



The Financial Study:

If you had to cut off some of your fingers, which ones would you choose?

Dear colleagues,

Mr Campinos is asking Team Managers “to gather systematically the views of those in their team(s)” concerning Phase II of the Financial Study. The feedback should be sent in by **Friday 15 November** with:

“...input on which measures the Office should consider applying, among measures one to ten. We should also look to focus on the measures with the highest impact and the lowest financial impact on the staff.”

It so happens that “measures one to ten” are those exclusively directed at reducing your benefits and/or career prospects.

Mr Campinos declared in his [live interview](#) that “if we do not agree that there is a gap, then we don’t speak the same language”. He now initiates another communication exercise along the lines of “If you had to cut off some of your fingers, which ones would you choose?”

The EPO Pensioners’ Association ([letter](#) to the BFC), the EPO actuaries ([CA/56/19](#)) and the experts of the Staff Representation (“The Financial Study - Yet another hoax” ([part 1](#), [part 2](#), [part 3](#) and [part 4](#))) have all carefully analysed the available information and concluded that **there is no financial gap**.

Any additional effort to bridge the alleged gap by staff must be matched by an additional effort by applicants and the member states in the spirit of the shared effort the President propagates.

Staff in all places of employment gathered in General Assemblies and adopted [resolutions](#) demanding that the President “reward staff for its continued efforts, and refrain from further punishing staff who increased the profits of an organisation that should not be making any and should be defending public interest.”

Our recommendation:

- Assuming that you trust that your feedback will be faithfully transmitted by your line management, taken into account and not used against you, **there is no hurry to reply**.
- If you want to make sure that the CSC faithfully represents your feedback during their upcoming meetings with Senior Management, please copy it to centralstcom@epo.org.
- If you think that there is no financial gap, then feel free to say so.
- If you think that there might be a gap, don’t forget that measures 11 to 16 also exist. If you have ideas for other measures that have not been considered so far, do not hesitate to share these with your line management and with us too.