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NATO UNCLASSIFIED
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To: Permanent Representatives

From: Secretary General

1968 ANNUAL REVIEW OF REMUNERATION OF STAFF
OF THE CO-ORDINATED ORGANIZATIONS

53rd Report of the Co-ordinating Committee
of Government Budget Experts

At Annex is the 53rd Report of the Co-ordinating Committee of Government Budget Experts. This report has been drawn up in accordance with the procedure laid down in the 19th Interim Report of the Co-ordinating Committee for the annual review of remuneration of the staff of the Co-ordinated Organizations. It should be noted that the cost-of-living allowances recommended are to be awarded by way of advance pending the completion of the General Review of Salaries currently in progress.

2. The Council is invited to approve the 53rd Report of the Co-ordinating Committee, which will be placed on the Agenda for consideration at its meeting of 22nd January, 1969.

(Signed) Manlio BROSIO

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CO-ORDINATING COMMITTEE OF GOVERNMENT BUDGET EXPERTS

53rd Report

1968 Annual Review of the Remuneration of
Staff of the Co-ordinated Organisations

1. The Co-ordinating Committee at its 92nd meeting held on the 6th December, 1968, proceeded, pursuant to the Procedure specified in the 19th Report, CCG(62)3, Annex V, to the annual review of remuneration of the staff of the Co-ordinated Organisations.

2. Pursuant to Article 2, the reference period to be taken into consideration extended from 1st October, 1967, to 30th September, 1968, except in the case of Germany and Greece where, pursuant to Article 6, it extended from 1st October, 1966 to 30th September, 1968.

3. In the case of Italy, Sweden, Luxembourg and Greece, the rise in the consumer price index taken into consideration has not reached the limit of three points and no claim for adjustment has been submitted pursuant to Article 6. In the other countries the price indices have varied as follows over the reference period:

Country	International consumer price index
France	+ 6.7
Belgium	+ 4.3
United Kingdom	+ 6.7
Germany	+ 4.3
Denmark (1)	+ 6.5
Norway	+ 3.7
Netherlands	+ 5.3
Turkey	+ 6.8

(1) National index.

4. The Secretaries-General having deemed it necessary to improve to the maximum the level of remuneration of their staff, pending the coming into force of the scales of the General Review, have asked in their proposals that the cost of living allowances granted at 1st January, 1969, should correspond in each case to the full variation of the international price index over the reference period. The Co-ordinating Committee, being anxious not to prejudge the results of the General Review, has preferred to stand by the strict application of Article 5 (a) of the Procedure which fixes the percentage of cost of living allowance to be adopted at 70 per cent of the variation of the index over the reference period. In the case of the United Kingdom and France, however, the Committee, in consideration of the fact that the margin between the international price index and the index of remuneration may render an exceptional salary review necessary in the next few months, under Article 9 of the Procedure, deemed it opportune to award staff serving in those countries a cost of living allowance equal to the whole of the variation in the index over the reference period, as requested by the Secretaries-General.

5. In conclusion, the Co-ordinating Committee:

- recommends to the Councils of the Co-ordinated Organisations that staff serving in the countries specified below should be entitled, with effect from 1st January, 1969, to the following cost of living allowances, to be added where appropriate to those awarded on 1st January, 1966, 1967 and 1968 and applicable to the elements of remuneration specified in Article 4 of the Procedure for the Adjustment of Salaries as fixed at 1st January, 1965 [31st and 35th Reports of the Co-ordinating Committee : CCG(65)2 and CCG(65)6]:

- 6.5 per cent for international staff serving in France (1)
- 3.0 per cent for international staff serving in Belgium
- 6.5 per cent for international staff serving in United Kingdom
- 3.0 per cent for international staff serving in Germany
- 4.5 per cent for international staff serving in Denmark
- 2.5 per cent for international staff serving in Norway
- 3.5 per cent for international staff serving in the Netherlands
- 4.5 per cent for international staff serving in Turkey.

It is specifically provided that since these allowances are awarded by way of an advance, they can in no way prejudice the results of the current General Review.

6. The Co-ordinating Committee also recommends the Councils to note that in accordance with the interpretation given by the Co-ordinating Committee to paragraph 3 of its 31st Report [CCG(65)5] the remuneration of auxiliary staff serving in the Co-ordinated Organisations will be readjusted accordingly, with the exception of the remuneration of staff serving in France.

H. MASSBERG
Chairman.....

(1) With the exception of Category B and C staff whose remuneration was the subject of an exceptional readjustment as at 1st June, 1968 [51st Report of the Co-ordinating Committee - CCG(68)5].