactly their experience. That is very much the type of education we do here. We do non-formal education, so it is not an academic exercise. It is a process where each participant that comes here is the centre or engine not only of his or her own learning but also of that of the group, and I think that that resembles very much what AAPOCAD is doing here. You are, yourselves, people who have had a long experience of learning and of making others learn in our institutions, and we are very happy that you have chosen to be here. I would also like to tell you that for me it is a very great pleasure because I have been a colleague of John (your Chairman) and of Yann (your Treasurer) in the Staff Committee of the Council of Europe. I am a trade unionist myself and it has always been a pleasure to be among peers and to see that peers have chosen to come to this place. I hope that this environment inspires the General Assembly and your proceedings here.

I promised to tell you the story – two beautiful stories – about this Centre and the Centre in Strasbourg. The European Youth Centre in Strasbourg started in 1972. We were living in a different Europe at that time, in a different Council of Europe. The institution, the European institutions generally, were quite different then. You no doubt know that better than I do myself, since I was not born at that time. My home country – Portugal – was not yet a member state of the Council of Europe; it joined a few years later, in 1976. In 1972 we were still under a fascist dictatorship. At that time in Europe people were very much in the streets, demonstrating: maybe some of you were yourselves demonstrating in the streets at the time. A number of visionaries in the Council of Europe like Willy Brandt and Giulio Andreotti thought it really important to channel the energy of young people into debates, into conversations with the authorities, with the member states, and to harness the energy of the street and organise it. And so the Council of Europe started its Youth services, appointed a director for youth, and set up the beautiful European Youth Centre in Strasbourg in 1972.

That energy was also very important for creating and consolidating European networks of youth organisations and a real European youth movement, drawing on the experience of important youth organisations of the time, such as the Scouts, student organisations and youth sections of political parties, that already had already a large European network. Ever since its creation the European Youth Centre in Strasbourg has played a crucial part in developing the perspective that youth and youth work are national, are European, are international, and are based on values, the same values as the Council of Europe: teaching human rights education, learning human rights education, promoting democracy, promoting democratic citizenship, and defining what the rule of law is for young people, recognising that the streets are important, but so also are the rules of working together and entering into structured dialogue with authorities. This is what distinguishes us, what constitutes the essence of the Council of Europe's Youth Department, based as it is on what we call the co-management structure.

Member states, the representatives of the ministers responsible for youth matters, and a selected group of young people constitute an advisory council, as we call it, and work together on the important things

that happen in the Council of Europe's Youth Department. They decide on the budget and on the priorities. They are the governors of the European Youth Foundation which funds youth activities in the Council of Europe and whose resources consist of 1 per cent of the member states' regular contributions to the Council of Europe's annual budget matched with an additional 1 per cent. These decisions are thus co-managed between young people and the representatives of the member states. It is a method of work, a vision of work, that we are very proud of in the Council of Europe, a model that unfortunately is not much replicated in the member states or at the local level, although some local authorities in some member states have attempted and do attempt at times to implement it.

In 1995, this centre saw a big transformation. It existed already as an Ifjúsági Hotel, Hungarian for a youth hostel or youth hotel. But it was a very special hotel, because it was the residential headquarters of the World Federation of Democratic Youth, meaning the youth of the Komsomol, the youth of the Communist parties throughout the world, who would be using this building to prepare their activities and to hold general assemblies. Interestingly, they used to live by floors and by regions, so there was a Latin America / Caribbean region on the second floor, and an African and an Asian region on the third floor, while, on the fourth floor, there was then, as now, a conference space. The conversion of this building after the fall of the Berlin wall into a space devoted mostly to overcoming the divide between East and West was thus highly symbolic.

Europe in 1995 was already a very different Europe from that of 1972. The Council of Europe thought that it was very important to open a space here. There were three proposals for youth centres: one in the Czech Republic, one in Poland and one in Hungary. Hungary led, probably because of the view of the centre of the city from here! No, jokes aside, Hungary led because it had a very good project, which included this facility and the conversion it represented, a symbolic conversion that recognised the importance of involving young people, particularly in central and eastern Europe, and provided this space for dialogue. Ever since, over the past three decades, this house has seen thousands of young people, youth leaders and youth workers working to bridge the gap in Europe, to reunify Europe, to strengthen youth organisations in central eastern Europe and to develop national youth councils in central eastern Europe, for that was very crucial. Some important activities and campaigns that the Council of Europe was running, such as the "All Different, All Equal" campaign, also in 1995, served very

much to promote Europe and the Europe of young people through tolerance and praising diversity to celebrating diversity and unity.

Over these past 30 years this house has also developed a specialisation in human rights education. This year we are celebrating the 25th anniversary of our human rights education programme, which is now more structured, more systematised, and works around the manual that is our compass and has been translated into basically all the languages of the Council of Europe as well as into several other languages such as Arabic, Korean and Chinese; it is thus one of the – I don't want to use the word "best sellers" of the Council of Europe – a "best multiplier" of the Council of Europe, because it has helped young people, thousands of young people both in and outside Europe, to learn about human rights. We are extremely proud to be celebrating those 25 years of human rights education and we will be holding a big, global human rights education forum here in December about the place of human rights in the world in the week that includes 10 December, Human Rights Day: it is always interesting to see this house filled with young people from all over the world. The forum is an activity that we do in cooperation with several partners including, of course, the United Nations and Amnesty International. And 10 December is an important day to celebrate, an important date to celebrate the 25th anniversary of human rights education in the Council of Europe, which is recognised as a main compass for human rights education and in which we take growing pride.

I also wanted to share with you that we are here to serve. Many of us are involved: my colleagues from administration, from technical support, from cleaning, from catering, from security, and from reception. If we were to count them, they are probably as many as us here today, if not more, and they – we – really are here to serve you. But we are also learners. We are here to learn as a structure, as a building, as a community of people that work to serve our guests, so please do let us have your criticisms and feedback. We don't mind criticism, as it helps us to grow and to learn. You can give us your views in conversation or through an evaluation form. We also have QR codes spread around the building – if you dare to use that technology – where you can also leave us your feedback, because this is very important. We know about some things – but we know we are not God. Views about things like nutrition and temperature are certainly not universally shared; everybody has a very personal opinion about what is best for him or her in terms of nutrition and temperature. But we do attempt to develop an approach that is

workable for everybody. So please do give us your feedback. It is very important for us, and it is very important that we learn better to serve groups such as yourselves and those that will come next.

I would like to finish my speech by looking at what it means to be in a peripheral centre or in a place which is peripheral to Strasbourg, the main campus of the Council of Europe, when it comes to human resources. This is certainly something that you have experienced in your careers. The Council of Europe has many field services, structures and offices that are away from Strasbourg. It is still a challenge for the Council of Europe to resolve issues such as mobility, not from Budapest to Strasbourg, but the other way around, because of the salary scales and how these salary scales affect retirement and pension. For instance, we have colleagues now preparing to retire who realise that the pension they will get on retirement is extremely low for 30 years' service and devotion to the Council of Europe, so very often they have to go to Strasbourg in order to boost a little bit the income they will receive during their retirement. This is still an issue, one which I presume also exists in the other organisations that are decentralised. It is an ongoing struggle that we and the representatives of the staff here in our team share with other services based elsewhere than in Strasbourg. We have, as I said, many issues, and it is a challenge still that the peripheries are penalised for this. We are, of course, very much in contact with human resources directly in the Council of Europe, and for this we have very good allies there. Some of the issues are also dependent on the Coordinated Organisations and on collective decisions by the different organisations and the member states, but the struggle is real. Two-way mobility is much more of an aspiration than a reality, and we hope, we strongly hope, for changes in the future, because the issue does affect very much not only how people working in the peripheries end up in retirement but also when they go on retirement. So, thank you very much, and thank you very much for your work. It is very important for us who are still active in the Organisation that you too are taking care of our future. We have young people coming here every day that take care of our future; it is very rewarding to see that you in turn are taking care of the future of young people and of the Organisation's staff. So, thank you.

Marcos Andrade

Mr Syd Maddicott

Chairman of the Co-ordinating Committee on Remuneration (CCR)

(Original English)

Mr Chairman, Members of AAPOCAD and its Board, my Co-chairs of Co-ordination, Colleagues of the ISRP - fellow pensioners,

It's again my pleasure to address your General Assembly - this year in Budapest.

I was first here in 1988 just after it became easier to visit Hungary. So, it's not my first time here, but a pleasure to be here again. Later on, I'll be happy to regale you with the story of how my family and I survived three days in Hungary by means of a German Hungarian dictionary I created on arrival, though I speak neither language. I'd also be happy to talk about my three favourite Hungarians – Zoltan Kodaly, Ferenc Puskas and George Mikes.

However, my principal task this morning is, as usual, to update you all on what is happening in Co-ordination. On that subject there have been two main developments of interest in 2025.

The first is the forthcoming implementation on 1 January 2026 of the CCR's recommendation of a new Salary Adjustment Method (SAM). The new SAM was agreed just before your General Assembly of October 2024.

As you may recall, the most significant development was that two of the Co-ordinated Organisations (the Council of Europe and the OECD) have been given the option to neutralise Co-ordination-wide PPP to offset any potential impact of the PPP curve for France. They must each still ensure that PPP is applied within their organisation so that those staff working outside France enjoy a similar standard of living to colleagues of equivalent grade and seniority working in France. The option only applies to those two organisations, based on the high proportion of their staff working in France.

I can tell you that both these organisations have chosen to take up that option. They will now be committed to stick with their decision for the duration of the new SAM – a minimum of four years. The neutralisation option would have been of some budgetary benefit to them if applied over the last few years, but it is not guaranteed that the option will always be beneficial in budgetary terms in future.

As it happens, the option to neutralise PPP will have no effect on either the Council or the OECD in 2026 since French salary levels, with PPP applied, will from January 2026 fall within the +/- 2% 'curve' of PPP

and thus French salaries will not increase as a result of PPP. We must see what will happen in the years to come.

I believe that as a result of this change, the risk of either the OECD or the Council of Europe leaving the Co-ordinated SAM has been significantly reduced. They have both approved the new SAM so the question will not arise for some years

Both the OECD and the Council spend a high proportion of their budgets on staff costs, and any salary increases can be particularly difficult for them to absorb. While the option to neutralise Co-ordination-wide PPP may in time help them from a budgetary point-of-view, the CCR does not and cannot overly concern itself with budgetary matters. Its concern must be to ensure that salaries are updated annually by a predictable, stable and legally defensible process so that the Co-ordinated Organisations can recruit and retain staff and operate effectively and efficiently.

As I explained to the Council's GR-PBA committee when I addressed them in April this year, the Council, or any other CO, might decide to leave the Co-ordinated SAM and construct its own individual SAM, but the legal constraints involved in addressing the remuneration of international civil servants would not enable it to reduce salaries and thereby reduce the annual budget. Reducing staff costs, if that is considered desirable, would need to involve employing fewer staff.

Within the SAM, the CCR has to take account of inflation, the evolution of salaries in eight reference countries and PPP to name just three concerns. I believe the SAM agreed by the CCR for implementation on 1 January meets the basic needs of the Organisations and their staff as well as representing good value for the member countries and their taxpayers.

It is important for Co-ordination to remain relevant in the eyes of the governing bodies of the six COs, if necessary, through the introduction of elements of flexibility even in the context of the SAM. It is true that, should there be PPP corrections for France, the values of the indices will be different for OECD/COE on one hand and for the four other COs on the other. But all the rest of the SAM remains a common set of rules, with the same references and the same approach.

The other development I'd like to highlight is the agreement reached in the September meeting, to make some desirable changes to the daily Subsistence Allowance (DSA). Many recognise that the per diem does not always adequately cover the costs, especially of accommodation. I understand that most, if not all, of the COs have arrangements in place to enable staff

to claim the actual costs if they are higher than is allowed for by the DSA.

The DSA, like several other elements of remuneration in Co-ordination, is calculated as an average of the DSAs of the eight reference countries. Fair enough, you might say, but some countries have not adjusted their DSA rates recently (in one case, I believe, for fourteen years!) which distorts the Co-ordinated DSA. In those reference countries with outdated DSA rates, it is common for civil servants going on a mission to claim actual expenditure where this can be justified. In some countries, there seems no likelihood that the DSA rates will be updated any time soon.

The solution agreed in September, after careful consideration, is that where a reference country has not updated its DSA rates recently, its value will be replaced in the calculation by the average of the relevant UN and European Union DSA rates. If that country's DSA rate is subsequently updated, the updated rate will be reinserted into the calculations

Besides these measures, the CCR has had to deal with other questions and has, in 2025 recommended among other things:

- An amendment to the regulations concerning the calculation of PPP to take account of the discontinuation by the German statistical office of the collection of price data from cities other than Berlin.
- An amendment to the adjustment methods for allowances/supplements expressed in absolute value and for the installation allowance needed to include the principle and the process for extraordinary adjustments in case of very high inflation.

As to the officers of the CCR, I can tell you the good news that Marianna Fucci will continue as vice-Chair and Legal Adviser until at least December 2027, following her re-election. The less good news is that I will remain in my position as Chair until at least the end of June next year - and I have put my name forward for a further year.

As I predicted in my last year's activity report, now that the new SAM has been agreed, we have been able to reduce the time spent in Co-ordination. When I started in this job, we were regularly having four meetings a year. Our June meeting this year finished early and our September meeting did not last beyond the first day. We have been able, in the light of progress made, to cancel the meeting of February next year altogether. Meetings in the foreseeable future will not exceed two days.

As Chair I will always look to ensure that meetings make the best use of delegates' time. With the support of my co-Chairs and the ISRP, Co-ordination will continue to deliver on its mandate.

As we look to next year the CCR will be reviewing the ceilings of the Installation Allowance and the Education Allowance.

I think I have detained you long enough and I thank you all for your patience. I'll be glad to do my best to answer any questions you may have.

Syd Maddicott

Mr Jørgen Christian Gad Justesen-Jørgensen
*Chairman of the Committee of Representatives
of the Secretaries/Directors-General (CRSG)*

(Original English)

I want to start by thanking AAPOCAD for inviting me to the General Assembly. It is an honour to be here.

For those of you who don't know me; my full name is Jørgen Christian Gad Justesen-Jørgensen – JC for short.

I am the Chair of the CRSG (Committee of Representatives of Secretaries General) since 1 January 2025 and Director NATO Human Resources since 1 September 2025, after 15 years in 3 different posts in the Office of the Secretary General.

Pensioners are a growing community. Over 8,900 former staff or their dependants receive a pension from the Coordinated Pension Scheme according to the CCR Chair activity report.

Let me be clear: also, after retirement, pensioners are an important part of the Coordinated Organisations' story.

Through the efforts of AAPOCAD we can learn about the broader concerns of pensioners and try and respond to them.

I really appreciate the work you do in representing the pensioned staff at the Coordination. I know the pensioners themselves appreciate your work just as much - if not more. I understand that NATO pensioners are well represented in your structure, and I am glad to see that cooperation continues.

I will now focus my remarks on the Coordination work carried out since I'm active as Chair of the CRSG.

Coordination was set up to relieve Councils and governing bodies of the need to set remuneration and pensions of their staff individually and associated technical discussions.

This allows Councils to focus on their core mission and keep social peace within the Organisations.

I want to commend the CCR Chair (Syd Maddicott) for his efforts to keep the Coordination process transparent and to make sure everyone's concerns are heard and considered.

At the CRSG, we are facing challenges which I understand tend to appear systematically year after year – balancing attractiveness, competitiveness and financial responsibility.

While the number of applicants for our positions remains high, quantity does not always mean quality and we continue to gather data on joint attractiveness indicators for the Coordinated Organisations. The data we are gathering helps us advocate for realistic policies that support the long-term sustainability of our Organisations.

We have focused this year on the salary and allowances adjustments, but one issue that may be of interest to you, particularly for those travelling on duty – is the review of the Daily Subsistence Allowance (DSA).

The DSA is designed to cover the actual costs of duty travel. In recent years, inflation and data limitations have created gaps between the reimbursement and the real costs. To address this, the CRSG has proposed a statistically sound and technically robust review of the method.

It includes:

- More frequent reviews (every two years instead of three)
- The use of UN and EU when national data is not updated
- And a shift in reference period to improve operational efficiency.

We have also continued our work on a corrigendum to the salary adjustment method with technical underpinnings of the Purchasing Power Parities data used. In this context, adjustments were made to a reference city for price data collection.

The Coordination has remained vigilant to ensure that any changes are documented and legally sound.

With regard to the Coordinated Pension Scheme, this remains a closed scheme. But closed does not mean forgotten. The Coordinated Organisations have a responsibility to administer the scheme with the same care and integrity that you showed in your careers.

I personally hope that pensioners will continue to enjoy their well-earned retirement for many more years to come.

With that, I will leave you to your meeting. I thank you once again for your invitation and for your continued engagement and wish you a productive and enjoyable General Assembly.

Jørgen Christian Gad Justesen-Jørgensen

Mr Samuel Quesada Ruiz

Chairman of the Committee of Staff Representatives (CRP)

(Original in French)

Mr. Chairman, dear John, dear colleagues,

Thank you for inviting me to attend this AAPO-CAD General Assembly; I am delighted to be here.

I had the opportunity to attend the 2023 AAPO-CAD General Assembly via video link. I was unable to attend last year for a very good reason, which is now one year old. This is nevertheless the first time that I have been able to be here with you in person.

I have been involved in Co-ordination for the past 5 years, and am honoured to have been elected Chair of the Committee of Staff Representatives at Co-ordination level for the third time. I am well aware that I have accepted a serious and complex responsibility, and I am confident that we will continue to work well together. We must however remain strong and determined.

In my time at Co-ordination, we have had to deal with the health crisis and economic fallout caused by Covid, and with significant socio-political instability around the world, exacerbated by Russia's aggression against Ukraine and the Israeli attacks in Gaza. We must all work together to address this very challenging political and economic situation.

We are well aware of the economic problems facing countries, but we must also bear in mind that, in these times of military, economic and environmental crisis, Member countries have probably never been so reliant on the work carried out by the staff of the six Co-ordinated Organisations. It would therefore seem appropriate to strengthen our Organisations, and certainly not weaken them. The return on investment appears to be largely positive for the Member countries. We must maintain the attractiveness of the Co-ordinated Organisations, develop their diversity, and make sure to retain talented individuals, with the help of a medium- to long-term strategy that does not focus solely on financial considerations.

Unfortunately, however, when I observe Co-ordination at work, I cannot help but feel that a significant number of the CCR's decisions are knee-jerk responses to adverse economic situations, designed to try to limit expenditure, without considering the medium- and long-term impact of these decisions on the Co-ordinated Organisations.

During Co-ordination meetings, the CRP has shown that it is open to discussion with the CRSG and the CCR and willing to consider what could be improved, but with a cool head and a medium/long-term strategy. It is never advisable to act impulsively in times of crisis.

I had the opportunity to participate in the work on the previous two versions of the Salary Adjustment Method (SAM). The version approved in September 2021, for initial application on 1 January 2022, included the addition for the first time of an exception clause, designed to anticipate the impact of exceptional and serious crises, such as the 2020 Covid crisis or the 2008 economic crisis, which affected the GDP of certain countries. The clause was added despite the fact that problems such as these are already factored into the calculation of our salary adjustments, given the natural time lag between the collection of data for the reference period and the application of the results, and that we too suffered from these crises. I would also like to point out that this clause is based for the first time on potential GDP rather than actual GDP.

As this was not enough for some members of the CCR, and after attempting to modify the method along the way, a move for which the CCR received a negative legal opinion, a new revision of the Salary Adjustment Method was immediately included in the programme of work, and finally approved in September 2024 for initial application on 1 January 2026. Among the main changes, there are three that we consider to have a significant impact on staff:

1. a further amendment to the conditions for triggering the exception clause, which risks activating it in situations that do not represent a major economic crisis affecting all Co-ordination countries. I remind you that we are basing ourselves here on GDP projections and that the estimation error has not been factored in;
2. an increase in the thresholds of the moderation clause, which will result in less smoothing in the calculated salary adjustments;

3. the introduction of a neutralising factor to offset any potential effect of the Purchasing Power Parity (PPP) curve for France on the salary adjustment indices. This neutralisation only concerns the Council of Europe and the OECD, given that more than 95% of their staff are based in France. This is clearly a step towards de-Coordination, and the CRP has been very clear in its firm opposition. By allowing two member Organisations of the Co-ordination process to disconnect from the system that guarantees purchasing power parity equivalence among the staff of all Co-ordinated Organisations, the CCR is jeopardising the unity of the system for reasons to do with budgetary circumstances that are specific to certain Organisations. Furthermore, the CRP considers this mechanism to be speculative, as it is based on extrapolating a continuation of the positive effects of purchasing power parities observed in recent years, whereas PPP trends are uncertain and may well also have a negative impact. Following the first application of this new method for salary adjustments on 1 January 2026, it should, however, be noted that there was no PPP effect for France.

The CRP regrets that the CRSG's proposal to re-introduce a mechanism allowing the CCR, in certain cases, to recommend suspending a negative salary adjustment, was rejected by the CCR. A mechanism of this kind in the method would, in the future, have mitigated a negative impact on some of our colleagues of the kind suffered in Italy this year, for example.

There are two other changes that the CRP welcomes:

1. the inclusion of an automatic mechanism for special and extraordinary adjustments in the event of high inflation. Rapid compensation is necessary when inflation is very high, otherwise there is a risk of failing to meet the objective of preserving the purchasing power of officials when adjustments are paid late, at a time when prices have already risen again. It is hoped that the Co-ordinated Organisations will draw inspiration from the procedure adopted by the CCR to adopt, at

2. their level, a procedure enabling them to respond promptly to these losses in purchasing power;
2. the possibility of conducting salary studies, at the request of the CRSG and with the approval of the CCR, when Co-ordinated Organisations face a loss of competitiveness in countries where the labour market has undergone structural changes that have not been taken into account by the ordinary mechanisms of the method, as they do not necessarily fall within one of the three pillars of the method.

The method we use to calculate the remuneration of staff in the six Co-ordinated Organisations is fair, solid, based on three clear and logical criteria, and always clearly explained by the ISRP. We must therefore be vigilant with regard to the CCR's ideas, which could have a significant impact on all our serving colleagues.

This year, the Co-ordination's work has had a major impact on the revision of the method for calculating the Daily Subsistence Allowance, as it has failed to produce outcomes that take into account the sharp increases in hotel and restaurant prices in recent years. This represents a problem for our colleagues on mission, but also creates an additional workload for the administrations of their Organisations. In a spirit of consensus, a new method for calculating the Daily Subsistence Allowance was approved in September, with a mechanism allowing EU and UN data to be used when the data for a reference country have not been updated, and with a two-year review period. This represents an improvement on the three-year review in the current method, but the CRP had a strong preference for an annual review.

This year, Co-ordination also worked on other matters outside of day-to-day business. The CCR recommended a revised salary scale for staff working in Türkiye, effective from 1 January 2025, abolished the special temporary allowance for A/L grades or equivalent in the single spine salary structure, and approved the adoption of transitional measures in the application of the new scale for staff members entitled to the special temporary allowance. These transitional measures came to an end following the special adjustment in May in Türkiye. The ISRP, in collaboration with Eurostat, launched a household budget survey for all countries. The revision of the employee contribution rate to the Co-ordinated Pension Scheme resulted in an increase of 0.7 percentage points.

It is the duty of the Committee of Staff Representatives at Co-ordination level to do its utmost to defend the rights of serving staff and pensioners of the Co-ordinated Organisations, given how the CCR, whenever it has the opportunity to do so, issues recommendations to our governing bodies that undermine staff benefits. The CRP has remained faithful to this principle during all the discussions on the recent changes I have talked about, and will remain faithful to this principle in all future discussions at Co-ordination level.

AAPOCAD's presence in the CRP is invaluable because we need your experience. You have the institutional memory, and can warn serving officials about the CCR's intentions. All together, we can continue to defend the benefits of serving and retired staff with determination and resolve. Given all the attacks we face, it is essential that we co-ordinate our actions and our commitment.

We must naturally remain open to discussion with the CRSG and the CCR. This does not mean however, that we shall just accept everything and, in particular, we must be ready to resist the regular attempts by Member countries to renege on their past commitments.

If the CCR, and more specifically some of its members, continue to systematically seek to reduce salaries, pensions and allowances, the divide between the CCR and our Organisations is likely to widen. The discontent of serving and retired staff will intensify and cause a rift with the Member countries. If issues that should be resolved through compromise and consensus at Co-ordination level have to be dealt with internally by each Organisation then our Councils will be perfectly entitled to ask what use the CCR serves, and what use Co-ordination serves.

For me, it is very important that the representatives of the Secretaries-General, the CRSG, and the staff representatives on the CRP all agree on the need to defend Co-ordination in the interests of pensioners and serving staff, and therefore in the interests of the Organisations. I am a strong advocate of constructive dialogue in the search for compromise.

I would like to take this opportunity to pay tribute to the new CRSG Chair, Jorgen Christian Jorgensen (JC), with whom I have enjoyed respectful and constructive discussions, and who has already demonstrated a spirit of consensus and a willingness to work together with the CRP, which is greatly appreciated. I would also like to commend both the CCR Chair, Syd Maddicott, who does not always have an easy task given the sometimes extreme views expressed by

some CCR members, and Jean-François Poels, as head of the ISRP, and would like to thank his service for its magnificent technical work in support of Co-ordination.

I would like to finish by letting you know how much I enjoy working with the AAPOCAD on the CRP, as you are an essential partner for staff representation at Co-ordination level. This includes its Chair, John Parsons, of course, but also Isabelle Tezcan and Alain Bataille, former CRP Chair and now AAPOCAD representative on the CRP, not to mention Bernard Wacquez and Jean le Ber. Your knowledge of the Co-ordination process and your technical assistance are absolutely essential to our progress. On behalf of the CRP, I would like to extend my sincere gratitude to you all.

Thank you Mr. Chairman, thank you John. Thank you all for your time.

Samuel Quesada Ruiz

Mr Alejandro Zamorano

*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 address you for the first time in my role as Chair of the CAPOC at your General Assembly.

I have held this role since January 2025, succeeding Hannes Langeder, who chaired this Committee for 4 years and continues to serve as a member, representing Eumetsat. I would like to thank him for his dedication during that period and for his continued support to our work. I am pleased to be accompanied in my role as Chair by Jan-Jakob Muyls, Vicechair and representative of ECMWF.

Let me begin by recalling what the CAPOC is. It is a technical committee, distinct from the three Co-ordination Committees, which are more political in nature.

The Pensions Administrative Committee of the Coordinated Organizations was established in 1974 to ensure the uniform application of our pension regulations. It normally meets four times per year and reports to the CRSG.

The CAPOC is composed of representatives from the six Coordinated Organisations, observers, like the RATU, EU Sat Cen, EUISS as well as the European Patent Office whose pension management is entrusted to the ISRP.

The legal, fiscal and actuarial experts from the ISRP provide indispensable and highly valuable support to the Committee, thanks to their legal, fiscal and actuarial expertise and their in-depth knowledge of the pension schemes across the different organisations.

The Committee's scope has expanded with the introduction of new pension schemes in various Coordinated Organisations. It now provides technical opinions not only on matters related to the Coordinated Pension Scheme but also on the other schemes, which are the NPS (Council of Europe, ESA, EUMETSAT, OECD), TPS (Council of Europe, OECD, ESA) and ECMWFs DBFPS.

In summary, the Committee's main tasks include:

- Reviewing the Pension Rules, or provision of technical opinions thereon at the request of the CRSG;
- Reviewing the Staff Contribution rates and other coefficients of the different Pension Schemes;
- Drafting and negotiating pension transfer agreements;
- Addressing matters relating to taxation/tax adjustment;
- Preparing the annual pension schemes balance sheet;
- Approving the assessment of pension rights; and
- Ensuring consistency and the uniform application of the rules.

Since your last General Assembly, several important issues have kept both the Committee and the ISRP busy. I would like to highlight a few due to their significance.

After issuing in 2024 a recommendation on the contribution and early retirement rates for the various pension schemes across the Coordinated Organisations, the Committee has, over the past year, focused on reviewing the calculation method of the article 12 coefficients. This revision aims to integrate the notion of career progression to be coherent with the practice already in place in other Organisations.

These coefficients apply to the outward and inward transfers of pension rights and recommendations have been issued to the CRSG and to the individual organisations after the summer.

In line with developments in other Coordinated Organisations and in response to member states' requests, the OECD has amended the New Pension Scheme rules and has put in place a Third Pension Scheme since 1st July 2025. Similarly, the ESA foresees the implementation of a Third Pension Scheme from 1st January 2026.

The objective of these reforms is to contain long-term liabilities by adjusting some of the key parameters of the existing schemes, notably by reducing accumulation rates, increasing the retirement age and raising the staff contribution to the financing of the schemes. The CAPOC was consulted on the rules governing these schemes and provided a technical opinion. Amendments to existing pension schemes or the creation of new ones may also be envisaged by some other Organisations in the near future.

The CAPOC is recognised as the most legitimate body for an expert view on pension matters and is dealing with an increasingly complex environment, with a multiplication of pension plan rules.

Following a decision by the ESA Administrative Tribunal's on case 143, the Committee has examined ways to mitigate the combined effects of the salary and pension adjustment methods. Discussions on this complex issue were challenging and occupied several CAPOC meetings, but finally a recommendation will be issued to the CRSG in the coming weeks. Fortunately, the high inflation context we faced in 2022 has not repeated in most of our Organisation's duty stations.

Continuing the examination of the relationship between salary and pension adjustments, the CAPOC also analysed the potential impact of the review of the Turkish salary scale, approved by the CCR in the 347th report, on the adjustment of pensions considering article 36.2 of the Coordinated Pension Scheme. The Committee concluded that, since the reform put in place in 2020, pension and salary adjustments are no longer correlated. Furthermore, the salaries adjustment in the 347th CCR report resulted from the Purchase Power Parity element, which is not taken into account in the calculation of pension adjustments. Technical advice to this effect was provided to the CRSG which further examined the matter.

Although the new contribution rates for the pension schemes took effect recently in January 2025, the CAPOC intends to begin reflecting on the methodology for calculating the new rates to apply from 2030. Given that the declining discount rates have significantly increased contribution rates in recent revisions, there is interest in exploring the inclusion of additional parameters such as the expected rate of return on the assets

of the various Pension Reserve Funds. Some organisations have already integrated this parameter into the calculation of their individual contribution rates, and I anticipate that reaching an agreement on this matter within the Committee will require extensive discussion.

Finally, the CAPOC has also followed closely the evolution in aggregation mechanisms in the various member states and has examined and informed about the changes in legislations in Italy and Spain.

To conclude, I would like to thank the members of the CRP Pensions Working Group, to which AAPOCAD also contributes, for their constructive and cooperative approach. The exchanges have proved to be very useful in the past, and we look forward to continuing our discussions. Our next informal meeting is scheduled for next week and the discussion will focus on the aggregation mechanisms and transfer agreements.

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

Alejandro Zamorano

Ms Margaret Gilman Jaouen

*Head of the Payroll Administration Unit,
International Service for Remuneration and Pensions (ISRP)*

(Original English)

Thank you, John.

Hello, I am Margaret Gilman Jaouen, representing the International Service for Remunerations and Pensions, ISRP. The head of the service, Jean-François Poels, extends his warm greetings to you all, pensioners, AAPOCAD and speakers.

Within ISRP, I am head of the Payroll Administration Unit near Paris, where we handle pension service for **all** of the coordinated organisations **except** NATO, **plus** associated organisations who mandated ISRP, given our expertise. My peers in Brussels are in charge of NATO pensioners.

I would like to emphasize that we who administer the pension schemes remain at the service of pensioners and of the International Organisations that have entrusted us with paying pensions. The actions we carry out are the result of applying the pension regulations of the different organisations, or the consequence of decisions taken by the governing bodies of these organisations. The ISRP applies the decisions taken by the organisations.

An update on operations:

At the General Assembly in 2024, I mentioned that the consulting firm commissioned by the Executive Directors made a series of recommendations. In June 2025, ISRP obtained the approval and budget to enact these recommendations to modernize ISRP processes, and services provided to pensioners and the organisations. The Transformation Plan and Digital Roadmap encompass actions ISRP will take in 2025 through 2030.

Some actions concern improving our internal operations, invisible to pensioners.

Some focus on areas and processes to automate, especially in payroll services.

Other recommendations reinforce the general trend to increase digitisation and increase the autonomy of everyone involved, including current and new pensioners.

We expect to unveil the new ISRP website this winter, with brighter, easy-to-navigate features.

For those whose pensions are administered by the ISRP payroll unit, the most visible change will be how you access personal documents and communicate with ISRP.

A two-way digital tool will replace our current, home-grown digital safe, IPSI Kiosk. Commonly referred to as a CRM, Customer Relationship Management, we think of this new tool as a URM, **User** Relationship Management tool.

Key improvements include stronger data security through reinforced authentication and the ability to exchange documents and messages securely — replacing email.

You will also be able to track your requests step by step from submission to resolution. ISRP will be collaborating with AAPOCAD to take into consideration pensioners' needs and make the URM as user-friendly as possible. Rest assured, it will be designed to be simple, for you to use it easily and effectively.

Development will take place over the next couple years, including thorough testing before launch. ISRP will provide updates periodically, like we did in the summer edition of Pension News. After a call for tender late this spring, today, you are the first pensioners to learn that the supplier has been selected, and design will soon begin! Indeed, we have named it "PensionConnect" and start work with the provider in January 2026.

IPSI Kiosk will remain in use until PensionConnect is fully deployed. We still encourage you to join IPSI Kiosk in the meantime for secure access to your documents. 71% of pensioners' pay slips are available there, while paper remains available for those who are not connected. Statements of taxable benefits for nearly 40 countries are now available on IPSI Kiosk, including for Belgium and Germany, a milestone for us in 2025. You may have noticed last month that the Annual Form is now on IPSI Kiosk, this year including those for pensioners with dependent children and spouses with income.

As part of our commitment to service quality, ISRP has recruited 6 additional staff to ensure you receive your entitlements promptly and accurately. I would like to thank you for your continued courtesy and patience in your interactions with our payroll professionals. Your kindness is truly rewarding.

Now, for a few figures and an update on pensions.

In September 2025, the total of defined benefit pensions under administration number 13 848.

That counts NATO Defined Benefit pensions plus those of the Coordinated and Associated organisations administered at the ISRP payroll administration unit.

The coordinated organisations number 9 946, a **2%** increase over September 2024.

Pensions of the New Pension Schemes, including the 3rd Pension Scheme at the Council of Europe, number 351, a **27% increase** over last year.

A 3rd pension scheme was established at OECD in July 2025 and one is expected at ESA in January 2026.

NATO serves 4 477 defined benefit pensions in the Coordinated Pension Scheme.

The ISRP Payroll Administration Unit serves 9 371 pensions.

91% of the pensioners reside in 8 countries. The top 5 countries remain stable:

FRA	37%
DEU	21%
NLD	14%
Tied at 5% each:	
GBR	5%
AUT	5%
Next 3 countries tied at 3% each:	
BEL	3%
ESP	3%
ITA	3%

The ISRP payroll administration unit now serves 12 organisations; we started pension and salary service for the BENELUX Secretariat in August 2025.

Your contacts at ISRP, my colleagues, asked me to bring you a few special messages.

- Please open your pay slips every month, we may have added a note at the bottom for further information about your benefits.
- The Annual Form now includes space for you to indicate emergency contact details, on a voluntary basis. If you add them, your trusted emergency contact can tell you when ISRP is trying in vain to reach you.
- the SIRP-ISRP.ORG website has a Frequently Asked Questions section, F.A.Q., on the portal for your organisation. You can solve many quandaries consulting it. Please feel free to make suggestions to your ISRP contact for more subjects to add.

Thank you for your attention, I wish you the best of health especially as the holidays approach, and hope you enjoy your retirement.

Margaret Gilman Jaouen



AAPOCAD's Regional Delegate Reports 2025

BELGIUM

Mr William RODEN +32 2 466 2273
williamroden@skynet.be
(Original French)

In 2025, I received no requests for information or intervention (email or phone call) from any AAPOCAD member residing in Belgium.

Billy Roden

FRANCE

Mr Malcolm GAIN +33 6 84 30 85 43
malcom.gain@orange.fr
(Original English)

In 2025 the French Finance Ministry had still not made a ruling as to whether or not, and if so under what circumstances, we should be liable for CSG and CRDS contributions on our co-ordinated organisation pensions over and above the general income tax which we all pay. Policies and practices still vary from one tax office to another and since some of us benefit from leniency in the absence of a generally applicable decision, AAPOCAD will do nothing to provoke such a decision. However as a general principle it would seem only normal for those of us who benefit from health cover through the French Social Security System to be expected to contribute to covering its cost. Conversely if we have health insurance cover through an in-house scheme instituted by our organization then we should not be expected to have to contribute to financing the cost of the French Social Security system if it is of no benefit to us. Those of us in this latter situation should bear that fact firmly in mind when questioning the justification of calls for such contributions which they might receive from the French Tax Authorities. In such cases a certificate from the Head of Human Resources of our parent organization indicating that our health risk is fully covered by a in-house insurance scheme can be helpful in clarifying the situation to our local tax inspector.

There is still no clear ruling on where, on the tax return (*déclaration de revenus*), we should declare our Coordinated Organisation pension. From the information we have received from our members it appears that tax offices are increasingly insisting that such a pension be declared as being from a foreign

source, i.e. in box 1AM (or 1BM if one is “deuxième déclarant”). –If we do this, we will most likely be asked to pay the tax on our pension in monthly instalments in the year in which we receive it. These instalments are called “acomptes contemporains” and are directly debited from our bank accounts by the French authorities.

A few tax offices continue to accept – and occasionally even to suggest – that a Coordinated Organisation pension be declared as being from a French source, and hence in box 1AS (or 1BS for a “deuxième déclarant”). In this case, the pensioner will most probably be required to pay tax in respect of year n in four equal instalments in the last four months of year n+1.

As a general rule I would suggest that you continue to declare your CO pension in the same way as you did last year, unless you have been instructed to do otherwise. 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 in the field.

I would like to take this opportunity to wish you and your loved ones all peace, health and happiness in 2026 and beyond.

Malcolm Gain

ITALY

Mr Franco VELTRI +39 0335 843 3313
fveltri@hotmail.com
(Original English)

The number of AAPOCAD members residing in Italy is currently 116, representing a decrease of 2 compared to the previous year (84 NATO, 24 ESA, 4 OECD, 2 CE, 1 ECMWF, and 1 EUMETSAT).

Taxation of pensions remains the primary common concern. Several appeals from ESA colleagues to obtain a reduction of taxation to two-thirds of the pension are still pending, and these cases are likely to reach the Supreme Court next year.

A new issue has arisen for several NATO civilian retirees, as NATO decided to impose additional contributions to the Long-Term and Medical

schemes without providing on the pension slip clear indications of the nature of these deductions. This lack of clarity was already causing inconsistent evaluations by local tax offices regarding the possibility of deducting such contributions from the overall income (which remains controversial). The number of potentially affected pensioners has increased, and action is being pursued through the 'local' association.

Relations with international headquarters in Italy remain formally good but continue to be unproductive, as both we and local retirees' associations receive no information about new retirees. The absence of a structured program to inform and prepare prospective NATO retirees remains the main obstacle, with a direct impact on potential new membership. At present, word of mouth remains the only means of identifying and contacting new retirees. No other issues have been brought to my attention by our local community.

Francesco Veltri

LUXEMBOURG

M. Paul NICE

+352 621 323 269

nicepaulus@gmail.com

(Original English)

Since my last report I received one request for information and assisted one other person with information on a tax change.

Paul Nice

THE NETHERLANDS

Mr Nico DE BOER

+31 (0)299 690 529

nicodeboer@xs4all.nl

(Original English)

In 2022, the Dutch tax authorities published a ruling on the taxation of pensions from Coordinated Organisations and the European Patent Office. Despite this ruling, several court cases are still ongoing,

challenging some of the underlying principles. In particular, the fact that pensions from Coordinated Organisations do not comply with national pension taxation rules remains a key point of dispute in these proceedings.

As mentioned in last year's report, the taxation of capital (Box 3) is still under review, and a new system is not expected to come into force before 2028 or 2029. In the meantime, the tax authorities have introduced an interim scheme for taxpayers who can demonstrate that their actual income from capital is lower than the amount calculated using the fixed rate applied by the tax authorities. As this procedure requires considerable work, research, and complex calculations, many pensioners have contacted me for clarification and assistance.

In last year's report, I mentioned that I had informed the Governing Board of my intention to resign as Regional Delegate for the Netherlands. Since then, as described in another chapter of this Bulletin, the Governing Board has revised the system of support for our members. Consequently, this will be my last report.

Nico de Boer

UNITED KINGDOM / SPAIN

Mr Robin Adrian FLOOD

+44 7378 235253

aapocad@dragonsblood.org.uk

(Original English)

I received only one request for assistance this year from a former staff member of the WEU. I believe this is ongoing. However last month I was informed of the death of the father of a Spanish member of the OECD whom AAPOCAD assisted some years ago. His remaining family and associates wish to once again express their gratitude and thank AAPOCAD for the help rendered to him and his daughter.

Robin A. Flood



Elections for the 2026 AAPOCAD Governing Board

The mandates of 7 Governing Board Members expire this coming October. The seats to be filled, by Organisation, are as follows:

NATO	3
OECD	1
ESA	2
CoE	1
TOTAL	<hr/> 7

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

Governing 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 (www.aapocad.org).

Candidates should keep the presentation of their previous experience and of the reasons why they wish to be a Governing 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 **Saturday, 20 June**.
- 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 **24 August**.
- c) You must then choose how you wish to vote, i.e. either **electronically via the voting link (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) Votes must be received by the deadline of **30 September**, and they will be counted immediately afterwards, with the results being announced at the AAPOCAD Governing Board on **15 October** and ratified at the General Assembly on **16 October**.
- 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 2026 ELECTED MEMBERS OF THE GOVERNING BOARD AT JANUARY 2026

Les noms en gras indiquent les mandats arrivant à terme en 2026
Names in bold show mandates ending in 2026

Mandats - Mandates		
Nom - Name	1 ^{er} -1 st	Fin-End
OTAN / NATO (8 sièges / seats)		
M. PROUTEAU	2023	2026
M. RODEN	2011	2026
Mme TEZCAN	2017	2026
M. GOYENS	2015	2027
M. SIMONS	2024	2027
M. VELTRI	2024	2027
M. DESBOIS	2019	2028
M. PARISH	2022	2028
 OCDE / OECD (6 sièges / seats)		
M. MOORE*	2017	2026
Mme DUBOSCQ	2021	2027
Mme LINDNER	2003	2027
Mme VAN HULST	2024	2027
M. SCHMIDT	2025	2028
M. WURZBURG	2025	2028
 ESA (5 sièges / seats)		
M. LE BER	2011	2026
M. VELDHUYZEN	2011	2026
M. DE BOER	2007	2028
M. HENNESSY	2025	2028
M. JAGTMAN	2016	2028

Mandats - Mandates		
Nom - Name	1 ^{er} -1 st	Fin-End
CE / CoE (4 sièges / seats)		
M. DE BUYER	2023	2026
M. BOHNER	2012	2027
M. COURADES	2021	2027
M. PARSONS	2016	2028
 CEPMMT / ECMWF (2 sièges / seats)		
M. BATAILLE	2021	2027
M. BAKKER	2025	2028
 EUMETSAT (2 sièges / seats)		
Mme NICHOLAS	2019	2028
M. ROLLI	2025	2028
 UEO / WEU (2 sièges / seats)		
Mme BRISSET	2012	2027
M. DE GOU	2013	2028

* Membre de 2009 à 2015, réélu en 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

Mme DU VILLARD (UEO)
M. GARROUSTE (OCDE)
M. NEITZEL (OTAN)
M. RUTTEN (OTAN)

CONSEILLER JURIDIQUE / LEGAL ADVISER

M. PALMIERI (CE)

PRÉSIDENTS DES ASSOCIATIONS/ CHAIRS OF ASSOCIATIONS

Mme BAYLIS (ECMWF)
M. WINZER (ESA)
M. DE SOYE (EUMETSAT)
M. VANSTON (OECD)
M. COMBARIEU (UEO)

Glossary of Co-ordination & Pensions

FORMER STAFF ASSOCIATIONS

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

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

AAUEO: Association of Former Staff of the WEU

AIA: International Association of Former OEEC & OECD Staff

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

AIACE: International Association of Former European Communities Staff

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

APCEB: Pensioners' Association of the Council of Europe Development Bank

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

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

ARNF: Association of NATO Retirees in France

CNRCSA: Confederation of NATO Retired Civilian Staff Associations

EPA: ECMWF Pensioners' Association

EPA: EUMETSAT Pensioners' Association

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 CRSG, 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. The pension may, however, be paid after the age of 50 at an actuarially reduced rate.
- 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 AAPO-

CAD 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 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: Volker Thiem

It is with extreme sadness that we report the sudden and unexpected passing away of our beloved Volker Thiem, on Wednesday, 19th November 2025.

Volker was not only one of the founding members of the European Organisation for the Operation of Meteorological Satellites (EUMETSAT) and its first Administrative Director, but also a driving force behind the establishment of the EPA, the association of retired officials of that organisation, and its first Chairman. With his passing, we have lost a beloved, creative, and always helpful personality whom we will always remember with gratitude.

He represented EUMETSAT at the AAPOCAD General Assembly and Governing Board from 2013 onwards and his last attendance was at the 6-7 November 2025 meetings in Budapest three days before he fell sick.



We will remember him as a creative, dedicated and resourceful AAPOCAD member who was also able to make good use of his much appreciated sense of humour.

On behalf of us all, we would like to offer his wife Ulrike and his daughter Sarah our deepest condolences.

Angela Nicholas



In Memoriam*

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

On behalf of all 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 and whose names and dates of death are listed below. These colleagues and friends will always be present in our memory. - *The Chairman*

CE / CoE

Liliane BREHM	25/07/2025
Barry CROWE	24/11/2025
Isabelle DE PANGE	18/08/2025
Antoine DURNER	06/02/2025
Yvette EHRHARD	18/12/2025
Simon GICQUEL	21/02/2025
Jean JAQUES	13/03/2025
Catherine KLEIN	19/04/2025
Aldo Joseph Appio MONTANARI	01/01/2025
Jean-Pierre RIBAUT	20/06/2025
Aglaia TSITSOURA	05/06/2025

CEB

Ilse DELACOUR	14/06/2025
---------------	------------

CEPMMT / ECMWF

John SÖDERMAN	07/02/2025
---------------	------------

ESA

Hermanus J ARENDS	24/06/2025
John ATKINSON	22/01/2025
Patricia Shirley BRAKES	05/03/2025
Brian FITTON	20/05/2025
T.W. HEPWORTH	30/11/2025
Peter HILL	07/01/2025
Cristiana KAT	22/01/2025
Percy KRUYTHOFF	31/01/2025
Ludwig LAAPER	22/10/2025
Gustav MECKE	26/07/2025
Olga MELITA-KNEER	20/01/2025
Leonarda MORRA VAN HOUTERT	21/01/2025
Françoise MOUSSARD	02/10/2025
Isobel PERRING	23/06/2025
Hyman Alexander SUPERFINE	17/11/2025
Ronald THOMAS	18/05/2025
Nevio VIDONI	13/11/2025
Sylvia WOTTON	09/10/2025

EUMETSAT

Walter HEEG	08/12/2025
Volker THIEM	19/11/2025

OCDE / OECD

Cécile ALESSANDRI	08/04/2025
Kjell ANDERSEN	22/01/2025
Michèle BRAINARD	03/11/2025
Viviane, Françoise CONSOLI	15/02/2025
Micheline DABOS	21/11/2025
Lucien DANTIN	07/10/2025
Viviane DE CHARRIERE	01/12/2025
Michel DEVAUD	29/09/2025
Colette DIONYSIUS	11/03/2025
Grete DUBOIS	19/02/2025
Ann GUILLOT	06/01/2025
Anne HAMILTON	10/07/2025
Roseline, Yvonne JAMIN	16/11/2025
Iris KAPIL	22/09/2025
Josef KONVITZ	16/06/2025
Elisabeth LACEY	01/07/2025
René LASSERRE	06/03/2025
Aileen LITTLE	22/11/2025
Ginette MERIOT	18/03/2025
Elisabeth Jeanine Marie MORHANGE	12/07/2025
Henny OSSONA DE MENDEZ	15/08/2025
Bernard J. PHILLIPS	23/05/2025
P. Hazel RHODES	30/11/2025
Marie-José RODRIGUEZ-TURSAN	27/10/2025
Bertrand RUEGGER	23/01/2025
Ahmed SAIM	19/08/2025
Angelo SAMMARTANO	28/09/2025
Firle Anne SAWYER	15/12/2025
Gilbert SURCOUF	04/11/2025
Catherine VAN DEN BROECK	13/06/2025

OTAN / NATO

Monique ALGANS	21/01/2025
Nienke BOUMA	21/05/2025
Jacques BOUZANQUET	17/08/2025
Colin BROCK	09/05/2025
Eddy DE BIE	17/11/2025
Jan Louis DE POOTER	08/01/2025
Felix DUFOUR	27/01/2025
Johannes EVERS	01/11/2025
Rudolphe FRANKEN	14/04/2025
Henry GARDETTE	14/10/2025
David GILBERT	09/11/2025
Hendrikus GOEYENBIER	02/04/2025
Ingelise GRAHAM	17/08/2025
Jean GUILLAUME	04/07/2025
Elsa GULLINO	17/01/2025
Jacques JAGGI	24/06/2025
Suzanne JOUFFREY-TATTEVIN	27/01/2025
Rainer KUNZ	16/01/2025
Frank KUTZSCHE	02/10/2025
Maryvonne LANDRY	17/05/2025
Karl LANG	26/08/2025
Alexander MACKENZIE	16/01/2025
Jesse Finnie Hunter MACMILLAN	20/09/2025

Brian MCKENNA	27/12/2025
Colette MELDON-SCRIBE	24/02/2025
Heinz-Josef MERTENS	25/02/2025
Francisco PAES DE VASCONCELLOS	18/03/2025
Raymonde Anne PAGE	25/03/2025
Jacob PLUIM	02/07/2025
Salvatore PUCA	31/10/2025
Joachim RADTKE	28/03/2025
Germaine REISCH	21/02/2025
Jean-François RIBAUD	11/04/2025
Silvia RUFFA	09/03/2025
Georges SCHLIM	18/08/2025
John William STREET	10/12/2025
Bernardus TEERENSTRA	16/09/2025
Larry THADEN	05/01/2025
Pierre VAN HOLDER	06/04/2025
Daniel VERHOEVEN	27/08/2025
Fernand VORWERK	12/10/2025
John WILLIMOTT	25/10/2025
Suzy WRIGLEY	20/01/2025

UEO / WEU

Armande COHEN	03/07/2025
---------------	------------



New Members by Organisation *

CE / CoE

Jim BYRUM
Johan CALLEWAERT
Penelope DENU
France DURNER
Peter KEMPEES
Catherine LAKBAR
Florence MABILEAU
Jan MALINOWSKI
Renate MASSUE
Jeroen SCHOKKENBROEK
Maureen SINANOGLU

Rowena JENKINS
Isa KONVITZ
Maeve MCELGUNN
Genevieve MCINNES
Isla MILLER
G rard MORHANGE
Kevin PARRIS
Christophe RABILLON
Marc TOCATLIAN
Pamela WARNOCK EL BAZ
Brigitte Jacqueline YOUNG
Sibiri Jean ZOUNDI

CEPMMT / ECMWF

Maria Magdalena ALONSO BALMASEDA
Anabel BOWEN
Marta JANISKOVA
Georg LENTZE
Stephen RICHARDS
William WEIR

OTAN / NATO

Martin Bernd ANETZBERGER
Joern BRAUER
Udo DAUN
Jorid Johnsrud EIKEN
Frank ESSER
Micheline EVERS
Richard EVERS
Annick FERBER
Inga GERBER KUROWSKY
Jean-Pierre GIGOT
Christel GUILLAUME
Pamela HAWKINS SMITH
Martine LETELLIER
Patrick LOPES
Peter Lourcing NIELSEN
Sigi O'BRIEN
Asger PETERSEN
Pasquale RAO
Bernt RASMUSSEN NORDSTROM
Gerardus MG RENES
Rosario ROMEO
Marie-Jos e SATORY
Richard VAN DEN EYNDE
Juan-Antonio VILLALOBOS BEIROLD
Josef VIRT
Selim ZABUN

ESA

Jean-Michel BOIS
Effie Judith Margaret HILL
Myriam JULIA
Cristobal MARTIN RICO
Howard NYE
Joyce PEETERS - VAN DAMME
Ulrich STERZL

EUMETSAT

Karim HAGGOUCHI

OCDE / OECD

Corinne BOILEAU
St phane BUYDENS
Christine CLEMENT N  ALIX
Lorna DELONCA
Nadine DUFOUR
Sandra ENOE-HASSINE
Emily Jane FINLAY
Michael FORSTER
Rebecca GAGHEN
Susana GARCIA-LORENZO
Malory GREENE
B atrice JEFFRIES

UEO / WEU

Michael HILGER

* 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.