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To the Members of the Working Group

On Performance Management

Central Staff Committee  
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## Transparency in the reward exercises

Dear Members of the Working Group on Performance Management,

We, the members of the Working Group on Performance Management (WGPM) appointed by the Staff Representation, appreciate that the President published, on 26-07-2019, detailed data in respect of the distribution of rewards for 2018, aiming at improving transparency<sup>1</sup>.

We note that one further statistics, concerning distribution of pensionable rewards amongst staff, since the introduction of the new career system (NCS) in 2015 until today, should be provided, to better understand the distribution of the rewards for the last five years.

### We would like to know:

How many staff members, amongst those eligible, for each DG and each job-group, received 10, 9, 8, 7, 6, 5, 4, 3, 2, 1 or no step advancements in

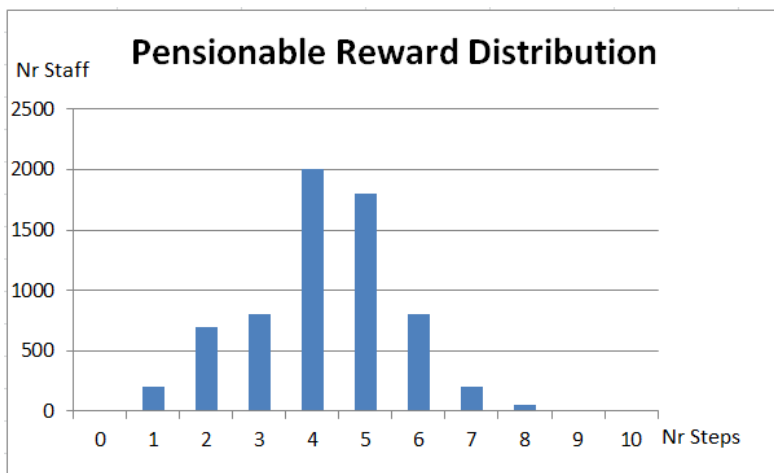
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the time frame 2015 - 2019, assuming that a promotion constitutes also a step advancement and that a double step counts as two steps ?

Such statistics could be provided as a histogram as illustrated, exemplified, below.



Joachim Michels

On behalf of the SR members of the WGPM

Chairman of the Central Staff Committee