

# Comments on [GCC/DOC 18/2025](#)

## Adjustment with effect from 1 January 2026 of salaries and other elements of the remuneration

### Introduction

1. The CSC members of the GCC give the following comments on the “Adjustment with effect from 1 January 2026 of salaries and other elements of the remuneration” proposed in [GCC/DOC 18/2025](#).
2. The document relates to the sixth and last implementation of the Salary Adjustment Procedure introduced in 2020 ([CA/19/20](#) and [CA/D 4/20](#)).

### On the consultation

#### Timeline

3. On 26 September 2025, Compensation and Benefits invited the staff representation to:
  - a meeting of the GCC-SSPR on 13 October 2025 from 9.30h to 11.30h with the International Service for Remuneration and Pensions (ISRP) “to discuss the indices used in this year’s salary adjustment procedure” (**Annex 1**), and
  - a meeting of the GCC-SSPR on 13 October 2025 from 13.30h to 16.30h “to discuss the technical aspects of the salary adjustment procedure 2025” (**Annex 2**)
  - a meeting of the GCC-SSPR on 16 October from 10.00h to 11.30h with the Advisory Group on Remuneration (**Annex 3**)
4. On 2 October 2025, Compensation and Benefits informed the staff representation that the supporting documents for the annual meeting about the salary adjustment on 13 October were uploaded on GEHALT. The folder contains complex and lengthy spreadsheets used for the calculations. The spreadsheets do not contain explanations nor the basis for the calculations (**Annex 4**).
5. On 13 October 2025, the meetings took place as scheduled. In the afternoon meeting, the administration presented slides on the calculations for the 2025 adjustment and the periodical settlement after the second three-year period.
6. After the meeting, the staff representation sent an email to Compensation and Benefits to request a copy of the slides (**Annex 5**).
7. On 16 October 2025, the staff representation met with Compensation and Benefits and the Advisory Group on Remuneration (AGR). During the meeting, the staff representation reiterated the request for being provided the slides. PD4.3 replied that they refuse to send us the slides of the meeting with the argument that we have access to the spreadsheets.

8. After the meeting, the staff representation sent an email to Social Dialogue about this seemingly unfounded refusal, since the slides additionally comprise important and necessary explanations and comments on the calculations performed (**Annex 6**).
9. On 20 October 2025, PD4.3 sent an email with a black and white copy of the slides with the watermark “CONFIDENTIAL” making them hardly readable (**Annex 7**). In her email, PD4.3 added a disclaimer that “[i]t is a work document between the Office and the staff representation and not intended to be as such a communication document for a larger audience.” (**Annex 8**)
10. On 27 October 2025, Compensation and Benefits sent email providing the GCC-SSPR report on the salary adjustment and the minutes of the GCC-SSPR meeting of 13 October 2025. Contrary to the previous years, the email made no mention of an invitation for the staff representation to provide its comments (**Annex 9**).
11. On 31 October 2025, the staff representation provided their comments on the GCC-SSPR report to the GCC.
12. On the same day, the administration sent to GCC members the [agenda of the GCC meeting of 17 November](#).
13. The document [GCC/DOC 18/2025](#) contains the proposed adjustment with effect from 1 January 2026 of salaries and other elements of the remuneration together with a report of the Advisory Group on Remuneration.
14. On the same day, the administration published an [Intranet news item](#) providing the results of the salary adjustment procedure 2025 (as of 1 January 2026).
15. On 3 November 2025, Social Dialogue sent an email to the GCC members with a link to the GCC-SSRP report as background information to the relevant agenda items 2-6 (**Annex 10**).
16. On 6 November 2025, the staff representation provided the attached comments to the members of the GCC.

*The consultation is substandard*

17. At the time of writing the present comments, the staff representation notes that the consultation has been substandard and even below the levels observed with other units.
18. Other units usually provide documentation required for an informed discussion to take place, including presentation slides in advance of the meeting, or at least just after the meeting. This was not the case this year with Compensation and Benefits.
19. The staff representation had to escalate the matter to Social Dialogue in order to get a copy of the slides. In the end, the provided copy is formatted in such a way that it is difficult to read the explanations on the calculations for this year’s adjustment and the periodical settlement.

20. This situation confirms the lack of transparency on the method and the lack of willingness for an unbiased technical discussion on the subject-matter.

## On the merits

### On the calculation of the applied adjustments per site

#### **Inconsistency of the Office's interpretation of Article 9(4) Impl. Rule Article 64 ServRegs regarding the uplift method**

21. This year, the weighted average salary adjustment based on the distribution of active employees by country on 1 July 2025 (Article 9(1) of Impl. Rule Article 64 ServRegs) amounts to +2.01% which is below the cap of 2.20% (Eurozone inflation +0.2%)<sup>1</sup>.
22. Article 9(4) of Impl. Rule Article 64 ServRegs states that:

*“If the weighted increase is lower than the limit, any remainder of the previous annual adjustment resulting from the calculated adjustment and the limit set out in paragraph 1 shall be included in the current adjustment up to the limit.”*

Within this regulation, it is not explicitly defined in what way the remainder of the previous annual adjustment shall be included in the current adjustment per site up to the limit.

23. However, this regulation has been triggered once before, in the third year of application of the present salary adjustment procedure (SAP), which was discussed in 2022 and applied as of January 1<sup>st</sup> 2023 ([CA/74/22](#)). In that case, the Office interpreted this regulation by considering the underlying methodology over the three-year period and taking the cumulative adjustments per site as the limit up to which each sites adjustment would be increased, and used the values from the underlying methodology per site as the adjustments to be applied.
24. This interpretation was confirmed as the correct one by the Advisory Group on Remuneration in 2022<sup>2</sup>:

*“ In the course of the review, the Group has ascertained that the proposals by the Office, as made in the draft decision, are compliant with the procedure for adjusting the remuneration of permanent and other employees of the European Patent Office currently in force (Implementing Rule to Article 64 of the Service Regulations).”*

25. However, now the Office interpreted the same regulation in a very different way. This year, the Office decided to perform a proportional *increase* of the increment percentages. They explained that despite Article 9(4) not specifying the method of uplift, they chose this method since Article 9(3) of the regulations, which are to be applied in a different situation, allegedly prescribe a proportional *decrease* of the increment percentages.

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<sup>1</sup> [GCC/DOC 18/2025](#), par.16 and 17

<sup>2</sup> [CA/74/22](#) par. 65

26. It should be noted that such a method was also possible in 2022, while respecting the weighted average salary mass limit according to the underlying methodology (8.48% in that year). In fact, these precise calculations were included in the detailed spreadsheets that are shared with us annually. The “Capped adjustment” worksheet of Aju123.xlsx is shown in the screenshot below, where column AC shows the adjustment factors from column AA uplifted by the same proportion of 37.95% (shown in the blue box) to arrive at a weighted average of 8.48%. This would have resulted in the scales for DE, AT, and BE being higher than they would have according to the underlying methodology.
27. Instead, the administration chose to apply the adjustments for the individual places of employment according to the underlying methodology, which also give a weighted average of 8.48%, as shown in column W. These values also respect the PPPs, unlike the ones from the proportional uplift.

V	W	X	Y	Z	AA	AB	AC
	after Sustainability Clause applied	difference from calculation		Number of staff per pay scale	Adjustment factor	Weighted adjustment factor	Reduced adjustment factor
<b>BE</b>	0.0853	-2.15%	<b>AT</b>	67	7.26%	486.11%	10.01%
<b>AT</b>	9.61%	-2.15%	<b>BE</b>	4	6.19%	24.76%	8.54%
<b>CH</b>	6.46%	-2.15%	<b>DE</b>	3669	6.48%	23791.62%	8.95%
<b>CY</b>	11.27%	-2.15%	<b>NL</b>	2452	5.62%	13780.02%	7.75%
<b>DE</b>	8.83%	-2.15%		6192			
<b>DK</b>	9.31%	-2.15%		1.1%			
<b>ES</b>	13.36%	-2.15%		0.1%			
<b>FI</b>	7.48%	-2.15%		59.3%			
<b>FR</b>	7.07%	-2.15%		39.6%			
<b>MC</b>	7.07%	-2.15%		100.0%			
<b>GB</b>	8.77%	-2.15%					
<b>GR</b>	16.95%	-2.15%					
<b>IE</b>	20.91%	-2.15%					
<b>IT</b>	9.96%	-2.15%					
<b>LI</b>	6.46%	-2.15%			Weighted average:	6.15%	
<b>LU</b>	17.94%	-2.15%			Eurozone inflation spread	8.60%	
<b>NL</b>	7.94%	-2.15%			Affordability	0.20%	
<b>PT</b>	17.84%	-2.15%				8.80%	
<b>SE</b>	11.44%	-2.15%					
<b>SK</b>	2.70%	-2.15%					
<b>BG</b>	17.58%	-2.15%			% reduction/increase of each scale's adjustment		-37.95%

28. This shows a severe lack of consistency in the application of the regulations.
29. When we questioned the administration on why these two different methods were chosen, they did not deny the difference and confirmed that when the cap exceeded the underlying methodology one method would be used, and when the underlying methodology exceeded the cap another method would be used.
30. We also indicated that such an approach was problematic since as the two methods do not converge as the cap reaches the same value as the underlying methodology for the adjustments of the individual places of the employment and a discontinuity would arise at the point the cap reached the

underlying methodology. Again, the administration did not deny this conclusion and did not provide any explanation as to why this was an acceptable outcome.

### ***Purchasing power parities are not respected after the uplift***

31. Back in 2020, the Office explained to the Council the use of the pool as follows<sup>3</sup>:

*“Rather than having duty-station-specific carry-forward pools, there will only be one cross-Office ledger. **This centralised redistribution pool will serve as a reference point for all locations and maintains the purchasing power parity among sites.**”*  
(emphasis added)

32. In line with this explanation, the use of the pool made in 2022 to uplift the scales maintained the purchasing power parity among sites as *“[t]he uplift means that the salary scales on 1 January 2023 will be equivalent to those that would have resulted from the underlying methodology”*<sup>4</sup>

33. In the “review report on the salary adjustment method”<sup>5</sup>, the Office explains as an example that a power of purchase parity of 1.125 for DE while Belgium is at 1 as country of reference means that for 1.000 EUR needed in Brussels, 1.125 EUR is needed in DE to purchase the same basket of goods and services.

34. However, this year the use of the pool does not uplift to scales in a way that maintains the purchasing power parity (PPP) among places of employment (PoE). This can be seen by comparing the ratio between the salary of G17(1) in a PoE and the salary of G17(1) in BE<sup>6</sup> with the value of the PPP<sup>7</sup>:

PoE	G17(1)	G17(1) PoE / G17(1) BE	PPP
BE	18.645,47		
DE	20.697,26	1,1101	1,1119
NL	20.992,47	1,1259	1,1255
AT	19.743,61	1,0589	1,0604

35. The figures show that the PPPs are not respected. This leads to **unequal treatment** among places of employment resulting from **the inconsistent and arbitrary interpretation** of the implementing rule.

### ***Arbitrariness of the results***

36. The “review report on the salary adjustment method”<sup>8</sup> provides a comparison of the applied results and the underlying methodology for the six-year period (red circles added):

<sup>3</sup> CA/19/20, par. 55

<sup>4</sup> CA/74/22, par. 57

<sup>5</sup> GCC/DOC 23/2025, par. 25

<sup>6</sup> GCC/DOC 18/2025, salary scales in Tables 1-4 at the end

<sup>7</sup> GCC/DOC 18/2025, Annex 3 Evolution of Purchasing power parity coefficients

<sup>8</sup> GCC/DOC 23/2025, par. 39, Table 9

**Table 9: Comparison of applied results and underlying methodology per country for the six-year period**

Application year	DE		NL		AT	
	Underlying method	Applied results	Underlying method	Applied results	Underlying method	Applied results
2021	3.8%	0.5%	3.8%	0.5%	2.7%	0.4%
2022 <sup>11</sup>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2023	8.3%	11.8%	5.6%	9.1%	10.2%	12.8%
2024	2.7%	2.7%	4.6%	4.6%	3.4%	3.4%
2025	5.0%	2.9%	4.2%	2.4%	0.6%	0.4%
2026	2.3%	1.2%	5.0%	3.7%	4.5%	1.6%
6-year average	3.7%	3.1%	3.8%	3.3%	3.5%	3.0%

Source: EPO

37. A comparison of the 2024 results (as of January 2025) and the 2025 results (as of January 2026) shows the arbitrariness of the adjustments:

2025 DE underlying result = 5% → applied result = 2.9%

2025 NL underlying result = 5% → applied adjustment = 3.7%

This raises the following question: Why does an identical 5% adjustment calculated by the underlying methodology produce such different applied results?

38. A comparison of the 6-year average shows a difference of 0.6% per year for DE (3.7 - 3.1%) but only 0.5% per year for NL (3.8 - 3.3%) and AT (3.5 – 3.0%).

Why was DE cut more than NL and AT compared to the underlying methodology?

39. This is yet another case of unequal treatment produced by the **arbitrariness of the results**. This deviation shows a **lack of predictability and foreseeability of the results**.
40. The table below compares the contribution added by each place of employment to the pool (calculated before application of the sustainability clause) in the 2024 results (for January 2025)<sup>9</sup> vs. what each place of employment has taken from the pool for the uplift in the 2025 results (for January 2026)<sup>10</sup>. The uncapped value 2026 corresponds to the scales as of January 2026 which would have been achieved with a six year application of the underlying methodology.<sup>11</sup>

<sup>9</sup> see Appendix 1, Aju125.xlsx → Capped adjustment

<sup>10</sup> see Appendix 2, Aju126.xlsx → Capped adjustment

<sup>11</sup> see Appendix 4, Aju126.xlsx → Uncapped scales comparison

				Taken from pool in 2026 for the uplift of salary scales
G17(1)	Calculated 2026	Uplifted 2026 using pool		
DE	€20.676	€20.697	- €21	DE takes less from pool
NL	€20.929	€20.992	- €63	
AT	€19.717	€19.744	- €27	
				Difference in 2026 applied result vs underlying methodology
	Uncapped 2026	Uplifted 2026 using pool		
DE	€21.349	€20.697	€652	DE has biggest loss compared to underlying methodology
NL	€21.610	€20.992	€618	
AT	€20.358	€19.744	€614	
				Added to the pool in 2025
	Calculated 2025	Capped 2025		
DE	€20.868	€20.449	€419	DE has biggest loss to the pool
NL	€20.587	€20.243	€344	
AT	€19.476	€19.426	€50	

41. As can be seen from the table, although DE contributed most to the pool in 2025 and has the biggest loss in 2026 compared to the underlying methodology (“Uncapped 2026”), DE gains the least from the pool.
42. This is yet additional evidence that the method for the **uplift of the salary scales “plus periodical settlement” was applied wrongly** and the implementation method chosen by the Office shows **arbitrariness of the outcome**.

***Incorrect application of Article 9(1) Impl. Rule Article 64 ServRegs***

43. The calculation of the capping on the overall growth in the basic salary mass defined in the sustainability clause (Article 9 of the Implementing Rule) is incorrect and too low. As the capping is expressed as “indexed to annual Eurozone inflation +0.2%”, it is to be interpreted as applying a multiplication factor of 1.002 to the inflation-indexed base 102.0, resulting in  $1.002 * 102.0 = 102.204$ . The Office, however, took the lower value of 102.200 as the limit for the overall growth in the basic salary mass resulting from the salary adjustment procedure described under Chapter II.

44. It should be noted that the applied sustainability cap of +2.200% is not simply the result of rounding off the third decimal place, but that an unfavourable method of calculation was used to determine the cap, namely the addition of two percentage values. If the intention of Article 9(1) of the Implementation Rule had been to simply add 0.2 to the indexed inflation, the wording would have been “0.2 percentage points above the Eurozone inflation”, “increased by 0.2 percentage points” or “increased by 20 bps” or similar, but not “indexed to annual Eurozone inflation +0.2%”.
45. The Codex using generally the term “percentage points” when it is explicitly not intended to refer to the standard multiplicative combination of a percentage value, see for example Article 3(5) of the Regulation for the Grant of Home Loans. Furthermore, typography is important when reading percentages. The convention is that a plus sign without space in front of a percentage is read as the sign of the number, not as an indication for addition. In the Codex, a space is placed before and after the plus sign for an addition, see for example section C of the Agreement between the President of the Office and the Branches of the Amicale. On the other hand, if there is no space between the plus sign and the percentage, a multiplication is meant. Annex V of the ServRegs as amended by decision CA/D 22/23 (Annex G) for example shows a plus sign in front of a percentage without a space between the plus sign and the percentage (“+3,58%”). The meaning here is that the rate at 1.1.2023 is adjusted by multiplication with a factor 1.0358 to obtain the rate at 1.1.2024. For example, the new rate for Chile is calculated as  $CLP\ 168\ 420 * 1.0358 = CLP\ 174\ 449$ .
46. In legal and economic contexts, the term “percentage points” is used, and the term “percentage” is also used. Both terms are deliberately distinguished from each other, and the values are typically denoted as “percentage points”, “percent points”, “points”, “pp”, “p.p.”, “pts” and “basis points [hundredths of one percentage point]”, “bps” on the one hand, and “percent”, “percentages”, “%” on the other hand. This distinction fosters legal predictability and unambiguity. However, the term “percentage points” is expressly not used in Article 9(1) of the Implementing Rule, nor is any of the other typical terms. Rather the term “+0.2%” is used belonging to the second group.
47. This shows that the Office incorrectly implemented Article 9(1) of the Implementing Rule and limited the overall growth in the basic salary mass resulting from the salary adjustment procedure described under Chapter II to +2.200% instead of applying the correct value of +2.204%. While the numerical difference appears minor in percentage terms, its cumulative financial impact over months and years of salary payments and its potential compounding effect in future adjustments must not be dismissed. The flawed implementation of Article 9(1) of the Implementing Rule led to an under-calculation of the basic salary mass limit, which in turn directly harms staff and pensioners through lower-than-foreseen remuneration. Accordingly, the Office’s calculation deviates from the method mandated by Article 9(1) of the Implementing Rule, rendering the applied capping inconsistent with the Implementing Rule.

### ***Incomprehensible implementation of Article 3 Impl. Rule Article 64 ServRegs***

48. Article 3(3) of the Implementing Rule foresees that the national remuneration data used for the calculations are those supplied by the national governments for the European Communities and the Co-ordinated Organisations. This data has not been provided to the GCC-SSPR. Instead, data provided by the International Service for Remunerations and Pensions was used. This is however foreseen for the purchasing power parity coefficients referred to in Article 4 of the Implementing Rule

(see Article 5(1) of the Implementing Rule), and not for the data used in Article 3(3) of the Implementing Rule.

49. As the data supplied by the national governments is not available to the GCC SSPR, it is impossible to understand, for example, why the underlying gross monthly salaries of central government officials in 2025 have not changed compared to 2024, but the net salaries have apparently changed. The necessary tables on compulsory social security contributions and the income tax levied by the central government authority could not be provided. A direct comparison with the national salary tables reveals discrepancies in the gross salaries used.
50. Accordingly, the Office's calculation deviates from the method mandated by Article 3 of the Implementing Rule, rendering the applied capping inconsistent with the Implementing Rule.
51. The fact that the staff representation was not given an opportunity to see the details behind the data is yet another evidence of **lack of transparency** of the method.

#### On the calculation of the periodical settlement

52. The present document is intended to explain the percentages arrived at in the salary adjustment procedure of this year. However, the periodical settlement percentages for the calculation of the lump-sum, one of the most controversial issues in this year's calculation are not explained at all.
53. The staff representation was given an oral presentation in the GCC-SSPR by Compensation and Benefits who explained the method they used to arrive at the percentages per site and per year. The presentation slides were provided to the staff representation after protest to Social Dialogue (**Annex 6**). In the end, the provided copy is redacted in such a way that it hides the explanations both on the calculations for this year's adjustment and the periodical settlement.
54. This is yet another evidence of **lack of transparency** of the method.
55. The section below discusses the oral explanations given.

#### ***Interpretation of Article 10(1) Impl. Rule Article 64 ServRegs for the calculation of the periodical settlement lump-sum***

56. Article 10(1) of Impl. Rule Article 64 ServRegs states that:

*“Any positive adjustment resulting from the application of Article 9 and carried forward after three annual salary adjustments will be paid out to employees as a lump sum in proportion to the basic salaries and allowances they received over the three-year period.”*

57. From this wording, it is clear that the “positive adjustment”, noting that the term “percentage” was not used, is to be interpreted as euro amounts that were not included in the salary scales of the previous years due to the capping.

58. Therefore, for each year, the euro amounts that were not included in the salary tables for each place of employment are the correct sums to be distributed to the staff as a compensation.

59. This interpretation was confirmed by the Advisory Group on Remuneration in 2022<sup>12</sup>:

*“The purpose of the redistribution pool is to compensate for the difference between the results coming from the underlying methodology and those which have been applied under the current methodology.”*

60. This would result in tables of euro amounts for the present 3-year period with period with different values for each place of employment and each year where the euro amounts are equal to the difference between the uncapped underlying methodology and the applied salary scales. Since the latter two quantities were equivalent in the first year, 2024, these euro amounts would be zero. For 2025 and 2026 these euro amounts can be easily calculated for each PoE.

61. Such a method would avoid any complex “re-basing” as introduced by the administration this year. This whole new concept of “**re-basing**” is **not defined or described anywhere** in the Impl. Rule Article 64 ServRegs and therefore **not approved by the Council and completely illegal**. One cannot just add a new concept to a defined methodology, especially when it has a material impact on the results.

62. The table below compares the uncapped values 2025<sup>13</sup> and 2026<sup>14</sup> of the underlying methodology (fifth and six applications) vs the applied results 2025<sup>15</sup> and 2026<sup>16</sup>:

G17(1) BE	Uncapped	Applied	Euro amounts
2025	€18.640,00	€18.053,40	€586,60
2026	€19.200,00	€18.645,47	€554,53
G17(1) DE	Uncapped	Applied	Euro amounts
2025	€20.868,00	€20.449,47	€418,53
2026	€21.349,00	€20.697,26	€651,74
G17(1) NL	Uncapped	Applied	Euro amounts
2025	€20.587,00	€20.243,22	€343,78
2026	€21.610,00	€20.992,47	€617,53
G17(1) AT	Uncapped	Applied	Euro amounts
2025	€19.476,00	€19.426,13	€49,87
2026	€20.358,00	€19.743,61	€614,39

<sup>12</sup> [CA/74/22](#) par. 55

<sup>13</sup> see Appendix 3, Aju125.xlsx → Uncapped scales comparison

<sup>14</sup> see Appendix 4, Aju126.xlsx → Uncapped scales comparison

<sup>15</sup> [CA/85/24](#), salary scales in Tables 1-4 at the end

<sup>16</sup> [GCC/DOC 18/2025](#), salary scales in Tables 1-4 at the end

63. However, the administration chose a completely different approach. They again used a proportional uplift with re-basing which brings to “maximum re-based scales for 2025 and 2026”. The latter are different and lower than the uncapped scales of the underlying methodology.
64. The table below compares the “maximum re-based scales 2025<sup>17</sup> and 2026<sup>18</sup>” as calculated by the Office vs the applied results 2025 and 2026:

<b>G17_1 BE</b>	<b>Max re-based</b>	<b>Applied</b>	<b>Euro amounts</b>
2025	€18.583,00	€18.053,40	€529,60
2026	€19.104,00	€18.645,47	€458,53
<b>G17_1 DE</b>	<b>Max re-based</b>	<b>Applied</b>	<b>Euro amounts</b>
2025	€20.827,00	€20.449,47	€377,53
2026	€20.889,00	€20.697,26	€191,74
<b>G17_1 NL</b>	<b>Max re-based</b>	<b>Applied</b>	<b>Euro amounts</b>
2025	€20.553,00	€20.243,22	€309,78
2026	€21.573,00	€20.992,47	€580,53
<b>G17_1 AT</b>	<b>Max re-based</b>	<b>Applied</b>	<b>Euro amounts</b>
2025	€19.471,00	€19.426,13	€44,87
2026	€19.990,00	€19.743,61	€246,39

65. As can be seen from the table, the Office has calculated lower euro amounts to be paid out to staff than it would be the case if what the Advisory Group on Remuneration said in 2022 were applied this year as well, namely that “[t]he purpose of the redistribution pool is to compensate for the difference between the results coming from the underlying methodology and those which have been applied under the current methodology”.

### ***Exclusion of pensioners from the redistribution pool***

66. The present document is silent about the fact that pensioners scales were also capped compared to the underlying methodology but the pensioners will however be deprived of any compensation with a periodical settlement lump-sum.
67. In internal appeals RI/2021/055-0038 and RI/2021/055-0089, the Appeals Committee (ApC) unanimously found that the periodical settlement clause under Article 10(1) Impl. Rule Article 64 ServRegs violates Article 33(2) (c) of the EPC and Article 36 of the OPenRegs.
68. This clause was eventually not applied to the Appellants in 2021. However, within its competence to issue recommendations on the basis of fairness and advisability, the ApC recommended that a

<sup>17</sup> see Appendix 5, Aju126.xlsx → Periodical settlement 2025

<sup>18</sup> see Appendix 6, Aju126.xlsx → Periodical settlement 2026

provision, which is in breach of higher-ranking law should not be part of a salary adjustment procedure.

69. Now, in 2025, the Office still has an opportunity to follow the recommendation and additionally pay the lump-sum to pensioners. The present document suggests that the Office does not intend to do so **and prefers to act arbitrarily by ignoring both the EPC and our internal justice system.**

### ***Advisory Group on Remuneration***

70. This year, the meeting with the Advisory Group on Remuneration (AGR) was again substandard.
71. Prior to this meeting, the staff representation had met with Compensation and Benefits department on 13 October from 13.30h to 16:30h to discuss the implementation of the salary adjustment procedure, where a set of slides was presented to us, including explanations of the calculations performed in relation to the adjustment percentages and to the periodical settlement percentages per year and per site.
72. The staff representation met with the AGR on 16 October from 10.00h to 11.30h.
73. The discussion with the AGR started on the calculation of the periodical settlement, since this was the aspect of the salary adjustment procedure covered by the least detailed regulations and for which we had the most questions regarding the Offices calculations.
74. We asked the AGR to explain how the periodical settlement was calculated. The answer was incomplete, imprecise and showed either a fundamental lack of understanding of the wrong interpretation chosen by the Office or a symptom of discomfort when considering that this interpretation was inconsistent with the implementation made in 2022.
75. Later in the meeting, on many occasions, the questions asked by the staff representation of the AGR were interrupted by the Compensation and Benefits team, who strove to provide answers before the AGR could do so.

### **Conclusion**

76. The Tribunal's jurisprudence (see [Judgment 1821](#)) states that an International Organisation is free to choose a methodology, system or standard of reference for determining salary adjustments for its staff provided that it meets all other principles of international civil service law. In particular, the chosen methodology must ensure that the results are objective, stable, foreseeable and clearly understood.
77. As explained above, the results of the sixth year of application the EPO salary adjustment procedure in 2020 ([CA/19/20](#) and [CA/D 4/20](#)) show that the chosen methodology lacks transparency, is arbitrary, is not foreseeable and cannot be clearly understood.
78. Further, as also explained, the method has not even been applied in a consistent manner throughout the time it has been in force, despite that being a meagre six times.

79. Both the method itself, and the incorrect application have led to extensive litigation by the staff, which was unprecedented in scale when compared to before 2019.
80. It is high time that the EPO realizes that PD4.3 has not been in a position to produce a procedure that meets the standards of the Tribunal. The departure from this unit since 2020 of several experts in salary adjustments of International Organisations is a symptom of difficulties met in this unit. It also puts at risk the review of the salary adjustment procedure and the design of a new method in 2026.

The CSC members in the GCC

## Appendix 1

Aju125.xlsx → Capped adjustment

### Salary adjustment on 1 July 2025

**Catherine Holland-Crabtree:**

These values are the maximum possible up to **either** the uncapped salary **or** the sustainability cap, taking the lower of the two.  
**Final adjustment indices** to be used in calculations

Application on the salary step A7-1:

**COMPARED WITH PREVIOUS YEAR'S ADJUSTMENT**

W:\GEHALT\Sal23\[Aju124.xlsx]

Location	Jan-24	Jan-25	Rise	Rise in %	Parity coef	reduced adjustment	final adjustment amount 2025	second phase adjustment
Brussels/Lux.	17237,27	18640,45	1,081404	8,14%		4,73%	18.053	4,73%
AT	19357	19476	1,0061	0,61%	1,0448	0,35%	19.426	0,35%
CH	27642	28539	1,032444	3,24%	1,531	0,00%	28.614	0,00%
CY*	14216	14668	1,031813	3,18%	0,7869	1,77%	14.487	1,77%
DE (Munich)	19868	20868	1,050348	5,03%	1,1195	2,93%	20.449	2,93%
DK	167788	178948	1,066513	6,65%	9,6	2,41%	175.964	2,41%
ES	16303	17036	1,044941	4,49%	0,91391	0,88%	16.929	0,88%
FI	20431	20704	1,013343	1,33%	1,1107	0,78%	20.590	0,78%
FR	20545	21099	1,026967	2,70%	1,1319	1,57%	20.867	1,57%
MC	20545	21099	1,026967	2,70%	1,1319	1,57%	20.867	1,57%
GB (Reading)	16088	16826	1,045872	4,59%	0,90268	2,67%	16.518	2,67%
GR	15428	15867	1,028494	2,85%	0,85122	1,66%	15.683	1,66%
IE	24006	24126	1,004998	0,50%	1,2943	0,29%	24.076	0,29%
IT	16758	16156	0,964078	-3,59%	0,86674	0,00%	16.758	0,00%
LI	27642	28539	1,032445	3,24%	1,531	0,00%	28.614	0,00%
LU	21203	22041	1,03953	3,95%	1,18242	2,30%	21.690	2,30%
NL (The Hague)	19766	20587	1,041512	4,15%	1,1044	2,41%	20.243	2,41%

## Appendix 2

Aju126.xlsx → Capped adjustment

Salary adjustment on 1 July 2026								
Application on the salary step A7-1:								
COMPARED WITH PREVIOUS YEAR'S ADJUSTMENT						W:\GEHALT\Sal24\[Aju125.xlsx]		
Location	Jan-25	Jan-26	Rise	Rise in %	Parity coef	reduced adjustment	final adjustment amount 2026	second phase adjustment
Brussels/Lux.	18053,39	18595,51	1,030029	3,00%		3,28%	18.645	3,28%
AT	19476	19717	1,012389	1,24%	1,0603	1,63%	19.744	1,63%
CH	28539	28076	0,983776	-1,62%	1,5098	0,00%	28.614	0,00%
CY*	14668	14611	0,996093	-0,39%	0,78572	0,93%	14.622	0,93%
DE (Munich)	20868	20676	0,990817	-0,92%	1,1119	1,21%	20.697	1,21%
DK	178948	180098	1,006426	0,64%	9,685	2,57%	180.479	2,57%
ES	17036	17059	1,001388	0,14%	0,91739	0,84%	17.071	0,84%
FI	20704	20531	0,991661	-0,83%	1,1041	0,00%	20.590	0,00%
FR	21099	20991	0,994857	-0,51%	1,1288	0,65%	21.002	0,65%
MC	21099	20991	0,994857	-0,51%	1,1288	0,65%	21.002	0,65%
GB (Reading)	16826	16968	1,008439	0,84%	0,9125	2,98%	17.010	2,98%
GR	15867	16078	1,013294	1,33%	0,86462	2,75%	16.114	2,75%
IE	24126	24133	1,000287	0,03%	1,2978	0,26%	24.139	0,26%
IT	16156	16130	0,998349	-0,17%	0,8674	0,00%	16.758	0,00%
LI	28539	28076	0,983775	-1,62%	1,5098	0,00%	28.614	0,00%
LU	22041	22140	1,004516	0,45%	1,19063	2,27%	22.182	2,27%
NL (The Hague)	20587	20929	1,016649	1,66%	1,1255	3,70%	20.992	3,70%

### Appendix 3

Aju125.xlsx → Uncapped scales comparison

<b>Salary adjustment on 1 January 2025</b>					
Application on the salary step G17-1:					W:\GEHALT\Sal23\[Aju124.xlsx]
<b>COMPARED WITH PREVIOUS YEAR'S ADJUSTMENT</b>					
Location	Jan-24	Jan-25	Rise	Rise in %	Parity coeff.
Brussels/Lux.	17237	18640	1,081404	8,14%	
AT	19357	19476	1,0061	0,61%	1,0448
CH	27642	28539	1,032445	3,24%	1,531
CY*	14216	14668	1,031813	3,18%	0,7869
DE (Munich)	19868	20868	1,050348	5,03%	1,1195
DK	167788	178948	1,066514	6,65%	9,6
ES	16303	17036	1,044941	4,49%	0,91391
FI	20431	20704	1,013343	1,33%	1,1107
FR	20545	21099	1,026967	2,70%	1,1319
MC	20545	21099	1,026967	2,70%	1,1319
GB (Reading)	16088	16826	1,045869	4,59%	0,90268
GR	15428	15867	1,028494	2,85%	0,85122
IE	24006	24126	1,004998	0,50%	1,2943
IT	16758	16156	0,964078	-3,59%	0,86674
LI	27642	28539	1,032445	3,24%	1,531
LU	21203	22041	1,03953	3,95%	1,18242

## Appendix 4

Aju126.xlsx → Uncapped scales comparison

<b>Salary adjustment on 1 January 2026</b>					
Application on the salary step G17-1:					W:\GEHALT\Sal24\Aju125.xlsx]
<b>COMPARED WITH PREVIOUS YEAR'S ADJUSTMENT</b>					
Location	Jan-25	Jan-26	Rise	Rise in %	Parity coeff.
Brussels/Lux.	18640	19200	1,030029	3,00%	
AT	19476	20358	1,04531	4,53%	1,0603
CH	28539	28988	1,015766	1,58%	1,5098
CY*	14668	15086	1,028484	2,85%	0,78572
DE (Munich)	20868	21349	1,023036	2,30%	1,1119
DK	178948	185954	1,039149	3,91%	9,685
ES	17036	17614	1,033951	3,40%	0,91739
FI	20704	21199	1,023908	2,39%	1,1041
FR	21099	21673	1,027208	2,72%	1,1288
MC	21099	21673	1,027208	2,72%	1,1288
GB (Reading)	16826	17520	1,041234	4,12%	0,9125
GR	15867	16601	1,046244	4,62%	0,86462
IE	24126	24918	1,032814	3,28%	1,2978
IT	16156	16654	1,030813	3,08%	0,8674
LI	28539	28988	1,015766	1,58%	1,5098
LU	22041	22860	1,037181	3,72%	1,19063
NL (The Hague)	20587	21610	1,049708	4,97%	1,1255

## Appendix 5

Aju126.xlsx → Periodical settlement 2025

Periodical settlement 2025										
Underlying method		Salary scales 2025					Periodical settlement			
Salary scale 2024	Rise in % 2025	Final increase in adjustment	final adjustment amount 2026	second phase adjustment	check	difference check	Increase up to max amounts	Max EUR amounts	Periodical settlement payout for 2025 (amounts on G17/1)	Location
17237	8,14%	4,73%	18.053	4,73%	18.053	0	7,81%	18.583	2,93%	BE
							EUR amounts periodical set.		529	
19357	0,61%	0,35%	19.426	0,35%	19.426	0	0,58%	19.471	0,23%	AT
							EUR amounts periodical set.		45	
19868	5,03%	2,93%	20.449	2,93%	20.449	0	4,83%	20.827	1,85%	DE
							EUR amounts periodical set.		377	
19766	4,15%	2,41%	20.243	2,41%	20.243	0	3,98%	20.553	1,53%	NL
							EUR amounts periodical set.		310	
						0	Weighted average		1,71%	

## Appendix 6

Aju126.xlsx → Periodical settlement 2026

Periodical settlement 2026										
Underlying method		Salary scales 2026					Periodical settlement			
Salary scale 2025	Rise in % 2026	Final increase in adjustment	final adjustment amount 2026	second phase adjustment	check	difference check	Increase up to max amounts	Max EUR amounts	settlement payout for 2026 (amounts on)	Location
18053	3,00%	3,28%	18.645	3,28%	18.645	0	5,82%	19.104	2,46%	BE
							EUR amounts	periodical set.	459	
19426	1,50%	1,63%	19.744	1,63%	19.744	0	2,90%	19.990	1,25%	AT
							EUR amounts	periodical set.	246	
20449	1,11%	1,21%	20.697	1,21%	20.697	0	2,15%	20.889	0,93%	DE
							EUR amounts	periodical set.	192	
20243	3,39%	3,70%	20.992	3,70%	20.992	0	6,57%	21.573	2,77%	NL
							EUR amounts	periodical set.	581	
						0		Weighted average	1,66%	

---

<b>Subject:</b>	Annual meeting GCC SSPR about the salary adjustment 2025- EPO/ISRP/Staff representatives
<b>Location:</b>	Microsoft Teams Meeting
<b>Start:</b>	Mon 13-10-2025 09:30
<b>End:</b>	Mon 13-10-2025 11:30
<b>Show Time As:</b>	Tentative
<b>Recurrence:</b>	(none)
<b>Meeting Status:</b>	Tentatively accepted
<b>Organizer:</b>	Compensation and Benefits
<b>Required Attendees:</b>	Compensation and Benefits; Thomas Franchitti; Derek Kelly; Fausto Ciotta; Rhiannon Mitchell-Thomas; Imanol Cominges; Michael Sampels
<b>Optional Attendees:</b>	Social Dialogue; Konstantinos Kortsaris; Maria Arranz Gomez

Dear members of the Sub-committee of the GCC on SSPR,

You are hereby invited to a meeting of the sub-committee of the GCC on Social Security, Pensions and Remuneration (GCC SSPR) together with ISRP to discuss the indices used in this year's salary adjustment procedure.

We would be grateful if you could confirm your attendance to this meeting. If you are not able to participate, please indicate which alternate will deputize you.

Thank you.

Best regards / Mit freundlichen Grüßen / Sincères salutations

Dir. 431 Compensation & Benefits

---

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<b>Subject:</b>	Meeting of the sub-committee of the GCC on SSPR about the salary adjustment 2026
<b>Location:</b>	Microsoft Teams Meeting
<b>Start:</b>	Mon 13-10-2025 13:30
<b>End:</b>	Mon 13-10-2025 16:30
<b>Recurrence:</b>	(none)
<b>Meeting Status:</b>	Accepted
<b>Organizer:</b>	Compensation and Benefits
<b>Required Attendees:</b>	Compensation and Benefits; Elodie Bergot; Jean-François Vaccaro; Spela Hrovatic; Henry-Miles van der Heyden; Duarte Nuno Semedo Leite; Irene Domínguez; Sebastian Kluth; Edoardo D'Attilia; Thomas Franchitti; Derek Kelly; Fausto Ciotta; Rhiannon Mitchell-Thomas; Imanol Cominges; Michael Sampels
<b>Optional Attendees:</b>	Social Dialogue; Konstantinos Kortsaris; Maria Arranz Gomez

Dear colleagues,  
Dear members of the Sub-committee of the GCC on SSPR,

You are hereby invited to the annual meeting of the sub-committee of the GCC on Social Security, Pensions and Remuneration (SSPR) to discuss the technical aspects of the salary adjustment procedure 2026.

We would be grateful if you could confirm your attendance to this meeting. If you are not able to participate, please indicate which alternate will deputize you.

A draft agenda will follow ahead of the meeting and documents will be available on the Gehalt drive, as usual, closer to the time.

Thank you.

Best regards / Mit freundlichen Grüßen / Sincères salutations

Dir. 431 Compensation & Benefits

---

**Microsoft Teams** [Need help?](#)

**[Join the meeting now](#)**

Meeting ID: 324 743 773 544 4

Passcode: m962Tg3F

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Phone conference ID: 446 806 636#

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**Subject:** Meeting of the Advisory Group on Remuneration - VICO with Staff Representatives  
**Location:** Teams meeting

**Start:** Thu 16-10-2025 10:00  
**End:** Thu 16-10-2025 11:30  
**Show Time As:** Tentative

**Recurrence:** (none)

**Meeting Status:** Tentatively accepted

**Organizer:** Compensation and Benefits  
**Required Attendees:** Compensation and Benefits; Thomas Franchitti; Derek Kelly; Fausto Ciotta; Rhiannon Mitchell-Thomas; Imanol Cominges; Michael Sampels  
**Optional Attendees:** Social Dialogue; Konstantinos Kortsaris; Maria Arranz Gomez

Dear participants,

You are kindly invited to the next meeting of the Advisory Group on Remuneration with Staff representatives.

It will be held on:

- Thursday 16 October 2025 from 10:00 – 11:30 hrs.

We would be grateful if you could confirm your attendance to this meeting. If you are not able to participate, please indicate which alternate will deputize you.

Thank you.

Best regards / Mit freundlichen Grüßen / Sincères salutations

Dir. 431 Compensation & Benefits

---

**Microsoft Teams** [Need help?](#)

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Meeting ID: 337 384 040 618 2

Passcode: zn2xB2oi

**Sent:** Compensation and Benefits  
02 October 2025 16:21  
**To:** Thomas Franchitti; Derek Kelly; Fausto Ciotta; Rhiannon Mitchell-Thomas; Imanol Cominges; Michael Sampels  
**Cc:** Elodie Bergot; Jean-François Vaccaro; Henry-Miles van der Heyden  
**Subject:** Supporting documents for the GCC SSPR on salary adjustment

Dear members of the Sub-committee of the GCC on SSPR,

For your information, you can now find the supporting documents for the annual meeting GCC SSPR about the salary adjustment on the 13<sup>th</sup> of October uploaded on Gehalt.

Best regards / Mit freundlichen Grüßen / Sincères salutations

Dir. 431 Compensation & Benefits

---

**From:** Rhiannon Mitchell-Thomas  
**Sent:** 13 October 2025 16:22  
**To:** Compensation and Benefits  
**Cc:** Thomas Franchitti; Fausto Ciotta; Michael Sampels; Derek Kelly; Imanol Cominges  
**Subject:** Slides from todays meeting

Dear colleagues,

Could you please send us the slides that were presented to us in the meeting of this afternoon?

Thank you,

Rhiannon

---

**From:** Rhiannon Mitchell-Thomas  
**Sent:** 16 October 2025 11:55  
**To:** Social Dialogue  
**Cc:** Thomas Franchitti; Michael Sampels; Derek Kelly; Fausto Ciotta; Imanol Cominges  
**Subject:** FW: Slides from todays meeting

Dear Social Dialogue Team,

We have requested slides that were presented to us during a meeting with compensation and benefits on Monday 13-10-2025 in the email below, and we reiterated the request in a meeting with the same team today on 16-10-2025. We were told by PD43 that they refuse to send us the slides of the meeting, with the argument that we have access to the spreadsheets.

We protest about this seemingly unfounded refusal, since the slides additionally comprise important and necessary explanations and comments on the calculations performed. We further express our discontent regarding substandard social dialogue on this important topic of the salary adjustment procedure. As such, please consider this as a formal request to provide us with the slides mentioned.

Regards,

Rhiannon Mitchell-Thomas  
On behalf of the Staff Representation members in the GCC-SSPR working group

---

**From:** Rhiannon Mitchell-Thomas  
**Sent:** 13 October 2025 16:22  
**To:** Compensation and Benefits <compensationandbenefits@epo.org>  
**Cc:** Thomas Franchitti <tfranchitti@epo.org>; Fausto Ciotta <ficiotta@epo.org>; Michael Sampels <msampels@epo.org>; Derek Kelly <dkelly@epo.org>; Imanol Cominges <icominges@epo.org>  
**Subject:** Slides from todays meeting

Dear colleagues,

Could you please send us the slides that were presented to us in the meeting of this afternoon?

Thank you,

Rhiannon



# **SALARY ADJUSTMENT PROCEDURE – METHODOLOGY AND RESULTS**

---

D431 COMPENSATION & BENEFITS | 07.10.2025

# AGENDA

- I. Overview of the methodology**
- II. Results of the previous year's salary adjustment**
- IV. Calculation of the results for 1 January 2026**
- V. Periodical settlement**
- VI. Overview of all results for 1 January 2026**

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# I. OVERVIEW OF THE METHODOLOGY

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## A. THE UNDERLYING METHODOLOGY



## B. THE SUSTAINABILITY CLAUSE & REMAINDER

### Modalities of the sustainability clause & the carried forward remainder

- Increase of the salary mass (weighted average of salary adjustments of 4 places of employment) is limited **up to the yearly cap of Eurozone inflation + 0.2% spread**
- Possibility to carry forward the yearly adjustments amounts in excess on following year(s)

### Usage of the carried forward remainder

- Primary: **To increase the salary scales via use of carry-over** up to Eurozone inflation +0.2% spread
- Secondary: For **Periodical Settlements** after three years, if any remaining positive adjustment left to be paid out in cash

## C. EXCEPTION CLAUSE

- A clause that affects the application of the scales **not the calculation itself**
- If there was a decrease in GDP of the Contracting States the previous year and the result of the salary adjustment calculation is positive, **the adjustment shall be delayed:**
  - **Change in GDP between -1% to -3%** → payment of the salary adjustment is delayed to 1 October
  - **Change in GDP below -3%** → the salary adjustment is suspended and increase of salary scales applies (for the future) only when the GDP has recovered. This was the situation in 2021

## D. NOMINAL GUARANTEE

- A clause that affects the application of the scales **not the calculation itself**
- If the calculated scale is lower than the scale in use, the new scale will **not** be applied
- The lower calculated scales are used as the **basis for the subsequent year's adjustment**

**Objective**



**Provide certainty to staff by not reducing the salary scales**



## **II. PREVIOUS YEAR'S SALARY ADJUSTMENT**

---

## RESULTS OF SALARY ADJUSTMENT FOR 2025

<b>Calculated results</b> At the end of 2024 (weighted average)	4.64%
<b>Salary adjustment</b> as of 01-01-2025 (Eurozone +0.2% spread)	2.70%
<b>Remainder calculated</b> At the end of 2024	1.94%

### WHY ARE WE RE-BASING THE REMAINDER LEFT FROM 2025 ADJUSTMENT?

- The 1.94% is based on the salary mass of 2024;
- To determine the equivalent percentage on a 2025 basis, we need to re-base the 1.94% remainder using the adjustment in salaries for 2025 (i.e 2.7%);

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## REMAINDER CALCULATED AT THE END OF 2024 RE-BASED TO 2025

Remainder calculated at the end of 2024	/	(1 + salary adjustment 2025)	=	Remainder rebased to 2025
1.94%	/	(1 + 2.70%)	=	1.89%
Applied on <b>salary mass of 2024</b>				Equivalent percentage available for salary adjustment of 2026

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## **IV. CALCULATION OF RESULTS FOR 1 JANUARY 2026**

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RESULTS OF CALCULATED SALARY ADJUSTMENT FOR 2026 (ART. 2 – 4) <sup>epo.org</sup>

Growth factors calculated at 1 July 2025			Calculated salary adjustment for 2026 per site	
BE HICP	2.9%	→	BE	3.00%
Specific Indicator	0.1%		DE	1.11%
PPP DE*	-0.7%		NL	3.39%
PPP AT	1.5%		AT	1.50%
PPP NL	1.9%			

\*PPP DE on 1 July 2024 was 1,1195 and PPP DE on 1 July 2025 was 1,1190. The evolution to 1 July 2025 was -0.7%.

## SUSTAINABILITY CLAUSE 2026 (ART.9(1))

	Calculated salary adjustment 2026 per site
BE	3.00%
DE	1.11%
NL	3.39%
AT	1.50%
Weighted average	2.01%
Eurozone inflation + 0.2% spread	2.20%



**Possibility to increase 2026 scales up to the cap**

**+ 0.19%**

**Article 9<sup>2</sup>  
Sustainability clause**

(1) The overall growth in the basic salary mass resulting from the salary adjustment procedure described under Chapter II shall be limited to that indexed to annual Eurozone inflation +0.2% as at 1 July of the calculation year. To that end, the growth in the basic salary mass is calculated by reference to the increase by site, weighted to reflect the distribution of employees per site as at 1 July of the calculation year.

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## SUSTAINABILITY CLAUSE 2026 AND PARTIAL USAGE OF THE REMAINDER REBASED TO 2025

	Calculated salary adjustment 2026	Adjustment factor (up to Eurozone inflation +0.2%)	Calculated salary adjustment 2026 up to limit	EUR end scales (G17/1)
BE	3.00%	109,22%	3.28%	EUR 18.645
DE	1.11%		1.21%	EUR 20.697
NL	3.39%		3.70%	EUR 20.993
AT	1.50%		1.63%	EUR 19.744
Weighted average	<b>2.01%</b>			<b>2.20%</b>

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(4) If the weighted increase is lower than the limit, any remainder of the previous annual adjustment resulting from the calculated adjustment and the limit set out in paragraph 1 shall be included in the current adjustment up to the limit.

Partial usage of the remainder rebased to 2025 (1.89%)

+ 0.19%





# REMAINDER AND TREATMENT OF PERIODICAL SETTLEMENT

---

## PERIODICAL SETTLEMENT - IMPLEMENTING RULES ART. 10

(1) Any positive adjustment resulting from the application of Article 9 and carried forward after three annual salary adjustments will be paid out to employees as a lump sum in proportion to the basic salaries and allowances they received over the three-year period.

- I. Periodical settlement **compensates for previous positive adjustment in excess and not used to increase the scales in years that were not paid and not used to increase the scales** carried forward after 3 years;
- II. The remainder in salary adjustment of 2023, which was **not used** to increase the salary scales up to the limit in salary adjustment of 2026, will be paid out as a lump sum for year 2025 and year 2026. No payment for 2024 as on this year, the adjustment was paid in full and no carry forward was registered.

## UNUSED REMAINING POSITIVE ADJUSTMENT

- **0.19%** from the remainder for 2025 was used to raise the 2026 adjustment up to the limit
- The remainder for 2025 is therefore reduced **from 1.89% to 1.71% (1.89% - 0.19%)**
- All percentages are applied on the salary mass of 2025

Remainder for 2025 (on salary mass 2025)	1.89%
Partial use of the remainder for 2025 to increase the salary scales in 2026 up to the limit	0.19%
Unused remainder for 2025 (on salary mass 2025)	1.71%*

\*The figures might not add to the sum due to the rounding effects

## METHOD TO DERIVE PERIODICAL SETTLEMENT PER COUNTRY

1. **Establish maximum scales** for each salary adjustment year (2025 and 2026):
  1. applying the unused remainder calculated at end of year 2025 (1.71%), and
  2. applying the rebased unused remainder at end of year 2024.
2. **Compare maximum scales vs. applied salary scales** to determine the periodical settlement amounts per country;
3. **Periodical settlement:** the unused remainder is paid out as a lump sum, proportionate to paid salaries and allowances in 2025 and in 2026.

## MAXIMUM SALARY SCALE 2026

Outcome 2026 max results

- This maximum scale is made of two elements:
  - The 2026 salary adjustment: weighted average of **2.20%**
  - The unused remainder for 2025: weighted average of **1.71%**

	Salary adjustment 2026 (a)	Periodical settlement factor up to maximum results (b/a)	Percentages increased at 3.91% (b)	EUR Scales increased up to maximum scale 2026 (G17-01)
BE	3.28%	<b>178%</b>	5.82%	EUR 19.104
DE	1.21%		2.15%	EUR 20.889
NL	3.70%		6.57%	EUR 21.573
AT	1.63%		2.90%	EUR 19.990
Weighted average	<b>2.20%</b>		<b>3.91%</b>	

▶ The weighted average of the maximum limit is  $2.20\% + 1.71\% = \mathbf{3.91\%}$

## 2026 PERIODICAL SETTLEMENT BY DUTY STATION: FROM EUR AMOUNTS TO PERCENTAGES

- The ratio between the maximum scale and the salary scales to be in force in 2026 result in the percentage to be paid out in periodical settlement for 2026
- These percentages will be applied to the salary mass of 2026**

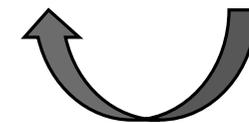
	EUR scales to be in force in 2026 (a)	EUR Scales increased up to maximum 2026 (b)	Percentage to be paid out as periodical settlement (b/a -1) based on 2026 salaries
BE	EUR 18.645	EUR 19.104	2.46%
DE	EUR 20.697	EUR 20.889	0.93%
NL	EUR 20.993	EUR 21.573	2.77%
AT	EUR 19.744	EUR 19.990	1.25%
Weighted average			<b>1.66%</b>

\*The figures are rounded to two decimals.

## REBASE THE UNUSED REMAINDER AT END OF YEAR 2024

- 0.19% was used for the purpose of increasing the salary scales, leaving **1.71%** as an unused part of the remainder for **2025**
- The unused remainder for 2025 (1.71%) applied on salary mass of 2025 needs to be rebased to salary mass of **2024** which results in **1.75%**

As percentage of salary mass	2024	2025
Remainder	1.94%	1.89%
Partial use of the remainder for 2025 to increase the salary scales in 2026 up to the limit		0.19%*
Unused remainder	1.75%	1.71%



$\times (1+2.7\%)$

\*The figures are rounded to two decimals. For 2025 it is 0.186%.

## MAXIMUM SALARY SCALE 2025

- This maximum scale is made up of two elements:
  - The 2025 salary adjustment: weighted average of **2.70%**
  - The unused remainder from 2025 rebased on 2024 scales : weighted average of **1.75%**

	Salary adjustment 2025 (a)	Periodical settlement factor up to maximum results (b/a)	Percentages increased at 4.45% (b)	EUR Scales increased up to maximum 2025 (G17-01)
BE	4.73%	<b>165% (4.45%/2.70%)</b>	7.81%	EUR 18.583
DE	2.93%		4.83%	EUR 20.827
NL	2.41%		3.98%	EUR 20.553
AT	0.35%		0.58%	EUR 19.471
Weighted average	<b>2.70%</b>		<b>4.45%</b>	

▶ The weighted average of the maximum limit is  $2.70\% + 1.75\% = \mathbf{4.45\%}$

## 2025 PERIODICAL SETTLEMENT BY DUTY STATION: FROM EUR AMOUNTS TO PERCENTAGES

- The ratio between the maximum scale and the salary scales in force in 2025 results in the percentage to be paid out in periodical settlement for 2025
- **These percentages will be applied to the salary mass of 2025**

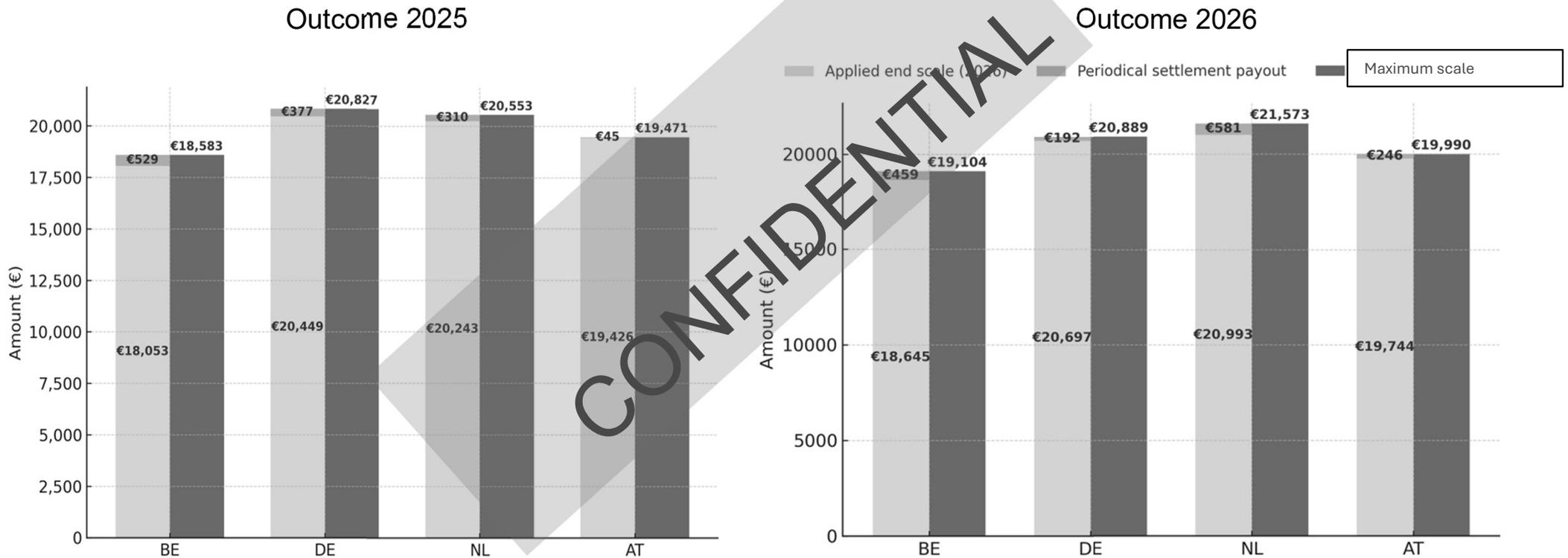
	EUR scales in force in 2025 (a)	EUR Scales increased up to maximum 2025 (b)	Percentage to be paid out as periodical settlement (b/a -1) based on 2025 salaries
BE	EUR 18.053	EUR 18.583	2.93%
DE	EUR 20.449	EUR 20.827	1.85%
NL	EUR 20.243	EUR 20.553	1.53%
AT	EUR 19.426	EUR 19.471	0.23%
Weighted average			1.71%

*\*The figures are rounded to two decimals.*

## 2025 & 2026 PERIODICAL SETTLEMENT (G17/1)

	2025 periodical settlement based on 2025 salaries	EUR amounts 2025 (G17/1)	2026 periodical settlement based on 2026 salaries	EUR amounts 2026 (G17/1)
BE	2.93%	EUR 529	2.46%	EUR 459
DE	1.85%	EUR 377	0.93%	EUR 192
NL	1.53%	EUR 310	2.77%	EUR 581
AT	0.23%	EUR 45	1.25%	EUR 246
Weighted average	1.71%		1.66%	

# APPLICATION OF END SCALES AND PAYMENT OF PERIODICAL SETTLEMENT FOR 2025 AND 2026



Observation: The periodical settlement payout added to the applied end scale equals to the maximum scale



# OVERVIEW OF RESULTS FOR 1 JANUARY 2026

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## 2025 & 2026 PERIODICAL SETTLEMENT (G17/1)

	Percentage increases in salary scales as at 1 January 2026	2025 periodical settlement based on 2025 salaries	2026 periodical settlement based on 2026 salaries
BE	3.28%	2.93%	2.46%
DE	1.21%	1.85%	0.93%
NL	3.70%	1.53%	2.77%
AT	1.63%	0.23%	1.25%
Weighted average	2.20%	1.71%	1.66%

## ALLOWANCES

Adjusted with the salary adjustment percentage of a country	Adjusted with the arithmetic average of DE, NL, AT
DE = 1.21% NL = 3.70% AT = 1.63% BE = 3.28%	Arithmetic average = 2.18%
Dependants allowance, Birth Grant, Language allowance, Young Professional's allowance etc.	Education allowance, Young child allowance, Daily subsistence allowance, KM allowance

## EXCEPTION CLAUSE

- For 2024, the annual evolution of the GDP of EPC contracting states was calculated at +1.2% in real terms.
- Therefore, the exception clause will not apply and will have no impact on the results of the salary adjustment procedure in 2026.

## NOMINAL GUARANTEE

- The nominal guarantee will apply to the salary scales for Switzerland, Italy and Finland, which are used to pay 48 EPO pensioners.

CONFIDENTIAL



50<sup>years</sup>

**THANK YOU!**

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## BELGIUM SALARY SCALE 1 JANUARY 2026

BELGIUM / BELGIEN / BELGIQUE						
01-01-2026						
Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	18 645,47	18 943,24	<b>19 241,01</b>			297,77
16	17 406,03	17 719,94	18 033,85	<b>18 341,76</b>		313,91
15	16 144,86	16 460,65	16 775,44	<b>17 092,23</b>		315,79
14	14 881,89	15 197,66	15 513,41	15 829,20		315,77
13	13 318,84	13 634,67	13 949,50	14 254,33	<b>14 566,16</b>	311,83
12	11 813,73	12 119,71	12 410,49	12 708,87	13 007,25	298,38
11	10 390,94	10 682,04	10 953,14	11 234,24	11 515,34	281,10
10	9 028,22	9 298,62	9 569,03	9 839,44	<b>10 109,85</b>	270,41
9	8 046,28	8 224,21	8 402,14	8 580,07	<b>8 758,00</b>	177,93
8	7 156,79	7 334,70	7 512,61	7 690,52	7 868,43	177,91
7	<b>6 375,07</b>	6 526,02	6 676,97	6 827,92	6 978,87	150,95
6	5 797,18	5 903,92	6 010,66	6 117,40	6 224,14	106,74
5	5 263,48	5 370,22	5 476,96	5 583,70	5 690,44	106,74
4	4 745,51	4 848,31	4 951,11	<b>5 053,91</b>	5 156,71	102,80
3	4 231,63	4 334,43	4 437,23	4 540,03	4 642,83	102,80
2	3 722,33	3 823,95	3 925,57	4 027,19	4 128,81	101,62
1	3 333,32	3 405,16	3 477,00	<b>3 548,84</b>	3 620,68	71,84

## GERMANY SALARY SCALE 1 JANUARY 2026

GERMANY / DEUTSCHLAND / ALLEMAGNE

01-01-2026

Currency / Währung / Monnaie: EUR

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	20 697,26	21 027,80	<b>21 358,34</b>			330,54
16	19 321,43	19 669,89	20 018,45	<b>20 366,81</b>		348,46
15	17 921,50	18 272,04	18 623,58	<b>18 973,12</b>		350,54
14	16 519,55	16 870,06	17 220,57	17 571,08		350,51
13	14 784,50	15 136,53	15 487,76	15 822,89	<b>16 169,02</b>	346,13
12	13 113,76	13 441,93	13 776,22	14 107,45	14 438,68	331,23
11	11 534,36	11 846,43	12 158,46	12 470,50	12 782,54	312,04
10	10 021,71	10 321,88	10 622,05	10 922,22	<b>11 222,39</b>	300,17
9	8 931,71	9 129,22	9 326,73	9 524,24	<b>9 721,75</b>	197,51
8	7 944,34	8 141,80	8 339,26	8 536,72	8 734,18	197,46
7	<b>7 016,62</b>	7 244,18	7 411,74	7 579,30	7 746,86	167,56
6	6 435,14	6 553,64	6 672,14	6 790,64	6 909,14	118,50
5	5 842,70	5 961,20	6 079,70	6 198,20	6 316,70	118,50
4	5 267,72	5 381,82	5 495,92	<b>5 610,02</b>	5 724,12	114,10
3	4 697,30	4 811,40	4 925,50	5 039,60	5 153,70	114,10
2	<b>4 131,95</b>	4 244,76	4 357,57	4 470,38	4 583,19	112,81
1	<b>3 700,11</b>	3 779,86	3 859,61	<b>3 939,36</b>	4 019,11	79,75

# THE NETHERLANDS SALARY SCALE 1 JANUARY 2026

THE NETHERLANDS / NIEDERLANDE / PAYS-BAS						
01-01-2026						
Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	20 992,47	21 327,73	<b>21 662,99</b>			335,26
16	19 597,00	19 950,41	20 303,82	<b>20 657,23</b>		353,41
15	18 177,10	18 532,64	18 889,16	<b>19 243,72</b>		355,54
14	16 755,18	17 110,69	17 466,20	17 821,71		355,51
13	14 995,36	15 346,43	15 697,51	16 048,57	<b>16 399,64</b>	351,07
12	13 300,80	13 626,71	13 972,72	14 308,68	14 644,64	335,96
11	11 698,89	12 015,57	12 331,85	12 648,33	12 964,81	316,48
10	10 164,65	10 469,08	10 773,53	11 077,98	<b>11 382,43</b>	304,45
9	9 051,10	9 259,42	9 459,74	9 660,06	<b>9 860,38</b>	200,32
8	8 057,65	8 257,95	8 458,24	8 658,53	8 858,82	200,29
7	<b>7 177,15</b>	7 347,49	7 517,43	7 687,37	7 857,31	169,94
6	6 526,93	6 647,11	6 767,29	6 887,47	7 007,65	120,18
5	5 926,01	6 046,19	6 166,37	6 286,55	6 406,73	120,18
4	5 342,84	5 458,57	5 574,30	<b>5 690,03</b>	5 805,76	115,73
3	4 764,30	4 880,03	4 995,76	5 111,49	5 227,22	115,73
2	<b>4 190,88</b>	4 305,28	4 419,68	4 534,08	4 648,48	114,40
1	<b>3 752,89</b>	3 833,78	3 914,67	<b>3 995,56</b>	4 076,45	80,89

## AUSTRIA SALARY SCALE 1 JANUARY 2026

AUSTRIA / ÖSTERREICH / AUTRICHE						
01-01-2026						
Currency / Währung / Monnaie: EUR						
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	inc
17	19 743,61	20 058,92	<b>20 374,23</b>			315,31
16	18 431,18	18 763,59	19 096,00	<b>19 428,41</b>		332,41
15	17 095,73	17 430,11	17 764,49	<b>18 098,87</b>		334,38
14	15 758,39	16 092,75	16 427,11	16 761,47		334,36
13	14 103,26	14 433,44	14 763,72	15 093,80	<b>15 423,98</b>	330,18
12	12 509,52	12 825,49	13 141,46	13 457,43	13 773,40	315,97
11	11 002,92	11 307,59	11 598,26	11 895,93	12 193,60	297,67
10	9 559,95	9 847,27	10 132,59	10 418,91	<b>10 705,23</b>	286,32
9	8 520,49	8 709,60	8 897,02	9 085,44	<b>9 273,86</b>	188,42
8	7 578,30	7 766,69	7 955,08	8 143,47	8 331,86	188,39
7	<b>6 750,56</b>	6 910,39	7 070,22	7 230,05	7 389,88	159,83
6	6 138,62	6 251,65	6 364,68	6 477,71	6 590,74	113,03
5	5 573,48	5 686,51	5 799,54	5 912,57	6 025,60	113,03
4	5 025,00	5 133,85	5 242,70	<b>5 351,55</b>	5 460,40	108,85
3	4 480,85	4 589,70	4 698,55	4 807,40	4 916,25	108,85
2	<b>3 941,56</b>	4 049,17	4 156,78	4 264,39	4 372,00	107,61
1	<b>3 529,65</b>	3 605,73	3 681,81	<b>3 757,89</b>	3 833,97	76,08

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**From:** Alyssa Drouault on behalf of Elodie Bergot  
**Sent:** 20 October 2025 09:16  
**To:** Thomas Franchitti; Derek Kelly; Fausto Ciotta; Rhiannon Mitchell-Thomas; Imanol Cominges; Michael Sampels  
**Cc:** Compensation and Benefits; Elodie Bergot; Jean-François Vaccaro; Social Dialogue  
**Subject:** Salary adjustment 2026- presentation  
**Attachments:** Supporting PPT for Oral presentation 101025.pdf

Dear colleagues from the staff representation,

Please find the presentation of the 2026 salary adjustments calculations which was made on 13 October. As explained, this document was intended to support an oral presentation in a meeting, where more information is given orally. It is a work document between the Office and the staff representation and not intended to be as such a communication document for a larger audience.

Would you have any question, please address them to the Compensation and Benefits mailbox.

Best regards,  
PD Welfare & Remuneration

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**From:** Compensation and Benefits  
**Sent:** 27 October 2025 15:35  
**To:** Rhiannon Mitchell-Thomas; Thomas Franchitti; Michael Sampels; Fausto Ciotta; Derek Kelly; Imanol Cominges  
**Cc:** Elodie Bergot; Jean-François Vaccaro; Spela Hrovatic; Henry-Miles van der Heyden; Alyssa Drouault  
**Subject:** GCC SSPR report on salary adjustment  
**Attachments:** GCC\_SSPR report to the GCC 2025.docx; Minutes\_GCC SSPR SAP\_13102025\_ISRP and Remuneration team.docx

Dear members of the Sub-committee of the GCC on SSPR,

Please find attached above the GCC SSPR report on salary adjustment and the minutes of the GCC SSPR of the 13<sup>th</sup> of October.

With kind regards,  
Compensation & Benefits

**From:** Social Dialogue  
**Sent:** 03 November 2025 18:03  
**To:** Christoph Ernst; Nellie Simon; Steve Rowan; Elodie Bergot; Diego Eguidazu Alonso; Konstantinos Kortsaris; Laurent Germond; Mariya Koleva; Richard Flammer; Beatrice Marliani; Gema Requena Sempere; Derek Kelly; Rhiannon Mitchell-Thomas; Michael Sampels; Eva Loschnig; Thomas Franchitti; Ion Brumme; Evelyn Mülthaler; Fausto Ciotta; Teresa Juárez; Florence Olsder  
**Cc:** Maria Arranz Gomez; Social Dialogue  
**Subject:** GCC-SSPR report on salary adjustment for information

Dear GCC members,

please find [here](#) the link to the GCC-SSRP report as background information to the relevant agenda items 2-6.

Kind regards

Social Dialogue Office