



**European Commission
DG Human Resources and Security**

This note provides a brief update on the state of play on Staff Regulations negotiations.

The revision of the Staff Regulations is linked to the overall negotiations on the Multiannual Financial Framework and the issue of staff and administrative expenditure under Heading V of the MFF. The proposed changes to the Staff Regulations are subject to co-decision (or ordinary legislative procedure) between Parliament and Council, and the ball is currently in the Council's court. So far, Member States in Council have not agreed on a mandate to negotiate with the EP and the Commission (trilogues).

On 18 September, the Cyprus Presidency tabled a new version of the so-called 'Negotiation Box' on the MFF. But it does not yet include any figures. A new version with ranges of figures is expected for the last week of October. In early November, European Council President Van Rompuy will launch bilateral consultations with Member States, so as to make a proposal to be discussed at the special European Council on 22-23 November. On Heading V, the draft "negotiation box" foresees savings by reducing staff and further savings through reforms of the Staff Regulations and non-staff related expenses.

The European Parliament remains committed to reaching an agreement on the MFF before the end of the year. This does depend, however, on whether Parliament can accept the agreement that the European Council manages to reach. EP has to give consent to the MFF approved by the European Council.

Within Council, some so called 'net payers' are calling for a 10% cut in payments across the board, while the 'net beneficiaries' consider the Commission's proposal the strict minimum. This is also the position of the EP.

It is likely that the revision of the Staff Regulations will only be concluded after agreement on the MFF.

On the Staff Regulations, the Council's Legal Service has confirmed that any reform has to respect acquired rights, namely with regard to pensions.

The Commission continues to follow discussions in Council, explaining and standing by its proposals while commenting on Member States' ideas, and we will continue to keep staff informed of further developments, as we do with staff representatives. In the meantime, please refer to the dedicated web site on My Intracomm, where you will find all related documents and the opportunity to have your say on this important on-going process:

<http://myintracomm.ec.europa.eu/net/Reform/en/Pages/index.aspx>

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