



EUROPEAN CENTRAL BANK

EUROSYSTEM

DECISION OF THE EUROPEAN CENTRAL BANK

of 18 December 2008

**laying down the Annual Salary and Bonus Review formula for members of staff in relation to their Staff Committee activities
(ECB/2008/NP22)**

MRS TUMPEL-GUGERELL IN HER CAPACITY AS MEMBER OF THE EXECUTIVE BOARD OF THE EUROPEAN CENTRAL BANK,

Having regard to Decision ECB/2008/NP8 of the European Central Bank of 26 August 2008 on the delegation of powers regarding the Annual Salary and Bonus Review for members of staff in relation to their Staff Committee activities, and in particular Article 1 thereof,

Whereas:

- (1) In relation to the activities of staff members in their capacity as members of the Staff Committee, the powers established in Article 5 of Annex I – Salary Structure of the Conditions of Employment have been delegated to the member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports.
- (2) The delegated powers should be exercised within the budget established annually by the Executive Board for the Annual Salary and Bonus Review (ASBR).
- (3) The individual salary and bonus awards for the activities of members of staff in their capacities as Staff Committee members should be based on a fixed formula to be established by the member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports.
- (4) The individual salary and bonus awards of Staff Committee members for their activities in their respective business areas should be decided by the Area Head of the business area concerned.
- (5) The individual salary and bonus awards for the activities of members of staff in their capacities as Staff Committee members should be clearly distinguished from their activities within their respective business areas and be prorated to the amount of time allocated to their work as Staff Committee members.
- (6) As a group, the members of the Staff Committee should on average receive at least a salary increase in line with the increase established annually by the Executive Board in the ASBR budget.

- (7) Recognising that the mandate of a Staff Committee member can be particularly demanding, both in terms of flexibility and personal engagement, each member of the Staff Committee should receive a bonus,

HAS DECIDED AS FOLLOWS:

Article 1

ASBR formula

1. The award levels for the individual salary increases of members of staff in relation to their activities as Staff Committee members shall be calculated on the basis of the following formula:

*Staff Committee time dispensation (X%) * Default award factor (2%)*

2. If, for the group of the Staff Committee members, the aggregated average percentage of the individual salary increases in relation to their activities as Staff Committee members and their activities in their respective business areas is below the average percentage of the salary increases for all ECB members of staff, the salary increases for the Staff Committee members shall be increased by the factor required to bring the average percentage of their individual salary increases to the level of the average percentage of the salary increases for all ECB members of staff.
3. Members of the Staff Committee shall receive a bonus in relation to their activities as Staff Committee members. This bonus shall be calculated on the basis of the following formula:

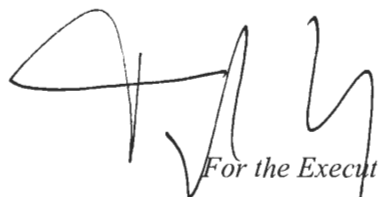
*Basic salary of the member of staff (Y EUR) * Staff Committee time dispensation (X%) * Default award factor (2%)*

Article 2

Entry into force

This Decision shall enter into force with immediate effect.

Done at Frankfurt am Main, 18 December 2008.


For the Executive Board
Gertrude TUMPEL-GUGERELL