

Document for the General Consultative Committee

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SUBJECT: EDUCATION AND CHILDCARE BENEFITS REFORM**SUBMITTED BY: President of the European Patent Office****ADDRESSEES:**
1. Budget and Finance Committee (for opinion)
2. Administrative Council (for decision)

SUMMARY

As an employer of choice, the EPO provides a wide range of benefits to support its staff and their families. The education-related benefits and childcare allowance are included in this remuneration package.

Over the past 40 years the schemes governing these allowances have however evolved into a complex, uneven and partially outdated set of rules, which has called for a general review of these benefits.

Further to an in-depth analytical review by the Office as well as discussions with social partners, this document presents a reform proposal of the education and childcare schemes. The reform is designed to enable all EPO staff with dependent children to benefit from these schemes, regardless of their nationality, by introducing a fairer scheme that is easier to understand, to access and to administrate. The new scheme is also designed to provide greater financial predictability.

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I. STRATEGIC/OPERATIONAL

1. Strategic

II. RECOMMENDATION

2. The Administrative Council is invited to approve the proposed revision of the education and childcare benefits of permanent and other employees of the European Patent Office with effect from 1 July 2021, including transitional measures.

3. The specific amendments to the Service Regulations for permanent and other employees of the European Patent Office (ServRegs), Article 1(4) of the Implementing Rule for Article 64 ServRegs, the Pension Scheme Regulations (PenRegs) and the New Pension Scheme Regulations (New PenRegs) of the European Patent Office as well as their Implementing Rules, are set out in Part II of this document.

III. MAJORITY NEEDED

4. A majority of three-quarters of the votes is necessary.

IV. CONTEXT

5. In order to attract and recruit the best talent, the EPO offers a remuneration package which is considered to be very attractive and generally above benchmark. As approximately 70% of EPO staff have dependent children, education and childcare benefits provide an additional advantage for the Office in the competition for talent.

6. The EPO's current education and childcare benefits comprise the following elements:

- a childcare allowance consisting of the partial reimbursement of costs incurred for children aged 0-3, who attend childcare facilities.
- three distinct schemes for school children (as of age 4, up to finalisation of secondary school):
 - (i) an education allowance mostly reserved for non-nationals;
 - (ii) cost-free tuition at the European School Munich; or
 - (iii) the reimbursement of fees charged by an international school.

- post-secondary education is also covered partially by an education allowance mostly reserved for non-nationals.
- the support system detailed above is supplemented by other benefits, including an expatriation allowance supplement and a childcare allowance for after-school care.

7. The main features of the current education and childcare schemes can be found below:

Current education and childcare schemes			
	Schemes	Beneficiaries	Support provided
Pillar I Children aged 0-3	Childcare Allowance (CCA) (Art. 70a ServRegs)	Staff with children aged 0-3	Reimbursement of between 45% and 60% of direct costs for attendance at recognised day-care facilities
Pillar II School children (aged 4 up to finalisation of secondary school) Three different schemes are provided	Education Allowance (Art. 71 ServRegs)	Generally reserved for non-national staff	Reimbursement of direct education costs up to ceilings dependent on multiple parameters (e.g. country of study, boarding, lodging)
			A monthly lump sum intended to cover miscellaneous education costs
			Reimbursement of travel expenses for one round-trip per year

	European School Munich (ESM)	For all EPO employees	Cost-free and guaranteed admission
	Reimbursements under Art. 120a ServRegs	For employees who are unable to have their child educated at a European School Restricted to international schools located in the immediate district of a branch of the Office	Full reimbursement of all educational costs without a ceiling (direct and miscellaneous costs)
	Childcare Allowance (CCA) (Art.70a ServRegs)	Staff with children aged 4-12	Partial reimbursement of costs incurred for after-school care and for childcare during school holidays
Pillar III Post-secondary up to age 26	Education allowance (Art. 71 ServRegs)	Generally reserved for non-national staff with children in post-secondary education	Reimbursement of 70% of direct education costs up to ceilings dependent on multiple parameters (e.g. boarding, lodging, country of study)
			A monthly lump sum to cover miscellaneous education costs
			Reimbursement of travel expenses for one round-trip per year

<p style="text-align: center;">All Pillars</p>	<p>Expatriation Allowance Supplement (EAS)</p> <p>(Art. 72(5) ServRegs)</p>	<p>EPO employees benefitting from the expatriation allowance</p>	<p>Covers indirect education costs incurred by expatriated staff with children.</p> <p>The education allowance and the EAS cannot be paid concurrently.</p>
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8. In the scope of the SP2023, the Office has undertaken a review of the EPO's education-related benefits and childcare allowance. The respective SP2023 objectives set under Goal 1 are (i) to reform the education-related benefits and (ii) simplify the childcare allowance. As part of the review, an in-depth analysis of the current schemes was undertaken from a legal, financial, social and operational perspective. This review included a benchmark analysis of the EPO against other International Organisations (IOs).

A. BENCHMARKING WITH PEER INTERNATIONAL ORGANISATIONS

9. The EPO's financial support towards staff's education and childcare costs outperforms globally that of other International Organisations (IOs) in terms of benefits, levels of payments and entitlement conditions.
10. A common feature of the latest reforms to education benefits at other IOs is the simplification of existing legal frameworks and the introduction, where possible, of flat-rates or fixed payments. These simplification initiatives are also, in some instances, accompanied by a reduction in entitlement or the scope of benefits (e.g. lowering of upper age limit for education allowance, or excluding pensioners).
11. Regarding support for children aged 0-3 (**pillar I**), the provision of a childcare allowance, as currently in place at the EPO, is not common among IOs. Several organisations provide benefits only as of compulsory education age, whilst others offer their staff a lower flat-rate amount than the EPO. Only one of the organisations identified uses the same approach as the EPO.
12. As regards school children from age 4 up to completion of secondary (**pillar II**), the EPO offers a 3-tier system of parallel benefits, which compares to the schemes in place at other IOs, as follows:
- (ii) education allowance: other IOs can be seen reimbursing direct education costs at a lower rate and applying lower thresholds for miscellaneous education costs, than at the EPO,

- (ii) cost-free tuition and guaranteed access to European Schools is a benefit which is mostly limited to EU institutions or agencies, and
- (iii) no other IO offers a benefit comparable to the reimbursement of the fees charged by schools under Article 120a, which provides support in situations where an employee cannot have their child educated at a ES for reasons beyond their control, without applying a nationality criterion or a ceiling.

13. For post-secondary education (**pillar III**), some organisations offer staff an education allowance – similar to the benefit provided by the EPO - though at a lower level of financial support.

B. MAIN SHORTCOMINGS IDENTIFIED

14. Over the past 40 years the childcare and education-related benefits' schemes have evolved into a complex, uneven set of support for staff, with limited financial predictability in relation to costs; this lack of predictability has been underlined in audits and has given rise to persisting litigation.

a) Complex legal and operational framework

15. The reimbursement of direct costs under the childcare allowance (children age 0-3) requires:

- cumbersome operations to calculate the individual net costs to be reimbursed,
- assessment and deduction of like-allowances subject to national regulations, which leads to a strong administrative dependence on external factors,
- the annual establishment of maximum reimbursement ceilings for each site involves an analysis of the most attended childcare facilities as well as a regular review of the list of facilities recognised by the EPO. Despite a scrupulous application of the provisions in place, the administration is faced systematically with appeals when amounts decrease.

16. For school children, the existence of parallel legal provisions, which are subject to different eligibility criteria to cover the same age group, result in different entitlements which are difficult to understand and perceived as unfair.

17. By way of illustration, EPO staff with children attending fee-paying schools under Art. 120a receive reimbursements up to € 25 900 per child in secondary school per year, which is more than twice the education allowance ceiling (€11 158/year).

18. The situation is similar with respect to miscellaneous costs (for example, school transport, school trips, examination or technology fees) where certain employees can benefit from up to €8000 per annum, whereas others receive no benefit, despite the fact that these costs are borne by all parents. These differences are regularly challenged legally and have given rise to a progressive and undesired extension of benefits (“snowball effect”).
19. The European School The Hague (ESH) and the European School Munich (ESM) are currently treated differently. Since its opening in 2012, the ESH has grown progressively. It now offers sufficient assurances to be considered a fully-fledged European School (ES). It offers European Schooling for all educational cycles and, since 2019, the European Baccalaureate. For this reason, the ESH should no longer be exceptionally categorized as a fee-paying international school but as a European School.
20. The existence of overlapping benefits is also adding to the complexity of the schemes. This is the case for the EAS, a benefit which aims to provide financial support to expatriated staff for indirect education costs. This overlaps with the general purpose of expatriation allowance as well as the reimbursement of indirect costs for international schools.
21. Finally, the requirement to deduct like-allowances granted by a third party (e.g. under national law) involves particularly complex operations (analysis of member states regulations, time-lag between receipt of the allowances and evidence) often for non-substantial amounts.

b) Different treatment of national and non-national staff

22. The education allowance was originally intended to support expatriated staff to educate their children in their mother tongue, or allow for their children to pursue university studies in their country of origin. This no longer corresponds to the modern educational landscape (e.g. Erasmus programmes) or to the current education choices made by EPO parents.
23. Only 29% of non-local staff’s children, who benefit from the education allowance, are currently pursuing higher education in the country of origin of their parents. This shows that the place of education is often unrelated to the student’s nationality, especially in a population evolving in an international environment, such as that of employees of international organisations and their dependent children.

24. While such a different treatment of national and non-national staff might have been capable of being explained in the past, this situation is not in line with the reality of today; besides, it is also not fit for an organisation which wants to live up to its values, mission and vision in line with the SP2023.

c) Limited room for digitalisation of HR processes due to complexity of regulations and processes

25. The complexity in regulations practices, schemes and workflows has resulted in increased operational efforts and time-consuming manual processing for the EPO administration as well as for staff. The simplification of the legal framework and related processes would facilitate the digitalisation of the Office's HR processes.

26. It is also planned through this reform to upgrade the IT tools used in HR to offer staff a simpler and more user-friendly platform to request benefits, while enabling the administration to manage the schemes with fewer resources.

d) Difficulties in managing the overall financial envelope

27. Under the current framework, costs are not only impacted by the demographics of the families of EPO staff, but are also largely dependent on national regulations (for example, financial subsidies for crèches or like-allowances for childcare) and the pricing of international schools, which escape the EPO's control.

28. The absence of ceilings for payment of direct costs (school fees) and indirect costs under Article 120a ServRegs complicates the predictability of the mid- and long-term financial envelope. As an example, the reimbursement of fees for international schools increased between 2018 and 2019 by ca. 9% while the beneficiary population increased by only 1%.

V. ARGUMENTS

A. AIMS AND PREPARATION OF THE REFORM

29. The main purpose of the reform is to allow all EPO parents with children to utilise the education and childcare schemes, regardless of their nationality, by introducing a fairer scheme that it is easier to understand, to access and to administrate. The new scheme is also designed to ensure greater financial predictability. This overall purpose translates into key aims of the reform, which can be summarised as follows:

- Retaining freedom of choice

- Maintaining high levels of benefits, which are applied equally to all staff, irrespective of their nationality
- Offering a scheme which is easier to understand and to administer, and will reduce grounds for litigation
- Strengthening commitment to the European Schools system, which provides children with a multilingual and multicultural education at nursery, primary and secondary levels as well as access to the European Baccalaureate diploma
- Ensuring greater predictability in the evolution of costs through the introduction of ceilings for reimbursement applicable to all staff
- Increasing operational efficiency and making IT tools more user-friendly for the digital administration of benefits, and
- Introducing the reform in a smooth and gradual manner by offering long transitional measures.

30. Moreover, for the preparation of the reform, a lot of care was dedicated to the organisation of a comprehensive **social dialogue** with the staff representation and the staff:

- Early and regular discussions took place with the staff representation from July 2020, including extensive technical discussions within a dedicated working group (WG). More than twelve meetings took place in different forums (for example, with staff committees and unions). Staff were kept informed about the progress of discussions at working level and regarding project advancements. The General Consultative Committee (GCC) was consulted on the proposed reform.
- A dedicated mailbox was set up to collect staff's concerns, ideas and feedback on the reform.

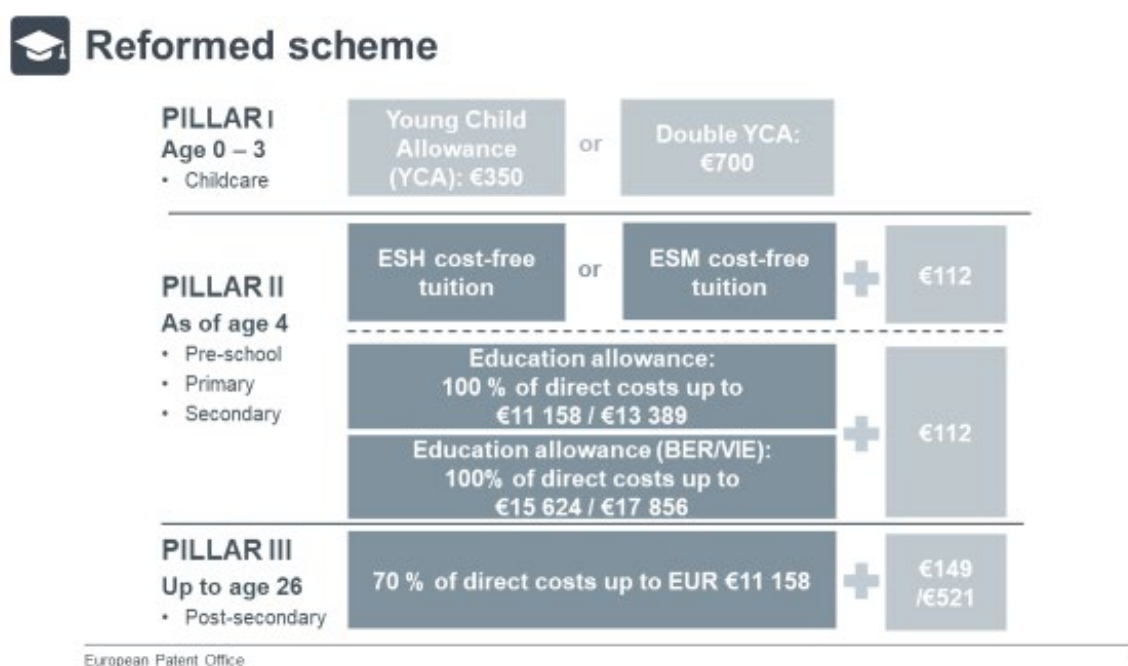
31. Exchanges with the European School The Hague (ESH) and certain international schools (American and British School in The Hague) took place in January 2021. Exchanges with further international schools located in The Hague (International School The Hague, German and French School) and the European School Munich (ESM) took place in March/April 2021. These exchanges were arranged to provide the schools with information on the envisaged reform proposals.

32. The initial timeline of the reform process was extended by six months to allow sufficient time for extensive consultation and revisions, notably regarding the transitional measures.

B. REFORM PROPOSALS

Based on the aims set out above, the main features of the reform proposal are as follows:

Graph 1: Visualisation of the proposed system



a) Children aged 0-3: Young child allowance (YCA)

33. In 2019, 792 children (88% of all children aged 0-3) were granted a childcare allowance (CCA). The complex childcare allowance for children under 4 will be replaced by a universal lump sum payment, the YCA, for all employees with children between 0 and 3, irrespective of how childcare is catered for.

34. The proposed lump sum payment will amount to €350/month. To account for the varying costs of childcare in the different member states and to limit the costs borne by parents, this lump sum may be doubled to reach a maximum amount of €700/month. The universal lump sum is paid automatically, whereas the doubled amount will require evidence of direct costs amounting to at least €700.
35. In pursuit of the simplification goal, like-allowances and subsidies paid by third parties to support parents with childcare will not be deducted from the lump sum.

b) Children aged 4 and above, up to finalisation of secondary school (pre-school, primary and secondary education)

36. Freedom of choice for parents materialises through
- cost-free education at the ESM or ESH, or
 - the new single education allowance covering the reimbursement of 100% of direct education costs up to a specific ceiling.

Indirect education costs for all employees with dependent school children will be covered by a single lump sum. This lump sum is intended to provide financial support for expenses such as after-school care and school transportation.

37. The proposed measures are listed below in more detail:

School fees (direct costs)

- Acknowledgement of the status of the European School The Hague under the Regulations of the European School: affected parents will benefit from cost-free education and no longer be subject to the arrangements currently in place for international schools;
- the new education allowance will cater for the reimbursement of direct costs (school fees covering enrolment, tuition and capital fees) following the existing model, while also providing a higher ceiling for secondary school (for details, please refer to the table on page 12);
- to ensure adequate support for all staff and in view of the availability of the educational institutions on site, higher ceilings for Vienna and Berlin are proposed (for details please refer to the table on page 12);

- to limit operational complexity, reimbursement of direct costs will only take place for amounts exceeding €500/year (ca. €40/month).

Indirect education costs

- All other educational expenses will be categorised under indirect education costs (e.g. after-school, transportation, exam fees, school trips, private tuition, books) and be covered by a monthly lump sum. The lump sum will benefit all children, irrespective of the type of school (national, international or European);
- the new monthly lump sum will be paid automatically to all children as of age 4 up to the finalisation of secondary education;
- current expatriation allowance supplement paid only to expatriated staff is discontinued.

c) Children up to 26 years: Post-secondary education

38. The scope of the financial support extends to all children in post-secondary full-time studies regardless of the nationality of their parents, for the reasons indicated below. Out of the total 1 543 children in post-secondary, 441 children of national staff will thus be able to benefit from the reform.
39. The current reimbursement system for university fees (i.e. reimbursement of 70% of direct costs up to a ceiling of 2.5 x annual DCA, Dependent Child Allowance, in the country of study) will be maintained, subject to two adjustments: (i) the annual ceiling for reimbursement of registration and tuition fees is to be set at a fixed amount of €11 158 and (ii) for those cases where no or very low university fees are paid, a minimum threshold of €500/year will apply.
40. Finally, to cater for all indirect costs associated with post-secondary education (mainly boarding and lodging), a monthly lump sum will be paid. To reflect the different level of expenditure for children living at home or not, and based on the current rates under Art. 71 ServRegs, the lump sum will feature two amounts (for details please refer to the table on page 12).

d) Adjustment of benefits

41. In order to increase the predictability of costs evolution and to limit its dependence on external factors, it is proposed that all amounts related to the young child and education allowance are subject to annual adjustment on the basis of an average of the salary adjustments applicable at each duty station, in the same way as the daily subsistence allowance and kilometric allowance are.

e) Entry into force of reform measures

42. The reform will enter into force on 1 September 2021 for the YCA and the start of the academic year 2021/22 for the education allowance. It will apply in full to all staff recruited after 1 July 2021.

C. TRANSITIONAL MEASURES

43. The principles inspiring the reform consider as a starting point the fact that while the EPO's ambition is to introduce a fairer, simpler and more transparent childcare and education benefits' scheme for all staff, it is also acknowledged that parents' decisions on educational choices require a period of reflection. It is recognised that registration in different schools will normally have to be done before the entry into force of the new system and that financial commitments may have already taken place.

44. The proposed transitional measures are designed to strike a fair balance between granting access to reform benefits as soon as possible and preventing discontinuity in the education cycle of a child.

45. The transitional measures are detailed below. These will apply to EPO staff recruited before 1 July 2021 for each dependent child as follows: (i) as of 1 September for the young child allowance and (ii) as of the academic year 2021/22 for education-related benefits (under certain conditions, also to be applied for children enrolled for their first year of school for the academic year 2022/23). The measures shall apply equally to active staff and pensioners.

a) Children aged 0-3 – young children

46. Employees recruited before 1 July 2021 may benefit from the former scheme (childcare allowance and expatriation allowance supplement) until the child turns four, provided that they benefitted from these allowances in the past and that they continue to satisfy the necessary conditions for the allowances after 1 July 2021.

b) Children aged 4 and above, up to finalisation of secondary school:*Direct costs*

47. To allow for a smooth implementation of the reform, eligible employees with children enrolled in international schools under Art. 120a ServRegs before the reform (total: 1 574 in December 2019), will benefit from the full reimbursement of direct costs (enrolment, tuition and capital fees) without being subject to the new ceilings. This transitional measure will apply until the end of the child's secondary educational cycle or until the child leaves or changes schools.
48. Out of the 1 574 children of December 2019 population, 802 children enrolled by 30 June 2021 for school year 2021/22 will benefit from this transitional measure for the duration of their schooling. The other children do not require such a transitional measure, since the direct costs of their education are below the new ceilings (proposed Article 71 ServRegs).
49. To allow parents to have sufficient time to make an informed decision, the benefit of this transitional measure will also apply to eligible employees, who register their children for their first year of school for the academic year 2022/2023.
50. Direct costs incurred by employees for children enrolled at boarding schools on 30 June 2021 will be reimbursed using the same approach.

Other educational costs

51. During the academic year 2021/2022, eligible employees may benefit from the expatriation allowance supplement, childcare allowance for children aged between 4-12, and either miscellaneous education costs including the school bus where Art.120a Service Regulations applies, or the lump sum for miscellaneous education costs under Art. 71 Service Regulations.

c) Post-secondary children studying in countries with a high DCA rate

52. The establishment of the new annual fixed ceilings and the two lump sums is based on the DCA rates applied in the Netherlands under the current Art. 71 ServRegs (specifically, the NL salary rates, 01.07.2019). Employees with post-secondary students pursuing studies in countries with a higher DCA rate than the NL rates will benefit from a transition of one year.

VI. ALTERNATIVES

53. N/A

VII. FINANCIAL IMPLICATIONS

54. The education and childcare benefits reform will be cost-neutral once fully implemented. The additional cost generated by transitional measures and inclusion of nationals will be balanced in the mid to long-term by cost-control through the use of ceilings and efficiency increases due to automation and digitalisation measures.
55. The starting envelope (overall expenditure in 2019 of education and childcare benefits) amounts to €76.6m.

56. Graph 2: Financial envelope for education and childcare benefits in 2019 (Dec. 2019 figures) including its different components

Schemes	Number of children	Expenditure
PILLAR I - Children 0-3 years		
Childcare allowance	792	€2.8m
EAS (*)	624	€0.8m
No benefit (**)	111	€0
Total	903	€3.6m
PILLAR II – School children as of age 4+		
European School Munich (ESM)	1 693	€28.3m
Reimbursement of school fees	1 614	€24.1m
Bus fees / miscellaneous costs	-	€1.8m
Education allowance	779	€4.2m
EAS(*)	3 087	€3.8m
Childcare allowance 4-12 y/o	1 410	€1.4m
No benefit (**)	1 505	€0
Total	5 592	€63.6m
PILLAR III - Post-secondary up to 26 years		
Education allowance	992	€7.1m
EAS (*)	110	€0.2m
No benefit (**)	441	€0
Total	1 543	€7.3m
Total 1: Total cost current schemes for active staff:		€74.5m
Total 2: Total cost current schemes including pensioners:		€76.6m

*EAS (=Expatriation Allowance Supplement)

No benefit means that, for pillar I, the EPO employee did not request the childcare allowance; for pillar II, the employee did not make use of the 3 main benefits (ESM, reimbursement of fees or education allowance) – included in the 1505 are the **862 national children not entitled to the education allowance; and for pillar III, children not entitled to the education allowance (**441 national children**).

57. The complete package of proposed measures, if applied to an identical population (demographics of December 2019), and once fully implemented, is estimated to amount to €72.9m (-4.8%).

58. Transitional measures are estimated to involve a total amount of €62.0m, they concern - for direct costs - ca. 820 school children attending international schools, and be degressive over their 15 years of implementation.

Education Cycle	Current Annual Expenditure	Future Annual Expenditure	Transitional Measures (total amount)
PILLAR I: Children age 0-3	€3.6m	€5.4m	€0.3m
PILLAR II: School children as of age 4+	€63.6m	€56.0m	€61.2m
PILLAR III: Children up to 26	€7.3m	€9.0m	€0.5m
TOTAL 1 (active staff)	€74.5m	€70.4m	€62.0m
TOTAL 2 (including pensioners)	€76.6m	€72.9m (-4.8%)	€62.0m*

(*)Transitional measures for pensioners are negligible as most students are at post-secondary level.

59. For school-aged children (age 4+) the total cost of transitional measures comprises the cost associated with the continuation of full reimbursement of indirect school costs during the first year of transition (expenditure of approximately €2.4m).
60. In addition, children of pensioners, mostly in post-secondary education, currently cost €2.1m and this is estimated to increase to around €2.6m as a result of the reform.
61. The combination of intrinsic costs of the new system (i.e. €72.9m) plus transitional costs result in total annual costs that are above the costs of the current system (€76.6m). After 10 years of implementation these total costs will have dropped to the cost level of the current system after which they will continue to steadily decrease to the long-term level of €72.9m (no more transitional costs).

VIII. LEGAL BASIS

62. Articles 10(2)(c) and 33(2)(b) EPC; Articles 1a, 67, 70a, 71, 72, 120a, Annex III and Annex IV ServRegs; Article 1(4) of the Implementing Rule for Article 64 of the ServRegs; Article 28, Rule 28/2, Rule 28/3 of PenRegs; Article 22, Rule 22/2, Rule 22/3 of PenRegs.

IX. DOCUMENTS CITED

63. N/A

X. RECOMMENDATION FOR PUBLICATION

64. Yes

PART IIDraft

DECISION OF THE ADMINISTRATIVE COUNCIL
of [date of decision]

revising with effect from 1 July 2021 the education
and childcare benefits of permanent and other
employees of the European Patent Office,

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention and in particular Article 33(2)(b) thereof,

Having regard to the Service Regulations for permanent and other employees of the European Patent Office (hereinafter referred to as "the Service Regulations") and the Implementing Rules thereof,

Having regard to the Pension Scheme Regulations of the European Patent Office (hereinafter referred to as "the Pension Regulations") and the Implementing Rules thereof,

Having regard to the New Pension Scheme Regulations of the European Patent Office (hereinafter referred to as "the New Pension Regulations") and the Implementing Rules thereof,

On a proposal from the President of the European Patent Office, submitted after consulting the General Consultative Committee,

HAS DECIDED AS FOLLOWS:

I. AMENDMENTS TO THE SERVICE REGULATIONS

Article 1

The reference to Article 71 in Article 1a of the Service Regulations shall be deleted.

Article 2

Article 67 of the Service Regulations shall read as follows:

“Article 67 General provisions

(1) Under the conditions laid down in this Section, an employee shall be entitled to:

(a) family allowances:

- household allowance,
- dependant's allowance,
- young child allowance,
- education allowance;

(b) expatriation allowance;

(c) installation allowance;

(d) rent allowance;

(e) language allowance.

(2) Except for the young child allowance and education allowance, an employee in receipt of family allowances shall declare allowances of like nature paid from other sources; these allowances shall be deducted from those paid under these Service Regulations.

(3) In cases where both spouses employed by the Office are entitled to family allowances, these shall be payable only to the person whose basic salary is the higher.”

Article 3

Article 70a of the Service Regulations shall read as follows:

“Article 70a Young child allowance

- (1) Employees are entitled to the young child allowance for each dependent child within the meaning of Article 69 of the Service Regulations.
- (2) Entitlement to the allowance shall commence in the month of birth of the dependent child. It shall terminate in the month preceding the child's 4th birthday. Entitlement to the allowance shall continue in full during periods of parental and family leave or part-time work.
- (3) The amount of the young child allowance shall be doubled, in the event that eligible employees meet the following cumulative conditions:
 - (i) The child concerned regularly attends a recognised childcare facility; and
 - (ii) The costs invoiced by that childcare facility amount to at least twice the amount of the young child allowance.
- (4) The allowance is paid on a monthly basis. Its amount is set out in Annex IV to the Service Regulations."

Article 4

Article 71 of the Service Regulations shall read as follows:

“Article 71 Education allowance

I. Conditions of award

- (1) Under the terms set out below employees may request payment of the education allowance in respect of each dependent child, within the meaning of Article 69 of the Service Regulations, regularly attending an educational establishment on a full-time basis.
- (2) Entitlement to the allowance shall commence on the first day of the month during which the dependent child turns four years of age. It shall terminate when the child ceases full-time studies, and not later than the end of the month in which the entitlement to the dependent child allowance will cease to be recognised.
- (3) Where the education is discontinued before the end of the academic year concerned, the amounts and ceilings of the allowance are reduced on a pro rata basis.

(4) Payment of the expenses set out at II(5) and III(7) will occur once in a given period.

II. Allowance for pre-school, primary and secondary education

- (5) The direct education costs, comprising enrolment, tuition and capital fees, incurred for pre-school, primary and secondary education that exceed EUR 500 per academic year will be reimbursed up to an annual ceiling set out in Annex IV to the Service Regulations. Employees whose child attends a European school located at their duty station and subsidised by the Organisation are not entitled to this reimbursement.
- (6) Employees entitled to the education allowance for a child attending pre-school, primary and secondary education will receive a monthly lump sum for indirect education costs, the amount of which is set out in Annex IV to the Service Regulations.

III. Allowance for post-secondary education

- (7) The direct education costs, comprising enrolment and tuition fees, incurred for post-secondary education that exceed EUR 500 per academic year will be reimbursed at a 70% rate up to an annual ceiling as set out in Annex IV to the Service Regulations.
- (8) Employees entitled to the education allowance for a child attending post-secondary education will receive a monthly lump sum for indirect education costs varying according to the residence of the child. The amount of the lump sum is set out in Annex IV to the Service Regulations.”

Article 5

Article 72, paragraph 5, of the Service Regulations shall be deleted.

Article 6

Article 72, paragraph 6, of the Service Regulations shall become Article 72, paragraph 5, of the Service Regulations and shall read as follows:

“(5) Where spouses are both employees of the Office serving at the same place of employment and each is paid the expatriation allowance under the above provisions they shall each receive the allowance at the rate of 16% of basic salary, subject to the provisions of paragraph 4 above, irrespective of whether either of them is in receipt of the household allowance.”

Article 7

Article 120a of the Service Regulations shall be deleted.

Article 8

Row 1 of the Table set out in Annex III of the Service Regulations, which provides the monthly country-based remuneration scales for the expatriation allowance supplement, shall be deleted.

Article 9

Annex IV of the Service Regulations shall read as follows:

“Annex IV Amounts related to the Young Child Allowance and Education Allowance

- (1) The amount of the monthly young child allowance, pursuant to Article 70a(1) of the Service Regulations, is EUR 350.
- (2) The annual ceilings for direct education costs per academic year for the education allowance are:

For employees serving in Munich and The Hague:

- a. EUR 11 158 for pre-school and primary education;
- b. EUR 13 389 for secondary education;
- c. EUR 11 158 for post-secondary education.

For employees serving in Berlin and Vienna:

- a. EUR 15 624 for pre-school and primary education;
- b. EUR 17 856 for secondary education;
- c. EUR 11 158 for post-secondary education.

The applicable ceiling taken into account for the duration of the entire academic year is that in force at the beginning of the academic year.

- (3) The monthly lump sum for indirect education costs paid for a child attending pre-school, primary and secondary education amounts to EUR 112.

- (4) The monthly lump sum for indirect education costs paid for a child attending post-secondary education amounts to:
- a. EUR 149 for a child living with the employee or the other parent, or
 - b. EUR 521 for a child not living with the employee or the other parent.
- (5) These amounts will be reviewed regularly to take into account the evolution of costs related to childcare and education in the respective duty stations.”

II. AMENDMENT TO THE IMPLEMENTING RULE FOR ARTICLE 64 OF THE SERVICE REGULATIONS

Article 10

Article 1 of the Implementing Rule for Article 64 of the Service Regulations shall read as follows:

“Article 1 Adjustment timetable

- (4) The amounts related to the young child allowance and the education allowance set out in Annex IV to the Service Regulations, the daily subsistence allowance set out in Annex V to the Service Regulations and the kilometric allowance referred to in Article 79 of the Service Regulations are adjusted by applying the arithmetic average rate of annual salary adjustment for Austria, Germany and the Netherlands to those in place.”

III. AMENDMENTS TO THE PENSION REGULATIONS AND THE IMPLEMENTING RULES TO THE PENSION REGULATIONS

Article 11

Article 28, paragraph 1, of the Pension Regulations shall read as follows:

“Article 28 Conditions

- (1) The family allowances comprising household allowance, child and dependant's allowance, disabled child allowance, young child allowance and education allowance granted under the Service Regulations for permanent and other employees of the Office shall be paid:

- (i) to the recipient of a retirement pension;
- (ii) to the recipient of a survivor's pension;

The household allowance shall be calculated by reference to the pension of the recipient. However, the dependant's allowance, child allowances, young child allowance and education allowance shall be paid in full."

Article 12

Rule 28/2 of the Implementing Rules to the Pension Regulations shall read as follows:

"Rule 28/2 Education allowance

- (i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on their spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children, the same criteria as to education and expenditure as would be applicable to the children of the former employee were they still serving.
- (ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year."

Article 13

Rule 28/3 of the Implementing Rules to the Pension Regulations shall read as follows:

"Rule 28/3 Young child allowance

- (i) The young child allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on their spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as would be applicable to the children of the former employee, were they still serving.
- (ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the

event of the death of the recipient of a survivor's pension, any young child allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the entitlement on which the allowance was based, whichever is the earlier.”

IV. AMENDMENTS TO THE NEW PENSION REGULATIONS AND THE IMPLEMENTING RULES TO THE NEW PENSION REGULATIONS

Article 14

Article 22, paragraph 1, of the New Pension Regulations shall read as follows:

“Article 22 Conditions

- (1) The family allowances comprising household allowance, child and dependant's allowance, disabled child allowance, young child allowance and education allowance granted under the Service Regulations shall be paid:
- (i) to the recipient of a retirement pension;
 - (ii) to the recipient of a survivor's pension;

The household allowance shall be calculated by reference to the pension of the recipient. However, dependant's allowance, child allowances, young child allowance and education allowance shall be paid in full.”

Article 15

Rule 22/2 of the Implementing Rules to the New Pension Regulations shall read as follows:

“Rule 22/2 Education allowance

- (i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on their spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children, the same criteria as to education and expenditure as would be applicable to the children of the former employee were they still serving.
- (ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the

event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year.”

Article 16

Rule 22/3 of the Implementing Rules to the New Pension Regulations shall read as follows:

“Rule 22/3 Young child allowance

(i) The young child allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on their spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as would be applicable to the children of the former employee, were they still serving.

(ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any young child allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the entitlement on which the allowance was based, whichever is the earlier.”

V. TRANSITIONAL MEASURES

Article 17 General provisions for transitional measures

1. These transitional measures may apply only to employees who joined the Office up until 30.6.2021.
2. Elections made by employees to opt in to the new schemes shall be irrevocable.
3. The President of the Office may take any appropriate measure to ensure a smooth transition to the new scheme.

Article 18 Employees who benefitted from the childcare allowance for dependent children aged 0-3 before 01.07.2021

1. Employees who before the entry into force of this provision benefitted from the childcare allowance for a dependent child aged 0-3 will be placed under this transitional measure and may benefit from that allowance (as regulated by Article 70a Service Regulations on 30.6.2021) and from the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021), where applicable, until the child turns four, unless they opt in to the new young child scheme.
2. For the duration of the transitional measure, the eligible employee will be entitled to the amount of childcare allowance defined under Article 70a Service Regulations as in force on 30.06.2021, and the applicable ceilings for determining the maximum amount of childcare allowance will be those as in force on that date.
3. The level of expatriation allowance supplement as at 30.06.2021 will be retained for the duration of this transitional measure.

Article 19 General provision on miscellaneous education costs

Employees who before the entry into force of this provision were eligible for miscellaneous education costs (as regulated by Article 71 Service Regulations on 30.6.2021), the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021) and/or the childcare allowance for children aged four to twelve (as regulated by Article 70a Service Regulations on 30.6.2021) will be placed under this transitional measure and may receive the corresponding benefits for the academic year 2021/2022 until 31.07.2022, unless they request to benefit from the new lump sum for indirect costs. The new lump sum for indirect costs cannot be paid concurrently with the benefits paid under this transitional measure.

Article 20 Employees entitled to Article 120a Service Regulations

1. Employees whose dependent child is enrolled in a school on 30.6.2021 for the academic year 2021/2022 and for which they would have been entitled to the benefit of Article 120a Service Regulations as in force on 30.6.2021 will benefit from full reimbursement of direct education costs, comprising annual tuition, registration and capital fees, until the end of secondary school or until their child changes school. This entitlement is conditional on the cumulated annual tuition, registration and capital fees of the relevant school exceeding the ceilings defined under the new Article 71 Service Regulations for the

applicable educational cycle.

2. The same measure applies to employees whose dependent child will be enrolled in a school for the academic year 2022/2023, and for which they would have been entitled for the first time to the benefit of Article 120a Service Regulations as in force on 30.6.2021.
3. Where applicable, employees covered under paragraph 1 will also benefit for the academic year 2021/2022 from the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021), the childcare allowance for children aged four to twelve (as regulated by Article 70a Service Regulations on 30.6.2021) and the full reimbursement of any further costs incurred on account of school attendance and the school bus, unless they request to benefit from the new lump for indirect costs. Entitlement to this transitional measure will cease on 31.07.2022. The new lump sum for indirect costs cannot be paid concurrently with the benefits paid under this transitional measure.

Article 21 Employees with children enrolled at boarding school on 30.6.2021

1. Article 71 Service Regulations as in force on 30.6.2021 will continue to apply for the academic year 2021/2022 to employees in receipt of such benefits on 30.6.2021, whose dependent child attends boarding school on that date.
2. As from the commencement of the academic year 2022/2023, these employees will be entitled to the reimbursement of incurred annual tuition, board and lodging fees up to a ceiling corresponding to 3.5 times the dependent child allowance applying in the country where the studies are pursued.
3. This transitional measure will irrevocably cease to apply in the event (i) the child stops boarding or (ii) the child changes school, and (iii) in any event when the child finishes secondary school.
4. This transitional measure does not apply to employees with children in post-secondary education.

Article 22 Employees with children in post-secondary education on 30.6.2021

For the academic year 2021/2022, employees with a dependent child enrolled in post-secondary education in a country with a dependent child allowance higher than EUR 373.80

on 30.6.2021, will continue to benefit from a ceiling and a lump sum calculated in accordance with Article 71 Service Regulations as in force on that date.

Article 23 Pensioners with dependent children

Pensioners may benefit from the transitional measures provided they meet the relevant conditions.

VI. ENTRY INTO FORCE

Article 24

The new education allowance scheme will enter into force with the start of the academic year 2021/2022, and the young child allowance scheme will enter into force on 1 September 2021.

Article 25

This decision shall enter into force on 1 July 2021.

COMPARISON BETWEEN EXISTING AND NEW TEXTS

Existing text	New text
Article_1a Non-discrimination	Article_1a Non-discrimination
<p>Without prejudice to Article 5, paragraph 1, Article 8, Article 54, Article 62b, Article 71 and Article 72, any discrimination in the application of these Service Regulations based on any ground such as gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual identity or orientation shall be prohibited.</p>	<p>Without prejudice to Article 5, paragraph 1, Article 8, Article 54, Article 62b, Article 71 and Article 72, any discrimination in the application of these Service Regulations based on any ground such as gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual identity or orientation shall be prohibited.</p>
Article_67 General provisions	Article_67 General provisions
<p>(1) Under the conditions laid down in this Section, an employee shall be entitled to:</p> <p>(a) family allowances:</p> <ul style="list-style-type: none"> - household allowance, - dependant's allowance, - childcare allowance, - education allowance; <p>(b) expatriation allowance;</p> <p>(c) installation allowance;</p> <p>(d) rent allowance;</p> <p>(e) language allowance.</p>	<p>(1) Under the conditions laid down in this Section, an employee shall be entitled to:</p> <p>(a) family allowances:</p> <ul style="list-style-type: none"> - household allowance, - dependant's allowance, - <u>young child allowance</u>, - education allowance; <p>(b) expatriation allowance;</p> <p>(c) installation allowance;</p> <p>(d) rent allowance;</p> <p>(e) language allowance.</p>

Existing text	New text
(2) An employee in receipt of family allowances shall declare allowances of like nature paid to him, to his spouse or to his dependants from other sources; these allowances shall be deducted from those paid under these Service Regulations.	(2) Except for the young child allowance and education allowance, an employee in receipt of family allowances shall declare allowances of like nature paid to him, to his spouse or to his dependants from other sources; these allowances shall be deducted from those paid under these Service Regulations.
(3) In cases where a husband and wife employed by the Office are both entitled to family allowances, these shall be payable only to the person whose basic salary is the higher.	(3) In cases where a husband and wife both spouses employed by the Office are both entitled to family allowances, these shall be payable only to the person whose basic salary is the higher.
Article_70a Childcare allowance	Article_70a Childcare Young child allowance
<p>I. Conditions of award</p> <p>(1) Permanent employees entitled to the dependant's allowance may request payment of the childcare allowance, under the terms and conditions set out below, in respect of each dependent child within the meaning of Article 69 regularly making use of a childcare facility recognised by the Office.</p>	<p>I. Conditions of award</p> <p>(1) Permanent Employees are entitled to the dependant's childcare young child allowance may request payment of the childcare allowance, under the terms and conditions set out below, in respect of for each dependent child within the meaning of Article 69 of the Service Regulations regularly making use of a childcare facility recognised by the Office.</p>
(2) The childcare allowance shall be granted to employees (a) who are in receipt of the dependent child allowance according to Article 69, and (b) where the dependent child lives in the employee's household.	(2) The childcare allowance shall be granted to employees (a) who are in receipt of the dependent child allowance according to Article 69, and (b) where the dependent child lives in the employee's household.

Existing text	New text
<p>(3) Entitlement to the allowance shall commence on the first day of the month during which the dependent child of at least three months of age begins to attend a recognised childcare facility. It shall terminate when the child enters secondary education and at the latest at the end of the month in which the child reaches 12 years of age. Entitlement to the allowance shall continue in full during periods of parental and family leave or part-time work.</p>	<p>(3) (2) Entitlement to the allowance shall commence on the first day of the month during which in the month of birth of the dependent child of at least three months of age begins to attend a recognised childcare facility. It shall terminate in the month preceding the child's 4th birthday when the child enters secondary education and at the latest at the end of the month in which the child reaches 12 years of age. Entitlement to the allowance shall continue in full during periods of parental and family leave or part-time work.</p>
	<p>(3) The amount of the young child allowance shall be doubled, in the event that eligible employees meet the following cumulative conditions:</p> <p>(i) The child concerned regularly attends a recognised childcare facility; and</p> <p>(ii) The costs invoiced by that childcare facility amount to at least twice the amount of the young child allowance.</p>
	<p>(4) The allowance is paid on a monthly basis. Its amount is set out in Annex IV to the Service Regulations.</p>

Existing text	New text
<p>II. Expenditure for childcare</p> <p>(4) Within the limits prescribed in Section III, the childcare allowance shall be payable in respect of: (a) direct costs for pre-school day care or crèche until 19.00 hrs (b) direct costs for day care outside school opening hours and during school holidays, in both cases until 19.00 hrs.</p> <p>Direct costs are defined as registration and general costs as charged and invoiced by the childcare facility and based on a contractual agreement recognised by the Office. Miscellaneous costs such as for clothing, nappies, meals, materials, excursions, courses and the like are not covered.</p>	<p>II. Expenditure for childcare</p> <p>(4) Within the limits prescribed in Section III, the childcare allowance shall be payable in respect of: (a) direct costs for pre-school day care or crèche until 19.00 hrs (b) direct costs for day care outside school opening hours and during school holidays, in both cases until 19.00 hrs.</p> <p>Direct costs are defined as registration and general costs as charged and invoiced by the childcare facility and based on a contractual agreement recognised by the Office. Miscellaneous costs such as for clothing, nappies, meals, materials, excursions, courses and the like are not covered.</p>
<p>III. Amount of the allowance</p> <p>(5) The maximum monthly direct costs for which the childcare allowance may be claimed shall be fixed annually by the President of the Office for facilities for pre-school day care and facilities for day care outside school opening hours and during school holidays and for each place of employment.</p>	<p>III. Amount of the allowance</p> <p>(5) The maximum monthly direct costs for which the childcare allowance may be claimed shall be fixed annually by the President of the Office for facilities for pre-school day care and facilities for day care outside school opening hours and during school holidays and for each place of employment.</p>

Existing text	New text																						
<p>(6) The amount of the allowance shall be calculated by reference to the direct costs after deduction of any other payments made for the care of that child from another source.</p> <p>The level of the childcare allowance shall be based on the basic salary carried for the grade and step of the employee. It shall correspond to the following levels expressed as a percentage of the direct costs:</p> <table border="1" data-bbox="165 539 748 802"> <thead> <tr> <th>Age range</th> <th>Basic salary*</th> <th>Amount of the allowance</th> </tr> </thead> <tbody> <tr> <td rowspan="3">For children up to age 4</td> <td>Less than or equal to Grade G3, step 1</td> <td rowspan="3">60%</td> </tr> <tr> <td>More than Grade G3, step 1 and less than or equal to Grade G6, step 5</td> </tr> <tr> <td>More than Grade G6, step 5</td> </tr> <tr> <td>For children from age 4 to 12</td> <td>All</td> <td>30%</td> </tr> </tbody> </table> <p>* Amended by decision of the Administrative Council CA/D 10/14.</p>	Age range	Basic salary*	Amount of the allowance	For children up to age 4	Less than or equal to Grade G3, step 1	60%	More than Grade G3, step 1 and less than or equal to Grade G6, step 5	More than Grade G6, step 5	For children from age 4 to 12	All	30%	<p>(6) The amount of the allowance shall be calculated by reference to the direct costs after deduction of any other payments made for the care of that child from another source.</p> <p>The level of the childcare allowance shall be based on the basic salary carried for the grade and step of the employee. It shall correspond to the following levels expressed as a percentage of the direct costs:</p> <table border="1" data-bbox="1046 539 1628 802"> <thead> <tr> <th>Age range</th> <th>Basic salary*</th> <th>Amount of the allowance</th> </tr> </thead> <tbody> <tr> <td rowspan="3">For children up to age 4</td> <td>Less than or equal to Grade G3, step 1</td> <td rowspan="3">60%</td> </tr> <tr> <td>More than Grade G3, step 1 and less than or equal to Grade G6, step 5</td> </tr> <tr> <td>More than Grade G6, step 5</td> </tr> <tr> <td>For children from age 4 to 12</td> <td>All</td> <td>30%</td> </tr> </tbody> </table> <p>* Amended by decision of the Administrative Council CA/D 10/14.</p>	Age range	Basic salary*	Amount of the allowance	For children up to age 4	Less than or equal to Grade G3, step 1	60%	More than Grade G3, step 1 and less than or equal to Grade G6, step 5	More than Grade G6, step 5	For children from age 4 to 12	All	30%
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Existing text	New text
<p>IV. Payment of the allowance</p> <p>(7) Payment of the allowance shall be made on production of supporting documents.</p> <p>On production of a contract establishing the direct costs, an advance on the allowance shall be paid. This advance shall be paid monthly for a duration not exceeding the length of the contract.</p> <p>Each year, the employee in receipt of the childcare allowance shall provide evidence supporting the direct costs actually incurred for that year and any further evidence required to determine the level of the allowance.</p> <p>Any unduly paid amounts shall be recovered. Failure to produce the required evidence shall entail recovery of the entire advance of the childcare allowance paid since the last date for which evidence is available.</p>	<p>IV. Payment of the allowance</p> <p>(7) Payment of the allowance shall be made on production of supporting documents.</p> <p>On production of a contract establishing the direct costs, an advance on the allowance shall be paid. This advance shall be paid monthly for a duration not exceeding the length of the contract.</p> <p>Each year, the employee in receipt of the childcare allowance shall provide evidence supporting the direct costs actually incurred for that year and any further evidence required to determine the level of the allowance.</p> <p>Any unduly paid amounts shall be recovered. Failure to produce the required evidence shall entail recovery of the entire advance of the childcare allowance paid since the last date for which evidence is available.</p>
<p>Article_71 Education allowance</p>	<p>Article_71 Education allowance</p>
<p>I. Conditions of award</p> <p>(1) Employees - with the exception of those who are nationals of the country in which they are serving - may request payment of the education allowance, under the terms set out below, in respect of each dependent child, within the meaning of Article 69, regularly attending an educational establishment on a full-time basis.</p>	<p>I. Conditions of award</p> <p>(1) Under the terms set out below E employees - with the exception of those who are nationals of the country in which they are serving - may request payment of the education allowance, under the terms set out below, in respect of each dependent child, within the meaning of Article 69 of the Service Regulations, regularly attending an educational establishment on a full-time basis.</p>

Existing text	New text
<p>(2) By way of exception, employees who are nationals of the country in which they are serving may request payment of the education allowance provided that the following two conditions are met:</p> <p>(a) the employee's place of employment is not less than 80 km distant from any school or university corresponding to the child's educational stage;</p> <p>(b) the employee's place of employment is not less than 80 km distant from the place of domicile at the time of recruitment.</p>	<p>(2) By way of exception, employees who are nationals of the country in which they are serving may request payment of the education allowance provided that the following two conditions are met:</p> <p>(a) the employee's place of employment is not less than 80 km distant from any school or university corresponding to the child's educational stage;</p> <p>(b) the employee's place of employment is not less than 80 km distant from the place of domicile at the time of recruitment.</p>
<p>(3) Entitlement to the allowance shall commence on the first day of the month during which the dependent child of at least four years of age begins to attend a pre-school educational establishment or primary school. It shall terminate when the child ceases full-time studies, and not later than the end of the month in which the entitlement to the dependent child allowance will cease to be recognised.</p>	<p>(3) (2) Entitlement to the allowance shall commence on the first day of the month during which the dependent child of at least turns four years of age begins to attend a pre-school educational establishment or primary school. It shall terminate when the child ceases full-time studies, and not later than the end of the month in which the entitlement to the dependent child allowance will cease to be recognised.</p>
	<p>(3) Where the education is discontinued before the end of the academic year concerned, the amounts and ceilings of the allowance are reduced on a pro rata basis.</p> <p>(4) Payment of the expenses set out at II(5) and III(7) will occur once in a given period.</p>
<p>(4) The education allowance shall not be awarded for a child attending a European School at the place of employment or where the education costs are covered under Article 120a.</p>	<p>(4) The education allowance shall not be awarded for a child attending a European School at the place of employment or where the education costs are covered under Article 120a.</p>

Existing text	New text
<p>II. Expenditure for educational purposes</p> <p>(5) Within the limits prescribed in Section III, the education allowance shall cover the following:</p> <p>(a) direct education costs, namely registration and examination fees, and general fees for schooling and education charged and invoiced by the educational establishment;</p> <p>(b) miscellaneous education costs, namely all other expenses connected with education, such as expenses for board and lodging, books, private tuition and daily travel.</p> <p>(c) travel expenses between the educational establishment and the place of employment.</p>	<p>II. Expenditure for educational purposes</p> <p>(5) Within the limits prescribed in Section III, the education allowance shall cover the following:</p> <p>(a) direct education costs, namely registration and examination fees, and general fees for schooling and education charged and invoiced by the educational establishment;</p> <p>(b) miscellaneous education costs, namely all other expenses connected with education, such as expenses for board and lodging, books, private tuition and daily travel.</p> <p>(c) travel expenses between the educational establishment and the place of employment.</p>

Existing text	New text						
<p>III. Amount of the education allowance</p> <p>(6) The amount of the education allowance shall be made up of:</p> <p>(a) reimbursement of the total (pre-school, primary and secondary education) or 70% (post-secondary education) of direct education costs up to a limit of 2.5 times the annual dependent child allowance applying in the country where the studies are pursued.</p> <p>This limit shall be raised to 3 times the dependent child allowance where the direct education costs submitted for reimbursement include expenses for half board, and to 3.5 times the dependent child allowance where the direct education costs submitted for reimbursement include expenses for board and lodging.</p> <p>(b) a lump sum intended to cover miscellaneous education costs and expressed as a percentage of the dependent child allowance applying in the country where the studies are pursued, as shown in the table below:</p> <table border="1" data-bbox="174 906 786 1145"> <tbody> <tr> <td>child living at home and attending an educational establishment at the pre-school, primary or secondary level</td> <td>25%</td> </tr> <tr> <td>child living at home and attending an educational establishment at the post-secondary level</td> <td>40%</td> </tr> <tr> <td>child not living at home</td> <td>140%*</td> </tr> </tbody> </table> <p>* where half-board expenses are included in the direct education costs, this percentage is reduced to 100%; where expenses for board and lodging are included in the direct education costs, this percentage is reduced to 40%.</p> <p>(c) reimbursement of travel expenses in accordance with paragraph 7.</p>	child living at home and attending an educational establishment at the pre-school, primary or secondary level	25%	child living at home and attending an educational establishment at the post-secondary level	40%	child not living at home	140%*	<p>II. Allowance for pre-school, primary and secondary education</p> <p>(5) The direct education costs, comprising enrolment, tuition and capital fees, incurred for pre-school, primary and secondary education that exceed EUR 500 per academic year will be reimbursed up to an annual ceiling set out in Annex IV to the Service Regulations. Employees whose child attends a European school located at their duty station and subsidised by the Organisation are not entitled to this reimbursement.</p> <p>(6) Employees entitled to the education allowance for a child attending pre-school, primary and secondary education will receive a monthly lump sum for indirect education costs, the amount of which is set out in Annex IV to the Service Regulations.</p> <p>III. Allowance for post-secondary education</p> <p>(7) The direct education costs, comprising enrolment and tuition fees, incurred for post-secondary education that exceed EUR 500 per academic year will be reimbursed at a 70% rate up to an annual ceiling as set out in Annex IV to the Service Regulations.</p> <p>(8) Employees entitled to the education allowance for a child attending post-secondary education will receive a monthly lump sum for indirect education costs varying according to the residence of the child. The amount of the lump sum is set out in Annex IV to the Service Regulations.</p> <p>(c) reimbursement of travel expenses in accordance with paragraph 7.</p>
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child not living at home	140%*						

Existing text	New text
<p>(7) Employees who are entitled to the home leave provided for in Article 60 and whose children carry out their studies at a place more than 300 km away from the place of employment shall also be entitled - up to the amount reimbursable for a round-trip journey between the place of employment and the place approved for home leave - to the reimbursement of the cost of one round-trip per year between the place of study and the place of employment. Nevertheless, employees who have received such repayment for a child may not during the same calendar year request repayment for the round-trip on home leave for that child. Travel expenses shall be reimbursed in accordance with the provisions applicable to home leave set out in Article 60.</p>	<p>(7) Employees who are entitled to the home leave provided for in Article 60 and whose children carry out their studies at a place more than 300 km away from the place of employment shall also be entitled - up to the amount reimbursable for a round-trip journey between the place of employment and the place approved for home leave - to the reimbursement of the cost of one round-trip per year between the place of study and the place of employment. Nevertheless, employees who have received such repayment for a child may not during the same calendar year request repayment for the round-trip on home leave for that child. Travel expenses shall be reimbursed in accordance with the provisions applicable to home leave set out in Article 60.</p>
<p>(8) The supplement for dependent children, included in the expatriation allowance, and the education allowance shall not be paid concurrently.</p>	<p>(8) The supplement for dependent children, included in the expatriation allowance, and the education allowance shall not be paid concurrently.</p>
<p>(9) The actual amount of the education allowance shall be determined after deduction, where appropriate, of any allowance received from other sources for the child's education (scholarships, grants). The deduction shall be made separately for each child.</p>	<p>(9) The actual amount of the education allowance shall be determined after deduction, where appropriate, of any allowance received from other sources for the child's education (scholarships, grants). The deduction shall be made separately for each child.</p>
<p>IV. Payment of the allowance</p> <p>(10) The reimbursement of direct costs shall be made on production of supporting documents. The lump-sum allowance shall be paid monthly. It shall also be paid for school holidays, on condition that the employee continues to be entitled to the education allowance for the child concerned after the studies resume.</p>	<p>IV. Payment of the allowance</p> <p>(10) The reimbursement of direct costs shall be made on production of supporting documents. The lump-sum allowance shall be paid monthly. It shall also be paid for school holidays, on condition that the employee continues to be entitled to the education allowance for the child concerned after the studies resume.</p>

Existing text	New text
<p>(11) At the end of each academic year every employee in receipt of the education allowance shall produce a certificate from the head of the establishment attended by the child in respect of whom the allowance is payable, attesting to the date on which the attendance began and ended and, where appropriate, any interruptions lasting at least one term. If such a certificate cannot be obtained, the employee shall attest to the fact that the child concerned has attended an educational establishment on a regular full-time basis.</p> <p>In the light of the certificate or attestation, the President of the Office may, where appropriate, have any amounts unduly paid in respect of the education allowance recovered. Failure to produce the certificate or attestation shall entail recovery of the entire education allowance received during the academic year in question.</p> <p>Except in case of force majeure, where the education is permanently discontinued before the end of the first term of the academic year concerned, the direct education costs must be reimbursed by the employee on a pro rata basis for the number of full months of education missed.</p> <p>The employee shall be entitled to the lump-sum part of the education allowance up to the last day of the month in which the education was discontinued.</p>	<p>(11) At the end of each academic year every employee in receipt of the education allowance shall produce a certificate from the head of the establishment attended by the child in respect of whom the allowance is payable, attesting to the date on which the attendance began and ended and, where appropriate, any interruptions lasting at least one term. If such a certificate cannot be obtained, the employee shall attest to the fact that the child concerned has attended an educational establishment on a regular full-time basis.</p> <p>In the light of the certificate or attestation, the President of the Office may, where appropriate, have any amounts unduly paid in respect of the education allowance recovered. Failure to produce the certificate or attestation shall entail recovery of the entire education allowance received during the academic year in question.</p> <p>Except in case of force majeure, where the education is permanently discontinued before the end of the first term of the academic year concerned, the direct education costs must be reimbursed by the employee on a pro rata basis for the number of full months of education missed.</p> <p>The employee shall be entitled to the lump-sum part of the education allowance up to the last day of the month in which the education was discontinued.</p>
<p>(12) An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.</p>	<p>(12) An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.</p>

Existing text	New text
<p>V. Interim measures</p> <p>Permanent employees in receipt of the education allowance provided for in Article 71 of the Service Regulations for the academic year 1997-1998 may request, for subsequent academic years and in respect of the child concerned, reimbursement of education costs in accordance with the conditions and within the limit of the ceilings imposed by the provisions in force until now.</p> <p>Reimbursement shall be based solely on evidence of the actual expenses incurred, to the exclusion of any lump-sum payment and the "exceptional measure" (CA/D 4/97).</p> <p>Permanent employees wishing to make use of this right shall inform the administration thereof at the beginning of the academic year concerned. The non-exercise of this right for any academic year shall be deemed to represent an irrevocable option in favour of the new system in respect of the child concerned.</p>	<p>V. Interim measures</p> <p>Permanent employees in receipt of the education allowance provided for in Article 71 of the Service Regulations for the academic year 1997-1998 may request, for subsequent academic years and in respect of the child concerned, reimbursement of education costs in accordance with the conditions and within the limit of the ceilings imposed by the provisions in force until now.</p> <p>Reimbursement shall be based solely on evidence of the actual expenses incurred, to the exclusion of any lump-sum payment and the "exceptional measure" (CA/D 4/97).</p> <p>Permanent employees wishing to make use of this right shall inform the administration thereof at the beginning of the academic year concerned. The non-exercise of this right for any academic year shall be deemed to represent an irrevocable option in favour of the new system in respect of the child concerned.</p>
<p>Article_72 Expatriation allowance</p>	<p>Article_72 Expatriation allowance</p>
<p>(1) An expatriation allowance shall be payable to employees who, at the time they take up their duties or are transferred:</p> <p>(a) hold the nationality of a Contracting State other than that in which they will be serving, and</p> <p>(b) were not permanently resident in the latter state for at least three years, no account being taken of previous service in the administration of the state conferring the said nationality or with international organisations.</p> <p>To remain entitled to an expatriation allowance, employees must continue to meet the condition specified in (a) above.</p>	<p>(1) An expatriation allowance shall be payable to employees who, at the time they take up their duties or are transferred:</p> <p>(a) hold the nationality of a Contracting State other than that in which they will be serving, and</p> <p>(b) were not permanently resident in the latter state for at least three years, no account being taken of previous service in the administration of the state conferring the said nationality or with international organisations.</p> <p>To remain entitled to an expatriation allowance, employees must continue to meet the condition specified in (a) above.</p>

Existing text	New text
<p>(2) An expatriation allowance shall also be payable to employees not referred to in paragraph 1 a) above and who at the time of taking up their duties have been permanently resident for at least ten years in a country other than the country in which they will be serving, no account being taken of previous service in the administration of the latter country or with international organisations.</p>	<p>(2) An expatriation allowance shall also be payable to employees not referred to in paragraph 1 a) above and who at the time of taking up their duties have been permanently resident for at least ten years in a country other than the country in which they will be serving, no account being taken of previous service in the administration of the latter country or with international organisations.</p>
<p>(3) The rates of the expatriation allowance shall be 20% of basic salary for employees entitled to the household allowance and 16% of basic salary for other employees.</p>	<p>(3) The rates of the expatriation allowance shall be 20% of basic salary for employees entitled to the household allowance and 16% of basic salary for other employees.</p>
<p>(4) In no circumstances shall the amount resulting from application of the rates provided for in paragraph 3 above be less than the amount of the expatriation allowance due to an employee in Grade G4, step 43.</p>	<p>(4) In no circumstances shall the amount resulting from application of the rates provided for in paragraph 3 above be less than the amount of the expatriation allowance due to an employee in Grade G4, step 43.</p>
<p>(5) Permanent employees who are paid the expatriation allowance and who are not in receipt of an education allowance for a dependent child shall receive, for that child, a supplement to their expatriation allowance as set out in Annex III of these Service Regulations.</p>	<p>(5) Permanent employees who are paid the expatriation allowance and who are not in receipt of an education allowance for a dependent child shall receive, for that child, a supplement to their expatriation allowance as set out in Annex III of these Service Regulations.</p>
<p>(6) Where a husband and wife are both employees of the Office serving at the same place of employment and each is paid the expatriation allowance under the above provisions they shall each receive the allowance at the rate of 16% of basic salary, subject to the provisions of paragraph 4 above, irrespective of whether either of them is in receipt of the household allowance.</p>	<p>(6) (5) Where a husband and wife spouses are both employees of the Office serving at the same place of employment and each is paid the expatriation allowance under the above provisions they shall each receive the allowance at the rate of 16% of basic salary, subject to the provisions of paragraph 4 above, irrespective of whether either of them is in receipt of the household allowance.</p>

Existing text	New text
<p>Article_120a Payment of school fees</p> <p>Where an employee is unable to have his child educated at a European School for reasons beyond his control, the Office shall on request pay the fees charged by an international school for educating the child.</p> <p>The Office shall pay the fees only in the case of schools whose level of education corresponds to that of a European School and which are in the immediate district of a branch of the Office and are not run on a profit-making basis.</p> <p>The Office shall also pay fees in respect of pre-school attendance by children at least four years of age, provided the general conditions already mentioned are met. The President of the Office shall lay down the maximum amount payable in respect of any school year. Where the Office pays the fees, the right to the education allowance under Articles 71 and 120 of the Service Regulations shall lapse.</p> <p>An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.</p>	<p>Article_120a Payment of school fees</p> <p>Where an employee is unable to have his child educated at a European School for reasons beyond his control, the Office shall on request pay the fees charged by an international school for educating the child.</p> <p>The Office shall pay the fees only in the case of schools whose level of education corresponds to that of a European School and which are in the immediate district of a branch of the Office and are not run on a profit-making basis.</p> <p>The Office shall also pay fees in respect of pre-school attendance by children at least four years of age, provided the general conditions already mentioned are met. The President of the Office shall lay down the maximum amount payable in respect of any school year. Where the Office pays the fees, the right to the education allowance under Articles 71 and 120 of the Service Regulations shall lapse.</p> <p>An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.</p>

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<p>ANNEX III</p> <p>OTHER ELEMENTS OF REMUNERATION MONTHLY SCALES</p> <p style="text-align: center;">At 1.7.2019</p> <table border="1" data-bbox="168 406 795 821"> <thead> <tr> <th>Country</th> <th>Belgium</th> <th>Germany</th> <th>The Netherlands</th> <th>Austria</th> </tr> </thead> <tbody> <tr> <td>Currency</td> <td>EUR</td> <td>EUR</td> <td>EUR</td> <td>EUR</td> </tr> <tr> <td colspan="5">1. Expatriation allowance</td> </tr> <tr> <td>1. Allowance under Art. 72, paragraph 5</td> <td>95,18</td> <td>104,28</td> <td>104,44</td> <td>100,28</td> </tr> <tr> <td colspan="5">2. Dependants' allowance</td> </tr> <tr> <td>2.1 Article 69, paragraph 6</td> <td>338,92</td> <td>371,35</td> <td>371,93</td> <td>357,09</td> </tr> <tr> <td>2.2 Article 69, paragraph 11</td> <td>677,85</td> <td>742,72</td> <td>743,86</td> <td>714,17</td> </tr> <tr> <td>2.3 Article 70</td> <td>338,92</td> <td>371,35</td> <td>371,93</td> <td>357,09</td> </tr> <tr> <td colspan="5">3. Birth grant</td> </tr> <tr> <td>3.1 Article 85</td> <td>734,89</td> <td>805,21</td> <td>806,47</td> <td>774,28</td> </tr> <tr> <td colspan="5">4. Language allowance</td> </tr> <tr> <td>4.1 Article 75</td> <td>122,80</td> <td>134,55</td> <td>134,76</td> <td>129,38</td> </tr> </tbody> </table>	Country	Belgium	Germany	The Netherlands	Austria	Currency	EUR	EUR	EUR	EUR	1. Expatriation allowance					1. Allowance under Art. 72, paragraph 5	95,18	104,28	104,44	100,28	2. Dependants' allowance					2.1 Article 69, paragraph 6	338,92	371,35	371,93	357,09	2.2 Article 69, paragraph 11	677,85	742,72	743,86	714,17	2.3 Article 70	338,92	371,35	371,93	357,09	3. Birth grant					3.1 Article 85	734,89	805,21	806,47	774,28	4. Language allowance					4.1 Article 75	122,80	134,55	134,76	129,38	<p>ANNEX III</p> <p>OTHER ELEMENTS OF REMUNERATION MONTHLY SCALES</p> <p style="text-align: center;">At 1.7.2019</p> <table border="1" data-bbox="1050 402 1659 805"> <thead> <tr> <th>Country</th> <th>Belgium</th> <th>Germany</th> <th>The Netherlands</th> <th>Austria</th> </tr> </thead> <tbody> <tr> <td>Currency</td> <td>EUR</td> <td>EUR</td> <td>EUR</td> <td>EUR</td> </tr> <tr> <td colspan="5">1. Expatriation allowance</td> </tr> <tr> <td>1. Allowance under Art. 72, paragraph 5</td> <td>95,18</td> <td>104,28</td> <td>104,44</td> <td>100,28</td> </tr> <tr> <td colspan="5">2. Dependants' allowance</td> </tr> <tr> <td>2.1 Article 69, paragraph 6</td> <td>338,92</td> <td>371,35</td> <td>371,93</td> <td>357,09</td> </tr> <tr> <td>2.2 Article 69, paragraph 11</td> <td>677,85</td> <td>742,72</td> <td>743,86</td> <td>714,17</td> </tr> <tr> <td>2.3 Article 70</td> <td>338,92</td> <td>371,35</td> <td>371,93</td> <td>357,09</td> </tr> <tr> <td colspan="5">3. Birth grant</td> </tr> <tr> <td>3.1 Article 85</td> <td>734,89</td> <td>805,21</td> <td>806,47</td> <td>774,28</td> </tr> <tr> <td colspan="5">4. Language allowance</td> </tr> <tr> <td>4.1 Article 75</td> <td>122,80</td> <td>134,55</td> <td>134,76</td> <td>129,38</td> </tr> </tbody> </table>	Country	Belgium	Germany	The Netherlands	Austria	Currency	EUR	EUR	EUR	EUR	1. Expatriation allowance					1. Allowance under Art. 72, paragraph 5	95,18	104,28	104,44	100,28	2. Dependants' allowance					2.1 Article 69, paragraph 6	338,92	371,35	371,93	357,09	2.2 Article 69, paragraph 11	677,85	742,72	743,86	714,17	2.3 Article 70	338,92	371,35	371,93	357,09	3. Birth grant					3.1 Article 85	734,89	805,21	806,47	774,28	4. Language allowance					4.1 Article 75	122,80	134,55	134,76	129,38
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<p>IMPLEMENTING RULE FOR ARTICLE 64 OF THE SERVICE REGULATIONS FOR PERMANENT AND OTHER EMPLOYEES OF THE EUROPEAN PATENT OFFICE</p> <p>Article 1 Adjustment timetable</p> <p>(4) The amounts of the daily subsistence allowance set out in Annex V to the Service Regulations and of the kilometric allowance referred to in Article 79 of the Service Regulations are adjusted by applying the arithmetic average rate of annual salary adjustment for Austria, Germany and the Netherlands to those in place.</p>	<p>IMPLEMENTING RULE FOR ARTICLE 64 OF THE SERVICE REGULATIONS FOR PERMANENT AND OTHER EMPLOYEES OF THE EUROPEAN PATENT OFFICE</p> <p>Article 1 Adjustment timetable</p> <p>(4) The amounts related to the young child allowance and the education allowance set out in Annex IV to the Service Regulations, the daily subsistence allowance set out in Annex V to the Service Regulations and of the kilometric allowance referred to in Article 79 of the Service Regulations are adjusted by applying the arithmetic average rate of annual salary adjustment for Austria, Germany and the Netherlands to those in place.</p>																																																																																																																								

Existing text	New text
PenRegs Art. 28 Family allowances conditions	PenRegs Art. 28 Family allowances conditions
<p>(1) The family allowances comprising household allowance, child and dependant's allowance, disabled child allowance, childcare allowance and education allowance granted under the Service Regulations for permanent employees of the Office shall be paid:</p> <p>(i) to the recipient of a retirement pension; (ii) to the recipient of a survivor's pension;</p> <p>The household allowance shall be calculated by reference to the pension of the recipient. However, dependants' allowances, childcare allowances and education allowances shall be paid in full.</p>	<p>(1) The family allowances comprising household allowance, child and dependant's allowance, disabled child allowance, childcare young child allowance and education allowance granted under the Service Regulations for permanent and other employees of the Office shall be paid:</p> <p>(i) to the recipient of a retirement pension; (ii) to the recipient of a survivor's pension;</p> <p>The household allowance shall be calculated by reference to the pension of the recipient. However, the dependant's &' allowances, child allowances, childcare young child allowance and education allowances shall be paid in full.</p>
<p>(2) The amount of the allowance for a child or other dependant payable to the person entitled to a survivor's pension shall be twice the normal amount.</p>	<p>(2) The amount of the allowance for a child or other dependant payable to the person entitled to a survivor's pension shall be twice the normal amount.</p>
<p>(3) If the recipient of a retirement or survivor's pension receives other family benefits in respect of the same children, the amount of the latter benefits shall be deducted from the allowances provided for in this Article.</p>	<p>(3) If the recipient of a retirement or survivor's pension receives other family benefits in respect of the same children, the amount of the latter benefits shall be deducted from the allowances provided for in this Article.</p>

Existing text	New text
<p>(4) Entitlement to the allowances provided for in this Article shall cease at the end of the month in which the child or other dependant ceases to satisfy the conditions for entitlement to those allowances under the Service Regulations and rules applicable to employees of the Office.</p>	<p>(4) Entitlement to the allowances provided for in this Article shall cease at the end of the month in which the child or other dependant ceases to satisfy the conditions for entitlement to those allowances under the Service Regulations and rules applicable to employees of the Office.</p>

Existing text	New text
Rule 28/2 PenRegs Education allowance	Rule 28/2 PenRegs Education allowance
<p>(i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying:</p> <ul style="list-style-type: none"> - to the recipients of the aforesaid pensions, the same criteria linked to national or non-national status in the country of service as would be applicable to the former employee were he or she still serving; - to the dependent children, the same criteria as to education (level, country and type of establishment) and expenditure as would be applicable to the children of the former employee were he or she still serving. 	<p>(i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her their spouse, where such spouse is in receipt of a survivor's pension, by applying:</p> <ul style="list-style-type: none"> - to the recipients of the aforesaid pensions, the same criteria linked to national or non-national status in the country of service as would be applicable to the former employee were he or she still serving; - to the dependent children, the same criteria as to education (level and country and type of establishment) and expenditure as would be applicable to the children of the former employee were he or she <u>they</u> still serving.
<p>(ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year, unless the orphan concerned returns to the country of which he or she is a national, in which event such payment shall thereupon cease.</p>	<p>(ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year, unless the orphan concerned returns to the country of which he or she is a national, in which event such payment shall thereupon cease.</p>

Existing text	New text
Rule 28/3 PenRegs Childcare allowance	Rule 28/3 PenRegs Childcare Young child allowance
<p>(i) The childcare allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as to the facility, residence, agreement and expenditure as would be applicable to the children of the former employee, were he or she still serving.</p>	<p>(i) The childcare young child allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her their spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as to the facility, residence, agreement and expenditure as would be applicable to the children of the former employee, were he or she they still serving.</p>
<p>(ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any childcare allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the contract on which payment of the allowance was based, whichever is the earlier.</p>	<p>(ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any childcare young child allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the contract on which payment of entitlement on which to the allowance was based, whichever is the earlier.</p>

<p>SCALES FOR EDUCATION ALLOWANCE</p> <p>- see Article 71, Education Allowance -</p> <p>[empty]</p>	<p>ANNEX IV: AMOUNTS RELATED TO THE YOUNG CHILD ALLOWANCE AND EDUCATION ALLOWANCE</p> <p>(1) The amount of the monthly young child allowance, pursuant to Article 70a(1) of the Service Regulations, is EUR 350.</p> <p>(2) The annual ceilings for direct education costs per academic year for the education allowance are:</p> <p><u>For employees serving in Munich and The Hague:</u></p> <ul style="list-style-type: none"> a. EUR 11 158 for pre-school and primary education; b. EUR 13 389 for secondary education; c. EUR 11 158 for post-secondary education <p><u>For employees serving in Berlin and Vienna:</u></p> <ul style="list-style-type: none"> a. EUR 15 624 for pre-school and primary education; b. EUR 17 856 for secondary education; c. EUR 11 158 for post-secondary education. <p>The applicable ceiling taken into account for the duration of the entire academic year is that in force at the beginning of the academic year.</p> <p>(3) The monthly lump sum for indirect education costs paid for a child attending pre-school, primary and secondary education amounts to EUR 112.</p> <p>(4) The monthly lump sum for indirect education costs paid for a child attending post-secondary education amounts to:</p> <ul style="list-style-type: none"> a. EUR 149 for a child living with the employee or the other parent, or b. EUR 521 for a child not living with the employee or the other parent. <p>(5) These amounts will be reviewed regularly to take into account the evolution of costs related to childcare and education in the respective duty stations.</p>
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Transitional measures

Article 1: General provisions for transitional measures

1. These transitional measures may apply only to employees who joined the Office up until 30.6.2021.
2. Elections made by employees to opt in to the new schemes shall be irrevocable.
3. The President of the Office may take any appropriate measure to ensure a smooth transition to the new scheme.

Article 2: Employees who benefitted from the childcare allowance for dependent children aged 0-3 before 01.07.2021

1. Employees who before the entry into force of this provision benefitted from the childcare allowance for a dependent child aged 0-3 will be placed under this transitional measure and may benefit from that allowance (as regulated by Article 70a Service Regulations on 30.6.2021) and from the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021), where applicable, until the child turns four, unless they opt in to the new young child scheme.
2. For the duration of the transitional measure, the eligible employee will be entitled to the amount of childcare allowance defined under Article 70a Service Regulations as in force on 30.06.2021, and the applicable ceilings for determining the maximum amount of childcare allowance will be those as in force on that date.
3. The level of expatriation allowance supplement as at 30.6.2021 will be retained for the duration of this transitional measure.

Article 3: General provision on miscellaneous education costs

Employees who before the entry into force of this provision were eligible for miscellaneous education costs (as regulated by Article 71 Service Regulations on 30.6.2021), the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021) and/or the childcare allowance for children aged four to twelve (as regulated by Article 70a Service Regulations on 30.6.2021) will be placed under this transitional measure and may receive the corresponding benefits for the academic year 2021/2022 until 31.07.2022, unless they request to benefit from the new lump sum for indirect costs. The new lump sum for indirect costs cannot be paid concurrently with the benefits paid under this transitional measure.

Article 4: Employees entitled to Article 120a Service Regulations

1. Employees whose dependent child is enrolled in a school on 30.6.2021 for the academic year 2021/2022 and for which they would have been entitled to the benefit of Article 120a Service Regulations as in force on 30.6.2021 will benefit from full reimbursement of direct education costs, comprising annual tuition, registration and capital fees, until the end of secondary school or until their child changes school. This entitlement is conditional on the cumulated annual tuition, registration and capital fees of the relevant school exceeding the ceilings defined under the new Article 71 Service Regulations for the applicable educational cycle.
2. The same measure applies to employees whose dependent child will be enrolled in a school for the academic year 2022/2023, and for which they would have been entitled for the first time to the benefit of Article 120a Service Regulations as in force on 30.6.2021.
3. Where applicable, employees covered under paragraph 1 will also benefit for the academic year 2021/2022 from the expatriation allowance supplement (as regulated by Article 72(5) Service Regulations on 30.6.2021), the childcare allowance for children aged four to twelve (as regulated by Article 70a Service Regulations on 30.6.2021) and the full reimbursement of any further costs incurred on account of school attendance and the school bus, unless they request to benefit from the new lump sum for indirect costs. Entitlement to this transitional measure will cease on 31.07.2022. The new lump sum for indirect costs cannot be paid concurrently with the benefits paid under this transitional measure.

Article 5: Employees with children enrolled at boarding school on 30.6.2021

1. Article 71 Service Regulations as in force on 30.6.2021 will continue to apply for the academic year 2021/2022 to employees in receipt of such benefits on 30.6.2021, whose dependent child attends boarding school on that date.
2. As from the commencement of the academic year 2022/2023, these employees will be entitled to the reimbursement of incurred annual tuition, board and lodging fees up to a ceiling corresponding to 3.5 times the dependent child allowance applying in the country where the studies are pursued.
3. This transitional measure will irrevocably cease to apply in the event (i) the child stops boarding or (ii) the child changes school, and (iii) in any event when the child finishes secondary school.
4. This transitional measure does not apply to employees with children in post-secondary education.

Article 6: Employees with children in post-secondary education on 30.6.2021

For the academic year 2021/2022, employees with a dependent child enrolled in post-secondary education in a country with a dependent child allowance higher than EUR 373.80 on 30.6.2021, will continue to benefit from a ceiling and a lump sum calculated in accordance with Article 71 Service Regulations as in force on that date.

Article 7: Pensioners with dependent children

Pensioners may benefit from the transitional measures provided they meet the relevant conditions.

Entry into force of the scheme:

The new education allowance scheme will enter into force with the start of the academic year 2021/2022, and the young child allowance scheme will enter into force on 1 September 2021.