

From: Fausto Ciotta
Sent: 20 May 2026 14:00
To: Social Dialogue
Cc: PRESIDENT; hague@suepo.org
Subject: RE: Education and Childcare Allowance – Concerns regarding the latest SAP proposal
Attachments: IHS-ASH-BSN_-
_2023-24_tuition_fee_eligible_for_reimbursement_by_the_EPO.pdf; PowerPoint Presentation_Tuition fee 2024-2025.pdf; Tuition & Fees - American School of The Hague.pdf; 2026-2027 Annual Fees BSN.pdf; ASH_ISH_2026-27_tuition_fee_eligible_for_reimbursement_by_the_EPO_20.04.2026.pdf; Fees_eligible_for_reimbursement_by_the_EPO_2025-2026.pdf; Overview - Yearly School fees 2022 to 27 (ASH, BSN, ISH, ESH).xlsx

Dear Colleagues,

Thank you for your email and for your response.

I must, however, express some surprise at its content.

First, you question the substantiation of the average annual increase observed in a number of schools in the Hague area. Please note that the relevant supporting information is already in your possession and available on the intranet. For ease of reference, I am attaching it here once again, together with the Excel file containing the underlying calculations. As you will see, these documents clearly confirm that our statement is both accurate and factually substantiated, in particular for those schools already above the applicable ceilings and therefore immediately impacted by the Salary Adjustment Procedure (SAP) reform. A comparable trend can also be observed for other schools and crèche facilities across the Hague area. Here again, the relevant data is already available to you. I would therefore invite you to review the overall education landscape in The Hague and to share your assessment with staff.

Second, you assert that education related expenses are not excluded from the adjustment mechanisms, as they are indirectly reflected within the broader consumption basket through Purchasing Power Parity (PPP) coefficients. In this respect, I would draw your attention to GCC/DOC 05/2026 document, Article 5, which expressly provides that the parameters of the education and childcare allowance are to be adjusted in line with the HICP for the Eurozone (i.e. the predefined reference), and not on the basis of the arithmetic average of SAP results of the places of employment, as is the case under the current procedure in force. It follows that, contrary to your assertion, PPP coefficients have no bearing on the final adjustment of the allowances. At most, education related data may be included in the calculation of the HICP for the Eurozone; however, their weight remains minimal and does not reflect the actual local evolution of education costs.

Finally, it is important to reiterate the nature and purpose of the Education and Childcare Allowance. This allowance is intended to enable staff to make meaningful educational choices for their children and must not be subject to progressive erosion. It should ensure fair and adequate reimbursement of the actual schooling costs incurred.

In conclusion, while Eurozone inflation is an objective and transparent macroeconomic indicator, its relevance for adjusting education related expenses remains limited. Reliance on such a general indicator therefore risks disconnecting the adjustment mechanism from the actual evolution of the costs it is intended to cover, and may further exacerbate an already strained legal landscape through additional education and childcare allowance disputes.

I look forward to your reply.

Best regards,

F. Ciotta

On behalf of SUEPO TH Committee

American School The Hague (ASH)

Year 4	Tuition	Annual percentage increase	increase
2022/23	€23.625		
2023/24	€25.285	7,0%	
2024/25	€26.300	4,0%	
2025/26	€27.490	4,5%	
2026/27	€28.720	4,5%	21,6%

British School Netherlands (BSN)

Year 4	Tuition	Annual percentage increase	increase
2022/23	€18.297		
2023/24	€19.388	6,0%	
2024/25	€21.026	8,4%	
2025/26	€22.170	5,4%	
2026/27	€23.200	4,6%	26,8%

International School The Hague (ISH)

Year 4	Tuition	Annual percentage increase	increase
2022/23	€8.323		
2023/24	€8.323	0,0%	
2024/25	€8.823	6,0%	
2025/26	€9.000	2,0%	
2026/27	€9.000	0,0%	8,1%

European School The Hague (ESH)

Year 4	Tuition	Annual percentage increase	increase
2022/23	€6.990		
2023/24	€7.480	7,0%	
2024/25	€7.690	2,8%	
2025/26	€8.240	7,2%	
2026/27	€8.585	4,2%	22,8%

From: Social Dialogue <socialdialogue@epo.org>

Sent: 18 May 2026 16:53

To: hague@suepo.org; Fausto Ciotta <fciotta@epo.org>

Cc: PRESIDENT <president@epo.org>; Social Dialogue <socialdialogue@epo.org>;

Subject: RE: Education and Childcare Allowance – Concerns regarding the latest SAP proposal

Dear Fausto,

Dear Chair,

Reference is made to your communication regarding the proposed adjustment of the Education and Childcare Allowance parameters in the context of the SAP reform. The Office takes note of the concerns expressed and values open and constructive dialogue on matters affecting staff and their families. At the same time, a few points raised in your message merit clarification.

First, the reference to an average “~5% annual increase” in education has not been substantiated by information provided.

Education costs differ substantially depending on location, country, school system and individual schooling choices. Without a transparent and representative benchmark covering the relevant duty stations and school types, it is difficult to conclude that such an increase applies uniformly or systematically across the staff population. Should SUEPO have carried out a robust and documented analysis supporting this figure, the Office would welcome its transmission for review.

Second, the suggestion that eurozone inflation is an inadequate or disconnected reference does not fully reflect the functioning of the adjustment methodology. Eurozone inflation is not a static indicator. It evolves in response to economic conditions, meaning that allowance ceilings are adjusted automatically in line with these developments. This ensures responsiveness to economic realities while preserving a transparent and objective basis for adjustment.

In addition, education-related expenses are not excluded from the adjustment mechanisms. They are already reflected indirectly, and as part of the broader consumption basket, through the Purchasing Power Parity (PPP) coefficients, within which “Education” constitutes one of the consumption categories. As a result, developments in education costs are considered as part of the broader basket used for salary and allowance adjustments. It would therefore be inaccurate to suggest that education costs are entirely absent from the method.

It is also important to reiterate the nature and purpose of the Education and Childcare Allowance. This allowance is intended to support staff in their education choices. It is not intended to provide full reimbursement of actual schooling costs. Variations in costs linked to specific private or international schools reflect individual schooling choices and cannot be systematically compensated in full without fundamentally altering the nature of the allowance.

The Office is of the opinion that reliance on an objective, transparent, and economic-related indicator such as eurozone inflation contributes to legal robustness, predictability, and consistency of the adjustment mechanism.

Yours sincerely,

Social Dialogue on behalf of PD 4.3

From: hague@suepo.org <hague@suepo.org>

Sent: 01 April 2026 14:54

To: PRESIDENT <president@epo.org>

Cc: Social Dialogue <socialdialogue@epo.org>

Subject: Education and Childcare Allowance – Concerns regarding the latest SAP proposal

Dear Mr Campinos,

Please find attached a letter from SUEPO The Hague regarding the Education and Childcare Allowance and the concerns regarding the latest SAP proposal.

Fausto Ciotta
Chair of SUEPO The Hague

Attachment