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# COMMISSION OF THE EUROPEAN COMMUNITIES

COM(78) 467 final

Brussels, 26 September 1978

## REPORT FROM THE COMMISSION TO THE COUNCIL

award of bonuses in recognition of exceptional services for  
the financial year 1977

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COM(78) 467 final

## REPORT TO THE COUNCIL

In accordance with the provisions of Article 99 of the Staff Regulations, the appointing authority has granted a bonus for exceptional service to certain officials and temporary staff who occupy a post in the field of nuclear science calling for scientific or technical qualifications and who are paid from research and investment appropriations.

The recipients of bonuses for exceptional service have been selected on the basis of the following criteria:

- (a) outstanding work, usually published (excluding patented and exploited inventions, as covered in Article 94 of the Staff Regulations);
- (b) special performance (sustained efforts in connection with experiments and various studies);
- (c) special behaviour under particular circumstances (industrial accident, fire, contamination).

The statistical figures in the three tables attached specify:

### Annex I

The number, amount and allocation of the bonuses granted, giving a breakdown by establishment, service and grade.

### Annex II

- (1) The amount of the bonuses paid out, in relation to the basic wages paid in 1977;
- (2) The number of officials and temporary staff classed in the scientific or technical service at 31 May 1977 and the division by category of the persons who have received bonuses;
- (3) The above two elements in percentages.

### Annex III

Recipients of bonuses, by category and qualifications, taking into account the three criteria upon which the selection is based.

The Commission draws particular attention to the fact that the limits fixed in the Staff Regulations for the total amount of the bonuses granted, which represents 0.246% of the basis salary paid to scientific and technical staff for 1977 (the limit in the Staff Regulations being 3%) as well as for the individual amount of the bonuses granted (the limit being three times the amount of the basic monthly salary) have been complied with.

Summary table of exceptional-service bonuses awarded for 1977

ANNEX I

ESTABLISHMENTS	Bonuses awarded Amount in Bfrs	Number	Grade of recipients															
			A 3	A 4	A 5	A 6	A 7	A 8	B 1	B 2	B 3	B 4	B 5	C 1	C 2	C 3	D 1	D 2
<u>Joint Research Centre</u>																		
(a) <u>Ispra Establishment</u>																		
<u>Department A</u>																		
Systems analysis	30 000	1			1													
<u>Department B</u>																		
Electronics	150 000	5							1	3	1							
Essor	420 000	14		1	2				3	4	2	1		(1)				
Heat transfer and fluid mechanics	330 000	11			3				1	3	2	(1)		(1)				
Design office and site services	510 000	17									3			3(6)	2 (2)			(1)
Applied mechanics	480 000	16					2		1		2	2(1)	1	1	(4)	(1)		(1)
Process engineering	30 000	1			1													
<u>Department C</u>																		
Chemistry	480 000	16					(1)				3	4		(4)		1 (2)		(1)
Materials	360 000	12		1		2				3	3			(1)	(2)			
Physics	90 000	3								1	1					(1)		
TOTAL:	2 880 000	96		2	7	2	2(1)		6	14	14	10(2)	1	4(13)	2 (8)	1 (4)		(3)

The figures in brackets give the number of temporary staff awarded bonuses - fourth paragraph of Article 10 of the conditions of employment of other servants of the European Communities - Council Regulation (EEC, EC, Euratom) No 2615/76 of 21 October 1976.

Summary table of exceptional-service bonuses awarded for 1977

ANNEX I (Contd)

ESTABLISHMENTS	Bonuses awarded Amount in Bfrs	Number	Grade of recipients															
			A 3	A 4	A 5	A 6	A 7	A 8	B 1	B 2	B 3	B 4	B 5	C 1	C 2	C 3	D 1	D 2
<u>JRC carried forward:</u>	2 280 000	96		2	7	2	2(1)		6	14	14	10(2)	1	4(13)	2(8)	1(4)		(3)
(b) Geel Establishment	420 000	14			3(1)				1(1)		2			2	(2)	1		(1)
(c) Karlsruhe Establishment	420 000	13			1					2	1	4*	1	3				(1)
(d) Petten Establishment	300 000	10					(1)			1		(2)	3(1)	(1)	1			
TOTAL JRC:	4 020 000	133		2	11(1)	2	2(2)		7(1)	17	17	14(4)	5(1)	9(14)	3(10)	2(4)	(1)	(4)
<u>Other activities:</u>																		
DC XII - Research, Science and Education Biology	180 000	6		2	2							1					1	
Fusion	570 000	19		2	7				1	5	3	1						
1. XII/C/2	120 000	4			2				1		1							
2. XII/C/4 - BR-2	210 000	7			1				1	1	2	2						
3. XII/D/2 - Secondment Art. 6(c)	120 000	4		1	3													
Total other activities	1 200 000	40		5	15				3	6	7	3					1	
GRAND TOTAL (JRC and other activities)	5 220 000	173*		7	26(1)	2	2(2)		10(1)	23	24	17(4)	5(1)	9(14)	3(10)	3(4)	(1)	(4)

\* One of whom was awarded two bonuses.

STATISTICAL FIGURES

(1) For the financial year 1977 the basic salaries paid to scientific and technical staff amounted to approximately Bfrs 2 120 745 921

broken down as follows: Bfrs 1 760 487 921 (officials)  
360 258 000 (temporary staff)

The bonuses awarded for exceptional services totalled Bfrs 5 220 000 (budget allocation: Bfrs 6 500 000)

(2) 2 056 officials and temporary staff were classed in the scientific and technical service on 31 May 1977.

173 bonuses were granted, one recipient being awarded two separate bonuses:  
130 to officials  
43 to temporary staff

(3) The following percentages result from the above figures:

8.41% of the staff were granted this bonus.  
The bonuses awarded amounted to 0.246% of the annual amount of basic salaries.

Award of bonuses in recognition of  
exceptional services for the financial year 1977

CRITERIA	C A T E G O R I E S				T O T A L
	A	B	C	D	
(a) Outstanding work, usually published (excluding patented or exploited inventions as covered in Article 94 of the Staff Regulations)	20	18	5		43
(b) Special performance (sustained efforts in connection with experiments and various studies)	4	39	13	1	57
Criteria (a) + (b)	16	27	20	2	65
(c) Special behaviour under particular circumstances (industrial accidents, fire, contamination)		1	5	1	7
Criteria (b) + (c)				1	1
TOTAL:	40	85	43	5	173