



Personalausschuss
Staff Committee
Le Comité du Personnel

Salary Adjustment Procedure Update

Results for 2024

Recap: Salary Adjustment Procedure (SAP)

Two guiding principles for **all** international organisations



Organisation **specific** clauses applied

Sustainability clause (New SAP)

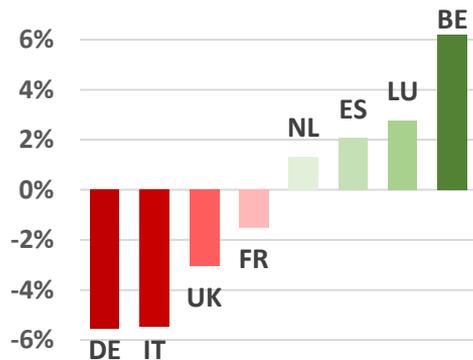
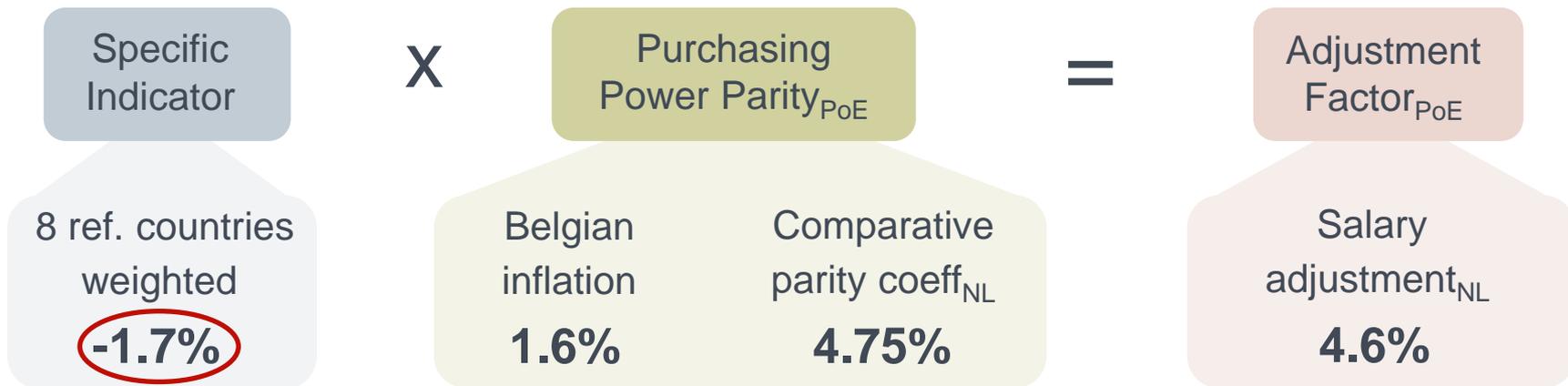
- Cap salary growth to Eurozone inflation + 0.2%

Periodical settlement (New SAP)

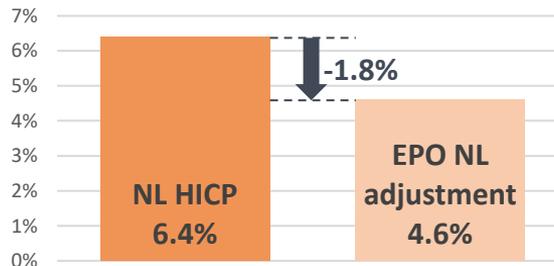
- Lump sum every 3 years to empty the pool

This year, 4th year of New SAP, these clauses not triggered!

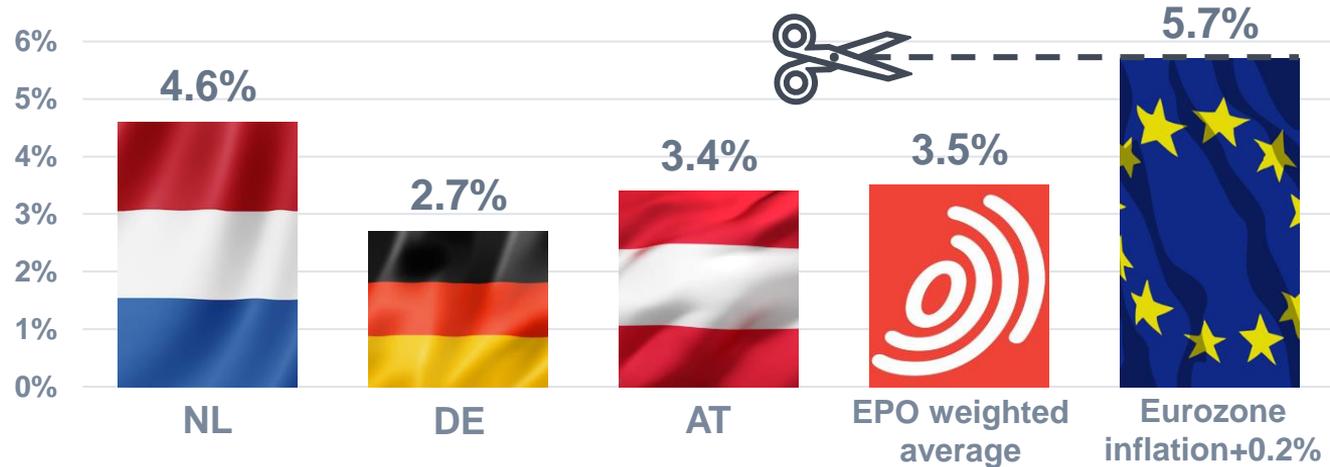
Results NL 2024: Salary Adjustment Procedure (SAP)



How does our adjustment compare to inflation?



All PoE Results 2024: Salary Adjustment Procedure (SAP)



Summary

- The reason the NL adjustment was lower than national inflation is because of the parallelism with civil servant salaries
- The adjustments were not affected by the problematic cutting clauses this year...but
- At least two years left of the New SAP, must maintain that clauses not fit for purpose