

# COUNCIL OF EUROPE

## COMMITTEE OF MINISTERS

---

### BUDGET FOR FINANCIAL YEAR 1958

#### Staff remuneration

#### RESOLUTION (59) 3

*(Adopted by the Minister's Deputies on 26th January 1959)*

The Committee of Ministers,

Having regard to Article 11 of the Staff Regulations;

Having regard to Resolutions (51) 74, (52) 28, (55) 1, (55) 6, (55) 26, (56) 26 and (57) 29, concerning the salaries and allowances of permanent staff of the Council of Europe;

Having regard to Resolution (57) 22, concerning the exchange guarantee for non-French staff;

Having regard to the Report of the Committee of Experts on Emoluments dated 16th May 1958;

Having regard to the first Interim Report of the Co-ordinating Committee of Governmental Financial Experts, dated 20th June 1958;

Considering that it is expedient, in the light of the recommendations of the aforementioned Committees of Experts, to establish a new system of remuneration for the permanent staff of the Council of Europe;

Considering that certain provisions of existing texts should consequently be revised, until such time as the completion of the Co-ordinating Committee's Report shall enable new Regulations to be issued;

RESOLVES:

#### Article 1

Articles 1 and 1 (2) of Resolution (51) 1, as last amended by Resolution (56) 26, are repealed and shall be replaced by the following provisions:

##### "Article 1

(a) The grades of the permanent staff of the Council of Europe and the corresponding basic salaries shall be fixed according to the table on next page:

| Grades | Steps - Echelons |           |           |           |           |           |           |           | Special steps -<br>Echelons spéciaux |           |
|--------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------------------------------|-----------|
|        | 1                | 2         | 3         | 4         | 5         | 6         | 7         | 8         | I                                    | II        |
| A 7    | 4.400.000        | 4.550.000 | 4.700.000 | 4.850.000 | 5.000.000 |           |           |           |                                      |           |
| A 6    | 3.700.000        | 3.850.000 | 4.000.000 | 4.150.000 | 4.300.000 | 4.450.000 |           |           |                                      |           |
| A 5    | 3.000.000        | 3.120.000 | 3.240.000 | 3.360.000 | 3.480.000 | 3.600.000 | 3.720.000 | 3.840.000 | 3.960.000                            | 4.080.000 |
| A 4    | 2.300.000        | 2.400.000 | 2.500.000 | 2.600.000 | 2.700.000 | 2.800.000 | 2.900.000 | 3.000.000 | 3.100.000                            | 3.200.000 |
| A 3    | 1.850.000        | 1.920.000 | 1.990.000 | 2.060.000 | 2.130.000 | 2.200.000 | 2.270.000 | 2.340.000 | 2.410.000                            | 2.480.000 |
| A 2    | 1.450.000        | 1.510.000 | 1.570.000 | 1.630.000 | 1.690.000 | 1.750.000 | 1.810.000 | 1.870.000 |                                      |           |
| A 1    | 1.150.000        | 1.210.000 |           |           |           |           |           |           |                                      |           |
| B 5    | 1.350.000        | 1.410.000 | 1.470.000 | 1.530.000 | 1.590.000 | 1.650.000 | 1.710.000 | 1.770.000 | 1.830.000                            | 1.890.000 |
| B 4    | 1.130.000        | 1.185.000 | 1.240.000 | 1.295.000 | 1.350.000 | 1.405.000 | 1.460.000 | 1.515.000 | 1.570.000                            | 1.625.000 |
| B 3    | 930.000          | 970.000   | 1.010.000 | 1.050.000 | 1.090.000 | 1.130.000 | 1.170.000 |           | 1.210.000                            | 1.250.000 |
| B 2    | 775.000          | 805.000   | 835.000   | 865.000   | 895.000   | 925.000   | 955.000   |           | 985.000                              | 1.015.000 |
| B 1    | 635.000          | 665.000   | 695.000   | 725.000   | 755.000   | 785.000   | 815.000   |           | 845.000                              | 875.000   |
| C 4    | 820.000          | 850.000   | 880.000   | 910.000   | 940.000   | 970.000   |           |           | 1.000.000                            | 1.030.000 |
| C 3    | 720.000          | 750.000   | 780.000   | 810.000   | 840.000   | 870.000   |           |           | 900.000                              | 930.000   |
| C 2    | 580.000          | 610.000   | 640.000   | 670.000   | 700.000   | 730.000   |           |           | 760.000                              | 790.000   |
| C 1    | 475.000          | 500.000   | 525.000   | 550.000   | 575.000   | 600.000   |           |           | 625.000                              | 650.000   |

#### LINGUISTIC STAFF - CADRE LINGUISTIQUE

| Grades | Steps - Echelons |           |           |           |           |           |           |           |           |           |           |           |           |
|--------|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|        | 1                | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        | 11        | 12        | 13        |
| L 5    | 2.400.000        | 2.500.000 | 2.600.000 | 2.700.000 | 2.800.000 | 2.900.000 | 3.000.000 | 3.100.000 | 3.200.000 | 3.300.000 | 3.400.000 |           |           |
| L 4    | 2.000.000        | 2.100.000 | 2.200.000 | 2.300.000 | 2.400.000 | 2.500.000 | 2.600.000 | 2.700.000 | 2.800.000 | 2.900.000 | 3.000.000 |           |           |
| L 3    | 1.800.000        | 1.900.000 | 2.000.000 | 2.100.000 | 2.200.000 | 2.300.000 | 2.400.000 | 2.500.000 | 2.600.000 | 2.700.000 | 2.800.000 | 2.900.000 | 3.000.000 |
| L 2    | 1.600.000        | 1.700.000 | 1.800.000 | 1.900.000 | 2.000.000 | 2.100.000 | 2.200.000 | 2.300.000 | 2.400.000 | 2.500.000 | 2.600.000 |           |           |
| L 1    | 1.400.000        | 1.500.000 |           |           |           |           |           |           |           |           |           |           |           |

(b) The basic salaries of the staff shall be fixed, on recruitment, in the lowest step of their grade, save in such exceptional cases as shall be approved by the Secretary-General for cause shown.

(c) By decision of the Secretary-General after examination of their qualifications, staff members shall benefit by advancement through the steps shown in the scale appearing under paragraph (a) above.

Such advancement shall be continuous from one step to the next higher step, and may take place every 12 months for staff in Categories A, B and C, and every 18 months for those in Category L.

Nevertheless, entry to the first special step in the scale is open only to staff with eight or more years' service who have served for at least three years at the highest normal step within their grade. Entry to the second special step shall be open only to staff having three years' service in the first special step."

#### Article 2 (Transitional provisions):

(a) Serving staff members shall be placed in the grades and steps specified in Article 1 above, in accordance with the principles laid down in Appendix II to the first Interim Report of the Co-ordinating Committee of Governmental Financial Experts dated 20th June 1958.

(b) Notwithstanding the foregoing, those staff members who on 1st January 1958 held a contract of indefinite duration and were classified in the grades of Secretary (transitional) Qualified Assistant or Assistant, may, if they so desire, opt for the maintenance, in their particular case, of their former salary scale, including the former rates of additional allowances.

They shall benefit, however, from the temporary cost-of-living allowance provided under Article 12 hereafter, at the same rate and on the same terms as staff placed in the new scales.

For the purposes of the present paragraph, the provisions of the former scale shall, so far as necessary, remain in force.

#### Article 3

The table appearing in Article 2 of Resolution (51) 1, as last amended by Resolution (56) 26, is hereby replaced by the following table:

| GRADES     |            | RATE    |
|------------|------------|---------|
| Category A | Category L |         |
| A.7        |            | 210,000 |
| A.6        |            | 200,000 |
| A.5        |            | 190,000 |
| A.4        | L.5        | 155,000 |
| A.3        | L.4, L.3   | 150,000 |
| A.2        | L.2        | 140,000 |
| A.1        | L.1        | 130,000 |

| GRADES            | RATE    |
|-------------------|---------|
| <u>Category B</u> |         |
| B.5               | 115,000 |
| B.4               | 100,000 |
| B.3               | 85,000  |
| B.2               | 70,000  |
| B.1               | 55,000  |
| <u>Category C</u> |         |
| C.4               | 70,000  |
| C.3               | 60,000  |
| C.2               | 50,000  |
| C.1               | 40,000  |

#### Article 4

The rate of family allowances granted in article 3 of Resolution (51) 1, as amended by Resolution (52) 28, is increased from 100,000 frs. to 120,000 frs. by inclusion of the 20% allowance granted by Resolutions (56) 26 and (57) 25.

#### Article 5

Article 4, paragraph 1 of Resolution (51) 1, as amended and supplemented by Resolutions (55) 1 and (55) 26, is hereby amended as follows:

"Permanent members of the staff in Categories A, B and L, who are of a nationality other than French and are not resident in France at the time of their appointment, shall be entitled to an expatriation allowance in accordance with the following table:

| Grades             | Heads of household | Other staff |
|--------------------|--------------------|-------------|
| <u>Category A</u>  |                    |             |
| A.7                | 1,250,000          | 850,000     |
| A.6                | 1,000,000          | 800,000     |
| A.5                | 750,000            | 725,000     |
| A.4, A.3, A.2, A.1 | 500,000            | 500,000     |
| <u>Category B</u>  |                    |             |
| B.5                | 750,000            | 500,000     |
| B.4, B.3, B.2, B.1 | 500,000            | 520,000     |
| <u>Category L</u>  |                    |             |
| All grades         | 700,000            | 500,000     |

The rate of this allowance shall be reduced from the beginning of the fourth year of service in accordance with the scale specified in the table below:

|                        | Scale of Expatriation Allowance<br>payable as a percentage of the Full Rate |             |             |             |                                |
|------------------------|---|-------------|-------------|-------------|--------------------------------|
|                        | 4th<br>year of<br>Service   | 5th<br>year | 6th<br>year | 7th<br>year | 8th and<br>subsequent<br>years |
| Head of Household      | 95%   | 90%         | 85%         | 80%         | 75%                            |
| Other members of staff | 95%   | 88%         | 81%         | 74%         | 65%                            |

In applying the above scale, any period of service prior to 1st January 1958 shall be disregarded."

#### Article 6

In Article 4 (a) of Resolution (51) 1, as supplemented by Resolution (51) 4 and amended by Resolution 55 (6), the term "residence allowance" to which reference is made, shall be replaced by the term: "expatriation allowance".

#### Article 7

Resolution 51 (1) shall be supplemented by a new Article 5 reading as follows:

##### "Article 5

(a) Any member of the staff who occupies a dwelling-place which, having regard to his duties and family situation, the Secretary-General considers suitable for his requirements may, if the rent paid by him exceeds 20% of his emoluments, be granted a rent allowance. The allowance shall be equal to one half of the amount by which the rent paid exceeds 20% of the staff member's emoluments, provided that the allowance does not exceed 5% of his emoluments.

The rent allowance shall be granted by the Secretary-General, the reasons for whose decision shall be given, on the basis of the supporting documents produced.

(b) For the purposes of this Article:

1. rent shall mean the actual rent paid by the occupier of the dwelling-place, excluding any charges for heating, lighting, water, gas, electricity, cleaning and the like. Where such charges are included in the rent, an appropriate amount shall be deducted from the gross rent;
2. emoluments shall mean net over-all emoluments, less deductions made under the heading of Social Security, supplementary insurance and Provident Fund.

(c) The rent allowance may not be paid to any member of the staff who owns a habitable dwelling place in the neighbourhood of his place of duty.

(d) Rent allowance may not be paid in respect of the probation period.

A member of the staff who is not entitled to the installation allowance provided for in Article 6 hereafter may, however, be granted rent allowance with retroactive effect."

## Article 8

Article 6 of Resolution (51) 1 is repealed and shall be replaced by the following provisions:

### "Article 6

(a) Permanent members of the staff not resident at their place of duty upon taking up appointment with the Council shall be entitled to an installation allowance calculated in accordance with their annual basic salary and with the following scale:

- an unmarried member of the staff..... one-twelfth
- a member of the staff who is head of household and has  
no dependent child or one dependent child only..... one-eighth
- a member of the staff who is head of household with two  
or more dependent children ..... one-sixth

(b) The allowance shall be payable on taking up duty.

The allowance shall not, however, be granted in full until the staff member has been joined by his family at his place of duty. Should he not be joined by his family, the allowance shall be limited to the rate applicable to unmarried staff.

(c) For the purposes of this Article, the following shall be regarded as dependent persons: wife, and dependent children.

(d) A member of the staff whose contract is terminated during the probation period, or who resigns before completing two years' service, shall repay to the Council half the installation allowance.

(e) Members of the staff shall be deemed, for the purposes of paragraph (a) of this Article, not to have been resident at their place of duty provided that, on the date when they received an offer of engagement, they had no home at their disposal in that place or within a radius of one hundred kilometres thereof."

## Article 9

Article 3, paragraph (c) of Resolution (57) 22 is repealed and shall be replaced by the following provisions:

"Nevertheless, if he considers the reasons put forward by a member of the staff to be sufficient, the Secretary-General may, in exceptional cases, authorise the person concerned to exercise the rights provided for in Article 1 above to the extent that the said rights apply to emoluments in respect of the six months immediately preceding the month in which the transfer is requested."

## Article 10

Paragraphs (b) and (c) of Article 4 of Resolution (57) 22 are repealed and shall be replaced by the following provisions:

(b) Nevertheless, in the case of *staff who took up their duties before 1st July 1958*, transfers up to one-third of the total emoluments mentioned in Article 1 above shall be made at the rates of exchange given in the following table (which takes into consideration the 5% temporary cost-of-living allowance granted in pursuance of Article 12):

| Currency   | French franc equivalent |
|--|-------------------------|
| Pound sterling .....   | 1,105                   |
| Deutsche mark .....  | 94.45                   |
| Belgian franc .....  | 7.90                    |
| Italian lira .....   | 0.63                    |
| Dutch guilder .....  | 103.65                  |
| Austrian schilling .....   | 15.19                   |
| Danish kroner .....  | 57.08                   |
| Norwegian kroner .....   | 55.30                   |
| Swedish kroner .....   | 76.43                   |
| Turkish pound .....  | (1)                     |
| Greek drachma .....  | (1)                     |
| Icelandic kroner .....   | (1)                     |
| (1) As these currencies are not quoted on the Paris exchange, the rate will be notified later. |                         |

The difference between the actual rates and the rates fixed in the above table shall be borne by the Budget of the Council.

Whenever basic salaries are adjusted in relation to the cost of living, the rates shown in the above table shall be revised accordingly.

That portion of total emoluments transferable at the rates of exchange fixed in the above table shall be reduced by 10% annually, with effect from 1st January. The first such reduction shall take place on 1st January 1959, thereby lowering the portion in question to 30%.

\*A portion of emoluments corresponding to the reductions made in accordance with the preceding paragraph shall be transferable in accordance with paragraph (c) hereafter.

(c) Where a transfer of emoluments of a member of the staff *who has taken up his duties after 30th June 1958*, is effected in respect of the period ending 30th June 1959 by virtue of the provisions of Article 1 above, the transfer of up to 33% of his monthly emoluments shall - as a provisional measure - be made at the rate shown in the table hereunder or at the official exchange rate ruling in Paris on the date of the transfer, whichever is the more favourable to him.

| Currency   | French franc equivalent |
|--|-------------------------|
| Pound sterling .....   | 1,176                   |
| Deutsche mark .....  | 100                     |
| Belgian franc .....  | 8.40                    |
| Italian lira .....   | 0.672                   |
| Dutch guilder .....  | 110.53                  |
| Austrian schilling .....   | 16.16                   |
| Danish kroner .....  | 60.81                   |
| Norwegian kroner .....   | 58.80                   |
| Swedish kroner .....   | 81.19                   |
| Turkish pound .....  | (1)                     |
| Greek drachma .....  | (1)                     |
| Icelandic kroner .....   | (1)                     |
| (1) As these currencies are not quoted on the Paris exchange, the rate will be notified later. |                         |

For the purpose of this paragraph, however, no account shall be taken of any variations in the official exchange rate in Paris within the limits determined by the National Bank of the Country where the Headquarters is situated.

"If, before 1st July 1959, the authorities of the Headquarters country modify the official parity of the currency of account in relation to the other currencies shown in the above table or introduce any measure which has an equivalent effect on transfers made on behalf of members of the staff, the provisions of the present paragraph may be amended, and no person shall be entitled to claim any consideration on the grounds of acquired rights. Such amendments shall, where appropriate, take into account adjustments in emoluments made after 1st January 1958 in order to take account of a change in the cost of living.

(d) Bank charges relating to the transfers mentioned above shall be borne by the staff member concerned."

#### **Article 11**

Article 6 of Resolution (56) 26, as amended by Resolution (57) 29, is repealed.

#### **Article 12**

With effect from 1st March 1958 a cost-of-living allowance shall be granted, equal to 5% of the basic salary, the expatriation allowance and the allowance granted by Article 4 (a) of Resolution (51) 1, as amended in accordance with Article 6 above.

With effect from the same date, contributions to the Provident Fund shall be calculated on the basic salary plus the amount of the cost-of-living allowance.

#### **Article 13**

The provisions of Articles 1, 2, 3, 4, 5, 6 and 11 above shall take effect as from 1st January 1958; those of Article 12 above on 1st March 1958; those of Articles 9 and 10 above on 1st July 1958; and those of Articles 7 and 8 on 1st January 1959.

None of these provisions shall, however, be applicable to any staff member whose contract terminated before 26th June 1958.