

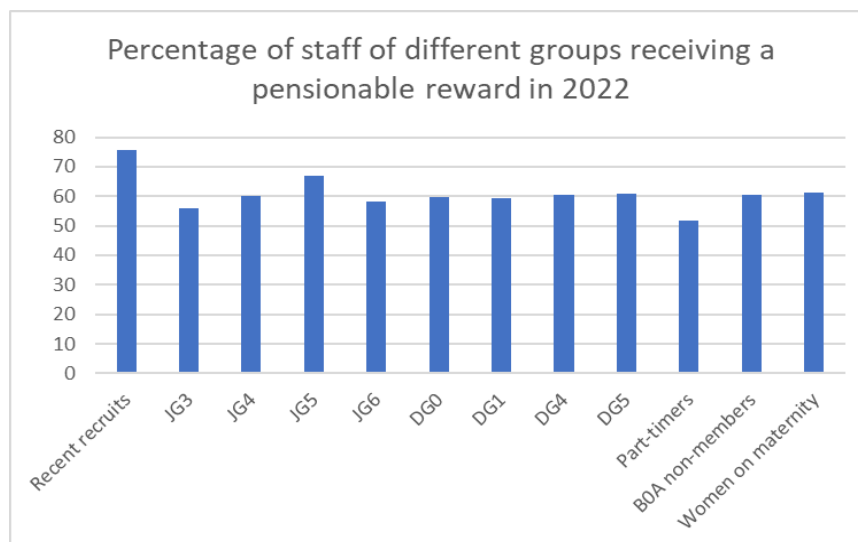
Rewards Exercise 2022: Part 4 – Comparing populations

Introduction

This paper, which is the fourth part in a series of publications on the rewards exercise 2022 ([part 1](#), [part 2](#), part 3), will compare the distribution of pensionable rewards between different groups of staff or changes of rewarding rate over time within a specific group. A brief comment is also made on bonuses.

Comparing different populations in the 2022 rewards exercise

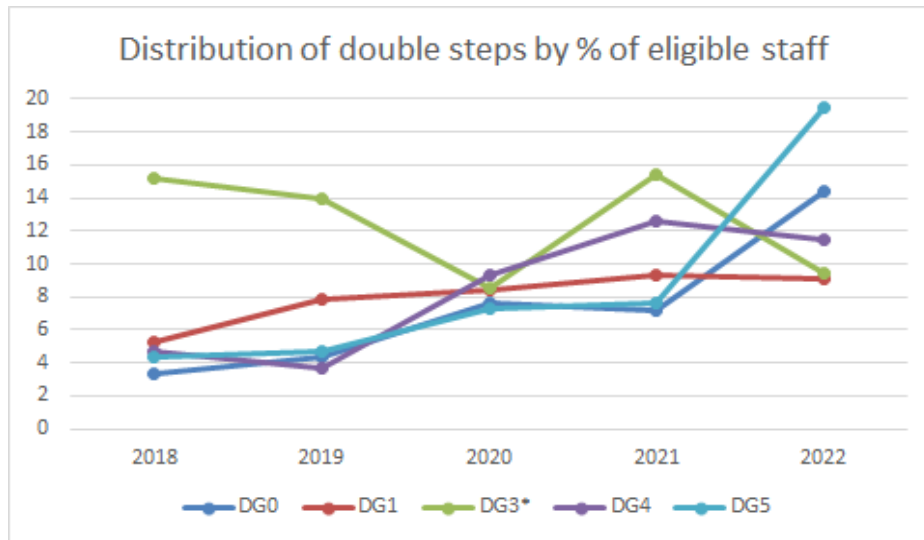
The graph below shows that there appears to be a certain degree of equal opportunities throughout Job Groups 3 to 6 and across DGs – with Job Group 5 (JG5) receiving slightly above-average rewards.¹



Double steps

In 2022 more staff members have received double steps than in any year since 2016. In 2022, the Office has prioritized DG0, DG5, DG4 over DG1. On average, staff members in DG1 lag behind in receiving double steps - also when looking back over several years. For DG3, only non-members of the Boards are considered.

¹ 74.4 % received a pensionable reward in 2022



One can only speculate on which basis “exceptional contributions” meriting a double step are recognised. They appear to be more frequent and easier to identify anywhere but DG1, with performance in DG1 being essentially measured by numerical KPIs (read: production), unlike in other DGs.

Recent recruits (1–5 years of service within the New Career System)

In 2022 recent recruits benefitted from an above-average allocation of pensionable rewards, as can be seen in the figure below.



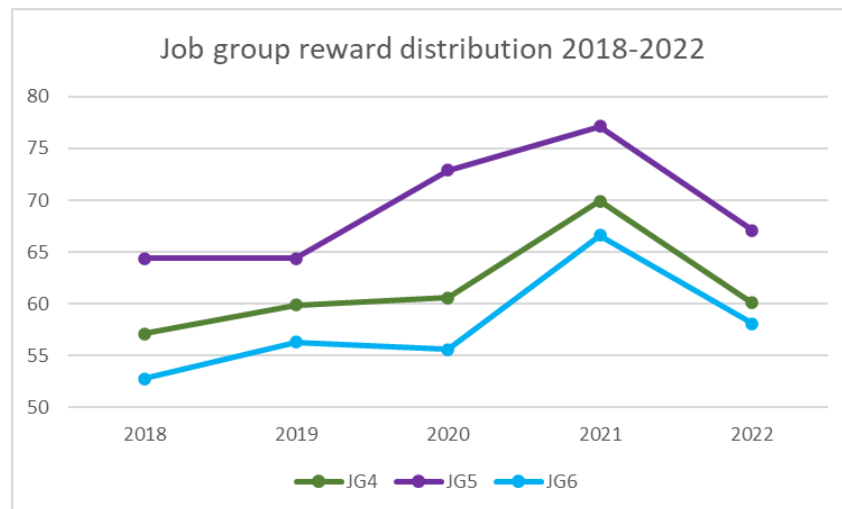
We only graph the data from 2019 onwards: before 2019 the population of new recruits was smaller, statistically not comparable with later years.

However, even for this smaller group of new recruits, the percentage of eligible staff receiving a pensionable reward between 2016 and 2018 was [abysmal](#)² (7.2% in 2018, 8.6% in 2017 and 14.3% in 2016). Thus, the more favourable rewarding percentages of 2021 and 2022 merely compensates a massive bias of the past.

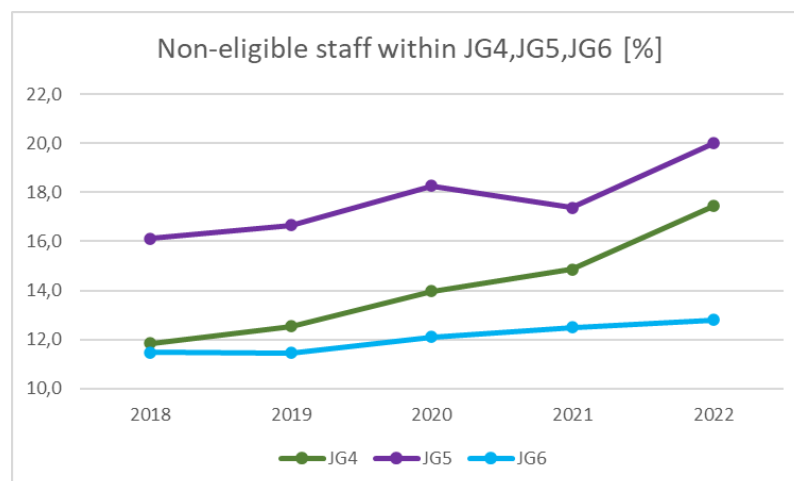
² [Reward Distribution 2018 Report](#)

Different job groups

The graph below³ uses data compiled since 2018. The lines in this graph are almost parallel, showing that rewards have been consistently unequally distributed across the time period. We would rather have expected that our colleagues in Job Group 6 who are in the lowest range of grades would receive more pensionable rewards than those in higher Job Groups.



Over time, the percentage of staff at the end of their respective salary scales increases. When one reaches this, you become 'non-eligible' for a pensionable reward – and this group is thus also becoming bigger, even with people leaving on retirement taken into account.



In Job Group 4 the number of staff members eligible for a pensionable reward decreased from 4.335 in 2018 to 3.769 in 2022. The respective figures for Job Group 5 are 177 in 2018 and 152 in 2022, and for Job Group 6 they are 1.141 in 2018 and 927 in 2022.

Bonuses

The Office appears to be particularly proud of its (collective) bonuses. However, since Day 1 of their introduction, Staff Representation has consistently held that bonuses, whether individual or collective, have no place in an international civil service. Many staff members seem to agree, as we often hear that they perceive receiving a bonus instead of a

³ In 2018, JG 2 and 3 were treated as a single JG.

pensionable reward as a poor consolation prize.

Regardless, the administration has systematically defined a budget envelope for bonuses of the same magnitude as for pensionable rewards, and yet again has not spent the entire budget. Between 2015 and 2018 the Office saved 7 million EUR that could have been provided to staff in the form of pensionable rewards.

The Central Staff Committee