

# Procedure file

Basic information		
CNS - Consultation procedure Regulation	<a href="#">2001/0027(CNS)</a>	Procedure completed
Reforming the Commission: termination-of-service for officials		
Subject 8.40.03 European Commission 8.40.09 European officials, EU servants, staff regulations		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	<b>JURI</b> Legal Affairs and Internal Market		25/04/2002
		PPE-DE <a href="#">GARGANI Giuseppe</a>	
	Former committee responsible		
	<b>JURI</b> Legal Affairs and Internal Market		27/02/2001
		PSE <a href="#">MILLER Bill</a>	
	Former committee for opinion		
	<b>BUDG</b> Budgets		24/01/2001
		PSE <a href="#">GUY-QUINT Catherine</a>	
Council of the European Union	Council configuration	Meeting	Date
	<a href="#">General Affairs</a>	<a href="#">2449</a>	30/09/2002
European Commission	Commission DG	Commissioner	
	<a href="#">Human Resources and Security</a>		

Key events			
31/01/2001	Legislative proposal published	<a href="#">COM(2001)0050</a>	Summary
15/02/2001	Committee referral announced in Parliament		
29/05/2001	Vote in committee		
29/05/2001	Committee report tabled for plenary, 1st reading/single reading	<a href="#">A5-0194/2001</a>	
12/06/2001	Debate in Parliament		
13/06/2001	Decision by Parliament	<a href="#">T5-0327/2001</a>	Summary
20/03/2002	Amended legislative proposal for reconsultation published	<a href="#">COM(2002)0136</a>	Summary

05/04/2002	Formal reconsultation of Parliament		
10/09/2002	Vote in committee		Summary
10/09/2002	Committee report tabled for plenary, reconsultation	<a href="#">A5-0302/2002</a>	
24/09/2002	Decision by Parliament	<a href="#">T5-0414/2002</a>	Summary
30/09/2002	Act adopted by Council after consultation of Parliament		
30/09/2002	End of procedure in Parliament		
02/10/2002	Final act published in Official Journal		

### Technical information

Procedure reference	2001/0027(CNS)
Procedure type	CNS - Consultation procedure
Procedure subtype	Legislation
Legislative instrument	Regulation
Legal basis	Rules of Procedure EP 52-p1; EC Treaty (after Amsterdam) EC 283
Stage reached in procedure	Procedure completed

### Documentation gateway

Legislative proposal		COM(2001)0050	31/01/2001	EC	Summary
Document attached to the procedure		RCC0003/2001 <a href="#">OJ C 162 05.06.2001, p. 0098</a>	05/04/2001	CofA	Summary
Document attached to the procedure		RCC0004/2001 <a href="#">OJ C 162 05.06.2001, p. 0100</a>	05/04/2001	CofA	
Committee report tabled for plenary, 1st reading/single reading		<a href="#">A5-0194/2001</a>	29/05/2001	EP	
Text adopted by Parliament, 1st reading/single reading		<a href="#">T5-0327/2001</a> OJ C 053 28.02.2002, p. 0135-0222 E	13/06/2001	EP	Summary
Amended legislative proposal for reconsultation		<a href="#">COM(2002)0136</a>	20/03/2002	EC	Summary
Committee final report tabled for plenary, reconsultation		<a href="#">A5-0302/2002</a>	10/09/2002	EP	
Text adopted by Parliament after reconsultation		<a href="#">T5-0414/2002</a> <a href="#">OJ C 273 14.11.2003, p. 0020-0066 E</a>	24/09/2002	EP	Summary

### Additional information

European Commission	<a href="#">EUR-Lex</a>
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### Final act

[Regulation 2002/1746](#)  
[OJ L 264 02.10.2002, p. 0001-0004](#) Summary

## Reforming the Commission: termination-of-service for officials

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**PURPOSE:** to present a proposal for a Council Regulation introducing special measures to terminate the service of officials of the Commission of the European Communities as part of the reform of the European Commission. **CONTENT:** In its White Paper of March 2000, the Commission announced its intention to undertake a reallocation of human resources across its departments with a view to concentrating activities on its core policy objectives. On 26 July 2000, it adopted the conclusions of the review by the Peer Group charged with carrying out a comprehensive assessment of the Commission's current activities and putting forward an action plan. These conclusions clearly indicate that, over and above the rationalisation efforts carried out already in 1999 and 2000, the staff numbers assigned to priority activities continue to be inefficient, with the shortfall being estimated at 1 254 posts. Two thirds of these requirements can be met from further rationalisation (discontinuation or scaling back of activities, productivity gains) or by internal redeployment. Targeted and effective accompanying measures are to be designed to allow redeployed staff to perform other, higher priority, activities. In addition to these accompanying measures, termination-of-service arrangements are to be available under which the Commission would be able to offer reasonable severance conditions to officials whose skills are deemed not to be in line with the duties to be performed. Against this background, the main provisions of the proposed Regulation are the following: - to limit the arrangements to officials, with the exception of those in Grades A1 and A2, who have reached the age of 50 and have a minimum of 10 years of services, regardless of the budget (operating or research) from which they are paid; - to fix the total number of officials to whom the measure may apply at 600 (300 in 2001 and 300 in 2002); - to lay down that the Commission is to select the officials to whom the arrangements will apply from among those requesting termination of service; - to provide that selection will take place after consultation of the Joint Committee provided for in the Staff Regulations and consisting of representatives of the administration and the staff in equal numbers; - to establish the criteria to be applied by the Commission when making the selection; - to establish entitlement to a monthly allowance to be set as a percentage of the last basic salary. Entitlement will cease when the former official reaches the age of 65 or in any event as soon as the former official is eligible for the maximum retirement pension of 70%; - to lay down that where the allowance combined with income from any new employment exceeds the gross remuneration last received, the amount of the excess will be deducted from the allowance; - to lay down that family allowance will be paid consisting of dependant child allowance (full flat-rate amount) and household allowance (in proportion to the allowance subject to the minimum provided for in the Staff Regulation); - to lay down that the former officials and the persons covered by their insurance will be able to benefit from the sickness insurance scheme on payment of a contribution on the basis of the allowance; - to lay down that former officials will be able to acquire further retirement pension rights for a maximum of six years, provided that during that period they contribute to the retirement pension scheme on the basis of their previous basic salary. In the event of death during the period of retirement, the surviving spouse's pension will be paid.?

## Reforming the Commission: termination-of-service for officials

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In adopting the report by Mr Bill MILLER (PES, UK), the European Parliament accepts the proposal for a Council regulation introducing special measures to terminate the service of officials of the Commission as part of the reform of the Commission. Amendments seek to extend this to other institutions including the European Parliament itself.

## Reforming the Commission: termination-of-service for officials

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The aim of the present proposal is to authorise the termination of the service of 600 officials in the European Commission, 200 being released in 2002, a further 200 in 2003 and the remaining 200 in 2004. Provided that the operation has no net budgetary impact, the savings from these staff cuts (the difference between the cost of full remuneration and that of the redundancy packages) should pay for the recruitment of some 273 new officials in categories A/LA and B. Overall, this amounts to a recovery by the budgetary authority of 327 posts (the difference between 600 redundancies and 273 recruitments). The eventual cost saving will be felt from 2009 onwards. In fact, between 2009 and 2012 the amount of termination allowance payable will tail off as the former officials gradually become eligible to draw their occupational retirement pensions. By about 2012, the savings generated will correspond to the cost of 327 posts recovered by the budgetary authority. ?

## Reforming the Commission: termination-of-service for officials

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The European Parliament adopted a resolution drafted by Giuseppe GARGANI (EPP-ED, Italy) and approved the Commission's proposal. ?

## Reforming the Commission: termination-of-service for officials

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**PURPOSE :** to establish special measures to terminate the service of officials of the European Communities appointed to an established post in the Commission. **COMMUNITY MEASURE :** Council Regulation 1746/2002/EC, Euratom introducing, in the context of the reform of the Commission, special measures to terminate the service of officials of the European Communities appointed to an established post in the Commission of the European Communities. **CONTENT :** in light of the reform of the Commission, this Regulation sets out special measures to terminate the service of officials of the European Communities appointed to an established post in the Commission. To recall, the Commission needs new skill profiles and a rebalancing of its establishment place. The number of officials retiring in the normal way will not be sufficient to allow the necessary skills to be acquired through recruiting new staff within a satisfactory time scale. Therefore special measures should be adopted with regard to the termination of service together with internal administrative arrangements for effective monitoring of this Regulation. This is the aim of this Regulation. The Regulation stipulates that the Commission shall adopt measures up to 31 December 2004 for terminating the service, within the meaning of Article 47 of the Staff Regulation, of officials who have reached the age of 55 and have completed at least 15 years service, regardless of the budget (operating from research) from which they are paid, with the exception of those in Grades A1 and A2. The total number of officials to be covered by the measures shall be 600. Respect for budget neutrality shall be monitored during the annual budget procedure. To this end, the Appointing Authority shall, taking into account the link between the number of officials whose service was terminated and the number of officials recruited, report to the budgetary authority at the appropriate time, certifying that the condition of budgetary neutrality is met. **ENTRY INTO FORCE :** 3 October 2002. The measures shall apply until 31 December 2004.?

