



EUROPEAN CENTRAL BANK
EUROSYSTEM

DECISION OF THE EUROPEAN CENTRAL BANK
of 24 May 2011
on additional salary advancements: General Orientation for 2008
(ECB/2011/NP8)

THE EXECUTIVE BOARD OF THE EUROPEAN CENTRAL BANK,

Having regard to the Conditions of Employment of the European Central Bank (ECB) and in particular to Article 12 thereof,

Having regard to Articles 11.2 and 20.2 of the Rules of Procedure of the ECB,

Having regard to the opinion of the Staff Committee,

HAS ADOPTED THE FOLLOWING GENERAL ORIENTATION:

Additional Salary Advancements: General Orientation for 2008

1. Scope and Criteria

Additional salary advancements cover the salary bands A to J. The criteria to be used in proposing such advancements should be continuous outstanding performance over an extended period of time, as reflected in the appraisal and the Annual Salary and Bonus Review. This has been defined as at least two full years of service with the highest level of award, namely 9 steps or more in the 2007 ASBR exercise and a “Level 1” (“outstanding/very good”) award in either the 2006 or the 2005 exercise. In addition, an obvious mismatch between salary and level of contribution in respect of an identified internal peer group should be demonstrated.

Area Heads should refrain from putting forward proposals based solely on the criterion of salary awards granted. They should also refrain from nominating the same individual who was already rewarded in either 2007 or 2006.

2. Procedure

The procedure will again consist of individual Area Heads submitting to DG-H a detailed case for each staff member proposed for salary advancement, using the attached template. DG-H will subsequently

circulate these proposals to all Area Heads for consideration. As a group, the Area Heads will agree upon a list of the final proposals to be submitted to the Executive Board. The Board will consider the proposals in a single exercise and could still deviate from it. Awards will become effective in the month after the Board's decisions.

3. *Implications of awards that progress the salary beyond the maximum of the band*

- (i) the band and the position title would be *ad personam*, the position would revert to its former band as soon as the incumbent vacates the position;
- (ii) the staff member would assume the position title of the higher band as appropriate, with the exception of management positions;
- (iii) the staff member would be regarded as fully equivalent to the holders of similar positions *ad positionem*;
- (iv) in the Annual Appraisal and Salary Review exercises, the staff member would be assessed against the *ad personam* band, with salary awards determined by local management on the basis of performance expectations for the higher band.

It would normally be expected that such a staff member would compete openly for a "regular" position at the higher band as soon as a suitable vacancy arises in the business area¹.

4. *Size of the additional salary advancements*

Like in previous years it will be proposed to the Executive Board to consider additional salary increases up to a maximum of the highest award possible in the 2007 Annual Salary Review (i.e. 14 steps in the salary grid or approximately 3.5%). Thus the additional salary increase would potentially double the speed of salary progression. For staff members who would go beyond the maximum of their salary band, the increase should take into account the rule for salary increases on promotion (first step of the higher band but at least 3%), as *ad personam* promotions should not be better rewarded than promotion through normal internal competition.

Approximately 1% of staff (or approximately 14 staff in total) would be able to benefit from additional salary advancements. Area Heads are requested to bear these constraints in mind when putting forward cases for consideration.

¹ In accordance with the provisions of the circular on recruitment, vacancies need to be advertised in order to ensure that there is transparency of career opportunities. The member of staff in question would be expected to compete for the higher band position under the established recruitment procedures.

~~5. Next Steps²~~

~~The anticipated timetable for the 2008 additional salary advancement round is as follows:~~

~~By 20 December 2007 Circulation of orientation document and proposal template to Area Heads~~

~~by 11 January 2008 DG-H to receive all Business Areas' proposals for individual cases~~

~~by 18 January Circulation of individual proposals to Area Heads by DG-H~~

~~by 31 January Area Heads meeting comprising one attendee from each Business Area~~

~~5 February Finalisation of proposals for consideration at Executive Board of 12 February~~

~~by 20 February Processing of salary advancements with effect from 1 March 2008~~

~~18-28 February Issuance of letters to affected staff formally communicating salary increases.~~

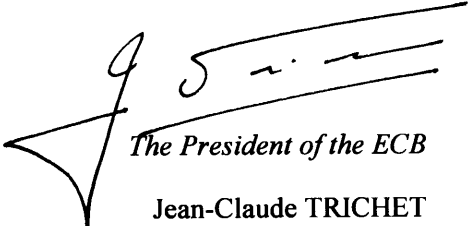
Application

This General Orientation shall apply to additional salary advancements for 2008.

Entry into force

This General Orientation shall enter into force on the first day of the month following its communication to staff.

Done at Frankfurt am Main, 24 May 2011.


The President of the ECB
Jean-Claude TRICHET

² The dates therein are clearly not operational as the adoption of the "Additional Salary Advancements: General Orientation for 2008" takes place in the year 2011 following the outcome of the judgment of the Civil Service Tribunal (CST) of 28 October 2010 on the court case F-96/08 brought against the ECB by a staff member.

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ADDITIONAL SALARY ADVANCEMENTS – 2008

RESTRICTED
 Encl. I (07) 1000b RCO KB/mn SALT

NAME	BUSINESS AREA	DIVISION
POSITION TITLE	BAND OF POSITION	
BAND/POINT OF INDIVIDUAL	CURRENT SALARY	

YEAR	SALARY LEVEL	ASBR AWARDS		CHANGE OF POSITION	CHANGE OF BANDING
		SALARY (%)	BONUS (€)		
2007			BONUS (%)		
2006					
2005					
2004					

SUMMARY COMMENTS FROM 2007 APPRAISAL

SUMMARY COMMENTS FROM 2006 APPRAISAL

SUMMARY COMMENTS FROM 2005 APPRAISAL

SUMMARY COMMENTS FROM 2004 APPRAISAL

REASON FOR PROPOSAL SIGNED DATE

ADDITIONAL INFO (SALARY/CAREER PROGRESSION ETC.) FROM DG-H SIGNED DATE