

## Salary and pension adaptation Beware : not always a good surprise !



In June 2023, we received a heartening salary adjustment of 1.7%, offering a notable increase that was welcomed during this inflation crisis period.

This was received with appreciation by the staff, as it demonstrated the fruition of persistent negotiations and tireless efforts by the Trade Unions like **the Federation (FFPE)** to defend the method of salary adjustment.

However, the recent information circulated in [MyIntraComm](#) paints a different picture for the tail-end of the year.

A projected negative salary adjustment is not excluded in December 2023 (see [EUROSTAT intermediary report](#) (it could be -1.9%, higher than the positive adjustment of this June +1.7% see summary in the table below), casting a shadow on our holiday spirit and threatening to erode the earlier salary increase.

**Table: Summary of interim adjustment and advance forecast of annual and residual updates**

	[1] Interim		[2] Annual (total)		[3] = [2] / [1] Annual (residual)	
GSI forecast	98.1	-1.9%	96.2	-3.8%	98.1	-1.9%
		(50%)				
JBLI	103.7	+3.7%	:	:	:	:
JBLI forecast	:	:	103.7	+3.7%	100.0	+0.0%
<b>=&gt; total update</b>	<b>101.7</b>	<b>+1.7%</b>	<b>99.8</b>	<b>-0.2%</b>	<b>98.1</b>	<b>-1.9%</b>

The scenario of a negative salary adjustment, even if serious, is to be taken cautiously as the precise calculation will only be possible with the available statistics later in the year.

But it is not the only thing that would be unpleasant this end of the year, in fact, the guarantee of the balance of the pension scheme and our contribution rate risks going from **10, 1%** withholding on our remuneration at **11.1%** of our base salaries (to be confirmed in September/October 2023). This will lead us to have a negative adjustment on our salaries which could be **-2.9%** in December 2023 with a retroactive effect of 6 months (July to December 2023).

Nevertheless, this situation been unique, **the Federation** wants a proactive response from our Administration to mitigate its impact.

An immediate and full recovery of this decrease on the salaries in December 2023 would be detrimental to the financial stability of the weakest of our colleagues with low salaries, especially considering the festive season of the end of the year.

Therefore, **the Federation** is proposing an alternative approach to the administration and we advocate for a gentle, gradual approach to implement the projected salary decrease, rather than an abrupt and immediate recovery.

The proposed plan involves spreading the recovery over several months in 2024, thus minimizing the monthly impact on workers' wages. This option is foreseen in the staff regulation (last paragraph of point 6 in the article 3 of annex XI) and therefore would not require any formalism.

In taking this stance, **the Federation** further reinforces its commitment to protect the interests of workers in the face of economic changes.

We are hopeful that the administration will consider this proposal in a positive way, reflecting a spirit of empathy towards its staff.

**The Federation** will continue to monitor, advocate, and ensure that staff voices are heard, as it continues to demonstrate its unwavering dedication to colleagues as well its tireless efforts to champion a rewarding and fair work environment.

**The Federation**

**You will never walk alone !**