The Codex is a collection of the EPO’s major non-patent legal texts.

Despite all the care we have taken in producing and updating this document, the occasional error may have escaped our attention. In such a case, only the original provision is authentic.
PART Ia  
Conditions of Employment and Pensions

1  Service Regulations for permanent and other employees  
   a. Implementing rules and additional texts  
   b. Circulars and communiqués

2  Other terms of employment  
   a. Specimen contract of the President of the Office  
   b. Guidelines for the recruitment procedure for Vice-Presidents and specimen contracts  
   c. Specimen contract concerning the appointment and terms of employment of Principal Directors  
   e. Regulation on the appointment and conditions of employment of members of the Enlarged Board of Appeal appointed under Article 11, paragraph 5, of the European Patent Convention  
   g. Conditions of employment for interpreters

3  Basic guidelines  
   a. Guidelines for the protection of personal data  
   b. Policy on the resolution of conflicts and on the prevention of harassment  
   c. Guidelines on arrangements for working hours  
   d. Guidelines for part-time home working  
   e. Guidelines for investigations

4  Boards of Appeal Committee

5  Pension Scheme Regulations  
   a. Implementing rules  
   b. Transfer of pension rights  
   c. Agreement between the Federal Republic of Germany and the European Patent Organisation on the implementation of Article 12 of the Pension Scheme Regulations
6 Regulations for the reserve funds for pensions and social security

7 New Pension Scheme Regulations
   a. Implementing rules

PART Ib
Insurance Schemes

8 Healthcare insurance scheme

9 Long-term care insurance

PART Ic
Internal Tax

10 Regulation on internal tax

PART II
Privileges and Immunities; Headquarters Agreements

11 Protocol on Privileges and Immunities

12 Decision determining the categories of employees of the European Patent Organisation to whom the provisions of Articles 14 and 16 of the Protocol on Privileges and Immunities apply, and the categories of experts to whom Article 15 applies

13 Headquarters agreement between the European Patent Organisation and the Government of the Federal Republic of Germany

14 Agreement between the European Patent Organisation and the Kingdom of the Netherlands concerning the branch of the European Patent Office at The Hague

PART III
Other important Internal Regulations and Agreements

16 Financial Regulations
   a. Implementing rules
   b. Directive on contracts
   c. Tender guidelines
   d. Internal Audit and Oversight

17 Rules of procedure of the Administrative Council

18 European patent information policy

19 European Patent Academy

20 Outsourcing Policy

Service Regulations for permanent and other employees, implementing rules, circulars and communiqués

Service Regulations for permanent and other employees
DECLARATION ADOPTED AT THE 55TH MEETING OF THE ADMINISTRATIVE COUNCIL FROM 13 TO 15 DECEMBER 1994:¹

The Administrative Council and the President of the Office note that when reviewing the law applied to EPO staff the ILO Tribunal considers not only the legal provisions in force at the European Patent Organisation but also general legal principles, including human rights. The Administrative Council also noted with approval the President's declaration that the Office adheres to the said legal provisions and principles.

¹ See CA/PV 55, CA/104/94, point 66, and Communiqué No. 257.
CONTENT

TITLE I
EMPLOYEES OF THE EUROPEAN PATENT OFFICE, THEIR RECRUITMENT, ASSIGNMENT AND PROBATION ................................................................. 7

Chapter 1
Field of application of the Service Regulations
The appointing authority........................................................................ 7

Chapter 2
Posts ..................................................................................................... 9

Chapter 3
Recruitment ......................................................................................... 10
Chapter 4
Assignment, temporary or additional duties and probationary period ......................................................................................... 13

TITLE II
RIGHTS AND OBLIGATIONS ................................................................... 17

Chapter 1
Conduct of employees .......................................................................... 17

Chapter 2
Other rights and obligations of employees ............................................. 24

Chapter 3
Staff representation ............................................................................... 29

TITLE III
CAREER .................................................................................................... 34

Chapter 1
Administrative status ........................................................................... 34

Section 1
Active employment ................................................................................ 34

Section 2
Non-active status .................................................................................. 35

Section 3
Reserve status ......................................................................................... 39

Chapter 2
Professional development ....................................................................... 40

Chapter 3
Termination of service ........................................................................... 43
TITLE IV
WORKING CONDITIONS ................................................................. 48

Chapter 1
Hours and place of work ............................................................. 48

Chapter 2
Leave ......................................................................................... 51

Chapter 3
Absences for health reasons ....................................................... 54

Chapter 4
Unauthorised absence and non-fulfilment of duties ....................... 60

TITLE V
EMOLUMENTS AND SOCIAL SECURITY ........................................... 62

Chapter 1
Remuneration and reimbursement of expenses .......................... 62

  Section 1
  General provisions .................................................................... 62

  Section 2
  Basic salary ............................................................................ 64

  Section 3
  Allowances ............................................................................. 65

  Section 4
  Expenses ................................................................................. 77

Chapter 2
Social security ............................................................................ 82

Chapter 3
Recovery of undue payment ....................................................... 88

TITLE VI
MEDICAL OPINIONS .................................................................... 89

TITLE VII
DISCIPLINARY MEASURES ......................................................... 91

Chapter 1
General provisions ....................................................................... 91

Chapter 2
Disciplinary Committees ............................................................. 93

Chapter 3
Disciplinary proceedings before the Disciplinary Committee ....... 96

Chapter 4
Suspension and parallel criminal proceedings ............................ 99
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2 b) thereof,

HAS ADOPTED THE FOLLOWING SERVICE REGULATIONS FOR PERMANENT AND OTHER EMPLOYEES OF THE EUROPEAN PATENT OFFICE:

TITLE I
EMPLOYEES OF THE EUROPEAN PATENT OFFICE, THEIR RECRUITMENT, ASSIGNMENT AND PROBATION

Chapter 1
Field of application of the Service Regulations
The appointing authority

Article 1
Field of application

(1) These Service Regulations shall apply to permanent employees of the European Patent Office (hereinafter referred to as "the Office").

(2) For the purposes of these Service Regulations, "permanent employee" means any employee of the Office who has been appointed as probationer or on a permanent basis by a written instrument of the appointing authority.

(3) These Service Regulations shall apply also to former employees of the Office in all cases expressly provided for in these regulations.

(4) These Service Regulations shall apply to the members, including the chairmen, of the Boards of Appeal and of the Enlarged Board of Appeal and to the President of the Boards of Appeal (hereinafter referred to as "members of the Boards") in so far as they are not prejudicial to their independence.

(5) These Service Regulations shall apply to the President and vice-presidents employed on contract unless their contract of employment expressly provides otherwise.

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1 Decision of the Administrative Council CA/D 9/77.
2 The term "permanent employee" shall be replaced by the term "employee", be those terms in their singular or plural form, in all articles of the Service Regulations except: Article 1 (1) and (2), Article 41, Article 46, Article 84 and Article 114. Decision of the Administrative Council CA(D 2/18, Article 1.
3 Modified by decision of the Administrative Council CA/D 8/16.
4 Modified by decision of the Administrative Council CA/D 2/18.
These Service Regulations shall apply to principal directors of the Office employed on contract unless their contract of employment expressly provides otherwise.

These Service Regulations shall apply to other employees on fixed-term appointments unless their letter of appointment expressly provides otherwise.

With the exception of Article 15, the provisions of Chapter 1 of Title II shall apply to all employees of the Office, regardless of appointing authority or type of employment or of any provisions in the contract of employment.

**Article 1a**

**Non-discrimination**

Without prejudice to Article 5, paragraph 1, Article 8, Article 54, Article 62b, Article 71 and Article 72, any discrimination in the application of these Service Regulations based on any ground such as gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual identity or orientation shall be prohibited.

**Article 2**

**Bodies under the Service Regulations**

(1) There shall be set up within the Office:

(a) a Staff Committee,
(b) a General Consultative Committee,
(c) Disciplinary Committees,
(d) an Appeals Committee,
(e) Occupational Health, Safety and Ergonomics Committees,
(f) an Appraisals Committee,
(g) a Joint Committee on Articles 52 and 53

which shall perform the functions assigned to them under these Service Regulations.

(2) All employees referred to in Article 1 may act under the same conditions as members or chairmen of the bodies defined in paragraph 1.

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1 Inserted by decision of the Administrative Council CA/D 24/07.
2 Modified by decision of the Administrative Council CA/D 2/18.
3 Inserted by decision of the Administrative Council CA/D 7/17.
4 Inserted by decision of the Administrative Council CA/D 7/17.
5 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
6 Modified by decision of the Administrative Council CA/D 2/18.
7 Inserted by decision of the Administrative Council CA/D 7/17.
8 Modified by decision of the Administrative Council CA/D 2/18.
(3) Unless otherwise provided in these Service Regulations, the chairmen and deputy chairmen of the bodies referred to in paragraphs 1(b) to (g) shall be appointed by the President of the Office.

(4) Unless otherwise provided in these Service Regulations, any rules of procedure of the bodies referred to in paragraph 1(b) to (g) shall be adopted by the President of the Office.

(5) The staff shall be represented on the bodies referred to in paragraph 1(b) to (e) and (g).

(6) The President may extend the terms of office of all members of the bodies under paragraph 1(b), (c), (d), (e), (f) and (g) beyond the duration defined in the applicable provisions of these Service Regulations, within the limits of the terms of office of the Staff Committee members.

Chapter 2
Posts

Article 3
Classification

(1) Annex I shall set out the different job groups and the corresponding range of grades within which posts may be classified by the appointing authority. The grades are determined by the level of mastery expected.

(2) By reference to Annex I, the appointing authority shall:

(a) define the tasks, responsibilities and competencies of the posts;
(b) classify a post in a specific job group and grade where applicable, by reference to the corresponding job profile, taking into account the nature of the duties and level of responsibilities involved as well as the qualifications and competencies required.

Article 3a
Reclassification

(1) The appointing authority may decide to reclassify a post where it has been established that the nature of tasks and level of responsibilities and competencies have changed.

(2) An employee occupying a post which is reclassified at a lower grade shall remain in that post, whilst retaining his grade, until such time as he can be transferred within the Office to a post corresponding to his grade.

1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
4 Amended by decision of the Administrative Council CA/D 7/17.
5 Amended by decision of the Administrative Council CA/D 10/14.
6 Inserted by decision of the Administrative Council CA/D 10/14.
In the case of occupants of posts reclassified at a higher grade the appointing authority shall decide if the employee meets the requirements for the higher grade. Such a decision shall be taken after assessment of the qualifications, competencies and aptitude of the present occupant for the grade of the reclassified post. Employees must fulfil the conditions of access for the reclassified post as defined pursuant to Article 3.

**Article 4**

**Vacant posts**

(1) If the appointing authority decides to fill a vacant post, it shall do so having regard to the relevant job profile and ability to perform the duties involved. Appointment shall be:

- by transfer at the same grade within the Office, either on the initiative of the appointing authority or at the request of the employee concerned;
- by transfer or promotion as a result of an internal competition open to all employees of the Office, in accordance with Article 7 or
- by recruitment, transfer or promotion as a result of a general competition open both to employees of the Office and to external candidates, in accordance with Article 7.

(2) The staff shall be informed of each vacant post when the appointing authority decides that the post is to be filled.

(3) Vacant posts shall be filled in the interests of the proper functioning of the Office and having regard to the need to offer opportunities for professional development to employees.

**Chapter 3**

**Recruitment**

**Article 5**

**General recruitment criteria**

(1) Recruitment shall be directed to securing for the Office the services of employees of the highest standard of ability, efficiency and integrity, recruited on the broadest possible geographical basis from among nationals of the Contracting States.

(2) Permanent employees shall be selected without reference to ethnic origin, opinions or beliefs, gender, sexual orientation or disabilities.

(3) No particular post shall be reserved for nationals of any specific Contracting State.

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1 Modified by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 10/14.
Specific recruitment criteria

The appointing authority shall lay down specific recruitment criteria for each post regarding inter alia:
- qualifications;
- competencies;
- professional experience;
- language knowledge.

Selection procedure

(1) Appointment pursuant to the second or third indent of Article 4, paragraph 1, shall be by way of competition in accordance with the procedure laid down in Annex II. A competition may be held for the purpose of constituting a reserve for future recruitment.

A procedure other than that of competition established in Annex II may be adopted by the appointing authority for the recruitment or appointment of the senior employees referred to in Article 11 of the European Patent Convention (hereinafter referred to as “the Convention”), for principal directors and also, in exceptional cases, for recruitment to posts which require special qualifications.

(2) For each competition, a list of suitable candidates shall be drawn up at the end of the selection proceedings in accordance with the principles and rules listed in Articles 1a, 5 and 6. The appointing authority shall decide which of these candidates to appoint to the vacant post.

Appointment

(1) Employees shall be recruited to the Office on a permanent or fixed-term basis.

(2) A fixed-term appointment shall be an appointment for a specified duration of up to five years. It may be extended by express mutual agreement. For employees in job groups 4 to 6, the total duration of continuous service on such fixed-term appointment shall not exceed ten years. For employees in job groups 3 and above, a fixed-term appointment may be extended without any limit on its total duration. A fixed-term appointment shall not confer any right to either an extension or conversion into a permanent appointment.

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 Modified by decision of the Administrative Council CA/D 2/18.
5 Modified by decision of the Administrative Council CA/D 2/18.
(3) To be eligible for appointment as an employee, a candidate must fulfil the following requirements:

(a) he must be a national of one of the Contracting States, unless an exception is authorised by the appointing authority;
(b) he must enjoy his full rights as a citizen and produce satisfactory character references;
(c) he must be free from any irregularity in his status under the recruiting laws applicable to him concerning military or comparable service;
(d) he must meet the medical requirements of the post;
(e) he must have the diplomas and qualifications or equivalent professional experience required;
(f) he must have sufficient language knowledge for performing the duties to which he is to be assigned.

(4) Fixed-term appointments may be converted into permanent appointments under conditions laid down by the appointing authority, such as the needs of the service, satisfactory performance and quotas.

Article 9

Initial medical examination

Before appointment, a successful candidate shall be medically examined by a medical practitioner designated by the President of the Office in order that the appointing authority may be satisfied that he fulfils the requirements of Article 8, paragraph 3, sub-paragraph (d).

Article 10

Date of effect of appointment

The written instrument appointing an employee shall state the date on which the appointment takes effect; this date shall not be prior to the date on which he takes up his duties except in a duly substantiated case of force majeure.

1 Modified by decision of the Administrative Council CA/D 3/19.
Chapter 4
Assignment, temporary or additional duties and probationary period

Article 11
Assignment

(1) The appointing authority shall, acting solely in the interests of the service and without regard to nationality, assign to each employee the grade corresponding to the specific post to which he has been appointed pursuant to Article 4, paragraph 1. The President of the Office may lay down further terms and conditions for assignment.

(2) Without prejudice to paragraph 3, the assignment shall be to:
   - the lowest grade in each job group, except where the need to fill a vacant post within a higher grade so requires according to the vacancy notice;
   - the lowest step within the assigned grade.

Any assignment to a different grade and step shall be duly substantiated.

(3) Members of the Boards within the meaning of Article 1, paragraph 4, shall be assigned as follows:

(a) on their first appointment, grade G 14, step 1, for members, and grade G 16, step 1, for chairmen;
(b) grade G 15, step 1, for members who have completed at least a term of five years, provided they have been recommended for promotion to this higher grade and step by the President of the Boards of Appeal. In the absence of such a recommendation for promotion on re-appointment,
they shall remain at their grade and step and continue to receive the net basic salary they were paid during their previous term.

(c) grade G 17, step 1, for the President of the Boards of Appeal on his first appointment.

**Article 11a**

Reassignment

In the interests of the service, the appointing authority may reassign an employee, together with his post, to duties corresponding to his grade.

**Article 12**

Temporary or additional duties

(1) Instead of his usual duties, an employee may be called upon to perform temporarily the duties of another post, including the duties of a post in a higher job group, on a full-time basis.

He shall be appointed *ad interim* and shall receive the basic salary which amounts to the first step and grade of the job group concerned or, if this does not give rise to an increase of salary, to the first possible step of the higher grade which does.

The duration of such temporary duties shall not exceed one year, except where, directly or indirectly, the posting is to replace an employee who is assigned to another post in the interests of the service or absent on medical grounds.

(2) An employee may be called upon in his current grade to perform additional duties or duties involving specific demands.

He may receive a functional allowance defined by the appointing authority equivalent to a maximum amount of two monthly basic salaries per year within the budgetary limits available.

(3) The President of the Office may lay down further terms and conditions for temporary or additional duties.

**Article 13**

Probationary period

(1) Employees recruited for more than one year shall serve a probationary period upon appointment pursuant to Article 4, paragraph 1, in order to determine their ability to perform their duties as well as their efficiency and conduct in the service.
(2)\(^1\) The period shall be:

- one year in case of recruitment or promotion; or
- six months in case of transfer or reassignment to different duties.

The appointing authority may decide in exceptional cases to extend the probationary period by a further period of up to the same length.

(3) Before the expiry of each period of six months within the probationary period, a report shall be made on the ability of the probationer to perform his duties as well as on his efficiency and conduct in the service. The report shall be communicated to the probationer, who shall have the right to submit his comments in writing.

(4) (a) At the end of the probationary period and on the basis of the probationary report or reports, the appointing authority shall decide, in case of satisfactory fulfilment of duties, efficiency and conduct, to confirm the appointment.

(b)\(^2\) A report on the probationer may be made at any time during the probationary period, if the fulfilment of his duties, his efficiency and his conduct are proving inadequate.

On the basis of the probationary report or reports, the appointing authority may:

- dismiss a new recruit on probation,
- decide that the probationer who has been transferred, promoted or reassigned shall return either to his previous post or, if this has been filled, to a post corresponding to the grade of his previous post for which he satisfies the requirements.

(5) Except where he is entitled forthwith to resume his duties with the national administration or the organisation in which he served prior to his recruitment to the Office, a new recruit on probation who is dismissed pursuant to paragraph 4, letter b, first indent, shall receive compensation equal to two months' basic salary if he has completed at least six months' service, and to one month's basic salary if he has completed less than six months' service.

(6) A new recruit on probation may submit his resignation at any time during the probationary period. Without prejudice to paragraph 4, letter b, resignation shall take effect as from the date proposed by the probationer provided this is earlier than the date on which the probationary period would normally have ended.

(7)\(^3\) In case of promotion or transfer other than on the initiative of the appointing authority, an employee may, at any time during the probationary period, request to return to his previous post or, if this has been filled, to a post

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1 Modified by decision of the Administrative Council CA/D 2/18.
2 Modified by decision of the Administrative Council CA/D 2/18.
3 Modified by decision of the Administrative Council CA/D 2/18.
corresponding to the grade of his previous post for which he satisfies the requirements.

(8) This Article shall not apply to members of the Boards within the meaning of Article 1, paragraph 4.

1 Amended by decision of the Administrative Council CA/D 8/16.
TITLE II
RIGHTS AND OBLIGATIONS

Chapter 1
Conduct of employees

Article 14
Standards of conduct

(1) An employee shall conduct himself at all times in a manner befitting his status as an international civil servant, embracing honesty, truthfulness, impartiality and incorruptibility.

(2) An employee shall at all times treat others, inside and outside the European Patent Organisation (hereinafter referred to as "the Organisation"), with professional respect and discretion.

(3) An employee shall abstain from any act and, in particular, any public expression of opinion which may reflect on the dignity of his office or which may pose a risk to or compromise the reputation and interests of the Organisation.

Article 14a
General obligations

(1) An employee shall carry out his duties with integrity and loyalty, and conduct himself solely with the interests of the Organisation in mind. He shall neither seek nor take instructions from any government, authority, organisation or person outside the Organisation.

(2) An employee shall not, without the permission of the President of the Office, solicit or accept from any government or from any other source outside the Organisation any honour, decoration, favour, gift or payment of any kind whatsoever, except for services rendered either before his appointment or for military or other national service during a period of assignment to non-active status and in respect of such service.

(3) An employee shall use the assets, funds, property, information and other resources of the Office with due care and for authorised purposes only.

(4) An employee shall not be influenced in the performance of his duties by any extraneous or arbitrary considerations. He may not discriminate or allow personal preferences to unduly influence his professional conduct.

(5) An employee or former employee shall not use his position or authority, or the name, logos or privileges and immunities of the Office or the Organisation, or any information acquired in the course of or in connection with his...
duties, to unduly obtain benefits for himself or third parties, or for any other inappropriate purpose.

(6) An employee or former employee shall provide to the Office complete and truthful information relating to the performance of his duties or capacity to perform his duties, or to any circumstance which may be relevant for his entitlement to salary or to any allowance, reward, reimbursement, compensation, leave or other benefit. This obligation also applies for information provided to third parties administering emoluments and benefits of the social-security scheme under these Service Regulations, the Pension Scheme Regulations or other applicable regulations.

Article 14b
Harassment

(1) An employee shall contribute to a work environment in which each individual is treated with respect and dignity. An employee or former employee shall refrain from engaging in any act of harassment or sexual harassment.

(2) Harassment is any unwelcome, severe or recurring, verbal, written or physical conduct which has the purpose or effect of humiliating or degrading any person, thereby creating an intimidating, hostile or offensive work environment, or of unreasonably interfering with that person’s work or their ability to perform their assigned duties.

Harassment includes, but is not limited to:

(a) behaviour which is intended to be, or can reasonably be perceived as, inappropriate, offensive, intimidating, or hostile;
(b) vexatious assignments, requests or changes in duties or responsibilities;
(c) severe or persistent criticism which is either unjustified or expressed in such a manner that it harms the dignity of an individual or his reputation.

(3) Sexual harassment is any unwelcome sexual advance or unwelcome verbal, written or physical conduct of a sexual nature that unreasonably interferes with or negatively impacts a person’s work or sexual self-determination, or which creates an intimidating, hostile or humiliating working environment.

Sexual harassment includes, but is not limited to:

(a) unsolicited displays of sexual images or the exhibition of materials of a sexually oriented nature;
(b) deliberate and unsolicited physical contact of an intimate or sexually suggestive nature;
(c) unwelcome use of obscene language or gestures, or the telling of obscene jokes;
(d) unsolicited requests for sexual favours;

1 Inserted by decision of the Administrative Council CA/D 7/17.
(e) requests for sexual favours explicitly or implicitly linked to access to employment, career development, or to continued employment, remuneration, or other benefit.

Article 15¹

Special obligations of members of the Boards

(1)² When taking up their duties, members of the Boards shall give a solemn undertaking to perform their duties in accordance with the Convention and the principles of procedural law generally recognised in the Contracting States, to act, in taking decisions, without respect of persons, to act solely in the interests of truth and justice, and to maintain strict secrecy concerning the Boards' deliberations. The solemn undertaking shall be given orally before the Enlarged Board of Appeal composed pursuant to Article 22, paragraph 2, first sentence, of the Convention.

(2) Members of the Boards shall, both in the performance of their duties and otherwise, conduct themselves in such a manner as not to detract from confidence in their independence.

Article 16³

Incompatible activities

(1) An employee shall neither hold any office nor pursue any activity which is incompatible with the normal execution of his task, including any activity related directly to his function at the Office and performed independently of the latter for any purpose other than educational. In particular, an employee shall not participate directly or indirectly in the preparation or filing of an application for a patent for invention or any equivalent, or in any official proceedings relating to any such application or any resulting patent, whether on his own account or on behalf of others.

(2) An employee shall inform the President of the Office if his spouse is in gainful employment.

(3) Without prejudice to any disciplinary measures that may apply, any employee may be required:

- to terminate within a specified period any activity which is prohibited by paragraph 1;
- to take the necessary steps for terminating within a specified period any employment exercised by his spouse where such employment is in any way connected with the Organisation and proves to be incompatible with that of the employee.

¹ Amended by decision of the Administrative Council CA/D 29/01.
² Amended by decision of the Administrative Council CA/D 7/17.
³ Amended by decision of the Administrative Council CA/D 7/17.
If the activity or employment in question does not cease within the specified period, the employee may be transferred to another post or his services may be terminated in accordance with Article 53.

**Article 17**

**Conflicts of interest**

(1) An employee or former employee shall avoid any situation in which personal interests interfere with the performance of his duties or call into question or appear to call into question the integrity, objectivity or impartiality required by his status, to the detriment of the Organisation (conflict of interest).

(2) An employee shall immediately inform his line manager of any potential conflict of interest, and shall take immediate action to resolve any real or apparent conflict of interest that arises.

(3) Any employee who, in the performance of his duties, is called upon to decide on a matter in which he has a conflict of interest such as to impair his independence shall inform the President of the Office.

(4) Paragraphs 2 and 3 shall not apply to members of the Boards, who in such a situation shall inform the President of the Boards of Appeal.

**Article 18**

**Election to public office**

(1) An employee intending to run for public office shall inform the appointing authority prior to taking up any activity with a view to becoming a candidate. The appointing authority shall decide, in the light of the interests of the Organisation, whether the employee concerned:

(a) should be required to apply for unpaid leave on personal grounds for a period not exceeding three months, or

(b) should be required to apply for annual leave, or

(c) should be required to apply for authorisation to work part-time in accordance with the applicable provisions, or

(d) may continue to perform his duties as before.

(2) An employee elected or appointed to public office, or holding such office at the time of taking up his duties, shall immediately inform the appointing authority. The appointing authority shall review the administrative status of any employee elected to such office. The appointing authority shall, having regard to the interests of the Organisation, the importance of the office and the duties it entails for the holder, decide whether such employee should continue in active employment or should be granted unpaid leave on personal grounds. In the latter case, the duration of the leave shall be equal to the term for which the employee has been elected.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
Article 19

Discretion

(1) An employee or former employee shall exercise the utmost discretion with regard to all facts and information coming to his knowledge in the course of or in connection with his employment.

(2) An employee or former employee shall not, without permission from the President of the Office, disclose, on any grounds whatever, information which has come to his knowledge in the course of or in connection with the performance of his duties and which has not already been made public.

(3) Paragraph 2 shall also apply in legal proceedings. In this case, permission may be refused only where the interests of the Organisation or of a Contracting State so require. It may not, however, be refused if, in the opinion of the court, this would be likely to lead to a miscarriage of justice.

(4) Paragraph 2 shall not apply to an employee or former employee giving evidence before the Administrative Tribunal of the International Labour Organization in a case concerning an employee or former employee of the Office.

Article 20

Responsibility for the discharge of duties

(1) An employee shall be responsible for the discharge of the duties entrusted to him. The responsibilities of his subordinates shall in no way diminish the responsibilities devolving on him.

(2) Should an order received by an employee appear to him irregular, or should its execution seem to him likely to have undesirable consequences of a serious nature, he shall convey his opinion to his immediate superior, in writing if necessary. If the latter confirms the order in writing the employee shall carry it out, unless its execution would constitute an act contrary to the criminal law in force in the country of which the employee is a national or in the country in which the order is to be executed.

Article 20a

Obligations after termination of service

(1) An employee shall, after leaving the service, continue to be bound by the duty to behave with integrity and discretion, in particular as regards the acceptance of certain appointments or benefits.

(2) A member of the Boards or former member of the Boards intending to engage in an occupational activity, whether gainful or not, within two years of leaving the service shall inform the Administrative Council thereof. If that activity is related to the work he carried out during the last three years of his employment and he is a national or is in the country in which the order is to be executed.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
service and could lead to a conflict with the integrity of the EPO's appeal system, the Administrative Council may, having regard to his interests and to those of the EPO's appeal system, either forbid him from undertaking it or give its approval subject to any conditions it thinks fit.

(3) The Administrative Council shall notify its decision within two months of the date on which the information was submitted to the first meeting of the Council after its receipt, taking due account of any specific provisions applicable for the submission of documents to the Council laid down in Article 9 of the Rules of Procedure of the Administrative Council.

(4) The decision under paragraph 3 shall be taken after consultation of the Boards of Appeal Committee.

(5) If no decision has been notified by the end of the period prescribed in paragraph 3, this shall be deemed to constitute implicit acceptance.

(6) Paragraphs 2 to 5 above shall cease to apply to former members of the Boards who have served five years or less one year after termination of their service.

(7) The Administrative Council may lay down further terms and conditions for the application of this Article, in particular with respect to the form and content of the information to be provided under paragraph 2.

Article 21

Misconduct

(1) Any failure by an employee or former employee to comply with his obligations under these Service Regulations, whether intentionally or through negligence on his part, may constitute misconduct.

(2) An employee who, in the course of or in connection with his employment, becomes aware of facts which give rise to a presumption of the existence of misconduct shall without delay inform the unit in charge of investigating allegations or indications of misconduct, and shall transmit to it any information of which he is aware from which the existence of the irregularities may be presumed.

(3) The obligations in paragraph 2 shall not apply to any documents or information privileged under the legal framework of the Organisation; this shall not however affect the right of an employee to report facts which give rise to a presumption of the existence of misconduct.

(4) No one shall suffer any prejudicial effects as a result of having, in good faith, communicated the information referred to in paragraph 2 or of having co-operated in an investigative process. The Office shall take such measures as required to protect any such person from prejudicial effects. Retaliation against any such person constitutes misconduct as defined in paragraph 1.

1 Inserted by decision of the Administrative Council CA/D 7/17.
Article 21a¹
Ethics and compliance

(1) An ethics and compliance function contributes to the promotion of integrity, ethics, and accountability throughout the Office and to preventing, detecting and addressing misconduct. It helps ensure that employees conduct themselves in a manner compliant with the applicable provisions.

(2) The facts relating to allegations or indications of misconduct shall be investigated objectively, impartially and in accordance with the principles of proportionality, due process, data protection and respect for all parties, and with all the applicable provisions. The investigation shall seek, establish and analyse all relevant evidence, inculpatory and exculpatory, with all due care and diligence.

(3) The investigative function shall be exercised independently and free from any undue interference.

(4) An employee or former employee shall be presumed to be innocent throughout the investigative process, and shall have the right to present evidence in his favour.

(5) An employee or former employee shall co-operate in the investigative process, and shall provide access to all relevant records and documents pertaining to the matter under review.

(6) An employee or former employee shall make himself available for meetings with the unit in charge of investigating allegations or indications of misconduct, shall provide truthfully, and to the best of his ability and knowledge, all information which may reasonably have a bearing on the case, and answer all pertinent questions. He may, however, remain silent on grounds relating to self-incrimination or to incriminating his spouse, civil union partner, or relatives in the first degree.

(7) If at the conclusion of the investigative process the unit in charge of investigating allegations or indications of misconduct finds that misconduct has occurred, it shall submit its report to the appointing authority of the employee concerned.

(8)² The investigative process is regulated further in the Implementing Rules.

(9) An employee or former employee shall maintain the confidentiality of the investigative process in order to protect the interests of all parties and the integrity of the process.

¹ Inserted by decision of the Administrative Council CA/D 7/17.
² See Implementing Rules for Articles 21, 21a and 93, paragraph 2, of the Service Regulations in part 1a.
Article 22\(^1\)
Reparation

(1) Without prejudice to the right of the Organisation to seek reimbursement, reparation, damages or other relief through national authorities or courts, an employee may be required to make good, in whole or in part, any damage suffered by the Organisation caused wilfully by him or as a result of serious negligence on his part in the course of or in connection with the performance of his duties. This shall not apply where the damage results from a decision of a Board of Appeal or the Enlarged Board of Appeal.

(2) The appointing authority shall take a reasoned decision in this respect, after following the procedure laid down in regard to disciplinary matters.

(3) An employee shall continue to be bound by the obligation under paragraph 1 after leaving the service.

Chapter 2\(^2\)
Other rights and obligations of employees

Article 23\(^3\)
Copyright

Copyright relating to a work produced by an employee in the course of his duties shall belong to or be transferred to the Organisation unless the President of the Office waives it in favour of the employee concerned.

Article 24\(^4\)
Publications

An employee or former employee shall not, whether alone or together with others, publish or cause to be published, without the permission of the President of the Office, any matter dealing with the work of the Organisation. Permission shall be refused only where the proposed publication is liable to prejudice the interests of the Organisation. Permission for publication of a work by a member of a Board may only be refused with the agreement of the authority referred to in Rule 12, paragraph 1, of the Implementing Regulations to the Convention.

Article 25\(^5\)
Residence

An employee shall reside either in the place where he is employed or at no greater distance therefrom than is compatible with the proper performance of his duties.

\(^1\) Amended by decision of the Administrative Council CA/D 7/17.
\(^2\) Inserted by decision of the Administrative Council CA/D 7/17.
\(^3\) Amended by decision of the Administrative Council CA/D 7/17.
\(^4\) Amended by decision of the Administrative Council CA/D 7/17.
\(^5\) Amended by decision of the Administrative Council CA/D 7/17.
Article 26
Medical examination

(1) If he so wishes, an employee may undergo a preventive medical check-up performed by a medical practitioner and paid for by the Organisation. The Office may lay down further terms and conditions for the implementation of such examinations on the basis of sound medical and operational criteria.

(2) An employee shall submit to any medical examination provided for in these Service Regulations or ordered by the President of the Office in the interests of the staff or of the service. The terms and conditions under which such medical examinations are performed shall be laid down by the President of the Office.

Article 26a
Medical adviser

Article 26b
Occupational health, safety and ergonomics

The President of the Office shall take appropriate measures to protect the health and safety of employees in all aspects related to work on the Office’s premises, so as to ensure compliance with the national regulations referred to in Article 20(1) of the Protocol on Privileges and Immunities of the Organisation. To that end, he shall endeavour in particular to conclude, with the contracting states on whose territory employees are deployed, complementary agreements of the kind referred to in Articles 20(2) and 25 of the Protocol on Privileges and Immunities of the Organisation.

Article 26c
Occupational health physicians and occupational health and safety experts

The President of the Office shall appoint occupational health physicians and occupational health and safety experts. In the execution of their tasks these physicians and experts shall be completely independent and shall neither seek nor accept any instructions. They shall suffer no prejudice therefrom.

1 Amended by decision of the Administrative Council CA/D 2/17; see Circular No. 81.
2 Amended by decision of the Administrative Council CA/D 4/13.
3 Deleted by decision of the Administrative Council CA/D 2/15.
4 Inserted by decision of the Administrative Council CA/D 23/07.
5 Decision of the Administrative Council CA/D 23/07.
6 Inserted by decision of the Administrative Council CA/D 23/07.
Article 27
Privileges and Immunities

When privileges and immunities provided for in the Protocol on Privileges and Immunities of the European Patent Organisation annexed to the Convention and in the complementary agreements concluded under Article 25 of that Protocol are in dispute, the employee concerned shall immediately inform the President of the Office.

Article 28
Assistance by the Organisation

(1) If, by reason of his office or duties, any employee, or former employee, or any member of his family living in his household is subject to any insult, threat, defamation or attack to his person or property, the Organisation shall assist the employee, in particular in proceedings against the author of any such act.

(2) If an employee or a former employee suffers injury by reason of his office or duties, the Organisation shall compensate him in so far as he has not wilfully or through serious negligence himself provoked the injury, and has been unable to obtain full redress.

(3) To the extent to which he receives compensation from the Organisation the employee shall make over to it any claim he may have against any third party.

Article 29
Vocational training

The Office shall facilitate such further training and instruction for employees as is compatible with the proper functioning of the service and is in accordance with the interests of the employees. Such training and instruction shall be taken into account for the purposes of their careers.

Article 30
Freedom of association

Permanent employees shall enjoy freedom of association; they may in particular be members of trade unions or staff associations of European civil servants.

Article 30a
Right to strike

(1) All employees have the right to strike.

(2) A strike is defined as a collective and concerted work stoppage for a limited duration related to the conditions of employment.

1 See Part II, 16 and 17.
2 See Circular No. 267.
3 Amended by decision of the Administrative Council CA/D 34/07.
(3) A Staff Committee, an association of employees or a group of employees may call for a strike.

(4) The decision to start a strike shall be the result of a vote by the employees.

(5) A strike shall be notified in advance to the President of the Office. The prior notice shall at least specify the grounds for having resort to the strike as well as the scope, beginning and duration of the strike.

(6) Employees shall inform the Office about their participation in a strike.

(7) The freedom to work of non-strikers shall be respected.

(8) Strike participation shall lead to a deduction of remuneration.

(9) The President of the Office may take any appropriate measures, including requisitioning of employees, to guarantee the minimum functioning of the Office as well as the security of the Office's employees and property.

(10) The President of the Office may lay down further terms and conditions for the application of this Article to all employees; these shall cover inter alia the maximum strike duration and the voting process.

### Article 31
Communication to staff

All specific decisions regarding appointment and confirmation thereof at the end of the probationary period, promotion, transfer, determination of administrative status and termination of service of an employee shall be communicated to the staff.

### Article 32
Personal file

(1) The personal file of an employee shall contain:

(a) all documents relating to his administrative position and all reports relating to his ability, efficiency and conduct;

(b) any comments by him on such documents and reports.

(2) The documents and reports referred to in paragraph 1 shall be registered, numbered and filed in serial order; the documents referred to in paragraph 1 (a) may not be used or cited by the Office against an employee unless they were communicated to him before they were filed.

(3) The communication of the documents or reports referred to in paragraph 1 to an employee shall be evidenced by his signing it or, failing that, shall be effected by registered letter.

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1 See also "Guidelines for the Protection of Personal Data" in Part Ia 4a and the "Implementing rules for the use of personal data stored in the MUSE and SERR systems for the checking of individual performance" in Part Ia 4b of the Basic Guidelines as well as Circular No. 262 "Guidelines on Personal Files for EPO Employees".

January 2020 27
(4) An employee’s personal file shall contain no reference to his political, philosophical or religious views.

(5) There shall be only one personal file for each employee.

(6) An employee shall have the right, even after leaving the service, to acquaint himself with all the documents or reports in his file.

(7) The personal file shall be confidential and may be consulted only in the offices of the administration. However, if an action concerning the employee is brought before the Administrative Tribunal of the International Labour Organisation, his personal file shall be forwarded to the Tribunal at its request.
Chapter 3
Staff representation

Article 33

Staff Committee

(1) The Staff Committee shall comprise a Central Staff Committee and Local Staff Committees.

(2) Staff shall be represented by a local staff committee where more than fifty staff members are in active employment in a place of employment. If fewer than fifty staff members are in active employment in a place of employment, the President of the Office may provide for their representation by another existing local staff committee.

Article 34

Functions of the Staff Committee

(1) The Staff Committee shall represent the interests of all staff and maintain suitable contacts with the Administration. It shall contribute to the smooth running of the service by providing a channel for the expression of opinion by the staff.

(2) The duties undertaken by members of the Staff Committee and by their nominees to the bodies set up under these Service Regulations or by the Office shall be deemed to be part of their normal service. The fact of performing such duties shall in no way be prejudicial to the person concerned.

(3) The President of the Office shall grant the members of the Staff Committee the resources and facilities required to exercise their functions.

Article 35

Composition and election of the Staff Committee

(1) All members of the Staff Committee shall be directly elected by staff.

(2) The President of the Office shall ensure appropriate representation of all categories of employees and all places of employment in the Staff Committee.

(3) The Central Staff Committee shall consist of ten full and ten alternate members.

(4) The President of the Office shall determine the number of Local Staff Committee members, taking into account the number of staff members in active employment in each place of employment.

1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 2/14.
3 Amended by decision of the Administrative Council CA/D 2/14.
4 Amended by decision of the Administrative Council CA/D 2/14.
(5) The following shall apply to the election of Staff Committee members:

(a) Elections by secret ballot shall be organised by the Office and take place at the same time for the Central and all Local Staff Committees.

(b) All employees referred to in Article 1 in active employment with at least three months' service, shall be entitled to vote and to be elected. Employees standing for election shall have a term of employment compatible with the Staff Committee’s term of office.

(c) The President of the Office shall determine the detailed conditions relating to the Staff Committee elections.

(6) Subject to the above provisions, the members of staff of each category shall have complete freedom in the choice of their representatives.

(7) The term of office of a Staff Committee member shall be three years with a possibility of two consecutive re-elections. The staff member cannot however serve three consecutive terms on either the Central Staff Committee or a Local Staff Committee.

(8) A staff member cannot simultaneously be a member of the Central Staff Committee and a Local Staff Committee.

**Article 36**

**Competence of the Central Staff Committee**

(1) All full members of the Central Staff Committee shall represent the staff on the General Consultative Committee. If any full member is unable to perform his duties, he shall be replaced by an alternate.

(2) The Central Staff Committee shall be responsible for:

(a) making appointments to the bodies under the Service Regulations or as requested by the President of the Office. Save for the members of the Disciplinary Committees and the Joint Committee on Articles 52 and 53, the respective appointments shall be made from among elected Staff Committee members at local or central level. By way of exception, if the Central Staff Committee, despite an invitation to do so, fails to make appointments to these bodies, the President shall take appropriate steps to ensure the necessary appointments, by calling for volunteers or drawing lots from among eligible staff members. If a staff member appointed in accordance with such exceptional procedures fails or refuses to serve on the body to which he has been appointed, the President shall replace him by drawing lots among staff members with managerial responsibilities in job groups 2 to 4.

(b) making, at the request of the President of the Office or on its own initiative, suggestions relating to the organisation and working of departments or the collective interests of the whole or part of the staff.

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1 Amended by decision of the Administrative Council CA/D 2/14.
2 Amended by decision of the Administrative Council CA/D 2/18.
(c) examining any difficulties of a general nature relating to these Service Regulations or any Implementing Rules thereto and, where appropriate, addressing them in the General Consultative Committee.

**Article 37**

**Competence of the Local Staff Committees**

(1) Each Local Staff Committee shall be:

(a) consulted on any proposal to make rules and, in general, except in cases of obvious urgency, any proposal which concerns the conditions of employment of the whole or part of the staff at the place of employment concerned;

(b) consulted on any question of a local nature submitted to it by the President of the Office or his representative;

(c) competent to raise site-specific issues only in so far as they are not subject to consultation of a Local Occupational Health, Safety and Ergonomics Committee;

(d) responsible for maintaining suitable contacts with the local Administration.

(2) Each site manager shall set up meetings with the Local Staff Committee at least twice a year.

**Article 38**

**General Consultative Committee**

(1) The General Consultative Committee shall consist of:

- the President of the Office as Chairman. The President may delegate his chairmanship;
- all full members of the Central Staff Committee and in their absence their alternates;
- an equivalent number of full members appointed each year by the President of the Office and in their absence their alternates.

(2) The General Consultative Committee shall, in addition to the specific tasks given to it by the Service Regulations, be consulted on:

- any proposal to amend these Service Regulations or the Pension Scheme Regulations, any proposal to make implementing rules and, in general, except in cases of obvious urgency, any proposal which concerns the conditions of employment of the whole or part of the staff to whom these Service Regulations apply or the recipients of pensions;
- any question of a general nature submitted to it by the President of the Office;
- any question which the Staff Committee has asked to have examined in accordance with the provisions of Article 36 and which is submitted to it by the President of the Office.

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1 Amended by decision of the Administrative Council CA/D 2/14.
2 Amended by decision of the Administrative Council CA/D 2/14.
Following the consultation, the members of the General Consultative Committee shall express their opinion by voting at the meeting for or against each proposed measure or abstaining. The Chairman shall not vote save on procedural questions.

Furthermore, the President of the Office may inform the General Consultative Committee on any other question of a general nature which is not subject to compulsory consultation under the Service Regulations.

The General Consultative Committee's discussions shall be recorded and summarised in minutes.

The President of the Office may set up sub-committees within the General Consultative Committee which shall, through their special knowledge of areas such as social security, training and salaries, prepare for the Committee's discussions. He shall appoint a chairman to each sub-committee.

The General Consultative Committee shall meet at least four times per year, when convened by the Chairman. In addition, the Chairman may convene the General Consultative Committee for extraordinary meetings.

This Article does not apply to any proposal which concerns the conditions of employment of the members of the Boards within the meaning of Article 1, paragraph 4 and is made by the President of the Boards of Appeal in the exercise of the functions and powers delegated to him by the President of the Office. In such cases the President of the Boards of Appeal shall consult the Presidium of the Boards of Appeal within the terms of Rule 12b(3) of the Implementing Regulations to the Convention.

**Article 38a**

**Occupational Health, Safety and Ergonomics Committees**

The advisory Occupational Health, Safety and Ergonomics Committees shall consist of:

- a Central Committee which shall present its opinions and recommendations to the President of the Office;
- Local Committees which shall present their opinions and recommendations to the person appointed by the President of the Office as the site manager.

They shall comprise:

- a Chairman who shall be appointed each year by the President of the Office and who shall not vote except on procedural questions;
- members and alternates appointed at the same time by the President of the Office and by the Staff Committee pursuant to Article 36(2)(a).

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1 Inserted by decision of the Administrative Council CA/D 3/19.
3 Inserted by decision of the Administrative Council CA/D 23/07.
4 Amended by decision of the Administrative Council CA/D 22/09.
5 Amended by decision of the Administrative Council CA/D 2/14.
These members, the number of whom shall be laid down in Implementing Rules, shall be selected in such a way as to ensure appropriate representation of the various places of employment and of the persons concerned with questions of occupational health, safety and ergonomics. In particular, the occupational health physicians and occupational health and safety experts shall be ex officio members of the Local Committees. The occupational health physicians and the occupational health and safety experts in Munich and The Hague shall be ex officio members of the Central Committee.

Only employees at the place of employment concerned may be selected as members of the relevant Local Committee, except for members whose duties are not performed by an employee at that place of employment.

The alternate members shall participate only when they replace full members.

(3) The Central Occupational Health, Safety and Ergonomics Committee shall be responsible for:

- formulating, on its own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting the staff at more than one place of employment;
- giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on all premises of the Office.

(4) The Local Occupational Health, Safety and Ergonomics Committees shall be responsible for:

- formulating, on their own initiative and on an unrestricted basis, proposals on all aspects of occupational health, safety and ergonomics affecting the place of employment concerned;
- giving a reasoned opinion on all measures and reports relating to occupational health, safety and ergonomics on the premises of the place of employment concerned.

(5)¹ The Committees shall be responsible for occupational health, safety and ergonomics policy. In the event that they draw up recommendations concerning the staff on their own initiative, these Committees shall not replace the General Consultative Committee.

(6) The Committee members shall have access to all information necessary for their work. To that end, the President of the Office shall keep the Central Committee or the relevant Local Committee informed of any projects envisaged or implemented affecting its area of competence. He shall inform the relevant Local Committee if an accident occurs on Office premises, in accordance with the national legislation in force in the country concerned, or if an incident occurs which could have had serious consequences.

¹ Amended by decision of the Administrative Council CA/D 2/14.
TITLE III
CAREER

Chapter 1
Administrative status

Article 39
Administrative status

(1) An employee shall be assigned to one of the following administrative statuses:
   
   (a) active employment;
   
   (b) non-active status;
   
   (c) reserve status.

(2) An employee shall be deemed to be in active employment unless, by virtue of a formal provision, he is assigned to a different administrative status either automatically or pursuant to a decision by the competent authority.

Section 1
Active employment

Article 40\(^1\)
Definition of active employment

An employee is in active employment where he performs, under the conditions of Title IV, the duties pertaining to the post to which he has been assigned or which he temporarily occupies.

Article 41
Boards of Appeal

(1) A permanent employee appointed as a member of a Board in accordance with Article 11, paragraph 3, of the Convention shall from the date of his appointment, cease to perform the duties attaching to his previous post which thereby becomes vacant.

(2)\(^2\) If, during his term of office, the permanent employee applies for a vacant post other than the one provided for in Article 11, paragraph 3, of the Convention and is appointed or transferred to that post, he shall be deemed, by virtue of such application, to have requested to be relieved of his duties as a member of a Board on the date of his appointment or transfer, which request will be executed from that date.

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\(^1\) Amended by decision of the Administrative Council CA/D 10/14.

\(^2\) Amended by decision of the Administrative Council CA/D 34/07.
(3) If his term of office is not extended upon expiry, the permanent employee shall at once be assigned to a post corresponding to his grade and involving other duties than those provided for in Article 11, paragraph 3, of the Convention, even if this entails an increase in the staff complement.

(4) On no account shall the performance of the duties of a member of a Board avoid the application of the provisions of Article 54 of these Regulations.

Section 2
Non-active status

Article 42
Definition of non-active status

(1) An employee may be assigned to non-active status as follows:
   
   (a) on secondment;
   (b) to fulfil his obligations regarding military service or comparable service;
   (c) for reasons of parental leave;
   (d) for reasons of family leave;
   (e) on personal grounds.

(2) Save as otherwise expressly provided for in these Service Regulations, an employee assigned to non-active status shall not be entitled to remuneration.

(3) A fixed-term appointment shall not be extended by any period of non-active status.

Article 43
Secondment

(1) The appointing authority may, in the interest of the service, second an employee temporarily, with his agreement, to a public or private body.

(2) Secondment in the interests of the service shall be governed by the following rules:

   (a) the decision on secondment shall be taken by the appointing authority with the agreement of the employee concerned;
   (b) the duration of secondment shall be determined by the appointing authority; however, it may not normally exceed two years;
   (c) at the end of every six months, the employee concerned may request that this secondment be terminated;
   (d) an employee on secondment shall be entitled to a pay differential where the total remuneration carried by the post to which he is seconded is less than the total remuneration for active employment carried by his grade and step in the Office; he shall where appropriate be entitled to

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1 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
2 Inserted by decision of the Administrative Council CA/D 2/18.
reimbursement of additional expenses entailed by his secondment in accordance with these Regulations;

(e)\(^1\) an employee on secondment shall continue to pay his contributions to the social security and incapacity schemes provided for under Chapter 2 (Social Security) of Title V and Article 62c and also his contributions to the pension scheme applicable to him, such contributions being calculated as if he were continuing to receive his remuneration from the Office. Where applicable, he shall also continue to pay his contributions to the salary savings plan. During his secondment, he shall remain entitled to receive benefits under the social security scheme, under the pension scheme applicable to him and, where applicable, under the salary savings plan;

(f)\(^2\) an employee on secondment shall retain his grade and step;

(g) when his secondment ends an employee shall at once be reinstated in a post corresponding to his grade, even if this entails an increase in the staff complement.

**Article 44**

**Military service**

(1) An employee who is called up for military service or for reserve training or is recalled to serve in the armed forces or is called up for a period of comparable service shall be assigned to non-active status.

(2)\(^3\) An employee who is called up for military or comparable service shall cease to receive his remuneration. He shall retain his right to a retirement pension if, after completing such service, he retroactively pays his contributions to the pension scheme applicable to him. In that case he shall where applicable also retroactively pay his contributions to the salary savings plan. At the end of such service an employee shall at once be reinstated in a post corresponding to his grade, even if this entails an increase in the staff complement.

(3) An employee who is called up for reserve training or recalled to serve in the armed forces shall, during the period of training or recall, continue to receive his remuneration subject to deduction of an amount equal to his service pay.

**Article 45\(^4\)**

**Leave on personal grounds**

(1) An employee may, in exceptional circumstances and at his own request, be granted unpaid leave on personal grounds.

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1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 See also revised version of Circular No. 22.
(2) Without prejudice to the provisions of Article 18 the duration of such leave shall not exceed one year. Such leave may be extended for two further periods of not more than one year each.

(3) One month after the commencement of such leave, the employee's membership of the social security and incapacity schemes provided for under Chapter 2 (Social Security) of Title V and Article 62c and cover for risks under that scheme shall be suspended unless the employee asks to become a voluntary member of the social security scheme. In that case he shall pay both the employer's and his own contributions. If the duration of such leave does not exceed two months, the employee may, on request, remain a member of the pension scheme applicable to him and continue to participate in the salary savings plan, provided that period does not confer entitlement to pension benefits arising from new employment. During that period he shall continue to pay his contributions to the pension scheme applicable to him and, where applicable, to the salary savings plan.

(5) Unpaid leave on personal grounds shall be governed by the following rules:
   (a) it shall be granted at the request of the employee concerned by the appointing authority;
   (b) application for extension shall be made at least two months before the leave expires;
   (c) another person may be appointed to the post occupied by the employee concerned;
   (d) on the expiry of his leave the employee concerned shall be reinstated in his post or, if this has been filled, in the first post corresponding to his grade which falls vacant or is created provided that he satisfies the requirements for that post.

   If he declines the post offered to him, he shall retain his right to reinstatement when the next vacancy corresponding to his grade occurs, subject to the same proviso; if he declines a second time, his service may be terminated in accordance with Article 53. Until effectively reinstated he shall remain on unpaid leave on personal grounds.

(6) Any period of voluntary military or comparable service shall be considered as unpaid leave on personal grounds unless it is deducted from the employee's normal annual leave.

Article 45a
Parental leave

(1) An employee shall be entitled to up to 120 working days parental leave for every dependent child within the meaning of Article 69, to be taken before

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1 Deleted by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 2/18.
3 Inserted by decision of the Administrative Council CA/D 9/04.
the child’s twelfth birthday. This entitlement shall be doubled for single parents.

(2) During parental leave, the employee shall cease to be entitled to remuneration, but shall be paid a monthly allowance equal to 25% of the reference, said reference being the basic salary for Grade G4, step 4. For single parents, or during the first 60 working days of parental leave where such leave is taken by the father during a period of maternity leave as defined by Article 61, or where such leave is taken by either parent immediately after maternity leave or during or immediately after adoption leave, the monthly allowance shall be 33% of the reference. For periods of half-time parental leave, the monthly allowance shall be reduced by half.

Permanent employees shall continue to be entitled to the dependant’s allowance and the education allowance, but shall cease to be entitled to annual and home leave.

(3) During parental leave the employee shall remain a member of the social security and incapacity schemes provided for under Chapter 2 (Social Security) of Title V and Article 62c. Contributions to the social security scheme shall be borne in full by the Office. They shall be calculated on the basis of the employee’s basic salary, as if he were in full-time active service.

(4) During periods of parental leave the employee’s membership of the pension scheme applicable to him shall be suspended, unless he asks to become a voluntary member thereof. Where applicable, the same shall apply to his participation in the salary savings plan. The employee shall then pay the employee contribution to the pension scheme applicable to him and, where applicable, to the salary savings plan. Contributions to the pension scheme and, where applicable, to the salary savings plan shall be calculated as if the employee were in full-time active service.

(5) Parental leave shall be governed by the following rules:

(a) it may be taken as half-working days;
(b) the period of parental leave taken, be it full-time or half-time, shall be not less than 14 successive calendar days;
(c) during parental leave, the employee may not engage in any other gainful employment;
(d) the employee shall retain his post.

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 2/18.
4 Amended by decision of the Administrative Council CA/D 17/08.
5 Amended by decision of the Administrative Council CA/D 4/12.
Article 45b\(^1\)

Family leave

(1) An employee, during his career in the Office, shall be entitled to up to 180 working days' family leave, in the case of the medically certified serious illness or disability of an employee's spouse, relative by blood or marriage in the ascending line, relative in the descending line, brother or sister. If the doctor consulted refuses to issue a medical certificate, the employee shall supply the Office with that doctor's name and address.

(2) The provisions of Article 45a, paragraphs 2, 3, 4 and 5, shall apply by analogy, with the exception of paragraph 2, second sentence, which shall not be applicable.

Section 3

Reserve status

Article 46

Reserve status

(1) A permanent employee shall be assigned to reserve status if he has become supernumerary by reason of a reduction in the number of posts, decided upon by the Administrative Council under the budgetary procedure, and if he cannot be assigned to any other post corresponding to his grade within the Office.

(2) The appointing authority shall decide what types of posts are to be affected by this measure. It shall draw up a list of the permanent employees to be affected, taking into account the permanent employee's ability, efficiency, conduct in the service, family circumstances and seniority. Any permanent employee occupying one of the posts referred to in the preceding paragraph who expresses the wish to be assigned to reserve status shall automatically be entered on this list.

(3) Where the appointing authority is the President of the Office, the decisions referred to in paragraph 2 shall be taken after consulting the General Consultative Committee\(^2\). Permanent employees whose names appear on the list referred to in paragraph 2 shall be assigned to reserve status by decision of the appointing authority.

(4)\(^3\) Upon assignment to reserve status the employees shall cease to perform his duties and cease to enjoy his right to remuneration; he shall be entitled to the benefits provided for in Annex VI.

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\(^1\) Inserted by decision of the Administrative Council CA/D 9/04.

\(^2\) Amended by decision of the Administrative Council CA/D 2/14.

\(^3\) Amended by decision of the Administrative Council CA/D 10/14.
(5) For a period of two years from the date on which assignment to reserve status takes effect a permanent employee shall have priority for reinstatement in any post corresponding to his grade which may fall vacant or be created, provided that he possesses the necessary qualifications and ability.

(6) The appointing authority may decide, in accordance with Article 53, paragraphs 2 and 3, to terminate the service of an employee who, before expiry of the two-year period, has been offered a post corresponding to his grade and has declined without good reason. His service shall, unless he is reinstated in the meantime, be terminated automatically at the end of the period of reserve status resulting from the application of Annex VI. He shall, as appropriate, receive a retirement pension or severance grant as provided in the pension scheme applicable to him. Where applicable, he shall also receive the portion of remuneration owed on termination of service as a result of his participation in the salary savings plan.

Chapter 2
Professional development

Article 47
General principles and structure of the career system

(1) The career system shall offer opportunities for professional development based on performance and competencies, within the available budgetary limits.

(2) Professional development shall take place either within or between the following two career paths:

(a) technical or
(b) managerial.

The managerial career path shall comprise all posts with staff responsibility as defined by the President of the Office. The technical career path shall comprise all non-managerial posts.

Article 47a
Appraisal reports

(1) The assessment of performance and competencies is a managerial responsibility. It shall be conducted in a fair and objective manner.

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1 Amended by decision of the Administrative Council CA/D 17/08.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 Inserted by decision of the Administrative Council CA/D 10/14.
5 According to Rule 12d(3) EPC, the President of the Boards of Appeal establishes the conditions for the appraisal of members of the Boards within the meaning of Article 1, paragraph 4.
(2) The ability, efficiency and conduct in the service of each employee, with the exception of the President and vice-presidents, shall be the subject of an appraisal report made at least once a year under the conditions established by the appointing authority.

(3) The appraisal report shall be communicated to the employee concerned who shall be entitled to make any comments thereon which he considers relevant.

**Article 48**

*Step advancement*

(1) Within the budgetary limits available, depending on performance and demonstration of the expected competencies, an advancement of up to two steps in grade may take place every year.

(2) The appointing authority may lay down further terms and conditions for step advancement.

(3) This Article shall not apply to members of the Boards within the meaning of Article 1, paragraph 4.

**Article 48a**

*Bonus*

(1) A bonus may be granted in the form of a lump-sum payment inter alia in case of particularly high performance and/or additional duties not otherwise rewarded.

(2) The appointing authority may lay down further terms and conditions for the bonus.

(3) This Article shall not apply to members of the Boards within the meaning of Article 1, paragraph 4.

**Article 49**

*Promotion*

(1) Promotion is the access to a higher grade. It may take place following different procedures, as further described below:

- normal promotion procedure;
- selection procedure;
- reclassification procedure.

(2) Access to the next immediate higher grade within the same post may result from a normal promotion procedure upon a decision taken by the appointing authority.

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Inserted by decision of the Administrative Council CA/D 8/16.
3 Inserted by decision of the Administrative Council CA/D 10/14.
4 Inserted by decision of the Administrative Council CA/D 8/16.
5 Amended by decision of the Administrative Council CA/D 10/14.
authority on proposal from the employee’s line management, under the following conditions:

- having reached the last step in the current grade and
- proven performance and demonstration of the expected competencies over a period of several years;
- broadening or deepening of the employee’s tasks, experience, competencies and responsibilities.

The appointing authority shall take its decision each year, within the budgetary limits available.

(3) A promotion may also result from a selection procedure for another post pursuant to Article 4, paragraph 1, second or third indent.

This selection procedure is open to all employees, regardless of their current grade.

(4) A promotion within the same post may exceptionally result from a reclassification pursuant to Article 3a, paragraph 3.

(5) Promotion shall be to the lowest step in the new grade.

In no case may a promotion of an employee result in a reduction in his total net remuneration.

If the promotion does not result in any increase in his basic salary, he shall be assigned to the step of the new grade immediately above his current salary.

(6)1 Paragraphs 2 and 4 of this Article shall not apply to members of the Boards within the meaning of Article 1, paragraph 4.

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1 Inserted by decision of the Administrative Council CA/D 8/16.
Chapter 3
Termination of service

Article 50
Termination of service

(1) Service shall be terminated by:
   (a) resignation;
   (b) dismissal by the appointing authority;
      (i) for professional incompetence under Article 52;
      (ii) as a result of disciplinary measures under Article 94;
      (iii) for any of the reasons set out in Article 53;
      (iv) for the reasons set out in Article 13, paragraph 4(b);
   (c) retirement; or
   (d) death.

(2) Service on a fixed-term appointment shall also terminate on the expiry date specified in the letter of appointment or of any subsequent extension.

Article 51
Resignation

(1) An employee who wishes to resign shall state unequivocally in writing his intention to terminate his service at the Office.

(2) The appointing authority shall take its decision confirming the resignation within one month of receiving the letter of resignation. The appointing authority may, however, refuse to accept the resignation if disciplinary proceedings against the employee are in progress at the date of receipt of the letter of resignation or if such proceedings are started within the following thirty days.

(3) Resignation shall take effect on the date specified by the appointing authority; that date shall not be more than three months after the date proposed by the employee in his letter of resignation.

Article 52
Professional incompetence

(1) In respect of employees for whom he is the appointing authority, the President shall define procedures to identify, deal with and remedy cases of lack of ability and efficiency in a timely and appropriate fashion.

1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 Amended by decision of the Administrative Council CA/D 7/17. For entry into force and transitional provisions, see Article 83 of CA/D 7/17.
If, after the procedures provided for in paragraph 1 have been exhausted, an employee, on the basis of consecutive appraisal reports referred to in Article 47a, still proves incompetent in the performance of his duties, he may for that reason be dismissed, classified in a lower job group with or without downgrading, or downgraded.

The President shall take such decision after consulting the Joint Committee on Articles 52 and 53, in accordance with the procedure set out in Article 53b.

The notice period in case of dismissal for incompetence shall be one month per full year of completed service, but shall not be less than three months or greater than nine. It shall commence on the first day of the month following the date of notification of the decision to dismiss the employee. It shall be increased by one month if the dismissed employee’s home as defined in Article 60, paragraph 2, is in a country other than that in which he is employed. At the discretion of the appointing authority, dismissal shall take immediate effect, and compensation corresponding to the notice period shall be paid instead.

**Article 53**

**Termination of service for other reasons**

(1) The appointing authority may decide to terminate the service of an employee:

(a) if the Contracting State of which the employee is a national ceases to be party to the Convention;

(b) if the employee refuses to be transferred to a country other than that in which he is serving;

(c) if, in the case of an employee appointed by the Administrative Council in accordance with Article 11, paragraphs 1 and 2, of the Convention, the Administrative Council so decides in the interests of the Organisation;

(d) who has been in continuous service for one year or less on a fixed-term appointment;

(e) if as a result of his own actions, he ceases to fulfil the conditions laid down in Article 8, sub-paragraph (a) or (b); or

(f) in the other cases expressly provided for in these Service Regulations.

(2) Reasoned decisions terminating the service of an employee shall be taken by the appointing authority after hearing the employee concerned.

(3) Where the appointing authority is the President of the Office, he shall take his decision to terminate the service of an employee for one of the reasons provided for in paragraph 1 except for (d) after consulting the Joint Committee on Articles 52 and 53 in accordance with the procedure set out in Article 53b, except in the case of Article 13 or Article 46, paragraph 6, or where service has been terminated as a result of a disciplinary measure.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 2/18.
3 Amended by decision of the Administrative Council CA/D 2/18.
The notice period in case of termination of service for one of the reasons provided for in paragraph 1 shall be one month per full year of completed service, but shall not be less than one month or greater than five. It shall commence on the first day of the month following the date of notification of the decision to terminate the employee's service. At the discretion of the appointing authority, this decision shall take immediate effect, and compensation corresponding to the notice period shall be paid instead.

An employee (i) whose service is terminated for one of the reasons set out in paragraph 1(a) to (c) or (ii) whose fixed-term appointment is not extended by the appointing authority shall be entitled to receive the indemnity for loss of job provided for in paragraph 6 unless he was employed in his national administration before his appointment by the Office and is immediately reintegrated into that administration.

The loss of job indemnity shall be: (i) 1 month's basic salary as set out in Annex III for the first five years of continuous service, 1.25 months' basic salary for the following five years of continuous service and 1.5 months' basic salary for any further years of continuous service, (ii) together with, where appropriate, the household and dependant's allowance, (iii) the total being multiplied by a coefficient representing the number of years' and fractions of years' service at the Office. The indemnity may not be more than the remuneration payable in respect of 24 months' service or the number of months remaining before the employee reaches the age of (i) 60 where he has become eligible for a retirement pension under the Office's pension schemes or (ii) 65 where he has not become eligible for a retirement pension under the Office's pension schemes. The indemnity shall be paid to the employee on the date on which he leaves the Office and shall be calculated on the basis of the remuneration rates in force on that date.

Article 53a
Joint Committee on Articles 52 and 53

(1) The Joint Committee on Articles 52 and 53 (hereinafter referred to as "the Joint Committee") shall comprise a chair and four members, unless it is enlarged in accordance with paragraph 2. The chair and members may be replaced by their alternates.

(2) In cases involving an employee in job group 4, 5 or 6, the Joint Committee shall be enlarged by two additional members in active employment in the same job group as the employee concerned.

(3) The President shall appoint to the Joint Committee the chair and alternate, from among employees in active employment in job group 2 appointed by the President.
(4) Members and alternates shall be appointed as follows, from among the
employees in active employment appointed by the President:

(a) from job group 2 in respect of cases concerning employees in job
group 2;
(b) from job group 2 or 3 in respect of cases concerning employees in job
groups 3 to 6.

(5) The provisions of Article 98, paragraphs 3 to 6, shall apply mutatis mutandis.

Article 53b¹
Procedure before the Joint Committee

(1) The provisions of Article 98a, Article 99, Article 101 paragraphs 1 to 4
and paragraph 6, and Article 102, paragraphs 1 and 3 shall apply mutatis
mutandis to the procedure before the Joint Committee.

(2) The Joint Committee shall, within two months of the date of receipt of the
report of the President that initiated the proceedings, transmit its reasoned
opinion to the President and to the employee concerned.

(3) The reasoned opinion of the Joint Committee shall state the measure which
it considers appropriate in the light of the facts established.

(4) The President shall take a reasoned decision within two months of the date
of receipt of the Joint Committee’s opinion, after hearing the employee
concerned. The decision shall indicate the date on which it takes effect.

Article 54²
Retirement³

(1) (a)⁴ An employee shall be retired

- automatically on the last day of the month during which he reaches
  the age of sixty-five years;
- automatically below the age of sixty-five years, if he fulfils the
  conditions for receiving a pension under Chapter III of the Pension
  Scheme Regulations or Chapter IIa of the New Pension Scheme
  Regulations;
- at his own request under the conditions stipulated in the Pension
  Scheme Regulations.

(b)⁵ Notwithstanding the provisions of paragraph (a), an employee may at
his own request and only if the appointing authority considers it justi-
fied in the interest of the service, work after he has reached the age of
sixty-five. This applies to members of the Boards within the meaning
of Article 1, paragraph 4, provided that the Administrative Council, on a

¹ Inserted by decision of the Administrative Council CA/D 7/17.
² Amended by decision of the Administrative Council CA/D 30/07.
³ Amended by decision of the Administrative Council CA/D 2/18.
⁴ Amended by decision of the Administrative Council CA/D 20/17.
⁵ Amended by decision of the Administrative Council CA/D 2/18.
proposal of the President of the Office, appoints the member concerned pursuant to the first sentence of Article 11, paragraph 3, of the Convention with effect from the day following the last day of the month during which he reaches the age of sixty-five.

(2) An employee shall inform the Office in writing of the concrete date of commencement of his retirement and annual leave plans at least six months prior to the requested starting date of retirement. In the case of members of the Boards, the request under paragraph 1(b) should be made at least twelve months before the member reaches the age of sixty-five.

1 Amended by decision of the Administrative Council CA/D 2/18.
TITLE IV
WORKING CONDITIONS

Chapter 1
Hours and place of work

Article 55
Working hours

(1) Permanent employees in active employment shall at all times be at the disposal of the Office. They shall therefore notify their permanent address and telephone number to the Office in writing.

(2) However, the normal working week shall not exceed forty hours.

(3) Within the limits set out in paragraph 2, the President of the Office shall, after consulting the relevant joint committee, determine the hours of the working day and, if appropriate, the hours to be worked by certain groups of employees engaged in particular duties.

Article 55a
Place of work

(1) Permanent employees in active employment shall normally perform their work on the Office’s premises.

(2) The President of the Office may, after consulting the relevant joint committee, establish implementing instructions allowing employees to perform their duties at a location other than the Office’s premises.

Article 56
Part-time work

(1) Exceptionally, the President of the Office may, upon application setting out the reasons therefor, authorise an employee to work part-time, if he considers that this would also be in the interests of the Office.

An employee authorised to work part-time shall in each month work at least half the normal working time.

(2) The authorisation shall be granted on application by the employee for a fixed, renewable period, in accordance with the provisions defined by the President of the Office.

1 Amended by decision of the Administrative Council CA/D 4/13.
2 See "Guidelines on arrangements for working hours" in Part Ia 4j.
3 Inserted by decision of the Administrative Council CA/D 13/11.
4 See Circular No. 34.
5 Amended by decision of the Administrative Council CA/D 4/12.
Applications for renewal shall be made by the employee concerned at least one month before expiry of the period for which the authorisation was granted.

(3) If the reasons for which the authorisation was granted no longer apply, the President of the Office may withdraw the authorisation before expiry of the period for which it was granted, giving one month’s notice.

The President of the Office may likewise, on application by the employee concerned, withdraw the authorisation before expiry of the period for which it was granted.

(4)\(^1\) An employee shall be entitled, during the period for which he is authorised to work part-time, to remuneration proportionate to the working time authorised. He shall, however, continue to receive in full any dependant’s allowances and education allowances to which he is entitled.

During that period he may not engage in any other gainful employment.

Contributions to the social security scheme shall be calculated on the basic salary which the employee would have received for normal full-time work. Contributions to the applicable pension scheme, and to the salary savings plan where applicable, shall be calculated in proportion to the working time.

(5) The annual leave of an employee who is authorised to work part-time shall be curtailed in proportion. Portions of days shall be disregarded.

**Article 57\(^2\)**

**Overtime**

(1) An employee may not be required to work overtime except in cases of urgency or exceptional pressure of work; overtime worked at night, on Sundays or public holidays may be authorised only in accordance with the procedure laid down by the President of the Office. The total overtime which an employee may be asked to work shall not exceed 150 hours in any six months.

(2)\(^3\) Overtime worked by employees in grade G7 and above shall carry no right to compensation or remuneration.

(3)\(^4\) Overtime worked by employees in grades G6 and below shall entitle them to compensatory leave or remuneration as follows:

(a) for each hour of overtime, they shall be entitled to one hour off as compensatory leave; if the hour of overtime is worked between 10 p.m. and 7 a.m. or on Sunday or on a public holiday, the entitlement to compensatory leave shall be one hour and a half; in the granting of compensatory leave, account shall be taken of the requirements of the

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1 Amended by decision of the Administrative Council CA/D 17/08.
2 See Circular No. 38.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 Amended by decision of the Administrative Council CA/D 10/14.
service and the preference of the employee concerned;
(b) where the requirements of the service do not permit compensatory leave during the month following that during which the overtime was worked, the President of the Office shall authorise remuneration for uncompensated hours of overtime at the rate of 0.72% of the monthly basic salary for each hour of compensatory leave which it was not possible to grant;
(c) to qualify for compensatory leave or remuneration for one hour's overtime, the extra time worked must have been more than thirty minutes.

(4) If an employee is travelling on mission, the time taken to reach the place of assignment shall not be treated as overtime for the purposes of this Article. As regards hours worked at the place of assignment in excess of the normal number of working hours, compensatory leave or remuneration, as the case may be, may be allowed by decision of the President of the Office.

(5) Notwithstanding the provisions of paragraphs 3 and 4, remuneration for overtime worked by certain groups of employees in job groups 5 and 6 in special conditions may be paid in the form of a fixed allowance, the amount and terms of which shall be laid down by the President of the Office.

**Article 58**

**Shift work**

(1) An employee who is expected to work regularly at night, on Saturdays, Sundays or public holidays when doing shift work which is required by the exigencies of the service or safety rules shall be entitled to compensation in the form of time off, or, where this cannot be granted, in the form of payment per hour of shift work performed. When such shift work is not a regular and permanent feature, it must be properly authorised by a decision of the President of the Office, valid for one month only.

(2) The compensation referred to in paragraph 1 shall be:

(a) for shift work performed on working days
   - 7 a.m. to 10 p.m. (outside normal hours) 1/6 hour "off", or 0.01% of annual basic salary
   - 10 p.m. to 7 a.m. 2/3 hour "off", or 0.04% of annual basic salary

(b) for shift work performed on non-working days 2/3 hour "off", or 0.04% of annual basic salary.

(3) The normal working hours of an employee on shift work must not exceed the annual total of normal working hours.

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1 Amended by decision of the Administrative Council CA/D 10/14.
Article 58a
Permanent employees on call

An employee required in the interests of the service to remain, outside his normal working hours, at a place of which he has notified the head of department, so as to be available for work when called, shall be entitled to a flat-rate allowance of 0.125% of his basic salary for the month in question for every hour he is on call.

Chapter 2
Leave

Article 59
Annual and special leave

(1) (a) Permanent employees shall be entitled to annual leave of thirty working days per calendar year. For the purposes of this chapter, Saturdays shall not count as working days. Annual leave should normally be taken before the end of the current calendar year. If this is not possible because of the requirements of the service, it must be taken in the next following year.

(b) Permanent employees aged 65 and over having accrued 35 years of reckonable service for pension entitlement and having thus reached the maximum rate of retirement pension will benefit from 12 days' additional annual leave per calendar year.

(2) The President of the Office, after consulting the relevant joint committee, shall lay down:

(a) the rules for granting annual leave;
(b) the list of public holidays applicable to each place of employment.

(3) In addition to annual leave, a permanent employee may, on application, be granted special leave. In the following cases special leave in terms of working days shall be granted as shown:

(a) marriage of the employee: four days;
(b) change of residence of the employee: up to two days;
(c) serious illness of spouse: up to three days;
(d) death of spouse: four days;
(e) serious illness of a relative in the ascending line: up to two days;
(f) death of a relative in the ascending line: two days;

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1 Inserted by decision of the Administrative Council CA/D 3/87.
2 See Circular No. 22.
3 Amended by decision of the Administrative Council CA/D 30/07.
4 Amended by decision of the Administrative Council CA/D 17/85.
5 Amended by decision of the Administrative Council CA/D 9/04.
6 Permanent employees with dependent children within the meaning of Article 69, born after 1 October 2004, shall be entitled to special leave under the conditions of the revised Article 59(3).
(g) birth of a child: ten days, to be taken during the 14 weeks following the birth;

(h) serious illness of a child: up to two days;

(i) hospitalisation of a child aged 12 or under or very serious illness of a child, as certified by a doctor (if the doctor consulted refuses to issue a medical certificate, the employee shall supply the Office with that doctor’s name and address): up to five days;

(j) marriage of a child: two days;

(k) death of a child: four days;

(l) death of the wife during maternity leave: the number of calendar days corresponding to the remaining maternity leave; if the deceased wife is not an employee, the remaining maternity leave is determined by applying the provisions of Article 61, by analogy.

The conditions and rules relating to special leave shall be laid down by the President of the Office after consulting the relevant joint committee.

In view of particular family circumstances the President of the Office may grant leave in addition to special leave under the first sub-paragraph of this paragraph as compensation for the travelling time involved.

**Article 60**

Home leave and determination of the place of home

(1) Employees who (i) took up service with the Office before 1 April 2018 and (ii) are nationals of a Contracting State other than that in which they are employed shall receive eight working days’ additional leave every two years to return home. Travel expenses for such leave shall be reimbursed to the employee concerned under the conditions laid down in Article 77.

(2) For the purposes of these Regulations, the home of an employee shall be the place with which he has the closest connection outside the country in which he is employed, and which is on the territory of a Contracting State. This shall be determined when the employee takes up his duties, taking into account the place of residence of the employee’s family, where he was brought up and any place where he possesses property.

Any review of this decision may take place only after a special decision by the President of the Office upon a reasoned request by the employee.

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1 Revised with effect from 1 April 2013 by decision of the Administrative Council of CA/D 3/13. Employees who were granted home leave outside the territory of a Contracting State in line with the provisions in force prior to the entry into force of this decision shall continue to benefit from their entitlement to home leave in terms of both days off and travel expenses. The amendments to Article 60 ServRegs adopted by this decision shall however apply when reviewing the place of home leave upon request of the employee concerned. See also Circular No. 22.

2 Modified by decision of the Administrative Council CA/D 3/19.

3 Amended by decision of the Administrative Council CA/D 2/18.

4 Modified by decision of the Administrative Council CA/D 3/19.
**Article 61**

**Maternity leave**

(1) A pregnant woman shall be entitled, on production of a medical certificate, to at least 20 weeks' paid leave. The leave shall start not earlier than six weeks before the expected date of confinement shown on the certificate and end 14 weeks after the date of confinement. In the case of multiple or premature birth, birth of a disabled child or where the pregnant woman has already given birth to two or more viable children or where the household already has at least two children in its care, the leave duration shall be 24 weeks. Premature birth for the purposes of this provision shall be a birth taking place more than six weeks before the expected date of confinement.

(2) Should a fixed-term appointment expire during the period of maternity leave provided for in these Service Regulations, it shall be automatically extended for the fixed duration necessary to bring the maternity leave to a maximum of ten weeks after the birth of the child.

**Article 61a**

**Adoption leave**

(1) An employee who has lodged an application for the adoption of a child and started the adoption procedure shall be entitled to paid leave if, on the date the child is recognised as dependent within the meaning of Article 69(3)b), the child is under 18 years of age and neither resident with the employee, his spouse or the other adopting parent, nor already mainly and continuously supported by the employee, his spouse or the other adopting parent.

(2) The leave shall amount to 20 weeks, rising to 24 weeks in the case of the adoption of a disabled child. Each adopted child shall confer entitlement to only one period of leave, which may be shared between the adoptive parents if both are employees. The leave must be taken without interruption and within 12 months from the date of adoption. It shall be granted only if the employee’s spouse or the other adoptive parent engages in a gainful activity at least half-time. If the spouse or the other adoptive parent benefits from comparable leave, a corresponding number of days shall be deducted from the employee’s entitlement.

The President of the Office may, in case of necessity, grant additional paid leave in cases where the national legislation of the country in which the adoption procedure takes place and which is not the country of employment of the adopting employee requires a stay of one or both adoptive parents.

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1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 20/17.
3 Amended by decision of the Administrative Council CA/D 9/04.
4 Permanent employees who adopt a child after 1 December 2004 shall be entitled to adoption leave under the conditions of the revised Article 61a.
5 Amended by decision of the Administrative Council CA/D 20/17.
Paid leave of 10 days shall be granted if the employee does not benefit from the full adoption leave of 20 or 24 weeks; this additional special leave shall be granted only once for each adopted child.

(3) Should a fixed-term appointment expire during the period of adoption leave provided for in these Service Regulations, it shall be automatically extended for the fixed duration necessary to bring the adoption leave to a maximum of ten weeks after the date the child is recognised as dependent by the Office.

Article 61b
End of leave entitlement

Unless expressly provided otherwise, leave entitlement shall lapse upon expiry of a fixed-term appointment and be forfeited forthwith.

Chapter 3
Absences for health reasons

Article 62
General principles

(1) The present provisions on absences for health reasons offer a framework conducive to health recovery and return to work.

The system relies on the responsible use and active contribution of the employee.

(2) The system covers three phases:
- sick leave;
- extended sick leave;
- incapacity.

It allows flexible working arrangements and a partial return to work at all phases.

(3) The President of the Office may lay down further terms and conditions necessary for the implementation of this Chapter.

Article 62a
Sick leave

(1) An employee who is unable for health reasons to perform all or part of his duties shall be entitled to sick leave subject to the conditions laid down in the present Article.

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1 Inserted by decision of the Administrative Council CA/D 2/18.
2 Inserted by decision of the Administrative Council CA/D 2/18.
3 Inserted by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
4 See also the transitional measures in Articles 71 to 74 in CA/D 2/15. See also Article 9 CA/D 20/17.
5 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
6 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
The employee concerned shall notify the Office of his inability to perform his duties as soon as possible on the first day of absence, and at the same time state his present address and telephone number. He shall provide evidence of his inability to perform his duties on the fourth day of absence at the latest if he is absent for more than three working days and on the first day of absence if he has already taken uncertified sick leave for three working days in a given calendar year.

If, during annual or home leave, an employee's state of health would justify sick leave, the corresponding period shall, subject to production of evidence, be deemed to be sick leave and shall not be deducted from his annual or home leave.

If an employee's state of health so requires or if a member of his household is suffering from a contagious disease, he may be required to take compulsory sick leave after examination by a medical practitioner under Title VI.

If an employee wishes to spend sick leave elsewhere than at his place of residence within the meaning of these Service Regulations, he shall obtain prior permission of the President of the Office.

The President of the Office may verify by means of medical examinations whether the employee's state of health justifies sick leave. These medical examinations may be conducted at the present address of the employee. The terms and conditions for performing such examinations, which may also be conducted by external service providers, shall be laid down by the President of the Office.

Sick leave shall be

(a) granted for an initial period of up to a maximum duration of 125 working days, either in one unbroken period or in several periods within any rolling period of 18 consecutive months;

(b) extended up to a total of 250 working days within any rolling period of 36 consecutive months, if at the expiry of the first period of sick leave a medical opinion confirms that the employee is still unable to perform his duties.

Regardless of any working time arrangement or applicable salary deduction, for the purpose of computing sick leave accumulation, any absence on a working day shall be counted as a full day of sick leave.

An employee on sick leave may be authorised to return to work by using partial sick leave by decision of the President of the Office upon medical opinion assessing the appropriate duration and extent of a reduction in working hours.

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1 Amended by decision of the Administrative Council CA/D 20/17.
During a period of full or partial sick leave an employee shall retain the right to:

(a) the remuneration he would be entitled to if his health enabled him to perform his duties, subject to a 10% deduction of the basic salary and of the allowances payable under Articles 68 and 72 during the period mentioned in paragraph 7(b);
(b) annual and home leave, it being provided that:
   - leave taken during such periods shall be deducted in full days from his leave entitlement, irrespective of the percentage reduction in his working time,
   - taking fractions of days' leave is not allowed;
(c) full benefits under the social security and pension schemes, including, where applicable, participation in the salary savings plan.

The employee's contributions to the social security scheme, to the pension scheme and, where applicable, to the salary savings plan shall be calculated on his full basic salary. The above applies subject to Article 56, paragraph 4.

Where an absence results from a medical condition which gives rise to a claim against a third party by an employee, the award of the benefits provided for in this Article shall in principle be made subject to the beneficiary's assigning to the Office his claims against such third party, up to the amount of such benefits.

However, the Office may waive its right to take action pursuant to such subrogation against the third party concerned where special circumstances justify such a waiver.

At the expiry of the applicable maximum period of sick leave, the rights and obligations of the employee who is still partially or totally unable to perform his duties for health reasons shall be governed by the provisions of Article 62b.

Entitlement to sick leave shall lapse upon expiry of a fixed-term appointment.

**Article 62b**

**Incapacity during service**

If an employee has reached the applicable maximum period of sick leave set forth in Article 62a, paragraph 7(b), a medical opinion shall be sought to determine whether he fulfils the condition of incapacity: being partially or totally unable to perform his duties or similar other duties which might reasonably be assigned to him, i.e. which correspond to his situation, his knowledge and his capabilities.
In such case, he shall be partially or totally discharged from performing his duties by decision of the President of the Office.

The proportion and period of time of such discharge from duties shall follow the medical opinion. In case of partial incapacity, any discharge from duties shall not exceed 80% of the normal working time. The minimum degree of incapacity for a total discharge from duties shall be 70%.

(2) A medical opinion assessing incapacity shall be based on a medical examination of the employee concerned. The medical practitioner’s conclusions shall indicate:

(a) the degree of incapacity, i.e. the extent to which the employee is unfit to work;
(b) the identification of any specific restrictions in the exercise of the employee’s duties or similar other duties assigned to him;
(c) the proportion of any possible working time;
(d) the foreseen duration of incapacity;
(e) the date on which a new examination should take place;
(f) any suggestions as to specific measures which could be taken to improve the employee’s state of health.

(3) During a period of incapacity pursuant to this Article, the employee shall be entitled to

(a) a proportion of his basic salary and of the allowances payable under Articles 68 and 72 equal to the time worked;
(b) 70% of the basic salary and of the allowances payable under Articles 68 and 72 at his grade and step for the time he is discharged from duties for reasons of incapacity, whereby the combination of (a) and (b) shall not result in an amount lower than 120% of basic salary at grade G1, step 4, unless this minimum would result in a basic salary higher than that payable if the employee were not prevented from performing his duties;
(c) his other allowances in full;
(d) annual leave in proportion to the time actually worked;
(e) home leave, if applicable;
(f) full benefits under the social security scheme provided for under Chapter 2 of Title V.

Contributions to the social security scheme shall be calculated on the basic salary which the employee would have received for normal full-time work.

(4) Contributions to the pension scheme and where applicable to the salary savings plan shall be calculated in proportion to the actual salary drawn, and the employee shall accrue correspondingly reduced benefits.

At the employee’s request, contributions to the pension scheme and where applicable to the salary savings plan shall be calculated on the basic salary

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1 Amended by decision of the Administrative Council CA/D 2/18.
which he would have received for normal full-time work, in which case he shall accrue full benefits.

(5) A part-time arrangement approved in accordance with Article 56 before a period of incapacity shall remain unaffected. In such case:

(a) the proportion of any possible working time during incapacity shall be determined by reference to the normal, full-time working hours;
(b) incapacity benefits under paragraph 3 shall be payable only for the fraction of time defined as working time under the pre-existing part-time working arrangement and not worked for reasons of incapacity.

(6) If during a period of partial incapacity the employee's state of health so requires and subject to the provision of evidence, he may temporarily be discharged from the entirety of his duties. His rights and obligations for such absence shall be determined by this Article. In addition, Article 62a, paragraph 6, shall apply.

(7) An employee's state of health shall be periodically reviewed in order to determine whether or not the conditions for incapacity laid down in paragraph 1 are still met and, if so, whether the proportion of incapacity and its duration should be adjusted.

(8) The incapacity of an employee pursuant to this Article shall end

(a) by decision of the President of the Office upon medical opinion concluding that the employee no longer meets the conditions for incapacity laid down in paragraph 1. In such a case, he shall resume his duties or be charged with similar other duties;
(b) on termination of service according to Article 50, unless the employee becomes eligible for the incapacity cover provided for under Article 62c.

(9) During a transitional period after termination of incapacity under paragraph 8(a), sick leave may initially be granted for a maximum of 20 days. For any further absences for health reasons, the employee shall receive incapacity benefits under this Article.

Such a transitional period shall end once the employee has accumulated a maximum of 20 days of absences for health reasons within any period of 18 months.

(10) During a period of incapacity, the provisions in Article 62a, paragraphs 2 to 5, shall apply.

Article 62c

Incapacity for fixed-term employees upon termination of service

(1) If a fixed-term employee is on authorised absence for medical reasons when his service terminates, a medical opinion shall be sought to determine

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1 Amended by decision of the Administrative Council CA/D 2/18.
2 Inserted by decision of the Administrative Council CA/D 2/18.
whether he fulfils the conditions for total incapacity: being totally unable to perform duties which correspond to his situation, his knowledge and his capabilities. In such a case, the former fixed-term employee shall be deemed on incapacity by decision of the President of the Office.

(2) The minimum degree of incapacity required to qualify for total incapacity shall be 70%.

(3) A medical opinion assessing total incapacity shall be based on a medical examination of the employee concerned. The medical practitioner's conclusions shall indicate:

(a) the degree of incapacity, i.e. the extent to which the former fixed-term employee is unfit to work;
(b) the foreseen duration of incapacity;
(c) the date on which a new examination should take place;
(d) any suggestions as to specific measures which could be taken to improve his state of health.

(4) During a period of incapacity, a former fixed-term employee shall be entitled to

(a) 70% of the basic salary paid at the last step he had reached in the last grade held by him. The amount may not, however, exceed the basic salary for grade G1, step 4;
(b) full benefits under the social security scheme provided for under Chapter 2 of Title V.

(5) The former fixed-term employee shall continue to pay one-third of the total contributions to the social security scheme only, which shall be calculated on the basic salary which he would have received for normal full-time work.

(6) A former fixed-term employee's state of health shall be periodically reviewed in order to determine whether or not the conditions for incapacity laid down in paragraph 1 are still met and, if so, whether the proportion of incapacity and its duration should be adjusted.

(7) The incapacity of a former fixed-term employee shall end

(a) by decision of the President of the Office upon medical opinion concluding that the former fixed-term employee no longer meets the conditions for total incapacity laid down in paragraph 1; or
(b) on expiry of each 12-month period from termination of service, unless the President of the Office decides otherwise upon, inter alia, medical opinion concluding that the former fixed-term employee continues to meet the conditions for total incapacity laid down in paragraph 1, and after taking into consideration evidence of sources of income provided by the former fixed-term employee; or
(c) when the former employee starts drawing a pension, or
(d) in any event at the age of 65.
(8) The total contribution required to meet payments under this Article, calculated by reference to the basic salary, shall be set by the President of the Office, on the basis of an actuarial study. One-third of such contribution shall be charged to the fixed-term employee.

Chapter 4

Unauthorised absence and non-fulfilment of duties

Article 63

Unauthorised absence

(1) Except in case of inability to perform his duties for health reasons, an employee may not be absent without prior permission from his immediate superior. Any unauthorised absence which is duly established shall lead to a deduction of the remuneration of the employee concerned pursuant to Article 65, paragraph 1(d).

(2) In particular, an employee shall be considered to be on unauthorised absence if he fails, without legitimate reason, to

(a) provide evidence pursuant to Article 62a, paragraph 2;
(b) undergo a medical examination ordered pursuant to Article 62a, paragraphs 4 and 6;
(c) obtain permission prior to spending his sick leave elsewhere than at his place of residence pursuant to Article 62a, paragraph 5;
(d) return to work at the end of a period of sick leave or incapacity or where a medical practitioner advising the President of the Office concludes that sick leave is not or no longer justified under Article 62a, paragraphs 6 or 7(b). If these medical conclusions are contested and confirmed following the arbitration procedure laid down in Article 91, the employee shall be considered on unauthorised absence as from the date when the contested medical conclusions were first communicated to him.

(3) Notwithstanding paragraph 1, and taking due account of the circumstances, any unauthorised absence established under paragraph 2(d) following an arbitration procedure may lead to a deduction from the basic salary of the employee concerned for the period prior to the outcome of the arbitration procedure.

(4) Application of paragraphs 1, 2 and 3 shall be without prejudice to any disciplinary measures that may apply.

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1 Inserted by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
Article 63a

Failure or refusal to perform assigned duties

(1) Where an employee fails or refuses to fulfil his duties under the Convention, its Implementing Regulations, or these Service Regulations, the appointing authority may request in writing that the employee carry out these duties.

(2) The appointing authority may withhold the salary of an employee if the employee fails or refuses to comply with the written request of the appointing authority under paragraph 1, or with an order confirmed in writing by the immediate superior in accordance with Article 20, paragraph 2. The salary withheld shall be the twentieth part of the employee’s basic salary for every day of non-compliance since the date of the written request or order, until such time as the employee fully complies with it.

(3) A decision of the appointing authority under paragraph 2 taken against an employee shall be recorded in his personal file.

(4) Application of paragraphs 1 to 3 shall be without prejudice to any disciplinary measures that may apply.

1 Inserted by decision of the Administrative Council CA/D 7/17.
TITLE V
EMOLUMENTS AND SOCIAL SECURITY

Chapter 1
Remuneration and reimbursement of expenses

Section 1
General provisions

Article 64
Determination of remuneration

(1) Save as otherwise expressly provided in these Service Regulations, an employee who is duly appointed shall be entitled to the remuneration appropriate to his grade and step. He may not waive his entitlement to remuneration.

(2) Remuneration shall comprise basic salary and, where appropriate, any allowances. Basic salary shall be the amount obtained after deduction of the internal tax referred to in paragraph 4 from the gross salary indicated in the scales referred to in Article 66, paragraph 1.

(3) An employee's remuneration shall be paid in the currency of the country and at the place in which he mainly performs his duties; it shall be expressed in that currency.

(4) Salary figures shown in Annex III shall be gross, before deduction of the internal tax under the Regulation determining the amount and the levy of that tax, adopted by the Administrative Council pursuant to Article 16 of the Protocol on Privileges and Immunities of the Organisation, and before deduction of staff contributions to the social security scheme, to the applicable pension scheme and, where applicable, to the salary savings plan. The allowance figures shown in Annexes III to VI shall be net.

(5) In the event of an employee's death, the surviving spouse or dependent children shall receive the deceased's full remuneration until the end of the third month after the month in which the death occurred.

(6) The remuneration of the employees shall be subject to periodic review. It shall be adjusted by the Administrative Council in accordance with a procedure adopted by that body, account being taken, so far as applicable to that procedure, of recommendations by the Co-ordinating Committee of Government Budget Experts.

1 Amended by decision of the Administrative Council CA/D 19/88; see also "Pension Scheme Regulations" (Part Ia 9) and "Collective Insurance Contract" (Part Ib 13).
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 17/08.
4 Amended by decision of the Administrative Council CA/D 17/08.
5 See "Implementing rule to Article 64" (CA/D 31/07).
Article 65\textsuperscript{1/2}

Payment of remuneration

(1)\textsuperscript{3} (a) Payment of remuneration to employees shall be made at the end of each month for which it is due.

(b) Where remuneration is not payable in respect of a complete month, the monthly amount shall be divided into thirtieths and

- where the actual number of days for which pay is due is fifteen or less, the number of thirtieths payable shall equal the actual number of days for which pay is due;
- where the actual number of days for which pay is due is more than fifteen, the number of thirtieths payable shall equal the difference between the actual number of days for which pay is not due and thirty.

(c) Notwithstanding the provisions of (b), where remuneration is not payable in respect of a complete month owing to participation in a strike, the monthly amount shall be divided into twentieths to establish the due deduction for each day of strike on a working day.

(d) Notwithstanding the provisions of (b), where remuneration is not payable in respect of a complete month owing to unauthorised absence, the monthly amount shall be divided into twentieths to establish the due deduction for each day of unauthorised absence on a working day.

(e) Where entitlement to any of the allowances provided for in Article 67 commences at or after the date of entering the service, the employee shall receive such allowance as from the first day of the month in which such entitlement commences, provided that any request for the allowance is submitted within six months of the date on which entitlement commences, unless otherwise provided in these Regulations. If an allowance is requested after expiry of the above six-month period, it shall be granted retroactively but only for the six months preceding the month in which the request was submitted, except in a duly substantiated case of force majeure. On cessation of such entitlement the employee shall receive the sum due up to the last day of the month in which entitlement ceases.

(f) All employees in receipt of an allowance shall inform the President of the Office immediately in writing of any change which may affect their entitlement to that allowance.

\textsuperscript{1} See Circular No. 132.
\textsuperscript{2} See also "New time limits" in part 1b.
\textsuperscript{3} Amended by decision of the Administrative Council CA/D 5/13.
(g) Without prejudice to any other time limitations for retroactive payments, except in duly substantiated cases of force majeure the Office will not make such payments for periods longer than three years as from the date on which they were requested.

(2) (a) An employee may regularly transfer, through the Office, part of his remuneration, up to a maximum of 20% of his basic salary, to the credit of an account opened in his name in a banking establishment either in the country of his home as defined in Article 60, paragraph 2, or in the country in which a dependant for whom the employee receives an allowance under these Regulations has his residence.

(b) Regular transfers in excess of the maximum stated above may be effected only where they are intended to cover expenditure arising out of commitments proved to have been regularly entered into by the employee and which he has to meet in one of the countries stipulated in sub-paragraph (a).

(c) Apart from these regular transfers, an employee shall, save in very exceptional circumstances and for good reasons supported by evidence, not be authorised to transfer through the Office sums which he may desire to have available in the currencies of one of the countries mentioned in sub-paragraph a).

(d) Subject to the employee’s decision, transfers provided for in this paragraph shall be made either in the currency of the country to which the transfer is made at the rate of exchange in force on the date of transfer or in euros.

(3) Under the conditions laid down in the implementing rule hereto, employees shall participate in a salary savings plan. Where applicable, the portion of remuneration owed as a result of that participation shall in principle be paid on termination of service.

Section 2
Basic salary

Article 66
Salary scales

(1) The gross salary scales for each grade and step shall be as set out in Annex III.

(2) An employee shall receive the basic salary appropriate to his grade and step.

1 Inserted by decision of the Administrative Council CA/D 20/17.
2 Modified by decision of the Administrative Council CA/D 3/19.
3 Inserted by decision of the Administrative Council CA/D 13/08.
4 Amended by decision of the Administrative Council CA/D 10/14.
Section 3
Allowances

Article 67
General provisions

(1) Under the conditions laid down in this Section, an employee shall be entitled to:

(a) family allowances:
   - household allowance,
   - dependant's allowance,
   - childcare allowance,¹
   - education allowance;
(b) expatriation allowance;
(c) installation allowance;
(d) rent allowance;
(e) language allowance.

(2) An employee in receipt of family allowances shall declare allowances of like nature paid to him, to his spouse or to his dependants from other sources; these allowances shall be deducted from those paid under these Service Regulations.

(3)² In cases where a husband and wife employed by the Office are both entitled to family allowances, these shall be payable only to the person whose basic salary is the higher.

Article 68
Household allowance

(1) The household allowance shall be 6% of the basic salary of the employee; the monthly amount thereof shall not however be less than the corresponding amount payable to an employee in Grade G4, step 4.³

(2) The household allowance shall be granted to:

(a) a married employee;
(b) an employee who is widowed, divorced, legally separated or unmarried and has dependants within the meaning of Article 69;
(c) by special reasoned decision of the President of the Office based on supporting documents, an employee who, while not fulfilling the conditions laid down in (a) and (b), nevertheless actually assumes family responsibilities.

¹ Inserted by decision of the Administrative Council CA/D 22/07.
² Amended by decision of the Administrative Council CA/D 19/88.
³ Amended by decision of the Administrative Council CA/D 10/14.
In the case of a married employee who has no dependants and whose spouse is gainfully employed, the allowance paid, which shall be a maximum of 6% of the basic salary, shall be equal to the difference between the basic salary carried by Grade G4, step 4\(^1\), increased by the amount of the allowance to which the employee is theoretically entitled, and the amount of the earned income of the spouse. If the latter amount is equal to or more than the former, no allowance shall be paid to the employee.

**Article 69**

**Dependants’ allowance - Children**

(1) A dependants’ allowance shall be payable, under the conditions laid down in this Article, to an employee who has:

I. one or more dependent children;
II. one or more dependent disabled children.\(^2\)

(2) Not more than one dependants’ allowance shall be paid in respect of any dependent child within the meaning of this Article.

I. Dependent children

(3)\(^3\) For the purposes of these Regulations a dependent child shall be:

(a) the legitimate, natural or adopted child of an employee, or of his spouse, who is mainly and continuously supported by the employee or his spouse;
(b) the child for whom an application for adoption has been lodged and the adoption procedure started;
(c) any other child who is normally resident with and mainly and continuously supported by the employee or his spouse.

(4)\(^4\) The allowance shall be granted:

(a) for all children under eighteen years of age;
(b) on application by the employee, with supporting evidence, for children who have not reached twenty-six years of age and are receiving educational or vocational training.

(5) Payment of the allowance in respect of a child prevented by serious illness or invalidity from earning a livelihood shall continue throughout the period of that illness or invalidity, irrespective of age.

(6) The amount of the allowance shall be as set out in Annex III.

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\(^1\) Amended by decision of the Administrative Council CA/D 10/14.
\(^2\) Amended by decision of the Administrative Council CA/D 20/17.
\(^3\) See Circular No. 82.
\(^4\) Amended by decision of the Administrative Council CA/D 28/09.
II. Dependent disabled children

(7) An employee with a dependent child medically certified as suffering from a disability necessitating either special care, supervision or special education or training, not provided free of charge, may claim a dependent disabled children's allowance and reimbursement of educational or training expenses for said child under the conditions laid down in the following paragraphs, whatever the age of the child.

(8) The decision to pay this allowance and this reimbursement shall be taken by the President of the Office following a medical opinion on the nature and degree of the disability. This decision shall determine the period for which the employee shall be granted these benefits; it shall be subject to periodical review.

(9) The criterion for assessing entitlement to these benefits shall be the serious and continuing impairment of the physical or mental abilities.

Children may be deemed disabled when they suffer from:

(a) serious or chronic affection of the central or peripheral nervous system, however caused, such as encephalopathies, myelopathies or peripheral paralysis;
(b) serious affection of the locomotor system;
(c) serious affection of one or more sensory systems;
(d) chronic and disabling mental illness.

The above list shall not be deemed to be exhaustive and is given by way of indication only. It shall not be taken as an absolute basis for assessing the degree of disability.

(10) A claim for reimbursement shall be made solely in relation to expenses incurred in order to provide the disabled child with education or training specially adapted to his or her needs and designed to obtain the highest possible level of functional capability and which are not of the same kind as those taken into account for the purposes of the education allowance.

The President of the Office shall satisfy himself as to whether the expenses for which reimbursement is claimed are reasonable.

(11) The amount of the dependent disabled children's allowance shall be as set out in Annex III; it shall not be paid concurrently with the dependent children’s allowance.

(12) Reimbursement of educational or training expenses above shall be at the rate of 90 per cent of the expenses defined in paragraph 10.

1 Amended by decision of the Administrative Council CA/D 20/17.
2 Amended by decision of the Administrative Council CA/D 20/17.
3 Amended by decision of the Administrative Council CA/D 20/17.
4 Amended by decision of the Administrative Council CA/D 20/17.
5 Amended by decision of the Administrative Council CA/D 20/17.
The amount of expenses incurred as defined in paragraph 10 shall be calculated after deduction of any payment received from any other source for the same purpose.

Article 70
Dependants' allowance - Other persons

An allowance for dependants as set out in Annex III may be granted by the President of the Office on the basis of supporting evidence where an employee or his spouse mainly and continuously supports a parent or other relative, by blood or marriage, by virtue of a legal or judicial obligation.

Article 70a\(^1\)
Childcare allowance

I. Conditions of award

1. Permanent employees entitled to the dependant's allowance may request payment of the childcare allowance, under the terms and conditions set out below, in respect of each dependent child within the meaning of Article 69 regularly making use of a childcare facility recognised by the Office.

2. The childcare allowance shall be granted to employees
   (a) who are in receipt of the dependent child allowance according to Article 69, and
   (b) where the dependent child lives in the employee's household.

3. Entitlement to the allowance shall commence on the first day of the month during which the dependent child of at least three months of age begins to attend a recognised childcare facility. It shall terminate when the child enters secondary education and at the latest at the end of the month in which the child reaches 12 years of age. Entitlement to the allowance shall continue in full during periods of parental and family leave or part-time work.

II. Expenditure for childcare

4. Within the limits prescribed in Section III, the childcare allowance shall be payable in respect of:
   (a) direct costs for pre-school day care or crèche until 19.00 hrs
   (b) direct costs for day care outside school opening hours and during school holidays, in both cases until 19.00 hrs.

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\(^1\) Inserted by decision of the Administrative Council CA/D 22/07.

\(^2\) The provisions for children aged 4 to 12 giving rise to an entitlement under Article 70a shall apply from 1 January 2008.

\(^3\) Modified by decision of the Administrative Council CA/D 3/19.

\(^4\) Amended by decision of the Administrative Council CA/D 5/12.
Direct costs are defined as registration and general costs as charged and invoiced by the childcare facility and based on a contractual agreement recognised by the Office.

Miscellaneous costs such as for clothing, nappies, meals, materials, excursions, courses and the like are not covered.

### III. Amount of the allowance

(5) The maximum monthly direct costs for which the childcare allowance may be claimed shall be fixed annually by the President of the Office for facilities for pre-school day care and facilities for day care outside school opening hours and during school holidays and for each place of employment.

(6) The amount of the allowance shall be calculated by reference to the direct costs after deduction of any other payments made for the care of that child from another source.

The level of the childcare allowance shall be based on the basic salary carried for the grade and step of the employee. It shall correspond to the following levels expressed as a percentage of the direct costs:

<table>
<thead>
<tr>
<th>Age range</th>
<th>Basic salary*</th>
<th>Amount of the allowance</th>
</tr>
</thead>
</table>
| For children up to age 4   | Less than or equal to Grade G3, step 1  
More than Grade G3, step 1  
and less than or equal to Grade G6, step 5  
More than Grade G6, step 5 | 60%  
50%  
45% |
| For children from age 4 to 12 | All | 30% |

* Amended by decision of the Administrative Council CA/D 10/14.

### IV. Payment of the allowance

(7) Payment of the allowance shall be made on production of supporting documents.

On production of a contract establishing the direct costs, an advance on the allowance shall be paid. This advance shall be paid monthly for a duration not exceeding the length of the contract.

Each year, the employee in receipt of the childcare allowance shall provide evidence supporting the direct costs actually incurred for that year and any further evidence required to determine the level of the allowance.
Any unduly paid amounts shall be recovered. Failure to produce the required evidence shall entail recovery of the entire advance of the childcare allowance paid since the last date for which evidence is available.

**Article 71**

**Education allowance**

**I. Conditions of award**

(1) Employees - with the exception of those who are nationals of the country in which they are serving - may request payment of the education allowance, under the terms set out below, in respect of each dependent child, within the meaning of Article 69, regularly attending an educational establishment on a full-time basis.

(2) By way of exception, employees who are nationals of the country in which they are serving may request payment of the education allowance provided that the following two conditions are met:

   (a) the employee's place of employment is not less than 80 km distant from any school or university corresponding to the child's educational stage;
   
   (b) the employee's place of employment is not less than 80 km distant from the place of domicile at the time of recruitment.

(3) Entitlement to the allowance shall commence on the first day of the month during which the dependent child of at least four years of age begins to attend a pre-school educational establishment or primary school. It shall terminate when the child ceases full-time studies, and not later than the end of the month in which the entitlement to the dependent child allowance will cease to be recognised.

(4) The education allowance shall not be awarded for a child attending a European School at the place of employment or where the education costs are covered under Article 120a.

**II. Expenditure for educational purposes**

(5) Within the limits prescribed in Section III, the education allowance shall cover the following:

   (a) direct education costs, namely registration and examination fees, and general fees for schooling and education charged and invoiced by the educational establishment;
   
   (b) miscellaneous education costs, namely all other expenses connected with education, such as expenses for board and lodging, books, private tuition and daily travel.

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1 Revised by decision of the Administrative Council CA/D 2/98.
2 Modified by decision of the Administrative Council CA/D 10/02.
3 Modified by decision of the Administrative Council CA/D 10/02.
4 Modified by decision of the Administrative Council CA/D 10/02.
(c) travel expenses between the educational establishment and the place of employment.

III. Amount of the education allowance

(6) The amount of the education allowance shall be made up of:

(a) reimbursement of the total (pre-school, primary and secondary education) or 70% (post-secondary education) of direct education costs up to a limit of 2.5 times the annual dependent child allowance applying in the country where the studies are pursued.

This limit shall be raised to 3 times the dependent child allowance where the direct education costs submitted for reimbursement include expenses for half board, and to 3.5 times the dependent child allowance where the direct education costs submitted for reimbursement include expenses for board and lodging.

(b) a lump sum intended to cover miscellaneous education costs and expressed as a percentage of the dependent child allowance applying in the country where the studies are pursued, as shown in the table below:

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>child living at home and attending an educational establishment at the pre-school, primary or secondary level</td>
<td>25%</td>
</tr>
<tr>
<td>child living at home and attending an educational establishment at the post-secondary level</td>
<td>40%</td>
</tr>
<tr>
<td>child not living at home</td>
<td>140%*</td>
</tr>
</tbody>
</table>

* where half-board expenses are included in the direct education costs, this percentage is reduced to 100%; where expenses for board and lodging are included in the direct education costs, this percentage is reduced to 40%.

(c) reimbursement of travel expenses in accordance with paragraph 7.

(7) Employees who are entitled to the home leave provided for in Article 60 and whose children carry out their studies at a place more than 300 km away from the place of employment shall also be entitled - up to the amount reimbursable for a round-trip journey between the place of employment and the place approved for home leave - to the reimbursement of the cost of one round-trip per year between the place of study and the place of employment. Nevertheless, employees who have received such repayment for a child may not during the same calendar year request repayment for the round-trip on home leave for that child. Travel expenses shall be reimbursed in accordance with the provisions applicable to home leave set out in Article 60.

(8) The supplement for dependent children, included in the expatriation allowance, and the education allowance shall not be paid concurrently.

(9) The actual amount of the education allowance shall be determined after deduction, where appropriate, of any allowance received from other sources.
for the child’s education (scholarships, grants). The deduction shall be made separately for each child.

IV. Payment of the allowance

(10) The reimbursement of direct costs shall be made on production of supporting documents. The lump-sum allowance shall be paid monthly. It shall also be paid for school holidays, on condition that the employee continues to be entitled to the education allowance for the child concerned after the studies resume.

(11) At the end of each academic year every employee in receipt of the education allowance shall produce a certificate from the head of the establishment attended by the child in respect of whom the allowance is payable, attesting to the date on which the attendance began and ended and, where appropriate, any interruptions lasting at least one term. If such a certificate cannot be obtained, the employee shall attest to the fact that the child concerned has attended an educational establishment on a regular full-time basis.

In the light of the certificate or attestation, the President of the Office may, where appropriate, have any amounts unduly paid in respect of the education allowance recovered. Failure to produce the certificate or attestation shall entail recovery of the entire education allowance received during the academic year in question.

Except in case of force majeure, where the education is permanently discontinued before the end of the first term of the academic year concerned, the direct education costs must be reimbursed by the employee on a pro rata basis for the number of full months of education missed.

The employee shall be entitled to the lump-sum part of the education allowance up to the last day of the month in which the education was discontinued.

(12) An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.

V. Interim measures

Permanent employees in receipt of the education allowance provided for in Article 71 of the Service Regulations for the academic year 1997-1998 may request, for subsequent academic years and in respect of the child concerned, reimbursement of education costs in accordance with the conditions and within the limit of the ceilings imposed by the provisions in force until now.

1 Inserted by decision of the Administrative Council CA/D 10/02.
Reimbursement shall be based solely on evidence of the actual expenses incurred, to the exclusion of any lump-sum payment and the "exceptional measure" (CA/D 4/97).

Permanent employees wishing to make use of this right shall inform the administration thereof at the beginning of the academic year concerned. The non-exercise of this right for any academic year shall be deemed to represent an irrevocable option in favour of the new system in respect of the child concerned.

**Article 72**

**Expatriation allowance**

(1) An expatriation allowance shall be payable to employees who, at the time they take up their duties or are transferred:

(a) hold the nationality of a Contracting State other than that in which they will be serving, and

(b) were not permanently resident in the latter state for at least three years, no account being taken of previous service in the administration of the state conferring the said nationality or with international organisations.

To remain entitled to an expatriation allowance, employees must continue to meet the condition specified in (a) above.

(2) An expatriation allowance shall also be payable to employees not referred to in paragraph 1 a) above and who at the time of taking up their duties have been permanently resident for at least ten years in a country other than the country in which they will be serving, no account being taken of previous service in the administration of the latter country or with international organisations.

(3) The rates of the expatriation allowance shall be 20% of basic salary for employees entitled to the household allowance and 16% of basic salary for other employees.

(4) In no circumstances shall the amount resulting from application of the rates provided for in paragraph 3 above be less than the amount of the expatriation allowance due to an employee in Grade G4, step 4.

(5) Permanent employees who are paid the expatriation allowance and who are not in receipt of an education allowance for a dependent child shall receive, for that child, a supplement to their expatriation allowance as set out in Annex III of these Service Regulations.

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1 Revised with effect from 1 July 1990 by decision of the Administrative Council CA/D 6/90.
2 Amended by decision of the Administrative Council CA/D 20/17.
   "The amendments to Article 72 ServRegs shall apply to employees recruited as from 1 January 2018 and to employees recruited before 31 December 2017 who, after the decision's entry into force, lose the nationality that entitled them to the grant of an expatriation allowance on account of acquiring, as their sole nationality, that of the Contracting State in which they are serving."
3 Amended by decision of the Administrative Council CA/D 10/14.
Where a husband and wife are both employees of the Office serving at the same place of employment and each is paid the expatriation allowance under the above provisions they shall each receive the allowance at the rate of 16% of basic salary, subject to the provisions of paragraph 4 above, irrespective of whether either of them is in receipt of the household allowance.

Article 73
Installation allowance

(1) An installation allowance shall be payable to employees:

(a) whose place of recruitment was more than 100 kilometres from their place of employment at the time when they accepted employment with the Office, or

(b) on transfer from one place of employment to another place of employment, these places of employment being situated at least 400 kilometres apart, provided such transfer is of indefinite duration exceeding two months.

This installation allowance shall be equal to one month’s basic salary; it shall be supplemented by an additional payment of half a month’s basic salary for employees entitled to a household allowance and having not more than one dependent child, and of one month’s basic salary for employees entitled to a household allowance and having at least two dependent children.

(2) Subject to the provisions of paragraph 1 above, the installation allowance shall be payable from the employee's date of entry into service with the Office or of his transfer from one place of employment to another; however, the additional payments referred to in paragraph 1 shall be payable only where the spouse and dependent children have taken up residence at the place of employment and, if applicable, the employee concerned has satisfactorily completed the probationary period.

(3) Notwithstanding paragraph 2 above, a new recruit on probation may be granted an advance of the additional installation allowance in respect of his spouse and dependent children provided that they have taken up residence at the place of employment, and the probationer has completed six months' service without an adverse report having been made under Article 13, paragraph 4. A probationer who is not confirmed in his appointment shall be required to reimburse this advance.

(4) Employees shall be required to reimburse one half of the installation allowance and any additional payments, if they leave their appointments of their own accord before two years have expired.

1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 10/14.
The President of the Office may authorise an exception to the provisions governing reimbursement where strict application might cause special hardship.

**Article 74**

**Rent allowance**

(1) A rent allowance shall be payable to an employee in job group 4, up to Grade G11 step 1, or in job groups 5 and 6 provided that:

(a) neither he nor his spouse owns, in the area of the place of his employment, accommodation commensurate with his grade and family circumstances;
(b) he is the tenant or sub-tenant of furnished or unfurnished premises commensurate with his grade and family circumstances;
(c) the rent paid, excluding all charges, exceeds the proportion specified in paragraph 4 below of his emoluments as defined in the first sub-paragraph of paragraph 6.

(2) The rent allowance may not be granted to those married employees who do not receive the household allowance because of the provisions of Article 68, paragraph 3.

(3) Permanent employees shall supply the President of the Office on request with all information necessary to ensure that the conditions referred to in paragraph 1 are satisfied and to determine the amount of allowance to which they are entitled.

(4) The amount of the allowance shall be a proportion of the difference between the rent as defined in paragraph 6, sub-paragraph 2, and the following nominal sums:

- 15% of the emoluments of employees in job group 6 up to and including Grade G8 step 4;
- 20% of the emoluments of employees in job group 6, from Grade G8 step 5, and of employees in job group 5;
- 22% of the emoluments of employees in job group 4, from Grade G7 to G11 step 1.

(5) The said proportion shall be 50% for unmarried employees and employees entitled to the household allowance with no dependants, 55% for employees with one dependant and 60% for those with two or more dependants, whereby the amount of the allowance may in no case exceed:

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1 Amended by decision of the Administrative Council CA/D 19/88.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 19/88.
4 Amended by decision of the Administrative Council CA/D 10/14.
5 Amended by decision of the Administrative Council CA/D 19/88.
6 Amended by decision of the Administrative Council CA/D 10/14.
- 10% of the emoluments of the person concerned in the case of employees in job group 6, up to and including Grade G8 step 4;
- 5% of the emoluments of the person concerned in the case of employees in job group 6, from Grade G8 step 5, of employees in job group 5 and of employees in job group 4 up to Grade G11 step 1.

(6) For the purpose of this Article, emoluments shall be deemed to mean basic salary with the addition of any expatriation, household and language allowances, and after deduction of social security and pension contributions from the total amount.

Rent shall be deemed to be the actual rent paid by the occupant of the accommodation, exclusive of all charges such as heating, lighting, water, gas, electricity, service, maintenance, etc. Where such charges are included in the rent paid, an appropriate amount shall be deducted from the gross rent.

(7) Any employee who is the owner, in the area of the place of employment, of accommodation which he does not occupy, shall only receive the rent allowance after deduction of the rent which he receives or should normally receive at the market rate for the accommodation which he owns.

(8) All employees in receipt of a rent allowance shall inform the President of the Office in writing immediately of any change which affects their eligibility for the allowance.

**Article 75**

**Language allowance**

(1) A language allowance may be granted by the President of the Office, whenever he deems this to be in the interests of the Organisation, to employees in job group 6, from Grade G1 to G6 step 3, who are required in the course of their duties to use two or three of the official languages of the Office which are not their mother tongue and who have proved that they have a knowledge of those languages.

(2) For the purposes of this Article, mother tongue shall mean the language considered as such under the national legislation governing each employee.

(3) For each second and third language other than the mother tongue, the employee concerned shall receive an allowance equivalent to the amount set out in Annex III.

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1 See Circular No. 83.
2 Amended by decision of the Administrative Council CA/D 10/80.
3 in job groups 4 to 6, from grade G8 step 5 to G11 step 1
4 Amended by decision of the Administrative Council CA/D 10/14.
Section 4
Expenses

Article 76
Reimbursement and advances

(1) An employee shall be entitled, within the terms of this Section, to reimburse-
ment of expenses incurred by him:

(a) in the course of or in connection with the performance of his duties;
(b) on taking up appointment, transfer, or leaving the service; and
(c) on taking home leave.

(2) Advances may be granted to an employee:

(a) to provide for expenses incurred in the course of or in connection with
the performance of his duties, or on transfer;
(b) to allow a newly recruited employee to enter the service, to install
himself at the place where he is to be employed and to assist him in
his first essential expenses.

(3) Unless otherwise provided in these Regulations, requests for reimburse-
ment under paragraph 1 must be submitted within six months of the date on
which the expenditure was incurred. Requests submitted after the deadline
provided in this paragraph or otherwise in these Regulations are reimburs-
able only in a duly substantiated case of force majeure.

Article 77
General provisions for travel

(1) An employee holding a travel order requiring him to work at or travel to a
place other than that at which he is employed shall be entitled, under the
conditions laid down by the President of the Office, to:

(a) a daily subsistence allowance, in accordance with the provisions of
Article 78
(b) reimbursement of transportation expenses, in accordance with the
provisions of Article 79

(2) An employee shall be entitled to the reimbursement of travel expenses
actually incurred in accordance with the provisions of Article 80 and to lump
sum compensation for the removal of household and personal effects in
accordance with the provisions of Article 81:

1 See also "New time limits" in part 1b.
2 Amended by decision of the Administrative Council CA/D 2/07.
   This decision shall enter into force on 8 March 2007. It shall apply with effect from 1 October 2006.
   Where entitlement to an allowance or reimbursement arose prior to that date, the six-month period
   provided for in Articles 65(1)(c) and 76(3) ServRegs as amended shall commence on 1 October 2006.
3 Amended by decision of the Administrative Council CA/D 8/09.
4 Amended by decision of the Administrative Council CA/D 4/10.
(a) when taking up appointment;
(b) on transfer from one place of employment to another place of employment;
(c) on leaving the service of the Organisation

(3) An employee shall, on taking home leave as defined in Article 60, be entitled, in accordance with the provisions of Article 80, to the reimbursement of travel expenses actually incurred for the outward and return journey between the place of employment and his home.

(4) Transport between Office premises at the place of employment shall be excluded from these provisions.

**Article 78**

**Daily subsistence allowance**

(1) An employee holding a travel order shall be entitled to a daily subsistence allowance as compensation for costs incurred for:

(a) overnight accommodation
(b) breakfast
(c) lunch
(d) dinner
(e) refreshments
(f) miscellaneous expenses.

The daily subsistence allowance is calculated from the scheduled departure time of the flight, train or ship at the beginning of the duty travel, until the actual arrival time of the flight, train or ship at the end of the duty travel. One and a half hours shall be added to the travel time at the beginning and end of the duty travel to compensate for travel to and from the airport, station or port.

If the employee travels, in the interests of the Office, in his own car, the time of departure from the employee's place of employment at the start of the duty travel and the time of arrival at the employee's place of employment at the end of the duty travel shall be the basis for the calculation of the daily subsistence allowance.

(2) The amounts of the daily subsistence allowance payable shall be calculated as follows:

(a) 100% for each complete 24-hour period.
(b) 25% for periods between 4 hours and 8 hours. The same shall apply in respect of any period of 4 hours or more but less than 8 hours in excess of a complete 24-hour period.

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1 Amended by decision of the Administrative Council CA/D 8/09.
(c) 50% for periods of more than 8 hours, but without overnight accommodation. The same shall apply in respect of any period of 8 hours or more but less than 24 hours in excess of a complete 24-hour period.

(d) 100% for periods of more than 8 hours but less than 24 hours, but with overnight accommodation. The same shall apply in respect of any period of 8 hours or more but less than 24 hours in excess of a complete 24-hour period.

(3) If the Office or a third party compensates the duty traveller for travel expenses by providing meals or overnight hotel accommodation, the daily subsistence allowance shall be reduced by 15% for each main meal and 50% for overnight hotel accommodation. Breakfast is not considered to be a main meal for the purpose of these provisions.

(4) If the expected expenditure for accommodation (room, breakfast and taxes) exceeds 60% of the daily subsistence allowance, a supplement of up to 30% of the daily subsistence allowance may be paid.

(5) The rate of the daily subsistence allowance shall be set out in Annex V. For states not included in that Annex, the allowance shall be equivalent to that payable to officials of the United Nations applicable as per 1 January each year, converted into the equivalent euro amount. These amounts shall be increased by a percentage set by the President of the Office, to compensate for the miscellaneous expenses referred to in paragraph (1) (f).

(6) For duty travel of over two months' duration, special provisions may be adopted by the President of the Office.

(7) An employee placed on sick leave during duty travel shall continue to draw the daily subsistence allowance. Should he be hospitalised, entitlement to the daily subsistence allowance shall terminate and his expenses shall be reimbursed in accordance with Article 83.

**Article 79/2**

Transportation expenses

(1) An employee holding a travel order shall, in accordance with provisions defined by the President of the Office, be entitled to reimbursement of the cost of the journey for the shortest standard route and the most economical mode of transport allowing for flexible booking of departure time and cancellation.

(2) The President of the Office may decide to compensate duty travellers for the costs of subsidiary transportation, such as taxi costs, by way of a lump sum.

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1 See Circular No. 319.
2 Amended by decision of the Administrative Council CA/D 8/09.
Article 80
Other travel expenses

(1) An employee shall also, subject to paragraph 2 of this Article, be entitled, in accordance with the provisions set out in Article 79, to reimbursement of travel expenses actually incurred:

(a) when taking up appointment, for the journey from his place of recruitment to his place of employment;
(b) on transfer from one place of employment to another place of employment, provided such transfer exceeds two months;
(c) when taking home leave under the conditions of Article 60, for the outward and return journey between the place of employment and his home;
(d) on leaving the service of the Office:
   - either for the journey from the place of employment to his home as defined in Article 60, paragraph 2,
   - or for the journey from the place of employment to any other place, provided that the expenses reimbursed in this case do not exceed those which would have been authorised for travel from the place of employment to his home.

(2) The reimbursement of travel expenses provided for in paragraph 1 of this Article will be refused in whole or in part in the following cases:

(a) if all or part of the expenses in question are borne by a national administration or any other authority;
(b) on leaving the service of the Office if either the journey has not been made or the request for reimbursement has not been presented within two years from the date of leaving the service;
(c) on leaving the service of the Office if the person concerned has resigned before having completed twelve months' service with the Office.

(3) An employee who is entitled to the household allowance shall, after he has been confirmed in his appointment be entitled:

(a) in accordance with paragraph 1 a), to the reimbursement of the travel expenses actually incurred by his spouse and dependent children, on taking up residence at the place of employment;
(b) in accordance with paragraph 1 b), to the reimbursement of the travel expenses actually incurred by his spouse and dependent children on transfer from one place of employment to another;
(c) in accordance with paragraph 1 c), and subject to Article 71, paragraph 7, to the reimbursement of the travel expenses actually incurred by his spouse and dependent children for the return journey between the place of employment and his home;

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1 Modified by decision of the Administrative Council CA/D 3/19.
2 Amended by decision of the Administrative Council CA/D 4/10.
3 Modified by decision of the Administrative Council CA/D 3/19.
4 Corrected by decision of the Administrative Council CA/D 11/83.
(d) in accordance with paragraph 1 d), to the reimbursement of the travel expenses actually incurred in respect of his spouse and dependent children on leaving the service of the Office with the proviso, however, that reimbursement shall be refused if the employee resigns before completing twelve months' service with the Office.

(4) A spouse and dependent children, for the purposes of paragraph 3 above, shall be considered as being of the same grade as the employee concerned.

(5) The President of the Office may, under exceptional circumstances, authorise the payment of travel expenses for other dependants in respect of whom the employee receives a dependants' allowance under the provisions of Article 70.

Article 81\(^1\)

**Lump sum compensation for removal expenses**

(1) An employee shall be entitled to lump sum compensation for expenses actually incurred for the removal of household and personal effects on the following occasions:

(a) on taking up appointment, on condition that his place of recruitment is at least 100 kilometres from his place of employment, and provided that the removal is completed within six months of the confirmation of his appointment. If the removal on taking up appointment is not completed prior to any notification of termination of service, the employee shall not be entitled to lump sum compensation;

(b) on transfer from one place of employment to another place of employment, provided such transfer exceeds two months, and provided the removal is completed within twelve months of the date of transfer;

(c) on leaving the service after at least two years of active service and moving to a permanent residence that is not at the place of employment. The entitlement to lump sum compensation on leaving the service will lapse if the removal is not completed within two years of leaving the service.

(2) The lump sum compensation shall be calculated on the basis of distances from or to the places referred to in paragraph 1, the reason for the removal and the employee's family situation at the time the removal is completed. The rates, which shall be determined by the President of the Office, will be subject to periodic review.

(3) Where an employee is married to another employee and both have moved from one common residence to another common residence, they will each be compensated at the rate applicable to an employee not entitled to the household allowance. The supplement

\(^1\) Amended by decision of the Administrative Council CA/D 4/10.
for a dependent child within the meaning of Article 69, or other dependent person within the meaning of Article 70 who lives in the common household, shall only be paid once, to the spouse in receipt of the family allowances.

(4) Any entitlement of the employee or his spouse from any other source for the same purpose of reimbursement of removal expenses will be deducted from the lump sum compensation provided for under this Article.

(5) The President of the Office will lay down further terms and conditions for the application of this Article.

**Article 82**

**Entertainment expenses**

(1) An employee who, by reason of his duties, regularly incurs entertainment expenses may be granted a fixed rate allowance by the President of the Office. The amount of the fixed rate allowance shall be determined by the Administrative Council.

(2) In the case of an employee who, as a result of special instructions occasionally incurs entertainment expenses for official purposes, the amount of the entertainment allowance shall be determined in each instance on the basis of supporting documents and on terms to be laid down by the President of the Office.

**Chapter 2**

**Social security**

**Article 83**

1 **Social security scheme**

(1) Employees shall be affiliated to the Office’s social security and pension schemes. However, employees recruited on a fixed-term appointment of two years or less may, on taking up service, opt instead to be covered by the national social security and pension scheme of their place of employment if the national scheme so permits. In that case, the Office shall pay the applicable employer contributions to the national scheme. Provisions of the Service Regulations specific to the Office’s own incapacity cover and social security and pension schemes shall not apply to employees who have opted to be covered by a national social security and pension scheme.

(2) In any event, employees shall automatically be affiliated to the Office’s social security and pension schemes on the first day of their third year of continuous service. They may continue, however, to contribute to a national scheme on a voluntary basis and at their own expense.

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1 Inserted by decision of the Administrative Council CA/D 2/18.
(1) (a) In accordance with the Implementing Rules, an employee, his spouse, his children and other dependants within the meaning of Articles 69 and 70 shall be insured against expenditure incurred in case of sickness, accident, pregnancy and confinement.

(b) The total contribution required to meet reimbursements under such insurance, calculated by reference to the basic salary, shall be set by the President of the Office, on the basis of an actuarial study. One third of such contribution shall be charged to the employee.

(c) Notwithstanding the provisions of paragraphs (a) and (b), a spouse who is in gainful employment outside the Office shall also be insured as provided for in paragraph (a), subject, where appropriate, to an additional contribution defined in the Implementing Rules for the present article.

(d) Should the President of the Office deem it necessary to have an evaluation of the cost of the present scheme made by one or more actuaries and should this show that the total contribution set pursuant to paragraph (b) above no longer corresponds to the contribution necessary to finance the benefits payable under these Regulations, the President shall establish what changes, if any, are to be made to the rates of contribution.

(e) Any adjustment in the total contribution rate pursuant to paragraph (b) above as a result of recommendations of the actuaries referred to in paragraph d) above shall be limited to 10% per year of the contribution rate in force.

(2) (a) An employee whose service terminates for reasons other than retiring may, on request, continue to be insured as provided for in paragraph 1(a) on condition that he cannot be covered by another public and/or private healthcare insurance. However the total contribution shall be borne by the then former employee.

(b) The request should be made before termination of service and the insurance may continue (i) for a maximum of twelve months or (ii) in the case of employees with continuous service of less than one year, for a period equal to their fixed-term appointment, unless the President of the Office, following an examination made by a medical practitioner designated by him, decides otherwise; in this case it must be established that the employee is suffering from a serious or protracted illness which was contracted before leaving the service and notified to the Office within six months of leaving.

1 See "Collective Medical Insurance Contract" in Part Ib 12 and the Circulars in Part Ib 12a.
2 Amended by decision of the Administrative Council CA/D 2/18.
3 See "Implementing rules Articles 83 and 84" in Part 1a.
4 Amended by decision of the Administrative Council CA/D 7/10.
5 Amended by decision of the Administrative Council CA/D 2/18.
6 Amended by decision of the Administrative Council CA/D 2/18.
An employee entitled to a deferred retirement pension who resigns after the age of 50 or has a total of at least 25 years of reckonable service may, on request, continue to be insured as provided for in paragraph 1. However, after a period of time exceeding 10% of the years of reckonable service, the total contribution shall be borne by the employee. The amount of contribution shall be calculated by reference to the final basic salary for the grade and step held.

When an employee entitled to a deferred retirement pension has a spouse in active service in the Office, this option will be compulsory unless the employee is primarily covered under another healthcare insurance scheme.

Insured persons who cease to fulfil the conditions of paragraph 1(a) may, on request, continue to be insured by way of an individual contract, excluding the cover referred to in paragraph 6. Ad-hoc premiums for such a contract shall be set by the President of the Office on the basis of an actuarial study which should have regard to the age of the insured persons concerned.

An employee who has remained in the service of the Office until he retires shall be entitled to the cover provided for in paragraph 1(a) once he retires. An employee who has continued to be insured according to the provisions of paragraph 2(c) shall be entitled to the cover provided for in paragraph 1 once he becomes entitled to a retirement pension. The amount of contribution shall be calculated by reference to the amount of pension.

Benefits shall also apply to the person entitled to a survivor's pension following the death of an employee who was in active employment, or who remained in the service of the Office until he retired, or has continued to be insured according to the provisions of paragraph 2(c), provided the survivor was insured under the present insurance scheme at the time of the death of the employee or former employee. The amount of contribution shall be calculated by reference to the amount of the survivor's pension.

A person entitled to an orphan's or dependant's pension shall not be entitled to the cover provided for in paragraph 1(a) except at his request. The contribution shall be calculated by reference to the orphan's or dependant's pension.

Where applicable, the portion of remuneration owed on termination of service as a result of compulsory participation in the salary savings plan shall be reduced by the amount of the healthcare insurance contribution, a third of which shall be borne by the employee, provided that he is entitled to a pension.

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1 Inserted by decision of the Administrative Council CA/D 3/16.
2 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
3 Amended by decision of the Administrative Council CA/D 3/16.
(6)¹ Where the total medical expenditure not reimbursed for any period of twelve months exceeds half the employee's monthly basic salary or half the pension paid, special reimbursement shall be allowed by the President of the Office. In addition, in the case of medical expenditure which exceeds one fifth but is less than one half of the monthly basic salary, or of the pension, an additional reimbursement shall be allowed, coverage for which is to be met as laid down in paragraph 1. For a pension paid under the new pension scheme, reference shall be made to 70% of final basic salary rather than to the pension.

(7)² Any person entitled to the foregoing benefits shall declare the amount of any other reimbursement to which he or any other person provided for in paragraph 1(a) is entitled for the same expenditure. Where the total which he would receive by way of reimbursement exceeds 100% of the expenditure incurred, the difference shall be deducted from the amount to be reimbursed pursuant to paragraphs 1(a) and 6.

**Article 83b⁵/⁴**

**Long-term care insurance**

(1) In accordance with the Implementing Rules, an employee, his spouse, his former spouse, his dependent children within the meaning of Article 69 and other dependants within the meaning of Article 70 shall be insured on either a compulsory or a voluntary basis against expenditure arising from reliance on long-term care. This insurance is intended to provide a fixed amount of financial support to defray some of the expenses incurred if an insured person's autonomy becomes seriously impaired on a long-term basis and he therefore requires help to carry out everyday activities; it shall not include any expenditure on medical fees associated with the treatment of an illness or resulting from pregnancy or an accident.

(2) If the insured risk materialised before termination of service, benefits under the long-term care insurance shall cease to be paid:

(i) once the insured person can draw benefits from another long-term care insurance provider or

(ii) upon completion of each 12-month period from termination of service, unless the President of the Office decides otherwise upon, *inter alia*, medical opinion concluding that the insured person continues to meet the conditions for the long-term care insurance laid down in paragraph 1.
Article 84\(^1\)

**Death insurance for permanent employees**\(^2\)

(1) The benefits payable shall be as follows:

(a) a fixed amount for funeral expenses incurred for the permanent employee himself, his spouse and, where appropriate, his dependents under Articles 69 and 70;

(b) in the event of death of the permanent employee: a lump sum equal to 2.75 times his annual basic salary calculated in accordance with the scale given in Annex III.

(2) The contribution which is required to meet the insurance for funeral expenses is included in the contribution provided for under Article 83, paragraph 1.

(3) One third of the contribution, calculated by reference to the basic salary of the employee, which is required to meet the insurance of the risks under paragraph 1(b) shall be charged to the employee.

(4) A permanent employee who has been in the service of the Office for at least two years may on request continue to be insured after termination of service under the conditions provided for in paragraph 1(b) in the event of death. However, the total contribution shall be borne by the permanent employee. The benefits payable will be calculated on the basic salary received at the moment of termination of his service. The request should be made before the termination of service. The insurance ends at the end of the month during which the employee reaches the age of 65 years.

Article 84a\(^3\)

**Death insurance for fixed-term employees**

(1) The benefits payable shall be as follows:

(a) a fixed amount for funeral expenses incurred for the fixed-term employee himself, his spouse and, where appropriate, his dependants under Articles 69 and 70;

(b) in the event of death of the fixed-term employee: a lump sum equal to 2.75 times his annual basic salary calculated in accordance with the scale given in Annex III.

(2) The contribution which is required to meet the insurance for funeral expenses is included in the contribution provided for under Article 83a, paragraph 1.

(3) One-third of the contribution, calculated by reference to the basic salary of the fixed-term employee, which is required to meet the insurance of the risks under paragraph 1(b) shall be charged to the fixed-term employee.

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\(^1\) Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.

\(^2\) Amended by decision of the Administrative Council CA/D 2/18.

\(^3\) Inserted by decision of the Administrative Council CA/D 2/18.
(4) A fixed-term employee who has been in the service of the Office for at least two years may on request continue to be insured after termination of service for a maximum of twelve months under the conditions provided for in paragraph 1(b) in the event of death, on condition that he cannot be covered by another death insurance. However, the total contribution shall be borne by the then former fixed-term employee. The benefits payable will be calculated on the basic salary received at the moment of termination of his service. The request should be made before the termination of service.

**Article 85**

**Maternity grant**

(1) On the birth of a child to an employee the employee shall receive a grant, the amount of which is shown in Annex III.

(2) This grant shall also be payable in the event of termination of pregnancy after not less than seven months.

(3) An employee receiving a grant on the birth of a child shall declare any grants of the same nature which he or his spouse receive from other sources for the same child; such grants shall be deducted from the grant provided for above. Where both parents are employees of the Office, the grant shall be paid to the mother only.

**Article 86**

**Reimbursement in the event of death**

(1) In the event of an employee's death, the Office shall bear any costs involved in transporting the body to the place of his home as defined in Article 60.

(2) In the event of an employee's death the surviving spouse and/or dependants shall be entitled to reimbursement of the following:

(a) travel expenses actually incurred for the journey from the place of employment to the home as defined in Article 60, paragraph 2, within the provisions of Article 80 and including the option contained in paragraph 1 d) of that Article;

(b) expenses actually incurred for the removal of household and personal effects within the provisions of Article 81.

Applications for these reimbursements shall be submitted to the Office within two years from the date of the employee’s death.
Article 87
Gifts, loans and advances

Gifts, loans or advances may be made to employees, former employees or, where an employee has died, to his successors in title, where as a result inter alia of serious or protracted illness or by reason of family circumstances they are in a particularly difficult position.

Chapter 3
Recovery of undue payment

Article 88
Recovery of undue payment

(1) Any sum overpaid shall be recovered if the recipient was aware that there was no due reason for the payment or if the fact of the overpayment was patently such that he could not have been unaware of it.

(2) The Office’s right of recovery shall lapse three years after the undue payment was made, unless it resulted from gross negligence or fraud on the part of the recipient.

(3) Recovery shall be made by deductions from the monthly or other payments due to the person concerned, taking into account his social and financial situation.

1 Regarding the grant of home loans, see Part Ia 5.
2 Amended by decision of the Administrative Council CA/D 20/17.
TITLE VI
MEDICAL OPINIONS

Article 89
Medical opinions

(1) Unless these Regulations expressly provide otherwise, medical opinions which are to be expressed for the purposes of these Service Regulations shall be provided by a medical practitioner chosen by the President of the Office. In certain cases specified in these Regulations, the medical practitioner shall be chosen from a list of doctors, of an acknowledged expert level, to be drawn up every two years by the President of the Office and communicated to the staff. The list shall contain at least three medical practitioners, including at least one specialist in general internal medicine, and shall be published.

(2) The medical practitioner consulted pursuant to this Title shall consider medical questions independently and objectively. In particular he shall neither seek nor accept any instructions, nor shall he take part in a case in which he has a potential conflict of interest.

(3) For his assessment and provided the employee agrees, the medical practitioner may consult the employee's doctor and take into account inter alia pre-existing medical reports, or certificates, submitted in due time.

(4) The medical practitioner shall inform the President of the Office of his conclusions in writing.

(5) The President of the Office shall decide whether to follow the medical practitioner's conclusions or to seek an additional medical opinion under Article 90. He shall inform the employee of his decision and provide him with a copy of the conclusions.

(6) Upon request of the employee, the President of the Office shall ask the medical practitioner to provide the employee with access to medical information recorded or used in the course of preparing his opinion.

(7) In case of disagreement with the outcome of a medical opinion, one of the following procedures applies:
   (a) normally, the procedure for seeking additional medical opinions set forth in Article 90;
   (b) only those cases for which it is so specified in these Service Regulations, an arbitration procedure under Article 91.
Article 90

Additional medical opinions

(1) A second medical opinion may be sought by the President of the Office or upon request of the employee within two weeks upon notification of the President’s decision under Article 89, paragraph 5.

If the second medical opinion concurs with the previous one and complies with the procedural and formal requirements set forth in Article 89, it shall be binding.

(2) If the second medical opinion differs from the previous one in aspects that are material to the grant of a requested entitlement, a third opinion shall be sought by the President of the Office from a medical practitioner chosen from the list described in Article 89, paragraph 1.

Provided it complies with the procedural and formal requirements set forth in Article 89, the third medical opinion shall be final and binding.

Article 91

Arbitration procedure

(1) Notwithstanding Article 90, an arbitration procedure shall apply where

- it is contested whether an employee’s absence on grounds of sick leave is justified, as foreseen in Article 62a, paragraph 6;
- the employee contests a medical opinion recommending not to extend the maximum period of sick leave as foreseen in Article 62a, paragraph 7;

(2) In such cases, the medical question in dispute shall be referred to a medical practitioner chosen by the President of the Office from the list laid down in Article 89, paragraph 1. This medical practitioner's opinion, which shall be given after consultation of the employee's medical practitioner and of the medical practitioner advising the President of the Office, shall be final and binding.

Article 92

Costs

The costs occasioned by medical opinions given under this Title shall be borne by the Office.

1 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
2 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
3 Amended by decision of the Administrative Council CA/D 2/15. See also Article 9 CA/D 20/17.
TITLE VII
DISCIPLINARY MEASURES

Chapter 1
General provisions

Article 93
Conduct liable to disciplinary measures

(1) Any misconduct by an employee or former employee as defined in Article 21 paragraph 1 may make him liable to disciplinary action.

(2) Where the appointing authority becomes aware of evidence or indications of misconduct it may:

(a) refer the matter to the unit in charge of investigating allegations or indications of misconduct;
(b) decide that no case can be made against the employee;
(c) decide, even if there is or appears to have been a failure to comply with obligations, that no disciplinary measure shall be taken and, if appropriate, address a caution to the employee;
(d) impose a disciplinary measure provided for in Article 94 paragraph 1(a) or (b); or
(e) initiate disciplinary proceedings before the Disciplinary Committee.

Article 94
Disciplinary measures

(1) The appointing authority may impose one of the following disciplinary measures on employees and former employees:

(a) a written warning;
(b) a reprimand;
(c) deferment of step advancement or promotion for a period of between one and 23 months;
(d) relegation in step;
(e) temporary downgrading for a period of between 15 days and one year;
(f) downgrading in the same job group;
(g) classification in a lower job group, with or without downgrading;
(h) dismissal and/or a reduction in the amount of the severance grant under Article 11 of the Pension Scheme Regulations or of the retirement pension or of the retirement pension for health reasons and, where applicable, of the portion of remuneration owed as a result of participation in the salary savings plan. Any such reduction shall not

1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
be more than one third of the sum in question and, as applied to the pension, shall not make its amount less than the minimum laid down in Article 10, paragraph 3, of the Pension Scheme Regulations.

(2) A single case of misconduct shall not give rise to more than one disciplinary measure.

(3) No disciplinary measure may be taken unless the employee concerned has been informed of the charges made against him and has had the opportunity to state his case, orally or in writing. The employee may be represented by a person of his choice.

Article 94a

Proportionality of the disciplinary measure

(1) The disciplinary measure imposed shall be proportionate to the seriousness of the misconduct.

(2) To determine the seriousness of the misconduct and to decide upon the disciplinary measure to be imposed, account shall be taken in particular of:

(a) the nature of the misconduct and the circumstances in which it occurred,
(b) the extent to which the misconduct adversely affects the integrity, reputation or interests of the Organisation,
(c) the extent to which the misconduct involves intentional actions or negligence,
(d) the motives for the employee's misconduct,
(e) the employee's grade and seniority,
(f) the degree of the employee's personal responsibility,
(g) the level of the employee's duties and responsibilities,
(h) whether the misconduct involves repeated action or behaviour,
(i) the conduct of the employee throughout the course of his career.

Article 94b

Reference in personal file

(1) Any disciplinary measure taken against an employee or former employee shall be recorded in his personal file.

(2) An employee or former employee against whom a disciplinary measure other than dismissal has been taken may, after three years in the case of a written warning or reprimand or after six years in the case of any other measure, submit a request for the deletion from his personal file of all reference to such measure. The appointing authority may grant this request if the circumstances so justify.

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1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
Article 951
Reopening of proceedings
Where new facts supported by relevant evidence come to light, disciplinary proceedings may be reopened by the appointing authority on its own initiative or on application by the employee or former employee concerned.

Article 95a2
Costs
Costs incurred on the initiative of an employee or former employee concerned in the course of disciplinary proceedings, and in particular fees paid to a person chosen to assist the employee or for his defence, shall be borne by the employee where the disciplinary proceedings result in the imposition of one of the measures provided for in Article 94.

Article 963
Reparation of damage
If no case has been made against the employee or former employee, he may request that the damage suffered be made good by giving appropriate publicity to the decision of the appointing authority.

Chapter 24
Disciplinary Committees5

Article 976
Remit of the Disciplinary Committees
(1) Before imposing any of the measures listed under Article 94, paragraphs 1(c) to (h), the appointing authority must refer the matter to a Disciplinary

1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Inserted by decision of the Administrative Council CA/D 7/17.
4 See entry into force and transitional provisions of CA/D 7/17:

"Article 83
(1) The Disciplinary Committee established pursuant to the provisions applicable prior to 1 July 2017 ("Former Disciplinary Committee") shall deal with any cases submitted to it prior to 1 July 2017 or before the Disciplinary Committee established pursuant to Article 98 of the Service Regulations as amended by the present decision ("New Disciplinary Committee") is operational, but no later than 31 December 2017. During this transitional period, the Former Disciplinary Committee shall continue to apply the disciplinary procedure in force prior to 1 July 2017.
(2) Professional incompetence procedures for which the proposal under Article 52, paragraph 2, of the Service Regulations applicable prior to 1 July 2017 has been submitted to the competent committee on or before 30 June 2017 shall continue to be dealt with following the procedure applicable prior to 1 July 2017 and by the committee thereby convened.
(3) The New Disciplinary Committee shall be deemed operational when its chair has been appointed in accordance with Article 98 of the Service Regulations as amended by the present decision and has taken up his functions."

5 Amended by decision of the Administrative Council CA/D 7/17.
6 Amended by decision of the Administrative Council CA/D 7/17.
Committee for a reasoned opinion, in accordance with the procedure set out in Chapter 3 of this Title.

(2) The Disciplinary Committee shall:

(a) establish whether misconduct has occurred, having regard to the submissions of the parties;
(b) if it is satisfied that misconduct has occurred, determine its seriousness, taking into account Article 94a and, where applicable, Article 100; and
(c) deliver a reasoned opinion to the appointing authority in accordance with Article 102.

Article 97a¹
Composition of the Disciplinary Committees

(1) Disciplinary Committees shall be established:

(a) by the Administrative Council in respect of procedures against senior employees for whom the Administrative Council is the appointing authority; and
(b) by the President in respect of all other employees.

(2) The Disciplinary Committee shall consist of a chair and four members, unless it is enlarged in accordance with paragraph 3. The chair and members may be replaced by alternates.

(3) In cases involving an employee or former employee in job group 4, 5 or 6, the Disciplinary Committee shall be enlarged by two additional members in active employment in the same job group as the employee subject to disciplinary proceedings.

(4) The Disciplinary Committee as established under paragraph 1(b) shall be composed:

(a) of a chair and an alternate chair who possess the qualifications required for appointment to high judicial office or who are lawyers with experience in the area of disciplinary law acquired at national or international level, and who are not Office employees in active employment and have not been Office employees within the past ten years; and
(b) of members and alternates appointed as follows, from among the employees in active employment appointed by the President:

(i) from job group 2 in respect of cases concerning employees in job group 2;
(ii) from job group 2 or 3 in respect of cases concerning employees in job groups 3 to 6.

¹ Inserted by decision of the Administrative Council CA/D 7/17.
Article 98¹
Appointment of the Disciplinary Committees

(1) The chair and alternate chair shall be appointed to the Disciplinary Committee by the appointing authority of the employee or former employee concerned.

(2) The four members of the Disciplinary Committee as established under Article 97a, paragraph 1(a), shall be appointed by the Administrative Council.

(3) For the Disciplinary Committee as established under Article 97a, paragraph 1(b), the President and the Central Staff Committee shall each appoint two members and at least two alternates.

(4)² The chair, the members and the alternates of the Disciplinary Committee as established under Article 97a, paragraph 1(b), shall be appointed for a period of three years. However, the appointing authority may provide for a shorter period for members and their alternates, subject to a minimum of one year. Where a chair, member or alternate resigns, the vacancy shall be filled by the same method as that laid down in paragraphs 1 to 3.

(5) The two members of the Disciplinary Committee as enlarged in accordance with Article 97a, paragraph 3, shall be appointed in the following manner:

(a) the President shall draw up a list containing, if possible, the names of two or more employees in each job group. The Central Staff Committee shall submit to the President a list drawn up on the same basis;

(b) within ten calendar days of the notification of the report in accordance with Article 99, the chair of the Disciplinary Committee, in the presence of the person concerned, shall draw by lot from the above-mentioned lists the names of the two additional members, one member being drawn from each list. The chair may decide that the secretary appointed under Article 98a, paragraph 1, is to replace him in this procedure. The chair shall notify the employee concerned and the individual members of the Disciplinary Committee of its complete composition.

(6) Within five calendar days of the Disciplinary Committee’s establishment, the parties may make a reasoned objection in respect of any of its members, but not of the chair. Within the same time limit, the chair and any members may ask to be excused from duty for legitimate reasons and shall withdraw if a conflict of interests exists. The chair shall decide on the appropriate action in respect of any objection or excuse made. Any vacancies arising shall be filled in accordance with the procedure laid down in the present article.

¹ Amended by decision of the Administrative Council CA/D 7/17. For entry into force and transitional provisions, see Article 83 of CA/D 7/17.
² Modified by decision of the Administrative Council CA/D 3/19.
Article 98a

Functioning of the Disciplinary Committee

(1) The Disciplinary Committee shall be assisted by a secretary appointed by the appointing authority.

(2) The chair and members of the Disciplinary Committee shall be completely independent in the performance of their duties.

(3) The deliberations and proceedings of the Disciplinary Committee shall be secret.

(4) The chair of the Disciplinary Committee shall not vote on matters before it, except as regards matters of procedure or where votes are tied.

(5) The chair shall ensure that the procedural decisions of the Disciplinary Committee are implemented and shall bring all information and documents relating to the case to the attention of each of its members.

(6) The secretary shall draw up minutes of meetings of the Disciplinary Committee. Witnesses shall sign the minutes recording their evidence.

Chapter 3

Disciplinary proceedings before the Disciplinary Committee

Article 99

Statement of facts and defence

(1) The appointing authority shall submit a report to the Disciplinary Committee, stating clearly the facts complained of and, where appropriate, the circumstances in which they arose, including any aggravating or extenuating circumstances.

(2) The report shall be communicated to the employee or former employee concerned and to the chair of the Disciplinary Committee, who shall bring it to the attention of its members.

(3) On receipt of the report, the employee or former employee concerned shall have the right to obtain his complete personal file and take copies of all documents relevant to the proceedings, including exonerating evidence.

(4) The employee or former employee concerned shall have not less than 15 calendar days from the date of receipt of the report initiating the disciplinary proceedings to prepare a defence.

(5) The employee or former employee concerned may be assisted by a person of his choice.

1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
Article 100\(^1\)

Acknowledgement of misconduct

(1) If, in the presence of the chair of the Disciplinary Committee, the employee or former employee concerned acknowledges misconduct on his part and accepts unreservedly the report referred to in Article 99, the appointing authority may, in accordance with the principle of proportionality between the misconduct and the measure being considered, withdraw the case from the Disciplinary Committee.

(2) Where a case is thus withdrawn, the chair shall deliver an opinion on the measure considered. Under this procedure the appointing authority may, in addition to the considerations under Article 94a, paragraph 2, take the employee's or former employee's acknowledgement into account as a mitigating factor for the final disciplinary measure.

(3) The employee or former employee concerned shall be informed before acknowledging his misconduct of the possible consequences of such acknowledgement.

Article 101\(^2\)

Examination of the case and hearing

(1) Before the first meeting of the Disciplinary Committee, the chair shall give one of its members the task of preparing a general report on the matter and shall inform the other members accordingly.

(2) The employee or former employee concerned shall be heard by the Disciplinary Committee; at the hearing, he may submit observations in writing or orally, whether in person or through a representative.

(3) The parties may propose witnesses. The Disciplinary Committee shall hear only such witnesses as it considers relevant.

(4) The appointing authority shall be represented before the Disciplinary Committee by employees and/or representatives mandated to this effect.

(5) The unit in charge of investigating allegations or indications of misconduct shall assist in such proceedings where necessary and shall provide any required additional information and clarification. The Disciplinary Committee may hear investigators in cases where the unit conducted an investigation. They shall be heard as experts.

(6) If the Disciplinary Committee requires further information concerning the facts complained of or the circumstances in which they arose, it may order an inquiry in which each side can submit its case and reply to the case of the other side.

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\(^1\) Inserted by decision of the Administrative Council CA/D 7/17.

\(^2\) Amended by decision of the Administrative Council CA/D 7/17.
Article 102

Reasoned opinion

(1) After consideration of documents submitted and having regard to any statement made orally or in writing and to the results of any inquiry undertaken, the Disciplinary Committee shall, by majority vote, deliver a reasoned opinion.

(2) The opinion shall set out:
   (a) the Disciplinary Committee's findings as to whether misconduct has occurred;
   (b) the Disciplinary Committee's determinations regarding the seriousness of the misconduct, if established, taking into account Article 94a and, where applicable, Article 100; and
   (c) the Disciplinary Committee's recommendation as to any disciplinary measure to which those facts should give rise, having due regard to the full range of disciplinary measures provided for in Article 94.

(3) The opinion shall be signed by the chair of the Disciplinary Committee.

(4) The Disciplinary Committee shall transmit the opinion to the appointing authority and to the employee concerned within two months of the date of receipt of the report of the appointing authority under Article 99, provided that this time limit is commensurate with the complexity of the case. Where an inquiry has been held at the Disciplinary Committee's initiative, the period shall be four months, provided that this is commensurate with the complexity of the case.

Article 103

Decisions

The appointing authority shall take its reasoned decision as provided for in Articles 94 and 94a within two months of receipt of the opinion of the Disciplinary Committee.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Inserted by decision of the Administrative Council CA/D 7/17.
Chapter 4
Suspension and parallel criminal proceedings

Article 104
Suspension

(1) If the appointing authority charges an employee with serious misconduct, whether through a failure to honour his professional obligations or through an infringement of the applicable law, it may immediately suspend him for a specified period.

(2) The decision suspending an employee shall state whether the employee is to continue to receive his full remuneration during the period of suspension or what part thereof is to be withheld. The part withheld shall not be more than half the employee's basic salary.

(3) The situation of a suspended employee must be definitively settled by a final decision of the appointing authority within the following period, as from the date on which the suspension takes effect:

(a) six months for those employees whose appointing authority is the President;
(b) twenty-four months for those employees whose appointing authority is the Administrative Council.

If no such decision is taken within the respective period, the employee concerned shall be entitled to receive full remuneration again.

The period for both groups of staff may be extended in exceptional circumstances beyond the respective limits, in particular in case of criminal proceedings within the meaning of Article 105.

(4) Sums withheld under paragraph 2 shall be repaid to the employee if the final decision imposes a disciplinary measure no more severe than a written warning, reprimand or deferment of step advancement or promotion, or if no disciplinary measure is imposed.

Article 105
Parallel criminal proceedings

Where the employee is subject to criminal proceedings for the same conduct that gave rise to proceedings under this Title, a final decision shall be taken only after the verdict of the court hearing the case has become final.

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1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Inserted by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
TITLE VIII
SETTLEMENT OF DISPUTES

Article 106
Individual decisions

(1) Any decision relating to an employee, a former employee, or rightful claimant on his behalf shall at once be communicated in writing to the person concerned.

(2) Any decision adversely affecting a person shall state the grounds on which it was based.

Article 107
Request to take an individual decision

(1) An employee, a former employee, or rightful claimant on his behalf may submit a written request that an individual decision relating to him be taken by the appointing authority which is competent to take such decision.

(2) The competent appointing authority shall take an individual decision within two months. Where the competent authority is the President of the Office, this period shall start to run on the date of receipt of the request. Where the competent authority is the Administrative Council, this period shall begin on the date on which the request was submitted to the first meeting of the Council after its receipt, taking due account of any specific provisions applicable for the submission of documents to the Council laid down in Article 9 of the Rules of Procedure of the Administrative Council.

1 See entry into force and transitional provisions of CA/D 7/17:

"Article 84

(1) The Appeals Committee established pursuant to the provisions applicable prior to 1 July 2017 ("Former Appeals Committee") shall continue to function in its current composition until the Appeals Committee established pursuant to Article 111 of the Service Regulations as amended by the present decision ("New Appeals Committee") is operational. During this transitional period, the Former Appeals Committee shall continue to apply the appeals procedure in force prior to 1 July 2017.

(2) Irrespective of when the New Appeals Committee becomes operational, the Former Appeals Committee shall continue to deal in its current composition with any appeals on which it has already deliberated. Such appeals shall be dealt with in accordance with the appeals procedure in force prior to 1 July 2017.

(3) All other internal appeals shall be dealt with by the New Appeals Committee and in accordance with the appeals procedure introduced by the present decision.

(4) The Former Appeals Committee shall be dissolved once it has delivered its last opinion.

(5) The New Appeals Committee shall be deemed operational when its chair has been appointed in accordance with Article 111 of the Service Regulations as amended by the present decision and has taken up his functions."

2 See also "Implementing rules for Articles 106 to 113 of the Service Regulations for employees of the EPO" in Part 1a (Decision of the Administrative Council CA/D 9/12.)

3 Amended by decision of the Administrative Council CA/D 7/17.
(3) If at the end of this period the request has not been replied to, this shall be deemed to constitute an implied decision rejecting it.

Article 108

Procedures for the settlement of disputes

(1) Any person to whom Article 106 or 107 applies may challenge an individual decision adversely affecting him, or an implied decision of rejection as defined in Article 107, paragraph 3:

(a) through the review procedure;
(b) through the internal appeal procedure;
(c) by filing a complaint with the Administrative Tribunal of the International Labour Organization.

(2) The challenging of the individual decision shall not suspend its execution.

(3) As a matter of principle, regulatory decisions are not directly challengeable.

(4) The detailed conditions relating to each of the three consecutive procedures referred to in paragraph 1 are laid down in Articles 109 to 113 and in the Implementing Rules thereto.

Article 109

Review procedure

(1) A request for review shall be compulsory prior to lodging an internal appeal, unless excluded pursuant to paragraph 3.

(2) It shall be submitted within a period of three months to the appointing authority which took the individual decision challenged. This period shall start to run on the date of publication, display or notification of the individual decision challenged. Where the request for review is against an implied decision of rejection within the meaning of Article 107, paragraph 3, it shall start to run on the date of expiry of the period for reply.

(3) Appraisal reports referred to in Article 47a shall be excluded from the review procedure.

(4) The competent appointing authority shall take a reasoned decision on the outcome of the review which shall be communicated to the person concerned in writing, indicating the means of redress available to challenge it.

(5) Where the competent authority is the President of the Office, the decision on the outcome of the review shall be taken within two months as from the date of receipt of the request. Such decision may then be challenged through an internal appeal under the conditions laid down in Article 110.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
Where the competent authority is the Administrative Council, the decision on the outcome of the review shall be taken within two months as from the date on which the request was submitted to the first meeting of the Council after its receipt, taking due account of any specific provisions applicable for the submission of documents to the Council laid down in Article 9 of the Rules of Procedure of the Administrative Council.

If at the end of the period of two months no decision has been taken on the request for review, this shall be deemed to constitute an implied decision rejecting it.

Article 110
Internal appeal procedure

An internal appeal shall be lodged within a period of three months, through the Appeals Committee, with the appointing authority which took the individual decision challenged. The period of three months shall start to run on the date of publication, display or notification of the individual decision challenged. Where the internal appeal is against an implied decision of rejection within the meaning of Article 107, paragraph 3, or Article 109, paragraph 7, it shall start to run on the date of expiry of the period for reply.

The following individual decisions are excluded from the internal appeal procedure:

(a) individual decisions taken on requests to carry on working after reaching the age of sixty-five under Article 54, paragraph 1;
(b) individual decisions taken after consultation of the Disciplinary Committee in accordance with Article 103;
(c) individual decisions taken after consultation of the Joint Committee in accordance with Article 53b, paragraph 4;
(d) individual decisions taken on requests to perform duties at a location other than the Office’s premises pursuant to Article 55a and any implementing instructions thereto;
(e) appraisal reports referred to in Article 47a.

The Appeals Committee shall register the appeal and deliver a reasoned opinion upon it.

After receipt of the Appeals Committee’s reasoned opinion, the competent appointing authority shall take a final decision on the appeal, of which the appellant shall receive a copy. The appointing authority shall in general follow the opinion of the Appeals Committee. If the appointing authority decides not to follow the opinion it shall set out in writing the reasons for deviating from the opinion.

1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
4 Amended by decision of the Administrative Council CA/D 7/17.
Article 110a
Objection procedure for appraisal reports

(1) In case of disagreement on an appraisal report referred to in Article 47a, the parties to the dispute shall endeavour to settle it through conciliation.

(2) If at the outcome of the conciliation, an employee is still dissatisfied with his appraisal report, he may challenge it by raising an objection with the Appraisals Committee.

(3) The President of the Office shall appoint the chairman of the Appraisals Committee, his deputy and 15 employees in active employment at the beginning of each year. From among this list of 15 employees, the chairman or his deputy will choose three members for each session.

(4) The Appraisals Committee shall review whether the appraisal report was arbitrary or discriminatory.

(5) The competent authority shall take a final decision on the objection, having due regard to the assessment of the Appraisals Committee.

(6) The President of the Office may lay down further terms and conditions for the settlement of disputes regarding appraisals reports.

(7) Notwithstanding the provisions of the foregoing paragraphs, a member of the Boards within the meaning of Article 1, paragraph 4, who disagrees with an appraisal report referred to in Article 47a may challenge it by raising an objection directly with a committee the chairman, deputy and members of which shall be appointed by the President of the Boards of Appeal from among members of the Boards within the meaning of Article 1, paragraph 4. The committee shall review whether the appraisal report was arbitrary or discriminatory. The President of the Boards of Appeal shall take the final decision on the objection, having due regard to the assessment of the committee. He may lay down further terms and conditions for the settlement of disputes regarding such appraisal reports.

Article 111
Composition of the Appeals Committee

(1) When dealing with appeals against individual decisions taken by the Administrative Council as the competent appointing authority, the Appeals Committee shall consist of:

(a) a chair and two vice-chairs appointed by the Administrative Council,
(b) four members appointed by the Administrative Council; and

1 Inserted by decision of the Administrative Council CA/D 10/14.
2 Inserted by decision of the Administrative Council CA/D 20/17.
3 Amended by decision of the Administrative Council CA/D 7/17. For entry into force and transitional provisions, see Article 84 of CA/D 7/17.
(c) four members appointed by the Central Staff Committee from among elected Staff Committee members at local or central level in active employment.

(2) When dealing with appeals against any other individual decision, the Appeals Committee shall consist of:

(a) a chair and two vice-chairs appointed by the President;
(b) four members appointed by the President among employees in active employment; and
(c) four members appointed by the Central Staff Committee from among elected Staff Committee members at local or central level in active employment.

(3) The chairs and vice-chairs shall possess the qualifications required for appointment to high judicial office or be lawyers with experience in the area of employment law acquired at national or international level, who are not Office employees in active employment and have not been Office employees within the past ten years.

(4) For each session, the Appeals Committee shall form, in accordance with its Rules of Procedure, one or multiple chambers, each composed of:

(a) a chair or a vice-chair serving as a presiding member appointed pursuant to paragraph 1(a) or 2(a);
(b) one member appointed pursuant to paragraph 1(b) or 2(b); and
(c) one member appointed pursuant to paragraph 1(c) or 2(c).

(5) A chair may decide to form an enlarged chamber consisting of the chair, two members appointed pursuant to paragraph 1(b) or 2(b), and two members appointed pursuant to paragraph 1(c) or 2(c). A vice-chair shall take part in the proceedings of the enlarged chamber only if the chair is not able to act.

(6) The Appeals Committee shall act in the same composition throughout the proceedings, except in justified cases.

(7) The chairs and vice-chairs shall be appointed for a renewable term of three years. The term of office of members shall be two years and they may be reappointed. Where a chair, vice-chair or member resigns, the vacancy shall be filled by the same method as that laid down in paragraphs 1 to 3.

(8) The President of the Office shall provide the staff necessary for the Appeals Committee to carry out its functions. Such staff, together with the chairs, vice-chairs and members of the Committee, shall be bound to secrecy.

1 Modified by decision of the Administrative Council CA/D 3/19.
Article 111a
Functioning of the Appeals Committee

(1) The chair or presiding member of the chamber dealing with the appeal shall take any procedural decisions, including on the application of the summary procedure pursuant to Article 9 of the Implementing Rules.

(2) Subject to Articles 106 to 113 and their Implementing Rules, the Appeals Committee shall establish its own Rules of Procedure, which shall be subject to approval by the competent appointing authority.

Article 112
Independence and impartiality of the Appeals Committee

(1) The chair, vice-chair and members of the Appeals Committee shall act independently and impartially in the execution of their task. They shall neither seek nor accept any instructions.

(2) The chair, vice-chair and members of the Appeals Committee shall not take part in a case in which they have a potential conflict of interest, notably if they have a personal interest in the case, if they have previously been involved as representatives of one of the parties, or if they participated in preparing the decision under appeal.

(3) The chair and vice-chairs shall decide whether a conflict of interest exists. If the conflict of interest concerns the chair or a vice-chair, that person shall not take part in the decision.

Article 113
Complaints to the Administrative Tribunal of the International Labour Organization

(1) A complaint may be filed with the Administrative Tribunal of the International Labour Organization in accordance with the conditions set forth in the Statute and Rules of the Tribunal.

(2) A complaint may be filed with the Tribunal only when the individual decision contested is final and all internal means of redress are either excluded or otherwise exhausted.

(3) A complaint may be not be filed with the Tribunal if the appeal has been closed in accordance with the amicable settlement procedure provided for in the Implementing Rules for Articles 106 to 113.

1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
Chapter 1
Transitional provisions

Article 114
Reserve status

(1) A permanent employee who is assigned reserve status under Article 46 during a transitional period, the expiry of which shall be the date on which the Administrative Council, acting on a recommendation of the Coordinating Committee of Government Budget Experts, adopts different provisions, or if such provisions have not been adopted during a period of eight years after the date of entry into force of the Convention, at such date as shall be determined by the Administrative Council, shall be entitled to the following benefits:

(a) he shall receive an allowance calculated in accordance with paragraphs 2 to 7;
(b) subject to the payment of his contributions, based on the monthly basic salary appropriate to his grade and step at the time he was assigned reserve status, he shall continue, for a period not exceeding five years, to accumulate rights under the Pension Scheme Regulations;
(c) provided that he is not gainfully employed and provided that he pays his own contributions, calculated on the same basis as mentioned in (b), he shall continue to be affiliated to the social security scheme provided for under Articles 83, 84, 85 and 86, throughout the period of reserve status.

(2) Subject to paragraph 3, the period for which the permanent employee is entitled to receive the allowance shall be determined by multiplying his length of service before being assigned reserve status by the appropriate percentage for his age as shown in the following table; this period shall, where necessary, be rounded off to the month next below.

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(3) The entitlement to the allowance shall cease on the day on which the permanent employee reaches sixty-five years of age or on the day on which the permanent employee attains entitlement to the maximum retirement pension, whichever is the earlier.

(4) The allowance paid to the employee shall be:
- for the first three months, a sum equal to the permanent employee's basic monthly salary;
- for the next three months, a sum equal to 85% of the basic monthly salary;
- for the next five years, a sum equal to 70% of the basic monthly salary;
- for the remainder of the period of entitlement, a sum equal to 60% of the basic monthly salary.

(5) The basic monthly salary referred to in paragraph 4 shall be that shown in Annex III of the Service Regulations which is in force on the first day of the month for which the allowance is to be paid.

(6) Under the conditions laid down in these Regulations, an employee who is assigned reserve status is entitled to family allowances, calculated, where appropriate, according to the basic monthly salary as defined in paragraph 5.

(7) Income received by the permanent employee from any new employment during this period shall be deducted from the allowance if that income and the allowance together exceed the total remuneration last received by the permanent employee calculated by reference to the table of salaries applicable on the first day of the month for which the allowance is to be paid.

(8) The allowance and total remuneration last received as referred to in paragraph 7 shall be adjusted in accordance with the salary and allowances adjustments for the place where the permanent employee was last employed.

Article 115

Article 116

Article 117

Article 118

1 Deleted by decision of the Administrative Council CA/D 10/14.
2 Deleted by decision of the Administrative Council CA/D 10/14.
3 Deleted by decision of the Administrative Council CA/D 10/14.
4 Deleted by decision of the Administrative Council CA/D 10/14.
Article 119
Advisory bodies

After the adoption of these Service Regulations and before the establishment of the bodies referred to in Article 2, sub-paragraphs a) and b), the President of the Office may take any decision normally requiring consultation with one of those bodies.

Article 120¹

Article 120a²
Payment of school fees

Where an employee is unable to have his child educated at a European School for reasons beyond his control, the Office shall on request pay the fees charged by an international school for educating the child.³

The Office shall pay the fees only in the case of schools whose level of education corresponds to that of a European School and which are in the immediate district of a branch of the Office and are not run on a profit-making basis.

The Office shall also pay fees in respect of pre-school attendance by children at least four years of age, provided the general conditions already mentioned are met. The President of the Office shall lay down the maximum amount payable in respect of any school year.

Where the Office pays the fees, the right to the education allowance under Articles 71 and 120 of the Service Regulations shall lapse.

An employee shall be entitled to the reimbursement provided for under the terms of the present Article, if the relevant request for reimbursement for each academic year is submitted within the given academic year and in any event not later than within three months from the last day of the given academic year.

Article 121
Staff transferred from the International Patent Institute

The provisions of Chapter III of the Agreement on the integration of the International Patent Institute into the European Patent Office shall be considered as forming an integral part of these Regulations. In cases of conflict they shall prevail over any provision of these Regulations.

¹ Deleted by decision of the Administrative Council CA/D 10/14.
² Inserted by decision of the Administrative Council CA/D 6/80.
³ Amended by decision of the Administrative Council CA/D 10/02.
⁴ Supplemented by decision of the Administrative Council CA/D13/84.
⁵ Inserted by decision of the Administrative Council CA/D 10/02.
**Article 122**

Staff transferred from the Berlin Annex of the German Patent Office

(1) The provisions of Chapter II of the Agreement between the Government of the Federal Republic of Germany and the European Patent Organisation on the setting up of the Berlin sub-office of the European Patent Office shall be considered as forming an integral part of these Regulations. In cases of conflict they shall prevail over any provision of these Regulations.

(2) Appeals against noncompliance with the provisions of the said Chapter may be made under the same conditions as those against noncompliance with these Regulations.

**Article 123**

Chapter 2

Final provisions

**Article 124**

Implementing Rules

(1) Implementing Rules for giving effect to these Regulations shall be adopted by the Administrative Council acting on a proposal by the President of the Office and after consulting the General Consultative Committee.

(2) These Implementing Rules shall be brought to the attention of the staff.

**Article 125**

Entry into force

These Service Regulations shall enter into force on 20 October 1977.

Done at Munich, 20 October 1977

For the Administrative Council

The President

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1 Deleted by decision of the Administrative Council CA/D 19/88.
2 The "Implementing Rules" can be found in Part Ia 1a.
3 Amended by decision of the Administrative Council CA/D 2/14.
ANNEX I

JOB GROUPS AND CORRESPONDING RANGES OF GRADES

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1 Amended by decision of the Administrative Council CA/D 8/16.
COMPETITION PROCEDURES FOR POSTS FOR WHICH THE PRESIDENT OF THE OFFICE IS THE APPOINTING AUTHORITY

Preamble

The purpose of this Annex is to ensure that selection procedures are conducted in a fair, transparent and objective manner, whilst at the same time enabling the Office, in accordance with the requirements of Article 5 Service Regulations, to recruit the brightest talents from the market, foster gender and country diversity and build up a sustainable workforce with the competencies and capabilities required to both meet the Office’s current needs and secure its future success.

This Annex lays down the basic rules applicable to recruitment. Further procedural details may be defined by the appointing authority.

1. Form of the competition

1.1. The appointing authority shall decide on the form of the competition, if applicable. Such competition may be conducted, inter alia:

(a) by a Selection Board nominated by the appointing authority;
(b) using the services of an external service provider to deal with parts of the process specified by the appointing authority.

1.2. The appointing authority may invite any staff committee to choose an employee to participate in the selection proceedings.

1.3 At the end of the selection proceedings, a list of suitable candidates, together with a reasoned report, shall be submitted to the appointing authority.

2. Notices of competition

2.1. Notices of competition shall be approved by the appointing authority before publication.

2.2. Notices of competition shall specify:

(a) the nature of the competition (i.e. either internal only or internal and external);
(b) the type of duties and tasks involved in the posts to be filled;
(c) the diplomas and other evidence of formal qualifications or the degree of experience required for the posts to be filled;
(d) the knowledge of languages required for the posts to be filled;
(e) the closing date for applications;
(f) required nationality of one of the member states.
(g) any exceptions pursuant to Article 8(3)(a) of the Service Regulations;

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Amended by decision of the Administrative Council CA/D 2/18.

January 2020
2.3. The following details shall also be published:

(a) job group and grade;
(b) career path (technical or managerial);
(c) the duration of the appointment.

2.4. Notices shall be published for a period proportional to the duration of the appointment, but in any case for no less than two weeks.

3. Application form

Candidates shall complete a form prescribed by the appointing authority. They may be required to furnish additional documents or information.

4. Selection procedure

4.1. The selection procedure will be defined by the appointing authority so as to allow for a flexible approach taking account of the needs of the service and market constraints.

The following paragraphs apply to competitions under point 1.1(a).

4.2. The appointing authority shall draw up a list of candidates who satisfy the conditions laid down in Article 8(3)(a), (b) and (c) of the Service Regulations and make it available, together with their files to the Selection Board.

4.3. After examining these files, the Selection Board shall draw up a list of candidates who meet the requirements set out in the notice of competition.

4.4. On completion of its proceedings, the Selection Board shall draw up the list of suitable candidates provided for in Article 7 of the Service Regulations.

4.5. The Selection Board shall forward this list, together with a reasoned report, to the appointing authority.

5. Appointment

5.1. The decision on appointment shall be taken by the appointing authority.

5.2. If the list of suitable candidates contains more names than the number of posts to be filled, the appointing authority may decide to put the names of suitable candidates who have not been appointed on a reserve list for a certain period of time.

If, during this period of time, a vacancy for a post with substantially the same profile arises, the appointing authority may decide to appoint a candidate from the reserve list and need not publish a new notice of competition.

6. Proceedings

The proceedings of the Selection Board shall be secret.
A. BASIC SALARY SCALES
# Gross and basic monthly salary scales

## BELGIUM

01.07.2019

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Gross salaries are shown in bold type, the corresponding net (basic) salary is shown in italics underneath. All amounts are monthly.

Amended by decision of the Administrative Council CA/D 17/19.
## Gross and basic monthly salary scales

**GERMANY**

01.07.2019

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Gross salaries are shown in bold type, the corresponding net (basic) salary is shown in italics underneath. All amounts are monthly.

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1 Amended by decision of the Administrative Council CA/D 17/19.
## Gross and basic monthly salary scales

**THE NETHERLANDS**

01.07.2019

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Gross salaries are shown in bold type. The corresponding net (basic) salary is shown in italics underneath. All amounts are monthly.

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1 Amended by decision of the Administrative Council CA/D 17/19.
**Gross and basic monthly salary scales**

**AUSTRIA**

01.07.2019

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1  Amended by decision of the Administrative Council CA/D 17/19.
### OTHER ELEMENTS OF REMUNERATION

#### MONTHLY SCALES

At 1.7.2019

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#### 1. Expatriation allowance

1. Allowance under Art. 72, paragraph 5

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2.1 Article 69, paragraph 6

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2.2 Article 69, paragraph 11

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2.3 Article 70

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#### 3. Birth grant

3.1 Article 85

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#### 4. Language allowance

4.1 Article 75

<table>
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1 Amended by decision of the Administrative Council CA/D 17/19.

2 The amounts of the expatriation and household allowances cannot be less than those payable to employees at grade G4, step 4.
SCALES FOR EDUCATION ALLOWANCE

- see Article 71, Education allowance -
### Table 1: Article 78 (5)

<table>
<thead>
<tr>
<th>Country</th>
<th>Rates 1.1.2019</th>
<th>Rates plus 2.86% 1.1.2020</th>
<th>Currency</th>
</tr>
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1 Amended by decision of the Administrative Council CA/D 16/19.
<table>
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<tr>
<th>Country Land</th>
<th>Rates Taux Betrag 1.1.2019</th>
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January 2020
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<th>Rates plus Taux plus Betrag plus 2.86% 1.1.2020</th>
<th>Currency Monnaie Währung</th>
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</thead>
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<tr>
<td>Serbia - Serbie - Serbien</td>
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<td>182</td>
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<td>Slovak Republic - République Slovaque - Slowakische Republik</td>
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<td>291</td>
<td>USD</td>
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</table>

Article 78(4) ServRegs allows for a supplement of up to 30% if the cost of accommodation proves to be more than 60% of the daily subsistence allowance rates above.
ALLOWANCES UNDER ARTICLE 46
OF THE SERVICE REGULATIONS

- see transitional provisions, Article 114 -
Service Regulations
for permanent and other employees,
implementing rules,
circulars and communiqués

Implementing rules
CONTENTS

Implementing rule for Article 64 of the Service Regulations for permanent Employees of the European Patent Office ........................................ 5

Review and Appeal Procedures for Decisions of the Administrative Council .......................................................................................... 12

Decision of the Administrative Council of 6 July 1978 on substitution for the President of the European Patent Office under Article 10, paragraph 3, second sentence, of the European Patent Convention ........................................................................ 14

Rules on deputising for the President .......................................................................................................................... 15

Governance of the European Patent Office ........................................................................................................ 16

Terms of reference for the Management Committee (MAC) of the European Patent Office ........................................................................ 16

Guidelines on business expenditure for social purposes and representation ........................................................................................ 18

Implementing Rule to Article 26b ServRegs ........................................................................................................ 23

Implementing Rule to Article 38a ServRegs ........................................................................................................ 25

Directive of the President concerning activities of the AMICALE and CLUBS ................................................................................ 27

Agreement between the President of the Office and the Branches of the AMICALE ........................................................................ 28

Implementing Rule to Article 65(3) of the Service Regulations for permanent Employees of the European Patent Office ........................................ 32

Directive on an in-house supervisory committee for salary savings plan investment management and administration ........................................... 35

Implementing rules for Articles 106 to 113 of the Service Regulations for permanent employees of the European Patent Office ........................................ 37
Implementing rules for Articles 21, 21a and 93 Paragraph 2, of the Service Regulations for permanent employees of the European Patent Office ................................................................. 44

Rules of Procedure of the Appeals Committee
(Articles 111(2) and 111a(2) of the Service Regulations) ........................................... 58

Rules of Procedure of the Appeals Committee
(Articles 111(1) and 111a(2) of the Service Regulations) ........................................... 65

Procedure for the recruitment of members and chairmen of the Boards of Appeal ................................................................. 72
IMPLEMENTING RULE FOR ARTICLE 64 OF THE SERVICE REGULATIONS FOR PERMANENT EMPLOYEES OF THE EUROPEAN PATENT OFFICE¹

PROCEDURE FOR ADJUSTING THE REMUNERATION OF PERMANENT EMPLOYEES OF THE EUROPEAN PATENT OFFICE, APPLICABLE WITH EFFECT FROM 1 JULY 2014

CHAPTER I
GENERAL PROVISIONS

Article 1
Adjustment timetable

(1) The levels of the basic salaries and allowances set out in Annex III to the Service Regulations are adjusted each year, with effect from 1 July, in accordance with the provisions of Chapter II of the present procedure and on the basis of a proposal drawn up by the President of the Office after consulting the General Consultative Committee.

(2) The annual adjustment proposal shall be submitted to the Administrative Council for approval at its meeting in December of the year in question. An estimate of the cost of the proposed adjustments, together with the scales concerned, is submitted to the Budget and Finance Committee at its autumn meeting, if they are available in time.

(3) Before submitting his proposal, the President obtains confirmation from independent experts, appointed by him, that it is consistent with the provisions of this rule.

(4)² The amounts of the daily subsistence allowance set out in Annex V to the Service Regulations and of the kilometric allowance referred to in Article 79 of the Service Regulations are adjusted by applying the arithmetic average rate of annual salary adjustment for Austria, Germany and the Netherlands to those in place.

¹ Revised by decision of the Administrative Council CA/D 3/14.
² Amended by decision of the Administrative Council CA/D 9/14.
CHAPTER II
ANNUAL ADJUSTMENT OF THE BASIC SALARIES AND ALLOWANCES SET OUT IN ANNEX III TO THE SERVICE REGULATIONS

Article 2
Annual adjustment of the scales for Belgium

(1) With effect from 1 July, the basic salary scale and allowance amounts set out in Annex III to the Service Regulations and applicable for Belgium are adjusted by a percentage corresponding to the Harmonised Index of Consumer Prices calculated for that country, corrected by the index for remuneration trends in the central government services of the reference countries ("specific indicator"), calculated in accordance with the procedure described in Article 3.

(2) This percentage adjustment is applied to the basic salary scale and allowance amounts in force as at 1 July of the previous year.

Article 3
Calculating the specific indicator

(1) The central government services of the following eight countries are taken as a reference: Belgium, France, Germany, Italy, Luxembourg, the Netherlands, Spain and the United Kingdom.

(2) The specific indicator is obtained by performing the following operations:

(a) Establishing correspondence between the grades at each of the reference national administrations and those at the EPO.

(b) Calculating, for each of these grades and for each of two marital situations ("unmarried" and "married with two dependent children"), the gross maximum and minimum monthly remuneration as at 1 July of the adjustment year and as at 1 July of the previous year. This calculation takes account of all elements making up the remuneration paid to national civil servants. Any one-off payments made during the year are converted into corresponding monthly amounts.

(c) Calculating, for each of these grades and for each of the above marital situations, the net maximum and minimum monthly remuneration as at the two comparison dates. This is done by deducting, from gross remuneration, compulsory social security contributions (sickness, death, invalidity and long term care insurance, pension scheme) and the income tax levied by the central government authority, calculated without taking non-automatic personal allowances into account.

(d) Neutralising the effect of double-counting of variations in specific compulsory deductions from the salaries of officials in the national civil services, if the same compulsory deductions are also made to EPO staff salaries, in accordance with instructions set out in the Annex.
Deductions from national civil service salaries for benefits not granted to staff of the EPO shall not be taken into account.

(e) Calculating, for each of these grades and for each of the above marital situations, the real-term trend indices for maximum and minimum remuneration. This is done by deflating the net remuneration trend indices by the national Harmonised Index of Consumer Prices over the 12-month period preceding the date of the annual adjustment (1 July).

(f) Determining, for each of these grades and for each of the above marital situations, the average real-term trend indices per grade. This is done by calculating the arithmetical mean of the real-term trend indices for maximum and minimum remuneration calculated under (e).

(g) Determining an average trend index per grade. This is done by applying to the average real-term trend indices, calculated under (f), weightings of 0.3 and 0.7 respectively for the marital situations "unmarried" and "married with two dependent children".

(h) Determining an average trend index per reference country. This is done by weighting the grade indices, obtained under (g), by the grade distribution of staff in the central government services of the country concerned.

(i) Determining the average overall trend index (or "specific indicator"). This is done by applying the following coefficients to the country indices obtained under (h):

- Belgium: 7.0%
- France: 16.3%
- Germany: 19.8%
- Italy: 15.0%
- Luxembourg: 5.2%
- Netherlands: 8.2%
- Spain: 11.9%
- United Kingdom: 16.6%

(3) The national remuneration data used for the calculations described in paragraph 2 are those supplied by the national governments for the European Communities and the Co-ordinated Organisations.

**Article 4**

**Determining the scales for countries other than Belgium**

To obtain the basic salary scales and allowance amounts applicable in a member state other than Belgium, the new basic salary scales and allowance amounts applicable in Belgium are multiplied by the purchasing power parity coefficient relating to the country concerned and calculated with reference to Brussels in accordance with the provisions of Chapter III.
CHAPTER III
CONSUMER PRICE INDICES, COEFFICIENTS
OF PURCHASING POWER PARITY AND DOUBLE
COUNTING

Article 5

(1) The Harmonised Index of Consumer Prices for Belgium referred to in Article 2 and the purchasing power parity coefficients referred to in Article 4 are calculated by the International Service for Remunerations and Pensions in collaboration with the Statistical Office of the European Communities in accordance with the methodology approved by the decision-making bodies of the European Union after consulting national statisticians.

(2) The national price indices referred to in Article 3(2)(e) correspond to the Harmonised Index of Consumer Prices calculated by the Statistical Office of the European Communities.

(3) The double-counting effect is determined by the International Service for Remunerations and Pensions in accordance with the provisions of Article 3(2)(d).

CHAPTER IV
PROVISIONAL ADJUSTMENTS AND
POSSIBLE CORRECTIONS

Article 6
Provisional adjustments

(1) Should the civil services of some reference countries not forward the information required under Article 3(3) in time for the President to submit his adjustment proposals in accordance with Articles 2 to 4, the President submits to the Administrative Council a provisional adjustment proposal based on the information available to him.

(2) As soon as he is able to do so, the President submits to the Administrative Council a definitive adjustment proposal in accordance with Articles 2 to 4. This definitive adjustment takes effect on 1 July of the year for which it is calculated.

Article 7
Data corrections

(1) If the data used to calculate an adjustment have to be corrected retroactively, the President, with the agreement of the independent experts referred to in Article 1(3), modifies as appropriate the salary scales in force and submits them to the next meeting of the Administrative Council for approval.
Paragraph (1) shall be applicable to payments made to staff in the administrative statuses provided for in Article 39 of the Service Regulations and to recipients of EPO pension benefits.

Article 8
Moderation clause

(1) The annual adjustment of salary scales for a specific country shall be subject to an upper limit of 2% and a lower limit of -2% around the value of the Harmonised Index of Consumer Prices corresponding to that country.

(2) The remainder of the annual adjustment resulting from the calculated adjustment and the limit set out in paragraph (1) shall be included in the calculation of the following adjustment.

(3) In the event that the annual adjustment leads to a basic salary or an allowance which is lower than that in force on 30 June of the year in question, this negative adjustment shall be set against future adjustments, and salaries and allowances shall be maintained at their level.

Article 9
Exception clause

(1) If there was a decrease in the real gross domestic product of the Contracting States the previous year and the result of the adjustment according to Articles 2 to 4 and Article 8 is positive, the adjustment shall be delayed. The delayed adjustment shall not be taken into account for the purpose of Article 8 above. The reference values of the gross domestic product are those calculated by the Statistical Office of the European Communities for the EPC Contracting States in the European Union, and by the competent national authorities for the other Contracting States, available at the time of calculation. The decrease in the gross domestic product and the consequences in terms of the date of application of the adjustment are defined in accordance with the following table:

<table>
<thead>
<tr>
<th>Gross domestic product</th>
<th>Date of payment of the adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td>-1% to -3%</td>
<td>1 April of the following year</td>
</tr>
<tr>
<td>Below -3%</td>
<td></td>
</tr>
</tbody>
</table>

(2) When the application of paragraph (1) has the effect that the value of the calculations according to Articles 2 to 4 and Article 8 does not result in an adjustment of remunerations and pensions, this value shall form the basis of the calculation of a future adjustment once the cumulative increase of gross domestic product in the Contracting States, measured from the year where paragraph (1) was applied, becomes positive.
CHAPTER V
EVALUATION OF THE PROCEDURE AND SUBSEQUENT MODIFICATIONS

Article 10
(1) After the present procedure has been in operation for six years, the President will undertake a full review of its results. This review will take account of the EPO’s recruitment needs, the competitiveness of its salaries, and any difficulties encountered in applying the procedure. The impact of the procedure on purchasing power will also be examined.

(2) In the light of this review, the President will make a report to the Administrative Council, and if appropriate submit proposals for change, including in order to correct a differential in purchasing power resulting from the application of Chapter IV. However, until such changes are approved by the Administrative Council the present procedure will remain in force.

CHAPTER VI
DATE OF ENTRY INTO FORCE AND APPLICATION OF THE PROCEDURE

Article 11
(1) The present procedure will for the first time apply with effect from 1 July 2014; subsequently, the Administrative Council shall decide on its implementation every year on the basis of an assessment of whether the prevailing circumstances allow the procedure to apply.

(2) The present procedure will be applied in the light of Articles 33(2)(b) and 46 of the European Patent Convention.
METHOD FOR AVOIDING DOUBLE-COUNTING

Article 3(2)(d) of the Implementing Rule for Article 64 of the Service Regulations introduces the principle of avoiding double-counting in order to ensure better compliance with the principle of parallelism with the evolution of remuneration in the national civil services.

To ensure proportionality of changes in the reference countries' social costs, the specific indicator shall be calculated as follows:

The changes to social costs which are comparable to those in the EPO are identified according to the definition in Article 3(2)(d).

A correction is calculated which neutralises the identified changes to social costs by using current salary data but with deductions of the relevant contribution made at the rates applicable in the previous year.

Article 2

This decision shall enter into force on 14 December 2007.
It shall apply with effect from 1 July 2008.
Done at Munich, 14 December 2007.
For the Administrative Council
The Chairman
Roland GROSSENBACHER
REVIEW AND APPEAL PROCEDURES FOR DECISIONS OF THE ADMINISTRATIVE COUNCIL

The specific provisions in Article 18 of the Council’s rules of procedure adopted by the Council at its 108th meeting (see CA/D 8/06), which superseded the procedure adopted at the Council’s 67th meeting (CA/112/97 – see CA/PV 67, point 36), have been amended by decision of the Council adopted at its 133rd meeting (see CA/D 10/12).

"Article 18¹
Specific provisions concerning the review and appeal procedures for Council decisions [Title VIII (Settlement of disputes) of the Service Regulations for permanent employees of the European Patent Office]

(1) The President of the European Patent Office shall draft an opinion for the Council on the request for review.

(2) Taking into account the opinion referred to in paragraph 1, the Council, in accordance with Article 109 of the Service Regulations for permanent employees of the European Patent Office (hereinafter referred to as "the Service Regulations"):
   (a) shall decide whether the request for review is receivable and, if so,
   (b) shall take a decision on the merits of the request for review.

(3) The decisions taken by the Council pursuant to paragraphs 2(a) and (b) shall be reasoned and shall constitute final decisions for the purposes of Article 13, paragraph 2 of the European Patent Convention and Article 113 of the Service Regulations (except in the cases defined in paragraph 4 below). They may be challenged by filing a complaint with the Administrative Tribunal of the International Labour Organization in accordance with Article 13, paragraph 1, of the European Patent Convention and Article 113 of the Service Regulations.

(4) Notwithstanding paragraph 3, and in accordance with Article 109, paragraph 6, of the Service Regulations, the decision taken by the Council on the outcome of the review shall not be a final decision for the purposes of Article 13, paragraph 2, of the European Patent Convention and Article 113 of the Service Regulations and may be challenged by internal appeal under the conditions laid down in Article 110 of the Service Regulations if:
   (a) the decision relates to a dispute concerning an appointment by the Council,
   (b) the Council, following a request by the person concerned, to be formulated with the request for review, exceptionally decides so when deciding on the request for review.

¹ Amended with effect from 1 January 2013 by decision of the Administrative Council CA/D 10/12.
In these cases, the Council shall take a final decision on the appeal, having due regard to the opinion of the Appeals Committee, in accordance with Article 110, paragraph 4, of the Service Regulations. Such final decision may be challenged by filing a complaint with the Administrative Tribunal of the International Labour Organization in accordance with Article 13, paragraph 1, of the European Patent Convention and Article 113 of the Service Regulations.

(5) The Appeals Committee shall deal with appeals against Council decisions in its composition pursuant to Article 111 of the Service Regulations.

(6) The Appeals Committee shall inform the Council without delay when it has received an appeal against a Council decision.

(7) The Office shall represent the Council in proceedings before the Appeals Committee, unless the Council decides otherwise in a particular case. In the latter event, the Council shall decide by whom it is to be represented and shall inform the President of the European Patent Office accordingly.

(8) If a request for review or an appeal is partly or fully withdrawn, or the appeal proceedings are stayed, the Council shall be informed without delay.

(9) The President of the European Patent Office shall represent the European Patent Organisation (Article 5, paragraph 3, of the European Patent Convention) in any proceedings before the Administrative Tribunal of the International Labour Organization in relation to decisions taken by the Council under paragraphs 2, 3 and 4, and shall forward a copy of the written submissions and the judgment to the Council.

(10)¹ Correspondence for the Council for the purposes of this Article shall be addressed to the Council Secretariat, for submission to the Council by its Chairperson in accordance with Article 9, paragraph 2, of these Rules. Correspondence for the Appeals Committee shall be addressed direct to the Appeals Committee. If a request for review is submitted to the Council although it is not the competent appointing authority to deal with it, this request shall be referred to the other competent appointing authority, namely the President of the Office, by decision of its Chairperson. The Council shall be regularly informed by its Chairperson, in a written report, of the number of requests thus referred and of the reasons therefor."

¹ Amended by decision of the Administrative Council CA/D 20/13.

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

HAVING REGARD to the European Patent Convention, and in particular Article 10, paragraph 3, second sentence,

HAS DECIDED AS FOLLOWS:

Article 1

The President of the European Patent Office shall designate the Vice-President or Vice-Presidents who are charged with replacing him in every matter or series of matters while he is absent or indisposed.

As a general rule, the President shall designate each Vice-President for matters which fall within the sphere of operations of the latter.

Article 2

This decision shall enter into force on 6 July 1978. It shall be published in the Official Journal of the European Patent Office.

Done at Bordeaux, 6 July 1978.

For the Administrative Council
The Chairman

1 Decision of the Administrative Council CA/D 11/78.
RULES ON DEPUTISING FOR THE PRESIDENT

Since 19 July 1978, deputisation for the President has been subject to the following provisions:

"The substitute for the President in matters which have an external impact and would normally receive his personal attention shall be the longest-serving Vice-President Directorate-General 2, 4 or 5 who is present in Munich at the relevant time; if there is no difference in length of service, the substitute shall be appointed on the basis of age.

Where these matters require substitution at The Hague, the Vice-President Directorate-General 1 shall act as the deputy.

The Vice-President Directorate-General 3 shall deputise for the President as Chairman of the Presidium of the Boards of Appeal (Rule 10(2) of the European Patent Convention).

The Vice-Presidents shall also act on the President's behalf in matters falling within their respective spheres of operations.

Differences of opinion shall be settled by a majority vote of all the Vice-Presidents (including the representative of DG 3).

Munich, 18 July 1978

J.B. van Benthem"

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1 The President endorsed these arrangements in October 1997 and confirmed that they are to continue.
GOVERNANCE OF THE EUROPEAN PATENT OFFICE

TERMS OF REFERENCE FOR THE MANAGEMENT COMMITTEE (MAC) OF THE EUROPEAN PATENT OFFICE

Munich, 4 August 2006

Management Committee (MAC)

Under Article 10(1) of the European Patent Convention (EPC), the President is responsible for the direction of the European Patent Office (EPO). He is ultimately accountable to the Administrative Council for the Office's activities. Article 10(2) (i) EPC provides that he may delegate his functions and powers. He is assisted, in accordance with Article 10(3) EPC, by a number of Vice-Presidents.

This assistance takes place, in part, through a collective body known as the Management Committee (MAC). The MAC is therefore an instrument of the President, who appoints its members.

The MAC is currently made up of the President, five Vice-Presidents and three functional Principal Directors, who are collectively responsible for the Office's corporate governance, strategy, policies and practice. Each member of the MAC is responsible for a specific part of the business, and reports to the President.

The MAC oversees the effectiveness of the EPO. MAC members take and implement initiatives in their specific area, within the scope of general policy, that have a potential impact on the Office’s activities or reputation. MAC members are also expected to propose initiatives and policy changes that are likely to have such an impact.

The MAC may invite managers or staff members to any meeting it may consider desirable to assist in the attainment of its objectives.

Responsibilities of the MAC

Without prejudice to its general objectives, the MAC shall have the following specific responsibilities:

1. To assist the President in the performance of his duties as defined under the EPC, in particular Article 10 thereof

2. To assist the President in establishing strategy, policies and practices that have the potential to materially affect the EPO's business, performance or reputation

3. To review reports and proposals

4. To review the composition, powers, duties and responsibilities of other committees, and similar bodies, within the Office

5. To review the powers, duties and responsibilities of persons or units empowered by delegation to carry out activities for the Office.
specifically includes powers, duties and responsibilities under the Service Regulations and Financial Regulations

6. To review regularly the MAC's terms of reference and its own effectiveness

7. Any other matter of legitimate concern.

An agreement in the MAC, or a decision taken in the MAC by the President, has a binding effect on MAC members. MAC members are required to act in a way that is consistent with such agreements or decisions. Powers of review shall be subject to limitations laid down in the EPC and the EPO Codex.

Due consideration shall be given to the judicial independence of VP3 (Article 23(3) EPC). In particular, the binding effect of MAC agreements or Presidential decisions may under no circumstances be allowed to interfere with Article 23(3) EPC.

Meetings and quorum

The MAC shall meet with such frequency and at such times as the President may determine. It is expected that the MAC will meet once per month.

Vice-Presidents may, only in exceptional circumstances, mandate a Principal Director from their Directorate-General to deputise for them. A MAC quorum is reached when the President (or Vice-President if Article 10(3), 2nd sentence, applies) and at least three Vice-Presidents are present.

The agenda shall be set by the President in co-operation with MAC members. The President shall give priority in the agenda to strategic issues. Meetings shall be formally minuted by the President's Office.

Agreements shall be deemed to have been reached in the MAC when validated by the President. Such validation has the power of a Presidential decision.

Decided in Munich, 4 August 2006,

Alain Pompidou
President
GUIDELINES ON BUSINESS EXPENDITURE FOR SOCIAL PURPOSES AND REPRESENTATION

Preamble

Expenditure on representation, entertainment, catering, gifts and staff motivation should be envisaged only where it will benefit the Office. Exceptions to this rule could damage the Office's reputation and cause it pecuniary loss. Line managers and staff are therefore encouraged to apply high standards of governance in line with the principles of economy and sound financial management.

Before a decision is taken to launch an event which will generate expenditure, the competent authorising officer must be contacted and the necessary funds reserved in the Office's financial system (FIPS). PD Finance will provide a budgetary overview of where such expenditure will be booked.

In these Guidelines the term "budget holder" means all senior officers, and in the first line the head of a Directorate-General, responsible for Budget preparation and execution in the sense of CA/69/08 on new budget dynamic and Annex X to the yearly Budget.

These Guidelines apply in accordance with the Financial Regulations of the European Patent Organisation and with the Service Regulations for permanent employees of the European Patent Office, in particular Articles 76(1) and (3) and 82.

Article 1
Scope

(1) These guidelines apply to all expenditure generated by:

(a) representation and entertainment
(b) other catering (business breakfast, lunch, dinner, cocktails, snacks, biscuits, drinks etc.)
(c) gifts (including promotional products and giveaways)
(d) financial participation in events, celebrations, social and travel packages and accommodation packages
(e) expenditure under the directors' motivation budget.

(2) These guidelines cover all activities under the Office's auspices, including training, technical co-operation, the European Patent Academy, fairs, exhibitions, and conferences for external delegates.

(3) These guidelines do not apply to subsidies to the Amicale and similar bodies.
These guidelines apply without prejudice to Articles 82 and 87 of the Service Regulations.

**Article 2**
Representation and entertainment

(1) Expenditure on representation and entertainment is confined to activities aimed at non-European Patent Office persons or bodies and clearly driven by the purpose of representing the Office. Allowable activities must always be appropriate to the status, obligations and reputation of the Office.

(2) Meals and all forms of catering in the context of representation activities are governed by the provisions of Article 3, as far as circumstances allow.

(3) Expenditure generated by other types of business contact - commercial contracts and contract preparation, works visits, etc. - does not pertain to the public representation of the Office and may be covered only under Articles 3 and 4.

**Article 3**
Catering

(1) Expenditure generated by catering may be for either internal or external purposes. Internal purposes include meetings of internal Office committees and working parties, other sizeable or lengthy meetings, and training events. External purposes include catering at conferences and events with external participants. The venue is irrelevant.

(2) Invitations to meals for internal purposes must be authorised by the principal authorising officer (exceptions: training according to Circular No. 280 and motivation according to Article 6). The principal authorising officer may delegate such power. Invitations to meals for external purposes fall within the normal competence of the authorising officer.

(3) The maximum rate per person for a meal is EUR 60.00 (EUR 20.00 in EPO canteens); exceptions may be granted only if approved by the principal authorising officer. Tips may be reimbursed in addition, up to a maximum of 10% of the bill.

(4) As far as circumstances allow, a list of participants should be included with the request for reimbursement.

(5) The following applies in special cases:

   (a) Where catering costs are included in a package, the above rates should be used as a guide.

   (b) The above rates should also be used as a guide for catering costs incurred in connection with meetings of the Administrative Council and its committees.
Article 4  
Gifts  
(1) The Office may bear the cost of official presents, small gifts and giveaways for non-European Patent Office persons or bodies. The purchasing policy for gifts is the responsibility of Principal Directorate Communication, which must ensure that due account is taken of the Office's corporate identity and that purchases are cost-effective. The individual value of a gift should be modest. Exceptions may be granted only by the Principal Director Communication.

Article 5  
Social events  
(1) The cost of major Office-wide social gatherings, and of comparable events as decided by employees of grade A6 and higher, may be borne in whole or in part by the Office, subject to approval by the budget holder.  
(2) Money may also be spent in other situations of a social nature, on a case-by-case basis (e.g. for sick colleagues, wreaths and obituary notices for staff members who die in service), subject to approval by the budget holder.  
(3) Staff completing 25 years in service with the Office receive a certificate signed by the President, EUR 600.00 and two days' special leave.  
(4) Staff completing 40 years in service with the Office receive a certificate signed by the President, EUR 800.00 and two days' special leave.  
(5) On retirement, staff receive a letter of thanks from the President and EUR 600.00 towards the cost of a leaving party upon presentation of receipts. For the same purpose and under the same conditions, the President may decide another ceiling to be applied to senior managers (grade A6-A7).

Article 6  
Motivation budget  
(1) The managers’ motivation budget is set at EUR 30.00 per budget post plus any Article 3010 Euro-contract staff position as on 1 January of each year. The budget is managed by the authorising officer and may not be exceeded. Events must be held in the fiscal year, i.e. before 31 December. Requests for payment may be submitted only by the manager, must be accompanied by originals of all bills and should be received no later than 10 January of the following year.  
(2) The motivation budget may be used, for instance, for invitations to meals, departmental drinks, excursions, or gifts for a directorate (e.g. a coffee machine). The recipients must be staff members of the unit in question or, at the discretion of the manager, temporary staff.
The budget is for use by directors and heads of units only. However, it may be used by principal directors if the department is not headed by such a manager. Managers are accountable for the use of funds and may be asked to justify such use.

A list of participants is not required for such events.

**Article 7**

**Invoices**

1. Invoices for any of the above expenditure must fulfil the mandatory invoice requirements set out in the relevant EU directive. Upon request, Principal Directorate Finance shall clarify the mandatory requirements for invoice processing.

2. With regard to VAT reimbursements, only original invoices addressed to the Office and stating the full address will be accepted for reimbursement of expenditure in accordance with these guidelines. When the bill is paid by the employee, the request for reimbursement with the original invoice attached (addressed to the Office) must be posted in FIPS on the employee vendor account. When the original invoice of the company (e.g. a restaurant) is sent direct to the Office, payment must be initiated in line with regular vendor invoices.

3. In the case of exceptions to the above, written justification must be provided.

**Article 8**

**Rates**

All rates mentioned in these guidelines are net and shall be reviewed regularly in parallel with the preparation of the budget in order to at least compensate for inflation.

**Article 9**

**Reimbursement**

Business expenses for social purposes and representation are reimbursed in accordance with the Financial Regulations and with the Service Regulations, in particular Article 76(1), i.e. "a permanent employee shall be entitled (...) to reimbursement of expenses incurred by him (...) in the course of or in connection with the performance of his duties", and Article 76(3), i.e. "unless otherwise provided in [the Service] Regulations, requests for reimbursement (...) must be submitted within six months of the date on which expenditure was incurred. Requests submitted after the deadline provided in this paragraph or otherwise in [the Service] Regulations are reimbursable only in a duly substantiated case of force majeure."
Article 10
Implementation

(1) Simple forms and advice will be provided to help staff comply with these guidelines.

(2) These guidelines replace the Guidelines on expenditure for special occasions, catering and other entertainment (2 March 1994), Circular No. 275, the Vice-President DG 4's instructions on the directors' motivation budget (11 April 2005) and relevant local instructions.

(3) These guidelines enter into force on 1 May 2009.

Alison Brimelow
President
IMPLEMENTING RULE TO ARTICLE 26b SERVREGS

Article 1
Subject-matter and field of application of complementary agreements relating to occupational health, safety and ergonomics

Any complementary agreements relating to occupational health, safety and ergonomics and concluded with one or more contracting states under Articles 20(2) and 25 of the Protocol on Privileges and Immunities of the Organisation shall cover the organisation of inspections of Office premises and control of working conditions on those premises by external bodies recognised as competent by the authorities of the contracting states on whose territory the permanent employees of the Office are deployed.

These complementary agreements shall apply neither to the social and medical aspects of working conditions governed by the provisions of the Service Regulations and any other provisions relating to the Office’s social-security, pension and health insurance schemes, nor to the regulation of working hours governed by the provisions of the Service Regulations and any other provisions relating to working hours.

Article 2
Inspections and controls

The external bodies referred to in Article 1 shall perform inspections of premises and controls of working conditions for compliance with the provisions of national legislation at the place of employment concerned, within the limits laid down in the complementary agreements concluded with the states concerned and subject to the provisions of the European Patent Convention, the Protocol on Privileges and Immunities of the Organisation, the seat agreements concluded by the Organisation, and the Service Regulations and other rules applicable to permanent employees and other staff. They shall submit their inspection reports to Office management. The President of the Office shall take appropriate measures in the light of these reports.

Article 3
Informing the Central and Local Occupational Health, Safety and Ergonomics Committees

The President of the Office shall forward each inspection report to the Occupational Health, Safety and Ergonomics Committee concerned. In addition, the external bodies performing inspections and controls shall annually inform the President of the Office of the results of their activities. The President of the Office shall forward the annual reports to the Central Occupational Health, Safety and Ergonomics Committee.

1 Decision of the Administrative Council CA/D 23/07.
Article 4
Opinion

(1) The Local Occupational Health, Safety and Ergonomics Committee shall present to the President of the Office an opinion on the relevant reports of the external body and on the measures envisaged by the President of the Office in the light of such reports. The Central Occupational Health, Safety and Ergonomics Committee shall receive a copy of this opinion.

(2) The Central Committee may present to the President of the Office comments on such reports or on the opinion given by the Local Occupational Health, Safety and Ergonomics Committee.

Article 5
Decision of the President of the Office

(1) In the light of the opinions given by the Central or a Local Occupational Health, Safety and Ergonomics Committee, the President of the Office shall decide on measures appropriate to ensure health protection, safety and ergonomics on the Office's premises.

(2) In urgent cases, the President of the Office shall take the precautionary measures necessary to ensure health protection, safety and ergonomics on the Office's premises.

Article 6
Entry into force

The present Implementing Rule shall enter into force on 2 April 2007.
IMPLEMENTING RULE TO ARTICLE 38a SERVREGS

Article 1
Composition of the Central and Local Occupational Health, Safety and Ergonomics Committees

(1) The Central Committee shall consist of:
   • the Vice-President for Administration, or his representative, who shall act as chairman;
   • a member appointed by the President of the Office;
   • the occupational health physicians in Munich and The Hague;
   • the occupational health and safety experts in Munich and The Hague;
   • two members of each Local Committee, one of whom shall be appointed by the Local Staff Committee.

(2) The Local Committees shall consist of:
   • the person appointed by the President of the Office as site manager, or his representative, who shall act as chairman;
   • a member appointed by the site manager;
   • the occupational health physician;
   • a member of the infrastructure department;
   • a member of the personnel department (human resources or welfare service);
   • the occupational health and safety expert;
   • two members appointed by the Local Staff Committee.

(3) An alternate shall be appointed for each member.

(4) The full and alternate members shall be appointed annually as at 1 January and their appointment shall be made public.

(5) Other experts shall be authorised to attend meetings for questions on which their opinion is required. These experts shall not be entitled to vote.

Article 2
Rules of procedure

The Central and Local Occupational Health, Safety and Ergonomics Committees shall adopt rules of procedure laying down how they function and organise their work. The Committees shall adopt their rules of procedure at their first meeting.

1 Decision of the Administrative Council CA/D 23/07.
2 Amended by decision of the Administrative Council CA/D 22/09.
Article 3
Confidentiality

The members of the Central and Local Committees shall observe discretion in respect of confidential information of which they become aware in the course of their duties.

Article 4
Entry into force

The present Implementing Rule shall enter into force on 2 April 2007.
DIRECTIVE OF THE PRESIDENT CONCERNING ACTIVITIES OF THE AMICALE AND CLUBS

1. **Dealings with national authorities**

   In dealings with national authorities, the Amicale and the clubs are not entitled to present themselves as acting on behalf of the European Patent Office. In particular, in such dealings, they are not entitled to invoke in the name of the European Patent Office the privileges and immunities enjoyed by the European Patent Organisation.

2. **Involvement of third parties**

   In any dealings with contractors or other external third parties, the Amicale or the clubs must take steps (eg appropriate letterhead) to make clear that the Amicale or the clubs are organising the project in question. For implementation of the project, third parties must be given the name of a responsible contact person of the Amicale or the clubs.

3. **Publicity work**

   Any Amicale or club activity which addresses the public and as such involves publicity work must be agreed beforehand with Public Relations Directorate 5.0.1. Publicity work includes in particular the involvement of public authorities or institutions, ministries, consulates, politicians, media or industrial enterprises.

Ingo Kober  
President
AGREEMENT BETWEEN THE PRESIDENT OF THE OFFICE AND THE BRANCHES OF THE AMICALE¹

This agreement defines the role and status of the branches of the Amicale, their activities and the resources made available to them by the Office.

A. Role and status of the branches of the Amicale

The role of the branches of the Amicale shall be to promote, encourage and propose cultural, recreational and sporting activities for all Office staff and their families.

Hence the activities of the branches of the Amicale constitute an especially significant factor in the integration of employees coming from differing geographical and cultural backgrounds.

They also help to promote exchange between places of employment and between Office staff and the local environment.

The branches of the Amicale shall be considered to be bodies of a social nature, set up with the consent of the Office. One branch of the Amicale may be set up in each place of employment.

The consent of the Office shall be subject to the submission of rules governing the election of members entrusted with responsibility for managing Amicale activities (Amicale Bureaux/Executive Committees).

An Amicale branch shall be held to have been constituted when its Bureau/Executive Committee has been elected in accordance with the above-mentioned rules.

Once they have been set up, the Bureaux/Executive Committees shall bear sole responsibility for organising activities and managing the resources made available to the Amicale branches. The Office shall liaise directly with them on matters relating to the Amicale branches. The chairpersons of the Amicale branches, constituting an "Inter-Amicale", shall act on behalf of all the Amicale branches on issues of common interest.

The duties undertaken by the members of the Bureaux/Executive Committees under the terms of their mandate shall be held to be part of the services they are obliged to provide, within the limits of the time allocated for that purpose. The employees in question shall suffer no disadvantage from the exercise of such duties.

The provisions of the Protocol on Privileges and Immunities shall be applicable to Amicale activities only in so far as such activities are organised with the direct involvement of the Office and to the extent that said provisions apply to such activities. The Office shall retain sole responsibility for applying those provisions.

¹ See Gazette 09/99
When taking part in Amicale activities, Office staff and their families shall be covered by a liability insurance taken out by the Office. The Bureaux/Executive Committees shall inform those involved of the existence of such cover.

**B. Activities of the Amicale branches**

The Bureaux/Executive Committees shall at their own discretion define the activities which they intend to organise or subsidise.

Some of those activities may be defined and/or organised jointly with the Office, particularly "general activities" which are aimed at a wide public and may involve more than one place of employment.

An annual programme shall be drawn up, in co-operation with the Office administration, to define the jointly organised general activities. Such general activities may include:

- Christmas parties
- receptions for new staff and their families
- organisation of trips to festivities such as Fasching or the Oktoberfest in Munich or the North Sea Jazz Festival in The Hague
- inter-Office events or Office participation in events organised by other companies or organisations
- happy hours (Munich)
- summer parties
- clubs fairs
- "Scorpions day" (Berlin)

**C. Resources**

**Time**

Each Bureau/Executive Committee shall have a time quota to cover standard administrative activities (budget management, relations with the clubs, organisation of election etc.) and some "general" activities organised by the Amicale.

This time quota shall be as follows:

- Munich 0.65 staff member per year
- The Hague 0.65 staff member per year
- Berlin 0.4 staff member per year
- Vienna 0.3 staff member per year

**total** 2.0 staff members per year

and shall include 0.6 staff member per year for "general" activities.

The Bureau/Executive Committee for each place of employment shall divide its time quota up freely among its members, save that the quota allowed for any one member must not amount to more than 20% of that member's working time. This percentage shall be reviewed on a yearly basis (calendar year).
In addition to this time quota, extra free time may be granted by the Office for activities organised jointly by the Amicale branches and the Office. As far as possible, this allowance shall be granted within the framework of the annual programme of activities drawn up in co-operation with the Office.

This extra free time must not take the time used by any staff member for Amicale activities to over 40% of that staff member’s working time. This percentage shall be reviewed on a yearly basis (calendar year).

**Finance**

The Office shall grant the branches of the Amicale a total annual subsidy amounting to no more than the global sum specified in Article 3023 of the Budget.

This total subsidy shall be shared out among the branches of the Amicale according to the following formula:

\[
S_x = T \times f \times \frac{\text{number of sites}}{\text{(budget posts at site x)}} + T \times (1 - f) \times \frac{\text{budget posts for the Office}}{\text{budget posts at site x}}
\]

where:

- \( S_x \) = subsidy for site x
- \( T \) = total subsidy
- \( f \) = a figure between 0 and 1, set at 0.3 barring a request for modification from the Inter-Amicale.

In addition to this direct subsidy, the Office may contribute to the financing of activities arranged jointly with the Amicale branches. This contribution shall normally be granted only as a supplement to financing already covered by the Amicale branches and shall amount to no more than twice the level of such financing.

Should the Amicale at any place of employment cease to exist, the Office subsidy that it would have received shall be allocated as decided by the Inter-Amicale and in the interests of all staff.

**Facilities**

The Office shall make the following premises available to each branch of the Amicale:

- an office the same size as a standard director’s office to allow Bureau/Executive Committee meetings to be held.

- an adjoining secretary’s office, equipped with the office systems assigned to Office secretaries.

Other rooms or areas may be made available, depending on the facilities of the particular place of employment.
Access to reprography, mail distribution and internal communication services shall normally be granted to the Amicale Bureaux/Executive Committees.

The above provisions shall apply from 1 July 1999. For the second half of 1999, the time quota and financial resources granted shall be equal to their annual amount reduced by the amount utilised in the first half of 1999.

Munich, 15 June 1999
IMPLEMENTING RULE TO ARTICLE 65(3)
OF THE SERVICE REGULATIONS FOR PERMANENT
EMPLOYEES OF THE EUROPEAN PATENT OFFICE

I. Provisions governing participation in the salary savings plan

A. Participants

(1) Participation in the salary savings plan established by Article 65(3) of the Service Regulations ("the Plan") shall be compulsory for:

(a) employees and members of the Boards of Appeal and the Enlarged Board of Appeal, within the meaning of Article 1(2), (4) and (7) of the Service Regulations, and

(b) principal directors of the Office, within the meaning of Article 1(6) of the Service Regulations,

who take up their duties on or after 1 January 2009.

(2) Participation in the Plan shall be compulsory for the President and vice-presidents and for other contract staff at the Office, within the meaning of Article 1(5) and (7) of the Service Regulations, who take up their duties on or after 1 January 2009 only to the extent expressly provided for in their contracts and terms of employment.

(3) The employees referred to in paragraphs 1 and 2 may also, at their express request, make additional voluntary contributions.

(4) Those who participate in the Plan, on whatever basis, are hereinafter referred to as "participants".

B. Rate of contribution

(1) The rates for compulsory and voluntary contributions, and the salary to which they relate, shall be established by the President of the Office, on the basis of an actuarial study, after consultation of the General Consultative Committee. The rate for compulsory contributions shall be equal to the difference between the contribution to the pension scheme applicable to employees already in service on 31 December 2008 and that payable under the New Pension Scheme Regulations.

(2) One-third of the rate for compulsory contributions shall be charged to the employee, two-thirds to the Office.

Additional voluntary contributions shall be borne entirely by the employee.

(3) Contributions shall be deducted monthly from the participant's salary.

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1 Decision of the Administrative Council CA/D 13/08.
2 Amended by decision of the Administrative Council CA/D 2/18.
3 Amended by decision of the Administrative Council CA/D 2/14.
C. Individual salary savings accounts

(1) An individual salary savings account (hereinafter referred to as an "individual account"), in euro, shall be opened for each participant.

(2) The individual account shall be credited on a monthly basis with the sum of the contributions paid.

(3) The sums credited to the individual account shall be invested by the Office, in accordance with a predefined strategy.

(4) The Office shall offer participants a maximum of three investment strategies, after consultation of the General Consultative Committee¹.

The Office shall establish the default investment strategy which is to apply for the first six months of participation.

Thereafter, each participant may choose a different investment strategy from among those offered by the Office, and may change it once per calendar year. The President of the Office shall lay down the procedure for communicating this choice. In the absence of any such communication, the default investment strategy shall apply.

The Office shall bear no responsibility for application of the strategies chosen by each participant or of the default strategy.

(5) Each year, participants shall receive a statement of their individual account.

D. Settlement of amounts owed

(1) On termination of service, participants shall be entitled to payment of the balance of their individual account as a lump sum corresponding to the contributions paid into the account, plus or minus investment returns.

(2) In the event of the participant's death, this entitlement shall pass to the estate.

(3) The lump sum shall be paid out as final salary. Procedure for this payment shall be laid down by the President of the Office, after consultation of the General Consultative Committee².

II. Provisions governing operation of the Plan

A. Plan assets

(1) The term "Plan assets" shall denote the total of the contributions paid into each individual account as well as the corresponding investment returns.

(2) The Plan assets shall be the property of the European Patent Organisation, within the meaning of Article 4 of the Protocol on Privileges and Immunities of the European Patent Organisation.

¹ Amended by decision of the Administrative Council CA/D 2/14.
² Amended by decision of the Administrative Council CA/D 2/14.
(3) The Plan assets shall be a special class of asset of the European Patent Organisation designed solely to settle the amounts owed under this implementing rule. They shall be subject to separate management and accounting and may not be combined with any other assets of the Organisation.

B. Plan implementation

(1) The Office shall make provision for the administration of individual accounts and for asset management, and shall bear the cost thereof. It may outsource some or all of the duties involved.

(2) The President of the Office shall, after consulting the General Consultative Committee¹, establish a mechanism for supervising Plan administration and management, and shall take all such action as is necessary to apply this implementing rule.

¹ Amended by decision of the Administrative Council CA/D 2/14.
DIRECTIVE ON AN IN-HOUSE SUPERVISORY COMMITTEE FOR SALARY SAVINGS PLAN INVESTMENT MANAGEMENT AND ADMINISTRATION

1. Establishment of an in-house committee

An in-house committee shall be established to supervise investment management and administration for the salary savings plan.

2. Composition of the in-house committee

(1) The in-house committee shall be directed by a chairman appointed by the President of the Office for a term of one calendar year. It shall further comprise the following members, each likewise appointed for a term of one calendar year:

   (a) two Office employees appointed by the President of the Office as members
   (b) two Office employees appointed by the Central Staff Committee.

(2) The members of the in-house committee shall all be permanent employees of the Office.

(3) Deputies shall be appointed according to the same procedure for the chairman and the other members.

(4) The in-house committee may call in experts or advisers on a regular or occasional basis.

3. Meetings

(1) The in-house committee shall be convened by the chairman.

(2) Each member of the in-house committee shall have a vote. The chairman shall vote only on procedural matters.

(3) The in-house committee shall hold two ordinary meetings per year; it shall also convene for an extraordinary meeting on the initiative of the chairman or of half of its members.

4. Duties of the in-house committee

The in-house committee shall supervise investment management and administration for the salary savings plan. It shall advise the President of the Office and may issue recommendations.

It may call upon the salary savings plan investment manager and administrator to send representatives to in-house committee meetings.

It shall discuss investment performance and future investment strategy together with the investment manager and may request the salary savings plan administrator to adapt his services to the Office's needs.
5. **Entry into force**

   This directive shall enter into force on 1 January 2009.

Brian Mc Ginley  
Acting Vice-President DG 4
IMPLEMENTING RULES FOR ARTICLES 106 TO 113  
OF THE SERVICE REGULATIONS FOR PERMANENT  
EMPLOYEES OF THE EUROPEAN PATENT OFFICE

Section I  
Individual decisions taken upon request

Article 1
Acknowledgement of receipt

The person requesting an individual decision to be taken shall be informed of the date of receipt of his request.

Section II  
Review procedure

Article 2
Form of the request for review

(1) The request for review shall be dated and submitted in writing in one of the three official languages of the Office. It shall identify the individual decision challenged.

(2) The person requesting the review shall be informed of the date of receipt of his request.

(3) The date used to determine whether the time limits have been complied with shall be that of dispatch of the request for review. In the event of doubt about the date of dispatch, the date used shall be that of receipt by the competent appointing authority.

Article 3
Procedure

(1) Only employees who, by virtue of the duties they perform, legitimately need to be involved may take part in the review. The person requesting the review of an individual decision may be assisted by an employee of his choice throughout the review procedure. All such persons shall be bound to secrecy.

(2) For individual decisions taken by the President of the Office, he shall ensure that the individual decision challenged is reviewed at the appropriate level

1 Decision of the Administrative Council CA/D 9/12. This decision shall enter into force on 1 January 2013. The transitional measures laid down in Articles 14 to 19 of CA/D 8/12 shall apply to the present decision.

2 Amended by decision of the Administrative Council CA/D 7/17.

3 Amended by decision of the Administrative Council CA/D 7/17.

4 Amended by decision of the Administrative Council CA/D 7/17.
within the same hierarchical line as that from which the individual decision originates. Such level shall at the minimum be job group 3.

(3) For individual decisions taken by the Administrative Council, Article 18 of its Rules of Procedure shall apply.

Section III
Internal appeal procedure

Article 4
Form of the internal appeal

(1) The internal appeal shall be lodged in electronic form in one of the three official languages of the Office.

(2) The internal appeal shall bear the date and the signature of the appellant. If the appellant decides to be represented, he shall submit a signed power of attorney.

(3) The internal appeal shall identify the individual decision challenged and include:

(a) a summary of the grounds for appeal;
(b) the relief claimed.

(4) The date used to determine whether the time limits have been complied with shall be that of dispatch of the internal appeal. In the event of doubt about the date of dispatch, the date used shall be that of receipt by the Appeals Committee.

Article 5
Registration of the internal appeal

(1) Upon receipt of an internal appeal, the Appeals Committee shall inform the competent appointing authority without delay.

(2) The Appeals Committee shall register the internal appeal under an appeal number and inform the appellant accordingly within one month from the date of receipt of the appeal.

(3) Upon filing an appeal, the appellant shall pay a registration fee of EUR 200, which the Appeals Committee may recommend be refunded, in part or in full, if the appeal is successful.
**Article 6**

**Amicable settlement**

(1) Once the appeal has been registered, the chair or presiding member of the chamber dealing with the appeal may invite the parties to seek an amicable settlement of the matter giving rise to the appeal.

(2) The chair or presiding member of the chamber dealing with the appeal shall encourage and actively facilitate an amicable settlement. He may also act as a mediator.

(3) The proceedings before the Appeals Committee may be suspended for a limited time period during the settlement process.

(4) The settlement discussions shall be confidential and without prejudice to the parties’ arguments in the contentious proceedings. No written or oral communication and no offer or concession made in the framework of the attempt to secure a settlement may be referred to or relied on in the contentious proceedings.

(5) If the parties have agreed to a settlement, the settlement is binding on both parties and the appeal shall be regarded as closed.

(6) The Appeals Committee remains competent to deal with claims for the validity, application or execution of a settlement and may make recommendations to the competent appointing authority that further internal means of redress are excluded for a challenge of the settlement.

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**Article 7**

**Internal appeal procedure**

(1) The procedure before the Appeals Committee shall be governed by fair-trial principles, including the right to be heard within a reasonable time.

(2) Only those persons who, by virtue of the duties they perform, legitimately need to be involved may take part in the internal appeal procedure. Such persons shall be bound to secrecy.

(3) The Appeals Committee may at any time request from either party any information which it deems necessary and appropriate for the examination of the case.

(4) It shall in particular invite the parties to file their observations and may set time limits for doing so. The number of submissions shall be limited to two for each party, including the internal appeal. The chair or presiding member of the chamber dealing with the appeal may, of his own motion or on the application of either party, order the submission of a further written statement and set the time limit for such submission.
(5) The parties shall be informed of any document or new fact presented during the proceedings.

(6) The parties may be represented or assisted by persons of their choice.

(7) The Committee's proceedings shall take place in camera.

(8) If a document introduced into the proceedings is available only in a language which is not one of the three official languages, the appellant may submit a reasoned request for its translation into one of those languages. The chair or presiding member of the chamber dealing with the appeal shall decide on such requests.

(9) Any costs incurred by the appellant in the course of the appeal proceedings, in particular fees payable to a person chosen from outside the Organisation to represent or assist him, shall be borne by him, unless the competent appointing authority decides otherwise.

Article 8

Hearings

(1) The chair or presiding member of the chamber dealing with the appeal may decide to hold hearings, for example at the request of a party. In particular, the Appeals Committee may hold a hearing where the written documentation is not sufficient or where a hearing might be decisive for forming an opinion.

(2) The parties have a right to propose witnesses. The Appeals Committee may hear such witnesses as it considers necessary.

(3) Participants in a hearing may use any of the three official languages of the Office.

Article 9

Summary procedure

(1)² If the Appeals Committee considers an appeal to be manifestly irreceivable or manifestly unfounded, it may decide to apply a summary procedure without any hearing. Such decision shall be adopted by a majority.

(2)³ An internal appeal may be considered to be manifestly irreceivable inter alia if it:

(a) is not submitted by a person referred to in Article 106, paragraph 1, of the Service Regulations or rightful claimant on his behalf;
(b) does not challenge an individual decision within the meaning of Article 108 of the Service Regulations;
(c) is submitted outside the time limits foreseen in Article 110, paragraph 1, of the Service Regulations;

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1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.

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January 2020
(d) challenges a decision having the authority of res judicata or a final
decision within the meaning of Article 110, paragraph 4, of the Service
Regulations;
(e) challenges an individual decision which should have been subject to the
review procedure pursuant to Article 109, paragraph 1, of the Service
Regulations;
(f) challenges a decision which cannot be challenged through the internal
appeal procedure pursuant to Article 110, paragraph 2, of the Service
Regulations.

(3) In such a case, the Appeals Committee may deliver an opinion limited to
the receivability of the appeal.

Article 9a
Abusive internal appeals

Where the Appeals Committee determines that a party has manifestly abused the
proceedings before it, it may recommend to the competent appointing authority
to award procedural costs and/or damages against that party.

Article 9b
Test-case procedure

(1) The chair or presiding member of the chamber dealing with the appeal may,
of his own motion or at the request of a party and in accordance with the
Rules of Procedure of the Appeals Committee, initiate a test-case procedure.

(2) Before initiating a test-case procedure, the Appeals Committee shall first
seek the views of the parties on the suitability of processing the appeal in
accordance with that procedure.

(3) The opinion adopted by the Appeals Committee at the end of the test-case
procedure shall constitute its opinion pursuant to Article 13 and shall apply
to every appeal in which a similar issue has been raised.

(4) Information about the initiation of a test-case procedure and the adoption
of the resulting opinion shall be published by the Appeals Committee.

Article 10
Consolidation of internal appeals

The chair or presiding member of the chamber dealing with the appeal may
decide to:

(a) consolidate several appeals filed by different appellants concerning the
same subject-matter and deal with them in a single hearing and opinion;

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1 Inserted by decision of the Administrative Council CA/D 7/17.
2 Inserted by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
(b) consolidate several appeals filed by the same appellant and deal with them in a single hearing and in a single opinion.

**Article 11**

**Suspension of internal appeal proceedings**

(1) Either party may at any time submit a written and reasoned request for the suspension of the internal appeal proceedings. The other party must be given the opportunity to comment on such a request.

(2) The chair or presiding member of the chamber dealing with the appeal shall decide on the request, in the light of the reasons given in the request and any comments received from the other party.

**Article 12**

**Withdrawal of internal appeals**

An appeal may be withdrawn at any time during the proceedings, by written notification to the Appeals Committee. The Appeals Committee shall immediately inform the competent appointing authority of any such withdrawal.

**Article 13**

**Opinion of the Appeals Committee**

(1) The Appeals Committee's reasoned opinion to be delivered to the competent appointing authority shall include:

(a) a description of the subject of the internal appeal;
(b) a statement of the facts and a description of the proceedings;
(c) the main arguments of the parties;
(d) the Committee's considerations;
(e) the Committee's recommendation;
(f) any dissenting views of any members of the Committee.

(2) The opinion of the Appeals Committee shall be adopted by a majority, and shall be signed by the chair or presiding member of the chamber dealing with the appeal.

(3) When the Appeals Committee sits in an enlarged composition pursuant to Article 111, paragraph 5, of the Service Regulations, the chair or presiding member of the chamber dealing with the appeal shall not have the right to vote save on procedural questions or in case of equality of votes.

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1 Amended by decision of the Administrative Council CA/D 7/17.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Amended by decision of the Administrative Council CA/D 7/17.
Article 14
Final decision at the conclusion of internal appeal proceedings

(1) The final decision on the internal appeal taken by the competent appointing authority shall be notified to the appellant together with a copy of the opinion of the Appeals Committee.

(2) Abstracts from the final decision and from the opinion of the Appeals Committee shall be published in-house by the Appeals Committee, with due regard to the confidentiality of the internal appeal proceedings.

Section IV
Complaints to the Administrative Tribunal of the International Labour Organization

Article 15
Translation of documents

(1) Appellants may seek assistance in the translation of a reasonable volume of documents for proceedings before the Administrative Tribunal of the International Labour Organization.

(2) The President of the Office shall decide on such requests.

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1 Amended by decision of the Administrative Council CA/D 7/17.
IMPLEMENTING RULES FOR ARTICLES 21, 21A AND 93 PARAGRAPH 2, OF THE SERVICE REGULATIONS FOR PERMANENT EMPLOYEES OF THE EUROPEAN PATENT OFFICE

COMPLIANCE AND ACCOUNTABILITY

Part I
Introduction

The European Patent Office (hereinafter referred to as "the Office") is committed to developing and fostering a culture of integrity, ethics, and accountability, and to preventing, detecting and addressing misconduct and abuse.

The Office ensures compliance with its rules through an Ethics and Compliance function which maintains and upholds the Office’s compliance programme and Code of Conduct, providing outreach to all stakeholders, and raising their awareness on matters relating to integrity. This function provides secure, reliable and accessible means for submitting allegations or indications of fraud, harassment, and other misconduct, and proactively addresses risks of fraud, corruption, abuse and other non-compliance.

All employees of the Office are responsible for their conduct in the performance of their duties, in accordance with the provisions of the Service Regulations and in the spirit of the values of the Organisation as embedded in the Code of Conduct. Former employees continue to be bound by these principles and by specific obligations, as provided for in the Service Regulations. Other persons undertaking work in or on behalf of the Office are bound to similar standards by their contractual obligations.

In cases of possible misconduct, an investigative process may be carried out to establish the underlying facts on the basis of which the appointing authority can come to a reasoned assessment regarding the initiation of disciplinary proceedings or other corrective measures.

The guidelines in these Implementing Rules set out the procedure for the conduct of investigations under Article 21a of the Service Regulations and the associated rights and obligations. They establish the principles and procedures to be applied with respect to the initiation, conduct and outcome of this fact-finding procedure, and ensure the transparency of the process. They also serve as a guide for investigators in the conduct of such investigations, and lay down rules about the investigative process and the roles, rights and obligations of the participants.
Part II
General provisions

Article 1
Field of application

(1) These Implementing Rules shall apply to all persons covered by Article 1 of the Service Regulations, including former employees of the Office.

(2) The procedure laid down in these Implementing Rules, and the associated rights and obligations, shall also apply to all persons who are not covered by paragraph 1 but who undertake work in or on behalf of the Office. Where direct application to such persons is not possible, the Office will seek to apply by contractual agreement the rights and obligations set out in these Implementing Rules.

Article 2
Definitions

For the purposes of the procedure established in these Implementing Rules, the following definitions shall apply:

(1) An "allegation" is an assertion of misconduct based on one or more specific and identifiable incidents.

(2) An "indication of misconduct" is a set of data or information suggesting the prima facie likelihood of an occurrence of misconduct, based on one or more specific and identifiable incidents.

(3) A "complainant" is any person raising an allegation.

(4) A "subject" is any person who is alleged or indicated to have engaged in misconduct.

(5) "Investigative process" means the totality of the fact-finding procedures within the scope of these Implementing Rules, including the receipt and recording of complaints, the initial review, the preliminary evaluation, the investigation and the report on findings.

(6) "Parties" means all persons involved in the investigative process as complainants, subjects or witnesses.

(7) "Evidence" is any type of proof which may reasonably be expected to establish or disprove a fact material to the case.

(8) "Retaliation" means any direct or indirect detrimental action threatened or taken because an individual engaged in an activity protected by these Implementing Rules.

(9) "Investigative unit" means the unit in charge of investigating allegations or indications of misconduct, as referred to in Article 21, paragraph 2, Article 21a and Article 93, paragraph 2(a) of the Service Regulations.
Article 3
Principles in the conduct of an investigative process

(1) Investigators shall demonstrate respect for the parties in an investigative process at all times.

(2) The investigative process shall be carried out objectively, independently, impartially and free of undue interference, in accordance with the principles of due process and proportionality and any applicable provisions. No one shall unduly influence the investigative unit in any way.

(3) Investigators shall seek to obtain and take into account all evidence which may reasonably be expected to have a bearing on the case.

(4) In the conduct of the investigative process, due respect shall be given, where applicable, to the proper functioning and independence of the Boards of Appeal and Enlarged Board of Appeal as provided for in the European Patent Convention.

(5) In the event of a real or apparent conflict of interest, the assigned investigators shall inform the line manager overseeing the investigative unit, who shall decide whether to replace the investigator or investigators concerned for this particular investigative process. This decision shall be documented in writing, and shall be part of the record of the investigative process.

(6) Alleged misconduct by or an unresolved conflict of interest of an investigator shall be reported to the line manager overseeing the investigative unit or to the President.

Article 4
Confidentiality

(1) In order to protect the integrity of the investigative process and the parties involved in it, all information about the investigative process or gained in connection with it shall be treated with strict confidentiality. For the purposes of these Implementing Rules, this means that information shall be shared on a need-to-know basis only, in accordance with the applicable regulations and general principles of law.

(2) The confidentiality of the fact-finding procedure shall be observed by the members of the investigative unit and by all others involved in the investigative process.

(3) In order to protect the integrity of the investigative process and the parties involved in it, notifications made by the investigative unit to any party or parties involved in the process shall not, in general, include the names of any of the other parties involved.

(4) Investigators shall maintain and keep secure an adequate record of the investigative process and the information collected.
(5) The unauthorised disclosure, whether by intent or negligence, of information pertaining to the investigative process or the identity of any person involved in the investigative process may constitute misconduct.

(6) The investigative unit shall inform all parties involved of the strict obligation to maintain the confidentiality of the process.

(7) The investigative unit shall inform the President of the Office of any ongoing investigative processes in cases involving a threat to the operations or governance of the Office or a considerable risk to the reputation of the Office.

(8) In order to explain their absence from work, parties may inform their line manager that they are to be interviewed by the investigative unit, but they may not disclose any information related to the investigative process or the allegation or indication of misconduct under review.

(9) All parties involved in the investigative process shall continue to be bound by the obligations in this Article after they have left the service or the contractual relationship has ended.

(10) Nothing in this Article shall be construed to prevent any persons covered in Article 1 of these Implementing Rules from availing themselves of their rights to seek legal remedy as provided for under Title VIII of the Service Regulations.

**Article 5**

**Reporting misconduct**

(1) Allegations or indications of misconduct shall be reported to the investigative unit direct.

(2) Where it establishes that a person who has in good faith reported an allegation or indication of misconduct is at risk of being subjected to some form of retaliation, the investigative unit shall take all reasonable measures to protect that person.

(3) The investigative unit shall periodically inform complainants about the progress of the investigation, unless it considers that providing such information would jeopardise the process, the interests of the Office or the rights of parties involved in the process.

(4) The raising of allegations of misconduct which are knowingly false or which are made with a reckless disregard as to whether they are true or false is prohibited and constitutes misconduct. The same applies to the giving of testimony or evidence.

(5) Complainants shall, however, at all stages of the investigative process inform the investigative unit of further facts or circumstances which may be relevant for the investigative process as soon as they become aware of them.
Article 6
Presumption of innocence and the right to defend oneself

(1) Subjects shall be presumed to be innocent throughout the investigative process and until such time as their appointing authority has taken a decision on whether misconduct has occurred.

(2) They shall have the right to defend themselves against the allegations or indications of misconduct. This includes the right to present any evidence, including the right to propose witnesses, in their favour.

Article 7
Duty to co-operate

(1) All persons covered by these Implementing Rules shall co-operate in the investigative process, in accordance with the applicable provisions.

(2) This obligation includes being available for meetings with the investigators, providing truthfully, and to the best of one's ability and knowledge, all information which may reasonably be expected to have a bearing on the case, and answering all pertinent questions. It also includes the requirement to provide access to all relevant records belonging or pertaining to the Office, or stored in the Office or on devices belonging to or provided by the Office, including those stored electronically.

(3) A person covered by these Implementing Rules may, however, remain silent on grounds relating to self-incrimination or to incriminating a spouse, civil union partner, or a relative in the first degree.

(4) The destruction or manipulation of evidence, or attempts to destroy or manipulate it, the interference with or intimidation of witnesses or potential witnesses and the misleading of investigators by any party are prohibited and may constitute misconduct, as may failure to co-operate without legal justification.

(5) If any party to an investigative process claims that they are unable to attend any interview as provided for in Article 17 of these Implementing Rules, or to otherwise fully co-operate in the investigative process, for medical reasons, the investigative unit may request that their ability to understand and answer questions in the context of an administrative procedure be independently assessed in accordance with Article 26, paragraph 2, of the Service Regulations.

Article 8
Advice and support during the investigative process

(1) Complainants and subjects may at any time seek advice and support from a colleague of their choice, who may be a staff representative, who is not connected to the matter. In this case, the complainant or subject shall inform the investigative unit accordingly.
All parties may also seek advice from:

(i) members of their immediate family;
(ii) health professionals; and
(iii) at no cost to the Office, an external lawyer of their choice who is not connected to the matter directly or indirectly.

In these cases, they do not have to inform the investigative unit.

A person is not eligible to provide advice and support if doing so might expose them to the risk of a conflict of interest.

The sharing of information pertaining to the investigative process and to the allegation or indication of misconduct under review is permitted for the purposes of seeking advice and support under this Article.

Where such advice is sought, the persons consulted shall keep the matter confidential. The investigative unit may ask the persons consulted to sign a declaration of confidentiality.

Any party sharing information under this Article must take, and upon request demonstrate, all reasonable measures to ensure the confidentiality of the fact-finding procedure.

**Part III
The investigative process

Article 9
Overview

(1) The investigative process is an administrative fact-finding procedure. The purpose of an investigation is to establish whether there is sufficient evidence to support an allegation or indication of misconduct, and if so, to identify the person or persons responsible.

(2) The investigative process begins with the registration of the case and is comprised of three stages: an initial review, a preliminary evaluation and a formal investigation.

(3) Once the investigative process has been completed, if the investigative unit concludes that there is sufficient evidence to support the allegation or indication of misconduct, the case is referred to the respective appointing authority for decision.

(4) Under normal circumstances, the investigative process shall be completed within twelve months after receipt of the allegation. In cases of an allegation of harassment, the investigative process shall, under normal circumstances, be completed within six months after receipt of the allegations.
Article 10
Registration and initial review

(1) Allegations or indications of misconduct are registered as such if they meet the following cumulative criteria. They must:

(i) fall within the field of application as laid down in Article 1 of these Implementing Rules;
(ii) comply with Article 2, paragraph 2, of these Implementing Rules;
(iii) not be obviously immaterial;
(iv) not be clearly of a vexatious nature;
(v) not be the subject of a final decision or judgment under the rules and regulations of the Organisation; and
(vi) not be time-barred pursuant to Article 19 of these Implementing Rules.

(2) If an allegation or indication meets the above criteria, the investigative unit shall carry out an initial review to assess whether it falls within its remit and whether the alleged conduct, if proven, would amount to misconduct. It shall not include any fact-finding, or any assessment of the credibility of the allegation. It shall not prejudice the outcome of any future investigations.

(3) The investigative unit may also initiate an investigative process of its own motion, based on indications of misconduct obtained in a proactive compliance review or investigative process.

(4) At the end of the initial review, the investigative unit may:

(i) close the investigative process if it finds that the allegations or indications of misconduct do not fall within its remit or that the alleged conduct, if proven, would not amount to misconduct, and if appropriate refer the matter to other units within the Office;
(ii) exceptionally defer the process pending clarification of key facts which are outside the sphere of influence of the Office; or
(iii) initiate a preliminary evaluation as defined in Article 11 of these Implementing Rules.

(5) The investigative unit shall inform the complainant in writing of its choice under paragraph 4. If the subject was informed of the investigative process, the investigative unit shall also inform him in writing. If the President was informed of the allegation or indication of misconduct, the investigative unit shall also inform him of this choice.

(6) Under normal circumstances, the initial review shall be completed no later than three months from the date of receipt of the allegation or indication of misconduct.

Article 11
Preliminary evaluation

(1) The preliminary evaluation involves collecting, preserving and securing basic evidence and assessing this evidence to determine whether an investigation into the allegation or indication of misconduct is warranted.
(2) To that end, the investigative unit shall:

(i) establish the basic facts and secure basic evidence,
(ii) evaluate the credibility, materiality and verifiability of the complaint, and
(iii) identify any inconsistencies or outstanding questions.

(3) At the end of the preliminary evaluation, the investigative unit may:

(i) close the investigative process if, on the balance of probability, the allegation or indication of misconduct is without merit, is not supported by the facts, or clearly cannot be substantiated by the evidence obtainable. If new or previously unknown relevant evidence becomes available, the investigative unit may re-open the process;
(ii) refer the matter to other units within the Office;
(iii) defer the investigative process pending further clarification of key facts which are outside of the sphere of influence of the Office; or
(iv) initiate an investigation as defined in Article 12 of these Implementing Rules.

(4) In the case of paragraph 3(i) to (iii), the investigative unit shall inform the complainant in writing of its choice. If the President was informed of the allegation or indication of misconduct, the investigative unit shall also inform him of this choice.

(5) The subject shall not normally be notified of the findings unless he - or any other person - was made aware of the fact that allegations or indications of misconduct against him were being evaluated. Other parties involved may be informed about the outcome if such information is deemed necessary to protect the reputation of the subject, or at the specific request of the subject.

(6) Under normal circumstances, the preliminary evaluation shall be completed no later than four months after the date of receipt of the allegation or indication of misconduct.

(7) Where an investigation as defined in Article 12 of these Implementing Rules is initiated against a member of the Boards of Appeal or Enlarged Board of Appeal, the investigative unit shall inform the President of the Boards of Appeal.

**Article 12**

**Investigation**

(1) The investigation shall include the collection and analysis of all available pertinent information and evidence.

(2) Investigations shall be conducted promptly so as to preserve relevant information and documentation and prevent the continuation of the alleged misconduct or the occurrence of further incidents.

(3) At any time during the investigation, the investigative unit may exceptionally decide to defer the process pending further clarification of key facts which are outside the sphere of influence of the Office.
Article 13
Use of outside investigators

(1) The investigative unit may at any time request assistance from other units. These other units shall be bound by the same procedural rules and obligations as the investigative unit.

(2) If the circumstances so warrant, the investigative unit may decide to assign external experts to assist in or to carry out the investigative process in part or in full. External investigators shall be bound by the same procedural rules as the investigative unit and shall work under the authority of the investigative unit.

Article 14
Protective and interim measures

(1) At any time during the investigative process, the investigative unit may recommend that the President of the Office take interim measures to safeguard the investigation or to protect a party to the investigation.

(2) When deciding on such measures, due account shall be taken of the legitimate concerns and interests of all the parties and the Organisation, the nature of the harm or potential harm to the complainant or witness, the degree to which delay may worsen the harm done or result in the harm becoming irreparable, and the seriousness of the matter. Such measures shall be temporary and may include, but are not limited to, suspension, restriction of access to Office premises, documents or resources, or transfer or re-assignment of one or more of the parties.

(3) Where interim measures are taken, the duration of the measures, which shall not exceed six months, shall be laid down in the decision. If, after the end of this period, the President of the Office considers that the circumstances requiring the interim measures still persist, further interim measures may be taken, up to a total duration of eighteen months.

(4) If interim measures are taken in accordance with this Article against a person appointed by the Administrative Council, the President shall immediately inform the chairman of the Administrative Council.

(5) If interim measures are in force at the conclusion of the investigative process, these measures shall be lifted no later than two months following the conclusion of the process, unless the appointing authority, within this two-month period, decides otherwise due to the circumstances of the matter, in particular the seriousness of the allegations or indications of misconduct and the potential risk to persons or to the interests of the Organisation.

(6) Interim measures shall not be of a punitive nature, nor shall they prejudice the outcome of the investigative process in any way.

(7) The investigative unit may decide, for reasons of protection of the parties, not to disclose the name of a complainant or witness. In such a case, a finding of misconduct cannot be based directly on testimony provided by
this complainant or witness, and must be independently substantiated by other evidence.

**Article 15**

**Notification of allegations or indications of misconduct**

(1) The investigative unit shall inform the subject of the allegations or indications of misconduct, and of his rights and obligations under these Implementing Rules, in writing as soon as it is practicable to do so without jeopardising the investigation or the rights of the complainant or witnesses. Such notification shall occur no later than at the beginning of his interview as the subject in accordance with Article 17 of these Implementing Rules.

(2) Line managers and other parties shall not normally be informed of the allegations or indications of misconduct. They may be contacted and questioned by the investigative unit in accordance with Article 17 of these Implementing Rules.

(3) If the investigative process is closed without the issuance of a final report pursuant to Article 18 of these Implementing Rules, the subject shall only be informed of the investigative process or the closure of the investigative process if he has a specific legal interest, for example if he was informed of the allegations or indications of misconduct.

(4) At the specific request of the subject, the investigative unit shall inform other parties about the outcome of the investigative process, insofar as this is in the legitimate interests of the subject.

**Article 16**

**Gathering of evidence**

(1) The investigative unit may seek and collect all relevant evidence, including physical and electronic documents and records, physical items, witness statements and other pertinent information in accordance with the applicable provisions.

(2) The investigative unit may, in accordance with the applicable rules and procedures, secure, access and search all resources and documents which may reasonably be expected to have a bearing on the case, including desks, offices, computers, mobile electronic devices, physical and electronic documents and data, and physical and electronic mail, and review the records of all communications effected or made possible through means and devices owned or provided by the Office.

(3) In determining the means and aims of obtaining evidence, due account shall be taken of the principles of proportionality and data protection, and the evidence sought shall be obtained by the least intrusive means possible.

(4) Whenever the office space of a person working in or for the Office is accessed or searched, an observer who is not in any way connected to the matter under investigation shall be present.
(5) The investigative unit shall document all its evidence-gathering activities.

(6) With regard to accessing evidence located outside the Office premises, the investigative unit must abide by all the applicable provisions of local law. In such cases, it may seek assistance from the relevant local authorities.

**Article 17**

**Interviews**

(1) At any time in the investigative process, the investigative unit may, at its discretion, interview persons who may have information relevant to the investigation.

(2) A person may be interviewed on more than one occasion during the course of an investigation, and shall be obliged to co-operate pursuant to Article 7 above.

(3) Invitations to interview shall be issued in writing. The invitation shall inform the interviewee of his rights and obligations under these Implementing Rules. It shall be sent sufficiently in advance of the interview to allow the interviewee time for preparation, unless the circumstances of the case suggest that the integrity of the investigative process, or any parties thereto, may be put at risk in case of such advance invitation.

(4) Interviews shall be conducted in one of the official languages of the European Patent Organisation, where possible in the preferred official language of the interviewee. Interviewees may reply in their preferred official language.

(5) If, during the course of an interview with a witness or complainant, it becomes apparent that the interviewee may become the subject of the investigative process or of a new investigative process, the interview shall be stopped, or suspended until such time as the interviewee has been duly notified of any allegations or indications of misconduct against him pursuant to Article 16 of these Implementing Rules.

(6) Notwithstanding the obligation to attend an interview at the invitation of the investigative unit, interviewees may remain silent on grounds relating to self-incrimination or to incriminating a spouse, civil union partner, or a relative in the first degree.

(7) Interviews shall be conducted by at least two investigators.

(8) The complainant and the subject may be accompanied during interviews by an Office employee of their choice as an observer. This employee may be neither a member of the investigative unit nor in any way connected to the matter under investigation, and must be readily available to attend.

(9) Any observer accompanying an interviewee shall maintain the confidentiality of the process and shall not interrupt or interfere in the interview or investigative process. The presence of such an accompanying person shall not relieve the person being interviewed of his obligation to give his full co-operation.
(10) If an observer interrupts or interferes in an interview, the investigators may, after due warning, exclude the observer from the interview and proceed without him.

(11) During or after the interview, a record of the interview shall be prepared in the language or languages in which the interview was held. The interviewee shall be given a reasonable opportunity to review the record. The record shall be signed by all interview participants. Alternatively, the investigators may prepare an audio recording of the interview. The recording shall be transcribed and the transcription made available to the interviewee for information and comment.

Article 18
Report on the findings

(1) Where the subject has been informed of the allegations or indications of misconduct, he shall, at the conclusion of the investigation, be provided with a written summary of the findings.

(2) The subject shall have the opportunity to respond in writing to the findings within a period of at least seven working days. The deadline set may be extended at the discretion of the investigative unit following a reasoned request of the subject.

(3) All responses shall be duly considered. The investigative unit may amend its findings based on these responses. The subject shall be notified of any such amendments.

(4) The investigative unit shall then submit a written report on the findings of the investigation (hereinafter referred to as "the report") to the President:

(i) if it finds that misconduct has occurred; or
(ii) if the President had been informed about the investigative process pursuant to Article 4, paragraph 7, of these Implementing Rules.

(5) Where the subject's appointing authority is the Administrative Council and it is found that misconduct has occurred, the report shall be submitted to the chairman of the Council, with a copy to the President. Where the subject is a member of the Boards of Appeal or Enlarged Board of Appeal, the investigative unit shall inform the President of the Boards of Appeal of the findings.

(6) The report shall include:

(i) an analysis of the relevant facts;
(ii) the conclusions of the investigative unit, based on a preponderance of the evidence.

(7) The investigative unit shall attach to the report:

(i) all relevant evidence, including witness statements;
(ii) the full response and comments of the subject and, where applicable, the complainant.
Upon submission of the report, the complainant shall be notified of the outcome of the investigative process. Such notification shall not include any information capable of revealing the identity of witnesses or third parties connected with the process.

The subject shall receive a copy of the report if and when, on the basis of the report, disciplinary proceedings are initiated.

The investigative unit may, upon request, send an anonymised version of the report to the Board of Auditors.

The report does not constitute a decision within the meaning of Article 108, paragraph 1, of the Service Regulations. This shall in no way prejudice the right of an employee to have recourse to the available means of redress against any decision taken on the basis of the report as provided for in Title VIII of the Service Regulations.

If, based on its findings and conclusions, the investigative unit considers it opportune to make recommendations on corrective measures which do not directly concern the subject, it may do so in a separate document.

Article 19
Statute of limitations

(1) Allegations of misconduct shall be filed in writing within six months of the date of the last incident of alleged misconduct, or the date on which the complainant became aware of it or could reasonably be expected to have become aware of it.

(2) The investigative unit may decline to initiate an investigative process if, at the time of receipt of the complaint, the period provided for in paragraph 1 has elapsed or if more than three years have passed since the last alleged incident of misconduct.

Article 20
Referral to national authorities

(1) At any time during the investigative process, the investigative unit may, in view of the nature of the allegations or indications of misconduct and the interests of the parties or the Organisation, refer the matter, with the approval of the President, to the competent national authorities in whole or in part.

(2) In such cases, the investigative unit may share its findings, the evidence gathered and any other pertinent information with the national authorities as appropriate.
Article 21
Retaining of records

(1) The investigative unit shall retain all records pertaining to
    (i) the initial review and preliminary evaluation for three years after the conclusion of the respective stage of the investigative process where it does not proceed to the investigation stage;
    (ii) an investigation for seven years after its conclusion.

(2) The Office shall retain, for a period of ten years following its submission, any report which concludes that misconduct has occurred.

(3) The Office shall retain such documentation beyond the time frames specified in paragraphs 1 and 2 where
    (i) the matter is subject to litigation; or
    (ii) there is a reasonable expectation that the matter will become subject to litigation.

Article 22
Final provisions

(1) These Implementing Rules shall enter into force on 1 July 2017 and shall apply to any investigative process initiated on or after that date. They supersede Circular No. 342 as from that date.

(2) The investigative unit shall submit an annual report on its activities to the President of the Office and to the Board of Auditors.
RULES OF PROCEDURE OF THE APPEALS COMMITTEE  
(Articles 111(2) and 111a(2) of the Service Regulations)

THE APPEALS COMMITTEE of the European Patent Office,

HAVING DUE REGARD to Articles 111(2) and 111a(2) of the Service Regulations for permanent employees of the European Patent Office ("Service Regulations"),

HAVING RECEIVED THE APPROVAL from the President of the European Patent Office,

HAS ADOPTED the following Rules of Procedure:

**Rule 1**  
**General**

(1) The chair and the two vice-chairs of the Appeals Committee shall preside over a chamber, in accordance with Articles 111(4)(a) and 111a(1) of the Service Regulations.

(2) Decisions by the Appeals Committee shall be taken by majority.

(3) Without prejudice to Article 13(2) of the Implementing Rules to Articles 106 to 113 of the Service Regulations ("Implementing Rules"), decisions and opinions by the chambers shall be considered as having been taken by the Appeals Committee as a whole.

(4) Members shall inform the chair or the presiding member of the relevant chamber without delay if they are unable to act for compelling reasons such as conflict of interest or illness. Where a vice-chair is concerned, he/she shall inform the chair accordingly. Where the chair is concerned, he/she shall inform the vice-chairs accordingly.

(5) The chair and vice-chairs may delegate among themselves the authority to act on their behalf in case of absence or inability to act.

(6) The Appeals Committee's Secretariat shall perform the duties assigned to it in accordance with these rules.

**Rule 2**  
**Formation of chambers**

(1) For each session, the chair, after consultation of the vice-chairs, and in accordance with Article 111(4) of the Service Regulations, shall decide which presiding members and members are to be assigned to the chambers. The members of the chambers shall be designated from among all the members of the Appeals Committee.

(2) If a member is unable to act or resigns, the presiding member of the relevant chamber shall, when possible and without prejudice to Article 111(6) of the Service Regulations, organise his/her replacement in the session. Additionally, if a member resigns, the chair shall inform the Office.
Rule 3
Enlarged chamber

(1) The enlarged chamber pursuant to Article 111(5) of the Service Regulations shall be constituted before the end of each calendar year for one year.

(2) The members of the enlarged chamber shall be designated, in accordance with Article 111(5) of the Service Regulations, from among all the members of the Appeals Committee by a drawing of lots. If a member is unable to act or resigns, a new member shall be designated among the remaining members by a new drawing of lots. If a member resigns, the chair shall inform the Office.

Rule 4
Independence and impartiality of the Appeals Committee

(1) Where an objection has been made by a party with regard to the independence or impartiality of the chair, a vice-chair or a member, the decision to be taken in accordance with Article 112 of the Service Regulations on that objection shall, as far as possible, be taken before any consideration of the receivability or merits of the internal appeal by the Appeals Committee has taken place.

(2) Where the objection referred to in paragraph 1 is directed against the chair or a vice-chair and there has been a tie in the voting on the objection, the chair or the vice-chair concerned shall be considered unable to act further in the internal appeal.

(3) Any person against whom an objection has been made shall be given the opportunity to submit written comments upon the objection before a decision within the meaning of this Rule is taken.

Rule 5
Registration fee

(1) The registration fee referred to in Article 5(3) of the Implementing Rules shall be paid for each separate appeal and by each appellant by making a bank transfer to the Office within two weeks of filing the appeal. Cash payment shall not be accepted.

(2) The appellant shall at the same time provide the Secretariat with a written proof of payment.

(3) If the appellant fails to make the bank transfer with regard to the payment of the registration fee within the time limit set in paragraph 1, the internal appeal shall not be registered. The Secretariat shall inform the appellant accordingly.
Rule 6
Appeal file

(1) Upon receipt of an internal appeal and payment of the registration fee, the Secretariat shall open an appeal file and assign a registration number.

(2) For the purpose of Article 4(3)(a) of the Implementing Rules, the internal appeal shall be accompanied by any supporting documentary evidence. In particular, the appellant shall produce, when applicable:

(a) the request to take an individual decision;
(b) the decision challenged;
(c) the request for review; and
(d) the decision on the outcome of the review.

(3) If the internal appeal contains minor defects or omissions the Secretariat shall advise the appellant and set a reasonable time limit, within which to correct the defects or omissions. If the appellant fails to put the internal appeal in order within the time limit prescribed, the presiding member of the relevant chamber may decide to have the appeal put on the agenda with a view to its being dealt with by the Appeals Committee in a summary procedure in accordance with Article 9 of the Implementing Rules.

(4) All submissions of the parties shall be placed on file in chronological order and given page numbers.

(5) Internal communications, memoranda and notes of the Appeals Committee in a given internal appeal shall not be part of the appeal file. They shall be archived internally.

Rule 7
Assignment of appeal files

(1) The chair shall assign internal appeals to chambers in good time after their registration. The internal appeals shall be assigned or reassigned to the chambers with due consideration given to the connection between cases and to the principle of equitable distribution of workload.

(2) Before assigning an internal appeal to the enlarged chamber referred to in Rule 3 of these Rules of Procedure, the chair shall consult the vice-chairs.

Rule 8
Test-case procedure

(1) Having due regard to Article 9b(1) and (2) of the Implementing Rules, the presiding member of the relevant chamber may, at any time during the procedure, decide to initiate a test-case procedure.
When deciding whether to initiate a test-case procedure, the presiding member of the relevant chamber shall take into account:

(a) the type and scale of the contested decision;
(b) the number of internal appeals filed;
(c) the claims and arguments put forward by the appellants in their internal appeals; and
(d) the possible consequences of dealing with the internal appeals in a test-case procedure.

When seeking the views of the parties on the suitability of a test-case procedure, the presiding member shall concomitantly solicit applications for possible test-appellants.

If the presiding member of the relevant chamber decides to initiate a test-case procedure, he/she shall select test-appellants among the applicants referred to in the preceding paragraph of this Rule, with due consideration given to the representative character of their internal appeals.

In case of an insufficient number of applicants as referred to in paragraph 3 of this Rule, or when the internal appeals lodged by such applicants are not sufficiently representative of the totality of the internal appeals concerned by the test-case procedure, the presiding member of the relevant chamber shall designate the test-appellants among all the appellants concerned by the test-case procedure.

The presiding member of the relevant chamber shall suspend the proceedings of all pending internal appeals concerned by the test-case procedure, with the exception of those lodged by the test-appellants.

The presiding member of the relevant chamber may at any time during the procedure decide to dissociate one or more internal appeals from a test-case procedure.

Rule 9
Session agenda

The presiding members of the chambers shall determine, and the Secretariat shall prepare, the agenda of the chambers for each relevant session. Consideration is given to the appellant's place of employment if an oral hearing is to be held.

Internal appeals are in principle dealt with in order of receipt. The presiding member of the relevant chamber may however give priority treatment to a given internal appeal, in particular for reasons of urgency.

If the presiding member of the relevant chamber considers that an internal appeal could be dealt with in summary proceedings, he/she may have it put on the agenda for decision by the Appeals Committee at its next possible session. The parties shall be informed of this no later than two weeks before the session.
Rule 10
Preparing sessions

(1) The Secretariat shall ensure that the presiding member and all members of the relevant chamber have access to the complete appeal file in due time prior to the beginning of the session.

(2) The Secretariat director shall assign a lawyer for each appeal file, who will prepare an internal note. This internal note shall contain a summary of the relevant facts and arguments of the parties, as well as a preliminary assessment of the case. Any such note shall be communicated by the presiding member of the relevant chamber to the members of that chamber in due time prior to the beginning of the session.

Rule 11
Hearings

(1) Any request by a party for an oral hearing to be held must be filed at the latest within two weeks of the dispatch of the notification by the Secretariat to the parties that the written procedure has been closed.

(2) If the presiding member of the relevant chamber decides to hold a hearing, he/she shall ensure that the parties are informed, not less than three weeks in advance:

(a) of the scheduled hearing; and
(b) of the relevant chamber’s composition, subject to Rules 1(5) and 2(2) of these Rules of Procedure.

(3) The presiding member of the relevant chamber may decide that the hearing is to be held by videoconference. In this case, the presiding member of the relevant chamber shall be responsible for the corresponding arrangements and shall inform the parties thereof.

(4) The parties shall confirm their attendance as soon as possible and at the latest within two weeks of the dispatch of the invitation. In the absence of such confirmation, the presiding member of the relevant chamber may decide to deal with the internal appeal in a written procedure only.

(5) Participants in a hearing shall be asked by the Secretariat to indicate, at least three weeks before the date of the hearing, which one of the three official languages of the Office they will be using at the hearing.

(6) The presiding member of the relevant chamber may request interpretation into one of the three official languages. Interpreters shall be bound by secrecy.

(7) The presiding member of the relevant chamber shall be responsible for conducting the hearing, which, as required by Article 7(7) of the Implementing Rules, shall take place in camera.

(8) The presiding member of the relevant chamber may decide that the hearing shall be recorded. In this case, the recording shall be deleted no later than
the date when the Secretariat is informed that a final decision pursuant to Article 110(4) of the Service Regulations has been taken.

(9) The presiding member of the relevant chamber may decide to change the date of a hearing only for compelling reasons, which shall be communicated to the parties.

Rule 12
Witness testimony and hearing of experts

(1) The parties may propose witnesses or experts in good time before the hearing. The presiding member of the relevant chamber may direct that any person who is considered to have information relevant to the internal appeal be convened to be heard as a witness or an expert.

(2) The presiding member of the relevant chamber shall ensure that any witnesses or experts to be heard by the relevant chamber are convened in good time before the hearing.

Rule 13
Deliberations

(1) The Appeals Committee shall deliberate in private. Its deliberations shall remain secret. The chambers may be assisted by one or more staff members referred to in Article 111(8) of the Service Regulations during the deliberation.

(2) The deliberation shall in general take place in the session in which the internal appeal has been either heard or dealt with in a written procedure.

(3) The deliberation shall end by a vote.

(4) The Secretariat lawyer assigned to the internal appeal shall draw up the draft opinion following the Appeals Committee’s vote, for finalisation by the presiding member of the relevant chamber.

Rule 14
Opinions

(1) Pursuant to Article 13(2) of the Implementing Rules, the opinion adopted by the Appeals Committee shall be signed by the member presiding over the chamber when the opinion was adopted.

(2) The presiding member of the relevant chamber may set a time limit for the submission of any possible dissenting views. The text of any dissenting views received by the Appeals Committee Secretariat within this time limit shall be included in the opinion of the Appeals Committee.

(3) The Appeals Committee’s opinion shall be forwarded to the President together with the appeal file.
Rule 15
Keeping of appeal files

(1) Appeal files shall be destroyed ten years after their withdrawal or definitive resolution through:

(a) a final decision taken by the President which has not been challenged; or
(b) a judgment by the Administrative Tribunal of the International Labour Organisation; or
(c) an amicable settlement.

(2) Members shall destroy any files or copies of files pertaining to an appeal file two months after the issuing of the Appeals Committee's opinion.

Rule 16
Final provisions

(1) These Rules of Procedure shall enter into force on 16.11.2017. They shall cancel and replace any previous rules.

(2) The Appeals Committee may adopt amendments to these Rules of Procedure, which amendments shall be submitted to the President for approval in accordance with Article 111a(2) of the Service Regulations.
RULES OF PROCEDURE OF THE APPEALS COMMITTEE¹
(Articles 111(1) and 111a(2) of the Service Regulations)

THE APPEALS COMMITTEE,

HAVING DUE REGARD to Articles 111(1) and 111a(2) of the Service Regulations for permanent employees of the European Patent Office ("the Service Regulations") and Article 18 of the Rules of Procedure of the Administrative Council,

HAVING RECEIVED THE APPROVAL from the Administrative Council of the European Patent Organisation,

HAS ADOPTED the following Rules of Procedure:

Rule 1
General

(1) The chair and the two vice-chairs of the Appeals Committee shall each preside over a chamber, in accordance with Articles 111(4)(a) and 111a(1) of the Service Regulations.

(2) Decisions by the Appeals Committee shall be taken by majority.

(3) Without prejudice to Article 13(2) of the Implementing Rules to Articles 106 to 113 of the Service Regulations ("the Implementing Rules"), decisions and opinions by the chambers shall be considered as having been taken by the Appeals Committee as a whole.

(4) Members shall inform the chair or the presiding member of the relevant chamber without delay if they are unable to act for compelling reasons such as conflict of interest or illness. Where a vice-chair is concerned, he/she shall inform the chair accordingly. Where the chair is concerned, he/she shall inform the vice-chairs accordingly.

(5) The chair and vice-chairs may delegate among themselves the authority to act on their behalf in case of absence or inability to act.

(6) The Secretariat of the Appeals Committee ("the Secretariat") shall perform the duties assigned to it in accordance with these Rules.

Rule 2
Formation of chambers

(1) For each session, the chair, after consultation of the vice-chairs, and in accordance with Article 111(4) of the Service Regulations, shall decide which presiding members and members are to be assigned to the chambers. The members of the chambers shall be designated from among all the members of the Appeals Committee.

(2) If a member is unable to act or resigns, the presiding member of the relevant chamber shall, when possible and without prejudice to Article 111(6) of the Service Regulations, designate another member of the chamber to take his place.

¹ Decision of the Administrative Council CA/D 4/18.
of the Service Regulations, organise his/her replacement in the session. Additionally, if a member resigns, the chair shall inform the Office.

Rule 3
Enlarged chamber

(1) The enlarged chamber pursuant to Article 111(5) of the Service Regulations shall be constituted before the end of each calendar year for one year.

(2) The members of the enlarged chamber shall be designated, in accordance with Article 111(5) of the Service Regulations, from among all the members of the Appeals Committee by a drawing of lots. If a member is unable to act or resigns, a new member shall be designated among the remaining members by a new drawing of lots. If a member resigns, the chair shall inform the Office.

Rule 4
Independence and impartiality of the Appeals Committee

(1) Where an objection has been made by a party with regard to the independence or impartiality of the chair, a vice-chair or a member, the decision to be taken in accordance with Article 112 of the Service Regulations on that objection shall, as far as possible, be taken before any consideration of the receivability or merits of the internal appeal by the Appeals Committee has taken place.

(2) Where the objection referred to in paragraph 1 is directed against the chair or a vice-chair and there has been a tie in the voting on the objection, the chair or the vice-chair concerned shall be considered unable to act further in the internal appeal.

(3) Any person against whom an objection has been made shall be given the opportunity to submit written comments upon the objection before a decision within the meaning of this Rule is taken.

Rule 5
Registration fee

(1) The registration fee referred to in Article 5(3) of the Implementing Rules shall be paid for each separate appeal and by each appellant by making a bank transfer to the Office within two weeks of filing the appeal. Cash payment shall not be accepted.

(2) The appellant shall at the same time provide the Secretariat with a written proof of payment.

(3) If the appellant fails to make the bank transfer with regard to the payment of the registration fee within the time limit set in paragraph 1, the internal appeal shall not be registered. The Secretariat shall inform the appellant accordingly.
Rule 6
Appeal file

(1) Upon receipt of an internal appeal and payment of the registration fee, the Secretariat shall open an appeal file and assign a registration number.

(2) For the purpose of Article 4(3)(a) of the Implementing Rules, the internal appeal shall be accompanied by any supporting documentary evidence. In particular, the appellant shall produce, when applicable:

(a) the request to take an individual decision;
(b) the decision challenged;
(c) the request for review; and
(d) the decision on the outcome of the review.

(3) If the internal appeal contains minor defects or omissions the Secretariat shall advise the appellant and set a reasonable time limit within which to correct the defects or omissions. If the appellant fails to put the internal appeal in order within the time limit prescribed, the presiding member of the relevant chamber may decide to have the appeal put on the agenda with a view to its being dealt with by the Appeals Committee in a summary procedure in accordance with Article 9 of the Implementing Rules.

(4) All submissions of the parties shall be placed on file in chronological order and given page numbers.

(5) Internal communications, memoranda and notes of the Appeals Committee in a given internal appeal shall not be part of the appeal file. They shall be archived internally.

Rule 7
Assignment of appeal files

(1) The chair shall assign internal appeals to chambers in good time after their registration. The internal appeals shall be assigned or reassigned to the chambers with due consideration given to the connection between cases and to the principle of equitable distribution of workload.

(2) Before assigning an internal appeal to the enlarged chamber referred to in Rule 3 of these Rules of Procedure, the chair shall consult the vice-chairs.

Rule 8
Test-case procedure

(1) Having due regard to Article 9b(1) and (2) of the Implementing Rules, the presiding member of the relevant chamber may, at any time during the procedure, decide to initiate a test-case procedure.

(2) When deciding whether to initiate a test-case procedure, the presiding member of the relevant chamber shall take into account:

(a) the type and scale of the contested decision;
(b) the number of internal appeals filed;
(c) the claims and arguments put forward by the appellants in their internal appeals; and
(d) the possible consequences of dealing with the internal appeals in a test-case procedure.

(3) When seeking the views of the parties on the suitability of a test-case procedure, the presiding member of the relevant chamber shall concomitantly solicit applications for possible test-appellants.

(4) If the presiding member of the relevant chamber decides to initiate a test-case procedure, he/she shall select test-appellants among the applicants referred to in the preceding paragraph of this Rule, with due consideration given to the representative character of their internal appeals.

(5) In case of an insufficient number of applicants as referred to in paragraph 3 of this Rule, or when the internal appeals lodged by such applicants are not sufficiently representative of the totality of the internal appeals concerned by the test-case procedure, the presiding member of the relevant chamber shall designate the test-appellants among all the appellants concerned by the test-case procedure.

(6) The presiding member of the relevant chamber shall suspend the proceedings of all pending internal appeals concerned by the test-case procedure, with the exception of those lodged by the test-appellants.

(7) The presiding member of the relevant chamber may at any time during the procedure decide to dissociate one or more internal appeals from a test-case procedure.

Rule 9
Session agenda

(1) The presiding members of the chambers shall determine, and the Secretariat shall prepare, the agenda of the chambers for each relevant session. Consideration shall be given to the appellant's place of employment if an oral hearing is to be held.

(2) Internal appeals are in principle dealt with in order of receipt. The presiding member of the relevant chamber may however give priority treatment to a given internal appeal, in particular for reasons of urgency.

(3) If the presiding member of the relevant chamber considers that an internal appeal could be dealt with in summary proceedings, he/she may have it put on the agenda for decision by the Appeals Committee at its next possible session. The parties shall be informed of this no later than two weeks before the session.
Rule 10
Preparing sessions

(1) The Secretariat shall ensure that the presiding member and all members of the relevant chamber have access to the complete appeal file in due time prior to the beginning of the session.

(2) The Director of the Secretariat shall assign a lawyer for each appeal file, who will prepare an internal note. This internal note shall contain a summary of the relevant facts and arguments of the parties, as well as a preliminary assessment of the case. Any such note shall be communicated by the presiding member of the relevant chamber to the members of that chamber in due time prior to the beginning of the session.

Rule 11
Hearings

(1) Any request by a party for an oral hearing to be held must be filed at the latest within two weeks of the dispatch of the notification by the Secretariat to the parties that the written procedure has been closed.

(2) If the presiding member of the relevant chamber decides to hold a hearing, he/she shall ensure that the parties are informed, not less than three weeks in advance:

(a) of the scheduled hearing; and
(b) of the relevant chamber’s composition, subject to Rules 1(5) and 2(2) of these Rules of Procedure.

(3) The presiding member of the relevant chamber may decide that the hearing is to be held by videoconference. In this case, the presiding member of the relevant chamber shall be responsible for the corresponding arrangements and shall inform the parties thereof.

(4) The parties shall confirm their attendance as soon as possible and at the latest within two weeks of the dispatch of the invitation. In the absence of such confirmation, the presiding member of the relevant chamber may decide to deal with the internal appeal in a written procedure only.

(5) Participants in a hearing shall be asked by the Secretariat to indicate, at least three weeks before the date of the hearing, which one of the three official languages of the Office they will be using at the hearing.

(6) The presiding member of the relevant chamber may request interpretation into one of the three official languages. Interpreters shall be bound by secrecy.

(7) The presiding member of the relevant chamber shall be responsible for conducting the hearing, which, as required by Article 7(7) of the Implementing Rules, shall take place in camera.
(8) The presiding member of the relevant chamber may decide that the hearing shall be recorded. In this case, the recording shall be deleted no later than the date when the Secretariat is informed that a final decision pursuant to Article 110(4) of the Service Regulations has been taken.

(9) The presiding member of the relevant chamber may decide to change the date of a hearing only for compelling reasons, which shall be communicated to the parties.

Rule 12
Witness testimony and hearing of experts

(1) The parties may propose witnesses or experts in good time before the hearing. The presiding member of the relevant chamber may direct that any person who is considered to have information relevant to the internal appeal be convened to be heard as a witness or an expert.

(2) The presiding member of the relevant chamber shall ensure that any witnesses or experts to be heard by the relevant chamber are convened in good time before the hearing.

Rule 13
Deliberations

(1) The Appeals Committee shall deliberate in private. Its deliberations shall remain secret. The chambers may be assisted by one or more staff members referred to in Article 111(8) of the Service Regulations during the deliberation.

(2) The deliberation shall in general take place in the session in which the internal appeal has been either heard or dealt with in a written procedure.

(3) The deliberation shall end by a vote.

(4) The Secretariat lawyer assigned to the internal appeal shall draw up the draft opinion following the Appeals Committee’s vote, for finalisation by the presiding member of the relevant chamber.

Rule 14
Opinions

(1) Pursuant to Article 13(2) of the Implementing Rules, the opinion adopted by the Appeals Committee shall be signed by the member presiding over the chamber when the opinion was adopted.

(2) The presiding member of the relevant chamber may set a time limit for the submission of any possible dissenting views. The text of any dissenting views received by the Secretariat within this time limit shall be included in the opinion of the Appeals Committee.

(3) The opinion of the Appeals Committee shall be forwarded to the Administrative Council together with the appeal file.
Rule 15
Keeping of appeal files

(1) Appeal files shall be destroyed ten years after their withdrawal or definitive resolution through:
   (a) a final decision taken by the Administrative Council which has not been challenged; or
   (b) a judgment by the Administrative Tribunal of the International Labour Organisation; or
   (c) an amicable settlement.

(2) Members shall destroy any files or copies of files pertaining to an appeal file two months after the issuing of the opinion of the Appeals Committee.

Rule 16
Final provisions

(1) These Rules of Procedure shall enter into force on 23 March 2018. They shall cancel and replace any previous rules.

(2) The Appeals Committee may adopt amendments to these Rules of Procedure, which amendments shall be submitted to the Administrative Council for approval in accordance with Article 111a(2) of the Service Regulations.
PROCEDURE FOR THE RECRUITMENT OF MEMBERS AND CHAIRMEN OF THE BOARDS OF APPEAL

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention and in particular Article 11(3) and Rule 12d(2) thereof,

Having regard to the Service Regulations for permanent employees of the European Patent Office (hereinafter referred to as "ServRegs") and in particular Articles 5, 6 and 7 thereof,

Having regard to the Act of Delegation by the President of the European Patent Office,

On a proposal from the President of the Boards of Appeal, submitted after consulting the Boards of Appeal Committee,

HAS DECIDED AS FOLLOWS:

Article 1
Scope

This decision shall govern the procedure for the recruitment of members and chairmen of the Boards of Appeal.

Article 2
Recruitment criteria

In addition to the recruitment criteria laid down in Articles 5 and 6 ServRegs, the ability to carry out a judicial function shall be an important criterion in the recruitment of members and chairmen of the Boards of Appeal. The competencies used for evaluating the performance of members and chairmen of the Boards of Appeal shall also be used as recruitment criteria.

Article 3
Selection committee

(1) The President of the Boards of Appeal shall set up a selection committee for each recruitment procedure. A recruitment procedure may concern multiple vacant posts.

(2) The President of the Boards of Appeal shall chair the selection committee. He may delegate the chairmanship to a chairman of the Boards of Appeal.

(3) The selection committee shall consist of at least four members, including the chairman. The President of the Boards of Appeal may appoint one member of the selection committee from among the members of the Boards of Appeal Committee referred to in Article 2(1)(b) of Administrative Council 1 Decision of the Administrative Council CA/D 3/18.
decision CA/D 7/16 (serving or former judges). The President of the Boards of Appeal shall appoint all other members of the selection committee from among the members of the Boards of Appeal, as a rule from among the chairmen of the Boards of Appeal.

Article 4
Vacancy notice

The President of the Boards of Appeal shall draw up a vacancy notice for each recruitment procedure, which shall be published.

Article 5
Interviews

After the selection committee has examined the application documents, the President of the Boards of Appeal shall invite candidates for interview.

Article 6
Proposal for appointment

1. The decision on which candidate to propose for appointment by the Administrative Council as a member or a chairman of the Boards of Appeal shall lie with the President of the Boards of Appeal. The President of the Boards of Appeal shall base his decision on the list of suitable candidates drawn up by the selection committee, set out in order of preference and supplemented by a statement of reasons. The President of the Boards of Appeal shall not be bound by the order of preference of the selection committee.

2. The number of candidates proposed to the Administrative Council by the President of the Boards of Appeal shall not exceed the number of posts to be filled.

Article 7
Implementing rules

The President of the Boards of Appeal may, after having consulted the Boards of Appeal Committee, lay down further rules for the recruitment of members and chairmen of the Boards of Appeal.

Article 8
Entry into force

This decision shall enter into force on 1 April 2018.

Done at Munich, 22 March 2018

For the Administrative Council

The Chairman
Christoph ERNST
Service Regulations for permanent and other employees, implementing rules, circulars and communiqués
<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>Guidelines for leave: Articles 45, 45a, 45b, 59, 60, 61, 61a and 62 of the Service Regulations for permanent employees of the EPO</td>
<td>7</td>
</tr>
<tr>
<td>34</td>
<td>Guidelines for applying Article 56(2) of the Service Regulations for permanent employees of the European Patent Office (ServReg) concerning part-time working</td>
<td>24</td>
</tr>
<tr>
<td>38</td>
<td>Overtime</td>
<td>26</td>
</tr>
<tr>
<td>78</td>
<td>Inward transfer of pension rights</td>
<td>27</td>
</tr>
<tr>
<td>81</td>
<td>Biennial medical examination</td>
<td>28</td>
</tr>
<tr>
<td>82</td>
<td>Guidelines for determining whether a child is dependent within the meaning of Article 69(3)(a) and (c) of the Service Regulations</td>
<td>29</td>
</tr>
<tr>
<td>83</td>
<td>Guidelines for the granting of the language allowance</td>
<td>31</td>
</tr>
<tr>
<td>132</td>
<td>Assignment of earnings to banks and other financial institutions</td>
<td>33</td>
</tr>
<tr>
<td>135</td>
<td>Acceptance of payment by permanent employees of the European Patent Office</td>
<td>34</td>
</tr>
<tr>
<td>22</td>
<td>Rights and obligations of EPO staff</td>
<td>40</td>
</tr>
<tr>
<td>22</td>
<td>Directive from the President regarding publications in the name of the Office</td>
<td>41</td>
</tr>
<tr>
<td>238</td>
<td>Passes</td>
<td>42</td>
</tr>
<tr>
<td>238</td>
<td>add Black passes for non-German family members</td>
<td>44</td>
</tr>
<tr>
<td>244</td>
<td>Criteria for the granting of home loans</td>
<td>45</td>
</tr>
<tr>
<td>262</td>
<td>Guidelines on personal files for EPO employees</td>
<td>48</td>
</tr>
<tr>
<td>266</td>
<td>Procedure to be followed and criteria to be applied for assessing the degree of reliance on long-term care pursuant to Article 83b of the Service Regulations for permanent and other employees of the European Patent Office and Rule 11 of its Implementing Rules</td>
<td>53</td>
</tr>
<tr>
<td>267</td>
<td>Revised version of Circular No 267 regarding basic and further vocational training</td>
<td>74</td>
</tr>
<tr>
<td>280</td>
<td>Guidelines on selecting venues for vocational training</td>
<td>82</td>
</tr>
<tr>
<td>No.</td>
<td>Circular/Com.</td>
<td>Title</td>
</tr>
<tr>
<td>-------</td>
<td>-----------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>282</td>
<td>Revision of Article 12 of the Pension Scheme Regulations concerning the transfer of pension rights</td>
<td>83</td>
</tr>
<tr>
<td>284</td>
<td>Treatment of same-sex marriages and registered same-sex partnerships for the purposes of the Service Regulations</td>
<td>85</td>
</tr>
<tr>
<td>289</td>
<td>Permanent employees applying for vacancies to be filled on contract</td>
<td>86</td>
</tr>
<tr>
<td>290</td>
<td>Work permits no longer needed in Germany for family members of an EPO employee forming part of the employee's household</td>
<td>87</td>
</tr>
<tr>
<td>295</td>
<td>Transfer of pension rights Information for all EPO staff and pensioners who have acquired pension rights in the Netherlands</td>
<td>88</td>
</tr>
<tr>
<td>299</td>
<td>The use of assessment centres in management selection procedures in the Office</td>
<td>90</td>
</tr>
<tr>
<td>301</td>
<td>Guidelines for the childcare allowance (Article 70a ServRegs) and for the level of parental contribution for the use of Office crèches</td>
<td>93</td>
</tr>
<tr>
<td>302</td>
<td>Guidelines for applying Article 54 of the Service Regulations for permanent employees of the European Patent Office</td>
<td>95</td>
</tr>
<tr>
<td></td>
<td>New time limits</td>
<td>98</td>
</tr>
<tr>
<td>308</td>
<td>Permanent employees on fixed-term contracts in a higher grade, group of grades or category</td>
<td>100</td>
</tr>
<tr>
<td>317</td>
<td>applying Article 65(3) of the Service Regulations and its implementing rule IC(4)</td>
<td>102</td>
</tr>
<tr>
<td>319</td>
<td>Guidelines on duty travel</td>
<td>115</td>
</tr>
<tr>
<td>323</td>
<td>Guidelines for applying Articles 15 (2) and 17 of the Service Regulations for permanent employees of the European Patent Office concerning the employment of relatives</td>
<td>122</td>
</tr>
<tr>
<td>324</td>
<td>Membership of the system established by the Office's Pension Scheme Regulations: transitional arrangements</td>
<td>124</td>
</tr>
<tr>
<td>326</td>
<td>Guidelines on removal expenses (Article 81 ServRegs)</td>
<td>126</td>
</tr>
<tr>
<td>336</td>
<td>Method for payments into the RFPSS for the healthcare insurance scheme</td>
<td>129</td>
</tr>
<tr>
<td>339</td>
<td>Guidelines for overtime, shift work and on-call duty</td>
<td>134</td>
</tr>
<tr>
<td>346</td>
<td>Submission of documents with regard to the payments laid down in Articles 67, 80, 81 and 85 of the Service Regulations</td>
<td>139</td>
</tr>
<tr>
<td>No.</td>
<td>Circular/Regulation</td>
<td>Title</td>
</tr>
<tr>
<td>------</td>
<td>--------------------</td>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>347</td>
<td>Circular on Strikes</td>
<td>........................................................................................................... 140</td>
</tr>
<tr>
<td>355</td>
<td>Regulations for the Staff Committee elections</td>
<td>(Article 35(5)(c) ServRegs).................................................................. 143</td>
</tr>
<tr>
<td>356</td>
<td>Resources and facilities to be granted to the Staff Committee</td>
<td>(Article 34(3) ServRegs)...................................................................... 149</td>
</tr>
<tr>
<td>364</td>
<td>IMPLEMENTATION OF THE CAREER SYSTEM</td>
<td>Minimum qualifications for recruitment, grading on recruitment, promotion and other rewards.............................. 154</td>
</tr>
<tr>
<td>365</td>
<td>General Guidelines on the EPO Competency Framework</td>
<td>........................................................................................................... 163</td>
</tr>
<tr>
<td>366</td>
<td>(General Guidelines on Performance Management)</td>
<td>Guidelines on performance development................................................. 179</td>
</tr>
<tr>
<td>367</td>
<td>Absences for Health Reasons</td>
<td>.............................................................................................................. 186</td>
</tr>
<tr>
<td>389</td>
<td>Contribution rates to the New Pension Scheme and to the Salary Savings Plan applicable as from 1 January 2018</td>
<td>.............................................................................................................. 191</td>
</tr>
<tr>
<td>390</td>
<td>New transfer coefficients</td>
<td>(Article 12 of the Pension Scheme Regulations and New Pension Scheme Regulations)........................................... 192</td>
</tr>
<tr>
<td>391</td>
<td>Contribution rate to the incapacity scheme for fixed-term employees upon termination of service, applicable as from 1 April 2018</td>
<td>(Article 62c Service Regulations) .......................................................... 194</td>
</tr>
<tr>
<td>392</td>
<td>Guidelines for applying Article 72(1) and (2) ServRegs concerning expatriation allowance</td>
<td>............................................................................................................. 195</td>
</tr>
<tr>
<td>398</td>
<td>Public holidays 2020</td>
<td>.............................................................................................................. 197</td>
</tr>
<tr>
<td>403</td>
<td>Contribution rates to the New Pension Scheme and to the Salary Savings Plan applicable as from 1 January 2020</td>
<td>.............................................................................................................. 200</td>
</tr>
<tr>
<td>404</td>
<td>Contribution rate to the incapacity scheme for fixed-term employees upon termination of service, applicable as from 1 January 2020</td>
<td>(Article 62c Service Regulations) .......................................................... 201</td>
</tr>
</tbody>
</table>
Circular No. 22
(16 January 1979, 18 September 1995, 22 December 2004, 1 July 2007,
26 May 2009, 28 March 2012, 26 March 2013, 2 September 2013,
25 September 2013 and 11 May 2015)

Guidelines for leave: Articles 45, 45a, 45b, 59, 60,
61, 61a and 62\(^1\) of the Service Regulations for
permanent employees of the EPO

Rule 1

Article 45
Unpaid leave

Leave granted on social grounds will be unpaid and, provided it does not exceed
six months, will entitle the permanent employee concerned to be reinstated in
his old post, i.e. Article 45(5)(c) will not apply.

Unpaid leave with the right of return will also be granted to permanent employees
transferring to other government agencies or international organisations (public
service bodies) such as the Office for Harmonization in Alicante, WIPO or any
Co-ordinated Organisation. In such cases staff will be granted sufficient leave
to see out their probationary period - although for no longer than twelve months.

Staff wishing to take leave for other personal reasons may apply for a maximum
of 30 calendar days of unpaid leave on personal grounds once within a three-year
period and will be guaranteed reinstatement in their old post. Such leave will be
for a minimum period of 14 consecutive calendar days.

Rule 2

Article 45a
Parental leave

(a) Entitlement

(i) A permanent employee is entitled to up to 120 working days' parental
leave under the conditions laid down in Article 45a of the Service Regu-
lations. For single parents, the period of parental leave is 240 working
days. Any period of parental leave must be completed before the end
of the month in which the child reaches the age of twelve. Parental

\(^1\) Amended by decision of the President from 8 May 2015. This decision shall enter into force on
11 May 2015. For the rules relating to Art. 62 ServRegs see Circular 367 which enters into force
on 11 May 2015.
leave may only be taken on a full-time or a half-time basis, and may be taken in one or more instalments.

(ii) For the purposes of Article 45a of the Service Regulations, a single parent is defined as a permanent employee who declares himself to be de facto bringing up a child alone. The single parent status of a permanent employee is established at the time of each individual application for parental leave. Should the status of the employee change from one period of parental leave to the next, the parental leave entitlement changes accordingly. The balance of days is calculated by deducting, from the total entitlement corresponding to the employee’s new status, the number of days of parental leave already taken in the previous status. For example, a married permanent employee who has taken 40 days’ parental leave and lodges an application for parental leave as a single parent has his entitlement balance converted to 200 days (240 days minus 40 days). The parental leave entitlement reverts back to a maximum entitlement of 120 days for a permanent employee who ceases to be a single parent.

(iii) If both parents are permanent employees of the EPO, each parent is entitled to parental leave.

(iv) A permanent employee on parental leave retains the right to advancement to a higher step and promotion in grade and retains his post.

(v) Staff in the B or C category are not entitled to parental leave during the first three months of their probationary period. Staff in the A category are not entitled to parental leave during the first six months of their probationary period. Parental leave, being non-active status, suspends the probationary period, which resumes at the end of the leave.

(vi) Parental leave may not be granted during any period of extended probation in accordance with Article 13(2) of the Service Regulations.

(vii) Having regard to the requirements of the service, the commencement of parental leave may be postponed by a maximum of one month. Such a postponement does not have the effect of reducing the parental leave allowance.

(b) Remuneration and contributions to social security and pension schemes

(i) Remuneration ceases during periods of full-time parental leave.

(ii) A monthly parental leave allowance corresponding to 25% of the basic salary for Grade B3, step 3, is paid to the beneficiary of the leave.

(iii) The allowance is increased to 33% of the basic salary for Grade B3, step 3, for:

- single parents,
- fathers for up to 60 working days during maternity leave,
- either parent during the 60 working days immediately after the maternity or adoption leave.
If the mother is not a permanent employee, maternity leave is determined by applying the provisions of Article 61 of the Service Regulations by analogy.

(iv) For periods of half-time parental leave the monthly allowance is reduced by half.

(v) Education and dependants' allowances paid under Articles 69, 70, 71 and 120a of the Service Regulations continue to be paid in full. No other allowances are payable during parental leave taken on a full-time basis. For parental leave taken on a half-time basis, the basic salary and any other allowances payable are reduced by half.

(vi) Contributions to the social security scheme provided for under Articles 83 to 86 of the Service Regulations are paid in full by the Office on the basis of the permanent employee's full-time basic salary. When parental leave is taken on a half-time basis, the Office pays the contributions for the 50% not worked. Long-term care insurance for the spouse of a permanent employee is excluded from this provision, but may be continued on a voluntary basis at the expense of the permanent employee.

(vii) The permanent employee's contribution towards the Office's pension scheme is automatically suspended during full-time parental leave, unless the employee decides otherwise. In the latter case, the contribution is based on the employee's full-time basic salary. The employee pays one third and the Office two thirds of the total contribution. During parental leave taken on a half-time basis, the permanent employee may contribute voluntarily to the Office's pension scheme for the 50% not worked; under these circumstances the employee pays one third and the Office two thirds of the 50% contribution.

(c) Procedure

(i) An application for parental leave must be submitted in writing by the permanent employee, via the immediate superior, to the Personnel Department one month prior to the requested starting date of the parental leave.

(d) Other conditions

(i) Entitlements to annual and home leave cease during periods of full-time parental leave. The annual leave and home leave of a permanent employee who takes parental leave on a half-time basis are reduced in proportion.

(ii) During parental leave the permanent employee may not engage in any other gainful employment.

(iii) The period of parental leave taken, be it full-time or half-time, shall be not less than 14 successive calendar days.

(iv) During parental leave on a half-time basis the permanent employee may not work overtime, perform shift work or be on call according to Articles 57, 58 and 58a of the Service Regulations.
(v) Half-time parental leave for the purposes of Article 45a of the Service Regulations is defined as 50% of the working week provided for by Article 55 of the Service Regulations.

(vi) A permanent employee is not entitled to sick or special leave during periods of full-time parental leave. During parental leave on a half-time basis, the employee is entitled to sick or special leave only for the time worked.

(vii) In case of hardship the permanent employee may request that the parental leave be terminated.

Rule 3

Article 45b
Family leave

(a) Entitlement

(i) A permanent employee is entitled to up to 180 working days' family leave under the conditions laid down in Article 45b of the Service Regulations. Family leave may only be taken on a full-time or a half-time basis and may be taken in one or more instalments.

(ii) The permanent employee on family leave retains the right to advancement to a higher step and promotion in grade and retains his post.

(iii) Staff in the B or C category may only be granted family leave in exceptional circumstances during the first three months of their probationary period. Staff in the A category may only be granted family leave in exceptional circumstances during the first six months of their probationary period. Family leave, being non-active status, suspends the probationary period, which resumes at the end of the leave.

(iv) Family leave may not be granted during any period of extended probation in accordance with Article 13(2) of the Service Regulations.

(v) Having regard to the requirements of the service, the commencement of family leave may be postponed by a maximum of one month.

(b) Remuneration and contributions to social security and pension schemes

(i) Remuneration ceases during periods of full-time family leave.

(ii) A monthly family leave allowance of 25% of the basic salary for Grade B3, step 3, is paid to the beneficiary of the leave.

(iii) For periods of half-time family leave the monthly allowance is reduced by half.

(iv) Education and dependants' allowances paid under Articles 69, 70, 71 and 120a of the Service Regulations continue to be paid in full. No other allowances are payable during family leave taken on a full-time basis. For family leave taken on a half-time basis, the basic salary and any other allowances payable are reduced by half.

(v) Contributions to the social security scheme provided for under Articles 83 to 86 of the Service Regulations are paid in full by the Office on the basis of the permanent employee's full-time basic salary. When
family leave is taken on a half-time basis, the Office pays the contributions for the 50% not worked. Long-term care insurance for the spouse of a permanent employee is excluded from this provision, but may be continued on a voluntary basis at the expense of the permanent employee.

(vi) The permanent employee’s contribution towards the Office’s pension scheme is automatically suspended during full-time family leave, unless the employee decides otherwise. In the latter case, the contribution is based on the employee’s full-time basic salary. The employee pays one third and the Office two thirds of the total contribution. During family leave taken on a half-time basis, the permanent employee may contribute voluntarily to the Office’s pension scheme for the 50% not worked; under these circumstances the employee pays one third and the Office two thirds of the 50% contribution.

(c) Procedure

(i) An application for family leave must be submitted in writing by the permanent employee, via the immediate superior, to the Personnel Department as a rule one month prior to the requested starting date of the family leave.

(ii) The permanent employee must provide the Office’s medical adviser with a medical certificate for the family member concerned, giving the diagnosis of the illness or disability. The medical adviser informs the Personnel Department whether in his opinion the medical conditions of Article 45b are met.

(iii) If the doctor consulted refuses to issue a medical certificate, the employee must supply the doctor’s name and address to the Office’s medical adviser.

(d) Other conditions

(i) Entitlements to annual and home leave cease during periods of full-time family leave. The annual leave and home leave of a permanent employee who takes family leave on a half-time basis is reduced in proportion.

(ii) For the purposes of Article 45b of the Service Regulations, a family member of a permanent employee is defined as the spouse of a permanent employee, a relative by blood or marriage in the ascending line, a relative in the descending line, or a brother or sister.

(iii) During family leave the permanent employee may not engage in any other gainful employment.

(iv) A single period of family leave shall be not less than 14 successive calendar days.

(v) During family leave on a half-time basis, the permanent employee may not work overtime, perform shift work or be on call according to Articles 57, 58 and 58a of the Service Regulations.

(vi) Half-time family leave for the purposes of Article 45b of the Service Regulations is defined as 50% of the working week provided for by Article 55 of the Service Regulations.
(vii) A permanent employee is not entitled to sick or special leave during periods of full-time family leave. During family leave on a half-time basis, the employee is entitled to sick or special leave only for the time worked.

(viii) In case of hardship the permanent employee may request that the family leave be terminated.

Rule 4

Article 59

Public holidays

(a) The President of the Office determines the paid public holidays referred to in Article 59(2)b) of the Service Regulations before the end of each year after consulting the relevant joint committee. The staff are notified at the beginning of each year of the holidays so determined.

(b) The President may decide, in the interest of the Office, to close the Office between Christmas and New Year and/or on a Monday or Friday where a public holiday falls on a Tuesday or Thursday respectively. Staff shall take any type of authorised leave during such closures. The President determines the Office closure days before the end of each year after consulting the relevant joint committee. The staff are notified at the beginning of each year of the closure days so determined.

Rule 5

Article 59

Annual leave

(a) Annual leave - Periods

(i) Annual leave may be taken in one or more instalments at the convenience of the permanent employee concerned and with due regard to the requirements of the service.

(ii) Newly appointed staff should normally not apply for leave during their first three months of service unless they have good grounds for doing so.

(b) Calculation of entitlement

(i) A permanent employee's entitlement to annual leave will be calculated by the Personnel Department at the time of his appointment in respect of the then current calendar year and thereafter at the beginning of each year, and will be displayed on a standard electronic form.

(ii) A fraction of a month - provided it amounts to at least six working days - will be taken into consideration when calculating the annual leave entitlement. The calculation will be done by means of the following formula:

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1 Amended by decision of the President from 3 August 2012.
2.5 x number of days
\[ \frac{30}{30} \]
and the result will be rounded up to the next half day.

(iii) Leave entitlement will accrue on the basis of the total length of service completed, including any period of sick leave or annual leave or home leave, as well as any period of notice, even though not actually worked. Periods of unpaid leave, full-time parental leave and full-time family leave will not count towards entitlement to annual leave or home leave.

(c) Procedure
Annual leave shall be taken in units of full or half days. A permanent employee wishing to take annual leave must indicate by means of an electronic form the first and last dates of the period requested. This form is to be submitted as early as possible but at least three working days before the commencement of the leave. It is then automatically forwarded to his immediate superior for approval and then to the appropriate Personnel Department for registration.

In justified cases, the immediate superior may agree to waive the three working days limit for obtaining the authorisation.

Save in exceptional cases, a permanent employee is not permitted to depart on annual leave until his immediate superior has approved the leave. In such an exceptional case the immediate superior must be informed immediately.

At the Office's request, contact details for the leave period should be submitted to the immediate superior, as soon as they are known.

(d) Unauthorised absence
Immediate superiors must report cases of unauthorised absence on an electronic form to the appropriate Personnel Department within 24 hours of the commencement of the absence.

(e) Leave management and carry-forward of entitlement
(i) Annual leave should normally be taken during the year in which it is due.
(ii) Any balance of annual leave, equal to or less than twelve days, remaining at the end of the year, will be automatically carried forward to the following year.
(iii) Application may be made to carry forward any balance greater than twelve days only if the employee concerned has, for operational reasons certified by his superior or for other reasons beyond his control, been unable to take the whole of his annual leave during the year in question. In such cases, and irrespective of the reasons, the number of days of leave that may be carried forward is strictly limited to 30 days.

1 Amended by decision of the President from 25 September 2013.
(iv) In special cases, duly justified advances of annual leave may be authorised by the appropriate Personnel Department acting on the recommendation of the immediate superior of the employee concerned.

(f) Balance of entitlement - Cessation of employment

(i) Upon cessation of employment, the balance of leave due to a permanent employee may not exceed twelve days. The President may allow exceptions in demonstrable cases of force majeure.

(ii) Any permanent employee who has not taken the whole of the leave due to him when his appointment ends will receive in lieu thereof the corresponding emoluments comprising:

- salary, calculated on the basis of thirtieths of his monthly salary in accordance with Article 65(1)b) of the Service Regulations, including any intervening step increases,
- family allowances,
- expatriation allowance,
- rent allowance,
- language allowance, if any,
- acting allowance.

(iii) For the purpose of calculating the above compensation, the number of days payable in respect of outstanding annual leave will be reckoned in the same way as if the leave had been taken when the permanent employee was still in post.

(iv) Any permanent employee who has taken leave in advance and in excess of that due to him when his appointment ends must repay the emoluments received by him for the corresponding period.

(v) Contributions to the social security scheme and the pension scheme will be deducted from the emoluments paid in lieu of outstanding leave pursuant to paragraph ii) above.

(g) Sickness on leave

Where, during his annual leave or home leave, a permanent employee suffers from an ailment that would have kept him away from work, his annual leave entitlement will be extended by the period of incapacity duly established by a medical certificate.

Rule 6

Article 59
Special leave with pay

(1) All applications for special leave, and for additional leave for travel time in connection with any case of special leave, must be referred to the appropriate Personnel Department with the recommendation or otherwise of the person competent to countersign applications for annual leave.
Applications must be submitted on a standard leave form as early as possible in advance of the requested date of commencement of the leave. Where the circumstances are such as to render it impossible for the permanent employee concerned to obtain prior authorisation, he should endeavour to inform his immediate superior of these circumstances without delay and submit his written application as soon as possible thereafter.

In addition to the cases provided for in Article 59(3), special leave may be granted inter alia in the following cases and up to the following limits:

(a) Death of another immediate relative  
   (e.g. grandchild, brother, sister)  2 working days  
   Serious illness of parents-in-law  2 working days  
   Death of parents-in-law  2 working days  
   Death of any other person related by blood or marriage  1 working day

For the purposes of special leave, dependants within the meaning of Articles 69 or 70 of the Service Regulations will be regarded as children.

(b) Transfer to another place of employment  5 working days, including travel time

(c) Further training: examinations

Permanent employees may, on request, be granted up to ten days' special leave per year for further training and/or examinations. In granting such leave, due account will be taken of the requirements of the service. This provision applies to requests from staff for permission to attend further training courses and to sit examinations on their own initiative. Special leave for training purposes can be granted in the following cases:

- to enable permanent employees to sit examinations (not to prepare for them)
- for 50% of the duration of the course for attending language courses in one of the three official languages away from the permanent employee's place of employment.

Three days' special leave may be granted, on request, to permanent employees who pass the European qualifying examination, by way of compensation for the time spent preparing for that examination. Permanent employees should apply for such leave within six months of the date of being informed by the Examination Board that they have passed.

(d) Special leave will be supplemented, where applicable, by the necessary travelling time.
The duration of the journey and the route will be calculated in accordance with the regulations governing duty travel. The following travel times will be considered as the minimum necessary:

(i) ½ a day when the distance between place of employment and destination in either direction is between 100 and 400 km or the journey in either direction takes between four and eight hours;
(ii) ½ a day each way when the distance in either direction is between 401 and 800 km or the journey in either direction takes between eight and twelve hours;
(iii) 1 day each way when the distance in either direction is more than 800 km or the journey in either direction takes over twelve hours.

However, this regulation does not apply where the entire travel time required falls on a weekend or public holiday.

Travelling time for the outward or return journey will be credited if the journey is actually made on a working day (during working hours). This applies even if the weekend or a public holiday could have been used instead.

Example:
• special leave on Monday, 8 July and Tuesday, 9 July
• journey to a destination over 800 km away
• outward journey on Friday, 5 July: one travel day credited
• return on Wednesday, 10 July: one travel day credited

On both travel days the employee is absent from work throughout working hours.

Rule 7

Article 59

Special leave for the birth of a child

(a) Entitlement

(i) A permanent employee is entitled to ten working days’ special leave upon the birth of a child, under the conditions laid down in Article 59 of the Service Regulations. Multiple births (twins, triplets, etc.) confer a single special leave entitlement.
(ii) The special leave may be supplemented once, where applicable, by the necessary travelling time (see Rule 6(3)d)).
(iii) The child must be considered dependent within the meaning of Article 69 of the Service Regulations.
Procedure

(i) The permanent employee must provide the Personnel Department with the birth certificate issued by the relevant national administrative authority. A certified translation into one of the official languages may be requested.

(ii) The leave must be taken during the 14 weeks following the birth.

Rule 8

Article 59
Special leave

Hospitalisation of a child of twelve years of age or under, or very serious illness of a child

Entitlement

(i) A permanent employee is entitled to up to five working days' special leave for the hospitalisation of a child aged twelve or under or the very serious illness of a child under the conditions laid down in Article 59 of the Service Regulations.

(ii) The special leave may be supplemented, where applicable, by the necessary travelling time (see Rule 6(3)d)).

(iii) The child must be considered dependent within the meaning of Article 69 of the Service Regulations.

Procedure

(i) The permanent employee must provide the Office's medical adviser with a medical certificate containing the permanent employee's name, the full name and date of birth of the ill child and the expected duration of the illness. The medical adviser will inform the Personnel Department whether in his opinion the medical conditions of Article 59(3)i) are met.

(ii) In the event of hospitalisation, the medical certificate must also state the dates on which hospitalisation will start or started and is expected to finish.

(iii) If the doctor consulted refuses to issue a medical certificate, the employee must supply the name and address of the doctor to the Office's medical adviser.

Other conditions

(i) This leave may not be used in combination with or in addition to special leave for the serious illness of a child according to Article 59(3)h) of the Service Regulations.
Rule 9

Article 59
Special leave

Death of the mother during maternity leave

(a) Entitlement

(i) A spouse is entitled to special leave amounting to the number of calendar days corresponding to the remaining maternity leave in the event of the death of the mother during maternity leave, if she is a permanent employee.

(ii) If the deceased mother is not a permanent employee, the remaining maternity leave is determined by applying the provisions of Article 61 of the Service Regulations by analogy.

(b) Procedure

The permanent employee must provide the death certificate of the mother and the birth certificate of the child to the Personnel Department.

(c) Other conditions

(i) This special leave may not be granted in addition to special leave for the death of a spouse according to Article 59(3)d) of the Service Regulations.

(ii) This leave is granted in the event of the birth of a viable child.

Rule 10

Article 60
Home leave

(a) Entitlement

(i) Entitlement to home leave will begin to accrue from the effective date of appointment, or from the date of the change of duty station which has given rise to this entitlement.

(ii) One period of home leave will accrue in respect of each period of 24 months' service. Subject to the exigencies of the service, it may be taken at any time within that period but not before the expiry of any probation period. The date on which home leave is taken will not be taken into account in determining the date of the next period of home leave.

(iii) Any home leave not taken during the two-year period during which it accrues will be forfeited except in cases of force majeure, when the period will be extended by three months. No home leave may be granted during the four months prior to the date of termination of service as defined by Article 50. Non-use of the home leave entitlement does not give rise to compensation.
(iv) A permanent employee may be asked to take home leave in conjunction with travel on mission or change of duty station, due regard being paid to the interests of the employee and his family.

(v) Where two permanent employees who are married to each other are both non-nationals of the country of the place of employment but are of different nationality and both are serving in the Office or one in the Office and the other in a different Co-ordinated Organisation, they will each be entitled to home leave, either together in the same country if the home of either one is there, or separately in different countries if their homes are in different countries.

(b) Authorisation

Applications for home leave must be submitted to the relevant Personnel Department at least one month before the date of commencement of the leave. Home leave is granted on the condition that the permanent employee concerned in fact travels to his home. Supporting evidence may be required.

(c) Home leave travel

(i) For journeys undertaken within Europe, the travel expenses to be reimbursed per person will normally be calculated at a flat rate in accordance with the following rules:

- for return journeys of 1 000 km or less which do not include a sea crossing and which are measured on the basis of the shortest usual route by rail or other land-based mode of public transport from the place of employment to the place of home leave, the amount will be calculated by multiplying the resulting length of the route, expressed in km, by 50% of the kilometric allowance given in Annex V to the Service Regulations and applicable in the country of employment of the permanent employee. Half the amount calculated in this way will be reimbursed for children under twelve years of age;

- for all other journeys the amount will be calculated on the basis of half the "business class" or equivalent fare (allowing for any reductions for age) between two airports which are reasonably accessible from the place of employment and the place of home leave. The amount calculated in this way will be supplemented by an amount covering the journey to these airports in accordance with the conditions of the preceding paragraph. The total amount reimbursed will not be less than that corresponding to the reimbursement laid down in the preceding paragraph for a return journey of 1 000 km.

(ii) Notwithstanding the provisions of i) above, any permanent employee will be able to request reimbursement of actual expenses incurred. Except in cases of force majeure, applications must be submitted prior to the journey concerned. Reimbursement will be made on the basis of vouchers and on condition that the journey undertaken corresponds
to the shortest usual route by the most economical mode of transport, depending on the individual case concerned.

(iii) In cases of reimbursement of actual expenses incurred and if the journey to be taken necessitates travel by air, or if, for other duly justified reasons, the permanent employee is authorised to travel by air, reimbursement will be calculated on the basis of the most economical fare unless special dispensation is granted by the President of the Office. For duly justified reasons, the Office may reimburse supplementary expenses arising from an alteration in fare resulting from a change in travel dates.

(iv) For intercontinental journeys, reimbursement will, in accordance with points ii) and iii) above, be made on the basis of actual expenses incurred.

(v) Where paragraph (a)v) above applies, the cost of only one journey each will be refunded every two years (to both spouses respectively and to the dependent children) in respect of each family.

(vi) The cost of the return travel expenses in respect of his spouse and dependent children will be repaid to the permanent employee, whether or not those persons travel with him, provided that they travel within the period laid down in paragraph (a)ii) above, and that the employee himself takes his home leave during that period.

(d) Repayment

(i) Where a permanent employee fails to take a period of home leave within the time limit set in these Rules, he will repay to the Office any travel expenses borne by it in respect of a member or members of his household for such leave.

(ii) Where a permanent employee has taken home leave in advance and his appointment terminates by resignation before the end of the relevant two-year period, he will repay a sum corresponding to eight working days’ emoluments, plus the amount received by him in respect of travel expenses. The amount to be repaid will be reduced in proportion to the time actually served during the two-year period.

(e) Compensation for travel time

(i) Extra leave on the basis shown below will be granted when the distance, by the approved route, between home and place of employment, in either direction, exceeds 100 km:

100 - 400 km: ½ a day
400 - 800 km: 1 day
over 800 km: 1½ days.

(ii) When the time taken to travel by the approved route between home and place of employment, in either direction and irrespective of kilometic distances, can be proved to exceed a certain number of hours, extra leave will be granted on the basis shown below:
4 - 8 hours: ½ a day
8 - 12 hours: 1 day
12 hours or more: 1½ days.

(f) Home

(i) The home of a permanent employee for the purpose of home leave will be determined in accordance with the provisions of Article 60(2).

(ii) In the absence of proof and in cases of doubt the President of the Office may fix the national home of a permanent employee in the capital of the contracting state of which he is a national.

Rule 11

Article 61

Maternity leave

(a) Duration

(i) A permanent employee who is pregnant is, in accordance with Article 61 of the Service Regulations, entitled, on production of a medical certificate, to maternity leave on full pay starting not earlier than six weeks before the expected date of confinement shown on the certificate and ending not earlier than 14 weeks after the date of confinement provided that such leave is not less than 20 weeks. After childbirth, the birth certificate must be submitted to the Personnel Department as soon as possible.

(ii) In the event of a multiple or premature birth or the birth of a handicapped child within the meaning of Article 69 of the Service Regulations, or where the pregnant woman has given birth to two or more viable children, or where the household already has at least two children in its care, the maternity leave remains at six weeks before the expected date of confinement but increases to 18 weeks after the date of confinement. Such leave may not be less than 24 weeks.

(iii) For the purposes of this article, a premature birth is a birth taking place more than six weeks before the expected date of confinement.

(iv) If she so wishes and provided, as confirmed by a medical certificate, that her state of health permits, the mother may continue working beyond the sixth week preceding the expected confinement and defer her maternity leave.

(v) A permanent employee on maternity leave retains all her rights to remuneration, advancement, annual leave and home leave. Her post will not be declared vacant.

(vi) The permanent employee continues to pay her personal contribution to the social security scheme and the pension scheme.

(vii) In the event of termination of service, except in the case of dismissal on disciplinary grounds, the permanent employee who has produced the medical certificate referred to in paragraph i) will be entitled to her
emoluments up to the end of her maternity leave provided she does not enter the service of another employer.

(b) Extension of maternity leave

An extension of maternity leave on production of a medical certificate will be deemed to be sick leave.

Rule 12

Article 61a
Adoption leave

(a) Entitlement

(i) A permanent employee who has lodged an application for the adoption of a child and started the adoption procedure is, in accordance with Article 61a of the Service Regulations, entitled to 20 weeks' adoption leave (24 weeks if the child is handicapped within the meaning of Article 69 of the Service Regulations).

(ii) If the legislation of the country of adoption, which is not the country of employment of the permanent employee, requires one or both of the adopting parents to complete a course of instruction or a stay there, additional paid leave may be granted for the length of the course or stay.

(iii) Each child adopted confers entitlement to only one period of adoption leave. The period may start from the date on which the child is recognised as dependent within the meaning of Article 69(3) of the Service Regulations. It may not be added to any period granted for another adoption.

(iv) If both adopting parents are permanent employees of the EPO, the adoption leave may be shared between them as they wish.

(v) If one of the adopting parents is not a permanent employee of the EPO and takes comparable leave, the number of days of such leave is deducted from the adoption leave granted to the permanent employee.

(vi) No adoption leave is granted if the spouse or the other adopting parent is in less than half-time paid employment. Instead, by analogy with the special leave for the birth of a child, the permanent employee may be granted ten working days' special leave. This special leave must be taken en bloc within twelve months of the date on which the child is recognised as dependent within the meaning of Article 69(3) of the Service Regulations.

(vii) Leave is not granted if, prior to the adoption, the child was resident with or already mainly and continuously supported by the employee, his spouse or the other adopting parent.
(b) Procedure

(i) The permanent employee must provide the Personnel Department with the adoption certificate or, pending the issue of such a certificate, an official document that proves legal responsibility for the child.

(ii) An application for adoption leave must be submitted in writing by the permanent employee, via the immediate superior, to the Personnel Department one month prior to the requested starting date of the adoption leave.

(iii) If additional paid leave within the meaning of paragraph (a)(ii) is requested, all the necessary supporting documents issued by the relevant national authorities must be submitted.

(iv) If one of the adopting parents does not work at the EPO and is entitled to comparable leave, a declaration must be provided stating the length of leave granted. If this leave has partially or in its entirety not been used or will not be used, the permanent employee must submit a statement to the Personnel Department giving the necessary details.

(v) Any document required for the granting of adoption leave and/or additional special leave must be presented in one of the official languages. Where applicable, the permanent employee must provide any original documents in a non-official language, together with a certified translation into an official language of the EPO.

Rule 13

Rule 14

1 Deleted by decision of the President from 8 May 2015. This decision shall enter into force on 11 May 2015.
Guidelines for applying Article 56(2) of the Service Regulations for permanent employees of the European Patent Office (ServRegs) concerning part-time working

Article 1
Reasons

Authorisation to work part-time may be granted in the following cases:

(a) in order to look after at least one child below the age of 16;
(b) in order to attend to a child with a disability requiring continuous care;
(c) in order to assist the spouse or a parent of the permanent employee or a parent of the permanent employee’s spouse, where his/her state of health requires the presence of the permanent employee as a result of an accident or a serious illness;
(d) in order to allow a smoother transition to retirement for permanent employees who have reached the age of 55;
(e) as an exception, in other cases adequately justified.

Article 2
Authorisation

(1) Authorisation to work part-time is conditional upon:
   (a) such part-time working being deemed compatible with the smooth functioning of the service, and
   (b) the permanent employee’s appointment being confirmed on expiry of his/her probationary period (Article 13 ServRegs).

(2) Every effort will be made to accommodate the wishes of individual permanent employees concerning a reduction in their working hours.

(3) In principle, any figure of or above 50% of the normal 40-hour working week may be granted.

(4) The spread of working hours over the working week must be indicated together with the request for authorisation to work part-time. This spread may be changed by agreement with the immediate superior.

See CA/D 10/14 Article 61 and 62.
Article 3
Procedure

(1) Applications for part-time working must be submitted to the immediate superior at least two months before the requested starting date, unless otherwise agreed by the immediate superior. The minimum notification period, however, may not be less than one month.

(2) Authorisation for part-time working will be granted by the immediate superior, upon application by the permanent employee, for a period of six months. Unless the permanent employee has given notice two months prior to expiry of each six-month period, it will be assumed that the reasons for which part-time working was granted continue to apply and the authorisation will be extended without request on the same conditions for a further period of six months.

(3) If the reasons for which the authorisation was granted no longer apply, the authorisation may, at one month’s notice, be withdrawn by the immediate superior before expiry of the period for which it was granted.

(4) Likewise, at the request of the immediate superior and in agreement with the permanent employee, the authorisation may be withdrawn or changed before expiry of the period for which it was granted. If the authorisation is changed, the amended authorisation will remain applicable for the remainder of the six-month period and may be extended thereafter in accordance with Article 2.

Article 4
Entitlements

(1) The period of home leave will be correspondingly reduced.

(2) Entitlement to reimbursement of travel expenses will remain unchanged.

Home leave for part-time staff

No special regulations in Office practice

Under Article 60 ServRegs, some EPO staff are entitled every two years to home leave, i.e. eight working days' extra holiday plus travel time (Circular No. 22, Rule 9 (e)).

The home leave entitlement of staff working part-time is correspondingly reduced (see Circular No. 34, Article 4). In practice, at all EPO sites, such staff are also granted a period of eight consecutive working days plus travel time, irrespective of any free (part-) days during that period under their individual part-time arrangements.

1 Published in Gazette No. 10/06.
Circular No. 38
(25 July 1979)

Overtime

The President of the Office has decided that as from 1 June 1979 entitlement to compensation for one hour of overtime worked on a Saturday shall be one hour and a half (Article 57 (3) of the Service Regulations).
Circular No. 78
(10 December 1980)

Inward transfer of pension rights\(^1\)

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\(^1\) Details are contained in the brochure entitled „Information on transferring pension rights” which was issued by Pension Administration in July 2004.
Circular No. 81
(14 January 1981)

Biennial medical examination
Article 26 of the Service Regulations

(1) The Administrative Council recently approved the President's proposal to amend Article 26 (1) of the Service Regulations. The text now reads:

"If he so wishes, a permanent employee may undergo a medical check-up every two years by a medical practitioner chosen by the employee concerned. In this case, the practitioner's fee shall be payable by the Organisation up to a maximum fixed annually by the Administrative Council."

For 2003, this maximum is fixed at EUR 245.

(2) While the choice of medical practitioner remains the staff member's own, the Munich Local Advisory Committee, in order to assist staff members generally, has identified one or two doctors in the neighbourhood who are willing to perform this standard examination within the maximum limit just mentioned. (The "Gesundheitsamt" will also do the same.) Details can be obtained from the Personnel Department.

(3) In all cases, a standard examination, including laboratory tests, has to be made, based on a form which staff members are expected to give to the doctor of their choice. Should it happen that, upon consultation, a preferred doctor agrees to perform the examination only for a payment in excess of the limit fixed for reimbursement, a staff member may still proceed to use him. In that case, however, the Office will pay the full amount charged but thereafter recover the excess from the staff member's next salary payment.

(4) The results of the examination will be communicated by the doctor to the staff member only, not to the Office.

(5) A staff member who wishes to undergo this biennial medical examination should apply in writing to the Personnel Department, giving the name and address of the doctor he wants to visit. He will then be sent the relevant examination form, together with a cover note, both of which he hands over to the doctor in due course. It is, of course, the staff member's own responsibility to arrange his visit to the doctor, if possible within 14 days of the forms being issued to him. The Office, for its part, will make a direct payment to the doctor once it hears from him.

(6) It need hardly be said that, while by no means obligatory, an examination of this kind can only be in the best interest of every staff member. To this end the Personnel Department will do all it can to facilitate the procedure and endeavour to deal with any enquiries you may have.

1 See CA/D 1/02.
Circular No. 82
(30 July 2015’)

Guidelines for determining whether a child is dependent within the meaning of Article 69(3)(a) and (c) of the Service Regulations

Decision of the President of the European Patent Office of 23 November 2009 with effect from 1 March 2010

Rule 1

(1) Subject to paragraph (2), a legitimate, natural or adopted child (Art. 69(3)(a) ServRegs) shall be assumed to be mainly and continuously supported by the employee or his spouse if the child is not gainfully employed (Rule 3) and is

(a) under 18 years of age, or
(b) has not reached the age of twenty-six and is receiving educational or vocational training, or
(c) prevented by serious illness or invalidity from earning a livelihood, irrespective of age.

(2) Where a child fulfilling the conditions of paragraph (1) is married or in the custody of a person other than the employee or his spouse, and not resident with the employee or his spouse, the child shall be assumed to be "mainly and continuously supported" by the employee or his spouse if the financial support provided by the employee or his spouse equals at least the following amounts:

- for one child: 6% of the employee’s basic salary plus the amount of the dependants' allowance, or 25% of the basic salary of Grade G1 step 4 if this amount is lower;
- for two children: 9% of the employee’s basic salary plus twice the amount of the dependants' allowance, or 45% of the basic salary of grade G1 step 4 if this amount is lower;
- for three children: 12% of the employee’s basic salary plus three times the dependants' allowance, or 65% of the basic salary of grade G1 step 4 if this amount is lower;
- for each additional child these amounts shall be increased accordingly.

Rule 2

Any other child normally resident with the employee or his spouse (Art. 69(3)(c) ServRegs) shall be assumed to be mainly and continuously supported by the employee or his spouse if, in addition to fulfilling the conditions set out under Rule 1(1), the child is not married or under the parental authority of a third person,

1 See CA/D 10/14 Article 61 and 62.
except where the child's spouse or the third person is, for reasons beyond his control, unable to support the child.

**Rule 3**

A child shall be assumed to be gainfully employed within the meaning of Rule 1, if he or she receives,

(a) during a period of more than four consecutive months,

(b) out of gainful employment,

(c) a monthly income, after deduction of contributions to compulsory social security schemes but before deduction of national income tax, equal to or more than 50% of the amount of the basic salary of grade G1 step 4 (scale for the child's country of residence). Where the child is not resident in one of the member states, a corresponding monthly income shall be fixed using the relevant purchasing power coefficient applied by the European Union for the child's country of residence. Where such a coefficient is not available, a corresponding monthly income shall be fixed, taking into account the standard of living in that country.
Circular No. 83
(19 February 1981)

Guidelines for the granting of the language allowance

Article 75 (Service Regulations)
Language allowance

(1) Permanent employees who feel they meet the requirements, laid down in Article 75, for entitlement to one or two language allowances may apply in writing to that effect to the Principal Director for Personnel through their superiors.

(2) The employee must state in his application:

   (a) his grade, job and the specific post occupied;
   (b) his mother tongue;
   (c) the official languages he is actually required to use in the course of his duties and the type of use (oral; written; contacts within or outside a section, department) and frequency.

(3) The superior will forward the employee's application to the Principal Director for Personnel.

   The former will note on the application his reasons for considering that it would be in the interests of the Office to grant one or two language allowances to the employee and will confirm the accuracy of the particulars given in the application.

(4) The Principal Director for Personnel will decide whether the application meets the requirements laid down in Article 75. In particular, he will establish that it is in the interests of the Organisation. He will ascertain especially whether knowledge of the languages is required by the job description of the employee or whether such knowledge, although not indispensable, enables the employee more adequately to meet the requirements of his post by substantially improving the quality and quantity of the work performed. If he feels the application cannot be granted, he will inform the employee and his superior accordingly.

(5) The allowance will be granted only if the applicant has undergone a language test organised by the Office.

(6) Language tests will be organised twice yearly in each place of employment. Employees will be notified, not later than one month after submission of their application, of their admission to the tests; in that event they will be given at least five working days' notice of the tests. Participation in two successive tests for the same language will not be permissible.
(7) The tests, which will differ for each category, will comprise:

(a) the writing of a letter, memorandum or report;
(b) giving a brief talk.

The employees will be informed of the subjects, at the time of the test, in the official language of their choice.

(8) The Principal Director for Personnel will inform the applicant and his superior of the result of the test.

(9) The allowance will be granted to employees obtaining satisfactory results, as from the first day of the month in which the tests were held. The superior will be informed.

(10) These guidelines will enter into force on 5 February 1981.
Assignment of earnings to banks and other financial institutions

Reasons have arisen that make it appropriate to inform employees of Office procedure with regard to the assignment and attachment of earnings:

1. Assignment of earnings to banks and financial institutions on taking up loans

Assignment of earnings is a private legal transaction which does not involve EPO immunity. The Office, in consequence, normally automatically recognises an assignment of earnings made known to it. The proportion of an employee’s earnings assigned is retained and paid over to the creditor, after the employee concerned has been informed that the deed of assignment has been presented and is to be complied with by the Office.

2. Attachment of earnings

Attachment of earnings involves measures of national sovereignty which may in principle touch upon the question of Office immunity. However, the sole purpose of this immunity is to ensure that the Organisation is able to function unimpeded and that its employees enjoy complete independence, and not give the latter personal advantage (see Article 19 (1) of the Protocol on Immunities).

In cases of attachment of earnings, therefore, the Office as a general rule waives its immunity regarding enforcement of the attachment order under Article 3 of the Protocol on Immunities in conjunction with Article 3 of the Headquarters Agreement with the Federal Republic of Germany or the Agreement with the Kingdom of the Netherlands concerning the branch at The Hague.
Circular No. 135
(New version dated 14 June 1999)

Recently, application of Circular No. 135 has given rise to some confusion. The version dated 6 August 1984 has therefore been revised.

The new version makes it clear that supplementary activities of any kind (including preparation and travel time), and acceptance of payment for them, can be approved only if they take place outside working hours.

The General Advisory Committee has given a unanimously favourable opinion on the new wording.

The following version, in which the substantive amendments are printed in bold type, takes immediate effect:

**Acceptance of payment by permanent employees of the European Patent Office**

- Regulations supplementing Article 14(2) of the Service Regulations -

(1) Requests for approval of a supplementary activity for which payment is made must be submitted to the President via personnel department.

(2) In the case of supplementary activities of any kind (such as lecturing, teaching or writing), acceptance of payment by the permanent employee will generally be allowed if

- the activity (including any preparation and travel time) takes place outside working hours and
- the Office incurs no costs (eg travel or subsistence expenses) from it.

This also applies to activities directly associated with the permanent employee's official duties or position.

The permanent employee must submit the necessary declarations together with the request for approval.

If the above conditions are not met, but the activity as such has been approved, any remuneration must be surrendered to the Office.

(3) Normal Office duties must not be affected by supplementary activities of the type referred to. For this reason they are permissible only to a limited extent.

Attention is also drawn to the restrictions laid down in Article 16 of the Service Regulations.
N.B.

CA/105/95
(28 November 1995)

**Code of Conduct concerning outside activities of the members of the Boards of Appeal**

The Presidium under Rule 10 (2) EPC adopted the English version of the Code of Conduct concerning outside activities of the members of the Boards of Appeal at the end of November. This Code is intended to assist Members of the Boards of Appeal to decide whether to undertake outside activities.

The text reads as follows:

**The members of the Boards of Appeal of the European Patent Office,**

- recognising the diversity of backgrounds and legal cultures of members, as well as the need to define common standards of behaviour within the judicial institution to which they belong, on the basis of its autonomy,
- having regard to Article 23 (3) of the European Patent Convention of 5 October 1973, and to Articles 14(2), 15(2), 16 and 20(2) of the Service Regulations for permanent employees of the European Patent Office, which provisions together form the basis for the independent standing and corresponding obligations of the members of the Boards of Appeal,
- considering the need to uphold the independence of the members of the Boards of Appeal both as regards the departments of the EPO whose decisions may come under review on appeal and those who may come before the Boards of Appeal, in particular as parties,
- considering the rights of each individual member under the European Convention on Human Rights of 4 November 1950, in particular Article 10 thereof, and
- recognising, as a result of the above, the desirability of a common approach through a self-regulatory mechanism to assist members,

**adopt the following**

**CODE OF CONDUCT**

**Article 1**

**The object and general scope of the Code of Conduct**

The object of this Code of Conduct is to assist members of the Boards of Appeal in clarifying their obligations under the applicable provisions of the EPC and the Service Regulations, in view of their independence and the integrity of their judicial function, a derived from their special status under the European Patent Convention.
The Code of Conduct lays down a voluntary scheme, in itself entailing no sanctions, in recognition of the self-regulatory principle ensuing from Article 23 (3) EPC. The Code offers assistance to members in the understanding that they will avail themselves of it in the spirit of the European Patent Convention and the Service Regulations.

**Article 2**

**The institution and composition of the Advisory Committee**

For the purposes of this Code of Conduct, there shall be set up an Advisory Committee on supplementary activities which may in any way be related to the functions as members of the Boards of Appeal, but which are carried out outside of these function ("outside activities").

The Advisory Committee shall consist of six members of the Boards of Appeal. Two members shall be elected by the members of the Boards of Appeal (including the chairmen) by general election from a list of members of the Boards of Appeal who have declared themselves willing to sit on the Committee. Two further members shall be designated by the chairmen of the Boards of Appeal. The Vice-President shall designate two further members. The Committee shall appoint one of its members as its chairman. The chairman shall have a casting vote.

The designation of members shall take into account the desirability of the range of nationalities being as wide as possible.

For each Committee member a substitute member shall be chosen according to the same rules.

No Committee member shall sit more than 6 years in succession. The Advisory Committee shall itself adopt a procedure to replace its members in a staggered manner so as to satisfy this condition, while also having regard to the need for continuity.

The members of the Advisory Committee are bound by confidentiality.

**Article 3**

**The function of the Advisory Committee**

The Advisory Committee gives opinions upon written requests from members who desire its advice on their own behalf, before deciding whether or not it is appropriate to accept invitations to perform an outside activity or whether to terminate an existing activity, which may fall under Article 16 of the Service Regulations. The Advisory Committee shall also give opinions upon request from the Vice-President.

A member decides independently whether or not to consult the Advisory Committee, which never acts of its own motion.
The Vice-President shall be informed if a member requests advice. He may provide such additional information as he deems relevant and may also give his opinion.

Any member of the Advisory Committee who is personally concerned by the requested advice is disqualified from taking part as a member of the Committee in that particular case.

The written opinion of the Advisory Committee shall be issued to the member concerned and the Vice-President only.

**Article 4**  
**Guiding principles**

**Professional activities**

No member is obliged to accept an outside activity. This implies that all such activities can be declined by the member in question without fear of sanctions.

The members of the Boards of Appeal do not publicly discuss cases which are still pending, whether before the first instance or the Boards of Appeal, nor do they criticise decisions inappropriately. On the other hand, taking part in professional meetings on the legal result of the jurisprudence on a certain point of law or explaining the legal system of the EPC in a neutral and professional manner is acceptable. However, members must at all times be careful not to give opinions which may be seen to be detrimental to their impartiality.

Members of the Boards of Appeal should not do anything which undermines, or may appear to undermine, their independence. In particular, they should not submit to any instructions originating from outside the Boards of Appeal which could have, or be thought to have, an effect on their independence. They should not engage in activities which by their nature or depending upon the circumstances might raise issues of policy of DG3, or of the EPO in patent matters.

**Private activities**

Private activities as a rule are not related to a member's functions within DG 3. Examples of such activities are: religious activities, which are protected through the European Convention on Human Rights, as are activities related to family (participation in school organisations etc), and exercising one's political rights (e.g. voting in one's home country), and other leisure activities without connection to the position as member of the Boards of Appeal.

However, ownership of property may require special attention depending on the circumstances, especially if the ownership entails a directorship or a management position with a profit-making enterprise.
Contacts with the media

Members do not offer themselves as sources to the media. However, if asked to participate, a member must evaluate whether the purpose and conditions are compatible with Article 23 EPC and the Service Regulations, and refrain from doing anything in case of doubt. In particular, they should not give personal opinions on technical or legal matters related to the activities of the Boards of Appeal which are or are likely to be controversial. In any event, the Vice-President should be consulted before a member allows himself to be interviewed by the media, or gives a statement to the media.

Article 5
Introduction of the list of activities

Examples of activities, divided into three different categories/levels of sensitivity, are listed in the annex to this Code of Conduct.

These lists should be understood as giving examples of the most likely types of activities where members may be in demand because of their specific professional background and knowledge.

Article 6
Classes of categories

Class A activities normally pose no problem and, as a rule, do not call for consultation with the Advisory Committee.

Class B activities are more sensitive and give a member cause to consider carefully before engaging in them. In case of doubt the member is recommended to consult the Advisory Committee in advance.

Class C activities are highly sensitive and, as a rule, should not be engaged in by members. As an exception, depending on the circumstances in each case, such activities may however still be considered not detrimental to the member's independence and impartiality. Consultation of the Advisory Committee is highly recommended in these cases.
List of Activities

CLASS A
Lecturing on EPO law and jurisprudence to general audiences (e.g. within the ambit of national patent offices, the patent profession at large, so-called Forum seminars, CEIPI lecturing, WIPO missions). Remuneration is acceptable if the conditions defined in Circular No. 135 of 6 August 1984 to the Service Regulations are fulfilled.

Articles, monographs, commentaries, etc., published for the profession at large.

Debates in professional circles, e.g. lawyers' associations, judges' symposia, seminars on technical specialities.

Member of a board of a non-profit-making organisation or company not involved in a commercial or related activity (e.g. the World Wildlife Fund or a charity).

CLASS B
Commissions from individuals to give lectures for a fee. For example:

- To be invited to one specific pharmaceutical company to lecture on EPO practice may not in itself be sensitive, but a fee could make it so.

- Public debates on topics related to patents. Their sensitivity depends largely on who has issued the invitation and whether the participants are paid other than for their expenses, or if the purpose is to criticise EPO practices or the like.

- Publishing an article in a publication owned by special interest groups may make it a Class B activity, depending on the particular circumstances.

- Non-executive member of a board of a profit-making family enterprise (cf. also below).

CLASS C
Acting as expert, advisor or representative for others in patent matters.

Acting as expert, advisor or representative within other areas of the law where there still could be a connection to the Boards of Appeal.

Holding an executive position or board membership in a profit-making enterprise or in any non-profit making body involved in a commercial or related activity.
Rights and obligations of EPO staff

Certain isolated cases brought to my attention recently oblige me to remind staff that membership of the international civil service brings with it various rights and obligations. These are laid down in Title II of our Service Regulations.

Article 14 ServRegs ("general obligations") requires staff to work and conduct themselves solely with the interests of the Organisation in mind. Article 15 ServRegs sets out the special obligations of members of the boards of appeal. And under Article 16(1) ServRegs staff must refrain from "any act and, in particular, any public expression of opinion which may reflect on the dignity of their office”.

As intellectual property increasingly becomes a mainstream issue in society, individual EPO staff members are often invited to contribute to public events, seminars, forums and the like, or to give their opinions, orally or in writing, on topical issues involving the European Patent Organisation.

To meet this growing public demand for objective information reflecting the Organisation's official views, the Office has set up a number of key bodies and units (such as the Patent Academy, Communication Department, the Issue Management Group and the EPC 2000 Steering Committee) to devise and channel the Office's contributions in this area.

Permission for individuals engaging in such activities is regulated in particular by Articles 14 and 20 ServRegs and Circular 135. It may be withdrawn or, more generally, individuals may be required to discontinue activities which are incompatible with Article 16(1) ServRegs. If they fail to do so, the consequences can be severe (see Article 16(3) ServRegs).

It goes without saying that for EPO staff to contribute to public awareness about complex patent issues is a good thing. Many highly committed staff devote time and energy, even in their leisure hours, to making such contributions. This is recognised and appreciated by the Office and the wider world.

Staff must also realise however that any individual expression of opinion in a public forum that openly attacks a decision taken by the Office or the Organisation (e.g. the Administrative Council) is by definition detrimental to the dignity of their office. Individual staff must refrain from such public criticism, either orally or in writing, because it is incompatible with Article 16(1) ServRegs.

On a final note, this communiqué does not of course in any way call into question the freedom of association guaranteed by Article 30 ServRegs.

Alain Pompidou
President

1 The word 'office', in this context, refers of course to the individual's professional function, not to the EPO as such.
Directive from the President regarding publications
in the name of the Office
(25 October 1996)

1. The following applies to all publications in the name of the Office, such as scientific and legal studies, editorial contributions and comments in newspapers and magazines, and to the dissemination of public portrayals of the Office and its activities:

   - The purpose, content and timing of the planned publication and the arrangements for its distribution must be agreed beforehand with the Public Relations Directorate (Dir. 5.0.1, Mr. Nowak). The consent of Office management may also be required.

2. Modern on-line information and communication services such as the INTERNET or COMPUSERVE open up a whole range of additional publishing facilities. Please therefore note the following:

   - A reasoned request for access to such a service must be submitted to the relevant ISDS department and may be granted only for official purposes. IS is responsible for the technical arrangements and for Office-wide co-ordination.
   - Principal Directorate 5.4 looks after the technical side of the Office's "Home Page" on the INTERNET (HTTP://WWW.EPO.CO.AT/EPO/). Users are not allowed to set up their own "Home Pages".
   - Responsibility for the content of the "Home Page" lies with the Public Relations Directorate, which will liaise with the Directorates-General concerned.
   - Views expressed by staff in on-line discussion forums could be ascribed to the Office. Staff should bear this in mind, seeking clarification from their superiors and, if necessary, Directorate 5.0.1.

I. Kober
President
Circular No. 238
(5 March 1996, 4 September 2013)

Passes

1. **Red passes**

   The planned issue of new red passes by the German Foreign Office in Bonn was first announced in Gazette 10/94. This announcement gave rise to lively discussion in the Office and to extensive correspondence between the President and management on the one hand and the staff representatives on the other. In-depth talks on these passes were held with the staff representatives, and the subject was on the agenda at two General Advisory Committee meetings. The issues have now been resolved.

   After some delay due to production bottlenecks at the printers, the first batch of new passes has now arrived. These will be distributed, following notification from the personnel department, to the several hundred members of staff in Munich and Berlin who ordered them. Under the relevant provisions, all **non-German staff** and non-German family members\(^2\) (minimum age: 16 years) are **entitled to apply** for the pass.

   As the German authorities are generally more familiar with these new identity cards - which was not the case with the black passes, previously the only ones issued - holders should benefit from considerable practical advantages. In certain situations, not having a red pass might even prove a drawback.

2. **Vehicle registration numbers**\(^3\)

3. **Black passes**

   Black passes will continue to be issued by the Office (Article 8(2) of the Headquarters Agreement between the EPO and the Federal Republic of Germany), and existing ones will retain their validity. For **German members of staff**, the black pass remains the **only one** available. As stated above, they cannot be issued with the red pass.

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1 Update of the contact details.
2 read: "... and **their** non-German family members", see letter from the German Foreign Office dated 18 August 1997.
3 Replaced by Circular No. 254:
   The German Foreign Office in Bonn has reviewed the question of allocating special vehicle registration numbers and - contrary to its earlier opinion - has come to the conclusion that EPO staff (like staff at other international organisations in Germany) are not entitled to be allocated BN vehicle registration numbers. The Office has studied this legal advice and come to the conclusion that it must be accepted.
   As a result, BN vehicle registration numbers can unfortunately no longer be allocated. This will not however disadvantage those who already have a BN registration number, since they are not required to reregister their vehicles.
At the Office's instigation, the Foreign Office has said that it will in future be willing to sign the black passes for German staff. However, this will not be compulsory (the staff representatives asked for this to be made clear), and German staff may apply if they wish for signature by the Office. The black passes of non-German staff and family members will in any case be signed by the Office, as the Foreign Office is not prepared to sign black passes in addition to issuing new red ones.
Black passes for non-German family members

In Circular No. 238 dated 5 March 1996, which was drawn up in agreement with the staff representatives, Principal Directorate Personnel announced details of the issue of both the red and the black passes.

Since then, the Munich Local Section has requested that - in contrast to present practice - black passes be issued not only to all staff and non-German family members over 16 years of age as before, but also to German family members and non-Germans under 16.

The present practice is based on the fact that children under 16 are not obliged to carry an identity card (which is why the Foreign Office is not issuing the new red passes to that age group) and that none of the privileges attached to the black pass apply to German family members. This has been expressly confirmed by the Foreign Office in Bonn.

It cannot, however, be denied (and has been maintained by the staff representatives) that some form of identification may be useful from a certain age onwards for non-German family members below the age of 16 who frequently cross the German border on their own. In such cases in the past, the Personnel Department has provided written confirmation of the child’s status.

On receipt of a reasoned request, however, Principal Directorate Personnel will in future issue black passes signed by the Office for non-German family members from the age of 6. Staff interested in obtaining such a pass should submit a request, giving reasons, to the appropriate HR interlocutor.

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1 Update of the contact details.
Criteria for the granting of home loans

With a view to making better use of the funding set aside for home loans, the President in July 1996 asked the General Advisory Committee (GAC) to consider a proposal aimed at giving priority to applications from staff who have not yet already been granted the maximum loan provided for under Article 3(2) of the "Regulations for the Grant of Home Loans".

The issue was discussed at four successive GAC meetings between August and November 1996 without the Committee being able to arrive at a unanimous opinion. The only solution acceptable to the GAC members appointed by the Staff Committee would involve increasing the amount of funding set aside in the budget.

This funding - which requires Administrative Council approval - has been set at DEM 18.55m for 1997 and DEM 13.8m from 1998 onwards. This gradual discontinuation of further funding will mean that in future the system will be funded only from repayments on existing loans. This solution was adopted by way of a compromise because it was acceptable to the delegations, who had initially favoured doing away with the home loans scheme altogether.

Before considering the possibility of abandoning this compromise, the President felt it was essential to gain a clear picture of actual need. An initial study showed that the annual rise in the number of applications was attributable in part to the fact that a growing number of staff who had already paid off an initial loan were applying again in order to purchase another property or refurbish an existing one.

To use home loans in this way - as a source of permanent and renewable credit - runs counter to the purpose of the scheme and penalises first-time applicants. The President's proposal was therefore intended to establish criteria for the granting of loans that were more in line with the scheme's purpose, which is to help staff entering the property market at their place of employment.

It is regrettable that the staff representatives do not share this concern, but the President feels it is his responsibility to ensure that priority be given to staff taking advantage of the home loans scheme for the first time.

For this reason, in line with the objectives of the home loans scheme - as re-affirmed in CA/22/88 and CA/62/88 - and in application of the provisions of Article 12(1) of the Regulations for the Grant of Home Loans, and having consulted the "General Advisory Committee and the Home Loans Committee", the President has adopted the following directives:
Rule 1
Priority criteria

The following priorities shall apply when applications for home loans are processed:

First priority:
Applications for loans to finance a main residence at the place of employment, provided the total amount of loans granted by the Office does not exceed the maximum provided for in Article 3(2) of the Regulations for the Grant of Home Loans.

Second priority:
Applications for loans to finance a retirement residence, provided the total amount of loans granted by the Office does not exceed the maximum provided for in Article 3(2) of the Regulations for the Grant of Home Loans.

Third priority:
Applications to reborrow to finance a main residence at the place of employment and for an amount equal to or less than the sum repaid following disposal of the property in respect of which a loan had been granted by the Office.

Fourth priority:
Applications to reborrow to finance a retirement residence and for an amount equal to or less than the sum repaid following disposal of the property in respect of which a loan had been granted by the Office.

Fifth priority:
All other applications.

Rule 2
Procedure for applying priorities

Between 1 January and 30 September, first-priority applications which have been approved by the Home Loans Committee will be processed in the order submitted. From 1 October, funding still available for the current accounting period will only be paid out in respect of applications for which payment can be made before the end of that period and in accordance with the above priorities.

Rule 3
Transitional measure

The criteria used for the granting of home loans in 1996 will continue to apply to applications submitted and registered before 20 January 1997.
Rule 4
Transfer of loans

In application of Article 6(5) of the Regulations for the Grant of Home Loans an employee disposing of a property financed with a loan from the Office in order to acquire a new one may be authorised to transfer the amount of loan outstanding on the first property to the second. Such cases, which have no effect on the budget funding available, do not fall within the above priorities.

Rule 5
Date of effect

These directives apply to all applications still awaiting a decision on whether to grant a loan.
Guidelines on personal files for EPO employees

1. General

1.1 For the purposes of these guidelines, a personal file shall be the file referred to in Article 32 of the Service Regulations (ServRegs). Documents not subject to that article, such as those relating to duty travel, annual leave, sick leave, home leave, home loans, overtime and internal job applications, as well as other general correspondence, shall be stored separately.

1.2 Responsibility for administration of personal files shall rest with the Personnel Department.

1.3 Authority to consult the personal file of a current or former employee shall be the strictly personal right of its subject or his successors in title. Unless the legitimate interests of the Office dictate otherwise, a third person may, at the written request of the current or former employee or one of his successors in title, be authorised in a specific case to consult all or part of the personal file in question (or to take part in the consultation).

1.4 The right to examine documents contained in a personal file for official purposes shall be strictly reserved to persons who, by virtue of the duties they perform within the Office, legitimately have the need to do so. Such examinations shall be restricted to those documents which are relevant to the stated official purposes.

1.5 Any person authorised to consult another person's personal file or to examine the documents it contains is obliged to respect confidentiality in the use of any information thus obtained.

If said person is subject to the Service Regulations, failure to comply with this obligation will be viewed as professional misconduct within the meaning of said regulations.

For any other person, authorisation to consult a personal file or to examine the documents it contains may be granted only after said person has given a written undertaking to respect the confidentiality of the information thus obtained and has acknowledged receipt of the text of the present guidelines.

1.6 The Personnel Department shall maintain both a register recording the persons authorised to consult personal files and an automated self-registering audit trail of personal file access. The audit trail shall record the time and date of the consultation, the identity of the person consulting the personal file and the section consulted. Individual staff may view the
register of persons authorised to consult their personal file. The audit trail for their personal file shall be available to staff for individual consultation in the Personnel Department.

1.7 The Personnel Department shall be responsible for producing and certifying paper copies of documents in the personal file at the request of the employee concerned or for the internal administrative procedures of the Personnel Department. Paper copies may only be made for official purposes by the Personnel Department and shall be destroyed once they have served their purpose.

1.8 An employee may request to have documents added to his file.

1.91 The personal file shall be stored electronically. Every member of staff may view his personal file via a personal access facility from any workstation located within the EPO. All other means of access shall be restricted to workstations either located within the Personnel Department area or to other workstations as authorised for a limited period of time by the Personnel Department. The EPO Data Protection Guidelines shall apply.

2. **Structure of personal files**

The personal file shall be divided into four sections (A/B/C/D) and shall be administered by the Personnel Department in a standard format and arranged by document date in chronological order.

<table>
<thead>
<tr>
<th>Section A Recruitment</th>
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</thead>
<tbody>
<tr>
<td><strong>Document</strong></td>
</tr>
<tr>
<td>Relevant job application documents (application form, CV, proof of previous work experience, diploma)</td>
</tr>
<tr>
<td>Evidence of nationality</td>
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<tr>
<td>Certificate of good conduct or equivalent declaration</td>
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<tr>
<td>Evidence of military or comparable service or declaration of exemption</td>
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<tr>
<td>Proof of physical fitness under Article 8(d) ServRegs</td>
</tr>
<tr>
<td>Offer of post and related correspondence</td>
</tr>
<tr>
<td>Calculation of experience for recruitment level and promotion</td>
</tr>
<tr>
<td>Decision (and any subsequently amended decision) on place of home leave and place of recruitment, including evidence</td>
</tr>
<tr>
<td>Certificate of recruitment</td>
</tr>
<tr>
<td>Acceptance letter</td>
</tr>
<tr>
<td>Contract signed by both parties (for contract staff only)</td>
</tr>
<tr>
<td>Other documents relevant to recruitment</td>
</tr>
</tbody>
</table>

1 Amended by decision of the President from 28 January 2014.
### Section B
**Assignment and administrative status**

<table>
<thead>
<tr>
<th>Document</th>
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<tbody>
<tr>
<td>Decision on probationary period</td>
</tr>
<tr>
<td>Letter and certificate confirming appointment and calculation of seniority</td>
</tr>
<tr>
<td>Letter and certificate confirming promotion and calculation of incremental step on promotion</td>
</tr>
<tr>
<td>Decision to grant acting allowance</td>
</tr>
<tr>
<td>Decision to grant language allowance</td>
</tr>
<tr>
<td>Decision on internal transfer and transfer to another EPO location</td>
</tr>
<tr>
<td>Extension of contract</td>
</tr>
<tr>
<td>Part-time work and return to full-time work</td>
</tr>
<tr>
<td>Parental, family and unpaid leave and request to remain in the EPO social security system</td>
</tr>
<tr>
<td>Administrative status and secondment</td>
</tr>
<tr>
<td>Administrative findings of the Medical Committee</td>
</tr>
<tr>
<td>Reintegration</td>
</tr>
<tr>
<td>Instructions relating to conduct in service</td>
</tr>
<tr>
<td>Approval of supplementary activities</td>
</tr>
<tr>
<td>Decisions on disciplinary matters</td>
</tr>
<tr>
<td>Termination of service - letters and decisions (dismissal, resignation, retirement, invalidity, end of contract)</td>
</tr>
<tr>
<td>Other documents relevant to assignment and administrative status</td>
</tr>
</tbody>
</table>

### Section C
**Remuneration, allowances**

<table>
<thead>
<tr>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family certificates (e.g. birth certificate, marriage certificate/certificate of registered partnership, childbirth certificate, divorce certificate) and decision under Article 69 ServRegs</td>
</tr>
<tr>
<td>Death certificate</td>
</tr>
<tr>
<td>Bank loan declaration</td>
</tr>
<tr>
<td>Decision to grant expatriation allowance</td>
</tr>
<tr>
<td>Decision on inward transfer of pension rights to EPO</td>
</tr>
</tbody>
</table>
Declaration relating to EPO death insurance
Document concerning change of name
*Documents relevant to the Salary Savings Plan
Other documents relevant to remuneration and allowances
*Inserted by decision of the President

### Section D
Probation and staff reports, evidence of training and other documents relevant to promotion

<table>
<thead>
<tr>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff reports (probation, full, simplified)</td>
</tr>
<tr>
<td>Written warnings associated with staff reports</td>
</tr>
<tr>
<td>Evidence of training (including language certificates etc.)</td>
</tr>
<tr>
<td>Additional diplomas (after entry into service)</td>
</tr>
<tr>
<td>Suggestion scheme awards</td>
</tr>
<tr>
<td>Other documents relevant to probationary period, reporting, training, promotion</td>
</tr>
</tbody>
</table>

3. **Electronic system**

3.1 The documents recorded in the electronic personal file shall be listed in a table of contents arranged in date order (YYYY-MM-DD) and shall be assigned to one of the sections (A/B/C/D). The number of pages and a description shall be indicated for each document.

3.2 Apart from documents relating to Article 96 ServRegs, documents deleted from the personal file shall follow an audit trail.

3.3 Original paper documents for inclusion in the personal file shall be returned to the employee after scanning. If original documents relating to education and previous employment are needed again for official purposes, the employee may be asked to re-submit them to the Personnel Department.

3.4 The electronic system and any access authorisations shall be registered with the Data Protection Officer.

4. **Retention period**

Electronic personal files shall be retained permanently. Back-up copies of scanned files shall be maintained by the Information Management Department and shall be treated with the highest level of confidentiality.
5. **Transitional provisions**

(a) These guidelines shall apply to new files. Old files shall be converted to the electronic system within a period of two years from the entry into force of these guidelines.

(b) During the transitional phase, the scanning of old files shall take place step by step on a monthly basis. During that phase, staff for whom the files have already been converted shall be asked by the Personnel Department to access their electronic personal file to verify and confirm its contents. A reasonable amount of time shall be granted for this purpose. The original documents shall be returned to the employee after confirmation that the electronic version can replace the original paper file.

(c) As long as a paper personal file has not been converted to an electronic personal file, the provisions of Circular No. 262 in the version that entered into force on 1 January 2001 shall remain applicable to that file.

(d) Documents shall be scanned and numbered in batches for each of the sections A/B/C/D.

6. **Entry into force**

These guidelines shall enter into force on 1 January 2008.

Curt Edfjäll  
Vice-President DG 4
Circular No. 266
(14 November 2001, 30 July 2015¹, 1 January 2019)

Procedure to be followed and criteria to be applied for assessing the degree of reliance on long-term care pursuant to Article 83b of the Service Regulations for permanent and other employees of the European Patent Office and Rule 11 of its Implementing Rules

Preamble
These rules are laid down pursuant to Article 83b of the Service Regulations for permanent and other employees of the European Patent Office and Rule 11 of its Implementing Rules, following consultation of the General Consultative Committee. The criteria are based on a proposal from the external manager of the scheme.

Part I
Definitions

For the purposes of these rules:

"the EPO" means the European Patent Office

"the application" means a form for applying for benefits under the long-term care insurance scheme referred to in Article 83b of the Service Regulations and the Implementing Rules thereto;

"the assessment form" means a form for assessing the degree of reliance on long-term care, to be completed, dated and signed by the insured person's personal physician;

"the external manager" is the company entrusted with the handling of the medical side of the scheme, i.e. responsible for processing applications and giving opinions on the required level of care;

"the medical adviser" means the doctor acting on behalf of the external manager who, in carrying out his duties, is to be considered as an Office medical adviser;

"dependants" means dependent children within the meaning of Article 69 of the Service Regulations and other dependants within the meaning of Article 70 of the Service Regulations.

¹ See CA/D 10/14 Article 61 and 62.
Part II
Procedure

1. The following shall be entitled to file an application:
   (i) an employee or a former employee on his/her own behalf and/or on
       behalf of his/her spouse or former spouse and dependants;
   (ii) a former spouse on his/her own behalf;
   (iii) an insured person only where the employee is deceased.

2. The application shall be made using the prescribed form and shall be dated and signed by one of the persons referred to in paragraph 1 above. The person signing the application shall at all times be responsible for any statements made therein.

3. The application may be sent either to the EPO or direct to the external manager, which shall then inform the EPO.

4. An assessment form shall be forwarded to the person making the application.

5. The assessment form shall be completed, dated and signed by the insured person's personal physician, who shall indicate, by placing a tick in the appropriate box, the extent to which the patient is able to perform the said activities without the assistance of a third person.

6. The assessment form shall be returned to the medical adviser accompanied by all the relevant medical information, documents, results and reports concerning the physical or mental examinations of the insured person and indicating clearly the diagnosis and state of health of said person.

7. An applicant pursuant to paragraph 1 above shall be entitled, if he/she so wishes, to send the application accompanied by the assessment form and the relevant medical reports to the medical adviser direct.

8. The application shall only be considered to be complete when the application form, the assessment form and all the relevant medical documents and reports referred to in the assessment form have been filed.

9. The medical adviser, in assessing the forms and reports, shall have the right, whenever he considers it appropriate, to seek clarification or verify the condition and level of care required by the insured person on whose behalf the application is being made, to check whether the forms have been correctly filled in, to ask for and make use of specialist medical documents, results and reports, and to require an appointment for a visit and/or medical examination of the insured person at his/her place of residence or elsewhere.

10. The rights described in paragraph 9 above shall always be exercised in cases where the application is signed personally by a former spouse.

11. When the external manager has all the necessary information, it shall examine whether the criteria corresponding to the level of dependence
are satisfied, and shall communicate to the EPO its opinion indicating the proposed level of benefits, if any, to be granted.

12. The EPO reserves the right to have applications reassessed on a random basis by an independent expert.

13. Entitlement to long-term care benefits shall be decided by the President of the EPO, on a proposal from the external manager and, where applicable, on the basis of the assessment of an independent expert. The decision shall identify the degree of reliance on long-term care and be communicated to the applicant together with the external manager's assessment.

14. The external manager's assessment shall indicate the degree of reliance on long-term care and an approved period for which the care in question shall be granted. The assessment shall also communicate a date by which a review of the degree of reliance on long-term care is to take place, sometime towards the end of the approved period. If the applicant wishes payment of long-term care benefits to continue after the approved period ends, it is advised to make an application to this effect well in advance (at least 5 months) of the review date communicated. If no such application is made, payment will automatically end when the approved period ends.

15. The external manager reserves the right to conduct a follow-up check at any time during the approved period. This involves checking again whether the criteria for the level of care being provided continue to be met and informing the EPO, on the basis of its latest examination, to what extent the level of care needs to be adjusted. If applicable, the level of benefits will be adjusted accordingly.

16. The long-term care benefits shall be paid retroactively from the date on which the degree of reliance on long-term care is established, but in no case from a date earlier than three months prior to the date on which a complete application within the meaning of paragraph 8 is filed. The insured person shall retain all documents, medical or otherwise, relevant for the purpose of establishing the date on which the circumstances giving rise to reliance on long-term care commenced and shall present them to the medical adviser.

Part III
Criteria for insured persons aged 14 years and over

1. Introduction

(1) For the purpose of assessing the degree of reliance on long-term care, the ability of the insured person to take care of himself independently and to perform certain everyday and housekeeping activities, with or without assistance, help or care provided by a third person, shall be examined.

(2) The assessment involved shall focus on the ability of the insured person to perform 11 activities, of a physical and cognitive nature, divided into three categories, as follows:
(a) Category 1: Ability to perform basic everyday activities
(b) Category 2: Cognitive capacity
(c) Category 3: Ability to perform basic housekeeping activities.

2. Categories

For the purposes of these criteria:

(1) Category 1 ("basic everyday activities") shall comprise five activities, defined as follows:

(a) Mobility: means transferring, moving inside the home and moving outside the home. Transferring means the ability to move in and out of a chair or bed and includes the use of a walking stick, Zimmer frame or other support.
(b) Dressing: means putting on and removing clothes, but not tying shoelaces
(c) Washing: means personal hygiene activities, including use of a washbasin, showering or bathing, brushing of teeth, combing of hair and shaving
(d) Eating and drinking: means intake of food and drink, but not including cooking
(e) Use of WC: means bowel movement and passing water.

(2) Category 2 ("cognitive capacity") shall comprise two elements, defined as follows:

(a) The ability to conduct one's daily life without the need for supervision means the patient is aware of possible danger or of dangerous situations posing a threat to his/her physical integrity and/or that of others. Supervision may be required for activities such as turning off taps, safe use of electrical equipment without danger of electrocution, safe use of natural gas including heating appliances and/or oven and going outside.
(b) The capacity to communicate with others may include physical elements, such as reduced hearing and/or vision, but only if and to the extent that these physical problems cannot be compensated for by appliances and/or other aids and the patient requires assistance from a third person in order to be able to communicate.

(3) Category 3 ("basic housekeeping activities") shall consist of four activities relating specifically to the insured person and excluding any help required for other family members or persons, defined as follows:

(a) Preparing meals
(b) Cleaning the home
(c) Washing and ironing clothes
(d) Shopping for basic items and necessities, including food.

3. Ability to perform the activities in each category

In order to assess the ability of the insured person to perform the activities in Categories 1 to 3 defined in Part III 2. above, the personal physician shall
indicate (by means of a tick in the appropriate box on the assessment form) the extent to which the insured person is able to perform the said activities without assistance, help or care provided by a third person, by reference to the situations indicated below. Only one situation per activity may apply.

(1) For Category 1:

(a) The patient is able to perform the activity without the help of a third person, and does so spontaneously without requiring assistance.
(b) The patient is physically able to perform the activity without the help of a third person, but has to be encouraged to do so.
(c) The patient is to some degree physically unable to perform the activity, and needs help from a third person. The help may be physical and may include encouragement to act.
(d) The patient is wholly unable to perform the activity and needs the full support of a third person. Where mechanical or other devices allow the insured person to perform the activities mentioned, including independently transferring, he shall be considered able to perform that activity without assistance or, depending on the circumstances, with partial assistance only. The devices referred to shall include a walking stick, Zimmer frame, wheelchair, crutches, artificial limb, orthopaedic soles or shoes, callipers, support stockings, orthopaedic corset and special lavatory seat, but not alterations to the home, such as installation of a special elevator or special bath.
For each of the mobility sub-activities, including transferring and moving around inside and outside the home, the personal physician shall indicate in the appropriate box on the assessment form, using the above scale from A to D, the ability to perform each of the sub-activities specified.

(2) For Category 2:

(a) No help from third person(s) is required
(b) The patient requires supervision or help from a third person up to three times a day
(c) The patient requires supervision or help more than three times a day.

(3) For Category 3:

(a) No help from third person(s) is required
(b) The patient is unable to perform the activity without the help of third person(s).

4. Time allocation for each activity in each category

For the purpose of estimating the number of hours of non-medical assistance and/or help and/or care required, the medical adviser shall indicate a fixed standard amount of time (number of minutes per day) required for each activity, in accordance with the tables below:
(1) For Category 1:

<table>
<thead>
<tr>
<th>Category 1</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility*</td>
<td>-</td>
<td>10 min.</td>
<td>20 min.</td>
<td>40 min.</td>
<td>&quot;Transferring&quot;**</td>
</tr>
<tr>
<td>Dressing</td>
<td>-</td>
<td>5 min.</td>
<td>10 min.</td>
<td>20 min.</td>
<td></td>
</tr>
<tr>
<td>Washing</td>
<td>-</td>
<td>15 min.</td>
<td>30 min.</td>
<td>60 min.</td>
<td></td>
</tr>
<tr>
<td>Eating &amp; drinking</td>
<td>-</td>
<td>15 min.</td>
<td>45 min.</td>
<td>80 min.</td>
<td></td>
</tr>
<tr>
<td>Use of WC</td>
<td>-</td>
<td>10 min.</td>
<td>20 min.</td>
<td>45 min.</td>
<td></td>
</tr>
</tbody>
</table>

* The maximum time allocation for mobility shall amount to 40 minutes.
** No standard time is indicated for "moving around inside/outside the home". The medical adviser will make his own assessment of the insured person's overall mobility.

(2) For Category 2:

<table>
<thead>
<tr>
<th>Category 2</th>
<th>A</th>
<th>B</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervision</td>
<td>-</td>
<td>30 min.</td>
<td>60 min.</td>
</tr>
<tr>
<td>Communication</td>
<td>-</td>
<td>30 min.</td>
<td>60 min.</td>
</tr>
</tbody>
</table>

(3) For Category 3:

<table>
<thead>
<tr>
<th>Category 3</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparing meals</td>
<td>-</td>
<td>30 min.</td>
</tr>
<tr>
<td>Cleaning of the home</td>
<td>-</td>
<td>30 min.</td>
</tr>
<tr>
<td>Washing and ironing of own clothes</td>
<td>-</td>
<td>30 min.</td>
</tr>
<tr>
<td>Shopping (basic items such as food)</td>
<td>-</td>
<td>20 min.</td>
</tr>
</tbody>
</table>

5. Overall assessment and final recommendation as to the level of care needed

In determining the level of benefits to be paid to the insured person, the following criteria shall be taken into account:

(a) Level 1

The insured person requires help in connection with at least three of the seven activities/abilities mentioned in Categories 1 and 2, with the proviso that:

(i) "Mobility" in Category 1 shall be considered to be one activity only.
(ii) In Category 1, indications under at least C or D shall be required. If "mobility" is indicated, it must relate to "transferring".
(iii) In Category 2, indications under B or C shall be required.
(iv) The period for which care is required shall be at least six months.
(v) The total amount of time allocated in accordance with the standard
tables for Categories 1, 2 and 3 together shall amount to at least 120 minutes a day (equalling 60 hours a month).

(b) **Level 2**

The insured person requires help in connection with at least four of the seven activities and abilities mentioned in Categories 1 and 2, with the proviso that:

(i) The criteria mentioned in 5(a)(i), (ii), (iii) and (iv) above shall be satisfied.

(ii) The total amount of time allocated in accordance with the standard tables for Categories 1, 2 and 3 together shall amount to at least 240 minutes a day (equalling 120 hours a month).

(c) **Level 3**

The insured person requires help in connection with at least five of the seven activities and abilities mentioned in Categories 1 and 2, with the proviso that:

(i) The criteria mentioned in 5(a)(i), (ii), (iii) and (iv) above shall be satisfied.

(ii) The total amount of time allocated in accordance with the standard tables for Categories 1, 2 and 3 together shall amount to at least 360 minutes a day (equalling 180 hours a month).

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Part IV

**Criteria for children**

Assessing children under the EPO's long-term care insurance scheme – a guide for medical advisers

This is a guide on how to evaluate child assessment forms.

A child is defined as an insured person up to their fourteenth birthday.

As in the case of insured persons aged 14 years and over, the system provides for three needs-related levels of long-term care. In the case of children over the age of three, an exceptionally high level of care can be granted under the hardship provision. The need for long-term care must apply for at least six months.

The level of care required is calculated by establishing the difference between the average age-related ability level of a healthy child (see Categories 1 and 2 below) and the ability level of the child in question, and working out how much extra time it takes every day to address that difference.

This type of assessment can only be made for children aged 18 months or over. Even healthy children under that age do not generally have the abilities assessed in Categories 1 and 2. Infants and young children are not independent in any aspect of daily life. The younger the child, the more difficult it is to assess on the basis of the ability level the level of care required above and beyond what an infant or young child would need under normal circumstances. Children have to
reach a certain age before it is possible to ascertain how much special help and care they need, based on the deviation from the degree of independence one would normally expect at that age.

This is why infants up to the age of 18 months who require an exceptionally high degree of help are regarded as a group unto themselves and will be assigned level 1 support if needed. This presupposes that they have been diagnosed accordingly with e.g. major problems with eating and drinking. Examples for a diagnosis are a cleft lip, a cleft palate, cerebral palsy, coronary defects.

Category 3 of the assessment for insured persons aged 14 years and over is not taken into consideration when assessing the level of care required by children because in this regard the complete dependence of children on others is taken for granted in the EPO member states.

1. Age-related ability levels

Healthy children reach physiological milestones at certain ages. The following tables indicate the average ability levels according to age for mobility, dressing, washing, eating and drinking, using the WC, as well as for awareness of dangers and communication.

**Category 1**

Abilities of a healthy child to perform basic everyday activities

(a) Mobility

Transferring and moving around inside the home

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 12 months*</td>
<td>D</td>
</tr>
<tr>
<td>12 to 18 months</td>
<td>C</td>
</tr>
<tr>
<td>18 to 30 months (2.5 years)</td>
<td>B</td>
</tr>
<tr>
<td>From 2.5 years</td>
<td>A</td>
</tr>
</tbody>
</table>

* If child could theoretically be assigned into two categories, e.g. if a child is exactly 12 months old, it is assigned to the next higher category, i.e. 12 to 18 months. This logic applies to all tables referring to age-related abilities.

In the case of moving around outside the home, it is assumed that assistance is required in the case of all children under seven years of age because they need to be supervised (level D). The maximum time allocation for mobility is 40 minutes.
(b) **Dressing**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 18 months</td>
<td>D</td>
</tr>
<tr>
<td>18 to 36 months (3 years)</td>
<td>C</td>
</tr>
<tr>
<td>3 to 5 years</td>
<td>B</td>
</tr>
<tr>
<td>From 5 years</td>
<td>A</td>
</tr>
</tbody>
</table>

(c) **Washing**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 24 months (2 years)</td>
<td>D</td>
</tr>
<tr>
<td>2 to 4 years</td>
<td>C</td>
</tr>
<tr>
<td>4 to 7 years</td>
<td>B</td>
</tr>
<tr>
<td>From 7 years</td>
<td>A</td>
</tr>
</tbody>
</table>

(d) **Eating and drinking**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 18 months</td>
<td>D</td>
</tr>
<tr>
<td>18 to 30 months (2.5 years)</td>
<td>C</td>
</tr>
<tr>
<td>2.5 to 6 years</td>
<td>B</td>
</tr>
<tr>
<td>From 6 years</td>
<td>A</td>
</tr>
</tbody>
</table>

(e) **Use of WC**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 24 months (2 years)</td>
<td>D</td>
</tr>
<tr>
<td>2 to 4 years</td>
<td>C</td>
</tr>
<tr>
<td>4 to 6 years</td>
<td>B</td>
</tr>
<tr>
<td>From 6 years</td>
<td>A</td>
</tr>
</tbody>
</table>

**Definitions**

- **A** = the child is able to perform the activity *without any help whatsoever* and without having to be encouraged to perform it
- **B** = the child is able to perform the activity *without help*, but must be *asked and encouraged* to perform it
- **C** = the child can perform the activity *only partly without help*, and needs either physical help or comprehensive guidance, i.e. direction and demonstration of the individual steps involved
**D** = the child is completely reliant on help to perform the activity, and needs comprehensive physical help and/or guidance and supervision

**Category 2**
Cognitive capacity of a healthy child

(a) **Ability to recognise dangers and risks in everyday situations and to be left unsupervised for a long period during the day without risk of self-harm or harming others**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 3 years</td>
<td>C</td>
</tr>
<tr>
<td>3 to 6 years</td>
<td>B</td>
</tr>
<tr>
<td>From 6 years</td>
<td>A</td>
</tr>
</tbody>
</table>

(b) **Capacity to communicate with others**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of physiological ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 12 months</td>
<td>C</td>
</tr>
<tr>
<td>1 to 4 years</td>
<td>B</td>
</tr>
<tr>
<td>From 4 years</td>
<td>A</td>
</tr>
</tbody>
</table>

**Definitions**

A = **No help** required  
B = **Intermittent supervision** or help required  
C = **Constant supervision** or help required

**Time allocation for each activity in each category**

For the purpose of estimating the number of hours of non-medical assistance and/or help and/or care required, the medical adviser shall indicate a fixed standard amount of time (number of minutes per day) required for each activity, in accordance with the tables below:

For **Category 1**:

<table>
<thead>
<tr>
<th>Category 1</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Mobility: Transferring</td>
<td>-</td>
<td>5 min.</td>
<td>10 min.</td>
<td>15 min.</td>
</tr>
<tr>
<td>a) Mobility: Moving around inside the home</td>
<td>-</td>
<td>5 min.</td>
<td>10 min.</td>
<td>15 min.</td>
</tr>
<tr>
<td>a) Mobility: Moving around outside the home</td>
<td>-</td>
<td>5 min.</td>
<td>10 min.</td>
<td></td>
</tr>
<tr>
<td>b) Dressing</td>
<td>-</td>
<td>5 min.</td>
<td>10 min.</td>
<td>20 min.</td>
</tr>
</tbody>
</table>
c) Washing - 15 min. 30 min. 60 min. 
d) Eating and drinking - 15 min. 45 min. 80 min. 
e) Use of WC - 10 min. 20 min. 45 min. 

For Category 2:

<table>
<thead>
<tr>
<th>Category 2</th>
<th>A</th>
<th>B</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Supervision</td>
<td>-</td>
<td>30 min.</td>
<td>60 min.</td>
</tr>
<tr>
<td>b) Communication</td>
<td>-</td>
<td>30 min.</td>
<td>60 min.</td>
</tr>
</tbody>
</table>

2. **Determining the level of extra care required by a sick and/or disabled child**

The level of extra care required is determined on the basis of the **Table for assessing the extra care needed by a sick and/or disabled child** below and the child assessment form completed by the child's personal physician.

The extra care required is the difference between the physiological ability level of the sick and/or disabled child and that of a healthy child of the same age.

When completed, the table provides an overview of the ability levels assessed in Category 1 (a) to (e) and Category 2 (a) and (b).

"Mobility" in Category 1 shall be considered to be one activity only. Even healthy children under seven years of age need help when moving around outside the home, but they do not have regular medical appointments and therapy sessions over an indefinite period. Where a child under seven years of age has to attend such appointments, due consideration must be taken of the time this takes. If, from the time a child is seven (age at which healthy children start to be independently mobile), help in getting to school is required, this too should be taken into consideration.
Table for assessing the extra care needed by a sick and/or disabled child

<table>
<thead>
<tr>
<th>Category 1 activity</th>
<th>(I.) Age-related ability level / time allocated* for a healthy child</th>
<th>(II.) Ability level / time allocated* for the child requiring long-term care</th>
<th>(IV.) Difference in time allocation*</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Mobility</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
<tr>
<td>Transferring</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Mobility</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
<tr>
<td>Moving around indoors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Moving around outdoors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Dressing</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
<tr>
<td>c) Washing</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
<tr>
<td>d) Eating and drinking</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Using the WC</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category 2 activity</th>
<th>(I.) Age-related ability level / time allocated* for a healthy child</th>
<th>(II.) Ability level / time allocated* for the child requiring long-term care</th>
<th>(IV.) Difference in time allocation*</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Awareness of dangers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Communication</td>
<td>/</td>
<td>/</td>
<td></td>
</tr>
</tbody>
</table>

(III.) No. of activities where there is a difference
(V.) Total of differences in time allocations
(VI.) Level of care

* "Time allocation" as indicated in the section Time allocation for each activity in each category

3. **Level of care required**

In assessing the level of care required by children, the following criteria apply:

**Level 1 support**

The child in question is less able than a healthy child of the same age with regard to at least three of the seven activities and abilities mentioned in Categories 1 and 2

(i) "Mobility" in Category 1 shall be considered to be one activity only with a maximum time allocation of 40 minutes.
(ii) In Category 1, indications under at least C or D shall be required. If "mobility" is indicated, it must relate to "transferring".
(iii) In Category 2, indications under B or C shall be required.
(iv) The period for which care is required shall be at least six months.
(v) The total amount of extra time allocated* shall amount to at least 80 minutes a day (i.e. 40 hours a month).

**Level 2 support**

The child in question is less able than a healthy child of the same age with regard to at least **four** of the seven activities and abilities mentioned in Categories 1 and 2

(i) Criteria (i), (ii), (iii) and (iv) for Level 1 support must be met.
(ii) The total amount of extra time allocated* shall amount to at least 160 minutes a day (i.e. 80 hours a month).

**Level 3 support**

The child in question is less able than a healthy child of the same age with regard to at least five of the seven activities and abilities mentioned in Categories 1 and 2

(i) Criteria (i), (ii), (iii) and (iv) for Level 1 support must be met.
(ii) The total amount of extra time allocated¹ shall be at least 240 minutes a day (i.e. 120 hours a month).

4. **Sample calculation**

*Case: child aged 6.5 years, microcephaly, ataxia, dysphagia, double incontinence*

- The child’s personal physician completes the child assessment form:

---

¹ Differences in absolute time allocation (＝ time allocation for a child requiring long-term care minus the time allocation for a healthy child) according to the Category 1 and 2 standard tables.
Basic everyday activities (Category 1)  

<table>
<thead>
<tr>
<th></th>
<th>Child's abilities</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Mobility</td>
<td>Transferring</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Moving around indoors</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moving around outdoors</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Dressing</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>c) Washing</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>d) Eating and drinking</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>e) Use of WC</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

Basic cognitive abilities (Category 2)  

<table>
<thead>
<tr>
<th></th>
<th>Child's abilities</th>
<th>A</th>
<th>B</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Ability to recognise dangers and risks in everyday situations, and to be left unsupervised for a long period of the day without risk of self-harm or harming others</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>b) Capacity to communicate with others</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

With due regard to section 2, Determining the level of extra care required pursuant to Category 1 (a) to (e) and Category 2 (a) and (b), the medical adviser, having examined with a critical eye the ability levels indicated on the assessment form based on the physician's diagnosis, also indicated in the latter’s own words on the form, and resulting illness- or disability-related limitations and additional resources required, enters:

I. the age-related average ability level and time allowance in minutes in the case of a healthy 6.5 year-old child

and

II. the illness- or disability-related ability level indicated in the assessment form and the related time allocation in the case of the child in question

in the table for assessing the extra care needed.

III. He/she calculates the number of activities for which the ability of the child in question is lower than that of a healthy child of the same age (if the number is < 3, long-term care is not needed; see section 3, Level of care required)

IV. He/she calculates the difference in time allocations for (I) and (II).

V. He/she calculates the total difference in time allocation.
VI. He/she consults section 3, Level of care required to ascertain the appropriate level of care.

Table for assessing the extra care needed by a sick and/or disabled child

<table>
<thead>
<tr>
<th>Category 1 activities</th>
<th>(I.) Age-related ability level / time allocated* for a healthy child</th>
<th>(III.) Ability level / time allocated* for the child requiring long-term care</th>
<th>Difference in time allocation*</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Mobility Transferring</td>
<td>A / 0</td>
<td>B / 10</td>
<td>10</td>
</tr>
<tr>
<td>a) Mobility Moving around indoors</td>
<td>A / 0</td>
<td>B / 10</td>
<td>10</td>
</tr>
<tr>
<td>a) Mobility Moving around outdoors</td>
<td>D / 40</td>
<td>D / 40</td>
<td>0</td>
</tr>
<tr>
<td>b) Dressing</td>
<td>A / 0</td>
<td>C / 10</td>
<td>10</td>
</tr>
<tr>
<td>c) Washing</td>
<td>B / 15</td>
<td>C / 30</td>
<td>15</td>
</tr>
<tr>
<td>d) Eating and drinking</td>
<td>A / 0</td>
<td>C / 45</td>
<td>45</td>
</tr>
<tr>
<td>e) Use of WC</td>
<td>A / 0</td>
<td>C / 20</td>
<td>20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category 2 activities</th>
<th>(III.) No. of activities where there is a difference</th>
<th>(V.) Total of differences in time allocations</th>
<th>(VI.) Level of care</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Awareness of danger</td>
<td>A / 0</td>
<td>C / 60</td>
<td>60</td>
</tr>
<tr>
<td>b) Communication</td>
<td>A / 0</td>
<td>B / 30</td>
<td>30</td>
</tr>
</tbody>
</table>

7 200 2

* "Time allocation" as indicated in the section *Time allocation for each activity in each category*
Part V
Hardship provision

To be classified as a hardship case, i.e. one requiring an exceptionally high level of care, the following criteria must be fulfilled:

1. The criteria for Level 3 support must be fulfilled.

2. Constant supervision by a physically present carer is required at all times because there is a high probability that the insured person's considerable degree of restless activity will cause him to endanger himself or others and swift help must be available at all times. In this case, benefits amounting to 125% of the basic salary, grade 1, step 4 (G1-4) are payable.

or

3. Constant supervision by a physically present carer is required at all times because the insured person is on technical life-support equipment requiring unscheduled, immediate intervention on the carer's part. In this case, benefits amounting to 150% of the basic salary, grade 1, step 4 (G1-4) are payable.

or

4. The insured person has no use of his/her arms or legs, i.e. has no ability whatsoever to grasp, stand or walk. In this case, benefits amounting to 150% of the basic salary, grade 1, step 4 (G1-4) are payable.

Part VI
Procedure in the event of disputes

Any dispute relating to the level of long-term care benefits requested must follow the procedure outlined below:

The medical adviser makes an assessment of the level of care required and communicates to the EPO its medical opinion indicating the proposed level of benefits, if any, to be granted. This assessment is considered the first medical opinion according to Art. 89(4) ServRegs. The insured person may challenge the medical opinion on the basis of which the President’s decision is taken pursuant to Art. 89(5) ServRegs. To this effect, the procedure described in Art. 90 ServRegs applies.

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1 Constant physical presence means having a carer on constant standby who can hear the patient calling and/or is within earshot of the patient and can take action in unforeseen circumstances within a minute at most. The carer can e.g. be in a room next door; they do not have to sit with the patient.

2 Technical life-support equipment means e.g. a ventilator. It could also mean a tracheostoma requiring a carer's readiness to take immediate action if necessary. A PEG tube or an indwelling catheter is not meant in this context, as they do not provide "acute" life support.

3 This applies not only where all limbs are paralysed but also e.g. where there is a high degree of contracture, rheumatic stiffness, a high level of tremor and rigidity in the case of Parkinson's disease, or athetosis in the case of Huntington's disease. It does not apply when the insured person can change position in bed unaided, when he/she can turn the pages of a newspaper or hold a book himself/herself or when he/she can hold a spoon or a sippy cup to his/her mouth.
<table>
<thead>
<tr>
<th>AM I OBLIGED TO FILE A DECLARATION REGARDING THE LONG-TERM CARE INSURANCE SCHEME OR FILE AN APPLICATION?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERSONS COVERED BY COMPULSORY INSURANCE</td>
</tr>
</tbody>
</table>

Persons covered by compulsory insurance (employees; former employees receiving a pension for health reasons; former employees receiving an outright retirement pension; their dependent children; their children who receive an orphan's pension) do not file a declaration regarding the long-term care insurance scheme.

*Are you an employee?*

*Are you a former employee?*

*Do you have dependent children?*

*Do you receive an orphan’s pension as the child of an employee, etc.?*

*In this case, you or the child are covered by compulsory insurance and need take no further action.*
### PERSONS COVERED BY VOLUNTARY INSURANCE

The persons covered by voluntary insurance include the spouses of employees provided that they are not employees themselves, former spouses entitled to personal maintenance and other persons entitled to maintenance.

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>You are married – your spouse is to be insured – his/her income is less than G4/4?</td>
<td>You need take no further action. Your spouse is insured. If your spouse has no income or a gross income from employment of less than the G4/4 basic salary – EUR 4 507.51 (DE 01-07-2018) – there is no need to file a declaration regarding the long-term care insurance scheme if insurance cover is desired.</td>
</tr>
<tr>
<td>You are married – your spouse is to be insured – his/her income is greater than G4/4?</td>
<td>You must file an income declaration (Form &quot;E&quot;). If the gross income from employment (annual income divided by 12) exceeds the G4/4 basic salary, the employee must file a declaration regarding the long-term care insurance scheme on Form &quot;E&quot;.</td>
</tr>
<tr>
<td>You are married – your spouse is not to be insured?</td>
<td>You must file a waiver declaration (on Form &quot;VE&quot;).</td>
</tr>
<tr>
<td>You were married and pay maintenance for your former spouse – your former spouse is to be insured?</td>
<td>You are responsible for the maintenance of another person and this person is to be insured? You must file a declaration regarding the long-term care insurance scheme (Form &quot;FE&quot;).</td>
</tr>
</tbody>
</table>
### PERSONS INSURED VOLUNTARILY ON AN INDIVIDUAL BASIS

The group of persons insured voluntarily on an individual basis comprises the recipients of a survivor’s pension or an orphan’s pension and former employees entitled to a deferred retirement pension.

#### You are a widow/widower – you wish to be insured – your gross income is less than G4/4?

**You need take no further action. You are insured.**

If widows and widowers of employees receiving a survivor’s pension have no income or a gross income from employment of less than the G4/4 basic salary – EUR 4 507.51 (DE 01-07-2018), or the corresponding figure in the salary scale chosen – there is no need to file a declaration regarding the long-term care insurance scheme if insurance cover is desired.

#### You are a widow/widower – you wish to be insured – your gross income is greater than G4/4?

**You must file an income declaration (no special form needed).**

If the gross income from employment (annual income divided by 12) exceeds the G4/4 basic salary, you are requested to file an informal declaration of your income (no special form is needed).

#### You are a widow/widower – you do not wish to be insured?

**You must file a waiver declaration (on Form "VH").**

#### Former spouses/recipients of a survivor’s pension

#### Other dependants/recipients of an orphan’s pension

Former spouses/recipients of a survivor’s pension and other dependants/recipients of an orphan’s pension are only insured if they file a corresponding declaration regarding the long-term care insurance scheme (Form "H").

#### Former employees with deferred retirement pension

Former employees entitled to a deferred retirement pension are only insured if they file a corresponding written declaration regarding the long-term care insurance scheme.
THE MONTHLY CONTRIBUTIONS

The dependent children of an employee or former employee, for instance, are insured automatically – no contribution is payable.

The following are examples of the calculation of contributions to the long-term care insurance scheme – as per salary scales for Germany dated 1 July 2018 and contribution rates valid as of 1 January 2018:

**Employee contribution (example)**

The basic salary of the employee amounts to EUR 9 000.00

0.5% of EUR 9 000.00 = EUR 45.00

**Contribution of a former employee with outright retirement pension (example)**

The former employee receives a retirement pension after 20 years of service calculated according to G8/5 (EUR 7 017.73). However, the basis for calculation is a retirement pension after at least 25 years of service.

0.5% of a basic retirement pension after 25 years of service, i.e. 0.5% of 50% of EUR 7 017.73 = EUR 17.54

**Spouse's contribution (examples)**

**Example 1:** The employee's basic salary amounts to EUR 9 000.00.

His spouse has a gross income from employment from the previous year below G4/4, currently EUR 4 507.51:

0.5% of 6% (= 0.03%) of EUR 9 000.00 = EUR 2.70

**Example 2:** The basic salary of a part-time employee amounts to 50% of EUR 9 000.00. Her spouse has a gross income from employment from the previous year exceeding G4/4 EUR 4 507.51, e.g. EUR 6 000.00 per month:

0.5% of 6% (= 0.03%) of EUR 9 000.00 = EUR 2.70 plus

1.5% of EUR 1 492.49 (difference between EUR 6 000.00 and EUR 4 507.51) = EUR 22.39

= EUR 25.09 total contribution

**Contribution for the former spouse (fixed amount)**

The contribution amounts to 1.5% of the G1/4 basic salary (EUR 3 165.22):

1.5% of EUR 3 165.22 = EUR 47.48
EPO LONG-TERM CARE INSURANCE SCHEME/OTHER CARE INSURANCE

The benefits under the European Patent Office’s long-term care insurance scheme are granted in the event of a need for care and are not offset by benefits from other care insurance schemes.

Before you conclude another care-insurance policy or continue such a policy, you are advised to check whether their benefits will be paid out alongside those of the EPO long-term care insurance scheme.
Circular No. 267
(29 May 2009, 22nd December 2011)

Revised version of Circular No 267 regarding basic and further vocational training

The President has decided to adopt as of 01.04.2009 the revised version of Circular No 267:

The guidelines for basic and further vocational training are intended to assist employees to perform their tasks well, in a rational way and to their own satisfaction. They are structured as follows:

Article 1 - Definition of objectives
Article 2 - Areas of training
Article 3 - Types of training
Article 4 - Allocation of responsibility

Responsibility for basic and further vocational training is carried at various levels in the Office. It is shared by:

- the staff member, especially by drawing attention to his needs, by participating actively in training, and by his willingness to pursue further training on his own account
- the line manager, especially by furthering the training of his staff, by releasing them for training and by encouraging them to put what they have learnt into practice
- the Directorate Learning and Development, which collects special needs and implements programmes within budget frameworks and, after consultation of the Training Committee, draws up the draft training budget and reports on training activities
- the, Training Committee, which gives advice on the training budget and on measures proposed or implemented

Co-operation at all these levels is necessary to achieve the training objectives and optimise the allocation of resources. The annexes to the training guidelines contain forms for requesting training (for individuals and groups). These are intended to assist all those concerned in determining particular training needs.

Brian McGinley
Acting Vice-President DG4

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1 Circular 267 as amended herewith shall enter into force on 01 January 2012 and shall apply to all applications filed on or after that date.
GUIDELINES FOR BASIC AND FURTHER VOCATIONAL TRAINING

Having regard to the Service Regulations, and in particular Article 29 thereof, and having consulted the General Advisory Committee, the President has issued the following guidelines on basic and further vocational training.

Basic and further training includes all training supplementing school and professional qualifications obtained prior to appointment to the Office.

Article 1
Definition of objectives

The objectives of training are to further the skills and career development of Office staff, in order to help the staff member to:

- meet the present and future demands of his post
- prepare himself for assuming new duties and/or responsibilities.

Far from being restricted to particular periods, training is an ongoing activity which should be pursued throughout the staff member's career, providing him with opportunities to develop in his professional field.

Article 2
Areas of training

Training chiefly covers the following:

- explaining the Office's activities and the specific role and task of the staff member concerned
- improving language proficiency
- supplementing, consolidating and updating professional knowledge and skills
- offering opportunities to broaden professional experience through internal and external contacts.

Article 3
Types of training

Training can take the form of:

- self-training (private study, personal endeavour in the workplace, etc.)
- on-the-job training (with the assistance of a superior, tutor or colleague), supported by work organisation measures (networking, job diversification, job enrichment, job rotation, teamwork)
- courses, seminars or lectures inside or outside the Office
- contacts with internal or external experts.
Article 4
Allocation of responsibility

Responsibility for training is shared by:

the staff member, who
- draws attention to his training needs and, if necessary, makes suitable proposals
- participates actively in training and undertakes to complete it
- pursues self-training and on-the-job training on his own initiative

the line manager, who
- introduces his staff to their duties and supports on-the-job training
- takes work organisation measures to enrich the job
- identifies individual needs, evaluates the proposals submitted by his staff and informs them of the possibilities for training
- submits training requests to the Directorate Learning and Development via his superior
- allows and encourages his staff to put what they have learnt into practice
- evaluates the results of training at the individual level
- plans and organises the work of his unit so as to allow time for training

the Directorate Learning and Development, with the task of:
- investigating needs associated with certain specific functions, advise and assist line managers and staff
- formulating specific proposals for training measures
- implementing such measures when approved, within the budget framework

is responsible for the following:
- addressing overall needs on the basis of the requests formulated by line managers
- preparing the training budget (Article 3030)
- monitoring the training budget
- organising professional training
- approving contracts with external training bodies
- organising language training
- coordinating special training in (standard) EDP tools/software with Information Management
- organising the training of reporting officers and managers
- supporting training activities for the staff representation
- issuing an annual report on training activities

**the Training Committee,**

which includes one representative from each Directorate General and one representative from each local Staff Committee. A member of Directorate Learning and Development will act as chairman. As a consultative body, the Training Committee will be invited to give opinions on:

- the proposals for budget Article 3030
- the extent to which the training measures proposed or implemented correspond to the objectives defined in Article 1
- the effectiveness of training activities as presented in the annual report issued by Principal Directorate Human Resources

**Article 5**

**Entry into force and revision**

These guidelines shall enter into force on 1 April 2009. These Guidelines will be subject of further review in the light of the results of the Professional Development Project.
ANNEX TO THE GUIDELINES FOR BASIC AND FURTHER VOCATIONAL TRAINING

1. Permission to take part in training

Permission to take part in courses, seminars, meetings and other events organised by the Office is given as a rule by the line manager responsible for the department concerned, in agreement with the respective authorising officer for Article 3030.

Approval is to be given if the training measure envisaged is in the Office's interests and is compatible with the proper functioning of services, and if the staff member qualifies for participation.

2. Financial assistance

With a view to fostering staff knowledge and skills, the Office may contribute to the cost of voluntary attendance at outside educational establishments and courses.

The key question is whether the training concerned serves the interests of the Office. In addition,

- the staff member must demonstrate the necessary qualities for participation
- the staff member must be prepared to attend the educational establishment or course until his training has been successfully completed
- the educational establishment or course must be of a standard appropriate to the needs of the staff member concerned
- no equivalent training must be available within the Office at the time required.

If the above conditions are fulfilled, the Office may on request make a financial contribution, normally not exceeding 50%, to cover the fees of the educational establishment and/or the cost of courses and examinations. Financial assistance is limited to an annual maximum of EUR 1 560 per staff member. The Office makes no financial contribution towards course costs of less than EUR 156.

The aforementioned annual maximum limit and the threshold below which no financial contribution is made shall, from and including 1 January 2013, be adjusted with effect from 1 January each year by applying the arithmetical average rate of salary adjustment decided by the Administrative Council under Article 64, paragraph 6 of the Service Regulations for Austria, Germany and the Netherlands and backdated to 1 July of the preceding year.

Regarding payment of advances, see the rules governing duty travel.

Applications for financial assistance must be submitted to the personnel department giving reasons and details of expenses, before enrolling for the course concerned. The personnel department reaches its decision on
the basis of the aforementioned criteria after consulting the employee's superior, where appropriate.

3. **Special leave**

   The grant of special leave to enable a staff member to attend an educational establishment or course is governed by Rule 6(3)c) and d) of Circular No. 22. Requests for special leave are decided by the personnel department. If the further training is of longer duration than the special leave granted, the difference is deducted from the staff member's annual leave.

4. **Evidence of completion of further training**

   A staff member who is granted financial assistance and/or special leave by the Office under point 3 above to enable him or her to take part in further training of the type specified in point 2 must submit the following documents to the personnel department on completion of the further training:

   - a certificate of attendance from the institution providing the training,
   - any certificates or diplomas obtained.
## Training request form (personal needs analysis)

To Directorate Learning and Development:

<table>
<thead>
<tr>
<th>Training requested for (name):</th>
<th>Line manager's name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department:</td>
<td></td>
</tr>
<tr>
<td>Employee's main duties:</td>
<td></td>
</tr>
<tr>
<td>Present circumstances/reasons for training:</td>
<td></td>
</tr>
<tr>
<td>Training needed/objective:</td>
<td></td>
</tr>
<tr>
<td>Employee's current level of knowledge in this area:</td>
<td></td>
</tr>
<tr>
<td>Schedule:</td>
<td></td>
</tr>
<tr>
<td>Meeting with employee on:</td>
<td>Line manager's approval:</td>
</tr>
</tbody>
</table>

### To be completed by Directorate Learning and Development

<table>
<thead>
<tr>
<th>Training options available:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opinion:</td>
</tr>
<tr>
<td>Signature:</td>
</tr>
</tbody>
</table>

Note: If the approved training involves duty travel, please submit a duty travel request form.
# Training request form (group needs analysis)

To Directorate Learning and Development:

<table>
<thead>
<tr>
<th>Via Principal Director:</th>
<th>Approval:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>Principal Directorate</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Requester:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
</tr>
</tbody>
</table>

Meetings:

Training requested for (group type):

Level of training involved:

Reasons/background:

Objective:

---

# To be completed by Directorate Learning and Development

Training options available:

Opinion:

Signature:
Circular No. 280
(10 May 2004)

Guidelines on selecting venues for vocational training

Basic and further vocational training, the subject of Circular No. 267, is a key element in the EPO’s drive to become a model organisation. Courses designed and organised by the Office are central to all its vocational training programmes. From 1 June 2004 they will be subject to the following rules:

- If the participants all come from one duty station, the course must be held on the premises of that duty station.
- If the participants come from various duty stations, the course must be held on the premises of the duty station that is projected to incur the lowest travel costs.

Where there are technical or organisational grounds for not applying these rules, courses may by way of exception also be held at a duty station from which a relatively large number of participants come, or outside the Office, in the vicinity of the relevant duty station. The principle of economic resource management must be respected. Decisions on the approval of such exceptions will be taken by the Vice-President DG 4 in consultation with the Principal Directors 4.3 and 4.7.

If a course lasting at least two days is held on Office premises on cost grounds in keeping with these guidelines, the participants may be invited out to a restaurant for an evening meal. The guidelines on catering and other entertainment must be observed.

Curt Edfjäll
Vice-President DG 4
Revision of Article 12 of the Pension Scheme Regulations concerning the transfer of pension rights

Previously, Article 12, paragraph 1, of the Pension Scheme Regulations (Pen-Regs) of the European Patent Office, in conjunction with Rule 12.1/1 thereto, stipulated that staff could only transfer pension rights acquired with the pension scheme to which they belonged directly prior to their entry into the service of the Office. Pension rights acquired under other pension schemes not directly prior to entry into the service of the Office could not be transferred.

At its meeting in June 2004, the Administrative Council decided that all pension rights acquired prior to entry into the service of the Office may henceforth be transferred into the EPO's pension scheme, regardless of whether or not they were acquired under the last pension scheme prior to joining the Office, provided that the schemes under which they were acquired permit such transfers and that the amounts concerned are actually transferred to the Office.

Amounts transferred from schemes other than the last one prior to entry into the service of the Office will be calculated on the basis of the following:

- the amount actually transferred to the EPO and the actual value date on which it enters the EPO's account,
- the staff member's basic salary on the date of transfer, and
- the age coefficient (actuarial coefficient).

Staff wishing to transfer pension rights acquired with a pension scheme other than the one to which they belonged directly prior to their entry into the service of the Office should submit a written application to:

Dept. 4.3.3 Compensation and benefit systems – Pension Administration, Room 361/1, Munich to arrive no later than 31 December 2004.

Application forms can be printed out from the intranet at

DG4line > Personnel > Compensation & Benefits > Transfer of Pension Rights.

Forms are also available from your local supplies office. Please note that all applications must be submitted using this form.

For staff still in their probationary period, transfer applications must be made no later than six months after notification of confirmation of appointment as a permanent employee. For contract staff the time limit is six months after notification of confirmation of appointment. Contract staff who are subsequently appointed as permanent employees have a further opportunity to make a
transfer application, within six months at the latest after notification of confirmation of their appointment.

Applications to transfer pension rights from the last pension scheme prior to entry into the service of the Office, submitted by staff recruited before 1 July 2004, will be processed in accordance with the previous regulations.

For more information about the revision of Article 12 PenRegs please see the brochure entitled "Information on transferring pension rights" which will be distributed to all staff at the beginning of July 2004. This brochure is also available on the intranet at DG4line > Personnel > Compensation & Benefits > Transfer of Pension Rights.

Curt Edfjäll
Vice-President DG 4
Communiqué No. 284
(29 June 2010)

Treatment of same-sex marriages and registered same-sex partnerships for the purposes of the Service Regulations

1. Some contracting states have opened up the institution of marriage to persons of the same sex. With a view to taking account of all the different concepts of marriage in the contracting states, the Office some time ago requested the opinion of the Administrative Council on the treatment of same-sex marriages under the Service Regulations.

2. In the light of debate at the 98th meeting of the Administrative Council, the President decided that a permanent employee qualifies for entitlements provided for married employees if the marriage is recognised as valid under the law of the contracting state concerned. At present this applies to Belgium, the Netherlands and Spain, to Norway with effect from 1 January 2009 and to Sweden with effect from 1 May 2009.

3. With effect from the dates given in paragraph 4 below, the Office treats registered same-sex partnerships as equal to marriages provided that they establish a legal relationship of mutual dependence between the partners and that the couple has no access to legal marriage at the time when the partnership is registered. At present this applies to Austria, Croatia, the Czech Republic, Denmark, Finland, France, Germany, Hungary, Iceland, Luxembourg, Norway (for partnerships registered before 1 January 2009), Portugal, Slovenia, Sweden (for partnerships registered before 1 May 2009), Switzerland and the United Kingdom. In all other cases, the decision to treat a registered same-sex partnership as marriage will be taken upon request of the employee concerned, who must indicate which provisions of the contracting state's law are the basis for that request.

4. The President's decision as regards marriages applies retroactively, which means that benefits are made available as of either the date of marriage or the date of joining the Office, whichever is the later.

The President's decision as regards partnerships in Denmark, Finland, Germany, Hungary, Iceland, Norway (for partnerships registered before 1 January 2009), Sweden (for partnerships registered before 1 May 2009) and the United Kingdom is applicable from 1 July 2006.

The President's decision as regards partnerships in Croatia, the Czech Republic, France, Luxembourg, Portugal, Slovenia and Switzerland is applicable from 1 July 2009.

The President's decision as regards partnerships in Austria is applicable from 1 January 2010.

1 Replace Circular No. 284 of 20 December 2004.
Permanent employees applying for vacancies
to be filled on contract

1. Permanent employees shall be eligible to apply for temporary duties published in notices of vacancies to be filled on contract in their existing grade group.

2. Notices of vacancies to be filled on contract shall indicate that permanent employees are invited to apply. Should a permanent employee be selected for a vacancy in his existing grade group, he will be assigned to the temporary duties advertised.

3. Such assignment shall not affect any aspect of his permanent employment; for example, service on temporary assignment will be taken into account for the purposes of step-advancement and obtaining a higher grade.

4. The releasing department may decide, in co-ordination with personnel department, to replace the permanent employee for the duration of the temporary assignment.

5. When the temporary assignment ends, the permanent employee shall resume his former duties in the releasing department.

6. The present circular shall enter into force on 1 October 2005, and shall apply to all vacancy notices to be filled on contract which are published as from that date. One year after its entry into force, its operation shall be reviewed.

Curt Edfjäll
Vice-President DG 4

1 Amendet by Circular No 308.
2 Amended with effect from 25 October 2007 by decision of the President.
Circular No. 290
(5 October 2005)

Work permits no longer needed in Germany for family members of an EPO employee forming part of the employee's household

The German Ministry of Justice has notified the EPO (letter of 1 February 2005, ref.: Z B 5 - 9515/6-7SH6-Z4 1229/2004) that, following the entry into force on 1 January 2005 of the Federal Law on Immigration (German Federal Law Gazette I 2004, page 1950 ff), members of the family of an EPO employee forming part of the employee's household no longer need a work permit, irrespective of nationality.

The Office will issue certificates to this effect, on request.

This circular supersedes Circular No. 37 of 5 July 1979.
Transfer of pension rights

Information for all EPO staff and pensioners who have acquired pension rights in the Netherlands

1. In principle, previously acquired pension rights can be transferred to the EPO scheme under the conditions laid down in Article 12(1) and Rule 12.1/1 of the Pension Scheme Regulations. However, tax obstacles have made it very difficult to transfer pension rights acquired in the Netherlands. Only recently following the Dutch Decree CPP/2003/200M and after long discussions with the Dutch tax authorities, has a procedure been agreed to allow EPO employees to request tax-free transfers of pension rights without having to give the required guarantee on the deferred income tax assessment, but only a declaration to the EPO.

2. Over the years, various publications have opened transfer windows limited to certain groups of applicants. The legal complexities have in most cases made it very hard even to ascertain whether earlier applications for transfer of Dutch pension rights were formally correct. It has therefore been decided that all employees must apply again, even if they have already filed an application, and that a new time limit is to be set for all staff concerned.

3. To transfer pension rights acquired in the Netherlands, you must apply in writing within a six-month period starting on 15 November 2006 and ending on 14 May 2007. Unfortunately, applications submitted after the time limit cannot be considered. For staff members newly recruited or still in their probationary period as from 15 November 2006, the time limit for application provided for in the EPO Pension Scheme Regulations (Rule 12.1/1 (vi)) will apply.

4. Should your pension scheme in the Netherlands (e.g. AOW) not allow pension rights transfers, you will not be able to benefit from this option. All employees concerned, especially pensioners, are encouraged to check with their scheme if transfers are possible. You must nevertheless ensure that your application is filed within the time limit set out above.

5. Subject to the proviso in paragraph 4, first sentence, the following employees may request a transfer:

   (i) permanent employees of the EPO
   (ii) contract staff who have a minimum of five years' service
   (iii) former employees who retired on or before 15 November 2006, subject to certain conditions under Dutch law.

   The descendant or spouse of a deceased employee may not ask for a transfer.
6. Please use the application form on the intranet\(^1\) or available on request from Department 4.3.3 and send it in good time to:

Dept. 4.3.3\(^2\) (Room 764) Isar building

Curt Edfjäll  
Vice-President DG 4

\(^1\) For the application form and additional information on the procedure, check the intranet under Work > Human Resources > Personnel > Compensation & Benefits > Transfer of pension rights - the Netherlands or the EPO pensioners' website: http://pensioners.epo.org.

\(^2\) Please note that due to the large number of applications expected, Vanbreda International has been selected to support 4.3.3 in the processing of transfers of pension rights.
The use of assessment centres in management selection procedures in the Office

Dear colleagues,

From 2003, the Office encouraged the use of assessment centres in order to improve the selection procedure for A6 management posts in DG 1 and DG 2. The aim was to ensure that the management skills of candidates could be evaluated in a fully transparent and consistent way. In the course of 2005 a similar practice was extended to A5 and A6 management posts office wide. The assessment centre procedure has become widely accepted within the Office as a means of providing impartial data on candidates' management qualities.

Candidates are assessed in accordance with a management competency model, comprising a set of clearly defined criteria which reflect the essential management qualities needed at the Office. The assessment centre focuses on management behaviour, rather than on specific technical skills for individual posts.

An assessment centre is an important part of the selection procedure, and the data gathered on individual candidates may be used by the selection board to gain a broader picture of the candidate's management style or management potential. It is not, however, the only information source for the selection board's deliberations.

Assessment centres are run on behalf of the Office by external service providers, following a tender procedure concluded in September 2005.

This circular introduces guidelines for the use of assessment centres in the Office.

Curt Edfjäll
Vice-President DG 4
GUIDELINES FOR THE USE OF ASSESSMENT CENTRES IN MANAGEMENT SELECTION PROCEDURES IN THE OFFICE

1. The use of an assessment centre in the selection procedure for A5 and A6 posts does not restrict the authority or competence of the selection board.

   (a) An assessment centre shall generally, at the discretion of the selection board, be used in the selection procedure for any A5 or A6 post within the Office for which the President is the appointing authority. A mention of this shall be included in the notice of competition.

   (b) An assessment centre can be organised either as an individual assessment centre or as a group assessment centre. A group assessment centre will have between 5 and 15 candidates. In cases where there are fewer than five candidates, an individual assessment will be used.

   (c) The assessment centre shall be conducted by an external service provider. The results of the assessment centre shall be passed on to the selection board as input for its deliberations and recommendations.

   (d) The selection board shall decide which candidates will participate in the assessment centre

2. The selection board may, at the request of any of its members, appoint an internal panel to oversee the procedure of group assessment centres and to ensure that there are no irregularities. Any irregularities in the procedure noticed by the panel shall be reported to the selection board.

   (a) The members of the internal panel must be selected from the list of nine experts nominated annually, three nominated by management, three by the Central Staff Committee and three by the personnel department.

   (b) The panel shall consist of one representative from management, one from the staff representation and one from the personnel department. Members of the panel who observe candidates during the execution of the assessment centre exercises must be of the same grade as or of a higher grade than the candidates concerned. To ensure impartiality none of the nominated experts shall be a member of the selection board. The panel members shall exercise the greatest discretion in respect of information from the assessment centre and regarding the selection procedure.

3. Candidates participating in an assessment centre shall receive, with their invitation, notification of the management competencies to be assessed, and of the type and duration of the tests.

4. All candidates participating in an assessment centre shall be invited to an interview.

5. A personal report outlining strengths and development areas in relation to the defined set of management competencies shall be drawn up by the
external service provider for each candidate. This personal report shall be communicated to the selection board and to each internal candidate.

(a) Once the selection procedure has been finalised, the Personnel Department shall invite each internal candidate to a personal feedback session on the assessment centre report. During this exercise, the Personnel Department shall help the candidate to draw up a plan for future development, taking into account the needs of the individual within the wider context of the organisation and the framework of the training budget. The draft plan shall then be discussed between the individual candidate and his line manager, whose support is needed for the successful implementation of the development plan.

(b) During this exercise, the internal candidate will also be asked for his permission to include the report in his personal file. At the same time, the internal candidate shall be informed that the report, if included in the personal file, may be used by future selection boards for up to three years.

(c) External candidates shall receive oral feedback from the external service provider regarding their individual performance in the assessment centre. They shall not, however, be entitled to a copy of the written report.

Entry into force

These guidelines shall enter into force with immediate effect.

Curt Edfjäll
Vice-President DG 4
Guidelines for the childcare allowance (Article 70a ServRegs) and for the level of parental contribution for the use of Office crèches

1. Office crèches

Office crèches are facilities which are subsidised by the Office.

At those places of employment where internal Office demand exceeds availability on the local open market, the office will at least continue to provide those Office facilities already in place whilst simultaneously encouraging the local community to expand the facilities on offer to staff of the Office.

2. Parental contribution for Office crèches

The level of the parental contribution will be calculated on the basis of the real costs of each Office crèche. This calculation will be made on the basis of the figures from the previous 12-month period. The parental contribution will be paid directly to the crèche operator and the staff member may apply for childcare allowance. An annual review will take place and any adjustments, positive or negative, will be made retroactively and shall be interest-free.

3. Recognised facilities

These are:

(i) facilities recognised by the local authorities as being suitable for childcare, such as:

- Crèches
- Kindergarten
- Tagesmutter
- Hort
- Nachmittagsbetreuung
- Gastouderbedrijf
- Naschoolseopvang
- official nanny services/Kinderfrau

(ii) facilities that are directly associated with international schools.

Any other facilities will be considered by the Office on a case-by-case basis. The list of recognised facilities will be reviewed in the light of local market developments or on the basis of a specific request. Any new facilities recognised by the Office will be duly published.

Individually negotiated agreements require the prior approval of the Office on the basis of the applicable rules.
4. Maximum monthly direct cost

A maximum will be established for pre-school day care facilities and for day care outside school opening hours and during school holidays and for each place of employment, taking into account local market conditions. Where applicable, local regulations and/or legislation will be taken into account in establishing the maximum and also the fees charged by the facilities most used by staff.

The maximum monthly direct costs will be reviewed and published annually.

5. Transitional provisions

For all children who have already joined or will join an Office crèche before 01.09.2012, the monthly parental contribution shall be fixed at EUR 260. In these cases permanent employees shall not be entitled to claim the childcare allowance for these dependent children.

Željko Topić
Vice-President DG 4
Circular No. 302
(20 December 2007)

Guidelines for applying Article 54 of the Service Regulations for permanent employees of the European Patent Office

Prolongation of service and communication of the date of retirement and annual leave plans

Article 54 of the Service Regulations has been amended to allow permanent employees to work beyond the age of 65 (up to 68) under mutual agreement and to introduce the obligation to communicate the date of retirement and annual leave plans before retiring.

The present Circular is applicable only to those employees for whom the appointing authority is the President of the Office.

I. Prolongation of service beyond the age of 65 (up to 68) under mutual agreement

1. The decision on prolongation of service lies with the President of the Office.

2. A permanent employee in active service may submit a request to carry on working beyond the age of 65 and up to 68 at the latest nine months prior to the date on which he reaches the age of 65.

3. The request shall be submitted via the normal line management channels to the President. A copy of the request will be sent by the immediate superior to the Personnel Department. The request shall indicate the desired duration of prolongation.

4. With the administrative assistance of the Personnel Department and after consulting the employee’s superiors, the President will decide on the request. The decision shall be taken with due consideration to the interest of the service, as laid down in the Annex. The decision shall also specify the agreed duration of prolongation of service.

5. The employee concerned shall be notified of the decision within two months from the date on which the request was made and, at the latest, seven months prior to the date on which he reaches the age of 65. The Personnel Department shall also be informed of the decision and charged with its administrative implementation.

6. The prolongation of service expires at the end of the agreed period, at which time the employee is retired automatically.
7. Should the employee wish for a subsequent prolongation, he shall, four months prior to the end of the agreed period, submit a new request according to paragraphs 3, 4 and 5 above, except for the time limit laid down in paragraph 5, which shall be three months prior to the end of the first agreed period of prolongation.

8. In exceptional cases, the Office may waive the time limits set out in paragraphs 2 and 7.

II. Information on the date of commencement of retirement and annual leave plans before retiring

A permanent employee shall inform the Personnel Department in writing, via his immediate superior, of the date of his retirement and of his annual leave plans, at least three months prior to retirement.

III. Entry into force and transitional measures

1. These guidelines will enter into force on 1 January 2008.

2. The time limits for the request and decision on prolongation of service laid down in paragraphs 2 and 5 of section I shall not apply to employees who reach the age of 65 between 1 January and 30 September 2008. Any employee to whom this applies and who is interested in the prolongation of his service shall submit a request by 31 January 2008.

3. Notwithstanding the time limit set in section II, employees who wish to retire between 1 January and 1 April 2008 shall inform the Personnel Department of the date of commencement of their retirement and of their annual leave plans by 31 January 2008.

Curt Edfjäll
Vice-President DG 4
EVALUATION OF THE INTEREST OF THE SERVICE

A two-step approach will be followed to evaluate the interest of the service relating to the prolongation of service of an employee after the age of 65. The first step will comprise the assessment of the need of the service. Only if the need has been established will the suitability of the employee to fulfil the identified need be assessed.

1. Criteria relating to the service are, inter alia:
   - workload in a specific area
   - necessity of continuity to complete a task or a project
   - management of succession planning (e.g. knowledge transfer, age structure, training needs)
   - other organisational reasons

2. Criteria relating to the individual employee are, inter alia:
   - appropriate qualifications and expertise
   - performance record
   - estimated work capacity
   - staff member's motivation

3. The employee may be requested to undergo a medical examination in order to establish whether it is likely that the physical requirements of the post will continue to be met during the prolongation of the service.
New time limits\(^1\)

From 1 October 2006, staff requesting allowances and reimbursements must observe certain time limits

On 30 June 2006, the Administrative Council amended Articles 65 and 76 ServRegs, introducing time limits for requesting allowances and reimbursements. The new rules, effective from 1 October 2006, are explained below.

**Article 65 (Payment of remuneration)**

Amended sub-paragraph 1(c), new sub-paragraph 1(d)

Allowances under Article 67(1) ServRegs, i.e.

- household allowance
- dependants' allowance
- education allowance
- expatriation allowance
- installation allowance
- rent allowance
- language allowance

must be requested **within six months** of the date on which entitlement commences, unless the ServRegs provide otherwise (as they do for the education allowance). Allowances requested after that period will be granted retroactively but only for the preceding six months - except in duly substantiated cases of force majeure, such as a long illness.

Any change which may affect entitlement to any of the above allowances (e.g. marriage, divorce, dependent child's completion of education) must be notified immediately to the President of the Office (via personnel department).

**Article 76 (Reimbursement and advances)**

New paragraph 3

Reimbursement of the expenses referred to in Article 76(1) ServRegs, i.e. incurred

- in the course of or in connection with the performance of EPO duties
- on taking up appointment, transfer or leaving the service
- on taking home leave

must be requested **within six months** of the date on which they were incurred. Requests submitted after that period, or (as in the case of removal expenses) another time limit laid down in the ServRegs, are reimbursable only in duly

\(^1\) Gazette 10/06
substantiated cases of force majeure, such as a long illness. The expenses concerned are those referred to in Section 4 of the ServRegs, i.e.

- daily subsistence allowance (Articles 77 and 78)
- duty travel expenses (Articles 77 and 79)
- other travel expenses – on taking up appointment, transfer, home leave, or leaving the service (Article 80)
- removal expenses (Article 81)
- entertainment expenses (Article 82)

In the past, requests for the grant or adjustment of monthly allowances or for reimbursement of travel, removal or entertainment expenses were sometimes submitted a long time after the event. This caused extra administrative work and complicated the request process generally. The time limits in force from 1 October 2006 will help to keep payments up to date and allow requests for adjustments to be dealt with promptly.

This notice is purely for information; only the amended ServRegs provisions have legal force.

Hubert Kleine,

Personnel Administration

For more details, see Council decision CA/D 4/06.
Permanent employees on fixed-term contracts in a higher grade, group of grades or category

1. The present circular concerns cases where permanent employees apply for a fixed-term contract governed by the "Conditions of employment for contract staff at the European Patent Office" in a higher grade, group of grades or category. Contracts for posts in grades A6 and A7 are expressly excluded from the scope of application of the present circular.

2. A permanent employee selected for duties in a higher grade, group of grades or category for a specific period shall be granted a fixed-term contract governed by the above Conditions of employment. Notwithstanding the express provisions of this circular, such contract shall not affect any aspect of his permanent employment.

3. For the period of the fixed-term contract, the permanent employee shall be assigned to the grade and step corresponding to the duties performed in accordance with Article 49(11) of the Service Regulations. In no case may the performance of higher duties result in a reduction in total net remuneration.

4. However, for the duration of the contract, Titles IV and V of the Service Regulations shall continue to apply to permanent employees holding fixed-term contracts within the meaning of the present circular in lieu of Articles 9 and 10 of the above Conditions of employment.

5. During the contractual period, the permanent employee may be promoted within his former group of grades.

6. Notwithstanding paragraph 5, the contract shall also expressly provide that, upon its expiry, the permanent employee shall resume his former duties in the releasing department or be reinstated in a post corresponding to his former grade within his group of grades.

7. During the contractual period, the releasing department may decide to substitute the permanent employee.

8. The experience gained by a permanent employee during a fixed-term contract shall count towards advancement to a higher step when he returns to a lower grade. Likewise, the experience gained in performing higher duties shall be assessed by the Promotion Board.

9. In the event of termination of service after reinstatement as a permanent employee to his former lower grade, the pension benefits accrued for the period of the fixed-term contract shall be calculated according to Rule 5/3
of the Pension Scheme Regulations. In the event of retirement during the fixed-term contract, the rate of pension shall be calculated in accordance with Article 10(1) of the Pension Scheme Regulations.

10. The present circular shall enter into force on 1 September 2008 and be effective only for contract vacancies published as from that date. The present circular amends paragraph 2 of Circular No. 289 that shall read as follows: "Notices of vacancies to be filled on contract shall indicate that permanent employees are invited to apply. Should a permanent employee be selected for a vacancy in his existing grade group, he will be assigned to the temporary duties advertised."

Brian McGinley
Acting Vice-President DG 4
Circular No. 317
(16 July 2009)

applying Article 65(3) of the Service Regulations
and its implementing rule IC(4)

Investment strategies and procedure for the
salary savings plan:
Life-cycle strategy as default option
Conservative multi-asset investment strategy
Cash investment strategy

1. INTRODUCTION

At its 115th meeting in October 2008, the Administrative Council adopted
the new EPO salary savings plan (SSP) as a complementary element to
the New Pension Scheme, applicable to employees taking up their duties
on or after 1 January 2009.

As stated in section IC(4) of the Implementing Rule to Article 65(3) of
the Service Regulations, the Office will offer participants a maximum of
three investment strategies, after consultation of the General Consultative
Committee.

A previous Circular dated 19 December 2008 had already established the
default investment strategy which is to apply compulsorily for the first six
months of participation of each new employee: the life-cycle strategy.

All three investment strategies, including the life-cycle strategy, are
described in section 2.

According to the same provision, each participant is entitled to change his
investment strategy once per calendar year. The procedure for communicat-
ing this choice is laid down in section 3.

The performance risk is borne by the participants.


Detailed figures are provided in Appendix 1 and technical abbreviations
are defined in Appendix 2.

2. INVESTMENT STRATEGIES

Preliminary remark:

This Circular contains explanations and tables subject to revision/updating
following Fidelity’s regular remodelling process. Updated information will
be made available to employees via the online portal. The facts and figures

1 Amended by decision of the Administrative Council CA/D 2/14.
stated in this Circular are for indication purposes only. They are based on simulation models and as such provide no guarantee of future risk/return values.

2.1. STRATEGY NO. 1

LIFE-CYCLE AS DEFAULT STRATEGY

The default strategy applies to all employees during the first six months of employment. Thereafter it continues to apply to employees who do not communicate a different choice.

2.1.1. Description of the life-cycle investment strategy No.1: Fidelity Target Funds

For this age-based option, the life-cycle funds FF Target Euro Funds are used. Each participant is allocated to a target fund with the target date which is closest to his retirement date. The allocation of participants to the target funds, based on their age and compulsory retirement age (65), is shown in the Appendix. During this first six-month period, there is no individual choice between different target funds; the administration system will automatically allot the appropriate target fund to the participant.

On the basis of Fidelity econometrical models and current return expectations for different asset classes an average annual return of 6.8% is expected. The expected volatility is adapting to the roll-down of the funds: volatility varies between 17% p.a. (30 years to target date), 11.8% p.a. (10 years to target date) and finally 2.9% p.a. (1 year to target date).

Source: Fidelity as at 31.03.2009

2.1.2. Asset allocation and benchmark

Investment objective:

The target funds aim at providing long-term capital growth for investors planning to withdraw their investment at the target date. The fund will invest primarily in European or euro-denominated equities, bonds, interest-bearing debt securities and money market securities, in accordance with an asset allocation that will become increasingly conservative as the target date is approached. The euro to which the name of the funds refers is a currency of reference and not a currency of investment. Accordingly, the fund may also invest its assets in currencies other than euro.

Investment strategy:

Target funds effectively offer a controlled approach to achieving consistent returns, reducing the probability of mistiming market
movements. Over time, the underlying asset classes move from higherrisk, with higher anticipated returns, to lower-risk investments. In this way, the proportion of the fund in equities will be reduced in favour of high-yield bonds, moving into more conservative government bonds, money market instruments and ultimately into cash. The following graphic illustrates the principle of declining risk as the maturity date approaches.

Returns will primarily be generated through sub-manager selection and those managers' underlying stock selection, with incremental value added through asset allocation. The proportion of the fund's asset allocated to each manager and asset class will vary over time in accordance with the fund's investment objective and market developments.
Benchmark index:

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equities</td>
<td>70% MSCI Europe, 30% MSCI World</td>
</tr>
<tr>
<td>Bonds:</td>
<td>ML EMU Large Cap Inv Grade</td>
</tr>
<tr>
<td>Cash:</td>
<td>Euro 7 Day LIBID</td>
</tr>
</tbody>
</table>

Additional asset classes, such as real estate (REITs), commodities, high yields, emerging markets equities and emerging markets debt, amplify the returns on the upside and in case of exceptional opportunities may be invested in.

The Fidelity fund manager is supported by the Fidelity Investment Solutions Group (ISG).

Tactical ranges

The fund manager may deviate within +/- 5% from the benchmark, and in truly exceptional conditions the deviation may be up to +/- 10%. These exceptional deviations, from +/-5% to +/- 10%, will be specifically reported to the SC-SSP. The funds usually deviate by between 3% and 5% from the strategic benchmark.

2.2. STRATEGY NO.2

CONSERVATIVE MULTI-ASSET INVESTMENT STRATEGY

According to the second strategy, participants can opt for a conservative portfolio with a maximum equity quota of 20%.

2.2.1. Description of the conservative multi-asset investment strategy No. 2: multi-asset portfolio 20/80

The investment strategy aims to provide moderate long-term capital growth by investing in a range of global assets providing exposure to bonds, equities (max. 20%), commodities, property and cash. The investment target is to achieve a return above the average return of government bonds with a conservative risk budget. On the basis of Fidelity econometrical models and current return expectations for different asset classes an average annual return of 5,2% with a maximal volatility of 3,5% is expected1.

2.2.2. Asset allocation and benchmark

The asset allocation is the result of carefully considered calculations and optimisations, specified by the fund manager using extensive proprietary research and the support of Fidelity Investment Solutions

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1 Source: Fidelity as at the SSP-Supervisory Committee meeting held on 01/04/09
Group (ISG). The fund manager decides, in co-ordination with the ISG, on the appropriate weighting in each asset class relative to the benchmark. These assets are then allocated to other Fidelity or external portfolio managers who specialise within the various investment disciplines (multimanager approach). This approach makes the funds performance less dependent on a single asset class or fund manager.

Strategic Asset Allocation Portfolio 20/80:

<table>
<thead>
<tr>
<th>Asset class</th>
<th>Weighting</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Equity</td>
<td>10%</td>
</tr>
<tr>
<td>Pan European Equity</td>
<td>10%</td>
</tr>
<tr>
<td>Euro Government Bonds</td>
<td>45%</td>
</tr>
<tr>
<td>World REITs</td>
<td>--%</td>
</tr>
<tr>
<td>Global Commodities</td>
<td>5%</td>
</tr>
<tr>
<td>Cash</td>
<td>30%</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Benchmark index:

- Equities: 20% MSCI World Index, 50% ML EMU Large Cap Inv Grade Index, 30% 3-Month Libor EUR

2.3. STRATEGY NO.3

CASH STRATEGY: FIDELITY EURO CASH FUND

2.3.1. Description of the cash investment strategy No.3

In order to give participants an instrument to reduce their investment risk – e.g. shortly before retirement – and to protect their accumulated return, participants can switch their savings into the single investment fund named the Fidelity Cash Fund.

The Cash Fund investment characteristics include, inter alia, (i) Standard and Poor's credit quality rating of AAA, and (ii) Moody's Investor Service rating MR1 (i.e. very low sensitivity to changing interest rates and other market conditions) for the cash unit trust (£).

By investing in MR1+ rated cash units only, the Fund avoids high volatility and has a very conservative and steady approach. The Cash Fund has no exposure to any investments with higher volatility and risk/return profiles than conservative cash papers.
On the basis of Fidelity econometrical models and current return expectations for different asset classes an average annual return of 4.0% with a volatility of 0.3 % is expected (Source: Fidelity as at 31.03.2009).

This approach allows consistent capital growth even in challenging market conditions.

2.3.2. Asset allocation and benchmark

The FF Euro Cash Fund is managed according to Fidelity Fixed Income’s active investment philosophy and approach. The philosophy is to generate attractive risk-adjusted returns through multiple, diversified investment positions advised by in-house research. This research includes fundamental credit analysis, quantitative modelling and macroeconomic research. As a result, the fund contains a mixture of top-down strategies such as asset allocation, interest rate and curve positioning, and bottom-up positions on individual names and sectors. Fidelity does not and will not use derivatives in this portfolio, where capital preservation is the key.

The fund is managed with the aim of including a widely diversified set of uncorrelated investment positions driven by a number of independent strategies, where no single position is allowed to dominate overall fund risk.

Each position is chosen by the portfolio manager based on insight gained from in-house research. Risk is measured and controlled using in-house quant systems.

Benchmark index: Euro 7 Day Libid

3. PROCEDURE FOR COMMUNICATING THE INVESTMENT CHOICE

3.1. PARTICIPANTS IN THE PLAN FOR LESS THAN SIX MONTHS

The life-cycle strategy being compulsory during this period, no change of investment strategy may be made.

3.2. CHANGING THE INVESTMENT STRATEGY

Participants have the opportunity to change the investment strategy once per calendar year for both savings and future contributions.

They may choose one of the three currently available investment strategies. As regards the strategy No 1, they may select one of the available target funds.

The change is put into effect on the 20th of the month in course, provided that it is made on or before the 15th of that month. If made after the 15th, the change takes effect on the 20th of the following month. In terms of
future contributions, all changes made on or before the 15th of the month will be reflected in the next monthly contribution operation; changes thereafter will be processed in the following month.

No further choice is possible during the following 12-month period. The reasons for this waiting period are: (1) allowing for the necessary flexibility, while (2) preventing active trading and (3) taking the long-term perspective of the plan into account. The merits of this yearly period will be reviewed in 2011, after two years' experience.

3.3. NO CHOICE COMMUNICATED

If participants do not make a choice, the default strategy continues to apply after the initial six-month period, and the opportunity to communicate another investment choice remains open indefinitely.

If participants make a choice for one twelve-month period but no further choice is made, the last selected strategy remains applicable, and the opportunity to communicate another investment choice again remains open indefinitely. Once a choice has been made it is no longer possible to return to the previous option or to make a further choice until twelve months have passed.

3.4. PROCESS

Twice a year, information sessions will be held for new participants.

Fifteen days before the end of the six month period, Fidelity will send an e-mail to the employees concerned reminding them of the possibility to change their investment strategy. The change itself can be carried out once the six-month period has expired. The employees have to perform this change via the internet portal (www.epo-ssp.eu).

3.5. PERSONAL FILE

Once a change has been made, Fidelity sends a confirmation of the date and content of the option to the employee and to the EPO HR Services for inclusion in the personal file.

Brian McGinley
Vice-President
TABLES

Appendix 1 contains explanations and tables subject to revision / update following Fidelity’s regular remodelling process. Updated information will be made available to employees via the portal.

The Fidelity’s Investment Solutions Group (ISG):

The ISG team provides a range of multi-asset and multi-manager portfolios, which are designed to meet specific adviser and investors needs. The Group combines capabilities in three key areas: strategic asset allocation, tactical asset allocation and manager selection.

STRATEGY No. 1: Life-cycle strategy

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>ISIN Number</th>
<th>Date of Inception</th>
</tr>
</thead>
<tbody>
<tr>
<td>FF - Fidelity Target™ 2010 (Euro) Fund A-Euro</td>
<td>LU0172515974</td>
<td>05/09/2003</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2015 (Euro) Fund A-Euro</td>
<td>LU0172516436</td>
<td>05/09/2003</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2020 (Euro) Fund A-Euro</td>
<td>LU0172516865</td>
<td>05/09/2003</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2025 (Euro) Fund A-Euro</td>
<td>LU0215158840</td>
<td>16/05/2005</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2030 (Euro) Fund A-Euro</td>
<td>LU0215159145</td>
<td>16/05/2005</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2035 (Euro) Fund A-Euro</td>
<td>LU0251118260</td>
<td>26/06/2006</td>
</tr>
<tr>
<td>FF - Fidelity Target™ 2040 (Euro) Fund A-Euro</td>
<td>LU0251119318</td>
<td>26/06/2006</td>
</tr>
</tbody>
</table>

Source: Fidelity, 31/03/09

with allocation of staff:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Year of birth</th>
</tr>
</thead>
<tbody>
<tr>
<td>FF Fidelity Target Euro Funds 2010</td>
<td>1949 and older</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2015</td>
<td>1950 – 1954</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2020</td>
<td>1955 – 1959</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2025</td>
<td>1960 – 1964</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2030</td>
<td>1965 – 1969</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2035</td>
<td>1970 – 1974</td>
</tr>
<tr>
<td>FF Fidelity Target Euro Funds 2040</td>
<td>1975 and younger</td>
</tr>
</tbody>
</table>
These lists will evolve over time: funds with early target dates will mature into cash funds and not be active for new participants as their date indicates, and new funds with target dates later than 2040 will gradually be introduced, with accorded changes as regards the years of birth.

<table>
<thead>
<tr>
<th>NEW MODEL</th>
<th>Target fund- dynamic roll down - asset allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years to target</td>
<td></td>
</tr>
<tr>
<td>&gt;21</td>
<td>0 %</td>
</tr>
<tr>
<td>21</td>
<td>0 %</td>
</tr>
<tr>
<td>20</td>
<td>0 %</td>
</tr>
<tr>
<td>19</td>
<td>0 %</td>
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<td>18</td>
<td>0 %</td>
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<td>17</td>
<td>0 %</td>
</tr>
<tr>
<td>16</td>
<td>0 %</td>
</tr>
<tr>
<td>15</td>
<td>0 %</td>
</tr>
<tr>
<td>14</td>
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<tr>
<td>13</td>
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</tr>
<tr>
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</tr>
<tr>
<td>1</td>
<td>16 %</td>
</tr>
<tr>
<td>0</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Fidelity, 31/03/09
MSCI World Index | MSCI Europe Index
--- | ---
Nordamerika | 54,42 % | -
Europe ex UK | 20,31 % | 68,31 %
UK | 9,42 % | 31,69 %
Asia ex Japan | 4,75 % | -
Japan | 11,10 % | -
**Total** | **100,00 %** | **100,00 %**

Source: Fidelity, as at 31/03/2009.

**Merrill Lynch EMU Large Cap Investment Grade**

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asset Backed Securities</td>
<td>2.2%</td>
</tr>
<tr>
<td>Corporates (ex. Financials)</td>
<td>5.2%</td>
</tr>
<tr>
<td>Emerging Markets</td>
<td>1.0%</td>
</tr>
<tr>
<td>Financials</td>
<td>21.6%</td>
</tr>
<tr>
<td>Government</td>
<td>65.0%</td>
</tr>
<tr>
<td>Other</td>
<td>5.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Source: Fidelity, as at 31/03/2009.

**STRATEGY No. 2: Conservative multi-asset investment strategy (Multi Asset Portfolio 20/80)**

The Multi-Asset fund 20/80 was launched on 26th February under the name of Fidelity Demografiefonds Konservativ (ISIN DE000A0RHF92; WKN A0RHF9), under German legislation and BaFin\(^1\) supervision. This vehicle is thus fully established and available on the market.

---

\(^1\) Bundesanstalt für Finanzdienstleistungsaufsicht
Asset allocation in detail:

<table>
<thead>
<tr>
<th></th>
<th>Equities</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>European Equities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>European Growth Fund</td>
<td>40 %</td>
<td>1,8 %</td>
</tr>
<tr>
<td>Europe Fund</td>
<td>30 %</td>
<td>1,4 %</td>
</tr>
<tr>
<td>European Special Sits</td>
<td>30 %</td>
<td>1,4 %</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100 %</td>
<td>4,6 %</td>
</tr>
<tr>
<td><strong>US Equities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>America Fund</td>
<td>60 %</td>
<td>4,8 %</td>
</tr>
<tr>
<td>i-shares S&amp;P500</td>
<td>40 %</td>
<td>3,2 %</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100 %</td>
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<tr>
<td><strong>Japan Equities</strong></td>
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<td></td>
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<tr>
<td>Japan Advantage</td>
<td>100 %</td>
<td>1,0 %</td>
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<tr>
<td><strong>Total Equities</strong></td>
<td></td>
<td>13,5 %</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>Bonds</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>i-shares Euro Covered bond (ETF)</td>
<td>13,3 %</td>
<td>7,5 %</td>
</tr>
<tr>
<td>i-shares Euro Corporate bond (ETF)</td>
<td>18,9 %</td>
<td>10,7 %</td>
</tr>
<tr>
<td>i-shares Euro Govt bond 1-3 yrs (ETF)</td>
<td>20,0 %</td>
<td>11,3 %</td>
</tr>
<tr>
<td>i-shares Euro Govt bond 3-5 yrs (ETF)</td>
<td>13,5 %</td>
<td>7,6 %</td>
</tr>
<tr>
<td>i-shares Euro Govt bond 7-10 yrs (ETF)</td>
<td>23,9 %</td>
<td>13,5 %</td>
</tr>
<tr>
<td>i-shares Euro Govt bond 15-30 (ETF)</td>
<td>10,4 %</td>
<td>5,9 %</td>
</tr>
<tr>
<td><strong>Total Bonds</strong></td>
<td>100,0 %</td>
<td>56,5 %</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Cash</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>db x-trackers 2 Eonia TR</td>
<td>50%</td>
<td>15.0%</td>
</tr>
<tr>
<td>Lyxor ETF Euro Cash (eonia)</td>
<td>50%</td>
<td>15.0%</td>
</tr>
<tr>
<td><strong>Total Cash</strong></td>
<td>100%</td>
<td>30.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100.0%</td>
<td></td>
</tr>
</tbody>
</table>

*Source: Fidelity, as at 26/03/09. The allocation may be subject to change.*
STRATEGY No. 3: Fidelity Euro Cash Fund

ISIN Code LU0064964074, inception date 20.09.1993

Fund characteristics:

- AAA credit quality, MR1+ volatility (the lowest possible) rated cash unit trust (£)
- Minimum credit quality single A (long-term) or A-1/P-1 (short-term)
- Global research expertise
- No derivatives
- No defaults in the history of the fund
- No negative returns since inception
- Consistent returns, standard deviation of returns 0.08% over the past three years
- Diversified portfolio, with exposure to many different issuers and balance sheets
- Typically between 40 and 60 issuers
- Daily liquidity with late cut-off times to suit investors from across the world
APPENDIX 2

TECHNICAL ABBREVIATIONS

REITs
Real Estate Investments Trusts (REITs) are joint stock companies that primarily derive their income from real estate i.e. ownership, operation, funding, or a mixture.

MSCI
Morgan Stanley Capital International calculates different indices (e.g. MSCI World, MSCI Europe). MSCI Indices are used as benchmark indices by which performance may be measured.

ML EMU
ML EMU is a widely known index for European issued bonds. ML EMU (EMU = European Monetary Union) is calculated by Merril Lynch.

Large Cap Inv Grade
Inv = Investment Grade is a rating classification for bonds. Investment Grade bonds have a better rating than non-investment grade bonds or speculative bonds (junk bonds). Large Cap means that the minimum bond volume in circulation in the case of government bonds must be EUR 1 billion and for other bonds EUR 500 million.

Euro 7 Day LIBID
LIBID = London Interbank Bid Rate: interest rate at which London banks are willing to borrow from one another in the interbank market for a period of seven days.

LIBOR EUR
LIBOR = London Interbank Offered Rate: reference rate at which banks borrow funds (cash) from other banks. The Libor is calculated in different currencies, e.g. EURO.

MR1+
MR1+ is a rating by the well known rating agency Moody's Investor Services. Moody's market risk ratings (MR) use a five-tiered numerical scale, from MR1 to MR5. Funds rated MR1 are judged to have very low sensitivity to changing interest rates and other market conditions.

A-1/P-1
This is another rating by Moody's (see above MR1+). A1 is the long term credit quality, P1 is a short-term rating. P1 (Prime-1) ratings are the best in class.
Circular No. 319

Guidelines on duty travel
(See also Articles 77, 78 and 79 Service Regulations)

Rule 1
Implementing the duty travel budget

(1) Limited funds are available for duty travel every year. Pursuant to the Financial Regulations, budgets must be used with thrift and economy. Meetings should therefore be scheduled so as to use the duty travel budget as efficiently as possible.

(2) Duty travel may only be approved if it is necessary, that is, if the business cannot reasonably be conducted in any other way, such as by video conference.

(3) If a permanent employee has to undertake duty travel for several purposes, the events should be combined whenever possible and approved by the budget holder(s) concerned.

(4) Internal EPO meetings should in principle be held at the place of employment at which the majority of participants are employed.

(5) In accordance with the provisions of Article 77(1), duty travel at the place of employment does not create entitlement to the daily subsistence allowance. Duty travel cost at the place of employment will be compensated by a lump-sum amount. The lump-sum amount is equivalent to the cost of a one day ticket for use of the public transport network at the place of employment. These lump-sum amounts will be updated regularly on the basis of the cost of public transport and published on the intranet. For the application of this paragraph, the place of employment shall be regarded as the radius up to 25 km from the address of the Office premises where the permanent employee is employed.

(6) Pursuant to Article 77 (4), transport between Office premises at the place of employment is not duty travel.

(7) Flights on the main routes shall be booked on the basis of the lowest fare available at the time of booking in the intended travel class. Derogations may be explicitly granted by the budget holder in duly substantiated exceptional situations.

1 See CA/D 10/14 Article 61 and 62.
Rule 2  
Submitting duty travel requests

(1) Before submitting a request for duty travel, the permanent employee must obtain the approval of his line manager for him to be absent from his place of employment, except where the provisions of Communiqué No. 45 apply.

(2) Duty travel requests must be submitted via the electronic duty travel system in MyFIPS. The duty travel request will then be automatically forwarded to the budget holder(s) and copied electronically to the permanent employee's line manager. If the line manager disagrees with the permanent employee's absence, he may ask the budget holder(s) to stop the duty travel request, except where the provisions of Communiqué No. 45 apply. Where there is disagreement between the line manager and the budget holder(s), the opinion of the line manager will prevail. No duty travel may be booked until it has been approved by the budget holder(s).

(3) Approval of the duty travel request by the budget holder(s) is communicated electronically, in the form of a duty travel order, to the permanent employee and the Office's travel agency. Once the permanent employee has received the electronic approval, he should make his travel bookings and, where appropriate, any hotel reservation through the Office's travel agency, bearing in mind the provisions of Rule 3(2).

(4) On his return from duty travel, the permanent employee should submit his electronic duty travel claim to HR Travel Administration for final settlement.

Rule 3  
Daily subsistence costs (Article 78 ServRegs)

(1) The increase in the daily subsistence allowance to cover miscellaneous expenses within the meaning of Article 78(1)(f) ServRegs is 3.82%. Examples of miscellaneous expenses are: administrative charges for use of a credit card, use of the internet, local transport at the travel destination (excluding transport to and from the airport) and use of a private mobile phone.

(2) In cases where expenditure on accommodation (room, breakfast and taxes) exceeds 60% of the daily subsistence allowance, payment of a 30% supplement pursuant to Article 78(4) ServRegs is made, on condition that the accommodation has been recommended and booked via the Office's travel agency, or is part of a conference arrangement approved by the budget holder(s).

(3) If the permanent employee has incurred unavoidable daily subsistence costs which cannot reasonably be considered as being covered by the daily subsistence allowance, the budget holder(s) may approve an exceptional reimbursement. Such reimbursement must be duly justified in writing and based on original receipts.
(4) Where, pursuant to Rule 4(12), the permanent employee is authorised to organise his own travel arrangements or has extended his travel for private reasons, the departure and arrival times for the daily subsistence allowance calculation are those which would have applied without such private arrangements.

Rule 4
Reimbursement of transportation expenses (Article 79 ServRegs)

(1) With the exception of the travel referred to in paragraphs 4, 6 to 9 and 12, all travel has to be booked via the Office’s travel agency.

(2) For a journey of 400 km or less and involving no sea crossing, first-class travel by train is considered to be the most economical mode of transport.

(3) For a journey of over 400 km, the permanent employee is authorised to travel by air, on the following conditions:

(a) In the case of travel between the Office’s places of employment, the tariff chosen should be the most economical fare at the time of the booking for a direct-flight business-class ticket providing the flexibility to reschedule or cancel. If, exceptionally, it is not possible or feasible to travel back on such a ticket, the Office will allow a single flight with another airline.

(b) For all other flights within Europe, the cheapest flexible business-class fare available should be chosen, irrespective of the airline used.

(c) For business-class flights outside Europe, the arrangements negotiated by the Office are mandatory, unless they involve more than one stopover in each direction and the additional travel time compared with a direct flight is more than three hours each way. In such circumstances, the cheapest flexible fare available should be chosen (direct flight, or one stopover if no direct flight is available), irrespective of the airline flown.

(d) If, exceptionally, overriding scheduling or operational constraints require a deviation from the above rules, the budget holder(s) may authorise the use of specific flights or airlines.

(4) Where, in the interests of the Office, the permanent employee is requested by the budget holder(s) to travel by his own car, he is entitled to the kilometric allowance applicable at the permanent employee’s place of employment, as set out in the Annex to the present Guidelines. Special charges, such as tolls or car ferry charges, will be reimbursed on the basis of original receipts.

(5) For duly justified reasons, the budget holder(s) may request the permanent employee to travel by a different mode of transport or a different class from that applicable under these provisions. The permanent employee may however refuse to travel on a non-flexible flight ticket.

(6) Taxi costs are subsidiary expenses within the meaning of Article 79(2) ServRegs. They will be reimbursed in the following circumstances;
(a) Public transport is not available or cannot be used for justified reasons, such as very heavy or bulky luggage being transported for Office purposes (where possible, prior approval should be obtained from the budget holder(s)).

(b) (i) Taxi costs will be reimbursed for travel to the airport, port or train station if the plane, boat or train is scheduled to depart before 09.00 hrs or after 20.00 hrs.

(ii) Taxi costs will be reimbursed for travel from the airport, port or train station if the plane, boat or train arrives after 20.00 hrs.

(c) Permanent employees in job group 2 and higher will be refunded the taxi cost to and from the airport, port, or train station without the limitations set out in (b).

(d) On the recommendation of the Office’s Occupational Health Physician.

(7) Taxis should, whenever possible, be shared with other staff members and the fare reimbursement claimed by the permanent employee who paid the taxi driver.

(8) Except for the provisions of paragraph 9, reimbursement of taxi costs must be claimed on the basis of original receipts.

(9) For transport to and from airports at the EPO’s places of employment, a lump-sum amount is paid to compensate for use of public transport or, subject to paragraph 6, taxis. These lump-sum amounts will be updated regularly on the basis of the cost of public transport and the fares charged by taxi providers. Information on the public transport available and the names of taxi providers offering their services for the amounts reimbursed will be published on the intranet.

(10) Permanent employees using their own car for transport to and from the airport at their place of employment will be reimbursed the lump-sum amounts referred to in paragraph 9, subject to the conditions set out in paragraph 6, for the start and end of their duty travel, respectively.

(11) The budget holder(s) may authorise the use of a rental car, if this is the most economical mode of transport. The car rental must include full insurance and cover accidents involving any passenger who may make use of the car in the interests of the Office. If the car rental period includes private travel time, a proportional amount will be charged to the permanent employee for the number of kilometres or days driven for private reasons.

(12) A permanent employee may be authorised by the budget holder(s) to organise his own travel arrangements for journeys to destinations in the EPO member states. If so, he will be paid a lump-sum amount for transport expenses, corresponding to 50% of the average kilometric allowance rate for Germany, the Netherlands and Austria as set out in the Annex to the present Guidelines.
Permanent employees who organise their own travel arrangements are liable for risks such as cancellation fees and car, passenger and rental car insurance. Any time spent in excess of the approved duty travel is not considered as working time and should therefore be recorded as leave.

**Rule 5**  
*Extended duty travel (Article 78(6) ServRegs)*

1. For the first two months of extended duty travel, the permanent employee is entitled to the full daily subsistence allowance. For the third month, 40% of the daily subsistence allowance is paid. As from the fourth month, 25% of the daily subsistence allowance is paid.

2. If, during extended duty travel, the permanent employee is required to undertake duty travel or takes leave, payment of the daily subsistence allowance is not suspended. Other duty travel expenses are payable in accordance with Article 79 ServRegs.

3. The permanent employee is entitled to leave on public holidays at the location of the extended duty travel.

4. The daily subsistence allowance will be paid in monthly instalments for the duration of the extended duty travel.

5. Extended duty travel may not continue beyond 12 months.

**Rule 6**  
*Receipts*

1. It is not necessary to submit receipts for any duty travel expenses compensated for by lump-sum amounts under the provisions of these Guidelines or covered by the daily subsistence allowance referred to in Article 78(1) and (2) ServRegs.

2. For reimbursement of duty travel expenses not falling under paragraph 1, the permanent employee must attach scanned evidence to his electronic statement of duty travel expenses for amounts in excess of EUR 50 per item.

3. Expenditure not exceeding EUR 50 per item may be reimbursed on the basis of a personal declaration by the permanent employee concerned.

4. In order to allow the Office to perform checks, the permanent employee must keep:
   
   (a) original receipts of duty travel expenses not covered by a lump sum;
   
   (b) original receipts of expenses for which the lump sum for high accommodation expenditure is paid (Rule 3(2));
   
   (c) (electronic) boarding passes of flights

   Such evidence must be kept until the full reimbursement of the duty travel expenses is made.
(5) When duty travel is funded by external providers, the budget holder(s) may require original receipts of all the duty travel expenses incurred.

Rule 7
Regular review

These Guidelines are subject to regular review.
Guidelines on duty travel

Effective from 1 January 2020

Rates for the kilometric allowance Rule 4(4) and (12)

for the car

<table>
<thead>
<tr>
<th>Country</th>
<th>EUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>0.58</td>
</tr>
<tr>
<td>Germany</td>
<td>0.49</td>
</tr>
<tr>
<td>Netherlands</td>
<td>0.65</td>
</tr>
<tr>
<td>Austria</td>
<td>0.60</td>
</tr>
</tbody>
</table>

1 Amended by Circular No. 401.
Circular No. 323  
relating to employment of relatives  
Decision of the President of the Office dated 11th March 2010,  
entering into force on 1st April 2010

Guidelines for applying Articles 15 (2) and 17  
of the Service Regulations for permanent employees of the European Patent Office concerning the employment of relatives

Article 1  
Employment of relatives of staff in a hierarchical relation

(1) A spouse, a partner within the meaning of Communiqué No. 284, a person with whom a staff member maintains an intimate relationship or a staff member’s relative from the list below, shall be eligible for employment only if neither supervises the other, directly or indirectly.

<table>
<thead>
<tr>
<th>Relative Type</th>
<th>Eligible Relative Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Step-) Mother</td>
<td>(Adopted) Son</td>
</tr>
<tr>
<td>(Step-) Father</td>
<td>(Adopted) Daughter</td>
</tr>
<tr>
<td>Sister</td>
<td>Mother-in-law</td>
</tr>
<tr>
<td>Half-sister</td>
<td>Father-in-law</td>
</tr>
<tr>
<td>Brother</td>
<td>Aunt</td>
</tr>
<tr>
<td>Half-brother</td>
<td>Uncle</td>
</tr>
<tr>
<td>Daughter-in-law</td>
<td>Niece</td>
</tr>
<tr>
<td>Son-in-law</td>
<td>Nephew</td>
</tr>
<tr>
<td>Sister-in-law</td>
<td>Cousin</td>
</tr>
<tr>
<td>Brother-in-law</td>
<td></td>
</tr>
</tbody>
</table>

The terms "uncle" and "aunt" shall mean the brother and sister of a staff member’s mother or father, whether the relationship is by blood, adoption or marriage; the term "cousin" shall mean the son or daughter of an uncle or aunt.

(2) Staff members are required to disclose any of the relationships mentioned in paragraph 1 above. If such a relationship arises after appointment, the Office shall transfer one of the two staff members under Article 12 (2) of the Service Regulations to another post where no hierarchical relation between them exists.

Article 2  
Employment of relatives of staff in a non-hierarchical relation

In case of a relationship mentioned in Article 1, paragraph 1, where no hierarchical relation between the staff members exists, Articles 15 (2) and 17...
of the Service Regulations apply, especially when the staff members work in the same department or unit, or when their duties bring them into routine professional contact.

Article 3
Membership of statutory bodies

No staff member shall be a chairman or member of a statutory body under Article 2 (1) (c), (d), (e) and (f) of the Service Regulations when called to issue an opinion affecting a relative in the meaning of Articles 1 and 2.
Membership of the system established by the Office's Pension Scheme Regulations: transitional arrangements

The Office's New Pension Scheme Regulations and the salary savings plan are in principle applicable only to those members of the Office's staff referred to in Article 1 of the Service Regulations who first joined the Office on or after 1 January 2009.

In addition to those members of staff referred to in Article 1 of the Service Regulations who were in post on 1 January 2009 and were members of the Office's pension scheme on 31 December 2008, the following employees are members of the system established by the Office's Pension Scheme Regulations and do not participate in the salary savings plan:

1. permanent or contract staff taking up their duties on or after 1 January 2009 who were employed at the Office as contract staff on 31 December 2008;

2. permanent or contract staff taking up their duties on or after 1 January 2009 who had ended a previous period of employment at the Office as permanent or contract staff before that date, provided either that they have acquired deferred or early pension rights from their previous employment at the Office as permanent staff or that they pay back the severance grant they received on termination of their employment, the break in service in the latter case having lasted no longer than one year;

3. members of the boards of appeal and of the Enlarged Board of Appeal taking up their duties on or after 1 January 2009 who were employed, or had ended a previous period of employment, at the Office in a different capacity before that date, on the same conditions as in the preceding paragraphs as appropriate.

Any request to pay back a severance grant must be communicated by the Office to the employee concerned within six months of the date of his rejoining, and the employee must pay it back within twelve months of that same date. The total amount to be paid back is equal to the amount of the severance grant plus compound interest at a rate of 4% per annum from the date on which the employee received such amounts until the date of full repayment.

If repayment has not been completed by the end of the twelve-month period, the employee will thenceforth, automatically and retroactively, be a member of the New Pension Scheme and participate in the salary savings plan. In that case any sums already paid back will be refunded to the employee. The Office will convert the twelve months of pension scheme contributions into contributions to the New Pension Scheme and the salary savings plan. It will be under
no obligation to compensate the employee for any loss in the event that salary savings plan investments return a profit over the said twelve-month period.

This Circular enters into force with effect from 1 January 2009.
Guidelines on removal expenses
(Article 81 ServRegs)

Rule 1
Entitlement

Entitlement to the lump sum compensation for removal expenses referred to in Article 81, paragraph 2 of the Service Regulations shall be based on the family situation of the permanent employee at the time the move has been completed. Account shall be taken of dependent family members within the meaning of Articles 69 and 70 of the Service Regulations who are resident with the permanent employee, including dependent children who are pursuing their studies away from home.

Rule 2
Claiming removal expenses

(1) Lump sum compensation for removal expenses shall be paid on production of a claim form stating the new address and the names of the dependent family members who have moved with the permanent employee to the residence at the new address.

(2) The permanent employee shall sign the said claim form on which he shall
   (a) declare that he has noted the provisions of Article 14, sub paragraph (g) of the Protocol on Privileges and Immunities of the European Patent Organisation;
   (b) state whether he is entitled to and/or has actually received reimbursement in connection with the same move from any other source;
   (c) indicate the date on which the move was completed.

Rule 3
Payment

Lump sum compensation shall as a rule be paid in the month following the receipt of the claim form referred to in Rule 2, notwithstanding the possibility of an advance payment in accordance with the provisions of Article 76 of the Service Regulations.

Rule 4
Rates

(1) The rates of lump sum compensation referred to in Article 81, paragraph 2 of the Service Regulations are laid down in an Annex to these Guidelines.
(2) The distance bands indicated in the Annex represent the door-to-door distance in kilometres of a single direct move, via the shortest usual route, by ship or any land-based mode of transport.

(3) The lump-sum compensation rates shall be adjusted with effect from 1 January of each year by applying the arithmetical average rate of salary adjustment decided by the Administrative Council under Article 64, paragraph 6 of the Service Regulations for Austria, Germany and the Netherlands and backdated to 1 July of the preceding year.

(4) The lump sum compensation payable will be equivalent to the rate applicable on the day the move has been completed.

Rule 5
Verification and random checks

The Office may check any entitlement from other sources and will make random checks to verify that the move has actually taken place.

Rule 6
Entry into force and interim measure

(1) These guidelines will enter into force on 1 July 2010.

(2) Permanent employees in service on 30 June 2010 have the option between application of the provisions as in force on 30 June 2010, or application of the provisions as in force thereafter as far as it concerns, where applicable, their first consignment completed after 30 June 2010 in the meaning of Article 81 paragraphs (1) and (4) in force on 30 June 2010. In case a permanent employee in service on 30 June 2010 submits a request for a second consignment in the meaning of Article 81 paragraphs (1) and (4) the provisions as in force on 30 June 2010 apply. The transitional rule applies for the requests submitted until 30 June 2012.
**ANNEX¹**

**Rates of lump sum compensation under Article 81, paragraph 2 of the Service Regulations for permanent and other employees of the European Patent Office**

Entitlement under Article 81(1)a) of the Service Regulations for permanent and other employees of the European Patent Office

<table>
<thead>
<tr>
<th>Distance band</th>
<th>Employees entitled to household allowance</th>
<th>Employees <strong>not entitled</strong> to household allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 km to 800 km inclusive</td>
<td>EUR 4 652</td>
<td>EUR 2 326</td>
</tr>
<tr>
<td>801 km or over</td>
<td>EUR 5 815</td>
<td>EUR 3 489</td>
</tr>
<tr>
<td>Supplement for each dependent person</td>
<td></td>
<td>EUR 814</td>
</tr>
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Entitlement under Article 81(1)b) and c) of the Service Regulations for permanent and other employees of the European Patent Office

<table>
<thead>
<tr>
<th>Distance band</th>
<th>Employees entitled to household allowance</th>
<th>Employees <strong>not entitled</strong> to household allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 km to 800 km inclusive</td>
<td>EUR 6 978</td>
<td>EUR 4 070</td>
</tr>
<tr>
<td>801 km or over</td>
<td>EUR 9 885</td>
<td>EUR 5 815</td>
</tr>
<tr>
<td>Supplement for each dependent person</td>
<td></td>
<td>EUR 1 163</td>
</tr>
</tbody>
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¹ Amended by Circular No. 396 as from 1 January 2019.
Method for payments into the RFPSS for the healthcare insurance scheme

1. BACKGROUND

The present circular describes the method for making payments into the RFPSS for the healthcare insurance scheme according to Council decisions CA/D 7/10 and CA/D 13/10. It also outlines the practical arrangements of its implementation. The way in which contributions for working spouses according to Art. 83 (1) (c) ServRegs are handled in this method is given special treatment.

Section 2 describes the general method to be applied from 2014 onwards according to decision CA/D 13/10.

Section 3 describes the transitional method for 2011-2013 under which the staff contribution rate is fixed at 2.4% according to decision CA/D 7/10.

Section 4 describes the practical aspects of the implementation.

2. GENERAL METHOD

According to Article 2 of the Administrative Council's decision CA/D 13/10 setting up a reserve fund for healthcare insurance, the payments to this fund shall be equal to the difference between reimbursements actually made to the beneficiaries and the contributions from the Office and from the insured persons:

"[...] (3) Payments into this reserve fund shall be made from the budget of the European Patent Organisation; these payments shall correspond to the sum of the healthcare insurance contributions from the Office and from the insured persons, after deduction of payments for reimbursements actually made to the beneficiaries. These contributions shall result from application of CA/D 7/10 to the basic salaries, pensions and invalidity allowances paid. [...]"

2.1. Contributions for spouses in gainful employment

The term "insured persons" in Art. 2 of CA/D 13/10 includes spouses in gainful employment.

The term "reimbursements actually made to the beneficiaries" means that they are automatically net of costs covered by other schemes, but they must not be reduced by the amount of spouses contributions for the purpose of Art. 2 of CA/D 13/10.
The question is how to treat spouses contributions when making payments into the reserve fund according to Art. 2 of CA/D 13/10. The reasoning is as follows:

- The healthcare insurance scheme must cover the reimbursements to which the insured population is entitled under Art. 83 ServRegs.
- Since 2008 spouses in gainful employment must use their own schemes on a primary basis, so the total reimbursements to be financed by the EPO scheme are lower due to the costs covered by other schemes. These savings are shared by staff and Office at 1/3 and 2/3 respectively.
- By way of exception, a possibility to pay an additional premium was given to those working spouses who are not affiliated to another scheme,
- Therefore, the effect of spouses using their own insurance and the effect of spouses paying the EPO premium should be treated in the same way, i.e. both effects should reduce the total amount of reimbursements to be financed via the 9.2% total contribution rate.
- Indeed, the purpose is to have the same effect as if spouses paying a premium had taken out an insurance of their own. Should a working spouse decide to take out their own insurance and use it primarily, the final effect would remain consistent.
- The actuarial total contribution rate of 9.2% was calculated by the Actuarial Advisory Group to finance the long-term reimbursements made to the beneficiaries, net of reimbursements made by other schemes, but not net of spouses contributions. The reasons for this are technical. Firstly, spouses contributions are not a third party reimbursement which reduces automatically the reimbursements actually made to the beneficiaries. Secondly, the income to the scheme from spouses contributions can be very volatile from year to year and this would make it difficult to make an actuarial assumption.

Hence, in the meaning of Art. 2 of CA/D 13/10, the contributions for working spouses should be deducted from the total contributions of 9.2% of payroll, rather than from the "reimbursements actually made to the beneficiaries".

Also the Actuarial Advisory Group confirm in paragraph 54 of CA/139/10 (Actuarial study on healthcare funding) that the contributions for working spouses are meant as a further source to finance the actuarial total contribution rate of 9.2%, since this is in line with the method used to calculate the actuarial contribution rate:

"54. This [the total contribution rate of 9.2%] will be financed from three sources: the Office contribution, the staff [incl. pensioners] contribution and the contributions paid by working spouses."

2.2. General formula for determining transfers to the RFPSS

Considering the above, the transfer to the fund for a certain year is calculated as follows, after due consideration of Art. 83 (1) (e) ServRegs (i.e. changes
to contribution rate from 2014 onwards cannot change more than 10% each year)\(^1\).

Since the spouses contributions paid in a year are only known when the year is finished, for the calculation of the initial contribution rate for staff and Office they must be estimated based on past experience (currently ca. 1m EUR per year).

With a share of contributions of 1/3 for staff and 2/3 for the Office, the initial contribution rates are:

Initial staff contribution rate \[= \frac{1}{3} \times (9.2\% \times \text{payroll} - \text{estimated spouses contributions}) \]
\[= \text{ca. 3.02\%} \]

Initial Office contribution rate \[= \frac{2}{3} \times (9.2\% \times \text{payroll} - \text{estimated spouses contributions}) \]
\[= \text{ca. 6.04\%} \]

Transfer to the fund:

\[\text{+ Office contributions (ca. 6.04\% x payroll)} \]
\[\text{+ Staff and pensioners contributions (ca. 3.02\% x payroll)} \]
\[\text{+ Spouses contributions} \]
\[- \text{Reimbursements actually made in the year (net of costs covered by other schemes)} \]
\[= \text{transfer to the fund} \]

3. **PROVISIONAL METHOD FOR THE PERIOD 2011-2013**

Articles 3 and 4 of decision CA/D 7/10 lay down the transitional arrangements for the period 2011-2013 according to which the staff contribution rate for those years is fixed at 2.4\% of basic salaries and pensions and the Office shall cover the difference between 9.2\% and 3 \times 2.4\% = 7.2\%, i.e. 2\%. This results in a total **Office contribution** of 2 \times 2.4\% + 2\% = 6.8\%.

This is equal to saying that the Office pays the difference between the actuarial total contribution rate of 9.2\% and the staff contribution rate of 2.4\%, which results in a total Office contribution rate of 6.8\% of basic salaries and pensions for 2011-2013.

"Article 3

In the years 2011 to 2013, a comparison shall be made between the actuarially calculated total contribution rate and three times the employee’s maximum contribution rate specified in Article 83 of the

\(^1\) Cf. paragraph 63 of CA/139/10 Corr. 1
Service Regulations. Any shortfall shall be funded by the Office, primarily by using the credit balance at Vanbreda in the accounts of the Organisation.

**Article 4**

During the years 2011, 2012 and 2013, the contributions to be paid by staff shall be kept at 2.4% of their basic salaries.

**Transfer to the fund:**

\[
\begin{align*}
+ & \text{Office contributions} \quad (6.8\% \times \text{payroll}) \\
+ & \text{Staff and pensioners contributions} \quad (2.4\% \times \text{payroll}) \\
+ & \text{Spouses contributions} \\
- & \text{Reimbursements "net of costs covered by other schemes"}
\end{align*}
\]

Since Article 3 is not explicit about how to consider spouses contributions, it is understood that spouses contributions during 2011-2013 are not used as an additional source to finance the actuarial total contribution rate of 9.2% but that they are transferred additionally to the fund. This would improve the funding of the scheme by about 3m EUR over the three years period.

4. **PRACTICAL ASPECTS**

4.1. **Monthly advance payments to the RFPSS and annual final settlement**

**Monthly advance payments:** On a monthly basis, the "reimbursements actually made" (cf. Art. 2 of CA/D 13/10) fluctuate considerably, sometimes even exceeding contributions. Furthermore, reimbursements made in a certain month are only known a few days after the end of the month, i.e. after the monthly contributions of a certain payroll run are known. Therefore the monthly payments to the fund can only be based on an estimation. This estimation is based on the average monthly reimbursements of the previous year plus an inflation factor based on past experience.

**Annual final settlement:** Once the year is over, a final settlement needs to be made taking into account all reimbursements actually made in that year and all contributions actually paid.

4.2. **Provisional method applied since January 2011**

Since 1 January 2011, contributions for working spouses are considered as follows:
Fixed staff contribution rate \( = 2.4\% \times \text{payroll} \)
Initial Office contribution rate \( = 9.2\% \times \text{payroll} \)
- \( 2.4\% \times \text{payroll} \)
- estimated spouses contributions
\( = 6.67\% \)

On a monthly basis, the following advance payments are transferred to the fund:

\[
\begin{align*}
+ & \quad \text{Office contributions} \\
& \quad (6.67\% \times \text{payroll}) \\
+ & \quad \text{Staff and pensioners contributions} \\
& \quad (2.4\% \times \text{payroll}) \\
+ & \quad \text{Spouses contributions} \\
- & \quad \text{Average estimated monthly reimbursements} \\
\end{align*}
\]
\( - (9.2\% \times \text{payroll}) \)

\( = \) transfer to the fund

A retroactive adjustment to reflect the method under section 3 above will be made.

Wolfram Förster
Acting Vice-President DG 4
Guidelines for overtime, shift work and on-call duty

Articles 57, 58, 58a and Circular No. 38


Preamble

These guidelines describe the processes, responsibilities and arrangements for the delegation of authority relating to overtime, shift work and on-call duty applicable to permanent employees and contract staff - hereinafter referred to as "employees" - as defined in Article 1, paragraphs (1) and (7) of the ServRegs.

For the purpose of these guidelines, line managers referred to are permanent employees in category A.

I. Overtime (Article 57)

(1) Pursuant to Article 57 ServRegs an employee may not be required to work overtime except in cases of urgency or exceptional pressure of work. A maximum of 150 overtime hours in any six-month period shall apply.

(2) Urgency or exceptional pressure of work shall be considered to exist when work cannot be performed within the normal working day by the staff available.

(3) Any maintenance, repair, test or installation of Office software and equipment that cannot take place during normal working hours for reasons of service requirements may constitute particular circumstances justifying overtime.

(4) Any request to work overtime shall be justified and the justification kept available for management and audit purposes.

(5) Compensatory leave shall be granted as soon as possible but at the latest during the month following the month in which overtime was worked. Only when the requirements of the service do not permit compensation during this period may the overtime hours worked be compensated for by the payment of remuneration.

(6) The guidelines on arrangements for working hours, in particular Article 1, paragraph (2), Article 3, paragraphs (4) and (5) and Article 8, paragraph (3) must be respected. The line manager shall remain alert to any negative consequences for the health and safety of the employee. Management shall notably ensure that the minimum rest periods between working days and working weeks are respected.

(7) Overtime between 22.00 and 07.00 hrs, as well as overtime during weekends and on public holidays may only be requested when the work...
cannot be performed for justified reasons at any other time outside the normal working week.

(8) The requirement to work overtime shall be communicated to the employee by the line manager or the line manager’s deputy, who should assess and decide on the urgency, exceptional work pressure, or particular circumstances. Except in cases of urgency, this requirement shall be communicated to the employees concerned in advance.

(9) Overtime shall be of temporary nature and may not become part of normal working patterns. Any recurrent duties that require work to be performed outside office hours may be subject to the shift provisions of Article 58.

(10) The line manager shall be responsible for:

(a) except in cases of urgency, issuing detailed instructions to the employees concerned well in advance. These instructions shall justify the requirement to work overtime and set out the possible duration of that requirement.

(b) in cases of urgency, where there is no time to issue prior written instructions, issuing an ad-hoc instruction to perform overtime, either orally or by other means of communication, to be followed by written confirmation of the instruction.

(c) guiding and monitoring the overtime worked by employees in his department, ensuring that the statutory breaks, rest periods and the maximum of 48 weekly working hours (including overtime) are complied with in accordance with the Guidelines on arrangements for working hours. The Office’s Occupational Health Policy must be adhered to at all times.

(d) monitoring and assessing the overtime hours worked by each of his employees.

(e) approving on a monthly basis the overtime hours performed by his employees.

(f) notifying HR Services on compensation by means of time off or, when the requirements of the service do not permit compensatory leave during the month following the month in which overtime was worked, by means of remuneration, and informing the employees concerned accordingly.

(g) ensuring that the maximum of 150 overtime hours in any six-month period is not exceeded by any one employee.

(11) An employee working part-time in accordance with the provisions of Article 56 and Circular No. 34 of the ServRegs may exceptionally be requested to work overtime. In such cases, the provisions of Article 8(4) of the Guidelines on arrangements for working hours apply.

(12) Employees on any type of leave or absence or on reduced working time or productivity for medical reasons following a recommendation by the Occupational Health Service or a decision by the Medical Committee may not be requested to work overtime.
II. **Shift work (Article 58)**

(1) Pursuant to Article 58 ServRegs, an employee who is expected to perform shift work as required by the exigencies of the service shall be compensated by time off or, exceptionally, by the payment of remuneration. The normal working hours of an employee on shift must not exceed the annual total of normal working hours.

(2) Shift work shall be required in departments with 24-hour service continuity. These departments shall be defined by the President of the Office.

(3) The requirement to perform shift work shall be communicated to the employee in writing by his line manager after prior agreement of the Principal Director or of the respective Vice-President in case a Director directly reports to the Vice President of the employees concerned, or exceptionally his deputy.

(4) **The line manager shall be responsible for:**

   (a) submitting a shift-work schedule at least one month in advance to all employees concerned. This schedule must indicate the start and end times of the shifts and the names of the employees concerned and must describe the activities to be performed during the shift work.

   (b) outlining the roles and responsibilities during shift work in a document which must be accessible to all employees taking part in the shift work activities.

   (c) taking into consideration any leave plans of the employees concerned and deciding on them prior to the establishment of the shift-work schedule, or during shift work activities should this occur.

   (d) communicating any changes to the shift work schedule to all employees taking part in the shift work without delay.

   (e) The responsibilities of the line manager as stipulated in Part I Overtime, paragraph (10) (c), (d), (e) and (f) shall apply to shift work as well.

(5) Employees working part-time in accordance with the provisions of Article 56 and Circular No. 34 of the ServRegs, as well as employees on any type of absence or leave or on reduced working time or productivity for medical reasons following a recommendation by the Occupational Health Service or a decision by the Medical Committee may not be asked to participate in shifts outside their normal working hours.

III. **On-call duty (Article 58a)**

(1) Pursuant to Article 58a ServRegs, an employee required in the interests of the service to be available outside normal working hours for work when called upon shall be entitled to a flat-rate allowance.

(2) Having employees on-call is a means of dealing with incidents that may interrupt the proper functioning of the Office.

(3) The requirement to place employees on call must be assessed in advance following a risk report by the line manager which must be approved by the
Principal Director or by the respective Vice-President in case a Director directly reports to the Vice-President of the employees concerned.

(4) Requests for on-call duty shall be communicated to the employees concerned in writing by the line manager subject to prior agreement of the Principal Director or of the respective Vice-President in case a Director directly reports to the Vice-President of the employees concerned, or exceptionally his deputy, who should assess and decide on the need for employees to be placed on-call.

(5) Once an employee has been called in, the provisions for overtime in Article 57 ServRegs shall replace the on-call provisions of Article 58a ServRegs from the moment when the employee is called in, until such time as the action for which the employee was called in has finished. In the case of employees in category B and C any travel time shall be compensated as overtime. Employees in category A have no right to compensation for overtime, but they may accrue flexi-hours for the travel and working time instead. Any flexi-hours thus accrued in excess of the maximums set out in Article 5(2) of the Guidelines on arrangements for working hours shall be compensated as time-off in agreement with the line manager.

(6) Employees on any type of absence or leave or on reduced working time or productivity for medical reasons following a recommendation by the Occupational Health Service or a decision by the Medical Committee may not be requested to be on-call.

(7) The line manager shall be responsible for:

(a) issuing on-call requests in advance (preferably one month in advance) to all employees concerned. Requests shall include details such as start and end times, as well as the reasons why the on-call request has been made.

(b) setting out the responsibilities and describing possible actions during on-call work in a document which must be accessible to all employees who are in an on-call situation.

(c) ensuring that employees on call can be reached at a distance that will enable them to travel to the Office within two hours from the time of notification. On-call employees who cannot be reached when called during their planned on-call hours or who are not in a condition to perform their duties when called shall lose the right to compensation for the period referred to in paragraph (a).

(d) assessing, approving and submitting to HR Services any claim for travel expenses incurred when an employee is called in. Any travel expenses shall be compensated in accordance with Circular No. 319, Rule 4(4).

(e) calling in employees who are required for duty. In cases of direct urgency when there is no time to obtain prior approval, an immediate colleague or other service may take the initiative to call an employee who is on-call. All calls must be recorded and confirmed by the line manager without delay.
(f) providing a justification for calls together with a description of the activities performed.

(g) keeping for audit purposes a record of incidents in which employees had to be called in.

(h) The responsibilities of the line manager as stipulated in Part I Overtime, paragraph (10) (c), (d), (e) and (f) shall apply to on-call duty as well.

IV. **Line manager deputising arrangements**

By way of exception, line managers may appoint a deputy to replace them during periods of absence, in order to guarantee the proper processing of the responsibilities described above. They shall provide HR Services with the names of these deputies.

V. **Responsibilities of employees**

(1) In accordance with Article 55(1) of the ServRegs, employees shall be at the disposal of the Office at all times.

(2) With a view to the provisions of the ServRegs, Articles 57, 58, 58a and Circular No. 38, employees asked to work overtime, shift work or on-call hours shall be in a condition to comply with the requirements of the service and the provisions of these guidelines.

(3) Employees shall register any working hours performed under these guidelines on a daily basis via MyFIPS and shall inform their line manager without delay of any difference over the hours requested in advance by the line manager.

(4) To ensure that HR Services can process them in good time, monthly claims for compensation should be submitted within two weeks following the end of the calendar month in which overtime, shift work or on-call duty has been performed.

VI. **Other**

(1) Exceptionally, and in accordance with Article 55(1) ServRegs employees may be required to cancel or interrupt their annual leave or registered absence in accordance with Article 6(4) of the Guidelines on Arrangements for working hours if their expertise is indispensable.

(2) Any overtime, shift work or on-call duty to be performed by a line manager or deputy shall be subject to prior instruction and approval by their superior.

(3) Overtime, shift and on-call hours cannot be applied simultaneously.
Submission of documents with regard to the payments laid down in Articles 67, 80, 81 and 85 of the Service Regulations

In principle, a payment order shall be accompanied by the original voucher, in accordance with Article 50(1) of the Financial Regulations.

However, as a further step towards increasing efficiency of administrative procedures as per the HR Roadmap, it has been decided as follows:

**Article 1**

For the payments laid down in Articles 67, 80, 81 and 85 of the Service Regulations, staff must attach to their electronic claims scanned evidence of their entitlement to the requested allowance. The submission of original documents is not mandatory.

**Article 2**

The Office shall conduct random checks of original documents. For this purpose, staff shall keep the originals of all submitted scanned documents, especially those that cannot be obtained anew (e.g. rent contracts, contracts with schools and childcare facilities, invoices etc.), throughout the period they serve as the basis of a (recurring) payment and then for 4 years after the last payment.

The Office reserves the right to perform any additional checks on the eligibility to these payments that are deemed necessary.

**Article 3**

In case staff fails to provide original documents upon request from the administration, the Office, without prejudice to any other steps under the Service Regulations, may recover any paid sums as undue pursuant to Article 88 of the Service Regulations.

**Article 4**

The present Circular shall enter into force on 1 July 2013 and shall be subject to regular review.

Željko Topić
Vice-President DG 4
Circular No. 347
(27 June 2013)

Circular on Strikes

The President of the European Patent Office;

Having regard to the European Patent Convention, and in particular Article 10 thereof;

Having regard to the Service Regulations for permanent employees of the European Patent Office, and notably Articles 30, 30a, 63 and 65 thereof;

Having consulted the General Advisory Committee;

Recognising the right to strike, whilst having regard to the need for specific terms and conditions for its exercise in order to ensure a proper functioning of the Office;

Considering that a strike should be a proportionate action of last resort;

Has decided as follows:

Guidelines applicable in the event of strike

A. Definition

1. Strike

   A strike is defined in Article 30a(2) of the Service Regulations.

   Industrial actions which are not a collective and concerted work stoppage, such as go-slow or work-to-rule actions, shall not be considered as a strike.

   The protection granted by the right to strike does not apply to employees participating in industrial actions other than a strike.

B. Exercising the right to strike

2. Call for a strike

   A Staff Committee (Central Staff Committee or a local section), an association of employees, or a group of employees representing at least 10% of all EPO employees may decide to call for a strike.

3. Decision to start a strike

   The start of a strike shall be the result of a vote by the employees entitled to vote.

   Entitled to vote are the active employees either office-wide or at sites concerned by the strike which has been called for.

   The voting process shall be organised and completed by the Office within a maximum of one month following the decision to call for strike. The voters' confidentiality shall be guaranteed. Employees not able to vote personally
shall have the possibility to vote by proxy. An employee can be given only one proxy vote.

The voting process shall be supervised by a committee composed of two employees designated by the President and two employees designated by the Central Staff Committee on an ad hoc basis.

To be valid, at least 40% of the employees entitled to vote shall participate in the ballot. The decision to start the strike has to be approved by a majority of more than 50% of the voters.

4. **Prior notice**

Pursuant to Article 30a(5) of the Service Regulations, prior notice of a strike shall be given to the President at least five working days before the commencement of the strike action.

As regards the scope of the strike, the notice shall indicate which sites of the Office are concerned.

The duration of the strike shall not exceed one month starting from the date indicated in the prior notice as the beginning of the strike. Beyond this maximum duration, any new strike shall be organised in compliance with Article 30a of the Service Regulations.

5. **Declaration of participation in a strike**

Employees participating in a strike shall inform their immediate superior and shall register via an electronic self-registration tool made available by the Office. The immediate superior will have access to the self-registration tool.

The registration shall occur before or, at the latest, on the day of the strike.

Employees may be considered on unauthorised absence within the meaning of Article 63 of the Service Regulations if they were not at their workplace during a strike action, did not register and did not inform their immediate superior of their absence from work.

6. **Deduction of remuneration**

For each working day during which an employee participated in a strike, the Office will apply a deduction of the monthly remuneration, in accordance with Article 65(1)(c) of the Service Regulations.

For participation in a strike for more than four hours in a single working day, the Office will apply a deduction of 1/20th of the monthly remuneration.

For participation in a strike for four hours or less in a single working day, the Office will apply a deduction of 1/40th of the monthly remuneration.

For staff working part-time, the deduction will be adjusted proportionally.
The basis for calculating the deduction is the remuneration defined in Article 64(2) of the Service Regulations.

A strike participant remains covered by the social security scheme during strike and therefore continues to contribute in full to the scheme.

C. Entry into force

This decision shall enter into force on 1 July 2013.

Željko Topić
Vice-President DG 4
Article 1
Entitlement to vote

(1) All employees referred to in Article 1 ServRegs in active employment with at least three months' service and those under Article 42 ServRegs whose remaining absence on the day of publication of the list of those entitled to vote is not greater than 2 months shall be entitled to vote and to be elected at the elections of the Central Staff Committee.

(2) The same requirements shall apply for the elections of a Local Staff Committee save that this entitlement to vote and be elected is limited to the employees employed at the corresponding duty station.

Article 2
Composition of the Staff Committee

(1) The Central Staff Committee shall consist of ten full and ten alternate members and be composed as follows:

- four full members and four alternates representing the Munich and The Hague staff respectively. The full members for both Munich and The Hague shall include at least one representative of job groups 1-4 and one representative of job groups 5 or 6 staff;
- one full member and one alternate representing the Vienna and Berlin staff respectively.

(2) Subject to Article 33(2) ServRegs, four Local Staff Committee members shall be appointed at each duty station to represent the first 1 000 staff in active employment plus one further member for each additional 500 staff in active employment. Two additional Local Staff Committee members shall be appointed at each of the two main sites, Munich and The Hague. Each Local Staff Committee shall include at least one representative of job groups 5 or 6 staff. The Munich Local Staff Committee shall represent staff in Brussels.

Article 3
Organisation of the elections

(1) The elections of the Central and all Local Staff Committees shall take place at the same time.

(2) The elections shall be organised by the Office. The Office may appoint election assistants, who shall not be candidates for the elections.
(3) The elections shall be supervised by an ad hoc Supervisory Committee composed of two employees and a chairman designated by the President and two employees designated by the Central Staff Committee. If the Central Staff Committee, despite an invitation to do so, fails to designate two employees to the Supervisory Committee, the designation shall be made by drawing of lots from among staff on the list of those entitled to vote.

(4) One observer proposed by each list of candidates and one observer on behalf of all independent candidates may attend the meetings and deliberations of the Supervisory Committee.

(5) The Supervisory Committee shall ensure that the elections take place according to the applicable provisions and shall report any irregularity which may unduly influence the results of the election.

(6) The members of the Supervisory Committee and the observers shall be entitled:

(i) to vote, but shall not be candidates for the elections;
(ii) to time deduction up to 3 working days to be confirmed by the chair of the Supervisory Committee. Additional time deductions may be granted in response to a reasoned written request (supported by the Chairman of the Committee) to the Principal Director Human Resources.

**Article 4**

**Notice of elections**

The Office, after consulting the Supervisory Committee, shall declare the elections open at least six weeks before the vote by publishing inter alia:

(a) the list of those entitled to vote;
(b) the start and end of the vote;
(c) the practical arrangements for voting, including the number of votes to which each voter is entitled;
(d) the number of full members and, if applicable, alternates to be elected, which corresponds to the number of seats to be filled by election;
(e) an invitation to stand for election, along with details of the form in which applications to stand for election must be lodged, the recipient of such applications and the closing date;
(f) the method of counting of votes and attribution of seats, and when the counting of votes will take place.

**Article 5**

**Standing for election and campaigning**

(1) Each candidate must apply to stand for election by means of a signed form as provided for in the notice of elections. The candidate may apply as an independent or as a member of a list proposed by a union or association
of employees. The number of candidates on such a list shall not exceed the total number of Staff Committee members to be elected. The candidate may indicate his area(s) of expertise and interests.

(2) Being a candidate shall in no way be prejudicial to the person concerned.

(3) In addition to Article 35(5)(b) ServRegs, a candidate cannot stand for election to the Central Staff Committee and a Local Staff Committee at one and the same time. The candidate’s term of employment shall be compatible with the Staff Committee’s term of office.

(4) A panel, composed of the Head of Internal Audit, a former chairman or member of the Appeals Committee, and the Administrator of the RFPSS shall reject, having due regard to the proposal of the Supervisory Committee, any applications which do not meet the conditions laid down in the applicable provisions or in the notice of elections referred to in Article 4 of these Regulations.

(5) The lists of candidates and their application forms to stand for election shall be published at least one month before the vote.

(6) Any election campaigning shall be conducted in a fair and respectful manner in accordance with the standards expected of the international civil service. The Office, after consulting the Supervisory Committee, shall take the necessary measures to allow the candidates to participate in the campaign, such as:

(a) make available a dedicated intranet site administered by the Office;
(b) allow for dispatch of up to two e-mails to the electorate per candidate;
(c) provide upon request room facilities for a public presentation of the candidates;
(d) allow for reasonable printing and distribution facilities.

Article 6
Voting

(1) Elections shall be by a secret vote.

(2) Votes shall be cast using the valid ballot forms provided for the elections of the Central and the relevant Local Staff Committee.

(3) Any voter unable to vote in person may vote by a proxy. An employee can be given only one proxy.

(4) The order of independent candidates and lists of candidates on the ballot form shall be determined by drawing of lots. The order of candidates within a list of candidates on the ballot form shall be alphabetical. Each candidate’s name shall be followed by at least the job group of his post and his organisational unit.

(5) Each voter is entitled to receive multiple votes up to a maximum of half the number of seats available. The number of votes shall be determined
in the notice of elections referred to in Article 4 of these Regulations. Each voter shall cast his votes in favour of one or several candidates for whom he wishes to vote.

**Article 7**

**Counting of the votes, election results**

(1) The Office shall count the votes and proceed with the allocation of seats through a proportional method taking into account the number of votes received by each list and the number of votes received by independent candidates.

(2) The quota of votes shall firstly be calculated by dividing the total number of votes cast by the number of seats to be filled. The quota shall then be used to allocate the number of seats won by each list or independent candidates. Any independent candidate receiving a number of votes exceeding the quota is automatically attributed a seat and thereby elected. Within a list of candidates, the seat(s) to be allocated through the application of the quota is attributed to the candidate with the most votes, who is thereby elected. Any remaining seats are attributed to the list(s) or independent candidate(s) based on the largest remainder method.

(3) In case of tied votes within a list or for the attribution of the remaining seats, the seat shall be allocated in order of length of service. In the case of equal length of service, lots shall be drawn.

(4) The method of counting and the method of attribution of seats shall be detailed in the notice of elections referred to in Article 4 of these Regulations.

(5) The Hague and Munich representatives to the Central Staff Committee and all Local Staff Committees shall include at least one employee in job groups 1-4 and 5 or 6, provided that a representative of these job groups has stood for election. If this composition has not been achieved, in order to determine the full members, the last elected candidate according to the order of allocation of seats in the represented job groups shall yield his place to the candidate with the highest number of votes from the non-represented job group.

(6) For the representatives to the Central Staff Committee, the first half of elected candidates according to the method described in paragraphs 1 to 4 and who received individually the most votes shall be deemed elected as full members. The second half after the candidates who have become full members shall be considered elected as alternates, together with any candidates required to yield their places under paragraph 5. If a full member resigns, he shall be replaced for the remaining term of office by the first available alternate who obtained most votes.
Article 8
Notice of election results

The Office, after consulting the Supervisory Committee, shall publish the election results as soon as possible after the end of the vote. The relevant notice shall state inter alia:

(a) number of persons entitled to vote;
(b) number of persons who voted;
(c) number of spoilt and blank ballot forms;
(d) number of votes obtained by each candidate;
(e) candidates declared elected to each Staff Committee as full members and, if applicable, alternates.

Article 9
Invalidity of elections

(1) In case of an irregularity in the vote or count that might have an effect on the result of elections, a substantiated objection may be submitted to the President within two working days following the date of publication of the election results. The objection shall not suspend the constitution of the Staff Committee.

(2) The President shall refer such an objection to the Supervisory Committee, which shall provide him with its substantiated opinion within ten working days. The Supervisory Committee shall consider whether the alleged irregularity has occurred and whether it has had an effect on the result of the elections.

(3) The President shall take a decision on the objection within one month from the publication of the election results. He may take any necessary measures, including declaring the elections null and void either for all Committees or for a specific Staff Committee.

(4) If the elections are declared null and void, the Office shall take all necessary measures to organise new elections at the earliest opportunity in accordance with these Regulations.

(5) In the event of the elections being declared null and void, the respective outgoing Staff Committee shall resume its duties ad interim until a new notice is published according to Article 8 of these Regulations. Any nominations for membership of bodies under the Service Regulations made by the Staff Committee during this period may be subject to review by the next duly elected Staff Committee.
Article 10
Delegation

The President may delegate his powers under this Circular.

Article 11
Entry into force

These Regulations shall enter into force on 15 March 2017.

Benoît Battistelli
President of the European Patent Office
Resources and facilities to be granted to the Staff Committee  
(Article 34(3) ServRegs)

Part I  
Introduction

The Staff Committee is a body established in Articles 33 to 37 ServRegs, with Article 34(2) ServRegs specifically providing that the duties undertaken by Staff Committee members and their nominees shall be deemed to be part of their normal service. Such staff should be allowed to carry out their duties under the Service Regulations efficiently and effectively.

To this end Staff Committee members should be exempted from carrying out their official duties for all or part of their working time. Furthermore, staff members who are nominated by the Staff Committee to bodies pursuant to Article 36(2)(a) ServRegs shall be entitled to make time deductions. Additional resources shall also be granted to the Staff Committee to enable it to exercise its functions fully.

At the same time, it is necessary to have regard to the needs of the service and to ensure the continued and smooth performance of the Office’s core tasks. In accordance with Article 34(3) ServRegs, this Circular sets out the resources and facilities which shall be granted to the Staff Committee. It also sets out how such resources may be used by the Staff Committee, in order to ensure a balance is achieved between the needs of the Staff Committee on the one hand and the interests of the service on the other.

Part II  
General Provisions

Article 1  
Definitions

For the purposes of this Circular, the following definitions shall apply:

(1) A "member" or "Staff Committee member" is any employee elected as a member (whether full or alternate) of the Staff Committee pursuant to Article 35 ServRegs.

(2) A "fully exempted member" is a member who has been exempted 100% from his official duties in accordance with Article 3(1).

(3) A "partially exempted member" is a member who has been exempted up to 50% from his official duties in accordance with Article 3(2).
Part III  
Human Resources

Article 2  
Composition of the Staff Committee

(1) The Central Staff Committee and each Local Staff Committees respectively elect a chairman from among their members. The chairmen of the Central and Local Staff Committees shall inform the President in writing of the composition of their committee, stating in particular which members hold the positions of chairman, deputy chairman and secretary. This notification shall be made within five working days of the composition being established at a constituting meeting. Any changes to the composition shall be notified to the President within the same timeframe.

(2) The chairmen, deputy chairman and secretaries of the Central and Local Staff Committees shall hold such position for the entire duration of their term of office according to Article 35(7) ServRegs. They may only be replaced in the event that they cease to be members of the Staff Committee.

(3) The chairmen of the Central and Local Staff Committees shall provide the President with a copy of their Rules of Procedure, if any, within five working days of adoption or amendment.

(4) Performing their duties as chairman, deputy chairman, secretary, full or alternate members of the Central and Local Staff Committees shall in no way be prejudicial to the person concerned.

Article 3  
Exemptions for Staff Committee members

(1) The chairman of the Central Staff Committee shall be exempted up to 100% from his official duties. This time exemption shall be used only for staff representative activities.

(2) All other Staff Committee members shall be exempted up to 50% from their official duties (reduced pro rata for staff working part-time). This time exemption shall be used only for staff representative activities. Such members shall manage their working time efficiently to ensure a balance is maintained at all times between their staff representative activities on the one hand and their official duties on the other. In case of any absence from the Office (for example due to sickness or leave), such members shall ensure that their remaining working time is evenly distributed between these two roles.
Article 4  
Career of fully and partially exempted staff

(1) No staff reports shall be issued for staff representative activities. The fact of performing staff representative activities shall be neither prejudicial nor beneficial to the person concerned.

(2) For rewarding purposes, a fully exempted member shall be deemed to have been subject to an average career progression during such periods. For partially exempted members, in the absence of the allocation of a reward based on a managerial decision, a compensation scheme is applied pro rata temporis only to the up to 50% staff representative activities.

(3) At the end of his term of office, the Staff Committee member concerned shall at once be reinstated in his post where possible. If this has been filled, the Staff Committee member concerned shall be reinstated in the first post corresponding to his grade which falls vacant or is created provided that he satisfies the requirements for that post.

Article 5  
Time deductions for Staff Committee nominees

Staff Committee nominees appointed in accordance with Article 36(2)(a) ServRegs shall be entitled to deduct reasonable time incurred for their duties as follows:

(a) For each disciplinary procedure in which a nominee participates, up to three working days subject to the approval of the Chairman of the relevant Disciplinary Committee;

(b) For each selection procedure in which a nominee participates, up to two working days subject to the approval of the Chairman of the relevant Selection Board;

Additional time deductions may be granted in response to a reasoned written request (supported by the appropriate Chairman) to the Principal Director Human Resources.

Article 6  
Time recording for staff representative activities

(1) All Staff Committee members and nominees (including the fully exempted member), shall record their time spent on staff representative activities using the electronic tool provided by the Office in accordance with the workflows established for that purpose.

(2) Partially exempted members and nominees shall inform their line managers in advance of any absence due to staff representative activities.

(3) The Chairmen of the Central and Local Staff Committees shall be sent a quarterly report of the time recorded.
Part IV
Other Resources

Article 7
Premises
The Office shall provide sufficient working space for the Staff Committee. Such premises shall not be used for trade union activities.

Article 8
Equipment

(1) The Office shall provide the relevant departments with a complete list of the office, computer and mobile communication equipment to be issued to the Staff Committee and its members.

(2) Staff Committee members shall return all such equipment issued to them personally at the end of their term of office.

Article 9
Duty travel

(1) The Office shall set an annual budget to cover the cost of all duty travel required for the performance of staff representative activities.

(2) The Chairman of the Central Staff Committee shall be responsible for ensuring that the budget under paragraph 1 is not exceeded. To this end he shall receive a monthly report of the costs incurred.

(3) Duty travel shall be organised and reimbursements made in accordance with the provisions of Articles 77 to 79 ServRegs and Circular No. 319 while taking due account of the budget.

Article 10
Training

(1) The Office shall allocate the Staff Committee an annual budget for training purposes.

(2) Each Staff Committee member shall be granted up to five days for training per year. In the case of partially exempted members, these five days, if used, shall be deducted from the 50% time exemption granted under Article 3(2).

Article 11
Communication

(1) The Office shall make available to the Staff Committee dedicated intranet sites and noticeboards in communal spaces. The Staff Committee may also request the Office to print and distribute reasonable amounts of documents to facilitate the exercise of its duties.
(2) The Staff Committee shall observe all rules in force with regard to communication, including those governing the use of mail, telecommunications and electronic communications.

(3) The Staff Committee shall ensure that all of its communications are professional and respectful and meet the standards expected of the international civil service.

Article 12
Use of Office premises

(1) If the Staff Committee wishes to use Office premises (other than those covered by Article 7) for the exercise of its functions, it shall obtain the prior written approval of the Vice-President Administration.

(2) Whenever meetings are held for the purpose of informing staff at large or holding a general assembly, the Staff Committee shall ensure that they take place outside the Office’s core hours.

Part V
Final Provisions

Article 13
Delegation

The President may delegate his powers under this Circular.

Article 14
Entry into force and transitional provisions

(1) This Circular shall enter into force on 1 July 2017. It replaces the former Circular No. 356 in force until 30 June 2017.

(2) For employees who are elected as members of the Staff Committee pursuant to Article 35 ServRegs with effect from 1 July 2017, the provisions of this Circular shall apply as from that date.

(3) The President may take any further measures necessary to ensure a smooth transition to the new system.

Benoît Battistelli
President of the European Patent Office
IMPLEMENTATION OF THE CAREER SYSTEM
Minimum qualifications for recruitment, grading on recruitment, promotion and other rewards

Guidelines for applying Articles 11, 12(2), 48, 48a and 49 of the Service Regulations for permanent and other employees of the European Patent Office (ServRegs)

Part I
Minimum qualifications for external recruitment in job groups

A. Minimum qualifications for job groups 1 to 4

1. Diploma of completed university studies at master's level or – in exceptional cases – equivalent professional experience.

2. Excellent knowledge of one official language and ability to understand the other two.

3. Alternatively, excellent knowledge of one official language and ability to understand one other. In such cases, for job group 4, a fixed-term appointment may be concluded. The employee shall then demonstrate fulfilment of the condition under paragraph 2 at least seven months before the appointment expires.

B. Minimum qualifications for job group 5

1. Diploma of completed studies at bachelor's level or equivalent or – in exceptional cases – equivalent professional experience.

2. Working knowledge of two official languages.

C. Minimum qualifications for job group 6

1. Completed secondary education or – in exceptional cases – equivalent professional experience.

2. Working knowledge of two official languages.

Part II
Grade and step on recruitment (Article 11 ServRegs)

1. On recruitment an employee shall be assigned the grade corresponding to the specific post to which they have been appointed, having regard to the vacancy notice.
2. Assignment shall be to:
   - the lowest grade in each job group, except where the need to fill a vacant post within a higher grade so requires according to the vacancy notice;
   - the lowest step within the assigned grade.

3. Where the vacancy notice expressly provides for the possibility of recruitment in a grade higher than the lowest in the job group, the grading on recruitment shall be assigned depending on previous professional experience as described below.

(a) Posts in job group 4 (administrator/examiner, etc.)

Grade on recruitment is determined by previous professional experience, in accordance with the table below:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum previous professional experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>G7</td>
<td>None</td>
</tr>
<tr>
<td>G8</td>
<td>6 years</td>
</tr>
<tr>
<td>G9</td>
<td>12 years</td>
</tr>
<tr>
<td>G10</td>
<td>18 years</td>
</tr>
</tbody>
</table>

(b) Posts in job group 5 (Head of section/expert)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum previous professional experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>G7</td>
<td>None</td>
</tr>
<tr>
<td>G8</td>
<td>6 years</td>
</tr>
<tr>
<td>G9</td>
<td>11 years</td>
</tr>
</tbody>
</table>

(c) Posts in job group 6 (Administrative employee)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum previous professional experience</th>
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<tbody>
<tr>
<td>G2</td>
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</tr>
<tr>
<td>G3</td>
<td>6 years</td>
</tr>
<tr>
<td>G4</td>
<td>11 years</td>
</tr>
<tr>
<td>G5</td>
<td>16 years</td>
</tr>
</tbody>
</table>

4. Professional experience prior to recruitment to an EPO post is considered for grade assignment and career development purposes, subject to the conditions below:

   - It must correspond to that of an employee holding an EPO post in the same job group as regards the type of work and level of responsibility.
   - It must occur after acquisition of the level of education required under the minimum qualifications for the post in question.
- It must be the result of a formal working relationship documented through a contract of employment and salary slips. Freelance activities must be documented through tax declarations.
- Part-time work will be considered pro rata, provided that the time worked is at least 20 hours a week.

5. The President may, in exceptional cases, decide that a candidate's qualifications justify a higher grading or step. The decision must be duly substantiated. Such exceptions may be justified in cases in which a candidate's qualifications are considered particularly relevant and useful to the Office.

Part III
Functional allowance (Article 12(2) ServRegs)

A. Definitions and conditions

1. An employee requested to perform duties in their grade inter alia involving specific constraints or demands or additional tasks and responsibilities may be awarded a functional allowance.

2. The functional allowance is linked to the nature of the duties, be they of a permanent or temporary nature. Employees carrying out duties as listed in Annex I may be eligible for a functional allowance.

3. A functional allowance may be awarded to an employee inter alia under the following conditions:
   - when, in addition to their usual duties, an employee performs other duties corresponding to their grade, such as those listed in Annex I
   - these additional duties are not otherwise rewarded
   - the funds are available in the corresponding budget.

4. The functional allowance may be granted when the additional duties or constraints commence and continue to be paid while the extra duties are required.

5. An employee may be awarded only one functional allowance.

6. The maximum amount of the functional allowance is defined in Article 12(2) ServRegs.

   The exact amount of the functional allowance awarded to an employee is proposed by their line manager, considering inter alia the nature of the tasks, their complexity and strategic priorities.

B. Procedure

1. The line manager of an employee discharging duties included in Annex I justifying the award of a functional allowance may request such an award from their superior(s) in advance or at the latest as soon as the duties commence.
2. The request for continuation of the functional allowance must be renewed yearly. Deadlines for renewal of such requests will be set, in order to be considered for the budget cycle of the subsequent year.

3. A harmonised approach across the Office to the award of this allowance will be ensured, with regard to the:
   - fulfilment of the minimum eligibility criteria; and
   - budgetary envelope availability in the DG.

4. Each year (N), following a decision on the funds available for this element for the next year (N+1), a list of employees eligible for the functional allowance shall be submitted in the prescribed form to the President.

5. New requests for functional allowances that could not have been planned in the previous year or that arise out of urgency or unforeseen needs may exceptionally be filed during the budget year within the budgetary limits. They must be submitted in the prescribed form for approval to Human Resources, which will ensure harmonised application across the Office and will report regularly to the President on the use of the functional allowance in the different DGs.

6. The decision to award a functional allowance rests with the President.

Part IV
Decisions on step advancement, bonuses and promotions (rewards)

A. General

1. Depending on budgetary availability Office-wide, a budgetary envelope shall be awarded each year to all DGs for:
   (a) step advancements (Article 48 ServRegs)
   (b) bonuses (Article 48a ServRegs)
   (c) promotions (Article 49(2) ServRegs).

2. It is the responsibility of the managers at each level to assess and propose the award of the elements mentioned in paragraph 1(a)-(c) above, and to ensure a harmonised approach, taking into consideration:
   - performance as explained below;
   - budgetary envelope availability in the DG;
   - equal opportunities among all categories of staff (such as but not limited to gender, job group, type of appointment, etc.);
   - that periods of maternity and adoption leave are neutralised by considering that performance prior to and after the leave is continuous;
   - that attention is paid to employees who have not received any step advancement or promotion in several successive reward exercises.
3. There is no automatic link between appraisal reports and the reward exercise. While performance is a precondition for the award of the elements mentioned in paragraph 1(a)-(c) above, it may not be sufficient to warrant a reward in view of:

- the setting by the President of the maximum proportion of employees to be rewarded in a specific reward exercise;
- the comparative nature of the reward exercise; and
- Office priorities in the allocation of budget envelopes.

4. Decisions regarding the award of the elements mentioned in paragraph 1(a)-(c) above shall be taken by the President, having regard to:

- the proposals of the managers at each level
- performance as explained below; and
- budgetary envelope availability in the DG.

4.1 In advance of the President’s decision, each vice-president shall group and rank all proposals regarding the award of the elements mentioned in paragraph 1(a)-(c) above. They shall submit a final proposal subject to budgetary envelope availability in their DG.

4.2 Such decisions concerning the areas reporting directly to the President shall be taken, in the same way as explained above, by the President or by any person delegated the authority to take such decisions.

B. Step advancement (Article 48 ServRegs)

1. Depending on budget availability in the DG, an advancement of one or two steps in grade is used to reward performance and demonstration of the expected competencies resulting in a sustained contribution towards the Office priorities and achievements.

Demonstration of such contribution may be for instance:

- achievement of the expected goals and competencies corresponding to grade, seniority and job profile;
- good balance between expected leadership (where applicable) and functional and core competencies;
- strength in the core competencies critical for the employee’s role;
- engagement on the priorities of the Office;
- being a role model within and outside the employee’s team.

2. Allocation of step may occur only within the same grade. When the employee has reached the highest step in their grade, career progression may occur only through promotion.

3. Step advancement shall take effect as of 1 July of that year.

4. Decisions in this respect shall be taken annually as described in Part IV.A above.
C. Bonuses (Article 48a ServRegs)

1. Depending on budget availability in the DG, a bonus in the form of a lump-sum payment is used to reward high performance and/or additional duties not otherwise rewarded and resulting in specific achievements, such as:
   - contribution to strategic projects or well-defined work packages with a clear budgetary scope and time line defined in advance;
   - extraordinary workload due to specific organisational circumstances;
   - efforts towards a specific development critical to the employee’s role;
   - meeting stretched goals.

It is also used to acknowledge performance and demonstration of the expected competencies when step advancement is not available.

2. Decisions in this respect shall be taken as described in Part IV.A above within the budgetary year.

3. The amount of the bonus shall be defined within the limits of the budgetary envelope. It shall be granted within the budgetary year in one or more payments. It shall not exceed the amount of a monthly basic salary per year per employee.

D. Promotions (Article 49(2) ServRegs)

a. Definitions and scope

1. These Guidelines concern normal promotion procedures within the meaning of Article 49(2) ServRegs: access to the next immediate higher grade within the same post not taking place following a selection procedure or reclassification.

2. Employees of the Office shall be promoted by decision of the President.

3. Subject to the budgetary limits, promotions of eligible employees in each DG shall be based on the criteria described below.

4. Depending on budgetary availability, a budgetary envelope per DG shall be used each year for the purpose of these promotions.

b. Eligibility criteria for promotion

1. The eligibility of an employee for promotion shall be assessed over time, taking into account inter alia the following conditions:
   - the employee has reached the last step in their grade in the calendar year prior to the promotion exercise;
   - proven performance and expected goals corresponding to the grade continuously achieved over a long period of time;
- application and demonstration of the expected competencies corresponding to their job profile over a period of several years and progression in the proficiency levels of the required competencies;
- broadening or deepening of the employee's tasks, experience and responsibilities.

2. The promotion exercise shall consider inter alia appraisal reports covering at least the period up to a given calendar year (N-1) prior to the year of the promotion exercise (N).

3. The eligibility criteria shall have been met by 31 December of the calendar year (N-1) prior to the year of the decision for promotion (N).

E. Process

The President shall take appropriate measures to ensure a smooth reward process.

The procedure and responsibilities are described inter alia in Part IV.A above. More specifically:

1. A Harmonisation Committee shall be created to ensure a consistent approach across all DGs, in particular to ensure a balanced distribution among all categories of staff (such as but not limited to gender, job group, etc.). The Harmonisation Committee shall be responsible for ensuring observance of the applicable criteria Office-wide.

2. The Harmonisation Committee shall be chaired by the President and composed of PD Human Resources and members of each DG appointed by the President.

3. Subject to the budgetary limits and eligibility criteria, managers at each level shall propose the distribution of rewards for those employees under their managerial responsibility.

4. Each DG, taking into account the budgetary envelope allocated to it and the proposals of the managers at each level, shall submit to the Harmonisation Committee a list of employees proposed for rewards, as the result of a harmonisation exercise.

5. The Harmonisation Committee will assist the President in taking a decision on the proposed rewards. It shall review the list of employees proposed for each type of reward and may refer proposals back to the relevant vice-president for harmonisation.

6. Rewards will take effect as of 1 July of the calendar year in which the decision is taken, provided that the conditions continue to be met on the date of the decision.

7. The list of promoted employees shall be published.
8. Upon approval of the President, a report will be published after closure of the reward exercise to provide general information about trends and global statistics.

**Part V**

**Entry into force**

1. This Circular shall enter into force on 17 April 2019. It replaces the former Circular No. 364 in force until 16 April 2019.

2. This Circular shall apply to recruitment, step advancement, bonuses, functional allowances and promotions awarded as from that date.

3. Implementation of this Circular shall be reviewed regularly.
ANNEX I

Non-exhaustive list of duties involving specific constraints or demands or tasks and responsibilities that may justify the award of a functional allowance:

1. Advisers to areas of high responsibility (e.g. President, vice-presidents, principal directors).

2. Management assistants to areas of high responsibility (e.g. President, vice-presidents, principal directors).

3. Management duties that are not reflected in the new grading system and that involve reporting responsibilities.

4. Others: additional tasks or duties such as functions with very high responsibility (*inter alia* political contacts with external stakeholders such as NPOs), risk management in the RFPSS, etc.
A. GENERAL PROVISIONS

1. Definition of a competency framework

A competency is a demonstrated ability to apply knowledge, skills and attitudes to achieve observable results (according to levels of autonomy and context complexity).

The new EPO competency framework has been developed to effectively support EPO business goals and provide a clear indication of the required competencies for the different roles within the Office. In an organisation like the EPO where staff is a major asset, it is crucial to have a common framework indicating which competencies are necessary to perform a specific job and how progression along the different career paths depends on such competencies.

The competency framework provides staff and line managers with a tool that is coherent and relevant in terms of the Organisation’s expectations as regards skills, knowledge and behaviours.

2. Structure of the EPO competency framework

The EPO had already defined the core values which underlie its mission and are intended to guide the actions and behaviour of all staff at the EPO. These values are laid down in its code of conduct as follows:

- respect for the individual
- integrity and accountability
- impartiality and objectivity
- compliance with the rules of law
- quality and professionalism

Based on this foundation of core values, a more extensive competency framework has been built up, comprising three major groups of competencies: core competencies, functional competencies and leadership competencies.

Each competency is defined through a precise verbal definition of the expected behaviour and with a scaling that illustrates how a competency is applied at different levels of proficiency (from basic to master).

(a) Core competencies (= behavioural competencies) that all employees must possess to enable the organisation to achieve its objectives. The following competencies have been identified as relevant for all staff at the EPO (see Annex I):
- Planning and organising
- Delivering results
- Problem solving
- Interpersonal relationships
- Communicating and influencing
- Service orientation
- Self-development
- Resilience and responding to change

(b) **Leadership competencies** for roles that involve managing and supervising the work of others (e.g. staff appraisal); these competencies are designed specifically for roles with staff responsibility (not intended for other leading roles like strategic leadership or project management) (see Annex II):

- Business understanding
- Leading, driving and managing changes
- Performance management and people development
- Managerial effectiveness and courage

(c) **Functional competencies** are specific to functional areas and job groups and include the specific skills, knowledge and behaviour required to perform tasks effectively, efficiently and successfully (e.g. knowledge in particular technical fields or professional areas such as Patent Examination, Legal Services, etc.). These competencies are established by the different DGs, in line with their needs and guided by the general frame of reference below (see the matrix in Annex III).

3. **Assessment of competency levels**

Competencies define expected behaviours at different levels. Relevant matrixes have been developed to serve as a basis for defining and assessing appropriate proficiency levels for the different competencies.

The proficiency levels are intended to be discrete and cumulative, with each level building on the levels below, i.e. a person demonstrating a competency at level 3 should master levels 1 and 2. Staff members will progress through the different proficiency levels along with their development and increased experience and expertise in their job.

The descriptions are not designed to be comprehensive, but provide understanding and consistency about what is expected from employees who need certain competency levels to perform their role.

All relevant competencies are to be taken into account for assessment purposes – core and functional competencies for all staff, plus leadership competencies for staff on the managerial path.

Competencies are not designed to stand alone but have to be seen in context with the respective tasks and job profile of the staff concerned. Therefore, proficiency levels may have a different meaning, depending on the job context. For example, the core competency "Planning and
organising" will be interpreted differently when applied to the position of an administrative employee or of a director.

(a) **Assessment of core and leadership competencies**

The core and leadership competencies are quite generic and are defined through certain *behaviours* that staff must have to be successful in their role. Therefore, the proficiency levels are described only through essential behavioural anchors for the respective levels.

The matrixes for the assessment of core and leadership competencies are attached in Annexes I and II respectively.

(b) **Assessment of functional competencies**

Functional competencies typically comprise several dimensions and different degrees of *skills, knowledge and behaviour* that are scaled in different levels of proficiency. The dimensions are the following:

- Understanding/knowledge of the subject matter,
- Autonomy and/or supervision required to handle the work
- Complexity and application of the knowledge and skills

The matrix for the assessment of functional competencies is attached in Annex III. On the basis of this matrix, the DGs can develop more specific behavioural descriptions of their functional competencies as appropriate to their practical use.

4. **Job profiles and career paths**

Whereas the competency framework entails all competencies identified as relevant for an organisation, job profiles form the link to the different jobs and their specific requirements.

Job profile templates are drawn up for the different job groups at the EPO. The term "job groups" is used for jobs that require similar types of education, knowledge and expertise. Accordingly, each job group is associated with a specific range of grades.

(a) **Job groups**

The job groups are divided into two career paths, in order to provide equal career opportunities to staff with and without managerial responsibilities, a technical and a managerial path, with equivalent grades and development opportunities.
<table>
<thead>
<tr>
<th>Job group 1:</th>
<th>Technical career path:</th>
<th>Managerial career Path:</th>
<th>Range of grades:</th>
</tr>
</thead>
<tbody>
<tr>
<td>n. a.</td>
<td>Vice-president</td>
<td>G16 step 3 – G17 step 3</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job group 2:</th>
<th>Principal advisor/Board of appeal chairman</th>
<th>Principal director</th>
<th>G15 step1 – G16 step 4</th>
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</thead>
</table>

<table>
<thead>
<tr>
<th>Job group 3:</th>
<th>Senior expert/Board of appeal member</th>
<th>Director</th>
<th>G13 step 3 – G15 step 4</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Job group 4:</th>
<th>Examiner/Administrator/Lawyer</th>
<th>Head of department/Team manager</th>
<th>G7 step 1 – G13 step 5</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Job group 5:</th>
<th>Expert</th>
<th>Head of section</th>
<th>G7 step 1 – G10 step 5</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Job group 6:</th>
<th>Administrative employee</th>
<th>n.a.</th>
<th>G1 step 1 – G9 step 5</th>
</tr>
</thead>
</table>

(b) **Functional areas**

A number of different functional areas have been established at the EPO, depending on the different fields of activities. A set of relevant functional competencies is drawn up for each of these functional areas.
(c) Job profiles

Each job profile consists of a combination of the above two elements, namely the respective job group and the relevant functional area for the job. This concept is also reflected in the title of the generic profile.

A job profile entails the following elements:

- the tasks to be performed,
- the educational qualifications needed,
- the required competencies,
- the functional area and the job group to which the job belongs, along with the range of grades assigned to this job in the salary structure.

Depending on job group and area of activity, each staff member will be assigned such a generic job profile or a more specific sub-profile as necessary for the respective functional area.
5. **Use of the competency framework – link to recruitment, appraisal and career development**

Competency frameworks are usually interlinked with various HR tools and measures. The competency framework at the EPO serves the following main purposes:

1. Alignment of jobs with organisational values and **business goals**.

   *Harmonised job profiles* with defined job skills and competencies for all jobs at the EPO.

2. **Targeted recruitment** and selection on the basis of harmonised job profiles and competency requirements; assessment of candidates against relevant competencies.

3. Clarification of performance expectations through defined levels of competency; enhanced **performance appraisal** on the basis of the assessment of applied and measurable competencies (amongst other elements).

4. The EPO's competency framework can also be used to help identify skills gaps and **training needs**. This can then lead to targeted training and development measures.

5. Recognition of attainment and increase of competencies through linking them with **step advancement and promotion**.

More specifically, the competencies and profiles are applied as follows:

**(a) Grading of posts**

The different job groups are associated with a range of grades (e.g. G7-G13 for Administrators). The positioning of a particular job within this broad range is determined by the tasks and requirements of the post as defined in the respective job profile together with the required competencies and other relevant aspects.

**(b) Recruitment and promotion through selection between job groups**

The job profiles with corresponding competencies will serve as the basis for drafting vacancy notices and also for assessing suitable candidates. This will entail identifying the proficiency levels of applicants compared to the proficiency needed for the job for which they are being considered.

**(c) Objective setting and appraisal**

The appraisal report will entail an assessment of different aspects of performance. Objective setting will set out "what" a staff member needs to achieve. The EPO's competency framework, in turn, sets out "how" a staff member needs to work in order to achieve the objectives set.

The new enhanced performance appraisal involves assessing firstly whether the specific objectives have been met and secondly which
applied and measurable competencies (amongst other elements) have been deployed to deliver those objectives.

The process and details are defined in Circular 366 on Performance Management.

(d) Development and training

Following this competency-based assessment, strengths and areas of development will be identified and the relevant development plan established. In cases where a skills gap or training need emerges between the competencies required by a job and the competencies demonstrated by a post-holder (which might for example happen in the event of a change in the nature of tasks to be performed or increased demands), a development plan will be established to close the gap or to meet the need.

The Office-wide training plan will support the attainment and development of competencies as described in the competency framework. Training possibilities will be provided in line with Circular 267 on Training.

(e) Step advancement/normal promotion procedure within a job group

The eligibility of staff for step advancement and/or promotion will depend on the successful deployment and development of relevant competencies as part of the overall performance of the staff member, as set out in Part IV of Circular 364 on Implementation of the career system.

If a skills gap or training need emerges between the competencies required by a job and the competencies demonstrated by a post-holder, the staff member will be given sufficient time and suitable training to achieve the required level.

B. ENTRY INTO FORCE AND TRANSITIONAL MEASURES

1. Entry into force

The competency framework shall enter into force on 1 January 2015.

The first assessment of competencies of individual staff members (based on the generic profiles) shall take place in parallel to the first mid-term review of the 2015 appraisal cycle.

2. DG guidelines

To implement the present Circular, the DGs may develop more specific guidelines as necessary for their areas and in line with the general competency framework.

3. Review

The competency framework and job profiles shall be regularly reviewed in line with the strategic and operational needs of the EPO.
Any future amendments to the competencies and the assessment matrixes shall be approved by the President and published to all staff.

Implementation of this Circular shall be reviewed regularly, beginning no later than 24 months after its entry into force.
EPO core competencies

(A) List of EPO core competencies

These competencies have been identified as relevant for all staff at the EPO:

I. Achievement and Action cluster

1. Planning and organising
To plan and organise one’s work in line with agreed organisational priorities. This includes establishing milestones for completion, monitoring one’s own progress and adjusting work plans and priorities to take account of changing circumstances.

2. Delivering results
To take ownership for the delivery of one’s assigned tasks on time and within the agreed production and quality standards. Shows attention to detail and a concern for the accuracy and completeness of the work, ensuring that all outputs are fit for purpose and meet (or exceed) EPO service or quality standards. Notices and acts on opportunities to improve quality or the efficiency of one’s approach.

3. Problem solving
To analyse and interpret situations from a range of perspectives and to find creative, workable and timely solutions to issues.

II. Working with Others cluster

1. Interpersonal relationships
To understand the importance of establishing and maintaining positive relationships for the delivery of performance and a peaceful working environment. This includes showing sensitivity to, and an appreciation of, others’ needs, concerns and opinions; anticipating one’s own impact on others and their potential reactions and behavioural patterns, demonstrating tolerance and respect for cultural differences, value systems, perspectives and opinions. It also reflects the interconnectivity of individuals within a team or across an organisation. It also includes exercising critical reflection when appropriate while staying loyal to management.

2. Communicating and influencing
To present information or arguments clearly and convincingly. This includes active listening in order to demonstrate one’s interest in the speaker, and adopting a tone and register appropriate to the needs of the recipients in order to reach a common objective.
3. **Service orientation**

   To demonstrate concern for providing a service to internal and external customers and stakeholders that meets their needs. This includes providing bespoke advice and support, working with the customer to find appropriate solutions to meet customer needs. It also includes anticipating and recognising adverse customer reactions and developing better alternatives.

III. **Personal Effectiveness cluster**

1. **Self-development**

   To demonstrate a concern for one’s own professional development, in order to maintain or enhance one’s performance. This includes keeping abreast of technical and functional developments, through engaging in a wide variety of development measures; seeking feedback to better understand work-related strengths and weaknesses; and being committed to acquiring new skills and knowledge as the job requires.

2. **Resilience and responding to change**

   To be flexible and to adapt in a positive way, to sustain performance when the situation changes, workload increases, tensions rise, ambiguity mounts or priorities shift.
Matrix for the assessment of core competencies

Remark: Proficiency levels 1-4 should be spread across a job group, starting from level 1, e.g. for staff in the entry grades or cases where a certain core competency is of less relevance for the job.

<table>
<thead>
<tr>
<th>Proficiency levels</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees and managers are expected to demonstrate the following behaviours:</td>
<td></td>
</tr>
<tr>
<td><strong>Level 1: Basic</strong></td>
<td>• Usually <em>adaptive behaviour</em>. The behaviour is usually in response to a situation and may be demonstrated either partly or only with supervision.</td>
</tr>
<tr>
<td><strong>Level 2: Intermediate</strong></td>
<td>• Usually <em>active behaviour</em> that is demonstrated consistently and independently. May require occasional supervision and guidance.</td>
</tr>
<tr>
<td><strong>Level 3: Advanced</strong></td>
<td>• Usually <em>proactive behaviour</em>. It involves foresight in order to take action. The behaviour is fully integrated in the daily work. Able to support and encourage others in demonstrating the behaviour.</td>
</tr>
<tr>
<td><strong>Level 4: Master</strong></td>
<td>• Usually <em>proactive and may serve as a role model</em>. This behaviour involves a broad perspective in order to plan and take action for addressing a complex situation. The outcome of this behaviour may have impact on the wider organisation. Mastery enables staff to lead, guide and coach others in developing the behaviour.</td>
</tr>
</tbody>
</table>
ANNEX II

EPO leadership competencies

(A) List of EPO leadership competencies

These competencies are required of all managers at the EPO (the leadership competencies are applicable to all job groups within the managerial career path, with the exception of job group 1):

1. Business understanding

To understand the evolution of the business environment (internal and external factors), assess its potential impact on the organisation and identify resulting challenges and opportunities. This includes identifying and influencing key internal and external stakeholders, whilst being fully aligned with and supporting top management/the organisation in strategic orientations and decisions (faithfulness, loyalty).

2. Leading, driving and managing changes

To identify the main challenges for the organisation and the resulting need for change, and to be able to propose, support and implement the necessary changes in order to adapt the organisation. This includes the ability to drive the change and to cope with internal and external stakeholders.

3. Performance management and people development

To translate strategy into operational objectives and to ensure teams and individuals achieve the defined objectives. To provide a quality-driven, productive and efficient working environment, holding themselves and their subordinates responsible for reaching group goals. This also includes enabling teams and individuals to realise their full potential and ensuring that teams' and individuals' motivation will endure in the long term.

4. Managerial effectiveness and courage

To demonstrate the appropriate interpersonal skills and attitudes that enable excellence in leadership. To lead and take responsibility and accountability, which includes the ability to deal with difficult situations and to deliver difficult messages. To show resilience and persistence even in demanding or stressful circumstances.
Matrix for the assessment of leadership competencies

<table>
<thead>
<tr>
<th>Proficiency levels</th>
<th>Description</th>
</tr>
</thead>
</table>
| **Level 1: Operational I** | **Basic leadership competence** in implementing operational objectives and fostering performance of employees in the unit.  
• Operates with capability and with little guidance in supervising staff members.  
• Reports issues to superior and consults upper management in case of complex situations. |
| **Level 2: Operational II** | **Operational leadership competence**; takes responsibility for alignment and achievement of the objectives of the unit by its staff.  
• Independently manages a unit/team with occasional supervision and guidance from superior in solving complex issues. |
| **Level 3: Strategic I** | **Operational and strategic leadership competence** by setting strategic objectives and ensuring the performance of the directorate and subordinate units.  
• Applies new strategic approaches in changing and complex circumstances. This involves independent management of organisational teams and other managers. It also involves cross-unit cooperation, and interaction with internal and external stakeholders. |
| **Level 4: Strategic II** | **Strategic leadership competence**, involving a broad perspective in order to set strategic objectives and address complex and political situations which impact the whole organisation.  
• Serves as a role model demonstrating the core values in strategic management and raising the level of performance of others. |
As a general guide, it is expected that the proficiency level will increase with the function and responsibilities in the Office. By way of example, heads of department, team managers and heads of section will be required to demonstrate leadership competencies at operational level, directors and principal directors more at strategic level.
Matrix for the assessment of functional competencies

Remark: Proficiency levels 1-4 should be spread across a job group, starting from level 1 for staff in the entry grades and in the learning phase of the job; Level 4 will usually apply to the highest grades of a job group. As a general guide, proficiency level 3 is what would be expected of a fully trained and experienced staff member.

<table>
<thead>
<tr>
<th>Proficiency levels</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Level 1: Basic</strong></td>
<td>Employees and managers are expected to demonstrate the following skills, knowledge and behaviours:</td>
</tr>
</tbody>
</table>
| Usually required of an employee at entry level who is still learning and developing towards the standards required | • Basic understanding of the subject-matter and its context  
• Applies relevant rules and working practices in standard cases and routine situations  
• Requires regular supervision and guidance and follows instructions  
• Applies sound judgment in routine situations of low to moderate complexity  
• Consults supervisors, coaches or peers and escalates issues where necessary  
• Meets basic delivery standards in line with the learning phase |
| Or: Applicable in cases where the competency has little relevance for the job. | |
| **Level 2: Intermediate** | Required of employees who apply the competency in performing the role at the standard expected. |
| | • Thorough understanding of the subject-matter and its context  
• Applies relevant rules and working practices in common situations that present limited problems  
• Constantly produces quality output, applies and enhances skills in both standard and occasional non-routine situations  
• Usually works independently and with low degree of supervision but may require guidance to deal with more complex issues  
• Consults colleagues and supervisors and escalates issues where necessary  
• Applies sound judgment in routine situations of moderate complexity |
| **Level 3: Advanced**  
Typically displayed by employees who are **mastering** the full range of their role in a fully effective way and are able to assist others | • Advanced knowledge of the subject-matter and its broader context  
• Applies and enhances relevant concepts and working practices efficiently, also in new situations without precedent  
• Independently undertakes a full range of typical assignments and challenges  
• Makes sound recommendations  
• Usually works independently and with low degree of supervision  
• Able to assist and guide others  
• Has a long-term perspective  
• Integrates with other areas of knowledge |
| **Level 4: Master**  
Typically displayed by employees who are mastering their job as a **role model** in a highly effective way and such that their guidance and expertise are sought by other colleagues | • In-depth knowledge of the subject-matter and its broader context and interlinks with other connected fields  
• Improves and designs relevant concepts and working practices  
• Addresses highly complex issues in a broad range of (often vague) circumstances and develops new approaches  
• Works independently, gives expert advice, guidance and coaching to others; acts as a role model, setting the performance standards for others  
• Works across team/department and organisational functions  
• Applies skills across multiple projects or functions |

On the basis of this matrix, the DGs can develop more specific behavioural descriptions of their functional competencies as appropriate for their practical use.
(General Guidelines on Performance Management)¹

Guidelines on performance development

The following document is the outcome of a regular review of the EPO circulars.

I. AIM AND SCOPE

The EPO is committed to promoting a culture of merit, based on continuous learning and professional development, which serves both business needs and staff aspirations. Performance development is the process by which managers and staff collaboratively agree upon the contribution to be made by individual staff members to enable the EPO to fulfil its mission. By means of continuous feedback, which is shared formally and informally via regular and year-end reviews, as well as professional development measures, the performance development system aims to:

• emphasise future performance and professional development rather than the assessment of past performance
• further develop the organisational alignment and focus on the EPO's strategic goals
• further empower managers by giving them the capacity to identify and reward staff members while supporting professional development
• further engage staff by providing clarity on the expectations placed on them in terms of their role in the organisation, as well as feedback on their contribution to the EPO's success

With this in mind, the performance development guidelines set out:

• the role and responsibilities of the people involved
• the performance development cycle and its timeline

II. ROLES AND RESPONSIBILITIES

The reporting function is a core managerial responsibility and may not therefore be delegated on the manager's own initiative.

II.1. Principal directors and vice-presidents

As part of their role in harmonising the application of the performance development guidelines, principal directors and vice-presidents (PDs/VPs) may issue complementary guidance specifying how the guidelines are to be applied in their business areas.

¹ Replaced by the "Guidelines on performance development" (Communiqué 8/2017)
The PDs/VPs are responsible for the calibration process. Before the reporting officers start drafting the year-end reports, the PDs/VPs ensure that the performance review standards and methods used by the reporting and countersigning officers in their area are consistent and harmonised. They also hold calibration meetings at the end of the performance development cycle.

II.2. **Reporting officers and co-reporting officers**

Unless otherwise indicated, the reporting officer is the direct line manager of the staff member. A co-reporting officer may be appointed in cases where all or part of the work of the staff member is actually co-ordinated and managed by someone other than the reporting officer.

Reporting officers/co-reporting officers are responsible for developing and motivating their team members to achieve their operational goals. The performance development system is a tool provided by the EPO in order to support reporting officers in their managerial responsibilities. Reporting officers are nevertheless the owners of the performance development process and are responsible for the timely completion of the cycle as described below for each of their reportees.

Before completing the year-end review, reporting officers/co-reporting officers should consult any party able to provide a relevant contribution relating to the performance of the staff member during the performance development cycle. They should also prepare intermediate reports in cases where the duties of the staff member changed substantially in the course of the performance development cycle.

The year-end report concludes the cycle. It contains comments relating to the staff member's ability, contribution, effectiveness and conduct in the service. The comments compare the level of individual performance (goals achieved and competencies demonstrated) with the level expected for the staff member's function and grade.

II.3. **Staff members**

Staff members are responsible for meeting the expectations set, thereby enabling the EPO to achieve its goals and mission. They are expected to contribute proactively to the goal setting and to report regularly on their progress and potential difficulties in a collaborative mode so that managers can properly monitor their contribution. In order to report on their contribution, staff members are asked to carry out a self-assessment, which then forms part of the year-end review meeting with the reporting officer.

II.4. **Countersigning officers**

Unless otherwise indicated, the countersigning officer is the line manager of the reporting officer. In addition to their own reporting officer role, countersigning officers are responsible for defining the goals supporting the delivery of the EPO's strategy and enabling them to be cascaded down through the units.
They are responsible for ensuring that the performance development guidelines are translated into harmonised practices in their business area. Countersigning officers also act as arbitrators who will seek to identify a reasonable way forward in cases where there is a difference in views between the staff member and the reporting/co-reporting officer.

II.5. Human Resources

The Human Resources department is responsible for

• defining the performance development vision and system in alignment with the Office’s people management strategy
• providing and administering the processes and tools involved
• monitoring performance development-related activities in order to ensure compliance with the relevant guidelines
• improving practices on a regular basis

III. THE PERFORMANCE DEVELOPMENT CYCLE

Performance development is a continuous cycle built on collaborative discussions between the staff member, the reporting/co-reporting officer and the countersigning officer. It is supported by an online tool which covers all the steps in the cycle and provides a single review report template applicable to all job groups and steps (probation, self-assessment, year-end review).
Each step of the performance development cycle must be completed within the timeframe indicated below. To ensure harmonised implementation of the cycle throughout the Office, the staff member is expected to acknowledge completion of the goal-setting and year-end review steps. In situations where time-out applies, ad hoc support from HR is provided.

III.1. Goal setting: by 31 March

On the basis of the annual top-down and bottom-up iterative process, the EPO's strategic goals are cascaded down through the different hierarchical levels of the Office to individual staff member level.

The translation of business area goals into individual goals, including quality, is discussed by the reporting officer/co-reporting officer and the staff member at a meeting and the agreed goals are recorded in the performance development tool.

As of 31 March, the goal-setting step is considered closed and the goals recorded in the tool are deemed final. They may, however, be reviewed in the course of the year, depending on business requirements. Any updates will be recorded in the tool.

III.2. Regular reviews: by 15 November

The staff member and reporting officer are encouraged to meet at any time during the performance development cycle to discuss the progress being made towards the goals set, as well as the competencies demonstrated.

If so wished, the outcome of such review meetings may be recorded in the tool. Reporting officers are required to record the date of at least one review meeting in the tool.

An intermediate report should be drawn up if the duties of the staff member change substantially in the course of the cycle.

III.3. Year-end review: self-assessment by 31 January

As part of the collaborative approach to performance development, staff members prepare for their year-end review meeting by carrying out a self-assessment and identifying areas for development.

III.4. Year-end review: meeting with reporting officer by 31 March

The year-end review focuses on:

- feedback on goals (the "what")
- feedback on core competencies and leadership competencies (where applicable) (the "how")
- overall qualitative feedback
- the individual development plan, including feedback on functional competencies
The reporting officer and staff member meet to review the contributions and achievements of the staff member during the performance development cycle, taking into account the staff member's self-assessment as a basis. The discussion covers the individual development measures envisaged in line with the Office's training and development approach.

In light of this discussion, the reporting officer drafts the year-end report and sends it to the countersigning officer.

**III.5. Calibration meeting: by 31 March**

Reporting officers and countersigning officers hold a calibration meeting to ensure consistent year-end reports throughout the business area, in light of the criteria set by the PDs/VPs.

The calibration process can also be applied to the goal-setting step.

**III.6. Year-end report: by 31 March**

Following the calibration meeting, the reporting officer shares the year-end report with the staff member. The year-end report is recorded in the tool and is deemed final.

**III.7. Requests for conciliation/objection procedure before the Appraisals Committee: by 15 May**

In the year-end report, the staff member may enter comments before acknowledging completion of the performance development cycle.

In cases of disagreement, in particular in cases of a significant divergence of views with the reporting officer, the staff member may ask for conciliation by contacting the countersigning officer and reporting officer within two weeks of receipt of the year-end report or by 15 April, whichever is the sooner. If the conciliation process leads to an amendment of the year-end report, HR should be informed accordingly by 30 April.

Any staff member who is still dissatisfied with their year-end report following conciliation may challenge it by raising an objection with the Appraisals Committee by written procedure within two weeks of receipt of the conciliation report or by 15 May, whichever is the sooner. The appraisal report may only be challenged on grounds of arbitrariness and/or discrimination.

**IV. ENTRY INTO FORCE**

The guidelines on performance development will enter into force on 1 January 2018, starting with the objective setting for 2018. They will supersede any earlier circulars relating to performance management and any other instructions/guidance on performance management.

For the 2017 performance assessment, Circular 366 will continue to apply up to the phase of the completion of the report and submission to the staff member. In case of conciliations related thereto, the present guidelines will apply.
## OVERVIEW OF PERFORMANCE DEVELOPMENT CYCLE

<table>
<thead>
<tr>
<th>Steps and related activities</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal setting</strong></td>
<td>By 31 March (year N)</td>
</tr>
<tr>
<td>• Definition of staff member’s goals.</td>
<td></td>
</tr>
<tr>
<td>• Acknowledgement by staff member of completion of step.</td>
<td></td>
</tr>
<tr>
<td><strong>Regular reviews</strong></td>
<td>By 15 November (year N)</td>
</tr>
<tr>
<td>• Formal/informal collaborative discussions on progress made.</td>
<td></td>
</tr>
<tr>
<td>• At least one meeting to be recorded in the tool by entering the date of the meeting.</td>
<td></td>
</tr>
<tr>
<td><strong>Year-end review: self-assessment</strong></td>
<td>By 31 January (year N+1)</td>
</tr>
<tr>
<td>• Forms part of the basis for the year-end review.</td>
<td></td>
</tr>
<tr>
<td><strong>Year-end review: meeting with reporting officer</strong></td>
<td>By 31 March (year N+1)</td>
</tr>
<tr>
<td>• Collaborative discussion between reporting officer and staff member aimed at reviewing the staff member’s contributions and achievements during the cycle.</td>
<td></td>
</tr>
<tr>
<td>• Definition of the individual development measures envisaged in line with the Office’s training and development approach.</td>
<td></td>
</tr>
<tr>
<td>• Drafting by the reporting officer of the year-end report, which is then sent to the countersigning officer.</td>
<td></td>
</tr>
<tr>
<td><strong>Calibration meeting</strong></td>
<td>By 31 March (year N+1)</td>
</tr>
<tr>
<td>• Discussions between reporting officers and countersigning officer to ensure consistent year-end reports throughout the business area.</td>
<td></td>
</tr>
<tr>
<td><strong>Year-end review report</strong></td>
<td>By 31 March (year N+1)</td>
</tr>
<tr>
<td>• Reporting officer shares the year-end report with the staff member.</td>
<td></td>
</tr>
<tr>
<td>• Acknowledgement by staff member of completion of step.</td>
<td></td>
</tr>
</tbody>
</table>
### Requests for conciliation/objection procedure before the Appraisals Committee

- The staff member may enter comments in the year-end report.
- In case of disagreement, in particular if there is a significant divergence of views with the reporting officer, the staff member may ask for conciliation within two weeks of receipt of the year-end report or by 15 April, whichever is the sooner.
- Any staff member who is still dissatisfied with their year-end report following conciliation may challenge the report by raising an objection with the Appraisals Committee within two weeks of receipt of the conciliation report or by 15 May, whichever is the sooner.

<table>
<thead>
<tr>
<th>By 15 May (year N+1)</th>
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Note: Year N is the relevant performance period that is being reported upon, whilst the consecutive year N+1 is the period where the reporting on the previous year is concluded.
Absences for Health Reasons

Article 1
Article 62a and 62b Sick leave and Incapacity

A) Justification and registration of sick leave

(1) A permanent employee who is unable for health reasons to perform all or part of his duties must inform his immediate superior, or that person's deputy, by phone on the first day of absence and at the same time state the address and the phone number at which he can be reached. If the employee cannot reach his immediate superior, or that person's deputy, by phone, he must inform him by electronic mail. He must however phone afterwards, and at the latest on the third day of absence.

On the first day of the employee's absence for health reasons, his immediate superior, or that person's deputy, shall complete an electronic form in order to assure the correct registration of the sick leave.

If no information is received from the employee, his immediate superior, or that person's deputy, will inform the Human Resources department as well as the Occupational Health Service.

The Occupational Health Service will call the employee in case no information is received by phone or by email on the first day of absence. The Occupational Health Service will then inform the employee's immediate superior, or that person's deputy, as well as the Human Resources department.

The above procedure also applies to any information on extension of the absence by reason of sickness or accident.

The employee must further indicate the likely duration of the absence and its impact on the proper functioning of the service.

(2) Where a permanent employee's inability to perform his duties exceeds three working days, or where he has already taken uncertified sick leave for three working days in a given calendar year, he will be required to produce a medical certificate.

That certificate shall state;

– the name and date of birth of the staff member
– the date of issue of the certificate
– the name and signature of the doctor
– the start date and estimated end date of the absence on grounds of health

No diagnosis is to be included.
If the doctor consulted refuses to issue a medical certificate, the employee must supply the Office with the doctor's name and address. This will obviate the need to provide a medical certificate.

The requirement to produce a medical certificate will also be deemed to have been met if the employee phones the Occupational Health Service and provides them with sufficient details about the nature of the illness and the date on which it began. The duration of the absence deemed to be covered by a certificate will be the duration agreed with the Occupational Health Service. The above procedure also applies to justifying any extension of the absence by reason of sickness or accident.

The Occupational Health Service will retain the details of the nature of the illness in accordance with medical secrecy rules.

(3) A copy of the medical certificate, or the name and address of the doctor who refused to issue a medical certificate, must be sent at the latest on the working day following the third day of uncertified sick leave within a given calendar year in accordance with the instructions given by HR to that effect. In exceptional cases the medical certificate may also be submitted by normal post.

The Office shall conduct random checks of original certificates. For this purpose, employees shall keep the originals of all submitted documents, throughout the period of absence for health reasons and then for 4 years thereafter.

The Office also reserves the right to perform any additional checks on the authenticity of these documents.

In case the employee fails to provide original certificates upon request from the administration, the Office, without prejudice to any other steps under the Service Regulations, may consider the employee on unauthorised absence for the period concerned, and apply the consequences set forth Article 63 of the Service Regulations. In particular, it may recover any remuneration that should have been deducted pursuant to Article 65, paragraph 1(d).

(4) On resuming his duty after absence due to sickness, the permanent employee must send an electronic form to his immediate superior and to the Occupational Health Service informing both parties of his return to work.

(5) Decisions on reintegration during sick leave are taken by the occupational health service. The employee may contest such a decision. The contestation shall have no suspensive effect on the employee's obligation to return to work.

B) Sick leave verification

(1) Pursuant to Article 62a(6) ServRegs, the President of the Office is entitled to verify, including by a medical examination at a permanent employee's address, as provided under Article 23 or 55a(1) ServRegs, whether the permanent employee's state of health justifies sick leave.
A permanent employee on sick leave must conduct himself in line with his statutory obligations and in a manner conducive to a return to work. He must cooperate at all times with the relevant services and medical practitioners appointed by the President to facilitate a verification of his state of health. In particular, and upon the request by the appointed medical practitioners, he shall provide without delay all necessary information requested by them for a conclusive medical assessment pertaining inter alia to the diagnosis, the treatment and the prognosis of his medical state.

The President may decide an ad hoc verification upon the initiative of the employee's immediate superior or that person's deputy or the Occupational Health Service.

To that end, a permanent employee on sick leave must be available at the address pursuant to Article 23 or 55a(1) ServRegs from 10:00 a.m. to 12:00 and from 2:00 p.m. to 4:00 p.m. If the employee is not present during these time slots or at any other announced time when a verification is due to be carried out, he shall provide the Medical Advisory Unit with justification. The latter will assess whether this justification is well founded.

Without prejudice to the outcome of such verification and the corresponding administrative consequences that may apply, the President may decide on further verifications, including medical examinations, to be carried out at the address pursuant to Article 23 or 55a(1) ServRegs or at the Office's premises.

In addition, the President of the Office mandates the Occupational Health Service to systematically proceed with a medical examination of a permanent employee after every 30 working days of cumulated sick leave over a period of the last 12 months within the initial period of sick leave defined in Article 62a(7) (a) ServRegs.

In such case, the Occupational Health Service will request the permanent employee to undergo the medical examination either at the Office's premises or with the medical practitioner appointed by the President to whom this task was delegated. In case the permanent employee is unable to attend such an examination, he must provide corresponding evidence.

If the permanent employee fails to submit evidence or to provide a legitimate reason for not being available at his address or attending the medical examination, Article 63 Service Regulations applies.

Third parties may not attend any medical examinations.

The permanent employee concerned, the Occupational Health Service, the Human Resources department and the immediate superior of the employee, or that person's deputy, will be informed of the outcome of a verification. If the medical practitioner advising the President of the Office concludes that sick leave is not or no longer justified, the employee shall resume his duties on the following working day at the latest.
The employee may contest such medical conclusion by written request to the Medical Advisory Unit within one working day following the date of notification. In such case, the arbitration procedure set forth in Article 91 Service Regulations applies. The contestation shall have no suspensive effect on the employee's obligation to return to work.

The above provisions shall apply during the period of partial incapacity provided in Article 62b(6) ServRegs.

A verification of sick leave of an employee in partial incapacity under paragraph B(3) above, shall be conducted as prescribed therein, during the relevant time slots corresponding to the said employee's agreed working time.

C) Sick leave or incapacity elsewhere than at the place of residence

(1) Permanent employees must obtain the prior permission of the President of the Office in order to leave their place of residence, as defined in Article 23 of the Service Regulations, during a period of sick leave, extended sick leave, partial or 100% incapacity.

D) Sick leave in the case of spa cures

(1) Sick leave under Article 62a of the Service Regulations to take a spa cure will be granted to permanent employees, on request, under the conditions laid down in the Implementing Rules for Articles 83 and 84 of the Service Regulations, where a medical practitioner appointed by the President sees it as being an absolute medical necessity within the meaning of section F (b) point 4.8a) of part I of the Implementing Rules for Articles 83 and 84 of the Service Regulations, or else as being a medical necessity within the meaning of section F (b) point 4.8b) thereof, and prescribes the spa cure's duration. In such cases, the medical practitioner appointed by the President will usually examine the permanent employee, taking into account the spa-cure prescription issued by the employee's doctor and submitted to the Office's medical advisory unit.

(2) The Office's medical advisory unit will inform the Human Resources department, Occupational Health Service and the permanent employee concerned of his conclusions.

If the spa cure is deemed to be an absolute medical necessity within the meaning of section F (b) point 4.8a) of part I of the Implementing Rules for Article 83 and 84 of the Service Regulations, the health insurance provider will also be informed of the decision, and the permanent employee will be granted sick leave for the entire duration of the spa cure.

If the spa cure is deemed to be a medical necessity within the meaning of section F (b) point 4.8b) of part I of the Implementing Rules for Articles 83 and 84 of the Service Regulations, the permanent employee will be granted sick leave and annual leave in equal measure for a spa cure of up to 21 calendar days.
If the spa cure is not deemed to be necessary, or if the permanent employee chooses not to have its necessity certified, no sick leave will be granted.

If, despite this, the permanent employee goes on a spa cure within the meaning of section F (b) point 4.8b) of part I of the Implementing Rules for Article 83 and 84 of the Service Regulations, he must take annual leave for the entire duration of the cure.

E) **Working time during partial incapacity**

(1) The working time during partial incapacity shall be determined in full hours or any percentage of the normal 40-hour working week corresponding to the working schedule fixed.

F) **Periodic review of incapacity**

(1) Unless another frequency is established by the medical practitioner assessing incapacity, periodic reviews of the employee's state of health shall take place at least every two years. A review may take place earlier on the initiative of the President of the Office or upon reasoned request of the employee.

### Article 2

**Articles 62, 62a and 62b - Visits to the doctor; medical treatment**

(1) All visits to doctors, dentists or specialists should be made outside working hours where possible. Such visits internally or externally in no way count as working hours. If such absence must occur during working hours, the permanent employee must comply with the applicable provisions on absence. He must make use of leave, flexitime or compensation hours and thus inform his immediate superior prior to the absence of the time and duration of his absence.

(2) Medical visits during working time resulting from an accident on the EPO premises and/or commuting accident shall be registered as sick leave upon approval of the Occupational Health Service on the initiative of the staff member.

### Article 3

**Entry into force**

(1) This circular will enter into force on 11 May 2015.
Circular No. 389
(18 December 2017)

Contribution rates to the New Pension Scheme and to the Salary Savings Plan applicable as from 1 January 2018

At its 115th meeting in October 2008, the Administrative Council adopted the New Pension Scheme (NPS) and the Salary Savings Plan (SSP), both applicable to employees entering the Office on or after 1 January 2009 (cf. CA/D 12/08 and CA/D 13/08).

As stated in section I.B. paragraph 1 of the Implementing Rule to Article 65(3) of the Service Regulations, the contribution rate to the SSP will be established by the President of the Office on the basis of an actuarial study, after consultation with the General Consultative Committee.

The same paragraph states that the rate for compulsory contributions to the SSP will be equal to the difference between the contribution to the pension scheme applicable to employees already in service on 31 December 2008 and that payable under the New Pension Scheme Regulations (i.e. applying a pensionable ceiling of twice the basic salary G1/4).

Article 35 of the New Pension Scheme Regulations states that the contribution to this pension scheme will also be set by the President of the Office, on the basis of an actuarial study.

In the framework of the 2017 actuarial study (cf. CA/61/17) to review pension contribution rates, the President has requested the Actuarial Advisory Group to examine the level of the contributions to the original and new pension schemes, considering the latest actuarial hypothesis and parameters. On the basis of this recommendation, the contribution rates applicable as from 1 January 2018 will be set as follows.

The **global contribution rate** to both the New Pension Scheme and the Salary Savings Plan will be raised from 29.1% to 29.4% of the basic salary.

The **New Pension Scheme** total contribution rate (Office and staff) will be raised from 22.5% to 24.9% of the basic salary, up to a ceiling of twice the salary for grade G1, step 4.

The **Salary Savings Plan** total compulsory contribution (Office and staff) will be the sum of 4.5% of the employee’s basic salary, up to a ceiling of twice the salary for grade G1, step 4, and 29.4% of the part of basic salary exceeding that ceiling.

Contributions to the New Pension Scheme and to the Salary Savings Plan by the Office and staff are apportioned 2/3rds and 1/3rd respectively.

Benoît Battistelli
President
New transfer coefficients
(Article 12 of the Pension Scheme Regulations and New Pension Scheme Regulations)

As stated in paragraph iv) of Rule 12.2/1 of the Implementing Rule to Article 12) of the Pension Scheme Regulations, the age related coefficients used for the transfer of pension rights and published in the Annex to Rule 12.2/1(iii) shall be established by the President of the Office on the basis of an actuarial study.

The President has requested the Actuarial Advisory Group in September 2017 to examine the appropriateness of these coefficients for the Pension Scheme and the New Pension Scheme, considering the latest actuarial hypothesis and parameters.

On the basis of a recommendation by the Actuarial Advisory Group and after consultation with the General Consultative Committee, the coefficients applicable for Article 12 of the Pension Scheme Regulations and the Implementing Rules thereto as from 1 January 2018 shall be set as follows:

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* As the population of the Pension Scheme is a closed group, only the coefficients for the ages that are still relevant are published.
The coefficients applicable for Article 12 of the New Pension Scheme Regulations and the Implementing Rules thereto as from 1 January 2018 shall be set as follows:

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The President of the European Patent Office
Benoît Battistelli
Circular No. 391
(30 April 2018)

Contribution rate to the incapacity scheme for fixed-term employees upon termination of service, applicable as from 1 April 2018
(Article 62c Service Regulations)

Pursuant to Article 62c (8) of the Service Regulations, the total contribution required to meet incapacity payments made under Article 62c shall be set by the President of the Office, on the basis of an actuarial study.

As from 1 April 2018, the total contribution rate to finance such incapacity payments is set at 0.48% of the basic salary, based on the results of an actuarial study made in 2018.

The employee contribution rate charged to fixed-term employees is one third of the total contribution rate or 0.16% of the basic salary.

Munich, 30 April 2018.

The President of the European Patent Office
Benoît Battistelli
Guidelines for applying Article 72(1) and (2) ServRegs concerning expatriation allowance

This circular lays down criteria for the interpretation of Article 72(1) and (2) ServRegs concerning expatriation allowance. It aims to provide clarity and transparency on certain aspects of the expatriation allowance, namely permanent residence, service with national administrations and international organisations, and dual nationality.

Article 1
Permanent residence

(1) For the purposes of Article 72(1)(b) and (2) ServRegs, the country in which an employee is permanently resident is the country with which he maintains the closest objective and factual links. The criteria for assessing permanent residence include, inter alia:

(a) physical presence in the country concerned,
(b) length of time spent in that country,
(c) intention to remain in that country.

(2) Permanent residence in a country is deemed to be interrupted only when an employee effectively leaves that country with the intention to settle permanently in another country pursuant to paragraph (1) of this article.

(3) For the purposes of paragraphs (1) and (2) of this article, an employee may be asked to provide relevant documents such as previous employment contract(s), certificates of registration/de registration with local authorities, tax returns or social security payments.

(4) Periods of study in the country concerned are taken into account for the relevant periods of permanent residence under Article 72(1)(b) and (2) ServRegs.

Article 2
Service with national administrations and international organisations

For the purpose of calculating the relevant periods of permanent residence under Article 72(1)(b) and (2) ServRegs, the term "service" does not include previous service in national administrations or with international organisations in cases where the national administration or international organisation recruited the employee in the country where he served.

Article 3
Dual nationality

For clarification purposes, Article 72(1)(b) ServRegs also applies to employees with dual nationality including that of the country in which they will be serving.
Article 4
Entry into force

This circular enters into force on 15 May 2018.

Munich, 9 May 2018

The President of the European Patent Office
Benoît Battistelli

1 Circular No. 392 shall have no retroactive effect on employees to whom the expatriation allowance is currently being paid pursuant to superseded internal practice. See decision of the President to this circular.
1. In accordance with Article 59(2)(b) of the Service Regulations, the following public holidays will be observed in 2020 in each place of employment:

**Munich**

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<tr>
<td>Thursday</td>
<td>31 December</td>
<td>(New Year’s Eve)</td>
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2. In addition to these days, the President has allowed one further day in Munich and The Hague, as well as three further days in Berlin. These days can be taken as desired by the employee and will be added automatically to the annual leave for 2020. The provisions of Article 56(5) ServRegs shall apply by analogy and the additional days shall be curtailed in proportion with respect to employees working part-time.

3. The number of public holidays in Munich also applies to staff working for the Office in Brussels.
4. In accordance with the Office’s closure policy, it is decided to close the Office on 28, 29 and 30 December 2020. Staff shall decide at their discretion which type of authorised leave to take on these three compulsory closure days.

António Campinos  
President of the European Patent Office
Contribution rates to the New Pension Scheme and to the Salary Savings Plan applicable as from 1 January 2020

At its 115th meeting in October 2008, the Administrative Council adopted the New Pension Scheme (NPS) and the Salary Savings Plan (SSP), both applicable to employees entering the Office on or after 1 January 2009 (cf. CA/D 12/08 and CA/D 13/08).

As stated in section I.B.(1) of the Implementing Rule to Article 65(3) of the Service Regulations, the contribution rate to the SSP will be established by the President of the Office on the basis of an actuarial study, after consultation with the General Consultative Committee.

The same paragraph states that the rate for compulsory contributions to the SSP will be equal to the difference between the contribution to the pension scheme applicable to employees already in service on 31 December 2008 and that payable under the New Pension Scheme Regulations (i.e. applying a pensionable ceiling of twice the basic salary for grade G1, step 4).

Article 35 of the New Pension Scheme Regulations states that the contribution to this pension scheme will also be set by the President of the Office, on the basis of an actuarial study.

In the framework of the 2019 actuarial study (cf. CA/56/19) to review pension contribution rates, the President has requested the Actuarial Advisory Group to examine the level of the contributions to the original and new pension schemes, considering the latest actuarial hypothesis and parameters. On the basis of this recommendation, the contribution rates applicable as from 1 January 2020 will be set as follows:

The global contribution rate to both the NPS and the SSP will be raised from 29.4% to 32.7% of the basic salary.

The NPS total contribution rate (Office and staff) will be raised from 24.9% to 28.8% of the basic salary, up to a ceiling of twice the salary for grade G1, step 4.

The SSP total compulsory contribution (Office and staff) will be the sum of 3.9% of the employee’s basic salary, up to a ceiling of twice the salary for grade G1, step 4, and 32.7% of the part of basic salary exceeding that ceiling.

Contributions to the NPS and to the SSP by the Office and staff are apportioned two thirds and one third respectively.

Munich, 16 December 2019

The President of the European Patent Office
António Campinos
Circular No. 404
(16. December 2019)

Contribution rate to the incapacity scheme for fixed-term employees upon termination of service, applicable as from 1 January 2020
(Article 62c Service Regulations)

Pursuant to Article 62c(8) of the Service Regulations, the total contribution required to meet incapacity payments made under Article 62c shall be set by the President of the Office, on the basis of an actuarial study.

As from 1 January 2020, the total contribution rate to finance such incapacity payments is maintained at 0.48% of the basic salary, based on the results of an actuarial study made in 2019.

The employee contribution rate charged to fixed-term employees is one third of the total contribution rate or 0.16% of the basic salary.

Munich, 16 December 2019.

The President of the European Patent Office
António Campinos
Other terms of employment

Specimen contract of the President of the Office (CA/186/09)
At its June 2009 meeting, the Administrative Council adopted the procedure for electing the next EPO President (CA/103/09 Rev. 2).

Section II.8 of that document reads as follows:

"At its meeting in October 2009, the Council shall establish the general framework of the contract to be offered to whoever is designated as a result of the procedure."

A document worded accordingly (CA/C 11/09) was discussed by the Council at a nonplenary session during its October meeting, enabling the key elements of the contract to be clarified and confirmed in the form of a general framework. The President took part in the deliberations and had an opportunity to express her point of view.

The definitive text of the contract and the necessary legal vetting will follow in due course, under the sole responsibility of the Council Chairman and with narrow scope for negotiation.

The Council further wished to make this general framework public in the interests of good governance and transparency. That is the purpose of the present text, which is being submitted for information as a CA document.

I. CONTEXT

The general principles underlying the contract for the EPO presidency were discussed at some length in 2003 before the last such election.

Since then, new contracts for vice-presidents have further crystallised the main elements defining the Organisation’s contractual relations with its top managers.

These principles and elements are listed below in a general framework which is in line with recent practice whilst tailored to present requirements.

II. STRUCTURE

The contract’s main headings (exhaustive list) are as follows:

a) Appointment/length of term

Five years as from [1 July 2010]. Renewable.

b) Emoluments

These comprise:

• a monthly basic salary based on that carried by Category A [grade 7, step 8] under the salary scales (Annex III to the ServRegs) for Germany; factor fixed at 135%.
• the family and other allowances normally payable under the ServRegs.
• a housing allowance of EUR 3 000 a month; Article 23 ServRegs applies.
c) **Reimbursement of expenses**

The general ServRegs provisions apply. In addition, reception and representation expenses arising in the course of official duties are reimbursable at a flat rate equivalent to 7% of basic salary; official vehicles may be used.

d) **Social security**

The ServRegs apply. The model is the contract for VPs. At the end of the contract, the outgoing President can ask to stay in the social-security scheme - in which case he or she must pay the employer’s contributions as well as his or her own.

e) **Pension**

This is modelled on the VP system (CA/D 2/06 and CA/D 18/08), i.e. the PenRegs do not apply and contributions are paid into an external pension account of the President’s choice. The factors and percentages (of basic salary) are the same as for VPs.

f) **Leave**

The ServRegs apply.

g) **End of term of office**

There are four possibilities:

- expiry of term
- non-active status due to invalidity being established under Article 62aServRegs
- termination under Article 53(1)(c) ServRegs and subject to the conditions laid down in Articles 11 and 35 EPC
- resignation, subject to six months’ notice in writing

h) **Protocol on Privileges and Immunities (PPI)**

A general reference is included, modelled on the contract for vice-presidents.

i) **Rights and obligations**

The ServRegs apply mutatis mutandis. A declaration-of-nationality obligation is added, modelled on the contract for vice-presidents.

j) **Disputes**

The ServRegs apply (Article 108).

III. **LEGAL BASIS**

Articles 11(1) and 33(2)(b) and (c) EPC and the ServRegs plus annexes Council decision of [date] concerning the election of Mr/Ms [name]
IV. DOCUMENTS CITED

CA/103/09 Rev. 2, CA/D 2/06, CA/D 18/08

V. ADDENDUM

The Council considered it desirable to take up in due course, after an in-depth technical evaluation, any future proposals with regard to extending to the President the procedure for performance appraisal introduced progressively for all top managers. The adoption of any such procedure would call for a detailed analysis; moreover no reference is made to it in the vacancy notice. It cannot therefore be reasonably included in the contract resulting from the present selection exercise.
Other terms of employment

Guidelines for the recruitment procedure for Vice-Presidents and specimen contracts
GUIDELINES FOR THE RECRUITMENT PROCEDURE FOR VICE-PRESIDENTS OF THE EUROPEAN PATENT OFFICE

Article 1
Launch of the procedure

1. At the latest nine months before the term of office of any Vice-President is expected to come to an end or where a Vice-President ceases to perform his duties before his term of office is scheduled to come to an end, the President of the Office shall communicate to and discuss with the Administrative Council his intentions with regards to the succession of the Vice-President.

2. The President of the Office shall inform the Administrative Council without delay of the subsequent opening of any competition procedure.

Article 2
Recruitment criteria

1. Candidates shall be selected on as wide a geographical basis as possible from among the nationals of the Contracting States, possess the highest level of competence and integrity and have extensive practical experience.

2. Each candidate has an obligation to declare his nationality(ies) in his application.

3. Candidates shall be sponsored by the Head of Delegation of their Contracting State in accordance with paragraph 2 of this Article and/or by the President of the Office.

Article 3
Notice of competition

1. As soon as the competition procedure has been declared open, the President of the Office shall publish the notice of competition.

2. The notice of competition shall contain the following information:

(a) the nature of the duties and the responsibilities involved in the position to be filled as set out in the static and dynamic descriptions, the post profile and the President of the Office's programme for the current period;

1 Revised by decision of the Administrative Council CA/D 4/09. This decision shall enter into force on 25 March 2009.
2 Amended by decision of the Administrative Council CA/D 10/18.
3 Amended by decision of the Administrative Council CA/D 10/18.
(b) the requirements stipulated in those descriptions with respect to diplomas and other qualifications, amount of experience and linguistic knowledge;
(c) the need for candidates to obtain the sponsorship of a Head of Delegation of a Contracting State and/or of the President of the Office in accordance with Article 2 of these Guidelines;
(d) the deadline for submitting candidacies;
(e) a list of the contact details of the Heads of Delegation of the Contracting States and of the President of the Office.

3. The notice of competition shall be published in the Official Journal. The President of the Office shall judge whether it should also be published in other media.

4. The deadline for submitting applications is two months from the date of publication of the notice in the Official Journal. The files relating to the candidacies shall be submitted in at least one of the Office's official languages. If necessary, they shall be translated by the Office into the other two languages at its own expense.

5. Applications shall be submitted to the Chairman of the Administrative Council, who shall inform the President of the Office without delay of applications received.

Article 4
Selection procedure

1. The candidates' files shall be scrutinised for formal requirements, including those relating to sponsorship set out in Article 2 of these Guidelines.

2. The Chairman of the Council and the President of the Office shall then hold interviews with the candidates meeting the requirements for sponsorship as set out in Article 2 of these Guidelines. Candidates may also be required to undergo test procedures aimed at elucidating suitability for the post in question. This process shall result in a report which shall be forwarded to the Administrative Council.

Article 5
Closure of the procedure

1. In choosing between the candidates meeting the requirements for sponsorship set out in Article 2 of these Guidelines, the Administrative Council shall conduct a hearing of the candidates, taking due account of the report mentioned in Article 4 of these Guidelines, consult the President of the Office and take a vote in accordance with Article 35, paragraph 1, of the European Patent Convention.
2. The Chairman of the Administrative Council shall thereupon negotiate with the selected candidate the terms of his employment contract in agreement with the President of the Office, having regard to CA/D 2/06 adopting a Specimen Contract concerning the appointment and terms of employment of Vice-Presidents of the European Patent Office.

Article 6
Derogation from the procedure

In special cases, the Administrative Council may derogate from these Guidelines if it considers this justified and after consulting the President of the Office.

Amended by decision of the Administrative Council CA/D 10/18.
Specimen contract concerning the appointment and
terms of employment of Vice-Presidents of the
European Patent Office\(^1\)

Between
the EUROPEAN PATENT ORGANISATION

and
Mr (Ms) …………………, born on …………, resident at …………

Having regard to the European Patent Convention and in particular Article 11(2) and Article 33(2)(b) and (c) thereof,

Having regard to the Protocol on Privileges and Immunities of the European Patent Organisation and in particular Articles 14, 16, 17 and 18 thereof,

\(^2\)Having regard to the Service Regulations for permanent and other employees of the European Patent Office (Service Regulations) and in particular Article 1(5) thereof which provides that the Service Regulations shall apply to the President and vice-presidents employed on contract unless their contract of employment expressly provides otherwise,

\(^3\)Having regard to the Pension Scheme Regulations of the European Patent Office,

Having regard to the Regulation on internal tax for the benefit of the European Patent Organisation,

After confirmation from Mr (Ms) …….. that he (she) is familiar with all of these documents,

After consultation of the President of the European Patent Office,

THE FOLLOWING HAS BEEN AGREED:

**Article 1**
Appointment - Term of contract

\(^1\) Mr (Ms) …………………………………………… is hereby appointed Vice-President Directorate-General ………… of the European Patent Office with effect from …………………

\(^2\) This contract shall have a fixed term of five years from the date referred to in the first paragraph of this article. It may be extended by the Administrative Council. However, it may not be converted into a permanent appointment as provided for in Article 8(4) of the Service Regulations.

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1 Decision of the Administrative Council CA/D 2/06.
2 Amended by decision of the Administrative Council CA/D 20/18.
3 Amended by decision of the Administrative Council CA/D 20/18.
4 Amended by decision of the Administrative Council CA/D 20/18.
5 Amended by decision of the Administrative Council CA/D 20/18.
The probationary period provided for in Article 13 of the Service Regulations shall not apply.

**Article 2**

**Role - Hierarchical position - Appraisal**

(1) The remit and objectives of the Vice-President Directorate-General ................ are set out in the vacancy notice published in the Official Journal of the EPO and may be amended at any time in accordance with the Organisation's needs.

(2) Mr (Ms) ………………………………… shall report to, and within the limits defined in Article 20 of the Service Regulations follow any instructions received from, the President of the Office.

(3) The annual objectives of Mr (Ms) ………………………………… shall be defined by the President of the Office, who may propose to the Administrative Council that he (she) be awarded a step, a promotion and/or a bonus in accordance with Articles 48, 48a and 49 of the Service Regulations within the limits set for employees appointed by the President of the Office. The Administrative Council shall decide on the proposal by a simple majority.

**Article 3**

**Remuneration**

(1) Mr (Ms) ………………………………… shall be paid a basic monthly salary corresponding to Grade..., step..., in job group 1. This figure shall be net, i.e. after deduction of the internal tax referred to in Article 64(4) of the Service Regulations.

(2) Mr (Ms) ………………………………… shall receive as a monthly supplementary allowance the equivalent of 10% of the basic monthly salary corresponding to step 3 in Grade G17 of the salary scale of his (her) place of employment.

(3) Remuneration shall not be liable to national income tax or to payment of any compulsory national social security contributions. If Mr (Ms) …………………… is performing or has performed other functions within the European Patent Office at the time of or prior to the present appointment, he (she) shall continue, where applicable, to participate in the salary savings plan under Article 65(3) of the Service Regulations.

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1 Inserted by decision of the Administrative Council CA/D 20/18.
2 Amended by decision of the Administrative Council CA/D 20/18.
3 Inserted by decision of the Administrative Council CA/D 20/18.
4 Amended by decision of the Administrative Council CA/D 20/18.
Article 4
Reimbursement of expenses

To cover personal costs arising in connection with the work of a Vice-President, Mr (Ms) ………………………………… shall receive the equivalent of 7% of his (her) basic monthly salary as a flat-rate, monthly representation allowance.

Article 5
Social security

Mr (Ms) ………………………………… shall be covered by the social security scheme of the Office.

Article 6
Pensions

The provisions of the New Pension Scheme Regulations shall apply, subject to the following:

(1) The minimum period of service required under Article 7 of the New Pension Scheme Regulations for entitlement to a retirement pension shall be reduced from ten to five years.

(2) If the present contract is terminated before the five-year period mentioned in Article 1, paragraph 2, has expired, Article 11 of the New Pension Scheme Regulations relating to the severance grant shall apply.

(3) Entitlement to the retirement pension accrued at the end of the present contract shall give rise, according to Mr (Ms) ………………….’s preference, either to payment of the amounts provided for in Article 11 of the New Pension Scheme Regulations or to payment of a retirement pension in accordance with Articles 8 and 9 of those Regulations or to the transfer of the actuarial equivalent in accordance with Article 12 of those Regulations.

Article 6
Pensions

(For Vice-Presidents who were employees of the European Patent Office before their appointment, Article 6 of the specimen contract shall read as follows:)

Mr (Ms) ………………… shall continue to be a member of the same pension scheme, in accordance with the applicable Regulations, save that the minimum period of service required for entitlement to a retirement pension shall be reduced from ten to five years.

1 Amended by decision of the Administrative Council CA/D 20/18.
2 Amended by decision of the Administrative Council CA/D 20/18.
3 Amended by decision of the Administrative Council CA/D 9/11.
**Article 7**

**Working hours and part-time work**

Articles 55 and 56 of the Service Regulations shall not apply.

**Article 8**

**Conduct**

Mr (Ms) ………………………………… shall be subject to the rules of conduct for employees.

**Article 9**

**Unilateral termination of contract**

(1) The contract may be terminated unilaterally by either party.

(2) The appointing authority may terminate the contract, in particular in the following cases:

   (a) The appointing authority considers that there are reasonable grounds for withdrawing the Organisation's confidence in the Vice-President, in particular in the case of unsatisfactory performance or misconduct. In this case, the Vice-President will be heard by the Administrative Council before a decision is taken on whether to terminate the contract.

   (b) The Vice-President has been unable to perform his (her) duties for at least six consecutive months.

   (c) A new President of the Office holding the same nationality as the Vice-President is appointed. In this event, the Office shall pay the Vice-President a lump sum of twelve times his (her) last basic salary.

(3) Articles 50(1)(b), 52, 53a, 53b, 54 and Articles 93 to 105 of the Service Regulations shall not apply.

(4) Article 53(4) of the Service Regulations shall not apply and is replaced by the following notice periods:

   (a) In the event of a unilateral termination, the party initiating the termination shall give six months' notice, unless the other party agrees otherwise or the contract term ends sooner.

   (b) If the termination results from the expiry of the contract, no notice shall be necessary.

(5) Any notification of early contract termination shall be in writing and dispatched against advice of delivery.

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1 Amended by decision of the Administrative Council CA/D 20/18.
2 Amended by decision of the Administrative Council CA/D 20/18.
3 Amended by decision of the Administrative Council CA/D 20/18.
Article 10
Mutually agreed termination of contract

(1) Subject to the approval of the Administrative Council, the contract may be terminated before the end of the term referred to in Article 1 by mutual agreement between the President of the Office and Mr (Ms) …………………………… at the request of either of the two.

In this event, the party initiating the termination shall give six months' notice, unless the other party agrees otherwise or the contract term ends sooner.

(2) In the event of a mutually agreed termination of contract at the Office's initiative, the Office shall pay full remuneration during the notice period. Article 65 of the Service Regulations shall continue to apply during that period.

The Office shall also pay Mr (Ms) …………………………… a lump sum of 70% of the basic salary that would have been payable from the date of termination until the contract's original expiry date, up to the sum of one year's net remuneration after deduction of internal tax and the Vice-President's personal contributions to the applicable Office pension scheme and of his (her) social security contributions and, where applicable, of his (her) contributions to the salary savings plan.

(3) At the end of the notice period, for Vice-Presidents who were employees of the European Patent Office before their appointment, a retirement pension or an early pension where applicable shall be paid on the basis of the rights accrued under the applicable Office pension scheme and his (her) age at that time. Where Article 65(3) of the Service Regulations applies, the balance of the salary savings plan shall be paid out.

(4) Paragraphs (2) and (3) shall not apply if the Vice-President is reinstated in accordance with Article 13 of this contract.

Article 11
Reserve status

Article 46 of the Service Regulations shall not apply.

Article 12
Secondment

Article 43 of the Service Regulations shall not apply.

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1 Inserted by decision of the Administrative Council CA/D 20/18.
2 Inserted by decision of the Administrative Council CA/D 20/18.
3 Inserted by decision of the Administrative Council CA/D 20/18.

January 2020
Article 13
Reinstatement as a permanent employee

(The following Article 13 shall be inserted in the contract for use in the case of vice-presidents who were permanent employees of the Office before their appointment)

Unless otherwise provided for under the Service Regulations, Mr (Ms) ……… …………………………… shall be reinstated with immediate effect as a permanent employee of the Office upon termination of this contract and shall take up his (her) duties in a post corresponding to his (her) grade immediately prior to his (her) appointment as Vice-President by virtue of this contract. His (her) step shall be determined as if Mr (Ms) ……………………………………… had not ceased performing his (her) duties in that grade.

In the event of termination of contract on the ground of loss of confidence, reinstatement may take place only upon decision of the Administrative Council.

Article 14
Protocol on Privileges and Immunities

(1) Article 14 of the Protocol on Privileges and Immunities of the European Patent Organisation shall apply to Mr (Ms) ………, subject to Article 22 thereof.

(2) Mr (Ms)…… shall be subject to a tax on salaries and emoluments paid by the Office, including the compensation provided for under this contract in the event of termination on the initiative of the Office, in accordance with the Regulation on internal tax for the benefit of the European Patent Organisation, and shall therefore be exempt from national income tax in accordance with Article 16(1) of the Protocol.

Article 15
General obligations - Declaration of nationality

(1) Mr (Ms)…… hereby declares that he (she) has no other commitment, and is not bound by any other agreement, ban or restriction of any kind, that would prevent him (her) from exercising his (her) functions as Vice-President of the European Patent Office in full, with due regard to the obligations stipulated in Chapter 1 of Title II of the Service Regulations.

(2) Mr (Ms)…… hereby declares that he (she) is of ……… (and ……….) nationality(ies).
Article 16\(^1\)

Future amendments

Any amendment to an article of the Service Regulations applicable to job group 1 and, where appropriate, the Pension Scheme Regulations shall apply directly to the present contract.

Done at .........................

Date: .........................

Mr (Ms) ...................................................  ...................................................

For the European Patent Organisation:

The Chairman of the Administrative Council ....................................................

\(^1\) Amended by decision of the Administrative Council CA/D 20/18.
Other terms of employment

Specimen contract concerning the appointment and terms of employment of Principal Directors
Specimen contract concerning the appointment and terms of employment of Principal Directors

Between
the EUROPEAN PATENT OFFICE
and
Mr (Ms) ......
Having regard to the European Patent Convention, and in particular Article 10(2) (g) thereof,
Having regard to the Protocol on Privileges and Immunities of the European Patent Organisation, and in particular Articles 14, 16, 17 and 18 thereof,
Having regard to the Service Regulations for permanent employees of the European Patent Office (hereinafter referred to as "the Service Regulations") and to the Pension Scheme Regulations of the European Patent Office,
Having regard to the regulation on internal tax for the benefit of the European Patent Organisation,
Having consulted the Vice-President DG 4 [and the Vice-President DG ....],

THE FOLLOWING IS HEREBY AGREED:

Article 1
Appointment; term of contract

1. Subject to Articles 8 and 9 of the Service Regulations, Mr (Ms) ................. shall be appointed principal director in Directorate-General ................. with effect from .......... .

2. The term of the contract shall be five years. It may be extended by a decision of the President of the Office having consulted the Vice-President DG 4 [and the Vice-President DG ....]. The appointment shall end on the last day of the month in which Mr (Ms) ...... reaches the age of 65, except where a prolongation of service has been decided on in accordance with Article 54, paragraph 1(b), of the Service Regulations.

Article 2
Remuneration

1. Mr (Ms) .................’s basic monthly salary shall initially correspond to Grade ......., step ......., in job group 24. This figure shall be net, i.e. after deduction of the internal tax referred to in Article 64, paragraph 4, of the Service Regulations.

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1 Decision of the Administrative Council CA/D 24/07.
2 Amended by decision of the Administrative Council CA/D 18/08.
3 Amended by decision of the Administrative Council CA/D 11/08.
4 Amended by decision of the Administrative Council CA/D 10/14.
2. Remuneration shall not be liable to national income tax or to payment of any compulsory national social-security contributions.

**Article 3**

Pensions

The provisions of the Pension Scheme Regulations shall apply, subject to the following:

(a) The minimum period of service required by Article 7 of the (New) Pension Scheme Regulations for entitlement to a retirement pension shall be reduced from ten to five years.

(b) If the present contract is terminated before the five-year period mentioned in Article 1, paragraph 2, has expired, Article 11 of the (New) Pension Scheme Regulations relating to the severance grant shall apply.

(c) Entitlement to the retirement pension accrued at the end of the present contract shall give rise, according to Mr (Ms) ..............‘s preference, either to payment of the amounts provided for in Article 11 of the (New) Pension Scheme Regulations or to payment of a retirement pension in accordance with Articles 8 and 9 of those Regulations or to the transfer of the actuarial equivalent in accordance with Article 12 of those Regulations.

**Article 3**

Pensions

(For principal directors who were permanent employees of the European Patent Office before their appointment, Article 3 of the specimen contract shall read as follows:)

Mr (Ms) .............. shall continue to be a member of the same pension scheme, in accordance with the applicable Regulations.

**Article 4**

Inapplicable provisions of the Service Regulations

The Service Regulations shall apply to principal directors with the exception of Articles 43, 46, 56, 57, 58 and 58a.

**Article 5**

End of contract

1. The contract shall end:

(a) on expiry of the period mentioned in Article 1, paragraph 2;

(b) if terminated by one of the parties in accordance with paragraph 2;

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1 Amended by decision of the Administrative Council CA/D 18/08.
2 Inserted by decision of the Administrative Council CA/D 11/08.
3 Amended by decision of the Administrative Council CA/D 18/08.
4 Amended by decision of the Administrative Council CA/D 11/08.
(c) if the conditions set out in Article 54 of the Service Regulations are met.
(d) for the reasons set out in Article 13, paragraph 2, of the Service Regulations.

2. (a) Mr (Ms) ............. may terminate the contract giving six months’ notice. The letter of termination must be addressed to the President of the Office.
(b) The President of the Office may terminate the contract without notice if Mr (Ms) ............., deliberately or through gross negligence, fails to comply with his (her) obligations or if, at the time of recruitment, (s) he deliberately supplied false information about his (her) professional competence or about the conditions set out in Article 8 of the Service Regulations, and this information was a decisive factor in his (her) appointment. This decision shall be taken by the President of the Office having consulted the Vice-President DG 4 [and the Vice-President DG .......].

Article 5a
Reinstatement as a permanent employee
(The following new Article 5a shall be inserted in the specimen contract for use in the case of principal directors who were permanent employees of the Office before their appointment:)

1. Unless otherwise provided under the Service Regulations and under Article 5, paragraph 2(b), of this contract, Mr (Ms) ............. shall be reinstated as a permanent employee of the Office without delay upon termination of the contract and shall take up his (her) duties in a post corresponding to the grade in which (s)he was classified immediately prior to his (her) appointment as principal director by virtue of the present contract. His (her) seniority in that grade shall be determined as if Mr (Ms) ............. had not ceased performing his (her) duties in that grade.

2. Paragraph 1 shall not apply:
(a) if the contract is terminated as a result of dismissal in accordance with Article 52 of the Service Regulations;
(b) if the contract is terminated as a result of dismissal in accordance with Article 53 of the Service Regulations;
(c) if the conditions of Article 54 of the Service Regulations apply.

Article 6
Protocol on Privileges and Immunities

1. Article 14 of the Protocol on Privileges and Immunities of the European Patent Organisation shall apply to Mr (Ms) ............., subject to the provisions laid down in Article 22 thereof.

1 Inserted by decision of the Administrative Council CA/D 11/08.
2 Inserted by decision of the Administrative Council CA/D 11/08.
3 Amended by decision of the Administrative Council CA/D 18/08.
2. Mr (Ms) ............ shall be subject to a tax on the salaries and emoluments paid by the Office, in accordance with the Regulation on internal tax for the benefit of the European Patent Organisation, and shall therefore be exempt from national income tax in accordance with Article 16, paragraph 1, of the Protocol.

**Article 7**

**Future amendments**

All future amendments to regulations applicable to EPO staff that are also applicable to job group 2 shall automatically apply to this contract with the exception of amendments to Article 1, paragraph 6, of the Service Regulations.

Munich, ......................................................

President of the European Patent Office  
Mr (Ms) ......................................................

..........................................................  ..........................................................
Other terms of employment

Regulation on the appointment and conditions of employment of members of the Enlarged Board of Appeal appointed under Article 11, paragraph 5, of the European Patent Convention
Article 1
Definitions

For the purpose of this Regulation:

(a) the "Convention" means the European Patent Convention of 5 October 1973 as revised by the Act revising the EPC of 29 November 2000,

(b) a "member of the Enlarged Board" means a legally-qualified member of the Enlarged Board of Appeal appointed under Article 11, paragraph 5, of the Convention,

(c) the "Service Regulations" means the Service Regulations for permanent employees of the European Patent Office.

Article 2
Conditions of appointment

A person may be appointed as a member of the Enlarged Board only if at the time of his/her appointment he/she satisfies the conditions referred to in Article 11, paragraph 5, of the Convention.

Article 3
Duration of appointment

(1) The appointment of a member of the Enlarged Board shall take effect from the date stated in the letter of appointment, provided that he/she has accepted in writing and given an undertaking in accordance with Article 15 of the Service Regulations.

(2) The appointment shall lapse:

(a) on expiry of the period specified in the letter of appointment,

(b) three months after notice of resignation is given by a member of the Enlarged Board.

(3) Article 23, paragraph 1, first sentence, of the Convention shall apply mutatis mutandis with respect to removal from office.

Article 4
Letter of appointment

The letter of appointment shall be signed by the President of the Administrative Council.

Article 5
Specific rights and obligations

(1) A member of the Enlarged Board may be required to be present in the European Patent Office for the performance of his/her duties for at least 10 days in any one year.
Article 14, Article 14a, paragraph 1, Article 14b, Article 16, paragraph 1, Article 17, Article 19, paragraphs 1 and 3, and Article 28 of the Service Regulations shall apply mutatis mutandis to a member of the Enlarged Board. Article 15 of the Service Regulations shall apply, with the proviso that the member shall give the solemn undertaking in writing.

(3) No sanctions other than those laid down in Article 23, paragraph 1, of the Convention shall apply to a member of the Enlarged Board.

Article 6
Payment

A member of the Enlarged Board shall receive a fee of EUR 1 000 for each case in which he/she has acted. A member who has acted as rapporteur shall receive a fee of EUR 2 500. The fee shall become payable on completion of the procedure before the Enlarged Board.

Article 7
Reimbursement of expenses

(1) The provisions of the Service Regulations relating to officials of job group 3, which govern the payment of daily subsistence and the reimbursement of travelling expenses arising from official journeys, shall apply mutatis mutandis to a member of the Enlarged Board.

(2) A member of the Enlarged Board shall not be required to obtain prior approval for an official journey.

(3) The European Patent Organisation shall provide a member of the Enlarged Board whilst on official travel with insurance cover against risks to life and health equal to that provided for permanent employees of the European Patent Office in Articles 83 and 84 of the Service Regulations. The cost of this will be borne by the European Patent Office.
Other terms of employment

Conditions of employment for interpreters
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT
ORGANISATION,

Having regard to the European Patent Convention, and in particular Articles 13
and 33, paragraph 2(b), thereof,

Having regard to the Protocol on Privileges and Immunities of the European
Patent Organisation, and in particular Articles 14, 16 and 17 thereof,

Having regard to the Service Regulations for permanent employees of the Euro-
pean Patent Office (hereinafter referred to as "the Service Regulations"),

Having regard to the Regulation on internal tax for the benefit of the European
Patent Organisation,

Desiring to supplement the existing categories of conditions of employment for
permanent employees, contract staff and auxiliary staff at the European Patent
Office with conditions of employment for interpreters engaged by the European
Patent Office on contract (hereinafter referred to as "interpreters"),

On a proposal from the President of the European Patent Office, submitted after
consulting the General Advisory Committee,

Having regard to the opinion of the Budget and Finance Committee,

HAS DECIDED AS FOLLOWS:

Article 1
Scope

These conditions of employment shall apply to interpreters at the European
Patent Office (hereinafter referred to as "the Office") recruited by the President
of the Office on the basis of short-term contracts.

Article 2
Term of contract

Contracts shall be concluded for the duration of a conference, seminar, meeting
of the Administrative Council, its committees or working parties, oral proceedings
or, in general, any meeting organised by the EPO for which interpreting of the
participants’ observations is required. The duration shall be specified in the
contract. It may, if necessary, be extended by agreement between the Office
and the interpreter concerned.

Article 3
Recruitment

(1) The President of the Office shall take measures to ensure effective recruit-
ment of interpreters.

(2) Recruitment shall be directed to securing for the Office the services of
interpreters of the highest standard of ability, efficiency and integrity.
Interpreters

(3) Interpreters shall be selected without reference to ethnic origin, opinions or beliefs, gender, sexual orientation or disabilities.

Article 4
Rights and obligations

The provisions of Articles 14, 19, 20, 22, 24, 25, 27, 28 and 30 of the Service Regulations shall also apply to interpreters.

Article 5
Remuneration

(1) The amount of the interpreters’ daily remuneration is set out in the annex to the present decision.

This amount is applicable to all the venues at which interpreters may be required.

(2) The amount of the interpreters' remuneration shall be adjusted periodically by the same percentage as that applied to the remuneration of the Office's permanent employees in post in Germany, but without retroactive effect.

(3) The amount of the interpreters' subsistence allowance shall be the same as that of the subsistence allowance for the Office's permanent employees (Group II). The periodic adjustments shall be applied without retroactive effect.

Article 6
Normal working hours

(1) An interpreter’s working hours shall normally be from 09.00 hrs to 17.00 hrs. Interpreters are expected to arrive half an hour before in order to be briefed, and they therefore usually travel on the previous day, for which half the daily fee and half the subsistence allowance are payable.

(2) If the interpreter’s professional domicile is within 80 km of the conference venue, he/she shall be considered "local" and shall only be entitled to payment of his/her remuneration but not the subsistence allowance.

Article 7
Overtime

(1) If it becomes clear that oral proceedings, a conference or a meeting are set to continue after 17.00 hrs, the interpreters shall inform the EPO Language Service as soon as possible (by 16.00 hrs at the latest), especially if any of them have to leave on time and replacements are required.

(2) Overtime worked after 18.00 hrs shall confer entitlement to payment of the amount set out in the annex to the present decision. This amount is subject to the same periodic adjustments as remuneration.

Amended by decision of the Administrative Council CA/D 10/14.
If an interpreter misses his/her last flight or train, or is obliged to travel after 22.00 hrs, he/she shall additionally be paid the full subsistence allowance and half the daily remuneration.

**Article 8**

**Cancellations**

(1) If an engagement already accepted is cancelled within six weeks of the first working day, interpreters shall be entitled to payment of their remuneration provided they cannot find an alternative engagement for that day and confirm this in writing. This should be done within two weeks of the date of the cancelled engagement (one letter per engagement cancelled). Even if the engagement has been cancelled, the signed copy of the contract must be returned. The remuneration shall be equal to that agreed for the cancelled day(s), plus, where applicable, the subsistence allowance.

(2) Written confirmation of failure to find an alternative engagement is required even if the interpreter is working for the EPO on the day before and the day after the cancellation. If the second day is a non-working day and the third day is cancelled, such written confirmation is also required for the non-working day.

**Article 9**

**Travel costs**

For non-local interpreters, the EPO shall reimburse travel expenses between the interpreter’s professional domicile and the venue of the engagement on the following basis:

- for travel by air, on production of a plane ticket showing the fare actually paid together with one or more boarding cards, the actual fare up to a maximum amount equivalent to the regular business class fare. Where the plane ticket does not show the fare paid, the original invoice must be submitted together with the ticket and proof of payment

- for travel by train, the first-class IC fare or the actual price of the ticket produced (including the ICE supplement)

- for travel by car, the corresponding rate for a first-class IC train ticket without ICE supplement (the price will be obtained from the travel agency used by the EPO).

If because of other commitments a non-local interpreter does not travel direct from his/her professional domicile or does not go back there afterwards, travel costs shall nevertheless be reimbursed for the journey from the professional domicile and back by the mode of transport actually used. In the case of air travel the regular business class fare shall be reimbursed. The price will be obtained from the travel agency used by the EPO.
**Article 10**

*Social security and pensions*

Interpreters shall demonstrate that they are covered by a social security and pension scheme.

**Article 11**

*Supplementary provisions*

The President of the Office shall adopt the supplementary provisions necessary for the day-to-day handling of the interpreters’ conditions of employment.

**Article 12**

*Disciplinary measures*

(1) Any failure by an interpreter to comply with his/her obligations under these conditions of employment shall make him/her liable to disciplinary action in the form of a written warning or reprimand. Disciplinary measures shall be imposed by the President of the Office.

(2) An interpreter found to be in serious breach of his/her obligations shall be liable to dismissal and may have all existing contracts cancelled.

**Article 13**

*Appeals*

Article 13 of the European Patent Convention shall apply.

**Article 14**

*Protocol on Privileges and Immunities*

(1) Article 14 of the Protocol on Privileges and Immunities of the European Patent Organisation shall apply to interpreters, subject to the provisions laid down in Article 22 thereof.

(2) Interpreters shall be subject to tax on the salaries and emoluments paid by the Office in accordance with the Regulation on internal tax for the benefit of the European Patent Organisation of 20 October 1977 and shall therefore be exempt from national income tax in accordance with Article 16, paragraph 1, of the Protocol.

**Article 15**

*Entry into force*

This decision shall enter into force on 24 October 2002.

It shall apply with effect from 1 January 2003.

Done at The Hague, 24 October 2002

For the Administrative Council

The Chairman
Remuneration pursuant to Articles 5 and 7 of the conditions of employment for interpreters
(as at 1st January 2019)

| Daily remuneration for simultaneous interpreting | EUR 783.18 |
| Daily remuneration for consecutive interpreting   | EUR 1174.74 |
| Daily remuneration for two-way interpreting from and into Japanese | EUR 1174.74 |

Overtime

For meetings which continue beyond 18.00 hrs the Office shall pay, in addition to the remuneration for the day, EUR 116.32 for each hour or part of an hour after 18.00 hrs
Decision of the President of the European Patent Office dated 19 March 2009 adopting supplementary provisions to the conditions of employment for interpreters at the European Patent Office

The President of the European Patent Office,
having regard to Article 11 of the conditions of employment for interpreters at the European Patent Office (CA/D 3/02),
has decided as follows:

Article 1

For conferences taking place outside Europe and involving extended travel time, the interpreter may receive an additional payment, provided the Office has given its prior approval. This provision shall also apply to an interpreter resident outside Europe whose services are required for a conference within Europe.

If the interpreter's professional domicile is less than 100 km from the venue of the engagement, he/she shall not be entitled to payment of the subsistence allowance.

If the interpreter's professional domicile is less than 400 km\(^1\) from the venue of the engagement, the Office shall reimburse only expenses for travel by train or car. In this case air travel expenses shall in principle not be reimbursed.

Flight tickets shall in principle be booked through the Office's travel agency. If, in exceptional and duly justified circumstances, this is impossible, the Office shall, on receipt of appropriate vouchers and without prejudice to Article 9 of the conditions of employment for interpreters at the European Patent Office (CA/D 3/02 - hereinafter referred to as the "conditions of employment"), reimburse airfares up to a maximum amount equivalent to the cheapest available business class fare.

Article 2

If the interpreter has used "air miles" under a frequent flyer programme to pay for his flight, the Office shall reimburse only the amount actually paid.

Article 3

On request, the Office may reimburse the cost of a rail card. Reduced fares shall be reimbursed accordingly.

\(^1\) See Circular No. 319, Rule 4(2)
Article 4

If the timing of a conference is such that an interpreter is able to set out for it on the day on which it starts, the half-day remuneration and half-day subsistence allowance for the previous day are not payable.

Article 7(3) of the conditions of employment shall also apply in situations where the interpreter is forced to spend an additional night at the venue of the engagement merely because it is expected that overtime will be required.

Article 5

If a non-local interpreter is engaged for three or more days in a single week and on one or more of the middle days has no engagement (bridging days), the Office shall pay the full subsistence allowance plus two-thirds of the remuneration for the day(s) concerned.

The remuneration for a bridging day shall be added to that for the working day following it. In accepting a bridging day, the interpreter is obliged, upon request from the Office’s Language Service, to be available on that day for an engagement at short notice, or to stand in for another interpreter. The interpreter shall therefore ensure that he/she can be reached at all times by the Office’s Language Service.

Article 6

If a non-local interpreter has engagements spanning a free weekend and, as the case may be, a free Monday or Friday, the Office may, for economy’s sake, offer to pay the equivalent of up to three days’ subsistence allowance.

If a non-local interpreter is engaged for a two- or multiple-day event that ends early, the interpreter shall start his/her return journey on the final day of the event, subject to the availability of appropriate travel options. Any hotel cancellation fees resulting from the early departure shall be reimbursed by the Office on presentation of appropriate vouchers. If however this engagement is followed by another at the same venue, the interpreter is obliged, after consultation with the Office’s Language Service and as in the case of a bridging day, to be available for an engagement at short notice, or to stand in for another interpreter. Article 5 of this decision shall apply accordingly.

Without prejudice to the provisions of Articles 7 and 8 of the conditions of employment and Articles 5 and 6 of this decision, entitlement to remuneration shall be conditional upon fulfilment of the obligations set forth in the employment contract. This also applies in principle in situations where, due to circumstances beyond the control of either the interpreter or the Office, the interpreter is unable to perform his/her duties.

Article 7

In the case of the three official languages, at least two interpreters per language shall in principle be provided for oral proceedings and conferences.
This shall in principle be increased to three for meetings of the Administrative Council, Budget and Finance Committee, Technical and Operational Support Committee and judges’ symposia.

**Article 8**

If the hotel expenses (B & B + tax) exceed 60% of the standard subsistence allowance, the excess shall be reimbursed on presentation of appropriate vouchers if it can be shown that the expenditure was unavoidable. It shall inter alia be considered unavoidable if Office staff in job groups 4 to 6[^1^] use the same accommodation. Such reimbursement shall not normally exceed 30% of the interpreters’ standard subsistence allowance.

**Article 9**

This decision shall enter into force on 1 April 2009. It replaces the decision of the President of the European Patent Office dated 6 December 2002 adopting supplementary provisions to the conditions of employment for interpreters at the European Patent Office.

Alison Brimelow  
President

[^1^]: Amended by decision of the Administrative Council CA/D 10/14.
Basic guidelines

Guidelines for the protection of personal data
GUIDELINES FOR THE PROTECTION OF PERSONAL DATA IN THE EUROPEAN PATENT OFFICE

Preamble
The purpose of these guidelines is to ensure that every person whose personal data are used by the European Patent Office (EPO) is guaranteed protection of his privacy with regard to the handling of his personal data. It shall also provide guidance for all EPO staff on the permissible use and handling of personal data, including and with specific reference to, operational data, acknowledging the need for the smooth operation of services and administration of employment relationships.

I. General provisions

Article 1
Purpose of the guidelines
(1) The European Patent Office shall protect the rights of natural persons to privacy with respect to the processing of personal data.

(2) The Data Protection Officer appointed under Article 18 of these guidelines shall monitor the observance of these guidelines with respect to all processing operations performed by the European Patent Office. He shall be independent in his function.

Article 2
Definitions
For the purposes of these guidelines:

a) "personal data" means any information relating to any identified or identifiable natural person (hereinafter referred to as "data subject"); an identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to his physical, economic, cultural or social identity; an individual is not considered "identifiable" if identification requires unreasonable time or effort;

b) "operational data" is personal data considered to belong to the data essential for the management and/or administration of the activities and tasks of the European Patent Office. For the purpose of these guidelines, operational data are expressed in the form of data sets. Explicit definitions of these data sets and of the persons authorised to use them are to be

1 References in these guidelines to the Data Protection Officer and other persons are to be regarded as applying to persons of either sex.
given in a Document on the Use of Operational Data relating to that operational unit.

c) "Document on the Use of Operational Data "DUOD" means an additional document which is to be drawn up by the controller of operational data in agreement with the Data Protection Officer. It should specify more detailed requirements and procedures relating to the governance and management of operational data and comprises descriptions of required behaviour, responsibilities and actions expected of employees with regard to the management, use and processing of data. Further, it comprises a list of operational data, authorised user groups for operational data, permissible purposes for the use of data, and any further regulations which are relevant to data processing within that operational unit.

d) "file" means any structured set of personal data which are accessible and can be evaluated according to personal criteria, whether centralised, decentralised or dispersed on a functional or geographical basis;

e) "processing" of personal data means any operation or set of operations which is performed upon personal data, whether or not by automatic means, such as collection, recording, organisation, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, blocking, erasure or destruction;

f) "storage" means the capture, inclusion or archiving of personal data on a data carrier;

g) "amendment" means altering the content of stored data;

h) "transmission" means the communication of personal data to recipients other than the data subject or within the domain of the controller, whether or not the data are passed on immediately or retained for consultation or retrieval or made accessible in some other form;

i) "erasure of data" means the obliteration of stored data in such a way that reconstruction is not possible (physical erasure) as well as the permanent prevention of access to data by programming measures (logical erasure);

j) "controller" means the natural person who determines the purposes and means of the processing of personal data or to whom the President has assigned the responsibility for processing personal data;

k) "processor" means a natural or legal person, public authority, agency or any other body which processes personal data on behalf of the controller;

l) "third party" means any natural or legal person, public authority, agency or body other than the data subject, the controller, the processor and the persons who, under the direct authority of the controller or the processor, are authorised to process the data;

m) "recipient" means a natural or legal person, public authority, agency or any other body to whom data are disclosed, whether a third party or not;
n) “the data subject’s consent” means any specific and informed indication of his wishes by which the data subject signifies his agreement to personal data relating to him being processed;

o) “employee” means every person mentioned in Article 1 of the Service Regulations and all contract staff;

p) “operational unit” means an organisational unit or - independent of the organisational structure - a project or group of people working to perform a task and/or activities within the EPO;

q) “monitoring an individual’s conduct” means any checking by the Office of data related to an employee’s conduct for a specific purpose;

r) “monitoring an individual’s performance” means any checking by the Office of the work performed by any identified or identifiable employee including inter alia ability, efficiency, quantity, or quality. Monitoring an individual’s performance also means the checking of certain aspects of the work performed or the checking of specific steps in procedures carried out by him or under his supervision.

s) “internal investigative processes” mean the codified internal investigative processes such as the investigative process according to the Guidelines for Investigations at the EPO (Circular No. 342) or the Policy on the prevention of harassment and resolution of conflicts at the EPO (Circular No. 341) or the Guidelines on the use of electronic communication systems (Communiqué No. 10).

Article 3
Scope of the guidelines

These guidelines apply to the processing of personal data by the European Patent Office. They apply to the processing of personal data wholly or partly by automatic means, and to the processing other than by automatic means of personal data wherever such data form part of a file or are intended to form part of a file.

II. General rules on the lawfulness of the processing of personal data

Article 4
Principles relating to data quality

(1) Personal data shall be

a) processed fairly and lawfully;

b) collected for specified, explicit and legitimate purposes and not further processed in a way that is incompatible with these purposes. Further processing of personal data for statistical purposes is not considered incompatible with the original purpose provided that there are safeguards in place to ensure the data are not processed for any other purpose.

January 2020 5
purposes or used in support of measures or decisions regarding any particular individual;
c) adequate, relevant and not excessive in relation to the purposes for which they are collected or further processed;
d) accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that data which are inaccurate or incomplete, having regard to the purposes for which they were collected or for which they are further processed, are erased or rectified;
e) kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the data were collected or for which they are further processed; personal data which are to be stored for longer periods for historical, statistical or scientific use shall be kept either in anonymous form only or, if that is not possible, only with the identity of the data subjects encrypted. In any event, these data shall not be used for anything other than for historical, statistical or scientific purposes.

(2) Personal data shall as a general rule and wherever possible be collected from the data subject.

(3) When processing personal data and in particular when designing and selecting computer systems, the European Patent Office shall aim to process as little personal data as possible. In particular, anonymity and pseudonymity shall be applied wherever possible and wherever the effort involved is in proportion to said principle.

(4) The controller shall ensure that the principles set out in this article are observed.

Article 5
Lawfulness of processing personal data

Personal data may be processed only if

a) processing is necessary for the performance of a task carried out on the basis of the European Patent Convention or other legal instruments adopted on the basis thereof or in the legitimate exercise of the official authority vested in the European Patent Office or in a third party to whom the data are transmitted; this shall also include the management of the Information Systems; or

b) processing is necessary for administering, terminating or winding up a relationship of service or former service, or

c) processing is necessary for compliance with a legal obligation to which the controller or the controller’s entity is subject, or

d) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract, or
e) the data subject has given his consent, or
f) processing is necessary in order to protect the vital interests of the data subject, or
g) there is no possibility of obtaining the data subject’s consent or to do so would involve going to disproportionate lengths, but it is obvious under the circumstances that such processing is in his interest.

**Article 6**

**Change of purpose**

(1) Without prejudice to Articles 4, 5, 9 and 11, personal data may only be processed for purposes other than those for which they have been collected if the change of purpose is approved by the President following consultation of the Data Protection Officer.

(2) Without prejudice to Articles 4, 5 and 11, personal data collected for the sole purpose of monitoring or ensuring the security of processing systems or operations may not be used for any purpose other than the investigation, ascertainment and prosecution of serious offences. This restriction shall not apply to internal investigative processes.

(3) Processing operations carried out by the Information Services of the European Patent Office with the sole purpose of ensuring continuous operations and root cause analysis of malfunctions shall not be considered as falling under this Article.

**Article 7**

**Transmission of personal data to recipients within the European Patent Organisation**

Without prejudice to Articles 4, 5, 6, 9 and 11:

(1) Personal data may only be transmitted within the European Patent Organisation if the data are necessary for the performance of tasks covered by the competence of the recipient.

(2) Where the data are transmitted following a request from the recipient, both the controller and the recipient bear the responsibility for the legitimacy of such transmission.

(3) The recipient may process the personal data only for the purposes for which they were transmitted.

**Article 8**

**Transmission to recipients outside the European Patent Organisation**

(1) The transmission of personal data to recipients outside the European Patent Organisation is only permissible if an adequate level of protection is ensured in the country of the recipient or within the recipient international
organisation and the data are transmitted solely to allow tasks covered by
the competence of the controller to be carried out.

(2) The adequacy of the level of protection afforded by the country or inter-
national organisation in question must be assessed in the light of all the
circumstances surrounding a data transmission operation or set of data
transmission operations; particular consideration shall be given to the nature
of the data, the purpose and duration of the proposed processing operation
or operations, the recipient country or recipient international organisation,
the rules of law in force in the country or international organisation in ques-
tion and the professional rules and security measures which apply in that
country or international organisation.

(3) An adequate level of protection is regarded as being ensured in countries
whose national legislation meets the requirements of Directive 95/46/EC
of the European Parliament and the Council of the European Union of 24
October 1995 on the protection of individuals with regard to the processing
of personal data and on the free movement of such data, and any amend-
ments thereto.

(4) In cases of doubt, the President decides on the adequacy of the protection
afforded by the relevant country or international organisation.

(5) The transmission of personal data to recipients outside the European Patent
Organisation is also permissible where

a) the data subject has given his consent;
b) the data are requested in connection with legal proceedings and their
transmission is not precluded by agreements under international law
or regulations laid down by the Administrative Council;
c) the transmission takes place on the basis of the European Patent Con-
vention and its constituent parts, international agreements concluded
by the President under his general mandate or under a special man-
date from the Administrative Council, or regulations laid down by the
Administrative Council;
d) the transmission is necessary in order to protect the vital interests of
the data subject;
e) the transmission is necessary to avert serious threats to public security
while having due regard to the principle of proportionality;
f) the transmission is made from a register which according to the law of
the European Patent Organisation is intended to provide information
to the public and which is open to consultation either by the public in
general or by any person who can demonstrate a legitimate interest,
to the extent that the conditions laid down for consultation are fulfilled
in the particular case.

(6) Without prejudice to paragraph 5, the President may authorise a transfer or
a set of transfers of personal data to a third country or international organi-
sation which does not ensure an adequate level of protection within the
meaning of this Article, where the controller adduces adequate safeguards
with respect to the protection of the privacy of individuals and as regards
the exercise of the corresponding rights; such safeguards may in particular result from appropriate contractual clauses.

(7) The data transmitted under this article may only be processed or used for the purpose for which they have been transmitted. They must be deleted as soon as that purpose has been achieved. The recipient must be advised and obliged accordingly.

III. Special provisions relating to processing

Article 9
Processing special categories of data

(1) The processing of personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade-union membership, and of data concerning health or sex life, is prohibited.

(2) Paragraph 1 shall not apply where

a) the data subject has given his consent to the processing of those data,
b) processing is necessary to comply with the legal obligations of the European Patent Office in the field of employment law insofar as this is authorised by the European Patent Convention or other legal instruments adopted on the basis thereof,
c) processing is necessary to protect the vital interests of the data subject or of another person where the data subject is physically or legally incapable of giving his consent, or
d) processing relates to data which have been made public by the data subject.

(3) Nor shall paragraph 1 apply where processing of the data is required for the purposes of preventive medicine, medical diagnosis, the provision of health care or treatment, the management of health-care services or for medical examinations and opinions provided for in the Service Regulations or Circulars and Communiqués and where those data are processed by a health professional subject to the obligation of professional secrecy or by another person also subject to an equivalent obligation of secrecy.

(4) a) Processing of data relating to offences, criminal convictions or security measures may be carried out only if the European Patent Organisation’s interest therein is legitimate and outweighs other interests and the case in question has been approved by the President following consultation of the Data Protection Officer.
b) This requirement shall not apply to internal investigative processes.
Article 10
Processing of operational data
Operational data (as defined in the Document on the Use of Operational Data) may be processed by authorised users (also defined in the Document on the Use of Operational Data) for all general management and administrative purposes, provided that any use of data relating to individuals is strictly limited to the operational unit for which that Document on the Use of Operational Data applies. Further restrictions as defined in the Document on the Use of Operational Data must be observed. Combinations with non-operational data, as well as alterations of the purpose of the processing, shall not be covered by this exemption. Article 11 of these guidelines shall not be affected by this provision.

Article 11
Processing operations which are subject to approval
(1) The setting up or substantial alteration of any files and any automated processing of personal data likely to present specific risks to the privacy rights of the data subject by virtue of their content, nature, scope or purpose is subject to approval by the President.

(2) Specific risks for the privacy rights of data subjects within the meaning of paragraph 1 are posed in particular by
   a) the processing of particular data categories in accordance with Article 9, paragraph 1,
   b) a processing operation that enables unforeseen alignment of data which can be processed or have been processed for different purposes,
   c) a processing operation for the purpose of excluding individuals from a right, benefit or contract,
   d) the transmission of data to recipients outside the European Patent Organisation.

(3) The Data Protection Officer shall be notified prior to the setting up or substantial alteration of any file or automated processing operation which is likely to come under the scope of paragraphs 1 and 2. If the Data Protection Officer is of the view that the file or automated processing operation presents specific risks for the data subject's privacy rights in view of the content, nature, scope or purpose thereof, he shall submit such notification, along with a reasoned opinion, within 15 working days to the President for approval and shall advise the notifying department accordingly.

(4) This article shall not apply to processing operations involving exclusively the use of operational data and complying with the Document on the Use of Operational Data in force at the time.
Article 12
Use of data to monitor an individual's conduct and performance by the Office

(1) Personal data electronically collected for other purposes may only be used to monitor an individual's conduct when the particular case has been approved by the President following consultation of the Data Protection Officer and the data subject has been informed accordingly.

This provision does not apply

a) to the mere retrieval of personal data involving no further processing by persons with authorised access, provided this is for the purposes for which the data were collected, and
b) to internal investigative processes.

(2) Personal data may only be used to monitor an individual's performance if it has been defined as operational data and if the DUOD in force at the time permits such use and sets out the use and scope, access of the employee to this data, and time limits for the use of data for this purpose.

IV. Information to be supplied to data subjects and rights of data subjects

Article 13
Information to be supplied

(1) Where personal data are stored or transmitted, the controller shall provide the data subject promptly with at least the following information:

a) the identity of the controller,
b) the purposes of the processing operation for which the data are intended,
c) the data categories processed,
d) the data recipients or categories of data recipients, where applicable,
e) the entitlement to information and to have wrong or inaccurate data corrected wherever those data relate to him.

(2) No duty to inform under paragraph 1 exists where

a) the data subject has learned by other means of the information listed in paragraph 1 or could have been expected to learn of it, in particular when the processing operation is entered in the data protection register maintained under Article 23,
b) it is impossible to inform the data subject or this requires undue effort, or

c) storing or transmitting personal data is expressly provided for in the European Patent Convention or its constituent parts, in international agreements concluded by the President under his general mandate or under a special mandate from the Administrative Council, or in regulations laid down by the Administrative Council.
d) the information under these Guidelines would conflict with the information duties as foreseen in regulations on internal investigative processes.

(3) If the processing operation concerns over 100 data subjects, they may be informed by way of generally accessible data protection statements that form part of the data protection register.

**Article 14**

**Rights of the data subject**

(1) Unless the data subject has direct access to the data in question, he is entitled to obtain from the controller, freely and without hindrance, the following information, free of charge, at any time and at intervals that are reasonable and correspond to the nature of the data, within three months of making a request to that effect:

   a) confirmation as to whether data relating to him are being processed,
   b) details of the purposes of any such processing, the legal basis therefore, the data categories being processed, the recipients or categories of recipients to whom the data are being transmitted, and the timeframe to which the data in question relate,
   c) notification in an intelligible form of the data undergoing processing and of all available information as to their source,
   d) information about the logical structure of any automated processing of data concerning him.

(2) At the data subject’s request, the controller shall rectify without delay incorrect or incomplete personal data.

(3) At the data subject’s request, the controller shall block data if

   a) the data subject challenges their accuracy on compelling legitimate grounds, for a period allowing the controller to check the accuracy, including the completeness, of the data, or
   b) the controller no longer needs them to perform his duties, but they must be retained for evidentiary purposes, or
   c) the processing is unlawful, but the data subject objects to their deletion and instead demands that they be blocked instead.

(4) Automated files are generally blocked by technical means. The blocking of personal data is to be indicated in the system in such a way that it is clear that the personal data may not be used. Blocked personal data may only be processed, apart from being stored, if they are required for evidentiary purposes, if the data subject has given his consent or if the data are necessary to protect the rights of third parties. A data subject who has requested the blocking of such data and has had them blocked shall be informed by the controller prior to their being unblocked.
(5) At the data subject's request, the controller shall delete data if their processing is unlawful, in particular in the event of infringement of the provisions of Articles 4 to 12.

(6) At the data subject’s request, the controller shall notify the third parties to whom the data have been transmitted of any correction, deletion or blocking of data made in accordance with this article, unless this proves to be impossible or requires undue effort.

(7) If requests under paragraph 1 cannot be fulfilled within three months, the Data Protection Officer can extend this time limit at the controller's request. Any such extension shall be notified to the requestor.

(8) Where the provisions of this Article conflict with the provisions for internal investigative processes, the provisions on internal investigative processes shall prevail.

Article 15
The right of the data subject to object

The data subject has the right to object at any time on compelling legitimate grounds relating to his particular situation to the processing of data relating to him, except in the cases covered by Article 5 (a), (b), (c) and (d). Where the President finds that the objection is justified, the processing in question may no longer involve those data.

V. Confidentiality and security of processing

Article 16
Confidentiality and security of processing

(1) Personal data may only be processed by the controller or on his instructions, unless stated otherwise in the legal provisions of the European Patent Organisation.

(2) The European Patent Office shall take the technical and organisational measures required to secure data against accidental destruction or loss and against unauthorised access, alteration or dissemination. In particular, the circle of persons with authorised access must be fixed by the controller of the file in question and kept to a strict minimum. Specific requirements as to data security are annexed to these guidelines as Annex 1.

Article 17
Processing of personal data on behalf of the controller

(1) The controller may only assign the task of processing personal data to a processor if the latter provides sufficient warranties of compliance with the technical and organisational security measures under Article 16, paragraph 2. The controller remains responsible for compliance with those measures.
(2) Personal data may be processed on behalf of the controller only if a contract or legal instrument exists obliging the processor in particular to
   a) ensure compliance with the principles set out in Article 16, paragraph 2,
   b) act exclusively on the controller's instructions, and
   c) ensure compliance with the principles set out in Article 4.

(3) This commitment shall be documented in writing and shall include in particular
   a) subject and duration of the work to be carried out,
   b) the extent, type and purpose of the intended data processing,
   c) the rectification, erasure and blocking of data,
   d) any right to issue subcontracts,
   e) the controller's rights to monitor and the processor's corresponding obligations to accept and cooperate,
   f) the duty of the processor to employ only staff who have committed themselves to confidentiality,
   g) the duty of the processor to notify the controller of any breach of data protection provisions, and
   h) the return of data storage media and/or the erasure of data recorded by the processor after the work has been carried out.

(4) The Data Protection Officer shall be informed of every processing operation on behalf of the controller, accompanied by evidence as specified in paragraphs 1 to 3.

VI. Institutional provisions

Article 18
Data Protection Officer

(1) The Data Protection Officer and his deputy shall be appointed by the President.

(2) The term of office of the Data Protection Officer shall be two years; he may be reappointed.

(3) The Data Protection Officer shall not be required to follow instructions when carrying out his duties in connection with data protection; the fact of performing such duties may in no way be prejudicial to him.

(4) The Data Protection Officer shall be provided with the staff and financial and other resources required for the performance of his duties. To the extent required, he, his deputy and any other staff assigned to him shall be released from other activities.

(5) The Data Protection Officer, his deputy and his staff shall be bound to confidentiality both during the exercise of their functions and after they have ceased to perform them.
Article 19
Duties of the Data Protection Officer

(1) As laid down in Article 1, paragraph 2 of these guidelines, the Data Protection Officer shall monitor the observance of these guidelines with respect to all processing operations performed by the European Patent Office. For this purpose he may make recommendations for the practical improvement of data protection and advise the President and organisational units of the European Patent Office on questions concerning the application of data protection.

(2) The Data Protection Officer shall of his own accord or at the request of the President, an Office department, a body under the Service Regulations or a data subject examine any matters and occurrences directly relating to his field of duties that come to his notice. The Data Protection Officer shall inform the concerned department of the findings.

(3) The Data Protection Officer may request the President to order the rectification, blocking, or erasure of all data processed in breach of these guidelines and the notification of such an order to third parties to whom the data have been disclosed. He may also request the President to impose a temporary or definitive ban on such processing.

(4) The Data Protection Officer shall, where appropriate, make recommendations to the President for changes to these guidelines.

(5) The Data Protection Officer shall provide expert advice and opinions on request and draw up reports.

(6) The Data Protection Officer shall submit an activities report to the President each year.

(7) The Data Protection Officer shall also have the duties assigned to him in these guidelines.

Article 20
Data Protection Deputy

(1) A Data Protection Deputy shall assist the Data Protection Officer in performing his tasks. He shall be appointed by the President. The Deputy shall be accountable to the Data Protection Officer, but otherwise shall not be required to follow instructions in his capacity as Data Protection Deputy; the fact of performing such duties may in no way be prejudicial to him. The Data Protection Deputy shall be chosen to ensure an adequate representation of the fields of expertise required in data protection matters.

(2) Article 18, paragraphs 2, 4 and 5, applies mutatis mutandis to the Data Protection Deputy.

(3) The Data Protection Officer may ask the Data Protection Deputy to perform certain tasks independently.
Article 21
Obligation to provide information and assistance

Every employee and all departments and bodies of the European Patent Office shall be required to assist the Data Protection Officer and his Deputy in performing their duties. To enable the Data Protection Officer, and where appropriate the Data Protection Deputy, to assess compliance with these Guidelines, they

a) shall be given information in reply to questions and be allowed to inspect all documents and in particular all data stored in files and any data processing programs,

b) shall be allowed access to all information required for their evaluations,

c) shall be allowed access at all times to all offices and to all data processing installations and data carriers; the DPO shall ask a neutral third person who is not connected to the matter to be physically present when access is given.

Article 22
Duties of the controller

The controller is responsible in particular for monitoring observance of the restrictions on the purpose-related use of data and the extent of such use. Where applicable, he shall advise users of the data of the possible consequences of infringement. Should he become aware of a major or repeated infringement, he shall inform the President or the Data Protection Officer accordingly. Other special provisions, such as in particular Articles 18, 19 of these Guidelines, shall not apply to him.

Article 23
Data protection register

(1) Any processing of personal data that is subject to approval under Article 11 shall be entered in the data protection register. The following information shall be entered in respect of each processing operation:

a) the controller,

b) the purposes of the processing operation,

c) the data-subject categories,

d) a description of the data or data categories,

e) the recipient(s) or recipient categories,

f) the time limits by which the data or data categories will be blocked or deleted,

g) whether personal data are to be transmitted to bodies outside the European Patent Office,

h) the names of the persons having access to the data processing programs and restrictions where applicable,

i) the measures taken under Article 16, paragraph 2, to ensure that personal data are processed securely.
The data protection register is kept by the Data Protection Officer. It may be inspected by any data subject.

**Article 24**
**Complaints**

(1) If the Data Protection Officer finds that these guidelines or annexes thereto have been infringed or that there are other deficiencies in the processing of personal data, he shall invite the controller to comment within a reasonable time limit. The Data Protection Officer may make proposals for eliminating the deficiencies noted in his invitation to comment. Such comment shall also set out the measures that are proposed or have already been taken to remedy the deficiencies noted by the Data Protection Officer.

(2) In the case of minor deficiencies or deficiencies that have already been eliminated, the Data Protection Officer may decide not to lodge a complaint or not to ask the relevant department to comment.

(3) In the case of major infringements of these guidelines or failure to eliminate the deficiencies noted, the Data Protection Officer shall notify the President.

**Article 25**
**Application to the Data Protection Officer**

(1) Any data subject may apply to the Data Protection Officer for advice on data protection matters or if the data subject thinks that his rights have been infringed in the course of processing his personal data or that there has been any other infringement under these guidelines.

(2) Prior to taking any decisions relating to individuals within the meaning of Article 106 of the Service Regulations that concern data protection, the President shall obtain a written opinion on the issue in question from the Data Protection Officer. The Data Protection Officer shall deliver his opinion without delay. After 15 working days an opinion shall no longer be necessary.

(3) If an internal appeal is lodged on a matter relating to data protection, the Data Protection Officer may submit his opinion either on his own initiative to the President, or at the request of the appellant or the Chair of the Internal Appeals Committee to the Internal Appeals Committee.

**VII. Final provisions**

**Article 26**
**Sanctions**

Any employee in breach of his obligations under these guidelines shall be liable under Article 93 of the Service Regulations and, where the circumstances demand, also for damages under the relevant regulations.
Article 27
Transitional provisions

(1) The data collected up to the entry into force of these guidelines shall be deemed to have been lawfully collected within the meaning of Article 4.

(2) a) Processing operations which are already under way on the date of entry into force of these guidelines shall be brought into line with these guidelines within six months of that date.

b) If the processing operations have already been entered in the data protection register under Article 17 of the Guidelines for the Protection of Personal Data in the European Patent Office (version in force since 29 June 1992), they do not have to be declared again in accordance with Article 11 of these guidelines. In exceptional cases for which due justification shall be presented, the Data Protection Officer may allow this time limit to be extended.

Article 28
Entry into force/Revision

(1) The present data protection guidelines shall enter into force on 1 April 2014.

(2) These guidelines can be amended as necessary, but they should be revised no later than five years after they have entered into force. Before a revised version is issued, the President shall - where required - consult with the competent statutory bodies.

Done at Munich, 19 March 2014

The President
Benoît Battistelli
Specific data security requirements
(Article 16 paragraph 2)

Under Article 16, paragraph 2, appropriate technical and organisational measures shall be taken to:

1. deny unauthorised persons access to computer installations which process personal data (admittance control),
2. prevent persons employed in the processing of personal data from removing data carriers without authorisation (removal control),
3. prevent unauthorised capture as well as the unauthorised cognisance, alteration or erasure of stored data (storage control),
4. prevent unauthorised persons from using computer systems from or into which personal data are transmitted by means of automatic equipment (user control),
5. ensure that the persons authorised to use a computer system have access by means of automatic equipment solely to the personal data to which they have authorised access (access control),
6. ensure that it is possible to check and establish to which departments personal data can be transmitted by means of automatic equipment (transmission control),
7. ensure that it is possible to check and establish subsequently what personal data have been inputted into computer systems, at what time and by whom (input control),
8. ensure that personal data cannot be read, altered or erased without authorisation during transmission or during conveyance of corresponding data carriers (conveyance control).
Basic guidelines

Policy on the resolution of conflicts and on the prevention of harassment
Circular No. 341  
(1 November 2017)

Policy on the resolution of conflicts and on the prevention of harassment at the EPO

A. Introduction

Guiding principles

The European Patent Office (hereinafter referred to as "the Office") seeks to enable and promote a respectful environment for all persons working at or for the Office. It is committed to fostering a workplace which is free of harassment and intimidation and where everyone can work together with openness, trust and respect for diversity. Any form of harassment as defined in Article 14b ServRegs, whether committed by colleagues, managers or third parties, is prohibited, and is contrary to the interests of the European Patent Organisation.

Everyone has the right to be treated with dignity, professional respect, and discretion in the workplace. This requires an organisational culture where everyone, at all levels, feels a personal responsibility to ensure that the dignity of colleagues is respected, bearing in mind and taking into consideration differences in culture and customs.

The present Circular reinforces the prohibition of harassment and contains general provisions relating to workplace conflicts. It sets out an informal mechanism for the prevention and amicable resolution of such conflicts and outlines the associated roles and responsibilities.

Policy goals

The aim of this policy is to help promote a respectful working environment and to provide a means of resolving workplace conflicts.

It is the Office’s policy:

- to protect the dignity of all persons working at or for the Office;
- to promote a culture in which the dignity of such persons is respected and all forms of harassment are regarded as unacceptable and are neither tolerated nor condoned;
- to strictly prohibit any form of harassment and to enforce this prohibition effectively;
- to take all allegations of harassment seriously, so that everyone feels confident that they can bring such allegations without fear of ridicule or reprisal;
- to encourage and facilitate the amicable resolution of workplace conflicts at the lowest appropriate level;
Resolution of conflicts and on the prevention of harassment

- to inform all persons working at or for the Office of the issues relating to workplace conflicts, their rights and responsibilities in this regard, and where to find help if needed.

Everyone in the Office has a role to play in creating and maintaining a work climate which is free from inappropriate behaviour and where conflicts are dealt with in a respectful manner. The most effective way to prevent and resolve conflicts is through the joint efforts of all staff.

B. General provisions

Article 1
Field of application

(1) This Circular shall apply to all persons covered by Article 1 of the Service Regulations, including former employees of the Office.

(2) It shall also apply to all persons who are not covered by paragraph 1 of this Article but who undertake work in or on behalf of the Office. Where direct application to such persons is not possible, the Office will seek to apply by contractual agreement the rights and obligations set out in this Circular.

Article 2
Prohibition of harassment

(1) The Office prohibits any form of harassment (Article 14b ServRegs) either at the workplace in the Office or in connection with the work of a person covered by Article 1 above.

(2) Any failure by an employee or former employee to comply with this obligation, whether intentionally or through negligence on his part, may be considered a breach of his obligations to act in accordance with the standards of conduct set forth in the Service Regulations and may therefore make him liable to disciplinary action under Title VII of the Service Regulations.

(3) Employees subjected to inappropriate behaviour may, in addition to using the means of amicable resolution of conflicts provided for in this Circular, resort to the formal procedure and file an allegation of harassment. The filing of such allegations and their investigation are governed by the Implementing Rules for Articles 21, 21a and 93(2) of the Service Regulations.

Article 3
Amicable conflict resolution

(1) The aim of amicable conflict resolution is to resolve conflict situations through means other than the formal procedures of dispute resolution, investigation and litigation. Its purpose is therefore not to formally establish the facts of the case or to determine any disciplinary measures.
(2) The specific method applied will depend on the nature of the conflict and the circumstances, due account being taken of the Office’s duty of care towards its employees. Depending on the circumstances, informal discussions, counselling or facilitation, be it with or without the guidance or intervention of third parties, may be required.

(3) All persons covered by this Circular are encouraged to seek an amicable resolution to conflicts with colleagues as soon as possible and at the lowest appropriate level. As a general rule, the parties involved in a conflict should in the first instance attempt to resolve it by clarifying the matter in good faith among themselves or seek advice and assistance from their line manager. Alternatively, they may resort to the other resources available with the assistance of the confidential counsellors and the Conflict Resolution Unit ("CRU").

(4) All parties and departments involved in the conflict resolution process shall endeavour to keep the number of persons and procedures involved to a minimum.

C. Roles and responsibilities

Article 4
Responsibilities of all staff

(1) All employees shall, in the discharge of their duties, be responsible for their own behaviour in accordance with the provisions governing the conduct of employees. They shall treat their colleagues with professional respect and discretion and refrain from any inappropriate behaviour.

(2) Staff involved in existing or potential conflicts should seek to prevent or resolve misunderstandings through open dialogue and respectful communication.

(3) The Office stresses the importance of establishing and maintaining positive relationships for a peaceful working environment as one of the core competencies it expects of its staff.

Article 5
Responsibilities of line managers

(1) Line managers shall actively contribute to the creation and maintenance of a respectful workplace environment for their teams and promote the early resolution of conflicts. They shall make themselves available to employees who wish to raise concerns in confidence, and shall deal with such concerns in an impartial and sensitive manner.

(2) Line managers shall at all times act responsibly, bearing in mind their role. They shall lead by example, provide staff with guidance and be vigilant for signs of inappropriate behaviour, whether or not a complaint has been made.
Resolution of conflicts and on the prevention of harassment

(3) Line managers may ask the CRU and Human Resources partners for advice on appropriate means of conflict resolution and the resources available for this.

Article 6
Human Resources partners

Human Resources partners shall be responsible for advising and supporting line managers and employees in promoting and implementing this policy. They shall make themselves available to any line manager or employee wishing to raise a concern, and shall encourage open communication and amicable conflict resolution.

Article 7
Confidential counsellors

(1) Confidential counsellors shall provide independent guidance and support for employees who wish, in strict confidentiality, to raise concerns regarding workplace conflict and to work towards amicable conflict resolution. At an employee's request, they shall facilitate and advise on amicable resolution throughout all stages of the process with a view to finding a satisfactory solution to the problem. They shall listen carefully to the employee, remain objective and communicate in a respectful manner at all times.

(2) When a conflict occurs, the parties shall be encouraged to seek the assistance of a confidential counsellor of their choice. The identity of the parties concerned and information about the amicable conflict resolution process and its outcome shall be confidential. Confidential counsellors shall not disclose any such information without the express consent of the parties, unless they become aware of a risk of serious harm to an individual. Any action by the confidential counsellor, in particular making contact with the other party, may only be taken with the prior consent of the employee consulting them and must remain within the remit given to them.

(3) Confidential counsellors shall refrain from becoming involved in any case in which they may have a personal interest. In performing their tasks, they shall deal respectfully and objectively with the staff consulting them and refrain from conducting any investigations.

Article 8
Conflict Resolution Unit

(1) The CRU shall actively support and co-ordinate the amicable conflict resolution process.

(2) It shall:

(a) provide staff and line managers with information and advice on the resources available in the Office for dealing with conflicts and direct them, if appropriate, towards the relevant department;
(b) co-ordinate the work of the confidential counsellors;
(c) provide administrative support for the amicable conflict resolution process, if necessary in co-operation with other departments;
(d) address all concerns regarding the impartiality of confidential counsellors or the conduct or effectiveness of the amicable conflict resolution process.
(e) develop and promote programmes to raise awareness of issues relating to workplace conflicts, protection of dignity and prevention of harassment.

(3) The CRU does not engage in any investigative activities. In view of its role in the amicable conflict resolution process, the CRU may, however, be asked by the Directorate Ethics and Compliance to assist in the resolution of allegations of harassment and related conflicts.

Article 9
Directorate Ethics and Compliance

(1) The Directorate Ethics and Compliance (DEC) helps to promote integrity, ethics, and accountability throughout the Office, and to prevent, detect and address misconduct, including harassment.

(2) To this end, following the registration of a formal complaint of harassment, the investigative unit within the DEC will carry out the formal investigative process in accordance with the Service Regulations and Implementing Rules. At various stages of this formal process, the DEC may refer the matter to the CRU for exploration of the options for informal conflict resolution mentioned in Article 3.

D. Selection and activities of confidential counsellors

Article 10
Procedure for selecting confidential counsellors

(1) Confidential counsellors shall be nominated for each place of employment – four each for Munich and The Hague and two each for Vienna and Berlin. The number of confidential counsellors shall be subject to periodic review and shall be adjusted in accordance with the workload, but shall be no less than two per place of employment.

(2) The nominations shall be made by the President of the Office after consulting a centralised selection board for all sites. The nominations shall be for a term of two years, which may be renewed based on the recommendation of the centralised selection board.

(3) The centralised selection board for all sites shall be a paritary body, and shall consist of two members designated by the President of the Office and two members designated by the Staff Committee. Selection board members shall be in active status.
Resolution of conflicts and on the prevention of harassment

(4) Confidential counsellors shall be selected from among employees in active employment on the basis of their aptitude, skills, training and position of trust in the Office.

(5) The names of the confidential counsellors shall be published.

**Article 11**
**Time deductions for confidential counsellors**

(1) The confidential counsellors shall be exempted up to 50% from their official duties for performing their activities as confidential counsellors. They shall manage their working time efficiently to ensure a balance is maintained at all times between their counsellor activities on the one hand and their official duties on the other.

(2) The confidential counsellors shall record the time spent on their counselling duties in accordance with the workflow set up for that purpose.

**Article 12**
**Training of confidential counsellors**

Confidential counsellors shall receive appropriate training to enable them to perform their duties. They shall also seek continually to improve their skills and develop best practices by way of peer-to-peer exchanges. In order to facilitate the sharing of knowledge and best practices, a meeting of all the Office's confidential counsellors shall be held twice a year.

**Article 13**
**Activity report**

(1) Confidential counsellors, fully respecting their duty of confidentiality, shall provide anonymised input on their activities to the CRU in accordance with the workflow set up for this purpose. They shall furthermore provide anonymised input to the DEC regarding areas of its activities aimed at ensuring the coherent application of ethical standards throughout the Office. The CRU will monitor and periodically review the implementation of this Circular as well as draw up and submit an annual report on the amicable conflict resolution procedure.

(2) The report shall be submitted to the President of the Office no later than three months after the end of the calendar year concerned. The report shall not contain any confidential information or provide information which could lead to the identification of individual persons.
E. Final provisions

Article 14
Final provisions

(1) This Circular shall enter into force on 01 November 2017.
(2) It replaces the previous version of Circular No. 341.

Munich, 19 October 2017

The President of the European Patent Office
Benoît Battistelli
Resolution of conflicts and on the prevention of harassment
Basic guidelines

Guidelines on arrangements for working hours
Guidelines on arrangements for working hours

(1 July 2010)

Article 1
Guiding principles

(1) In accordance with Article 55(3) of the Service Regulations (ServRegs), these guidelines set out a general framework for the working hours of staff at all EPO places of employment. Subject to the conditions set out in the guidelines, an employee may vary the time of his arrival, breaks and departure from work.

(2) Each employee remains fully responsible for the effective and prompt performance of his duties. Proper use of his freedom to arrange his working time within the framework of these guidelines is part of each individual employee’s responsibility for discharging his duties (Article 24(1) ServRegs). To this end he has also to:

• respond to the professional needs of his colleagues and the tasks of his unit;
• safeguard his personal health and wellbeing by inter alia taking due account of the Occupational Health Policy and the Ergonomics Guidelines for Working with Display Screen Equipment. Excessively long working periods such as three consecutive working days of substantially more than nine hours are to be avoided;
• co-operate with his line manager, who remains ultimately responsible for the performance of the unit.

(3) The tool made available under Article 7 is for time administration; its functionality does not substitute these guidelines. The individual employee is responsible for the correct use of the tool.

(4) The line manager shall endeavour to allow his staff the maximum freedom to arrange their working time, whilst safeguarding the interests of the service. The line manager is entitled to know when he can expect his staff to be at work. He may limit an employee’s freedom under the present guidelines in order to ensure the proper functioning of the unit, and the performance of its tasks as well as the fulfilment of the duties of the individual employee. The line manager shall remain alert to any use of that freedom that may have negative consequences for the health of an employee. The line manager’s prerogative to deviate, in justified cases, from these guidelines in favour of the employee remains unaffected.

(5) The freedom to arrange working time and the use of time accounts under these guidelines is neutral in terms of the calculation of capacity.
Article 2
Working time components

For the purposes of these guidelines:

(1) "Normal working day" is a day of eight working hours and serves as the basis for the administration of time worked.

(2) "Normal working week" means five normal working days from Monday to Friday, resulting in a weekly working time of 40 hours for full-time staff.

(3) A "compressed working week" is a week where, in agreement with the line manager, the daily minimum of six working hours has been regularly reduced on a particular day of the working week to a minimum of four working hours.

(4) "Office hours" means the normal opening hours during which Office building facilities and automation support services are available. Unless otherwise provided by the President for certain areas, office hours are:

   Monday - Friday 07.00 - 19.00 hrs

(5) "Core time" means the time slots within a normal working week during which an employee shall be present at work unless his absence is otherwise authorised. The time slots are:

   Monday - Friday 10.00 - 11.30 and 14.00 - 15.00 hrs

Article 3
Working time framework

(1) Unless otherwise provided for, an employee shall perform his normal working week at the Office during office hours.

(2) An employee may deviate from a normal working day by working down to a minimum of six hours and up to a maximum of ten hours.

(3) An employee may deviate from the normal working week of 40 hours by working down to a minimum of 35 hours and up to a maximum of 45 hours.

(4) An employee shall not work more than 48 hours per week, including overtime.

(5) Exceptionally, and in duly justified circumstances, the maximum limits laid down in paragraphs (2) and (4) may be exceeded at the request of the employee or, subject to the terms of Article 57 ServRegs, at the request of the line manager. However, the minimum rest periods pursuant to Article 4(4) and (5) must always be observed. Every exception must be recorded by the line manager. Where excess hours are caused by the duration of oral proceedings under the EPC, no such request and no such record is required.
Article 4

Breaks and rest periods

(1) An employee shall not work longer than five hours without a rest break of at least 30 minutes.

(2) A daily lunch break of at least 30 minutes is mandatory for any employee whose working time on a given day exceeds five hours. It must be taken between 11.30 and 14.00 hrs.

(3) Two breaks in the working day of up to 15 minutes, one in the morning and one in the afternoon, are considered as working time.

(4) A minimum daily rest period of 11 hours must be observed between working days.

(5) A minimum weekly rest period of 24 hours plus the 11 hours' minimum daily rest period must be observed between working weeks.

(6) Where shift work or an irregular working pattern so requires, the timing of the breaks shall be adapted.

Article 5

Accrual of time credits

(1) Subject to Article 7(4), an employee wishing to deviate from the normal working week shall enter in the time administration tool any time differences between the hours actually worked and the normal working day.

(2) Subject to a weekly limit of five hours' credit and five hours' debit, the accumulated time differences will, at the end of the week, be automatically recorded in a first time account. The balance of this time account, known as flexi-hours, may not exceed 16 hours' credit or debit at any time.

(3) Time differences accumulated during the current week, but not yet automatically recorded pursuant to paragraph (2), do not constitute time credit or debit until the following week, in particular for the purposes of Article 6.

(4) In addition to and independently of paragraphs (1) and (2), for each eight hours of presence at work an employee accrues 15 minutes of time credit in a second time account. This calculation is made on the basis of the normal working day. The balance of this time account, known as compensation hours, is calculated by the time administration tool and may not exceed 56 hours at any time.

(5) The balance of these time accounts not used or settled at the end of the calendar year will be automatically carried over into the next year.

(6) Accrued time credit is not considered as overtime according to Article 57 ServRegs. It carries no right to remuneration. The balance of the time accounts is not taken into account when assessing the employee's productivity.
Article 6
Use of time credits

(1) Time credits from flexi-hour and compensation hour accounts may be taken as single hours, days or multiples thereof.

(2) The use of time credits from these accounts may be freely combined with each other and with leave.

(3) Subject to the approval of the line manager which, in so far as applicable, is to be provided in accordance with paragraph 5, the use of any time credit must be registered by means of the time administration tool.

(4) In the following cases, an employee shall use his time credits and register his absence in good time so that his line manager is adequately informed of:
   (i) any absence during core time, whereby the registration shall include any further absences adjacent to the core time absence;
   (ii) working down more than two hours from a normal working day;
   (iii) the extent to which the weekly limit of five hours debit pursuant to Article 5(2) is or will be exceeded,

   (i) and (ii) not applying if the absence is a consequence of a compressed working week.

(5) Absences of four hours or more per day resulting from the use of time credits, either on its own or combined with any other leave, shall require the prior approval of the line manager. The request for approval shall be submitted to the line manager at least three working days before the planned absence.

In justified cases, the immediate superior may agree to waive the three working days limit for obtaining the authorisation.

Save in exceptional cases, an employee is not permitted to depart when using time credits until his immediate superior has approved the request. In such a case the immediate superior must be informed immediately.

Article 7
Time administration tool

(1) A time administration tool is available.

(2) Use of this tool in accordance with the relevant instructions is a prerequisite for accruing time credit on the flexitime account referred to in Article 5(2) and for using time credit under Article 6.

(3) An employee making no entry in the time administration tool for a particular working day, and not having any other form of absence recorded for that day, will automatically have a normal working day recorded.

1 Amended by decision of the President from 25 September 2013.
(4) No entry pursuant to Article 5(1) needs to be made in the time administration tool for a week in which no time difference according to Article 5(1)-(3) has been accrued.

Article 8
Special provisions

(1) Unless otherwise arranged with the line manager, Articles 2(3) and 5(1)-(3) are not applicable to staff performing shift work (Article 58 ServRegs).

(2) Staff placed on reduced working hours or performance for medical reasons may not accrue flexi-hours pursuant to Article 5(1)-(3). However, they may benefit from all other flexibility arrangements in so far as these are compatible with the individual employee's part-time medical schedule and/or reintegration plan.

(3) The following time does not constitute a time difference within the meaning of Article 5(1)-(3):
   • overtime under Article 57(1)-(3) ServRegs;
   • shift work under Article 58 ServRegs;
   • on call under Article 58a ServRegs

(4) Where an employee has agreed, at the request of the line manager, to work more than the weekly number of hours under any applicable part-time arrangement, he may, but is not obliged to, enter those extra hours in part or in full under Article 5(1) in his flexi-hour account. The employee is entitled to compensatory leave for any such hours worked but not so recorded.

(5) The normal working day as defined in Article 2(1) is reduced, for part-time staff, in accordance with their working schedule for the day concerned and, for examiners of the former IIB, to seven hours. For part-time staff and for examiners of the former IIB the normal working week is reduced accordingly.

(6) Irrespective of the employee's working pattern, one full/half day of absence corresponds to eight/four hours for an employee working full-time, to be reduced accordingly for part-time staff and examiners of the former IIB.

(7) For each employee on part-time the periods of mandatory presence at work on each day of the working week are normally the core times falling within their established working hours.

(8) For medical visits the provisions of Circular 22 apply, however, no positive time difference may be entered pursuant to Article 5 of the present guidelines for a day on which sick leave for a medical visit is claimed under Circular 22.

(9) Employees undertaking duty travel may record travelling time spent during office hours in full, and one further hour for each leg of the trip that takes place outside office hours. Travelling time does not count towards the maximums set out in Article 3.
(10) Upon termination of employment, any remaining time debit will be set off against the annual leave balance or, if this is not possible, against remuneration as set out in Circular 22, Rule 5(f)(iv).
Basic guidelines

Guidelines for part-time home working
GUIDELINES FOR
PART-TIME HOME WORKING AT THE EPO

PREAMBLE

Part-time home working (PTHW) is expected to bring benefits for both staff and the Office.

For staff, these benefits include a better reconciliation of family/private and professional responsibilities - in other words, a better work/life balance -, increased personal autonomy and responsibility in the performance of their work, and savings in terms of travel time and costs.

For the Office they include more satisfied and better motivated staff more able to meet performance expectations (or maintain them where performance is already above average), savings in office space (depending on uptake), and a reduction in the Office's carbon footprint.

PTHW is not a statutory right. It is a different form of organising work. The primary place of work remains the Office premises.

Participation in PTHW is voluntary. The implementation of PTHW is based on the principle that it will afford ongoing advantages to both individual employees and the Office. PTHW will therefore end when this is no longer the case.

PTHW can therefore be described as:

• voluntary
• reversible
• based on trust

Staff participating in PTHW must ensure that the working environment at home is conducive to concentration and free from distractions.

Article 1
Scope

PTHW is a form of organising and/or performing work, whereby work which is normally performed on the Office’s premises is carried out at the employee’s residence under Article 25 of the Service Regulations, provided that this residence is located in the country of the employee’s duty station.

Article 2
General principles

(1) PTHW is voluntary. It is not a right, but a means of organizing and performing work on the basis of individual agreements drawn up between line managers and employees who wish to work part-time from home for a limited period ("home workers").
Part-time home working

(2) Unless otherwise provided, regular attendance at the Office workplace shall be required on at least two days per week. The Office’s premises shall remain the primary workplace at all times.

(3) Part-time home working shall be available to staff working full time or part time, as well as to staff with managerial duties up to and including job group 4. In the case of staff working part time, the minimum regular attendance at the Office in accordance with paragraph (2) shall be reduced in proportion to the working time.

(4) Participation in PTHW shall lead to the use of adapted office space when working on the premises of the Office.

(5) Home workers may not be disadvantaged on account of working from home. In particular, they shall be treated in the same way as non-home workers working on the Office’s premises with regard to training, performance assessment and career opportunities.

(6) All provisions of the Service Regulations and other texts governing the Office’s employment conditions apply, unless the present guidelines state otherwise.

Article 3
Participation in PTHW

(1) Employees meeting the following minimum criteria may apply for PTHW:
   a) completed probation period, and
   b) completed (basic) training, and
   c) a performance which represents a fair contribution to the Office’s activities.

   If criterion c) is not met, requests may exceptionally be granted where PTHW will result in an increase in performance.

(2) In order to ensure a harmonised and consistent approach to eligibility for PTHW, taking due account of both the general principles of the policy and specific operational demands, individual operational areas may establish which jobs are compatible - either in full or in part - with PTHW.

The following general criteria shall be applied:

(a) Eligibility of jobs

   All jobs (or parts of jobs) shall be eligible for PTHW provided that the work:
   • can easily be done away from the Office
   • is measurable in terms of quality and quantity or can be expressed as the responsibility for a clearly described task
   • does not depend on face-to-face contact or require performance at the Office (exclusions include operational tasks, shift work, security services and work involving meeting the public, for example)
• can easily be integrated with the work of staff in the Office and neither adversely affects their output nor places an additional burden on them

Line-managers up to and including job group 4 are eligible to participate in PTHW and work from home 1 working day per week. Line-managers regular attendance to the office shall be 4 days a week.

(b) Selection of participants

In addition to the criteria set out in paragraph (4) below, line managers may, where the number of requests is higher than the number of PTHW places available, also take into account the following criteria:

• ability to work efficiently with minimal supervision, establish priorities and manage time
• level of training, understanding of the work in general and the tasks to be performed
• past record
• seniority
• social grounds
• history of participation in PTHW

(3) To take into account the diversity of activities within the Office, individual operational areas may also define additional criteria adapting, specifying and/or complementing the general criteria set out above.

These may include, for example:

• additional specific minimum criteria for participation
• the criteria used to choose between applicants (where necessary)
• the expected goals for participants
• constraints on the day-to-day flexibility of the way PTHW is to be performed

These criteria may not, however, deviate from any of the general principles of the guidelines. These criteria shall be published.

(4) Line managers shall decide on requests for PTHW on the basis of:

• the interests of the service
• the smooth functioning of the unit
• the employee’s motivation for participating in PTHW
• any other criteria established in accordance with paragraph (3) above

Decisions to refuse a request for PTHW shall state the grounds on which they are based and shall inform the employee concerned about the review procedure to be conducted in accordance with Article 4.
Article 4
Review of decisions, co-ordination and evaluation

(1) At the written request of the employee concerned, any negative decision concerning participation in PTHW shall be reviewed by the superior of the line manager after consultation of the employee, his line manager and HR. If the decision is still disputed following the review, a final decision shall be taken by the appropriate Vice-President.

(2) Principal directors (or directors in the case of departments without a principal director) shall be responsible for co-ordinating PTHW in their areas and for ensuring the harmonised and equitable treatment of home workers in accordance with these guidelines.

(3) Each Vice-President shall carry out an annual evaluation of the practice with regard to the granting of requests for PTHW and the practical implementation of the scheme. This evaluation shall be carried out in consultation with the staff representatives and shall include a review of the terms of PTHW requests, including in particular an anonymous screening of all negative decisions.

Article 5
Procedure, availability and confidentiality of information

(1) Staff wishing to participate in the PTHW system shall submit a duly completed request form to their line manager, including a detailed statement of the reasons for the request and the expected benefits of participation in the scheme.

(2) The line manager and the employee shall conclude an agreement on PTHW within the framework as described in Article 11 of these Guidelines.

(3) If technical reasons prevent working from home, the home worker concerned must come to work on the EPO's premises.

(4) Line managers may, in the interests of the service, ask home workers to come to work on the Office's premises or to undertake duty travel.

(5) The fact that an employee is participating in the PTHW scheme and the days on which they work at home is not confidential information.

Article 6
Working hours

(1) The Guidelines on arrangements for working hours shall apply to home workers, subject to the following limitations:

   a) Flexi-hours, as defined in Article 5 of the Guidelines on arrangements for working hours, may not accrue to home workers on the days on which they work from home. On those days, home workers shall be assumed to have worked a normal working day.
b) PTHW may not be combined with a "compressed" working hours arrangement or the use of flexitime in such a way that normal regular attendance at the Office is adversely affected.

**Article 7**

**Occupational health and safety**

(1) Without prejudice to Articles 8 and 9, home workers shall set up, maintain and use the home workplace in accordance with the health and safety regulations of the Office and any general and specific instructions given, including instructions on the occupational health and safety and ergonomic aspects of working at home. They shall make use of the home workplace in a manner which is conducive to personal health and safety.

(2) The Office shall provide home workers with checklists, manuals and training, in particular on occupational health and safety and ergonomics. The Occupational Health Service and the Safety Office shall be available for individual advice and assistance.

(3) Where appropriate, the Office shall be entitled to conduct any necessary ad hoc checks of the home workplace. To this end, the Office or any person mandated by it may access the home workplace from time to time during working hours on the days the home worker is working from home, subject to prior notification and agreement of the home worker. Home workers shall be responsible for ensuring that any persons sharing their residence do not object to such access. If access is refused, the Office shall be entitled to withdraw permission to work part-time from home with immediate effect.

(4) Working at home shall not extend to face-to-face meetings. Home workers may not therefore invite anyone to their residence for work-related purposes.

**Article 8**

**Equipment**

(1) The Office shall supply and maintain the computer equipment required to work from home and shall provide a technical support helpline. Home workers shall use the computer equipment supplied by the Office. This equipment may be used for work-related purposes only.

(2) Each home worker shall be given instructions on how to set up the equipment.

**Article 9**

**The home workplace, costs, insurance and liability**

(1) Home workers shall be responsible for the provision of a suitable internet connection. The Office shall provide guidance as to the necessary specification.

(2) Home workers shall make available and furnish a suitable space ("home workplace") to perform PTHW in their own home. They shall be responsible
for the general upkeep of the home workplace, as well as for heating, lighting and electricity in general.

(3) In order to ensure good ergonomic working conditions, the Office shall, at the request of the home worker, make available an office chair and/or desk from its inventory. These items of furniture shall remain the property of the Office and shall be recovered by it when the home worker ceases PTHW.

(4) The Office shall not reimburse any costs, in whole or in part, related to the internet connection or the home workplace, or any other costs which may arise as a result of the home worker's participation in PTHW.

(5) Home workers shall hold the Office harmless with regard to any expenses, costs or compensation to be paid by the Office for any damage, material loss or injury suffered by any other person that is attributable to the fact that work was carried out from home, unless such damage, loss or injury was caused by equipment supplied by the Office. This shall not apply with respect to any payments due under any social security scheme of the Office or otherwise under the Service Regulations, the Pension Regulations or other secondary law or any implementing regulations, guidelines or decisions relating thereto.

(6) Without prejudice to the provisions on social security benefits for employees, the Office shall not be liable to the home worker for any damage, material loss or injury suffered by said home worker that is attributable to the fact that work was carried out from home, unless such damage, loss or injury was caused by equipment supplied by the Office.

Article 10
Unauthorized disclosure and security

(1) Home workers shall comply with the provisions governing unauthorised disclosure (Article 19 of the Service Regulations) and computer security (Guidelines for the authorisation and use of software on workstations, Guidelines on the use of electronic communications systems, and any other instructions on the use of computer hardware and computer security provided for PTHW). They shall prevent unauthorised access to confidential or sensitive information.

(2) Home workers may not take home the following documents:
   a) unpublished search files
   b) non-public parts of substantive examination documents
   c) non-public parts of opposition files

   They shall destroy all non-public documents printed at their residence.

(3) Home workers shall inform their line manager immediately if there is a chance that a non-public document has entered or could enter the public domain.
Article 11
Content of individual PTHW agreements

1) Employees and their line managers will together conclude a PTHW agreement containing:

a) an outline of the benefits and objectives for each party which form the basis of the shared interest in PTHW (win/win);
b) a commitment by the employee and the line manager to comply with these guidelines;
c) a commitment by the employee to observe the regulations governing unauthorised disclosure and to prevent unauthorised access to confidential or sensitive information;
d) a commitment by the employee to abide by the health and safety and ergonomics requirements;
e) a commitment by the employee to inform their line manager of any change in circumstances which may affect the working conditions at their residence or the performance of the agreement;
f) an acknowledgment by the employee that participation in PTHW will lead to the use of adapted office space when working on the Office’s premises;
g) the address where PTHW will be performed;
h) the dates on which the agreement takes effect and ends;
i) the days on which the employee will come to work on the Office’s premises;
j) any constraints on how PTHW is to be performed;
k) a list of the equipment to be supplied.

2) The PTHW agreement form is attached. It forms an integral part of these Guidelines. It may become part of an electronic workflow.

3) The line manager and the employee shall carry out a joint review of the functioning of the agreement every six months.

Article 12
Termination of individual PTHW agreements

(1) The agreement shall have a fixed duration not exceeding 12 months. Upon expiry, it shall not be automatically renewed. However, home workers may request renewal of the agreement at the latest two months before it is due to end.

(2) On expiry of the PTHW agreement the staff member shall be reintegrated into the Office. The line manager shall endeavour to provide appropriate accommodation on the Office’s premises as soon as possible.

(3) Home workers may terminate the PTHW agreement unilaterally at any time giving two months’ notice. The period of notice may be waived by mutual consent.
(4) Where a home worker fails to comply with the provisions of the PTHW policy and/or the individual PTHW agreement, the line manager may opt to terminate the PTHW agreement giving two months' notice.

(5) The agreement shall terminate automatically if the home worker changes post or duties.

**Article 13**

**Duty of information**

Employees shall inform their line manager of any:

a) health, safety, ergonomic and/or security concerns at the home workplace

b) incidents potentially qualifying as accidents, together with the necessary evidence

c) any other change in circumstances which may affect the working conditions at their residence or the performance of the agreement.

**Article 14**

**Entry into force and review**

(1) These Guidelines shall enter into force on 15 May 2018.

(2) They replace the version of 1 January 2012.

(2) The functioning of the Guidelines shall be reviewed annually.

Done at Munich, 9 May 2018

Benoît Battistelli

President
Agreement
in accordance with the
Guidelines for part-time home working at the EPO

Mr/Ms __________________________, hereinafter referred to as “the employee”, and Mr/Ms __________________________, hereinafter referred to as “the line manager”, hereby agree that the employee will work part-time from home, under the conditions defined in the Guidelines for part-time home working at the EPO.

This agreement will enter into force on (date) ___________________. It will be reviewed at least once after six months, and shall end on (date) ___________________. It may be terminated in advance in accordance with the provisions of Article 12 of the Guidelines.

This agreement complements, but does not change, the rules and obligations applicable to EPO staff as laid down in the Service Regulations.

1. Organisation of work

This agreement is based on the following information:

<table>
<thead>
<tr>
<th></th>
<th>Days on which the employee will be present at the Office (minimum of two full days or four half-days, or variable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Monday</td>
</tr>
<tr>
<td></td>
<td>_______</td>
</tr>
<tr>
<td></td>
<td>* If variable, the arrangements for attending the Office must be specified under point C.</td>
</tr>
</tbody>
</table>

|   | Part-time home working address |
|   | __________________________________ |
|   | __________________________________ |

|   | Office mobile phone number (as shown in Office phone book) |
|   | __________________________________ |
|   | __________________________________ |

|   | Any constraints applying to the way PTHW is performed (see specific criteria for the operational area concerned) |
|   | |
### 2. Commitments

The employee and the line manager have together

(a) taken due note of the contents of the Guidelines on part-time home working at the EPO and undertake to comply with the provisions therein and the respective rights and obligations

(b) evaluated the home workplace on the basis of the documents submitted by the employee and, by signing the checklist, agree that it meets the required standards.

The employee further undertakes to

(c) note and observe the regulations governing unauthorised disclosure and to make every effort to prevent unauthorised access to confidential or sensitive information

(d) abide by the health and safety and ergonomics requirements as well as any related instructions
(e) inform their line manager without delay of any change in circumstances which may affect the working conditions at their residence or the performance of the agreement.

The employee further acknowledges that

(f) participation in PTHW will lead to the use of adapted (shared/non-personal) office space when working on the Office’s premises.

3. Signatures

<table>
<thead>
<tr>
<th>Employee</th>
<th>Line manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name:</td>
<td>Name:</td>
</tr>
<tr>
<td>Date:</td>
<td>Date:</td>
</tr>
<tr>
<td>Signature:</td>
<td>Signature:</td>
</tr>
</tbody>
</table>

4. Registration and further processing

Please submit the completed form to HR for registration and further processing.
Basic guidelines

Guidelines for investigations

(Superseded by "Implementing rules for Articles 21, 21a and 93 Paragraph 2, of the Service Regulations for permanent employees of the European Patent Office" in Part 1a.)
Boards of Appeal Committee
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention (hereinafter referred to as "EPC") and in particular Articles 4(3), 23 and 33(2)(e) thereof,

Having regard to Rules 12a and 12c of the Implementing Regulations to the EPC,

Having regard to Article 14 of the Rules of Procedure of the Administrative Council of the European Patent Organisation,

Having regard to the Act of Delegation by the President of the European Patent Office,

In agreement with the President of the European Patent Office,

HEREBY SETS UP A BOARDS OF APPEAL COMMITTEE AND ADOPTS THE FOLLOWING REGULATIONS:

**Article 1**

**Definitions and scope**

(1) (a) "President of the Boards of Appeal" shall have the meaning defined in Rule 12a(1) of the Implementing Regulations to the EPC;

(b) "Boards of Appeal Unit" shall have the meaning defined in Rule 12a(1) of the Implementing Regulations to the EPC.

(2) These Regulations shall govern the composition and tasks of the Boards of Appeal Committee.

**Article 2**

**Composition of the Boards of Appeal Committee**

(1) The Boards of Appeal Committee shall be composed of:

(a) three members appointed by the Administrative Council from among the delegations of the Contracting States within the meaning of Article 26 EPC and Article 2 of its Rules of Procedure,

(b) three members proposed by the delegations and appointed by the Administrative Council from among serving or former judges of international or European courts or of national courts of the Contracting States.

(2) Each member shall have an alternate appointed by the same procedure.

(3) The Boards of Appeal Committee shall elect a Chairman and a Deputy Chairman from among the members referred to in paragraph (1)(a) above.

(4) The President of the Office and the President of the Boards of Appeal, the latter representing the Boards of Appeal Unit, shall be entitled to participate in all meetings of the Boards of Appeal Committee.

(5) The term of the members and the alternate members shall be three years. It shall be renewable or extendable.
Article 3
Meetings

(1) Meetings of the Boards of Appeal Committee shall be summoned by the Chairman.

(2) Each member of the Boards of Appeal Committee shall have a vote. The Chairman shall have a casting vote.

(3) The Boards of Appeal Committee shall hold ordinary meetings twice a year; an extraordinary meeting may be called by the Chairman or half of its members.

(4) The procedural rules of the Administrative Council shall also apply to the Boards of Appeal Committee. However, the present Regulations or the Boards of Appeal Committee may stipulate otherwise, except where the Rules of Procedure of the Administrative Council expressly apply to subsidiary bodies.

Article 4
Tasks of the Boards of Appeal Committee

(1) As a subsidiary body of the Administrative Council, the Boards of Appeal Committee shall advise and assist the Administrative Council in its supervisory duties under Article 4(3) EPC in so far as these relate to the Boards of Appeal Unit.

(2) To this end, the Boards of Appeal Committee shall

(a) monitor the independence of the Boards of Appeal Unit, make recommendations and advise the President of the Boards of Appeal on measures to enhance its organisational and managerial autonomy;

(b) monitor the efficiency of the Boards of Appeal Unit, make recommendations and advise the President of the Boards of Appeal on setting general objectives for the members and Chairmen of the Boards of Appeal and the members of the Enlarged Board of Appeal in handling the caseload and reducing the length of proceedings;

(c) provide general guidance on the management of the Boards of Appeal Unit, including on recruitment issues and on criteria for performance evaluation;

(d) assess the Boards of Appeal Unit’s general performance, make recommendations and advise the President of the Boards of Appeal on principles for setting performance criteria and general criteria for case distribution;

(e) give an opinion on the draft annual report of the Boards of Appeal drawn up by the President of the Boards of Appeal, before it is submitted to the Administrative Council together with the comments of the President of the Office;

(f) give an opinion on any request by the President of the Office concerning the Boards of Appeal Unit;
(g) give an opinion on the substantiated budget request for staff, equipment and other resources needed to meet the Boards of Appeal Unit’s objectives, drawn up by the President of the Boards of Appeal and finalised by him after examination by and discussion with the relevant Office departments, before it is forwarded to the President of the Office for consideration for the yearly draft budget;

(h) give an opinion on the President of the Boards of Appeal's implementation of the yearly budget allocated to the Boards of Appeal Unit;

(i) carry out, where necessary, user consultations on matters of direct concern to users, such as proposals to amend the Rules of Procedure of the Boards of Appeal and of the Enlarged Board of Appeal.

(3) The Boards of Appeal Committee shall adopt, on a proposal by the President of the Boards of Appeal, the Rules of Procedure of the Boards of Appeal and of the Enlarged Board of Appeal, before they are submitted to the Administrative Council for approval.

(4) A joint proposal for appointment of the President of the Boards of Appeal shall be made by the Boards of Appeal Committee and the President of the Office.

(5) The Chairman of the Boards of Appeal Committee shall ensure that the Administrative Council receives all necessary information.

(6) The Boards of Appeal Committee may entrust certain tasks to a smaller group, subject to authorisation by the Administrative Council.

(7) The Boards of Appeal Committee may call upon experts or advisers either on an ongoing or an ad hoc basis, as the circumstances require.

**Article 5**

**Entry into force**

These Regulations shall enter into force on 1 July 2016.

Done at Munich, 30 June 2016

For the Administrative Council

The Chairman
Jesper KONGSTAD
Pension scheme regulations and implementing rules

Pension scheme regulations
CONTENTS

Pension scheme regulations........................................................................................................ 1

Chapter I
General provisions.................................................................................................................. 5

Chapter II
Retirement pension and severance grant................................................................................ 9
  Section 1
  Retirement pension................................................................................................................ 9
  Section 2
  Severance grant.................................................................................................................. 11
  Section 3
  Inward and outward transfer of pension rights................................................................. 11

Chapter III
RETIREMENT PENSION FOR HEALTH REASONS......................................................... 12

Chapter IV
Survivor's pension ................................................................................................................... 13

Chapter V
Orphan's or dependant's pension............................................................................................ 17

Chapter VI
Family allowances ..................................................................................................................... 19

Chapter VII
Provisional pensions................................................................................................................. 20

Chapter VIII
Determination of the amounts of benefits................................................................................ 20
  Section 1
  Assessment of entitlement.................................................................................................... 20
  Section 2
  Adjustment of benefits........................................................................................................ 22
  Section 3
  Payment of benefits............................................................................................................ 23

Chapter IX
Financing of the Pension Scheme.......................................................................................... 23
Chapter X
Provisions relating to adjustment of pensions

Chapter XI
Transitional provisions

Chapter XII
Final provisions

Implementing Rules to the Pension Scheme Regulations

Section 1
Staff whose service did not terminate before 1st January 1973

Section 2
Staff whose service terminated before 1st January 1973

Section 3
Hardship Allowance

Transfer of pension rights

Transfers from the "Versorgungsanstalt des Bundes und der Länder" (VBL) to the EPO

Agreement between the Federal Republic of Germany and the European Patent Organisation on the implementation of Article 12 of the Pension Scheme Regulations of the European Patent Office
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2 c), thereof,

Having regard to the Service Regulations for Permanent Employees of the European Patent Office,

HAS ADOPTED THE FOLLOWING PENSION SCHEME REGULATIONS OF THE EUROPEAN PATENT OFFICE:

CHAPTER I
GENERAL PROVISIONS

Article 1
Scope

(1) The pension scheme established by these Regulations shall apply to the permanent employees of the European Patent Office, hereinafter referred to as “the Office”, within the meaning of Article 1 of the Service Regulations for permanent employees of the Office.

(2) Save as otherwise expressly laid down for the Office, this scheme applies also to permanent employees, holding indefinite term or definite or fixed term appointments in the following Organisations, in accordance with the decisions taken by the Councils of these Organisations:

- the Council of Europe;
- the Organisation for Economic Co-operation and Development (OECD);
- the European Space Agency (ESA) (ex European Organisation for the Development and Construction of Space Vehicle Launches (ELDO) and European Space Research Organisation (ESRO));
- the North Atlantic Treaty Organisation (NATO);
- the Western European Union (WEU), and
- the European Centre for Medium-Range Weather Forecasts.

(3) This scheme shall not apply to other categories of personnel defined in each Organisation, such as experts, consultants, temporary staff, auxiliary staff, employees and personnel hired under local labour legislation, etc.

(4) In these Regulations the term "employee" or "permanent employee" means the staff referred to in paragraphs 1 and 2 above. The term "Organisation" refers to the European Patent Organisation or Office, as the case may be, and to the Organisations listed in paragraph 2.

1 Decision of the Administrative Council CA/D 10/77.
Article 2
Deferred entitlement

(1)¹ Where the medical examination which every employee has to undergo at the time of his appointment shows him to be suffering from an illness or disablement, the Office may decide that, as regards risks arising from an illness or disablement existing before he took up his duties, the said employee shall not be entitled to the death benefits provided for in these Regulations until the expiry of a period not exceeding five years from the date on which he entered the service of the Organisation. If an employee leaves one of the Organisations listed in Article 1, paragraph 2, and takes up employment in the Office within a period of not more than six months, the time spent in the service of that Organisation shall be deducted from this five-year period.

Article 3
Definition of salary

(1)² For the purposes of these Regulations, salary shall be the monthly basic salary of the employee as defined in Article 64, paragraph 2, of the Service Regulations for permanent employees of the European Patent Office.

(2) The minimum salaries taken into consideration for the calculation of pensions shall be those of serving employees, whether in respect of pensions to be paid in the future or those actually being paid.

Article 4
Definition of service conferring entitlement to benefits

(1) Subject to the provisions of Articles 5 and 41, paragraph 1, entitlement to benefits under these Regulations shall be determined by the total of the periods actually served in the Organisations listed in Article 1:

(i) as an employee as defined in Article 1;
(ii) in any other capacity prior to permanent appointment, provided any periods so served were not separated by breaks of more than one year.

(2) The following shall also be taken into account:

(i)³ periods of incapacity in accordance with Article 62b of the Service Regulations for permanent employees of the Office;
(ii)⁴ periods of non-active status in respect of which pension scheme contributions have been paid in accordance with Articles 43, 44, 45, 45a, and 45b of the Service Regulations for permanent employees of the Office;

¹ Amended by decision of the Administrative Council CA/D 30/07.
² Amended by decision of the Administrative Council CA/D 17/08.
³ Amended by decision of the Administrative Council CA/D 2/15.
⁴ Amended by decision of the Administrative Council CA/D 9/04.
(iii) periods of entitlement to the allowance for reserve status provided for in the Service Regulations for permanent employees of the Office, up to a maximum of five years, subject to the employee concerned having paid his pension contributions during such periods.

**Article 5**

**Calculation of service conferring entitlement to benefits**

(1) Where an employee appointed by the Office has previously served with one of the Organisations listed in Article 1, his entitlement to benefits under the terms of Article 4 shall be conditional upon his paying over to the Office the amounts paid to him on leaving his previous service

(i) pursuant to Article 11,

(ii) in respect of his Provident Fund holding, within the limits laid down in the transitional provisions under the Pension Scheme Rules applicable to one of the Organisations listed in Article 1 and with which he served, plus compound interest on such amounts at 4 per cent per annum from the date when the employee received them until the date when they are paid over in accordance with this paragraph.

Should the employee fail to pay over the amounts in question, reckonable service shall count only as from the new appointment.

(2) Where an employee appointed by the Office was previously drawing a retirement pension in respect of service with one of the Organisations listed in Article 1, payment of that pension shall cease.

If the employee refunds to the Office the pension payments he has received, the provisions of Article 4 shall apply on termination of his employment at the Office.

If he does not make this refund, the years of service for which credit was acquired in the employment that originally entitled him to payment of the discontinued retirement pension shall be taken into account, in the calculation of the retirement pension due on cessation of his new employment, by reference to the salary for his last grading in such previous employment; moreover, that part of the final pension figure shall be abated by 5 per cent for each whole year during which the employee drew the initial pension before the age of sixty.

(3) Where an employee retires at a grade and step lower than that which he had previously held in the Office or in a previous Organisation his entitlement to benefits under these Regulations shall be determined by taking into account the total of his years of service and the benefits shall be calculated on the basis of the salary for the highest grading held by him. However, a reduction shall be made in the number of years of service to be credited to him in respect of time served at a lower grade and step.
after having held the grade by reference to which benefits are calculated; this reduction shall be proportionate to the difference between the said gradings.

(4) For the implementation of paragraphs 2 and 3 above, salaries shall be taken into account in accordance with the scales in force when the final pension assessment is made.

(5) The periods referred to in Article 4, paragraph 1 (ii), shall be credited on condition that:

(i) the employee submits an application to that effect within six months following his appointment as a permanent employee governed by the Service Regulations, specifying the periods of service which he wishes to be credited;
(ii) the Office gives its agreement;
(iii) the employee, for each month of service to be credited, pays an amount corresponding to the percentage referred to in Article 41, paragraph 1, of his first monthly salary as a permanent employee."

**Article 6**

**Reckonable years of service**

(1) The benefits provided for under these Regulations shall be calculated by reference to reckonable years of service consisting of:

(i) the total length of service in the Organisations listed in Article 1, calculated in accordance with Articles 4 and 5;
(ii) service credited in accordance with Article 12, paragraph 1.

(2) Incomplete years of reckonable service shall be credited on the basis of one twelfth of a year for each whole month of service. For pension calculation purposes, the period remaining shall be treated as a whole month if it is equal to or more than 15 days.

However, the period remaining shall not be taken into account for the purpose of calculating the minimum of 10 years' service required for entitlement to the retirement pension provided for in Article 7 of the Regulations.

(3) The method of crediting part-time service and periods of incapacity during which the employee paid reduced contributions to the pension scheme shall be laid down in the Implementing Rules hereto.

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1 Decision of the Administrative Council CA/D 3/07. This decision shall enter into force on 1 April 2007. See also footnote to Article 41.
2 Paragraph 2 amended with effect from 04.06.1981 by decision of the Administrative Council CA/D 5/81.
3 Amended by decision of the Administrative Council CA/D 2/15.
CHAPTER II
RETIREMENT PENSION AND SEVERANCE GRANT

Section 1
Retirement pension

Article 7
Conditions of entitlement

An employee who has completed ten or more years actual service, within the meaning of Article 4, in one or more of the Organisations listed in Article 1 shall be entitled to a retirement pension.

Article 8
Age of entitlement - Deferred pension and early pension

(1) Employees shall become eligible for a retirement pension at the age of sixty.

(2) Pension rights shall continue to accrue to an employee remaining in the service after pensionable age, but his pension shall not exceed the maximum amount laid down in Article 10, paragraph 2.

(3) If an employee retires before pensionable age, payment of his retirement pension shall be deferred until he reaches that age.

(4) However, an employee who retires before pensionable age may request early payment of his pension provided he is at least fifty years old.

In such cases the retirement pension shall be reduced by reference to the age of the employee when he starts to draw his pension, as shown in the table below.

<table>
<thead>
<tr>
<th>Age when payment of pension begins</th>
<th>Ratio of pension on early retirement to pension at 60</th>
</tr>
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Amended by decision of the Administrative Council CA/D 30/07.
Article 9
Commencement and cessation of entitlement

(1) Entitlement to payment of a retirement pension shall commence on the first day of the month following that in which the employee became eligible for such pension.

(2) Entitlement shall cease at the end of the month in which the employee dies.

Article 10
Rate of pension

(1) Except where paragraphs 2 and 3 of Article 5 apply, the amount of the retirement pension shall be, per reckonable year of service within the meaning of Articles 4 and 6, 2% of the salary paid in respect of the last step the employee had reached in the last grade held by him for not less than one year before retirement.

(2) The maximum amount of the pension shall be 70% of this salary, subject to the provisions of paragraph 3 below.

(3) The amount of the retirement pension shall not be less than 4% of the salary for grade G1, step 4, per reckonable year of service credited pursuant to Articles 4 and 6; it may not, however, exceed the employee's last salary as defined in Article 3 above. If he was employed on a part-time basis when he left the Office, the minimum retirement pension as defined in this paragraph shall be reduced proportionately.

(4) Notwithstanding the provisions of paragraph 1, where at the time of termination of his service an employee was working part-time or was totally or partially discharged from his duties for reasons of incapacity under Article 62b of the Service Regulations, the salary taken into account shall be the one which he would have received for full-time work.

1 Amended by decision of the Administrative Council CA/D 2/15.
Section 2
Severance grant

Article 11
Severance grant

An employee whose service terminates otherwise than by reason of death and who is entitled neither to a retirement pension nor to the benefit of the provision in Article 12, paragraph 2, shall be entitled upon leaving the service to payment of

(i) the aggregate amount deducted from his salary in respect of his pension contributions, together with compound interest at the rate of 4% per annum;

(ii) a severance grant equal to one month and a half of his last salary multiplied by the number of reckonable years of service credited within the meaning of Article 6, without prejudice to the reduction provided for in Article 94, paragraph 1(h), of the Service Regulations for permanent employees of the Office;

(iii) one third of the amounts paid to the Office under Article 12, paragraph 1, together with compound interest at the rate of 4% per annum. However, if these amounts have to be refunded in their entirety to his previous employer, the reckonable years of service corresponding to those amounts shall be disregarded in the calculation of the severance grant.

Section 3
Inward and outward transfer of pension rights

Article 12
Inward and outward transfer of pension rights

(1) An employee who enters the service of the Office after leaving the service of a government department, a national organisation, an international organisation or a firm, may arrange for payment to the Organisation in accordance with the Implementing Rules hereto, of any amounts corresponding to the retirement pension rights accrued under his previous pension schemes, provided that those schemes allow such transfers to be made. In such cases the Office shall determine, by reference to the Implementing Rules hereto, the number of years of reckonable service with which he shall be credited under its own pension scheme.

1 Amended by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 7/17.
3 Modified by decision of the Administrative Council CA/D 7/04; see „Implementing Rules”. See also the Agreement between the FRG and the EPO on the implementation of Art. 12 of the Pension Scheme Regulations of the EPO in the annex.
4 Those staff who were subject to the Pension Scheme Regulations of the European Patent Office prior to 1 July 2004 shall continue to benefit from the provisions contained in the text of Article 12 of the Pension Scheme Regulations and the Implementing Rules thereto that were in force prior to that date for transfers of pension rights from the last pension scheme of which they were members prior to their entry into the Office’s service.
(2) An employee who leaves the service of the Office to enter the service of a government department, a national organisation, an international organisation, or a firm, shall be entitled to transfer to his new pension scheme:

- the actuarial equivalent of his retirement pension rights accrued under these Regulations, such equivalent being calculated in accordance with the Implementing Rules hereto;
- or, in the absence of such rights, the amounts stipulated in Article 11.

CHAPTER III¹/²
RETIREMENT PENSION FOR HEALTH REASONS

Article 13³
Conditions of entitlement

(1) A retirement pension for health reasons shall be payable to an employee who is under the age limit laid down in Article 54, paragraph 1(a) of the Service Regulations and who, at any time during the period in which pension rights are accruing to him, has reached 55 years of age and has been totally discharged from his duties for reasons of incapacity as defined in Article 62b of the Service Regulations for ten years.

(2) The employee shall be retired on the first day of the month following that in which he fulfilled the conditions laid down in paragraph 1.

Article 14⁴
Rate of pension

(1) Subject to Article 5, paragraph 3, the retirement pension for health reasons shall be calculated as foreseen in Article 10.

(2) If the employee has not yet reached the age of sixty years at the date of retirement, the following shall apply in addition:

- the number of reckonable years shall be calculated as if he had remained in the service until the age of sixty years;
- for the period of time between the date of retirement and the end of the month the employee reaches the age of sixty years, the reference salary shall be 70% of the salary laid down in Article 10, paragraph 4.

¹ Amended by decision of the Administrative Council CA/D 2/15.
² See also the transitional measures in Articles 71 to 74 in CA/D 2/15.
³ Inserted by decision of the Administrative Council CA/D 2/15.
⁴ Inserted by decision of the Administrative Council CA/D 2/15.
**Article 15**

**Gainful activities or employment**

(1) The former employee in receipt of a pension under this Chapter is not allowed to perform any gainful activities or employment.

(2) The above shall apply only up to the age limit laid down in Article 54, paragraph 1(a), of the Service Regulations.

**CHAPTER IV**

**SURVIVOR'S PENSION**

**Article 18**

**Conditions of entitlement**

(1) A survivor's pension shall be payable to the surviving spouse

   (i) of an employee who died in service, provided they had been married to each other for at least one year at the time of the employee’s death;

   (ii) of a former employee entitled to a deferred pension, if they had been married to each other for at least one year at the time when the employee left the service or for at least ten years at the time of his death;

   (iii) of an employee drawing a retirement pension for health reasons, if they were married to each other at the time of his retirement, or had been married to each other for at least five years at the time of his death;

   (iv) of a former employee drawing a retirement pension, if they had been married to each other for at least one year at the time of his retirement or for at least five years at the time of his death.

   The last-mentioned period shall be extended to ten years if the employee had retired before reaching the age of sixty years.

(2) The conditions laid down above with regard to minimum duration of the marriage shall be waived where there are one or more children of the marriage or of a marriage of the employee contracted prior to his leaving the service inasmuch as the surviving spouse is providing for their needs; in such case the survivor's pension shall be payable under the derogation provided for in the present paragraph, for so long as the children are actually being so provided for.

   When they are no longer being so provided for, the survivor’s pension shall nonetheless continue to be payable for so long as the surviving spouse does not have an income of his own from the exercise of any occupation, or from any retirement pension or other survivor's pension, equal to at least the amount of the above-mentioned survivor's pension.

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1 Inserted by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 14/79.
3 Amended by decision of the Administrative Council CA/D 2/15.
The award of a survivor’s pension shall be subject to the provisions of Article 2.

**Article 19**

**Rate of pension**

(1) The pension of the survivor of an employee or former employee shall be 60% of

(i) the retirement pension that would have been payable to the employee, had he not died in service, on the basis of his reckonable service credited up to the time of his death, without the need for a minimum of ten years’ service under the provisions of Article 7;

(ii) the deferred retirement pension that would have been paid to the employee at the age of sixty;

(iii) the retirement pension payable to the employee at the time of his death, disregarding any reductions under Article 8, paragraph 4.

(2) The survivor's pension shall not be less than 35 per cent of the employee's last salary; nor shall it be less than the salary for grade G1, step 4.

(3) However, the survivor's pension shall not exceed the amount of the former employee’s own pension in the cases covered by paragraph 1(ii) and (iii) above.

**Article 20**

**Reduction for difference in age**

Where the difference in age between the deceased employee and the surviving spouse (the latter being the younger), less the length of time they have been married, is more than ten years, the survivor’s pension, calculated in accordance with the foregoing provisions, shall be subject to a reduction, per year of residual difference, amounting to:

- 1% for the years between 10 and 20;
- 2% for the years 20 up to but not including 25;
- 3% for the years 25 up to but not including 30;
- 4% for the years 30 up to but not including 35;
- 5% for the years from 35 upwards.

**Article 21**

**Remarriage**

Entitlement to a survivor’s pension shall cease on remarriage. The survivor shall be entitled to immediate payment of a capital sum equal to twice the annual amount of the survivor’s pension, if there are no dependent children to whom the provisions of Article 25, paragraph 3, apply.

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1 Amended by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 14/79.
Article 22
Rights of a former spouse (divorced spouse)

(1) The former spouse of a non-remarried employee shall, on his death, be entitled to a survivor's pension, provided the employee was, by virtue of a court decision which has become final and binding, under an obligation to pay maintenance to the former spouse; but the survivor's pension shall not exceed the amount of such maintenance.

This entitlement shall not arise if the former spouse remarried before the employee died. If remarriage takes place after the employee's death, Article 21 shall apply.

(2) Where an employee dies leaving a spouse entitled to a survivor's pension and a non-remarried former spouse fulfilling the conditions laid down in paragraph 1 above, the whole of the survivor's pension shall be divided between the aforementioned persons in proportion to the duration of their marriages.

The amount to which a non-remarried former spouse is entitled shall not, however, be more than the amount of the maintenance payable at the time of the death of the employee.

(3) Where one of the persons entitled to a survivor's pension dies, renounces his share or forfeits his rights under Article 35, or where the amount of his pension has been restricted under the terms of the second sub-paragraph of paragraph 2 above, his share shall accrue to the share of the other person, except where pension rights revert to orphans, as provided for under Article 25, paragraph 2, second sub-paragraph. In such case the restriction laid down in the second sub-paragraph of paragraph 2 above shall apply.

(4) Reductions in respect of difference in age as provided for in Article 20 shall be applied separately to pensions calculated in accordance with the present Article.

Article 23
Commencement and cessation of entitlement

(1) Entitlement to a survivor's pension shall commence on the first day of the month following that in which the employee died. However, this pension shall not become payable until the last payment has been made of the salary, due to the deceased employee under the Service Regulations and rules applicable to employees of the Office.

(2) Entitlement to a survivor's pension shall cease at the end of the month in which the recipient of the pension dies or ceases to satisfy the conditions for entitlement to that pension.

Amended by decision of the Administrative Council CA/D 14/79.
Article 24
Incapacitated widower

(1) Where his income does not amount to the survivor's pension provided for in Article 19, the husband of a deceased female employee who can supply evidence that at the time of her death he was permanently incapacitated by disablement or serious illness from engaging in gainful employment, may receive a survivor's pension under the terms of these Regulations.

(2) If the husband remarries, payment of the pension shall cease.

(3) The present provisions shall apply only where the death of the female employee occurred:

(i) before 1 January 1979;
(ii) after 1 January 1979, if the female employee was already affiliated to the Pension Scheme before 1 January 1979, and the amendments made with effect from 1 January 1979, to Article 18, paragraph 1(iii) and (iv), and 2, of the Pension Scheme Regulations precluded the surviving spouse from entitlement to a survivor's pension.

1 Amended by decision of the Administrative Council CA/D 14/79.
CHAPTER V
ORPHAN'S OR DEPENDANT'S PENSION

Article 25
Rate of pension

(1) Where an employee still serving or entitled to an outright or deferred retirement pension dies, his children or other dependants shall be entitled to a pension under the terms of paragraphs 2 and 3 below.

(2) Where the employee dies leaving a spouse entitled to a survivor's pension, the pension referred to in paragraph 1 above shall be:

- 40% of the survivor's pension, disregarding any reductions pursuant to Article 20, but not less than half the salary for Grade G1, step 4;
- increased in respect of the second and every further beneficiary by an amount equal to the allowance for a dependent child.

The pensions referred to in this paragraph shall be brought up to the levels provided for in paragraph 3 in the event of the spouse entitled to a survivor's pension dying, remarrying or losing her rights to that pension.

(3) Where the employee dies without leaving a spouse entitled to a survivor's pension, the pension referred to in paragraph 1 above shall be:

- 80% of the theoretical survivor's pension, disregarding any reductions pursuant to Article 20, but not less than the salary for Grade G1, step 4;
- increased in respect of the second and every further beneficiary by an amount equal to twice the allowance for a dependent child.

(4) Notwithstanding the provisions of Article 26, children in common by blood or adoption of two married, unmarried or divorced employees shall be entitled to a pension under this Article following the death of the employee who was not being paid the dependant's allowance at the time of his death if the said children were, at that time, subject to the parental responsibility of this employee and continuously supported by him.

In the case of divorced employees, entitlement shall be subject to the obligation, by virtue of a court decision which has become final and binding, to pay maintenance for the said children, and the orphan's pension shall not exceed the amount of such maintenance.

(5) The children or other dependants of a widowed staff member whose deceased spouse was not employed by one of the Organisations listed in Article 1 shall each be entitled to a pension of twice the allowance for a dependent child.

1 Amended by decision of the Administrative Council CA/D 21/08.
2 Amended by decision of the Administrative Council CA/D 2/15.
3 Amended by decision of the Administrative Council CA/D 10/14.
4 Amended by decision of the Administrative Council CA/D 10/14.
(6) The total amount of the pensions provided for in the above paragraphs shall be divided equally among all beneficiaries.

(7) The expression "dependent children" shall mean children who were effectively dependent on the employee or former employee at the time of his death or were born not more than 300 days thereafter.

The expression "other dependants" shall mean persons who, exceptionally, had been granted rights similar to those of dependent children under the Service Regulations for permanent employees of the Office before the death of the employee or former employee.

**Article 26**

**Cessation of entitlement**

Entitlement to a pension under Article 25 shall cease at the end of the month in which the child or other dependant ceases to qualify for the dependants' allowance under Articles 69 and 70 of the Service Regulations for permanent employees of the Office.

**Article 27**

**Beneficiaries of more than one category**

(1) Where an employee leaves a surviving spouse and also children of a previous marriage or other persons entitled under him, the total pension, calculated as for a surviving spouse having all these persons dependent on him, shall be apportioned among the various persons concerned in proportion to the pensions which would have been payable to each category if treated separately.

(2) Where there are children born of different parents, the total pension, calculated as though all the children were of the same parentage, shall be apportioned among the various persons concerned in proportion to the pensions which would have been payable to each category if treated separately.

(3) For the purpose of calculating these apportionments, all children recognised as dependants of the deceased employee shall be included in the category of children of the marriage to the employee.

(4) In the case referred to in paragraph 2 above, persons recognised as dependants, other than children, shall be included in the same group as the children to whom they are assimilated for the purpose of the apportionment.

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1 Amended by decision of the Administrative Council CA/D 14/79.
CHAPTER VI
FAMILY ALLOWANCES

Article 28
Conditions

(1) The family allowances comprising household allowance, child and dependant's allowance, handicapped child allowance, childcare allowance and education allowance granted under the Service Regulations for permanent employees of the Office shall be paid:

(i) to the recipient of a retirement pension;
(ii) to the recipient of a survivor's pension;

The household allowance shall be calculated by reference to the pension of the recipient. However, dependants' allowances, childcare allowances and education allowances shall be paid in full.

(2) The amount of the allowance for a child or other dependant payable to the person entitled to a survivor's pension shall be twice the normal amount.

(3) If the recipient of a retirement or survivor's pension receives other family benefits in respect of the same children, the amount of the latter benefits shall be deducted from the allowances provided for in this Article.

(4) Entitlement to the allowances provided for in this Article shall cease at the end of the month in which the child or other dependant ceases to satisfy the conditions for entitlement to those allowances under the Service Regulations and rules applicable to employees of the Office.

Article 29
Ceiling of benefits payable to surviving spouses and orphans

The total amount payable in respect of survivor's, orphan's and dependant's pensions and of family allowances shall not exceed the maximum of the retirement pension referred to in Article 10, paragraph 2, together with the family allowances to which the deceased employee was entitled.

The amounts payable in respect of survivor's, orphan's and dependant's pensions shall, where applicable, be reduced in proportion to the share of each beneficiary.

1 Amended by decision of the Administrative Council CA/D 30/07.
2 Amended by decision of the Administrative Council CA/D 30/07.
3 Amended by decision of the Administrative Council CA/D 14/79.
CHAPTER VII
PROVISIONAL PENSIONS

Article 30
Conditions of entitlement

(1) Where an employee or former employee in receipt of a retirement pension has been missing for more than one year in circumstances justifying a presumption of death, the spouse or persons recognised as dependants may provisionally be awarded a survivor's pension, or orphan's pension, as appropriate.

(2) Paragraph 1 shall apply to persons recognised as dependants of a widowed spouse in receipt of a survivor's pension, who has been missing for more than one year.

(3) Provisional pensions under paragraphs 1 and 2 shall be converted into definitive pensions when the death of the employee or spouse has been established officially or when that person has been declared missing by a final court decision.

CHAPTER VIII
DETERMINATION OF THE AMOUNTS OF BENEFITS

Section 1
Assessment of entitlement

Article 31
Organisation responsible for the assessment

(1) The assessment of entitlement to the benefits payable under these Regulations shall be made by the Organisation in which the employee was serving at the time when his active employment ended, with the assistance of a joint administrative unit for the Organisations listed in Article 1, paragraph 1, responsible for such part of the work as can be centralised.

(2) A detailed statement of the assessment shall be communicated to the employee or the persons entitled under him at the same time as the decision awarding the pension.

1 Amended by decision of the Administrative Council CA/D 30/07.
Article 32

No double entitlement

Without prejudice to Articles 4 and 5, the following may not be paid concurrently out of the budgets of one or more of the Organisations listed in Article 1, paragraph 2:

(i) retirement pensions under Article 10 and Article 13;
(ii) a retirement pension under Article 10 or Article 13 and a non-flat-rate allowance for loss of employment.

Article 33

Basis of calculation

(1) Pensions provided for in these Regulations shall be calculated by reference to the salary defined in Article 3 and to the scales applicable to the country of the employee's last posting.

(2) However, if the employee settles subsequently

(i) in the country of which he is a national, or
(ii) in the country of which his spouse is a national, or
(iii) in a country where he has served at least five years in one of the Organisations listed in Article 1, paragraph 1,

he may opt for the scale applicable to that country.

This option shall apply to only one of the countries referred to in this paragraph, and shall be irrevocable except where paragraph 3 below is applicable.

(3) On the death of his spouse a former employee who settles in the country of which he is a national, or of which his deceased spouse was a national, may opt for the scale applicable in that country.

The same option shall be open to the surviving spouse of a former employee and to orphans who have lost both parents.

These options shall be irrevocable.

(4) Where a country opted for under the provisions of paragraphs 2 and 3 above is not or has not been a Member State of one of the Organisations listed in Article 1, paragraph 1, the reference scale shall be that applicable in the host country of the headquarters of the Organisation responsible for payment of benefits.

(5) The scales referred to in this Article shall be those in force on the first day of the month following that in which the employee left the Organisation.

1 Amended by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 14/79.
(6) Paragraph 2 above shall not apply to the benefits under Article 11. However, an employee who settles in his country of origin may have the severance grant provided for in Article 11 (ii) calculated in accordance with the scale for that country, subject to paragraph 4 above.

Article 34
Re-assessment - Withdrawal

(1) Pensions may be re-assessed at any time in the event of error or omission of any kind.

(2) They shall be liable to modification or withdrawal if their award was contrary to the provisions of these Regulations.

Article 35
Forfeiture of rights

Requirement of evidence

(1) Persons eligible for benefits under this pension scheme shall furnish such supporting evidence as may be required by the Organisation and inform it of any facts which may affect their entitlement to benefits.

Should they fail to comply with these obligations, they may be deprived of the right to benefits under this Scheme; save in exceptional circumstances, they shall refund any sums received to which they were not entitled.

(2) Where the surviving spouse, orphans or other dependants of a deceased employee fail to apply for their pension within one year from the date of his death, the benefits under these Regulations shall not be payable until the first day of the month following that in which they make their application.

(3) Where the former spouse referred to in Article 22 fails to apply for his pension within one year from the date of the death of the employee, his rights shall be wholly forfeited.

Section 2
Adjustment of benefits

Article 36

Should the Council of the Organisation responsible for the payment of benefits decide on an adjustment of salaries in relation to the cost of living, it shall at the same time grant an identical adjustment of pensions currently being paid and of pensions whose payment is deferred.

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1 Amended by decision of the Administrative Council CA/D 14/79.
2 Adopted by decision of the Administrative Council CA/D 16/79; see "Implementing Rules"
Should salary adjustments be made in relation to the standard of living, the Council shall consider whether an appropriate adjustment of pensions should be made.

Section 3
Payment of benefits

Article 37
Method of calculation

(1) Benefits under these Regulations shall be paid monthly in arrears.
(2) Benefits shall be paid by the Organisation referred to in Article 31.
(3) Benefits shall be paid in the currency used in their calculation in accordance with Article 33.

Article 38
Sums owed to the Organisations

Any sum owed by an employee to any of the Organisations listed in Article 1 on the date when a benefit is payable under these Regulations shall be deducted from the amount of his benefits or from the benefits payable to those entitled under him. Such deductions may be spread over a period.

Article 39
Right of subrogation

Where employee's disablement or death is attributable to a third party, the award of the benefits provided for in these Regulations shall in principle be made subject to the beneficiary's assigning to the Office his claims against such third party, up to the amount of such benefits.

However, the Office may waive its right to take action pursuant to such subrogation against the third party concerned where special circumstances justify such a waiver.

CHAPTER IX
FINANCING OF THE PENSION SCHEME

Article 40
Charge on budgets

(1) Benefits paid under this pension scheme shall be charged to the budgets of the Organisation responsible for the assessment of these benefits pursuant to Article 31.
(2) The Member States of the Organisation jointly guarantee the payment of these benefits.
(3) In the event of a merger, reconstitution or other transformation or in the event of dissolution of the Organisation, the Council or any ad hoc body set up in one of the afore-mentioned cases shall take the necessary measures to ensure uninterrupted payment of pension scheme benefits until the cessation of entitlement of the last beneficiary.

(4) Should a Member or ex-Member State of the Organisation fail to comply with its obligations under this Article, the other States shall meet the cost thereof in proportion to their contribution to the budget of the Organisation as fixed annually from and after the said State's default.

Article 41
Employees' contributions - Costing the scheme

(1) The employees' contribution to this pension scheme shall be 10.9% of their salary and shall be deducted monthly.

(2) Contributions properly deducted shall not be recoverable. Contributions wrongly deducted shall confer no rights to pension benefits; they shall be refunded without interest at the request of the employee concerned or of those entitled under him.

(3) Should the Councils of the Co-ordinated Organisations listed in Article 1, paragraph 1, deem it necessary to have an evaluation of the cost of the pension scheme made by one or more actuaries and should this show that the employee's contribution referred to in paragraph 1 above does not correspond to one third of the contribution necessary to finance the benefits payable under these Regulations, the said Councils shall decide what changes, if any, are to be made in the rates of contribution.

1 Amended by decision of the Administrative Council CA/D 9/19.
2 Amended by decision of the Administrative Council CA/D 16/93.
CHAPTER X
PROVISIONS RELATING TO ADJUSTMENT OF PENSIONS

Article 42

Pensions which are subject to national tax legislation

(1) The recipient of a pension under these Regulations shall be entitled to the adjustment applying to the Member State of the Organisation in which the pension and adjustment relating thereto are chargeable to income tax under the tax legislation in force in that State.

(2) The adjustment shall equal 50% of the amount by which the recipient’s pension would theoretically need to be increased, were the balance remaining after deduction of the amount of national income tax or taxes on the total to correspond to the amount of the pension calculated in accordance with these Regulations.

For such purpose, the Co-ordinated Organisations' tables of equivalence shall be used. The said tables shall determine the rights of the recipients.

(3) In calculating the theoretical amount of income tax or taxes referred to in paragraph 2 of this Article, account shall be taken only of the provisions of tax legislation and regulations affecting the basis of liability and the amount of income tax or taxes for all pensioner-taxpayers in the State concerned.

Pensioners without spouse or dependants shall be deemed to be in the position of a pensioner without entitlement to any tax relief or allowances for family responsibilities, all other recipients being deemed to be pensioners enjoying the tax relief and allowances of a person who is married without children.

No account shall be taken of:

- individual factors related to the personal circumstances or private means of a particular pensioner,
- income other than that arising under these Regulations,
- the income of the spouse or dependants of the pensioner.

On the other hand, account shall, in particular, be taken of circumstances arising in the course of the year as a result of:

- a change in civil status or settlement in another place of residence with a different taxation system,
- commencement or cessation of payment of the pension.

(4) The recipient of an adjustment as specified in this Article shall be required to inform the Office of his full address and of any subsequent change therein.

Such recipient shall produce evidence of his pension and the adjustment relating to it having been declared or taxed; should he fail to comply with

1 Amended by decision of the Administrative Council CA/D 11/14.
this obligation, he shall lose the right to this adjustment and shall refund any amounts unduly received in this respect.

(5) The other procedures for calculating the adjustment, and in particular those necessitated by the special features of certain national tax laws, and the procedure for payment of the adjustment shall be laid down in the implementing rules established in accordance with the tax legislation of the Member States.

Notwithstanding Article 52, the implementing rules referred to in this paragraph shall require approval by the Councils of the Organisations listed in Article 1, paragraph 2.

CHAPTER XI
TRANSITIONAL PROVISIONS

Article 43
Field of application

Articles 44, 45 and 46 shall apply to employees who enter the service of the Office at the proposal of a national administration and who have completed at least five years’ service with a government department, a national organisation, an international organisation not listed in Article 1, paragraph 2, or a firm.

Article 44
Retirement benefits

(1) An employee referred to in Article 43 shall, upon request, be entitled to a retirement pension if he has completed at least five years of effective service at the Office, or if it has not been possible to reinstate him during a period of reserve status, or in the event of termination of service in the interests of the European Patent Organisation.

(2) An employee to whom paragraph 1 is applicable may ask to receive the amounts referred to in Article 11 instead of retirement pension.

Article 45
Invalidity pension

(1) For the purposes of Chapter III of these Regulations the number of years of reckonable service for an employee referred to in Article 43 shall be increased, in accordance with the method of calculation laid down in Article 12, paragraph 1, by the period of previous service completed during which he was covered by a pension scheme.

(2) Where the previous scheme does not permit transfer in accordance with Article 12 of these Regulations, or where the employee has not availed himself of the option to make such a transfer, the amount of the benefits under the previous pension scheme shall be deducted from the amount of
the benefits resulting from paragraph 1 above as from the date of payment of the benefits under the previous pension scheme.

(3) The credit granted under paragraph 1 shall be allocated to the employee’s years of service with the Office.

Article 46
Enhancement of benefits

(1) An employee referred to in Article 43 whose previous pension scheme does not permit transfers under Article 12, paragraph 1, or who has not availed himself of the option to make such a transfer shall be entitled to an addition based on:

(i) the difference between the rate of salary applicable for the grade and step reached at the date of departure or death and the rate of salary current for his starting grade and step in the Office at that date, and

(ii) the number of years of service that would have been credited under Article 12, paragraph 1, if a transfer payment had been made.

The addition may be in the form of a pension or a lump sum payment. A pension will be paid where the employee or his dependants receives a pension for his service in the Office except where that would prejudice his pension rights from former employment. In other cases a severance grant will be paid.

(2) The increase in pension shall be 2% of the difference in salaries established under paragraph 1 multiplied by the number of years so determined.

(3) The severance grant will be calculated on the basis of 1 1/2 the times the difference in salaries established under paragraph 1 multiplied by the number of years so established.

Article 47
Immediate entitlement

Articles 2 and 18, paragraph 3, shall not apply to employees who, prior to recruitment by the Office, were employed in a national administration or an international organisation during a period of at least five years.

Article 48
Validation

If an employee of the Office who was previously employed in one of the Organisations listed in Article 1, paragraph 2, wishes to make use of the possibilities of validation available under the transitional provisions of the pension scheme of his former organisation, such validation shall be effected under the conditions laid down by the relevant provisions in the said organisation.
Article 49

Period of application

The transitional provisions shall apply to employees who took up duties with the Office during a period expiring eight years after the entry into force of the Convention.

Article 50

Deferred application

(1) For as long as the European Patent Organisation is not a Co-ordinated Organisation, the following provisions of these Regulations shall not apply:

- Article 2, last sentence,
- Article 11, sub-paragraph (iii), last sentence,
- Article 12, paragraph 3,
- Article 48,
- Article 51.

(2) For as long as the European Patent Organisation is not a Co-ordinated Organisation, the provisions of these Regulations shall apply subject to the following:

(a) by way of derogation from Article 1, paragraph 3, the term "employee" shall only refer to permanent employees of the Office;

(b) by way of derogation from Article 1, paragraph 3, the term "Organisation" shall refer only to the European Patent Organisation or the Office, as the case may be, in the following provisions:

- Article 1, paragraph 3,
- Article 4,
- Article 5,
- Article 6, paragraph 1 (i),
- Article 7,
- Article 25, paragraph 4,
- Article 32,
- Article 33, paragraph 1 (iii) and paragraph 4,
- Article 38,
- Article 40;

(c)\(^1\) the reference to the Council of an Organisation listed in Article 1 shall refer only to the Administrative Council of the European Patent Organisation in the following provisions:

- Article 36,
- Article 40, paragraph 3,
- Article 41, paragraph 3,
- Article 42, paragraph 5;

\(^1\) Amended by decision of the Administrative Council CA/D 14/08 and CA/95/14 Add. 1 Rev. 1 e
(d) Article 12, paragraphs 1 and 2, and Article 43 shall also apply to the employees of the Organisations referred to in Article 1, paragraph 2;

(e) by way of derogation from Article 31, paragraph 1, and Article 37, paragraph 2, the assessment and payment of benefits payable under these Regulations shall be made by the Office.

CHAPTER XII
FINAL PROVISIONS

Article 51
Co-ordination

These Regulations must be applied in a uniform manner by the different Organisations listed in Article 1; to this end, the Secretaries and Directors General of those Organisations and the President of the Office shall consult among themselves in order to carry out the appropriate co-ordination.

Article 52
Implementing Rules

(1) Implementing Rules for giving effect to these Regulations shall be adopted by the Administrative Council acting on a proposal by the President of the Office and after consulting the General Consultative Committee.

(2) These Implementing Rules shall be brought to the attention of the staff.

Article 53
Entry into force

These Pension Scheme Regulations shall enter into force on 20 October 1977.

Done at Munich, 20 October 1977

For the Administrative Council

The President

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1 The Implementing Rules are reproduced on the following pages.
2 Amended by decision of the Administrative Council CA/D 2/14.
Pension scheme regulations and implementing rules

Implementing rules
IMPLEMENTING RULES
TO THE PENSION SCHEME REGULATIONS

entered into force on 4 June 1981 and applicable with effect from 20 October 1977 (CA/D 6/81)

Rule 1
Definition

Save as otherwise provided in these Implementing Rules, the Articles hereinafter referred to are those of the Pension Scheme Regulations of the European Patent Office.

Rule 1/1
Non-permanent employees

Each Organisation shall precisely define what categories of personnel are referred to in paragraph 3 of Article 1 of the Regulations, that is to say, what categories of personnel do not rank as permanent employees eligible for benefits under the Pension Scheme.

Rule 2/1
Medical examination

Letters of appointment shall specify, where appropriate, that the period of deferred entitlement prescribed in Article 2 shall apply to the person concerned in the light of the results of the medical examination conducted prior to appointment.

If the employee concerned wishes to know the nature of the illness or disablement which justified the application of a deferment period, he can obtain the information from the Medical Consultant of the Organisation.

Rule 2/2
Maximum period of deferred entitlement

The five-year period specified in Article 2 shall be a maximum only.

Rule 2/3
Definition of entitlement during the deferment period

(i) If the said employee leaves the Organisation during the deferment period, the severance grant shall be paid to him and the years of service completed during the deferment period shall be taken into account.

(ii) In the event of death, resulting from a cause which justified the deferment period in course, the employee or the persons entitled under him shall be entitled only to the refund of the amounts stated in Article 11, sub-paragraphs (i) and (iii).

1 Amended by decision of the Administrative Council CA/D 2/15.
Rule 4.1/1
Service counting for entitlement

Service counting for entitlement shall consist of the following:

(i) any period or periods of service actually completed on behalf of a Co-ordinated Organisation by an employee before the Service Regulations or the Provident Scheme came into effect; such service must have been completed under an appointment issued by the Organisation or by the provisional Committee or Secretariat from which the Organisation emanated;

(ii) any periods of sick leave or incapacity in respect of which benefits have been paid; the person concerned shall be required to have paid his personal contributions to the pension scheme as calculated on the amounts so received, thus constituting such periods of reckonable service, without any reductions;

(iii) any periods of sick leave or temporary incapacity in respect of which benefits have been paid; the person concerned shall be required to have paid his personal contributions to the Pension Scheme as calculated on the amounts so received, thus constituting such periods of reckonable service, without any reductions;

(iv) any periods of unpaid leave of not more than two months' duration, if during such periods the employee paid his personal contributions to the Pension Scheme and if such periods are not taken into account by a new employer for the purposes of a pension scheme;

(v) any period for which indemnity for loss of employment or assignment to reserve status has been granted, if the employee concerned has paid his personal contributions to the Pension or Provident Scheme for such period, and inasmuch as such period does not extend beyond the age limit for retirement laid down in the Service Regulations, and is not taken into account by a new employer for the purposes of a pension scheme;

(vi) any period of secondment referred to in Article 43 of the Service Regulations for permanent employees of the Office, if the employee has paid his personal contributions to the Pension Scheme in respect of such periods;

(vii) any period of military service referred to in Article 44 of the Service Regulations for permanent employees of the Office, if the employee paid or gave an undertaking to pay his personal contributions to the Pension Scheme within six months of the end of such a period. In the event of an undertaking, any outstanding contributions shall be deducted from the benefits owing to those entitled under him.

(viii) any period of parental leave referred to in Article 45a of the Service Regulations for permanent employees of the Office, if the employee has paid his employee contributions to the Pension Scheme in respect of the period in question;

1 Amended by decision of the Administrative Council CA/D 2/15.
2 Inserted by decision of the Administrative Council CA/D 9/04.
any period of family leave referred to in Article 45b of the Service Regulations for permanent employees of the Office, if the employee has paid his employee contributions to the Pension Scheme in respect of the period in question.

**Rule 4.1/2**

_Service completed in another capacity before appointment as a permanent employee_

Periods of service referred to in Article 4, paragraph 1 (ii), may be taken into account in accordance with Article 5, paragraph 5, if the following conditions are fulfilled:

i) Such periods must have been prior to the appointment of the employee concerned as a permanent employee, that is to say, as a member of the staff to whom the Service Regulations for permanent employees apply;

ii) Such service must have been completed in the full-time or at least half-time employment of the Organisation or of more than one Organisation mentioned in Article 1;

Employment within the meaning of this paragraph shall be any non-established service remunerated according to periods of time and not by the job or piece, being service performed on the premises and under the control and to the instructions of the Organisation, according to the hours of work applying to the whole of its staff;

iii) Any such periods completed in the service of the same Organisation, or of more than one Organisation mentioned in Article 1, must not have been broken for more than 12 consecutive months;

iv) In accordance with the provisions of Rule 6/1, periods so to be taken into account must be of a minimum of 30 days; part-time work shall not be taken into account unless it has involved working at least half-time, e.g. two 30-day periods working half-time.

**Rule 5.1/1**

_Service completed in a Co-ordinated Organisation as a permanent employee_

(i) Application for any service referred to in Article 5, paragraphs 1 or 2, to be taken into account must be made not later than twelve months after the new appointment, or before the expiry of the option period prescribed in Article 44 or 49 of the Rules of the Organisations referred to in Article 1, paragraph 2.

(ii) Where, pursuant to Article 11, the employee has previously received a severance grant in respect of prior service completed in one or more Co-ordinated Organisations, then pursuant to Article 5.1 (i), no partial taking into account of such service shall be allowed; accordingly, the employee

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1 Inserted by decision of the Administrative Council CA/D 9/04.
2 "Employment" is used in the general sense: this applies in particular to the English text, bearing in mind OECD "employees"

January 2020 35
concerned shall be required either to refund such severance grant in full or to forego the right to have the corresponding service taken into account.

(iii) Save where Article 44.3 of the Rules of the Organisations listed in Article 1, paragraph 2, applies, the provisions of paragraph (ii) above shall also apply to any amounts which the employee concerned had previously received in respect of a holding in the Provident Fund on leaving an Organisation, within the limit of the cost of crediting past service specified in Article 44.2 of the Rules of the Organisations listed in Article 1, paragraph 2.

(iv) Such refunds must be made as from the expiry of the period referred to in paragraph (i) above, by monthly deductions of not less than 20% of the amount of gross monthly salary (i.e. of the amount given in the Co-ordinated Organisations scale, before deduction of social security and pension scheme contributions), received at the time of beginning such refunds; the said refunds shall be made at a rate of compound interest of 4% per annum.

(v) If, at the date on which any benefit under the Pension Scheme is payable, such refunds have not been completed, the balance still due shall be repaid in its entirety, except where paragraph 3 of Article 44 of the Rules of the Organisations listed in Article 1, paragraph 2 applies, through deduction from the benefits to be paid, possibly by instalments.

(vi) In the event of incapacity, death or termination of the service of the employee concerned, any amount still remaining unpaid shall be set off against the capital sums due to him or to the persons entitled under him, in accordance with the provisions of Rule 38/1 (i), and the balance still due shall be deducted in accordance with the provisions of paragraph (v) above.

(vii) In the event of the termination of his service without any payment of severance grant or pension, the employee concerned may request time not exceeding twenty-four months in which to make up all or part of any refund then still outstanding, subject to the provisions of paragraph (v) above.

**Rule 5.1/2**

_Crediting of service completed before appointment as a permanent employee_

(i) Application to be credited with service completed before appointment as a permanent employee must be made within six months after confirmation of the said appointment as a permanent employee or before the expiry of the option period prescribed in Articles 44 and 49 of the Rules of the Organisations listed in Article 1, paragraph 2, in the case of staff whose service began before the commencement of the said option period.

(ii) Persons entitled under a deceased employee may not apply in his place for service to which this Rule applies to be taken into account, with the exception of persons entitled to avail themselves of the Transitional
Arrangements and to whom Articles 43.3 and 44.4 of the Rules of the Organisations listed in Article 1, paragraph 2, apply.

(iii) The amount payable for crediting such rights, which shall be the percentage referred to in Article 41, paragraph 1, of the employee's first monthly salary as a permanent employee multiplied by the number of months in respect of which rights are credited, may be paid by instalments in the form of monthly deductions from emoluments, commencing not later than the end of the relevant period referred to in paragraph (i) above and spread over a period not exceeding the duration of the previous service so credited. Interest at 4% per annum shall be due in respect of any part of the payments which is deferred beyond such period at the request of the employee.

If, at the date on which any benefit under the Pension Scheme is awarded, such payments have not been completed, the balance still due shall be deducted from the benefits to be paid, where necessary by instalments.

(iv) On making his application to credit such service as aforesaid, the employee shall be required to consent to the Organisation having first claim on any capital sums payable in the event of his death or invalidity or of the termination of his service, to the extent of any amounts then still outstanding in respect of crediting such service, provided, in the event of his death, that there remain persons entitled under him to pension benefits.

(v) In the event of the termination of his service, the person concerned may request time not exceeding twelve months in which to make up all or part of any amount then still outstanding, subject to the provisions of paragraphs (iii) and (iv) above.

### Rule 5/2
**Non-refund of previous pension payments**

Example illustrating the application of Article 5, paragraph 2, last sub-paragraph

(i) First pension paid from age 52 to age 54:

\[
(T' \times 40/100)
\]

reduced pursuant to Article 8, paragraph 4

\[
(T' = \text{salary used as basis of calculation})
\]

(20 reckonable years of service at 2%)

(ii) Second period of service from age 54 to age 60

\[
(T'' \times 12/100)
\]

\[
(T'' = \text{salary used as basis of calculation at age 60})
\]

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1 Amended by decision of the Administrative Council CA/D 3/07. This decision shall enter into force on 1 April 2007. See also footnote to Article 41.
(6 reckonable years of service at 2%)/severance grant

Total Pension

(i) + (ii) = [(T' x 40/100) x 90/100] + (T'' x 12/100)

i.e.: $0.4T' - 0.04T' + 0.12T''$

(iii) In the final calculation of the total pension, the pension between brackets [(T' x 40/100) x 90/100] has now been reduced pursuant to Article 5, paragraph 2, not Article 8, paragraph 4; the amount as stated in (i) above is reduced to 90% by (2 x 5/100) i.e. 10%.

**Rule 5/3**

**Termination of service at a lower grade**

For the implementation of Article 5, paragraph 3, the calculation shall be made as illustrated below:

(i) On previous termination of service (or at highest point in career before downgrading):
10 years' service; grading on departure, G13, step $3^1$ = Theoretical final salary:

$100 = T'$ i.e. 10 years' reckonable service.

(ii) On final termination of service:

10 years' served in second period; grading on departure, G11, step $5^2$ = Theoretical final salary: $75 = T''$ the reckonable service in respect of the second period will thus be reduced in the ratio $T''/T' = 75/100$ i.e. 7.5 reckonable years.

(iii) Total: $10 + 7.5 = 17.5$ years' reckonable service.

(iv) Total Pension will be calculated on the basis of $T' = 100 \times 17.5$ reckonable years of service.

**Rule 6/1**

**Fractions of a month**

Any fraction of less than thirty days remaining after aggregating periods of service shall be treated as a whole month if it is equal to or more than fifteen days and disregarded if it is less than fifteen days.

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 10/14.
Rule 6.3/1
Part-time service and incapacity

Periods of incapacity or part-time work during which the employee paid reduced contributions to the pension scheme shall be credited in proportion to the contributions paid.

Rule 7/1
Actual service for the purposes of Article 4

For the purposes of Article 4, years served in one or more of the Organisations referred to in Article 1 shall be:

- years served prior to 1 July 1974, which have been credited, and for which the corresponding cost has been paid, under Article 44 of the Rules of the Organisations listed in Article 1, paragraph 2;

- years served after 1 July 1974, in respect of which the employee's contributions to the Pension Scheme have been paid in accordance with Article 5, paragraphs 1 (i) and 5, and Article 41, paragraph 1;

- periods referred to in Article 16, paragraph 2, in accordance with Article 4, paragraph 2.

Rule 8/1
Method of reducing pension - Early pension

(i) A retirement pension paid before age 60 shall be calculated as follows:

- If the pension that would be due at age 60 is lower than the minimum rate prescribed in Article 10, paragraph 3, it shall be brought up to that minimum rate and the reduction provided for in Article 8, paragraph 4, shall then be applied to it.

- If the pension that would be due at age 60 is higher than the aforesaid minimum rate, the reduction shall be applied to it even if the result is lower than that minimum.

(ii) The reductions provided for in Article 8, paragraph 4, shall be applied by reference to whole years, no account being taken of months.

(iii) Family allowances shall be paid and calculated in accordance with the provisions of Rule 28/1 (ii).

(iv) Under the conditions laid down in Article 8 and in this Rule, an early pension may be requested at any time between ages 50 and 60, once the employee's service has terminated.
Rule 11/1
Refund of personal contributions

(i) For the purpose of the refund of any personal contributions which at the time of their payment were calculated on a salary expressed in a currency other than that of the last country of service, the amounts involved shall be converted at the rate of exchange applicable in the Organisation at the date of the refund.

However, the person concerned may request that the said personal contributions be refunded in the above-mentioned currency or currencies.

(ii) The refund of the said contributions shall be calculated at the rate of 4 per cent per annum up to the last day of the month preceding the actual payment.

Rule 12.1/1 1
Inward transfer of previously acquired rights

(i) Periods of membership of previous pension schemes

(a) Pursuant to Article 12, paragraph 1, of the Regulations, years of reckonable service shall be credited in accordance with these Rules in respect of periods of membership of one or more pension schemes preceding entry into the service of the Office.

(b) Any amounts transferred in respect of periods of membership after entry into the service shall be equivalent to contributions to the Office's pension scheme.

(c) An amount shall be credited under this Article only if it is certified by the pension scheme concerned as being the actuarial equivalent of retirement pension rights or as representing a capital payment in respect of rights to a pension or of social security entitlements (excluding compensation for dismissal or a severance grant) and must be equivalent to the whole of the amounts paid to the person concerned by that pension scheme.

(ii) Transfer date

The transfer date is hereby defined as the value date on which the Office's account is credited.

(iii) Amounts credited

For purposes of calculating the years of reckonable service to be credited pursuant to Article 12, paragraph 1, of the Regulations the amounts specified in paragraph (i) c) above shall be taken into account as calculated and paid under the previous pension scheme, in terms of both capital and interest, if any. They shall be considered as calculated on the transfer date. Any

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1 Adopted by decision of the the Administrative Council CA/D 7/04; See also the Agreement between the FRG and the EPO on the implementation of Art. 12 of the Pension Scheme Regulations of the EPO in the annex.
necessary conversion into the currency of the salary paid by the Office on the transfer date shall be effected at the exchange rate in force on that date.

Where such amounts were actually paid to the person concerned before the date of entry into the service, for purposes of calculating the years of reckonable service they shall be increased by compound interest for each full month from the date of payment to the person concerned up to the transfer date. The interest rate to be applied shall be the rate taken into account for the actuarial studies. Where that rate is expressed by reference to a price index, the value of that price index on the first working day of each month shall be the reference index for the month in question.

(iv) Calculation of reckonable years of service

The number of reckonable years of service to be taken into account under Article 12, paragraph 1, of the Regulations shall be calculated by first dividing the transferred amount by the coefficient corresponding to the age of the person concerned on the transfer date. The figure obtained shall then be divided by 12 x 2% of the employee's monthly basic salary on the transfer date to obtain the number of reckonable years of service credited. The above-mentioned rate of 2% shall be the accumulation rate defined in Article 10 of the Regulations.

(v) Maximum reckonable years of service

Taking such reckonable years of service into account must not have the effect of bringing the total pension up to more than the maximum rates prescribed in Article 10 of the Regulations.

(vi) Time limit for application

Application for the amounts referred to in paragraph (iii) above to be credited to the Office must be made in writing:

(a) within six months from the date of entry into the service in the case of employees exempted from the probationary period or no later than six months after notification of confirmation of appointment after the probationary period. The actual transfer cannot, however, be made until appointment has been confirmed.

(b) as a transitional measure, within a period of six months from the date on which the possibility of such a transfer was made available to permanent employees by the pension scheme concerned.

The application for crediting may be revoked by the person concerned at any time within the time limits prescribed in paragraph (vii) below, but before the payment provided for in paragraph (iii) has been made.

(vii) Time limits for payment

Payment of the amounts referred to in paragraph (iii) above must be made:

- within three months after the expiry of the time limit prescribed in paragraph (vi) above, if the person concerned had actually received such an amount from the pension scheme concerned.
- on payment of such amounts by the pension scheme concerned in other cases.

Payment to the Office shall be made in the currency - or its equivalent at the exchange rate in force on the date of actual payment to the Office - in which the amounts referred to in paragraph (iii) actually have been, or will be, paid by the previous pension scheme.

(viii) Transfer to a subsequent pension scheme

Pursuant to Articles 11 (iii) and 12, paragraph 2 of the Regulations the amounts paid to the Office under this Article and subsequently refunded, wholly or in part, to an employee who has not completed at least 10 years' actual service within the meaning of Articles 4 and 7 of the Regulations, shall be increased from the time of payment to the Office by compound interest at 4% per annum payable by the organisation responsible for paying the severance grant.

Rule 12.2/1
Transfer of pension rights to an outside scheme

(i) Time limit for application

(a) Application for transfer of pension rights under Article 12, paragraph 2, of the Regulations must be made by the staff member to the Organisation in which his service has terminated within six months after his definitive appointment by the new government department, organisation or firm referred to in Article 12, paragraph 2, of the Regulations.

(b) If the Organisation is unable to conclude with the new administration, organisation or firm referred to in Article 12, paragraph 2, of the Regulations, an agreement for such transfer which it considers satisfactory, it shall confine itself to making immediate payment of the amounts referred to in Article 11 of the Regulations, or to immediate or deferred payment or a retirement pension.

(ii) Conditions governing transfer

The amounts referred to in Article 12, paragraph 2, of the Regulations may be transferred only to the statutory or contractual pension scheme of the government department, organisation or firm referred to in Article 12, paragraph 2, of the Regulations.

(iii) Calculation of amounts to be transferred

The actuarial equivalent of the retirement pension rights referred to in Article 12, paragraph 2, of the Regulations shall be calculated on the basis of the Table annexed hereto, the annual pension acquired in the Organisation being multiplied by the coefficient corresponding to the age and sex of the person concerned.1

1 The coefficients reproduced in the Annex are applicable to men and women.
(iv) The age coefficients referred to in Rule 12.1/1, paragraph (iv), first sentence, and paragraph (iii) above shall be established by the President of the Office on the basis of an actuarial study.

### Annex to Rule 12.2/1 (iii)

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¹ As the population of the Pension Scheme is a closed group, only the coefficients for the ages that are still relevant are published

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¹ Modified by decision of the President, see Circular No. 390.
Rule 19/1
Employee dying during leave on personal grounds

(i) When an employee dies during a period of leave in respect of which the personal contribution to the Pension Scheme was not payable, the surviving spouse shall be entitled to the survivor's pension under Article 19, paragraph 1 (ii), the minimum and maximum amounts of such pension being in accordance with paragraphs 3 and 4 of the same Article.

In addition, any orphans shall be entitled to the benefits specified in Articles 25 and 28.

(ii) However, where the deceased employee, at the time of taking unpaid leave, had not completed a sufficient number of years' service to entitle him to a retirement pension, the amounts provided for in Article 11 shall be paid to his estate; such amounts shall be calculated on the basis of rights acquired and salary at the date of going on leave, without any subsequent adjustment or interest.

Rule 22/1
Rights of a former spouse (divorced spouse)

The ceiling of the survivor's pension, as provided for in Article 22 (1) of the Regulations, shall be subject to the same adjustments as those provided for in Article 36 of the said Regulations.

Rule 25.5/1
Pension of an orphan dependent on a widowed staff member

(i) The orphan's pension mentioned in this Article (children or other dependants of a staff member who is the widower, or widow, of a spouse not a staff member of a Co-ordinated Organisation) shall be due only if the staff member became widowed while in service. Nevertheless, it shall be due to a widower, or a widow, newly recruited if the above-mentioned pension was paid to him (or her) in a previous employment in one of the Co-ordinated Organisations.

(ii) If the staff member remarries or leaves the Co-ordinated Organisations, the orphan's pension shall cease to be paid.

(iii) Since it is the situation at the time of death of the spouse which must be taken into consideration, the following are not entitled to the orphan's pensions:

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1 Adopted by decision of the Administrative Council CA/D 3/83 with effect from 1.6.1983.
2 Rule 25.4/1 revised by decision of the Administrative Council CA/D 3/83 with effect from 1.6.1983.
3 Amended by decision of the Administrative Council CA/D 21/08.
4 The holders of such benefit prior to 1st November 1980 shall continue to receive it until the entitlement ceases.
- children born or adopted after the death of the spouse (except for children born not more than 300 days thereafter - Art. 25(6));
- the "other dependants" qualifying as such after the death of the spouse¹.

Rule 27.1/1²
Definition of the total pension for apportionment

(i) The total pension referred to in Article 27(1) shall be calculated as if all the beneficiaries of the deceased staff member formed part of a single group.

(ii) This total pension shall comprise:
- a survivor's pension as would be payable to a surviving spouse of the deceased staff member in accordance with Article 19 of the Regulations only;
- orphan's pensions calculated as if all orphans and other dependants of the deceased staff member belonged to the group entitled to the survivor's pension mentioned above. In accordance with the first subparagraph of Article 25(2), only one minimum orphan's pension (50 per cent of C1/33) shall be taken into account in this calculation;
- family allowances, also calculated as if such children and other dependants all belonged to the group of the beneficiary of survivor's pension mentioned above. The ceiling for such allowances shall be laid down in Article 29, before apportionment of the total pension.

Rule 27.1/2⁴
Apportionment of the total pension

(i) The total pension so calculated shall be apportioned among:
- where appropriate, the spouse and former spouse;
- orphans and other dependants

in proportion to the amounts which would have been payable directly to each group of beneficiaries considered separately (after application of Articles 20 and 22 of the Regulations).

(ii) Within a group consisting of a surviving spouse or former spouse and orphans and other dependants, the share going to that group shall be apportioned, for the purpose of calculating the individual entitlement of each member as mentioned above, in proportion to the survivor's pension and the family allowances on the one hand, and the orphan's pension on the other, which determined the share payable to that group.

(iii) If the amounts so apportioned exceed the pensions and the family allowances to which the beneficiaries would have been entitled if they had been considered separately, any such excess amounts shall not be payable.

¹ The entitlements which might have been granted prior to 1st April 1982 shall be maintained.
² Adopted by decision of the Administrative Council CA/D 3/83 with effect from 01.06.1983.
³ Amended by decision of the Administrative Council CA/D 14/01.
⁴ Adopted by decision of the Administrative Council CA/D 3/83 with effect from 01.06.1983.
The minimum amounts laid down for survivors’ and orphans’ pensions and for household allowances shall no longer apply to the amounts actually payable.

**Rule 28/1**

**Method of calculating family allowances**

(i) **Household allowance**

The household allowance to which the recipient of pension is entitled shall be calculated on the basis of his pension, but shall not be less than the minimum laid down in the scales in force in the Organisations listed in Article 1, save where the allowance is reduced on the basis of the income of the spouse.

(ii) **Early pension**

The household allowance to which the recipient of an early pension is entitled shall be calculated on the basis of the reduced pension, subject to the minimum prescribed by the Service Regulations and Rules; the other family allowances of fixed amount shall be granted without any reduction.

**Rule 28/2**

**Education allowance**

(i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying:

- to the recipients of the aforesaid pensions, the same criteria linked to national or non-national status in the country of service as would be applicable to the former employee were he or she still serving;
- to the dependent children, the same criteria as to education (level, country and type of establishment) and expenditure as would be applicable to the children of the former employee were he or she still serving.

(ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year, unless the orphan concerned returns to the country of which he or she is a national, in which event such payment shall thereupon cease.

1 Amended by decision of the Administrative Council CA/D 30/07.
2 Amended by decision of the Administrative Council CA/D 30/07.
Rule 28/3
Childcare allowance

(i) The childcare allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as to the facility, residence, agreement and expenditure as would be applicable to the children of the former employee, were he or she still serving.

(ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any childcare allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the contract on which payment of the allowance was based, whichever is the earlier.

Rule 29/1
Ceiling for family allowances

(i) Save where Article 10, paragraph 3, applies, the maximum of the retirement pension referred to in Article 29 shall be 70 per cent of the salary defined in Article 10, paragraph 1, as adjusted from time to time in the same way as the minimum salaries referred to in Article 3, paragraph 2; the same adjustments shall be applied to the family allowances referred to in Article 29.

(ii) The ceiling prescribed in Article 29 shall apply only where survivors' and orphans' pensions and family allowances are due simultaneously.

(iii) Any reduction resulting from the application of the aforesaid ceiling shall be calculated on the total of the benefits referred to in paragraph (ii) above; the same shall apply in the case of the existence of a former spouse (divorced spouse) or of orphans of different marriages.

(iv) The reduction shall be applied to the family allowances properly so called and to them alone.

(v) All the calculations referred to in the preceding paragraphs shall be made after deduction of any family allowances received from another source.

Rule 30/1
Forfeiture of rights

Where an employee is missing, the time limits laid down by Article 35, paragraphs 2 and 3, shall commence to run from the date of the Court decision declaring him to be missing, referred to in Article 30, paragraph 3.
Rule 31/1
Pension statement

(i) On the termination of service of an employee, the Organisation shall draw up a statement of his pension rights, in the form annexed.1

(ii) When an employee enters the service of another Co-ordinated Organisation, he shall hand over the form mentioned in (i) above.

(iii) Benefits under the Pension Scheme shall be assessed by the Organisation in which the employee is serving at the time when his pension rights arise, account being taken of all reckonable years of service which have been credited including, where applicable, service in more than one of the Co-ordinated Organisations.

Rule 32/12
Double entitlement to retirement pensions

(i) In view of the rules contained in Article 5 and in particular in paragraph 2 of that Article, two retirement pensions may not be paid by two separate Organisations.

(ii) Double entitlement to retirement pensions granted under Article 10 and 13 shall not be allowed.

Where they are due to the same health reasons, the annuities or pensions paid under a scheme distinct from the pension scheme shall be deducted, if they are financed wholly or in part by a Co-ordinated Organisation, from the amount of the retirement pension for health reasons.

(iii) Double entitlement to a retirement pension and any other remuneration paid by an Organisation listed in Article 1 shall, with effect from the notification of these provisions to the employee, be forbidden except in the case of experts' fees and of emoluments of temporary staff provided such emoluments relate to periods of not more than 60 consecutive days in any calendar year.

(iv) Double entitlement to a survivor's pension and to remuneration or a retirement pension paid by an Organisation listed in Article 1 shall be permitted.

(v) Double entitlement to a retirement pension and to an indemnity for loss of employment paid month by month on the basis of the salary being received by the employee at the time of leaving shall be prohibited.

(vi) Simultaneous entitlement to a retirement pension and to an allowance for assignment to reserve status shall be prohibited.

1 Form not included in this edition.
2 Amended by decision of the Administrative Council CA/D 2/15.
Rule 32/2
Double entitlement with survivor's or orphan's benefits

When they are due to the same cause, the annuities or pensions granted in the event of the death of an employee to the spouse, orphans or dependent persons under a scheme distinct from the Pension Scheme shall be deducted, if they are financed wholly or in part by a Co-ordinated Organisation, from the amount of the relevant pensions due and calculated under the Pension Scheme Regulations.

The preceding provisions shall not relieve employees of their financial obligations to credit past services which derive from Articles 44 and 49 of the Rules of the Organisations listed in Article 1, paragraph 2.

Rule 33/1
Alteration due to the exercise of an option

Where, in application of Article 33, benefits under the Pension Scheme are to be calculated on the basis for a scale other than that which was in force at the time when the right to the benefits arose, then the amount of such benefits must, for the purpose of their payment as from the exercise of the option concerned, be recalculated on the basis of the said scale.

Rule 33/2
Transitional arrangements

If persons entitled under an employee who has died before having exercised his right of option choose the Pension Scheme under Articles 43 and 44 of the Rules of the Organisations listed in Article 1, paragraph 2, the scale - other than that of the last country of service - for which they opt pursuant to Article 33 shall be irrevocably applicable. However, where the surviving spouse dies after having exercised the said irrevocable option, the orphans may in their turn exercise a joint option which shall also be irrevocable.

Rule 35/1
Statement by employee or persons entitled under him

Subject to the provisions of Rule 30/1, the recipient of any benefit under the Regulations shall be required to inform the Office immediately of any change in his address, or in his civil status or the composition of his family in so far as such latter change alters the number of persons entitled under him; such statement shall in any case be required to be renewed during the month of December each year. For this purpose, the Organisation shall send a form to the person concerned each year. Mention of this provision shall be made on the statement referred to in Rule 31/1 (i).
Rules 34 and 35/2
Refund of amounts incorrectly received

All amounts incorrectly received shall be refunded pursuant to Articles 34 and 35, in the manner prescribed in the Rules and Regulations applicable to staff serving in the Organisation, without prejudice to the special provisions laid down for implementing Article 42 with regard to taxation.

Rule 35/3
Provision of information to persons eligible for benefits

It is the responsibility of persons entitled under an employee to notify their existence to the Organisation which they consider to be liable for the payment to them of benefits under the Pension Scheme, except for those cases where notification is the responsibility of the Organisation under Article 43.2(iii) and 3(ii) of the Rules of the Organisations listed in Article 1, paragraph 2.

The Organisation shall then inform the beneficiaries concerned of the benefits which they may claim under the Pension Scheme Regulations.

Rule 36/1
Cost of living and standard of living

(i) Adjustments of salaries in relation to the cost of living shall apply both to pensions being paid and to deferred pensions the amount of which is to be calculated on the termination of the service of the employee.

(ii) In the case of adjustments other than those relating to the cost of living, deferred pension and those currently being paid shall be recalculated on the basis of the scales applicable to pensions as a result of any decisions that may be taken in relation to pensions.

(iii) Adjustments to pensions currently being paid shall be notified in writing, at least once a year, to the persons entitled to such pensions.

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1 See CA/95/14 Add. 1 Rev. 1 e
2 Decision of the Administrative Council CA/D 16/79:

**Article 1**

Article 36 of the Pension Scheme Regulations relating to the arrangements for the adjustment of benefits shall be interpreted in all circumstances, and whatever the current salary adjustment procedure, as follows:

Whenever the salaries of staff serving in the Co-ordinated Organisations are adjusted - whatever the basis for adjustment - an identical proportional adjustment will, as of the same date, be applied to both current and deferred pensions, by reference to the grades and steps and salary scales taken into consideration in the calculation of these pensions.

**Article 2**

This decision shall enter into force on 30 November 1979. It shall apply with effect from 4 April 1978.
Rule 37/1

Date of payment

In application of Article 37, paragraph 1, pensions and family allowances shall be paid in arrear on the last working day but two of the month to which they relate.

Rule 38/1

Buying back rights - Credit for past service

(i) Any amounts remaining due on the death, recognition of invalidity or termination of service of an employee, in respect of pension rights bought back under Rule 4.1/1 and Article 5 or credited under Articles 44 and 49 of the Rules of the Organisations listed in Article 1, paragraph 2, shall constitute a debt owed to the Organisations by the employee or the persons entitled under him.

Payment to the Organisation of any amounts thus owing shall be made pursuant to the special condition agreed to by the employee at the time of his application to buy back or to be credited with pension rights; this condition shall give the Organisation a preferential right to deduct such amounts from the capital sums due at the time of death or recognition of invalidity, or of termination of service.

(ii) The position in the event of death, invalidity or termination of service of an employee shall be governed by Rules 5.1/1 (vi) and (vii) and 5.1/2 (iii), (iv) and (v); the same provisions shall apply regarding credit for past service under Articles 44 and 49 of the Rules of the Organisations listed in Article 1, paragraph 2.

Rule 41/1

Sickness and incapacity

The employee's contribution to the pension scheme shall be paid in full during sick leave.

During periods of incapacity, this contribution shall be calculated in proportion to the actual salary drawn. At the employee's request, the contribution shall be calculated on the basic salary which he would have received for normal full-time work.

Rule 41/2

Leave on personal grounds

An employee may not pay pension contributions during periods of leave on personal grounds of more than two months' duration, and during such periods the employee shall not acquire any pension rights.

On the other hand, his surviving spouse and orphans shall be entitled to receive benefits under the conditions set out in Rule 19/1.

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1 Amended by decision of the Administrative Council CA/D 2/15.
Rule 42/1
Scope and calculation of the adjustment

(1) Article 42 of the Pension Scheme Regulations shall apply only if the pension and the adjustment relating to it are subject to taxes on income levied in a Member State of the Organisation. The family allowances provided for in Article 28 of the Pension Scheme Regulations shall be assimilated to pensions in determining the tax adjustment in so far as similar allowances are taxable under the national tax legislation of the Member State.

(2) The adjustment referred to in Article 42 of the Pension Scheme Regulations shall be determined on the basis of the legal provisions relating to taxes on income in force in the Member State in which the pensioner is legally subject to such taxation. It shall be established in respect of pensions paid during the tax period as determined in that State.

(3) Where the pension of a person entitled to the adjustment is paid in a currency other than that of the State in which such person is subject to taxes on income, the adjustment shall be determined on the basis of the pension converted into the currency of that State. Such conversion shall be effected at the rate obtaining on the official exchange market.

(4) Where the amounts paid during any tax period include arrears of pension relating to any previous period, the adjustment shall be determined or recalculated, as the case may be, with due regard to the tax treatment applicable to such arrears.

Rule 42/2
Establishment of tables of equivalence for payment of the adjustment

(1) Tables of equivalence for payment of the adjustment shall be established for each tax year by the International Service for Remunerations and Pensions, hereinafter referred to as "the Service".

(2) The tax authorities of Member States shall provide the Service, at its request, with the details of legislation and regulations necessary for establishing the tables. The tables shall be checked and confirmed by the tax authorities of the Member State concerned. In the event of disagreement between such authorities and the Service on the content of the tables, the Secretaries-General and the Co-ordinating Committee shall consider the matter on the basis of Article 42 of the Pension Scheme Regulations and of these Implementing Rules.

(3) Provisional tables of equivalence shall be drawn up prior to the commencement of the period to which they refer. They shall show, for rounded pension figures and in respect of each Member State, an amount equivalent to 90% of the monthly adjustment calculated according to the distinctions contained.

1 Inserted by decision of the Administrative Council CA/D 11/14.
2 Inserted by decision of the Administrative Council CA/D 11/14.
in Article 42(3) of the Pension Scheme Regulations and on the basis of the tax legislation in force at the time of drawing up the tables.

(4) The provisional tables shall be revised whenever amendments to tax legislation involve a change in the amount of the adjustment. The Secretaries-General and the Co-ordinating Committee may however decide by mutual agreement to dispense with the up-dating of tables in cases where the balance of gain or loss is minimal.

(5) As soon as the authorities in Member States have finally adopted the tax legislation applicable to income for the period covered by the provisional tables, these latter shall be replaced by final tables establishing the rights of recipients in accordance with Article 42(2) of the Pension Scheme Regulations. These final tables shall show the amount of the adjustment for the whole of the period which they cover, as well as the monthly amount of the adjustment.

(6) The provisional and final tables of equivalence shall be accompanied by all such information as is necessary for their use. Such information shall include:

- the rules to be observed in cases where changes in the family status, dependants or permanent address ("domicile") of the person entitled to the adjustment may affect the amount of the adjustment which the person concerned may claim;
- the evidence to be supplied by persons entitled to the adjustment as proof of the declaration for tax purposes, or the taxation, of their pension and the adjustment relating thereto;
- the dates for making such declarations.

**Rule 42/3**

**Method of payment of the adjustment**

(1) The adjustment shall be paid at least annually at year-end. If the amounts of pension, arrears of pension and adjustment are paid at the same time, they shall be shown separately on the instrument of payment issued to the recipient.

(2) Any excess or shortfall in the adjustment paid shall be rectified, but in such a way that the amount involved is not taken into account in determining the adjustment in respect of the following tax year.

(3) The adjustments shall be paid in the currency of the State in which the recipient is subjected to taxes on income.

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1 Inserted by decision of the Administrative Council CA/D 11/14.
Rule 42/4  
Evidence of payment of tax

The tax authorities referred to in Rule 42/2(2) shall inform the Service of the evidence by which, in accordance with Article 42(4) of the Pension Scheme Regulations, recipients of the adjustment may establish that their pension and the relevant adjustment have been declared for tax purposes or have been taxed.

Rule 43/1  
Field of application

Employees covered by the provisions of the Agreement on the Integration of the IIB into the EPO, do not fall within the category of employees referred to in Article 43.

Rule 44/1  
Entitlement to retirement benefits

(i) Article 44, paragraph 2, shall not apply to an employee who has completed ten or more years' actual service, within the meaning of Article 4, in one or more Organisations, referred to in Article 1, and who is entitled to a retirement pension pursuant to Article 7.

Rule 45.1/1  
Procedure where no transfer is made

(i) Where the previous pension scheme did not permit transfer in accordance with Article 12, paragraph 1, or where the employee has not availed himself of the option to make such a transfer, the amount on the basis of which the number of years making up the period of service to be credited pursuant to Article 45, paragraph 1, is to be calculated shall be that of the theoretical transfer defined below in Rule 46.1/1.

(ii) The credit granted under Article 45, paragraph 1, may not result in the total amount of the invalidity pension being brought above the ceilings laid down for that pension in the Regulations.

Rule 45.1/2  
Conversion of lump sum

Where the amount of the benefits under the previous pension scheme is paid in the form of a lump sum, that sum shall, for the purpose of making the deduction referred to in Article 45, paragraph 2, be considered to have been transformed into a life annuity, the amount of which shall be calculated on the date on which the lump sum is paid, on the basis of the table in Annex 1, by dividing the lump sum by the coefficient corresponding to the age of the person concerned.

1 Inserted by decision of the Administrative Council CA/D 11/14.
From that date, the annuity thus determined shall be subject to adjustments corresponding to those provided for in Article 36.

**Rule 46.1/1**
**Computation of the number of years of service referred to in sub-paragraph (ii)**

(i) The number of years of service in question shall be calculated on the basis of the amount of a theoretical transfer calculated in accordance with the conditions laid down in Article 12, paragraph 1. The afore-mentioned amount shall be that which the department or institution responsible for administering the previous pension scheme is able to certify as being the actuarial equivalent or any other fixed value representing retirement pension rights acquired under that scheme before departure. Pension rights acquired by means of voluntary contributions shall be disregarded.

(ii) Where the institution responsible for administering the previous pension scheme is unable to provide such a certified statement, the Office shall determine in each case the number of years of service which it will take into account.

**Rule 46.1/2**
**Severance grant**

(i) If the addition to pension prejudices the employee’s pension rights from former employment, he or the persons entitled under him shall be required to produce evidence to that effect.

(ii) If such evidence is produced, the recipient or those entitled under him shall be paid the severance grant referred to in Article 46, paragraph 3, and the additions to pension already paid shall be deducted from the amounts then payable.

**Rule 46.2/1**
**Rate of pension**

An addition paid in the form of a pension shall constitute an integral part of the pension which it supplements.

**Rule 46.2/2**
**Aggregation of benefits**

(i) If the addition to pension referred to in Article 46 results in the amount of the total pension being brought above the ceilings laid down for the pension in the Regulations, the severance grant shall be reduced by an amount equal to the product of that grant, calculated in accordance with Article 46, paragraph 3, and the amount of the afore-mentioned pension which exceeds the afore-mentioned ceiling, divided by the addition paid in the form of a pension.
(ii) The addition referred to in Article 46 may not be accorded concurrently with the credit provided for in Article 45.

(iii) The addition referred to in Article 46 shall be reduced by the amount of any benefits under the previous pension scheme representing an increment in the pension rights acquired, in that scheme, on the date of departure from the last government department, firm or organisation with which the employee worked prior to entering the service of the Office.

By "increment" is meant any addition made to the pension rights acquired on the date of such departure, with the exception of cost-of-living and standard-of-living increases.

**Rule 50.1**

**Deferred application**

(i) For as long as the European Patent Organisation is not a Co-ordinated Organisation, the following provisions shall not apply:

- Rule 31/1 (ii) and (iii)
- Rule 32/1 (i) and (iii)
- Rule 44 (i)
- Rule 51/1
- Rule 51/2.

(ii) For as long as the European Patent Organisation is not a Co-ordinated Organisation, the provisions of these Implementing Rules shall not apply insofar as they relate to the transitional arrangements under the Rules of the Organisations listed in Article 1, paragraph 2, as referred to in Rule 51/3.

**Rule 50.2**

**Restricted application**

For as long as the European Patent Organisation is not a Co-ordinated Organisation, the provisions of these Implementing Rules shall apply subject to the following:

(a) The term "employee" shall only refer to permanent employees of the Office;

(b) the term "Organisation" or "Organisations" shall refer only to the European Patent Organisation or the Office, as the case may be, in the following provisions:

- Rule 1/1
- Rule 4.1/1(i)
- Rule 4.1/2(ii) and (iii)
- Rule 5.1/2(iv)
- Rule 7/1, first sub-paragraph
- Rule 11/1(i)
- Rule 15/1(i)
- Rule 16/1
- Rule 16/2
Rule 16/3
- Rule 28/1(i)
- Rule 31/1(i)
- Rule 35/1
- Rule 34/1 and 35/2
- Rule 35/3, first paragraph, first part of sentence, and second paragraph

(c) the term "Co-ordinated Organisation" shall refer only to the European Patent Organisation or the Office, as the case may be, in the following provisions:
- Rule 4.1/1(i)
- Rule 5.1/1(ii)
- Rule 15/1(i)(a), and (iii)
- Rule 25.4/1(i) and (ii)
- Rule 32/1(ii)
- Rule 32/2.

Rule 51/1
Administrative Committee on Pensions

The Standing Committee of Secretaries-General has set up the Administrative Committee on Pensions of the Co-ordinated Organisations (CAPOC) so as to have at its disposal a body which can effectively ensure that the provisions of the Pension Scheme Regulations are uniformly applied (CCG/W(74)43 of 27 December 1974, paragraph 1).

Rule 51/2
Forms

The Annex contains a standard form to be used for determining the position regarding each employee's reckonable years of service for pension purposes at a particular date, viz:
- either on leaving the Organisation or on the assessment of a benefit under the Scheme, or
- on changing from one Organisation to another.

The said form recapitulates the provisions to be consulted as being relevant to such events.

As a guide, model forms have also been established for the various types of benefit.

1 Amended by decision of the Administrative Council CA/D 2/15.
2 Forms not included in this edition.
Rule 51/3

Transitional arrangements of the Co-ordinated Organisations

The transitional arrangements under the Rules of the Organisations listed in Article 1, paragraph 2, as set forth in Annex 2, shall form an integral part of these Implementing Rules.
ANNEX 1

Calculation of the life annuity relating to Rule 45.1/2

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Example of calculation of the life annuity

- Payment of a lump sum of DEM 100 000 at 50 years
- Life annuity: 100 000 DEM / 14.845 = DEM 6 736
Transitional arrangements under the Rules of the Organisations listed in Article 1, paragraph 2

Transitional arrangements applicable to staff whose service began before 1st July 1974

Section 1
Staff whose service did not terminate before 1st January 1973

Article 43
Scope

(1) Permanent staff serving on 1st July 1974, must, within the period referred to in paragraph 4 (i) of this Article, state in writing which one of the options referred to in Articles 44, 45 and 48 they wish to select. Staff failing to make their choice within that period shall be deemed to have chosen the option under Article 44 and to elect to be credited with past service for the periods referred to in paragraph 2 of that same Article.

This choice shall be irrevocable both for the staff member and for persons entitled under him.

(2) (i) Should a staff member who was serving on 1st July 1974 become incapacitated without having made the choice referred to in this Article, his choice will in future be limited to Articles 44 and 48.

(ii) Should a staff member who was serving on 1st July 1974 die without having made the choice referred to in this Article, his spouse or, in the event of the latter's death, his orphans or other dependants, may only make the choices referred to in sub-paragraph (i) above.

(iii) The choice in favour of Article 44 or 48 must, in any event, be made by the staff member, or the persons entitled under him within the period referred to in paragraph 4 (i) of this Article, or, in the event of death of the staff member or his spouse, six months after the date on which the Organisation has notified the new scheme to the persons entitled under them.

In the cases dealt with in this paragraph 2, if the choice is not made within the time limit laid down, the staff member or the persons entitled under him shall be deemed to have made the choice covered by Article 48.

(3) (i) Staff who have left the Organisation between 1st January 1973 and 1st July 1974 may also opt for the Pension Scheme under the terms of Article 44 provided they make an application to this effect within the period referred to in paragraph 4 (i) of this Article.
(ii) Should a staff member to whom this paragraph applies die without having opted for Article 44, the persons entitled under him may exercise such option not later than six months after the date on which they have been notified of the new scheme by the Organisation.

(4) (i) The option period provided for in this Article shall end, in each of the Organisations listed in Article 1.1, one year after final approval of these Rules has been given by the Council of the said Organisations, save in the cases referred to in paragraphs 2 (iii) and 3 (ii) of this Article.

(ii) The options provided for under this Section of the Rules shall take effect on 1st July 1974; however, the option referred to in paragraph 3 above shall take effect on the date of the award of the benefits under the Pension Scheme, but not earlier than 1st January 1973.

**Article 44**

**Pension with credit for past service**

(1) A staff member to whom this section of the Rules applies and who has chosen the option provided for by this Article shall be bound by the terms of the Pension Scheme, and be credited with any periods served by him before 1 July 1974 in one or more of the Organisations listed in Article 1.

(2) A staff member credited with past service under paragraph 1 shall surrender his holding in the Provident Fund. However;

(i) for the period prior to the setting-up of the Provident Fund, the staff member shall retain the difference between the amounts contributed by the Organisations plus their yield up to the date when the option referred to in Article 43.4 (ii) takes effect, and the aforesaid amounts plus compound interest at 4% per annum up to the aforesaid date;

(ii) for the period between the setting-up of the Provident Fund and the date when the option referred to in Article 43.4 (ii) takes effect, the staff member shall retain such part of his holdings as exceeds 21% of the salaries paid to him during this period plus compound interest at 4% per annum on the said amount of 21 per cent up to the aforesaid date;

(iii) notwithstanding the provisions of sub-paragraphs (i) and (ii) above, a staff member may not retain that part of his Provident Fund holding which corresponds to any interest bonuses granted in certain Organisations. The cost of crediting past service under this paragraph shall be determined in nominal terms in the currency of the country or countries of service where the salaries used as a basis for the calculation of contributions were actually paid, the necessary conversions into the currency ultimately used for keeping the individual accounts being effected on the basis of exchange rates in use for Provident Fund operations on the date when the option takes effect. In cases where the Provident Fund holding paid over to a staff member when he left is refunded, the cost of crediting past service may be paid directly in the currency (or currencies) in which the contributions were payable. The crediting of
past service in the manner prescribed in this paragraph shall be irrevo-
cable and must include all periods of service covered by this paragraph.

(3) (i) Where a staff member has exercised his right to make withdrawals
from his Provident Fund holding and where, in consequence, the
amount standing to his credit is less than the amount he would have
surrendered under paragraph 2 if he had not made withdrawals, service
prior to 1st July 1974, shall only be credited in the proportion these two
amounts bear to each other.

(ii) This provision shall not apply where a staff member has, within the
period referred to in Article 43.4 (i), undertaken to repay the difference
between the two amounts plus compound interest at the rate of 4%
per annum as from that date. If the staff member makes only partial
repayment, past service shall only be credited in the proportion referred
to in the first sub-paragraph above.

(iii) Should a staff member become incapacitated or die without having made
the choice referred to in this Article, the figure of 70% referred to in
Article 14.2 as well as the minimum pensions referred to in Articles 14.4
and 19.3 shall be reduced according to the ratio between:
- the total number of years of service that would have been reckonable
  - up to the age limit laid down in the Staff Regulations, in the event of
    invalidity - allowing for the reductions referred to in this paragraph, and
- the total number of years of service that would have been credited
  if the staff member had entirely repaid the withdrawals made from
  his Provident Fund holding.

(iv) Repayments provided for in this paragraph must be made within the time
limit laid down in the Instructions for the implementation of these Rules.

(4) A staff member may also, within the period referred to in Article 43.4 (i),
ask to be credited with service completed before his appointment as a
permanent staff member, in accordance with Article 5.5.

(5) A staff member to whom this Article applies and who leaves the Organisation
at the age limit laid down in the Staff Regulations after having completed
less than the ten years required under Article 7 shall be entitled to opt for an
allowance calculated in accordance with Article 11 or for a proportionately
reduced pension calculated in accordance with Article 10.

Article 45
Pension without credit for past service

(1) A staff member to whom this section of the Rules applies and who has
chosen the option provided for by this Article shall be bound by the terms
of the Pension Scheme but shall in derogation of Article 5.1 (ii) irrevocably
renounce the right to be credited with service prior to 1st July 1974, in one
or more of the Organisations listed in Article 1.1.
(2) If he leaves the Organisation without completing ten years' service subsequent to 1st July 1974, he shall receive a leaving allowance as provided for in Article 11 in respect of his service subsequent to that date.

(3) If he leaves the Organisation after completing ten or more years' service subsequent to 1st July 1974, he shall, subject to the conditions laid down in Chapter 11, be entitled to a retirement pension for his service subsequent to that date. In the calculation of the minimum retirement pension provided under Article 10.3 only the years served after the afore-mentioned date shall be taken into account.

(4) If he becomes incapacitated or dies while serving, the provisions of Chapters III to VI shall be applied as appropriate.

**Article 46**

**Bonus for service after the age of sixty**

(1) A staff member to whom this section of the Rules applies, who has chosen one of the options given in Articles 44 and 45, and who has continued to serve beyond the age of sixty, shall, in respect of each year completed after that age, be entitled to an increase in pension corresponding to 5% of the reckonable years of service credited to him at the age of sixty, but

(i) the increase granted in respect of each year served after the age of sixty shall not exceed 2% of the salary defined in Article 10.1, and

(ii) his total pension shall not exceed 70% of the salary so defined.

(2) Within the same limit, pension rights shall continue to accrue as provided for in Article 10.1.

(3) This Article shall, in the case covered by Article 14.1, apply only in respect of actual service after the age of sixty.

**Article 47**

**Compensation for loss of previous pension rights**

A staff member to whom this section of the Rules applies may receive compensation by way of reckonable years of service under the conditions and within the limits laid down in the provisions implementing the Rules if he establishes that, by reason of having joined the Pension Scheme of the Organisation, he has been obliged to forfeit all or part of any pension rights that may have accrued to him previously in his country of origin, without being able to obtain the actuarial equivalent of such rights.

**Article 48**

**Provident Fund**

(1) A staff member to whom this section of the Rules applies may opt to remain in the Organisation's Provident Fund Scheme instead of receiving the benefits provided for in these Rules, where his contractual situation requires that such an option be given to him.
In derogation of Article 5.1 (ii), he shall thus irrevocably renounce the right to be credited with service prior to 1st July 1974 in one or more of the Organisations listed in Article 1.1.

Section 2
Staff whose service terminated before 1st January 1973

Article 49
Scope

(1) As a transitional measure, the provisions of these Rules shall, if so requested by them, apply to:

(i) former staff members, with not less than ten years’ service who left the Organisation at the age of sixty or more, and their widows, incapacitated widowers and orphaned children,
(ii) the widows, incapacitated widowers and orphaned children of staff members who died while serving,
(iii) staff members permanently incapacitated while serving, and their widows, incapacitated widowers and orphans,

when the events referred to in (i), (ii) and (iii) occurred before 1st January 1973.

(2) These beneficiaries shall, however, refund to the Organisation responsible for payment of the benefits the Provident Fund holding due to the staff member at the time of his departure, death or recognition as unfit for service. This refund shall include non-reimbursed withdrawals under the conditions laid down in Article 44.3.

This refund shall be limited to the amount of contributions paid by the staff member and by the Organisation, plus compound interest at 4% per annum, such refund shall be abated, where applicable, by an amount calculated by means of the following fraction:

- Numerator: the difference between the age of the staff member on 1st January 1973 and his age at the time of departure, death or recognition as unfit for service;
- Denominator: the difference between 80 and the age of the staff member at the time of departure, death or recognition as unfit for service.

(3) The request referred to in paragraph 1 above must be made within the period referred to in Article 43.4 (i), failing which the right to do so shall lapse. The benefits under this Article shall be granted with effect from 1st January 1973.

(4) Benefits under this Article shall be calculated by reference to the staff member's grading when he left the service before 1st January 1973 but
on the basis of the corresponding scales in force on 1st January 1973, subsequently adjusted in accordance with Article 36.

(5) Staff to whom this Article applies shall not benefit under the provisions of Article 46.

Section 3
Hardship Allowance

Article 50

(1) As an exceptional measure, where a staff member governed by the transitional arrangement is - or the persons claiming under him are - unable to make the refunds required under Article 44 or Article 49, he - or they - may, if the Secretary General considers this justified in the light of his - or their - overall income, be granted a hardship allowance. This allowance shall not exceed the amount of the minimum pension provided for in the Rules in respect of each category of beneficiary. A hardship allowance may also be granted in consideration of the low level of their income to the widowers of staff members who died before 1 January 1979. In this case, any pension granted as the case may be to their children and other dependants shall be reduced to the amount provided for in Article 25.2.

(2) The hardship allowance may only be granted as from the first day of the month following that in which the application is made, and in any event not earlier than 1st July 1974; it may not, however, be granted to a former staff member before he has reached the age of sixty, unless he is incapacitated.

(3) Detailed application of this Article will be governed by the Instructions referred to in Article 52.
Pension scheme regulations and implementing rules

Transfer of pension rights
Transfers from the "Versorgungsanstalt des Bundes und der Länder" (VBL) to the EPO

As from 01 November 2006 an agreement will enter into force allowing transfers from the Versorgungsanstalt des Bundes und der Länder (VBL) to the EPO.

- Any staff interested in transferring their pension rights previously acquired with the VBL should apply within the six month period starting 1 November 2006 and ending 30 April 2007.
- Staff who have previously applied must reapply using the new application form available on the Intranet.
- For staff members newly recruited or still in their probationary period as from 1.11.2006 the time limit for applications shall apply according to the EPO Pension Scheme Regulations (Rule 12.1/1 vi).
- For the application form and additional information about the procedure, see the intranet under Work channel > Human Resources > Personnel > Compensation and Benefits > Transfer of pension rights - VBL.

Please read all the information carefully before filling in the form.

Please note that the agreements entering into force as from 01 November 2006 concerns only the Versorgungsanstalt des Bundes und der Länder (VBL). The VBL is an additional pension scheme for people who worked in the public sector in Germany but were not civil servants. It is not the Deutsche Rentenversicherung Bund (formerly BfA). The transitional period from 1 November 2006 to 30 April 2007 concerns only those who were previously insured with the VBL.

Dept. 4.3.3
Compensation and Benefit Systems - Pension Administration

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1 Gazette 11/06
Circular No. 78 (10 December 1980)
Inward transfer of pension rights

Circular No. 295 (30 October 2006)
Transfer of pension rights
Information for all EPO staff and pensioners
who have acquired pension rights in the Netherlands

1 Details are contained in the brochure entitled „Information on transferring pension rights“ which was issued by Pension Administration in July 2004.
2 See Part 1b.
Pension scheme regulations and implementing rules

Agreement between the Federal Republic of Germany and the European Patent Organisation on the implementation of Article 12 of the Pension Scheme Regulations of the European Patent Office
AGREEMENT BETWEEN THE FEDERAL REPUBLIC OF GERMANY AND THE EUROPEAN PATENT ORGANISATION ON THE IMPLEMENTATION OF ARTICLE 12 OF THE PENSION SCHEME REGULATIONS OF THE EUROPEAN PATENT OFFICE

THE FEDERAL REPUBLIC OF GERMANY

AND

THE EUROPEAN PATENT ORGANISATION,

desiring to implement the basic rules contained in Article 12(1) and (2) of the Pension Scheme Regulations of the European Patent Office in such a way as to establish the legal and technical conditions enabling the rights of permanent employees and contract staff of the European Patent Office in the field of social security pension insurance to be taken into account,

have agreed as follows:

Article 1
Implementation of Article 12(1) of the Pension Scheme Regulations of the European Patent Office

(1) A permanent employee or member of the contract staff of the European Patent Office who has been compulsorily or voluntarily insured with the German social security pension insurance scheme shall be entitled to have transferred to the pension scheme of the European Patent Office the total compulsory and voluntary contributions paid in respect of him to an authority responsible for the social security pension insurance scheme in the Federal Republic of Germany up until the time of his entry into the service of the European Patent Office, taking into account where appropriate any pension adjustment, together with 3.5 per cent interest for each complete year following the contribution payment until the time of the transfer. The transfer shall be effected on application by the person entitled; it may also be applied for by his survivors. Such application is to be made to the European Patent Office within six months from the appointment of the employee on a permanent basis or, in the case of a member of the contract staff, within six months from the date on which he acquires a right to a retirement pension. That period shall not expire earlier than six months after the entry into force of this Agreement. The European Patent Office shall notify the Federal Insurance Office for Salaried Employees, which shall, where appropriate, pass the application on to the competent authority responsible for the pension scheme. An application may not be withdrawn once the applicant has accepted in writing the proposal made by the European Patent Office regarding the extent of the period of service to be credited.

(2) Contributions which have been paid prior to a currency reform date requiring to be observed in the German social security pension insurance

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1 See Art. 7 of this document (only the original version in German is binding).
scheme shall be transferred only to the extent of the percentage of their nominal value set out in paragraph 8 of Chapter 1 of the Protocol to Article 7 of this Agreement, together with 3.5 per cent interest for each complete year following payment thereof.

(3) Where the applicant has been granted a benefit in kind or cash benefit from the German social security pension insurance scheme, the equivalent of such benefit in kind or cash benefit, together with 3.5 per cent interest for each complete year following receipt of the benefit, shall, in the event of a transfer, be repaid or set off against the transfer sum.

(4) Upon the transfer being effected, all rights against the German social security pension insurance scheme in respect of all pension periods completed prior to entry into the service of the European Patent Office shall be extinguished.

Article 2
Implementation of Article 12(2) of the Pension Scheme Regulations of the European Patent Office

(1) A permanent employee or member of the contract staff who leaves the service of the European Patent Office shall be entitled to have the actuarial equivalent of his retirement pension rights acquired in the European Patent Office or, where no such rights exist, the amounts provided for in Article 11 of the Pension Scheme Regulations transferred to the Federal Insurance Office for Salaried Employees. The transfer shall be effected only on application by the permanent employee or member of the contract staff. Such application is to be made to the European Patent Office within six months from the day on which he leaves. That period shall not expire earlier than six months after the entry into force of this Agreement. The European Patent Office shall notify the Federal Insurance Office for Salaried Employees thereof. An application may not be withdrawn once the equivalent sum or the amounts provided for in Article 11 of the Pension Scheme Regulations has/have been credited to the Federal Insurance Office for Salaried Employees.

(2) The actuarial equivalent of the pension rights acquired on the basis of the Pension Scheme Regulations shall be calculated by the European Patent Office in accordance with the implementing regulations in force at that time. Where no such rights exist, the amounts provided for in Article 11 of the Pension Scheme Regulations shall be transferred. Where the amount of the actuarial equivalent thus calculated is less than that of the severance grant which could be paid to the permanent employee or member of the contract staff, the higher sum shall be transferred by the European Patent Office.

(3) Upon the transfer being effected, the permanent employee or member of the contract staff shall be deemed to have been insured with the salaried employees’ social security pension scheme during the period of his service.
in the European Patent Office. The incidence of a benefit payment by the German social security pension insurance scheme shall not prevent the implementation of the transfer.

(4) In the event of retransfer, the insurance relationship shall be revived; the sum originally transferred, together with interest at 3.5 per cent on the amount transferred by the European Patent Office for each complete year following the transfer from the pension scheme, shall be taken as the basis of calculation in that respect.

(5) For the purposes of assessing the contributions payable in respect of the period of service in the European Patent Office, the basis of computation to be applied shall be the actual remuneration achieved therein, not exceeding the income ceiling for the assessment of contributions applicable in the circumstances. The amount of such contributions shall be determined in accordance with the rules for the computation of retrospective pension contributions in force at the time of the transfer. The contributions shall be deemed to constitute compulsory contributions paid on the due date. In the event that the amount transferred by the European Patent Office is insufficient to cover the payment of the arrears of contributions corresponding to the actual remuneration up to the income ceiling for the assessment of contributions, the total amount shall be apportioned pro rata in relation to the number of months of service in the European Patent Office completed by the permanent employee or member of the contract staff. The proportion attributed to each month of service shall be deemed to represent a monthly contribution. The amount of any shortfall in the arrears corresponding to the actual remuneration up to the income ceiling for the assessment of contributions may be paid, upon application, by the former permanent employee or member of the contract staff.

(6) Any remaining sums which are not required shall be paid over to the former permanent employee or member of the contract staff of the European Patent Office.

(7) Where voluntary contributions have been paid in respect of the period in relation to which a transfer is effected, the voluntary contributions shall be repaid.

(8) The European Patent Office shall notify the Federal Insurance Office for Salaried Employees of all information required for the purposes of applying paragraphs (1) to (5), and in particular the length of service and the amount of remuneration.

Article 3
Recognition of previous insurance periods

A person shall also be deemed to have been insured prior to his entry into the service of the European Patent Office where that person has been, or is, retrospectively insured with the German social security pension insurance scheme in respect of periods prior to such entry.
Article 4
Obligation to provide clarification and advice

It shall be incumbent on the authorities responsible, under the terms of this Agreement, for the social security pension insurance scheme and on the European Patent Office, in the framework of their competence, to provide general clarification and advice to persons concerned regarding their rights and obligations pursuant to this Agreement. Furthermore, it shall be open to the European Patent Office and the German liaison agency to agree such administrative measures as are necessary and expedient for the implementation of the Agreement. Within the Federal Republic of Germany the common liaison agency for the implementation of this Agreement shall be the Federal Insurance Office for Salaried Employees.

Article 5¹
Entry into force

This Agreement shall enter into force one month after the day on which the Federal Republic of Germany notifies the European Patent Organisation that the national conditions for entry into force have been fulfilled. The period shall be computed as from the day on which that notification is received.

Article 6
Period of validity / termination

This Agreement is concluded for an unlimited period. It may be terminated at the end of any calendar year upon the giving by either party of three months' notice, without prejudice to the rights laid down by Article 12 (1) and (2) of the Pension Scheme Regulations of the European Patent Office.

Article 7
Protocol

The protocol annexed hereto forms an integral part of this Agreement.

Done at Munich on 8 December 1995 in two originals, both in the German language, the wording of each original being equally binding.

For the Federal Republic of Germany
H. Hillgers

For the European Patent Organisation
Dr. P. Braendli

¹ The Agreement entered into force on 21 September 1996.
On the occasion of today’s signing of the Agreement between the Federal Republic of Germany and the European Patent Organisation on the implementation of Article 12 of the Pension Scheme Regulations of the European Patent Office, the authorised representatives have declared that there is agreement on the following:

Chapter 1
Definitions of Terms

In this Agreement the following terms shall respectively have the meanings attached to them:

1. Permanent employee: a permanent employee within the meaning of Article 1 of the Service Regulations for permanent employees of the European Patent Office in conjunction with Article 1 of the Pension Scheme Regulations of the European Patent Office, regardless of his or her nationality.

2. Member of the contract staff: a staff member recruited on the basis of a fixed-term contract within the meaning of Article 1 of the Conditions of employment for contract staff of the European Patent Office, regardless of his or her nationality.

3. Survivor: qualification as a survivor shall be determined in accordance with the national legislation applying in each case. Under German law, survivors and beneficiaries comprise widows, widowers, orphans and spouses divorced prior to 1 January 1977 who have not remarried.

4. Benefit payment by the German social security pension insurance scheme: the payment of benefit by reason of old age, impairment of earning capacity or death.

5. Benefits in kind and cash benefits within the meaning applied by the German social security pension insurance scheme: benefits provided by the authority responsible for the social security pension scheme for the purposes of rehabilitation and pensions, including all grants, endowments and increases.

6. Blameless failure to comply with a time-limit: cases in which a person is prevented, through no fault of his own, from complying with a time-limit (see, for example, § 27(1) SGB X).

7. Interest: interest inclusive of compound interest.
8. Currency reform dates and percentages requiring to be observed within the German social security pension insurance scheme:

- 21 June 1948 within the territory of the Federal Republic of Germany, excluding the accession area 10 per cent
- 25 June 1948 within the accession area and West Berlin 10 per cent
- 20 November 1947 in the Saarland 10 per cent
- 1 July 1990 in the accession area 50 per cent

9. Entry into the service of the European Patent Office: the date of entry into the service of the European Patent Office shall be the date on which the permanent employee's appointment as a probationer takes effect. In the case of members of the contract staff, the date of their entry into service shall be the date on which they take up their duties.

Chapter II
Transitional provisions

1. Implementation of Article 12(1) of the Pension Scheme Regulations of the European Patent Office.

An employee of the European Patent Office who was appointed as a permanent employee prior to the entry into force of the Agreement or who has acquired a pension or severance grant right as a member of the contract staff shall be entitled, in the circumstances laid down by Article 1, to apply for the transfer of the lump sum surrender value of the contributions paid by him to the German social security pension insurance scheme.

The rules contained in Article 1 of the Agreement shall also apply in relation to permanent employees who have been retired during the period between 20 October 1977 and the entry into force of the Agreement and to members of the contract staff who have been retired during the period between 11 December 1992 and the entry into force of the Agreement.

The survivors of a former permanent employee or member of the contract staff shall also be entitled to apply for these provisions to be applied. In the case of more than one survivor, such application can only be entertained if it is made jointly by all survivors.

In order to avoid loss of rights, the application for transfer must be made to the European Patent Office within six months from the entry into force
of the Agreement; by way of derogation from the foregoing, a member of the contract staff shall be entitled to make his application at any time up until the expiry of the period prescribed in Article 1(1). The foregoing shall not apply in cases of blameless failure to comply with a time-limit. In the event that benefits are already being paid from the German social security pension insurance scheme at the time when the application is made, the transfer of the lump sum surrender value shall have the retroactive effect of cancelling the decision to grant a pension adopted by the authority responsible for the German social security pension scheme and of requiring the repayment to that authority of all benefits received since the commencement of the pension (Chapter I No. 5) including all supplements, grants and increases together with 3.5 per cent interest for every complete year following receipt of the benefits. The foregoing shall also apply, where the application for transfer is made by a survivor, in relation to benefits received from the German social security pension insurance scheme up until the death of the permanent employee or member of the contract staff.

2. **Implementation of Article 12(2) of the Pension Scheme Regulations of the European Patent Office.**

A permanent employee or member of the contract staff who has left the service of the European Patent Office prior to the entry into force of the Agreement shall be entitled, in accordance with Article 2 of the Agreement, to apply for the transfer to the Federal Insurance Office for Salaried Employees of the actuarial equivalent of the pension rights acquired by him at the European Patent Office or, where no such rights exist, the amounts provided for in Article 11 of the Pension Scheme Regulations.

The provisions of Article 2 of the Agreement shall also apply in relation to permanent employees who have been retired during the period between 20 October 1977 and the entry into force of the Agreement and to members of the contract staff who have been retired during the period between 11 December 1992 and the entry into force of the Agreement.

The survivors of a former permanent employee or member of the contract staff shall also be entitled to apply for these provisions to be applied. In the case of more than one survivor, such application can only be entertained if it is made jointly by all survivors.

In order to avoid loss of rights, the application for transfer must be made to the European Patent Office within six months from the entry into force of the Agreement. The foregoing shall not apply in cases of blameless failure to comply with a time-limit.

The transfer of the actuarial equivalent of the retirement pension rights or the amounts provided for in Article 11 of the Pension Scheme Regulations
shall have the retroactive effect of extinguishing the retirement pension rights and of requiring the repayment to the European Patent Office of all sums received since the commencement of the pension.

Chapter III
Duration of the Agreement

The Agreement between the Federal Republic of Germany and the European Patent Organisation on the implementation of Article 12 of the Pension Scheme Regulations of the European Patent Office shall continue in force, notwithstanding the giving of notice of termination pursuant to Article 7, until the conclusion of a new agreement.

1 Full details of the new provisions - and specifically how they relate to the transfer of German pension rights to the EPO pension scheme - can be gathered from an Office brochure entitled "Informationen zur Übertragung von Versorgungsanwartschaften D —> EPA". In addition to the text of the agreement it also contains information issued by the BfA and a copy of the relevant request forms (obtainable from the Remuneration Department 4.3.1.2).
Reserve funds for pensions and social security
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2(a) and (c) thereof,
Having regard to the Financial Regulations of the European Patent Organisation, and in particular Article 1, paragraph 2 thereof,
Having regard to Article 40 of the Pension Scheme Regulations of the European Patent Office,
Having regard to the Service Regulations for permanent employees of the European Patent Office, and in particular the social-security provisions thereof
Having regard to Article 14 of the Rules of Procedure of the Administrative Council of the European Patent Organisation,
Having regard to the opinion of the Budget and Finance Committee,
In agreement with the President of the European Patent Office who has consulted the General Advisory Committee,

HEREBY ADOPTS THE FOLLOWING REGULATIONS FOR THE RESERVE FUNDS FOR PENSIONS AND SOCIAL SECURITY OF THE EUROPEAN PATENT ORGANISATION:

Section I
General provisions

Article 1
Scope

These Regulations shall govern the position of the reserve funds for pensions and social security (hereinafter referred to as "the Funds") within the European Patent Organisation (hereinafter referred to as "the Organisation") and their structure. For the purposes of these Regulations, the Funds shall be treated as an organisational whole; it must however be possible to determine at any time the value and form of investment of the assets of the respective Funds

Article 2
Legal status and purpose of the Funds

(1) The Funds shall be a special class of asset of the Organisation designed to serve a particular purpose and shall not be possessed of their own

1 Inserted by decision of the Administrative Council CA/D 21/01.
2 Amended by decision of the Administrative Council CA/D 6/12.
3 Amended by decision of the Administrative Council CA/D 21/01.
4 Amended by decision of the Administrative Council CA/D 21/01.
5 Amended by decision of the Administrative Council CA/D 21/01.
legal capacity. They shall be managed by the European Patent Office (hereinafter referred to as "the Office") in accordance with the present Regulations.

(2) Within the framework of the Organisation's overall system of financing, the Funds shall serve to lend support to the pension scheme and certain areas of social security by providing the appropriate reserves.

**Article 3**

**Assets of the Funds and their investment**

(1) The assets of the Funds shall be provided by the Office through allocations made to the respective Funds under the Organisation's budget. They shall be managed separately from the Organisation's other assets.

(2) Income from the Funds must be allocated to them.

(3) The long-term aim of management of the Funds' assets shall be to safeguard the stability of the pension and social-security schemes by ensuring that the real value of assets is maintained and by seeking to obtain an overall return above the rate of inflation which is commensurate with the level of risk adopted over the investment horizon.

(4) Particular attention shall be paid to diversification, tradeability and safety. The granting of loans by the Funds to the Office shall be precluded.

(5) For the purpose of these Regulations, assets shall be treated as belonging to the Funds but shall at all times remain the property of the European Patent Organisation.

(6) The Administrative Council shall, on a proposal from the President of the Office and having heard the opinion of the Supervisory Board, determine at the time of establishment of a Fund

(a) the purpose as well as the parameters for the management of each Fund and its funding conditions;

(b) the resources necessary for each Fund in accordance with the procedure described in Article 10 of these Regulations.

(7) For each Fund, the Administrative Council shall, on a proposal from the President of the Office and having heard the opinion of the Supervisory Board, determine the conditions under which a withdrawal may take place in accordance with the respective Fund's purpose.

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1 Amended by decision of the Administrative Council CA/D 21/01.
2 Amended by decision of the Administrative Council CA/D 6/12.
3 Amended by decision of the Administrative Council CA/D 6/12.
4 Inserted by decision of the Administrative Council CA/D 6/12.
5 Inserted by decision of the Administrative Council CA/D 6/12.
Section II
Structure of the Fund

Article 4
Responsible bodies and administrative units of the Funds

(1) The bodies responsible for the Funds shall be:
   (a) the Supervisory Board
   (b) the Fund Administrator.

(2) The Fund Administration shall, as a minimum, cover the following four areas:
   (a) Portfolio Management;
   (b) Investment Analytics and Risk and Process Management;
   (c) Accounting and Internal Control;
   (d) Administration and Operations.

(3) The responsibilities of the Fund Administrator shall be those assigned to him under the present Regulations. He shall fulfil them under the control of the Supervisory Board.

Article 5
Composition of the Supervisory Board

(1) The Supervisory Board shall be composed of:
   (a) two members appointed by the Administrative Council, representing the delegations of the contracting states. If no members are appointed, the Chairman of the Budget and Finance Committee and the Deputy Chairman of the Administrative Council shall become such members ex officio;
   (b) two Office employees appointed as members by the President of the Office;
   (c) two members appointed by the Central Staff Committee;
   (d) one member appointed by the EPO Association of Pensioners;
   (e) four external members, who shall possess the highest standard of qualification, experience and independence in accounting, auditing, financial management or compliance, and who shall be appointed by the Administrative Council in agreement with the President, for three years, renewable. From among these four members, a Chairman and a Deputy Chairman shall be appointed by the Administrative Council.

(2) For each category of member identified in paragraph 1(a) to (e), one alternate shall be appointed under the respective procedure.

1 Amended by decision of the Administrative Council CA/D 17/96.
2 Amended by decision of the Administrative Council CA/D 6/12.
3 Amended by decision of the Administrative Council CA/D 6/12.
4 Amended by decision of the Administrative Council CA/D 5/17.
(3) The President of the Office and the Auditors shall be entitled to participate in all meetings of the Supervisory Board.

(4) The Fund Administrator shall participate in Supervisory Board meetings.

(5) The Head of Internal Audit shall participate in Supervisory Board meetings.

Article 6
Meetings

(1) Meetings of the Supervisory Board shall be summoned by the Chairman.

(2) Each member of the Supervisory Board shall have a vote. The Chairman shall have a casting vote.

(3) The Supervisory Board shall hold ordinary meetings twice a year; an extraordinary meeting may be called by the Chairman or half the Board members.

(4) The procedural rules of the Administrative Council shall also apply to the Supervisory Board. However, the present Regulations or the Supervisory Board may stipulate otherwise, except where the Rules of Procedure of the Administrative Council expressly apply to subsidiary bodies.

Article 7
Responsibilities of the Supervisory Board

(1) The Supervisory Board shall

(a) supervise the management of the Funds and assess the performance of the Fund Administrator as regards the administration of the Funds;

(b) adopt and amend, as necessary

(i) the statement of investment beliefs and the investment guidelines;

(ii) the investment strategy in the form of a strategic asset allocation seeking to obtain an overall return above the rate of inflation which is commensurate with the level of risk adopted over the investment horizon, together with its implementing rules;

(c) ensure that the risks incurred by the Funds are being controlled on the basis of direct reporting procedures;

(d) having heard the opinion of the Fund Administrator, be entitled to determine the objectives for the Fund Administrator in compliance with these Regulations;

(e) give an opinion on the annual report of the Funds, the annual statement of net assets of the Funds and the auditors' report on the Funds before these are forwarded to the Budget and Finance Committee and the Administrative Council and, on a proposal from the auditors, recommend that the actions of the Fund Administrator during the year be approved;

(f) have a say in the appointment of the Fund Administrator.

1 Amended by decision of the Administrative Council CA/D 17/96.
2 Amended by decision of the Administrative Council CA/D 6/12.
(2)\(^1\) The Administrative Council may reserve the right to take decisions or have matters referred to it in cases where questions of fundamental importance arise. Moreover the Chairman of the Supervisory Board may, on his own initiative or at the request of one or more members, defer a decision of the Supervisory Board and refer the matter to the Administrative Council for decision. The Chairman of the Supervisory Board shall ensure that the Administrative Council receives all the necessary information.

(3) The Supervisory Board may entrust certain tasks to a smaller group, subject to authorisation by the Administrative Council.

(4)\(^2\) The Supervisory Board shall be assisted by Internal Audit for those services provided by it under these Regulations.

(5)\(^3\) The Supervisory Board may call upon experts or advisers either on an ongoing or an ad hoc basis, as the circumstances require.

**Article 8\(^4\)**

**The Fund Administrator**

(1) The Fund Administrator shall be assigned to his duties by the Administrative Council on a proposal from the President of the Office in agreement with the Supervisory Board.

(2)\(^5\) The Fund Administrator shall be an employee of the Office. The Service Regulations for permanent employees of the Office shall apply to the Fund Administrator only in so far as there is express provision to that effect in his contract of employment. In exercising his functions under the present Regulations he shall be subject to the hierarchical and disciplinary authority of the Administrative Council. The President of the Office shall be responsible for ordering any provisional action under Article 95(1) to (3) of the Service Regulations for permanent employees of the European Patent Office.

(3) The Fund Administrator shall act as authorising officer as defined in the Financial Regulations for all transactions carried out by him in the course of management of the Funds' assets in accordance with the Financial Regulations and the provisions contained in the present regulations governing the management of the Fund's assets.

(4) The Administrative Council shall be the body responsible for approving the actions of the Fund Administrator.

(5)\(^6\) The Fund Administrator may, after obtaining authorisation from the Supervisory Board, call upon the services of experts.

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\(^1\) Amended by decision of the Administrative Council CA/D 6/12.
\(^2\) Inserted by decision of the Administrative Council CA/D 6/12.
\(^3\) Inserted by decision of the Administrative Council CA/D 6/12.
\(^4\) Amended by decision of the Administrative Council CA/D 17/96.
\(^5\) Amended by decision of the Administrative Council CA/D 21/01.
\(^6\) Amended by decision of the Administrative Council CA/D 6/12
Article 9
Responsibilities of the Fund Administrator

The Fund Administrator shall

(a) be responsible for the management and the organisation of the Fund Administration, in particular in accordance with these Regulations and their implementing rules;

(b) propose the investment beliefs, investment guidelines, investment strategy, strategic asset allocation and other implementing rules to the Supervisory Board;

(c) implement the strategy adopted by the Supervisory Board and the relevant investment policy;

(d) draw up the annual report and the annual statement of net assets of the Funds and submit these to the Administrative Council via the Supervisory Board and the Budget and Finance Committee;

(e) draw up an account of the Funds' total costs with the Office's assistance;

(f) submit periodic management reports to the Supervisory Board;

(g) conclude and terminate contracts with financial institutions concerning the custody of investments subject to the approval of the Supervisory Board and shall ensure that such contracts are properly executed;

(h) conclude and terminate contracts with the external fund managers subject to the approval of the Supervisory Board and shall ensure that such contracts are properly executed;

(i) set up appropriate risk controls and risk management methods in accordance with the purposes defined in Article 3 of these Regulations;

(j) evaluate individual investment results;

(k) establish a code of procedure for delegating authorising powers to staff entrusted with the investment of assets after obtaining the opinion of the Supervisory Board;

(l) inform the Supervisory Board of how the Fund Administration is organised;

(m) participate in meetings of the Budget and Finance Committee and the Administrative Council to the extent that they relate to issues of concern to the Funds.

Amended by decision of the Administrative Council CA/D 6/12
Article 10
Administration of the Funds

(1) The President of the Office shall provide the Fund Administrator with the necessary resources, as set out in the adopted budget. The Fund Administrator may in addition utilise the general services of the Office when he needs to do so.

(2) With respect to the Funds' annual budget appropriations for staff, equipment and other resources, the following procedure shall be followed:

Each year the Fund Administrator shall prepare a substantiated budget request for staff, equipment and other resources to meet the Funds' objectives. This request shall be examined and discussed with the relevant Office departments, whereupon the Fund Administrator together with the Chairman and Deputy Chairman of the Supervisory Board shall finalise it. The final budget request shall be presented by the Fund Administrator to the Supervisory Board for opinion, before being forwarded to the President of the Office for consideration for the yearly draft budget.

(3) Fund Administration staff shall be employees of the Office and shall as such be subject to the regulations governing Office employees. The hierarchical and disciplinary authority over them in the exercise of their duties in connection with management of the Funds shall be transferred to the Fund Administrator. When managing assets under Article 12, paragraph 4, Fund Administration staff shall be subject to the hierarchical and disciplinary authority applicable to Office employees.

Article 11
Accounting and control system

(1) The Funds shall have a system for recording and monitoring internally and externally managed assets of the Funds that is separate from that of the Office. The assets of the Funds shall be recorded on the basis of market value. The Funds' accounts must be consolidated with those of the Office.

(2) The President of the Office shall appoint the Funds' accounting officer in agreement with the Fund Administrator. The Funds' accounting officer shall be assistant accounting officer within the meaning of Article 66(2) of the Financial Regulations.

(3) The Funds' accounting officer shall in his capacity as the Funds' compliance officer also be accountable to the Fund Administrator for checking, continually and promptly, that the investment activity of the internal authorising officers and the external fund managers complies in content and form with all regulations applying to the Funds.

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1 Amended by decision of the Administrative Council CA/D 6/12
2 Amended by decision of the Administrative Council CA/D 17/96.
3 Amended by decision of the Administrative Council CA/D 21/01.
4 Amended by decision of the Administrative Council CA/D 6/12
5 Amended by decision of the Administrative Council CA/D 6/12
(4) If the Funds’ accounting officer considers an authorisation by an authorising officer to be incorrect and is unable to clarify the matter with the latter, he shall inform the Fund Administrator. Should the Fund Administrator not take sufficient action within reasonable time, the accounting officer shall inform the Office’s accounting officer and the Head of Internal Audit. If he considers an authorisation by an authorising officer to be seriously incorrect, he shall, in addition to the Fund Administrator, inform the Office’s accounting officer and the Head of Internal Audit direct.

Article 12
Management of assets

(1) Transactions relating to management of assets shall not be receipts and expenditure within the meaning of the Financial Regulations. They may not be the subject of a commitment, validation or authorisation of expenditure or of the issue of a receipt order.

(2) The following procedures must be observed for the various transactions:

(a) For all transactions involving the purchase and disposal of securities, derivative instruments, currencies, time deposits and other assets, the authorising officer shall transmit the purchase or sale order to the Funds’ accounting officer. The accounting officer shall record the order and check that it has been executed correctly by the bank or broker and that securities have been entered in and removed from portfolios held by the custodian banks.

For the sale of securities not listed on the stock exchange or not deposited with one of the custodian banks, special rules must be laid down, as provided for in paragraph 3.

(b) The aggregate profits or losses on sales must be countersigned by the Fund Administrator. For losses, the appropriations provided for in the relevant budget article shall not be limitative.

(c) The Funds’ accounting officer shall be responsible both for keeping safe the monies and securities and for ensuring that the income obtained therefrom is correct and complete.

The expenditure incurred as a result of safeguard measures must be submitted regularly to the authorising officer for issue of a payment order in due form.

(d) For unrealised gains and losses at the close of the accounting period the authorising officer must issue the appropriate documentation in due form. The appropriations provided for in the relevant budget article shall not be limitative.

(e) All transactions involving a transfer of monies or other assets of the Funds from one banking institution to another must be authorised and signed by the Funds’ accounting officer.

1 Amended by decision of the Administrative Council CA/D 6/12
2 Amended by decision of the Administrative Council CA/D 17/96.
3 Amended by decision of the Administrative Council CA/D 6/12
4 Amended by decision of the Administrative Council CA/D 6/12
(3) Internal rules fixing the details of the procedures to be followed and checks to be carried out, and also covering the use of derivative instruments, must be laid down by common accord between the Fund Administrator and the Office's accounting officer. These rules must be submitted for agreement to the Supervisory Board.

(4) By special agreement between the President of the Office and the Fund Administrator and after the Supervisory Board has been consulted, Fund Administration staff may be released to a limited extent to invest budget funds of the Office.

**Article 13**

**Special provisions concerning the Financial Regulations**

(1) The Financial Regulations shall apply to the Funds and the Funds' investment activity within the meaning of the Investment Guidelines.

(2) Specifically, though potentially applicable to investment activity, Article 21 on attribution to a budget heading, Article 22a on duties of authorising officers, Article 33 on delegation of powers, Article 42 to 44 on commitment of expenditure, Article 49(4) on advance payments, Article 53 on aspects of payment of expenditure, Article 54(3) on individual payments, Article 64(a) and (c) on the administration of funds shall not be applicable to the Funds' investment activity.

(3) Furthermore, investment activity within the meaning of the Investment Guidelines shall not be considered as the placing of contracts. Therefore, Articles 55 to 60 of the Financial Regulations and any related rules or implementing rules shall not apply. Exceptions hereto are the purchase and sale of immovable property.

(4) Article 39 of the Financial Regulations on the liability of the accounting officer shall apply to the Funds' accounting officer also in respect of the provisions concerning Funds' accounting.

**Article 14**

**Internal Audit**

(1) The Office's Internal Audit shall provide independent compliance and risk assurance services and audits to the Supervisory Board in accordance with the provisions contained in these Regulations and in accordance with the relevant provisions of the Internal Audit Charter.

(2) The compliance function shall provide assurance that the investment activity of the internal authorising officers and the external fund managers continually complies in content and form with all regulations applying to the Funds.

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1 Amended by decision of the Administrative Council CA/D 6/12
2 Inserted by decision of the Administrative Council CA/D 21/01.
3 Amended by decision of the Administrative Council CA/D 6/12
4 Inserted by decision of the Administrative Council CA/D 6/12
The risk assurance function shall entail regular monitoring of operational risks taken and risks related to investment activity. The compliance officer and risk officer shall carry out their functions within the Internal Audit unit of the Office and shall report solely to the Head of Internal Audit. The findings and the recommendations of the compliance officer and the risk officer shall be reported in due time via the Head of Internal Audit to the Fund Administrator, who shall be given an opportunity to comment thereon, whereafter they shall be sent via the Head of Internal Audit to the Supervisory Board for decision and for information to the President of the Office.

(3) After the Fund Administrator, the President of the Office and the Board of Auditors have had an opportunity to comment on the audit plan relating to the Funds drawn up by Internal Audit, it shall be sent by the Head of Internal Audit to the Supervisory Board for decision.

(4) After the Fund Administrator has had an opportunity to comment on the audit reports on the Funds drawn up by Internal Audit, they shall be sent to the Supervisory Board for decision on the recommendations contained therein. A copy shall be sent to the President of the Office and to the Board of Auditors for information.

Section III
Final provisions

Article 15\(^1\)
Validity

These Regulations shall enter into force on 1 January 1992.

Done at Munich, 29 October 1991

For the Administrative Council

The President

\(^1\) Amended by decision of the Administrative Council CA/D 6/12
STATEMENT OF INVESTMENT BELIEFS

Decision of the Supervisory Board of 24 September 2013 approving the Statement of Investment Beliefs for the Reserve Funds for Pensions and Social Security of the European Patent Organisation

THE SUPERVISORY BOARD OF THE RESERVE FUNDS FOR PENSIONS AND SOCIAL SECURITY OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the Regulations for the Reserve Funds for Pensions and Social Security of the European Patent Organisation, and in particular Article 3, paragraphs 3 and 4 and Article 7, paragraph 1(b) (i) thereof,

HAS DECIDED AS FOLLOWS:¹

A. OBJECTIVES

1. The main objective of the RFPSS is to maximize long-term total return given an appropriate level of risk.

2. To achieve this main objective a long-term investment strategy with an appropriate asset management approach has to be implemented and suitable asset classes have to be used.

3. The RFPSS intend to make use of investment opportunities available on a global basis.

4. It shall be acknowledged that fluctuations in capital markets may cause the value of the RFPSS to fall for considerable periods of time. In line with the long term investment horizon of the RFPSS, both absolute and relative returns shall be assessed over an adequate and commensurate period of time.

B. ASSET CLASSES

5. High risk assets are typically expected to outperform low risk assets over the long term since excess return is a compensation for, inter alia, market volatility and illiquidity.

6. Asset classes which may be subject to large fluctuations in value in the short term shall be considered as suitable for investment if the expected returns have a positive contribution to the long term results, taking into account an appropriate level of risk. Tradeability, although important, is not a primary criterion for the inclusion of any specific asset class.

7. Diversification across asset classes plays a fundamental role in the management of investment risk. The risk of an individual security shall in principle be assessed in the context of the whole portfolio.

¹ Decision of the Supervisory Board CA/101/13.
8. Equity, in view of the risk premium available, shall represent the bulk of the RFPSS investments as long as the investment horizon is sufficient to overcome short term fluctuations.

9. Fixed income shall be considered a lower risk asset class and mainly a stabiliser of returns for the whole portfolio.

10. Property and commodities are essentially providers of diversification benefits and protection against unexpected inflation.

11. Other alternative investments may provide significant diversification benefits while maintaining or improving the expected return; however, they tend to be highly illiquid, expensive and resource-consuming. Therefore, alternative investments shall be used in a conservative and prudent manner, also taking into account the inherent cost of diversification.

C. STRATEGIC ASSET ALLOCATION

12. The RFPSS asset mix of the considered asset classes is the main driver of total return and risk. It shall therefore be carefully evaluated and reassessed on a regular basis, particularly if new asset classes become available.

D. MANAGEMENT PRINCIPLES

13. Capital markets are generally efficient and passive management is a low cost form of exposure to the returns provided by some asset classes. However, pricing inefficiencies exist and can be exploited by skilled managers.

14. Whilst recognising that the average investment manager underperforms the markets, it shall be acknowledged that properly structured forms of active management can also provide additional returns, given that some market inefficiencies are still exploitable and many investors act in a framework of bounded rationality. Active management can generate an excess performance, however, it needs to act within firmly established investment guidelines and, as demonstrated by the results of academic research, be pursued essentially through a number of limited and diversified active positions.

15. As a result, both active and passive strategies shall be used in the management of the RFPSS to varying degrees, depending on the efficiency of the respective market, costs and resources available.

16. Whilst long term returns for some asset classes are predictable to some extent, short term price movements are not. As a result, tactical deviations from the strategic allocation shall be limited and as a matter of principle carried out on the basis of well-proven asset allocation decision making models.
17. In view of the global scope of the RFPSS, the portfolio is exposed to currency risk. Currency markets are not completely efficient. The RFPSS currency exposure shall be strategically hedged, but active management of currency risk shall be pursued to a pre-defined and limited extent.

18. Rebalancing the portfolio on a regular basis has proved to be an effective instrument in achieving long term excess performance and shall continue to be normal practice for the RFPSS.

19. Derivative products are recognised as standard instruments available to institutional investment managers. They shall be used for reasons of efficient portfolio management, controlling and managing risk and asset allocation purposes.

20. Risk management provides risk awareness and intelligence for the investment activity. A disciplined risk management approach which emphasizes diversification of assets and incorporates ongoing risk measurement, monitoring and management is an important part of the Fund administration activity.

E. OTHER CONSIDERATIONS

21. Internal management, with its open architecture approach, especially making use in a flexible way of external specialists, has proved to be capable of achieving a good performance at a very low level of costs, maintaining independence from financial institutions whose interests may differ from those of the RFPSS. Furthermore, consistency in management over different business cycles has proved to be an important factor in reaching the investment objectives. In addition, internal management assures the ongoing development and cultivation of valuable in-house expertise.

22. People and cultures are critical success factors. In the context of rapid changes, and dynamic interaction with other participants in global financial markets, continuous education of those involved in the supervision and management of the Funds is therefore essential. Monitoring the changes that take place in both investment professional practice and theory, and evaluating them in a diligent and sensible way, enhances the long term, risk adjusted return and shall be considered standard practice for the management of the RFPSS.

This decision shall enter into force on 1 October 2013.
New pension scheme regulations and implementing rules

New pension scheme regulations
## CONTENTS

**NEW PENSION SCHEME REGULATIONS**  
OF THE EUROPEAN PATENT OFFICE  
applicable to employees taking up their duties  
on or after 1 January 2009 ................................................................. 5

**Chapter I**  
General provisions .................................................................................................................... 5

**Chapter II**  
Retirement pension and severance grant ............................................................................ 9
  - **Section 1**  
    Retirement pension ........................................................................................................ 9
  - **Section 2**  
    Severance grant .......................................................................................................... 10
  - **Section 3**  
    Inward and outward transfer of pension rights ..................................................... 11

**Chapter IIA**  
RETIREMENT PENSION FOR HEALTH REASONS .................................................. 12

**Chapter III**  
Survivor's pension ........................................................................................................... 13

**Chapter IV**  
Orphan's or dependant's pension .................................................................................... 16

**Chapter V**  
Family allowances ........................................................................................................... 18

**Chapter VI**  
Provisional pensions ........................................................................................................ 19

**Chapter VII**  
Determination of the amounts of benefits ....................................................................... 20
  - **Section 1**  
    Assessment of entitlement ....................................................................................... 20
  - **Section 2**  
    Adjustment of benefits ......................................................................................... 22
  - **Section 3**  
    Payment of benefits ............................................................................................. 22
NEW PENSION SCHEME REGULATIONS
OF THE EUROPEAN PATENT OFFICE

APPLICABLE TO EMPLOYEES TAKING UP THEIR DUTIES
ON OR AFTER 1 JANUARY 2009

CHAPTER I
GENERAL PROVISIONS

Article 1
Scope

(1) The pension scheme established by these Regulations shall apply to the employees of the European Patent Office, hereinafter referred to as "the Office", within the meaning of Article 1 of the Service Regulations, unless their letter of appointment or contract of employment expressly provides otherwise.

(2) It shall apply to the President and vice-presidents and to contract staff, within the meaning of Article 1, paragraphs 5 and 7, of the Service Regulations, who take up their duties on or after 1 January 2009 only to the extent expressly provided for in their contract and terms of employment.

(3) It shall not apply to other categories of personnel defined by the Office, such as experts, consultants, temporary staff, auxiliary staff, employees and personnel hired under local labour legislation, etc.

(4) In these Regulations the term "employee" means the staff referred to in paragraphs 1 and 2. The term "Organisation" refers to the European Patent Organisation.

Article 2
Deferred entitlement

Where the medical examination which every employee has to undergo at the time of his appointment shows him to be suffering from an illness or disablement, the Office may decide that, as regards risks arising from an illness or disablement existing before he took up his duties, the said employee shall not be entitled to the death benefits provided for in these Regulations until the expiry of a period not exceeding five years from the date on which he entered the service of the Office.

1 Decision of the Administration Council CA/D 12/08.
2 Decision of the Administration Council CA/D 2/18.
Article 3  
Definition of salary

(1) For the purposes of these Regulations, salary shall be the monthly basic salary of the employee as defined in Article 64, paragraph 2, of the Service Regulations, unless otherwise indicated.

(2) The minimum salaries taken into consideration for the calculation of pensions shall be those of serving employees, whether in respect of pensions to be paid in the future or those actually being paid.

(3) The salaries taken into consideration shall be those in force upon assessment of the final pension, unless otherwise indicated.

Article 4  
Definition of service conferring entitlement to benefits

(1) Subject to the provisions of Articles 5 and 35, paragraph 1, entitlement to benefits under these Regulations shall be determined by the total of the periods actually served at the Office as an employee as defined in Article 1, paragraph 4, including any break in service, other than those mentioned in paragraph 2, of less than one year, subject to payment of all the contributions due for that period, calculated on the basis of the grade held before the break and taking account of any theoretical step advancement, plus compound interest on the sum thereof at 4% per annum from the date when the contributions would have been due without the break in service.

(2) The following shall also be taken into account:

   (i) periods of incapacity in accordance with Article 62b of the Service Regulations;

   (ii) periods of non-active status in respect of which pension scheme contributions have been paid in accordance with Articles 43, 44, 45, 45a and 45b of the Service Regulations;

   (iii) periods of entitlement to the allowance for reserve status provided for in the Service Regulations, up to a maximum of five years, subject to the employee concerned having paid his pension contributions during such periods.

Article 5  
Calculation of service conferring entitlement to benefits

(1) Where an employee appointed by the Office has served with it before, his entitlement to benefits under the terms of Article 4 shall be conditional upon his paying over to the Office the amounts paid to him on leaving its service previously pursuant to Article 11, plus compound interest on such amounts at 4% per annum from the date when the employee received them until the date when they are paid over in accordance with this paragraph.

1 Amended by decision of the Administration Council CA/D 2/15.
Should the employee fail to pay over the amounts in question, reckonable service shall count only as from the new appointment.

(2) Where an employee appointed by the Office was previously drawing a retirement pension in respect of service with the Office, payment of that pension shall cease.

If the employee refunds to the Office the pension payments he has received, the provisions of Article 4 shall apply on termination of his employment at the Office.

If he does not make this refund, the years of service for which credit was acquired in the employment that originally entitled him to payment of the discontinued retirement pension shall be taken into account, in the calculation of the retirement pension due on cessation of his new employment, by reference to the salary for his last grading in such previous employment, up to the salary mentioned in Article 10, paragraph 1; moreover, that part of the final pension figure shall be abated by 5% for each whole year during which the employee drew the initial pension before the age of sixty.

(3) Where an employee retires at a grade and step lower than that which he had previously held in the Office, his entitlement to benefits under these Regulations shall be determined by taking into account the total of his years of service, and the benefits shall be calculated on the basis of the salary for the highest grading held by him, up to the salary mentioned in Article 10, paragraph 1.

However, a reduction shall be made in the number of years of service to be credited to him in respect of time served at a lower grade and step after having held the grade by reference to which benefits are calculated; this reduction shall be proportionate to the difference between the said gradings.

**Article 6**

**Reckonable years of service**

(1) The benefits provided for under these Regulations shall be calculated by reference to reckonable years of service consisting of:

(i) the total length of the employee's service, calculated in accordance with Articles 4 and 5;

(ii) service credited in accordance with Article 12, paragraph 1.

(2) Incomplete years of reckonable service shall be credited on the basis of one twelfth of a year for each whole month of service. For pension calculation purposes, the period remaining shall be treated as a whole month if it is equal to or more than 15 days.
However, the period remaining shall not be taken into account for the purpose of calculating the minimum of 10 years' service required for entitlement to the retirement pension provided for in Article 7 of these Regulations.

(3)\(^1\) The method of crediting part-time service and periods of incapacity during which the employee paid reduced contributions to the pension scheme shall be laid down in the Implementing Rules hereto.

\(^1\) Amended by decision of the Administrative Council CA/D 2/15.
CHAPTER II
RETIREMENT PENSION AND SEVERANCE GRANT

Section 1
Retirement pension

Article 7
Conditions of entitlement

An employee who has completed ten or more years of actual service within the meaning of Article 4 shall be entitled to a retirement pension.

Article 8
Age of entitlement - Deferred pension and early pension

(1) Employees shall become eligible for a retirement pension at the age of sixty.

(2) Pension rights shall continue to accrue to an employee remaining in the service after pensionable age, but his pension shall not exceed the maximum amount laid down in Article 10, paragraph 2.

(3) If an employee retires before pensionable age, payment of his retirement pension shall be deferred until he reaches that age.

(4) However, an employee who retires before pensionable age may request early payment of his pension provided he is at least fifty years old.

In such cases the retirement pension shall be reduced by reference to the age of the employee when he starts to draw his pension, as shown in the table below.

<table>
<thead>
<tr>
<th>Age when payment of pension begins</th>
<th>Ratio of pension on early retirement to pension at 60</th>
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<tr>
<td>59</td>
<td>0.95</td>
</tr>
</tbody>
</table>
Article 9
Commencement and cessation of entitlement

(1) Entitlement to payment of a retirement pension shall commence on the first day of the month following that in which the employee became eligible for such pension.

(2) Entitlement shall cease at the end of the month in which the employee dies.

Article 10
Rate of pension

(1) Except where paragraphs 2 and 3 of Article 5 apply, the amount of the retirement pension shall be, per reckonable year of service within the meaning of Articles 4 and 6, equal to 2% of the salary paid in respect of the last grade and step the employee had held, capped at twice the salary for grade G1, step 4. The last grade shall be that reached not less than one year before retirement. The step shall be that in which he was classified in that grade.

(2) The maximum amount of the pension shall be 70% of the salary mentioned in paragraph 1, subject to the provisions of paragraph 3.

(3) The amount of the retirement pension shall not be less than 4% of the salary for grade G1, step 4, per reckonable year of service credited pursuant to Articles 4 and 6; it may not, however, exceed the employee’s last salary as defined in Article 3 above. Calculation of the minimum retirement pension shall take into account any period of part-time work, in proportion to the time worked.

(4) Notwithstanding the provisions of paragraph 1, where at the time of termination of his service an employee was working part-time or was totally or partially discharged from his duties for reasons of incapacity under Article 62b of the Service Regulations, the salary taken into account shall be the one which he would have received for full-time work.

Section 2
Severance grant

Article 11
Severance grant

An employee whose service terminates otherwise than by reason of death and who is entitled neither to a retirement pension nor to the benefit of the provision in Article 12, paragraph 2, shall be entitled upon leaving the service to payment of:

(i) the aggregate amount deducted from his salary in respect of his pension contributions, plus compound interest at the rate of 4% per annum;

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1 Amended by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 2/15.
a severance grant equal to one month and a half of the salary mentioned in Article 10, paragraph 1, multiplied by the number of reckonable years of service credited within the meaning of Article 6, without prejudice to the reduction provided for in Article 94, paragraph 1(h), of the Service Regulations;

one third of the amounts paid to the Office under Article 12, paragraph 1, plus compound interest at the rate of 4% per annum. However, if these amounts have to be refunded in their entirety to his previous employer, the reckonable years of service corresponding to those amounts shall be disregarded in the calculation of the severance grant.

Section 3
Inward and outward transfer of pension rights

Article 12
Inward and outward transfer of pension rights

(1) An employee who enters the service of the Office after leaving the service of a government department, a national organisation, an international organisation or a firm may arrange for payment to the Office, in accordance with the Implementing Rules hereto, of any amounts corresponding to the retirement pension rights accrued under his previous pension schemes, provided that those schemes allow such transfers to be made.

In such cases the Office shall determine, by reference to the Implementing Rules hereto, the number of years of reckonable service with which he shall be credited under its own pension scheme.

(2) An employee who leaves the service of the Office to enter the service of a government department, a national organisation, an international organisation or a firm shall be entitled to transfer to his new pension scheme:

- the actuarial equivalent of his retirement pension rights accrued under these Regulations, such equivalent being calculated in accordance with the Implementing Rules hereto;

- or, in the absence of such rights, the amounts stipulated in Article 11.
CHAPTER IIA

RETIREMENT PENSION FOR HEALTH REASONS

Article 12a

Conditions of entitlement

(1) A retirement pension for health reasons shall be payable to an employee who is under the age limit laid down in Article 54 paragraph 1 letter a of the Service Regulations and who, at any time during the period in which pension rights are accruing to him, has reached 55 years of age and has been totally discharged from his duties for reasons of incapacity as defined in Article 62b of the Service Regulations for ten years.

(2) The employee shall be retired on the first day of the month following that in which he fulfilled the conditions laid down in paragraph 1.

Article 12b

Rate of pension

(1) Subject to Article 5, paragraph 3, the retirement pension for health reasons shall be calculated as foreseen in Article 10.

(2) If the employee has not yet reached the age of sixty years at the date of retirement, the following shall apply in addition:

- the number of reckonable years shall be calculated as if he had remained in the service until the age of sixty years;
- for the period of time between the date of retirement and the end of the month in which the employee reaches the age of sixty years, the reference salary shall be 70% of the salary laid down in Article 10, paragraph 4.

Article 12c

Gainful activities or employment

(1) The former employee in receipt of a pension under this Chapter is not allowed to perform any gainful activities or employment.

(2) The above shall apply only up to the age limit laid down in Article 54, paragraph 1(a) of the Service Regulations.

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1 Inserted by decision of the Administrative Council CA/D 2/15.
2 See also the transitional measures in Articles 71 to 74 in CA/D 2/15.
3 Inserted by decision of the Administrative Council CA/D 2/15.
4 Inserted by decision of the Administrative Council CA/D 2/15.
5 Inserted by decision of the Administrative Council CA/D 2/15.
CHAPTER III
SURVIVOR'S PENSION

Article 13
Conditions of entitlement

(1) A survivor's pension shall be payable to the surviving spouse

(i) of an employee who died in service, provided they had been married to each other for at least one year at the time of the employee's death;

(ii) of a former employee entitled to a deferred pension, if they had been married to each other for at least one year at the time when the employee left the service or for at least ten years at the time of his death;

(iii) of an employee drawing a retirement pension for health reasons, if they were married to each other at the time of his retirement, or had been married to each other for at least five years at the time of his death;

(iv) of a former employee drawing a retirement pension, if they had been married to each other for at least one year at the time of his retirement or for at least five years at the time of his death.

The last-mentioned period shall be extended to ten years if the employee had retired before reaching the age of sixty years.

(2) The conditions laid down above with regard to minimum duration of the marriage shall be waived where there are one or more children of the marriage or of a marriage of the employee contracted prior to his leaving the service inasmuch as the surviving spouse is providing for their needs; in such case the survivor's pension shall be payable under the derogation provided for in the present paragraph, for so long as the children are actually being so provided for.

When they are no longer being so provided for, the survivor's pension shall nonetheless continue to be payable for so long as the surviving spouse does not have an income of his own from the exercise of any occupation, or from any retirement pension or other survivor's pension, equal to at least the amount of the abovementioned survivor's pension.

(3) The award of a survivor's pension shall be subject to the provisions of Article 2.

1 Amended by decision of the Administrative Council CA/D 2/15.
Article 14
Rate of pension

(1) The pension of the survivor of an employee or former employee shall be 60% of

(i) the retirement pension that would have been payable to the serving employee now deceased, on the basis of his reckonable service credited up to the time of his death, without the need for a minimum of ten years' service under the provisions of Article 7;
(ii) the deferred retirement pension that would have been paid to the employee at the age of sixty;
(iii) the retirement pension payable to the employee at the time of his death, disregarding any reductions under Article 8, paragraph 4.

(2) The survivor's pension shall not be less than 35% of the employee's last salary; nor shall it be less than the salary for grade G1, step 4.

(3) However, the pension shall not exceed the amount of the former employee's own pension in the cases covered by paragraph 1(ii) and (iii) above.

Article 15
Reduction for difference in age

Where the difference in age between the deceased employee and the surviving spouse (the latter being the younger), less the length of time they have been married, is more than ten years, the survivor's pension, calculated in accordance with the foregoing provisions, shall be subject to a reduction, per year of residual difference, amounting to:

- 1% for the years between 10 and 20;
- 2% for the years 20 up to but not including 25;
- 3% for the years 25 up to but not including 30;
- 4% for the years 30 up to but not including 35;
- 5% for the years from 35 upwards.

Article 16
Remarriage

Entitlement to a survivor's pension shall cease on remarriage. The survivor shall be entitled to immediate payment of a capital sum equal to twice the annual amount of the survivor's pension, if there are no dependent children to whom the provisions of Article 19, paragraph 3, apply.

Article 17
Rights of a former spouse (divorced spouse)

(1) The former spouse of a non-remarried employee shall, on his death, be entitled to a survivor's pension, provided the employee was, by virtue of a

1 Amended by decision of the Administrative Council CA/D 2/15.
court decision which has become final and binding, under an obligation to pay maintenance to the former spouse; but the survivor's pension shall not exceed the amount of such maintenance.

This entitlement shall not arise if the former spouse remarried before the employee died. If remarriage takes place after the employee's death, Article 16 shall apply.

(2) Where an employee dies leaving a spouse entitled to a survivor's pension and a nonremarried former spouse fulfilling the conditions laid down in paragraph 1 above, the whole of the survivor's pension shall be divided between the aforementioned persons in proportion to the duration of their marriages.

The amount to which a non-remarried former spouse is entitled shall not, however, be more than the amount of the maintenance payable at the time of the death of the employee.

(3) Where one of the persons entitled to a survivor's pension dies, renounces his share or forfeits his rights under Article 29, or where the amount of his pension has been restricted under the terms of the second sub-paragraph of paragraph 2 above, his share shall accrue to the share of the other person, except where pension rights revert to orphans, as provided for under Article 19, paragraph 2, last sub-paragraph. In such case the restriction laid down in the second sub-paragraph of paragraph 2 above shall apply.

(4) Reductions for difference in age as provided for in Article 15 shall be applied separately to pensions calculated in accordance with the present Article.

Article 18
Commencement and cessation of entitlement

(1) Entitlement to a survivor's pension shall commence on the first day of the month following that in which the employee died. However, this pension shall not become payable until the last payment has been made of the salary due to the deceased employee under the Service Regulations and rules applicable to employees of the Office.

(2) Entitlement to a survivor's pension shall cease at the end of the month in which the recipient of the pension dies or ceases to satisfy the conditions for entitlement to that pension.
CHAPTER IV
ORPHAN'S OR DEPENDANT'S PENSION

Article 19
Rate of pension

(1) Where an employee still serving or entitled to an invalidity allowance or to an outright or deferred retirement pension dies, his children or other dependants shall be entitled to a pension under the terms of paragraphs 2 and 3 below.

(2) Where the employee dies leaving a spouse entitled to a survivor's pension, the pension referred to in paragraph 1 above shall be:

- 40% of the survivor's pension, disregarding any reductions pursuant to Article 15, but not less than half the salary for Grade G1, step 4,
- increased in respect of the second and every further beneficiary by an amount equal to the allowance for a dependent child.

The pensions referred to in this paragraph shall be brought up to the levels provided for in paragraph 3 in the event of the spouse entitled to a survivor's pension dying, remarrying or losing her rights to that pension.

(3) Where the employee dies without leaving a spouse entitled to a survivor's pension, the pension referred to in paragraph 1 above shall be:

- 80% of the theoretical survivor's pension, disregarding any reductions pursuant to Article 15, but not less than the salary for Grade G1, step 4,
- increased in respect of the second and every further beneficiary by an amount equal to twice the allowance for a dependent child.

(4) Notwithstanding the provisions of Article 20, children in common by blood or adoption of two married, unmarried or divorced employees shall be entitled to a pension under this Article following the death of the employee who was not being paid the dependant's allowance at the time of his death if the said children were, at that time, subject to the parental responsibility of this employee and continuously supported by him.

In the case of divorced employees, entitlement shall be subject to the obligation, by virtue of a court decision which has become final and binding, to pay maintenance for the said children, and the orphan's pension shall not exceed the amount of such maintenance.

(5) The children or other dependants of a widowed staff member whose deceased spouse was not employed by the Office shall each be entitled to a pension of twice the allowance for a dependent child.

1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 10/14.
(6) The total amount of the pensions provided for in the above paragraphs shall be divided equally among all beneficiaries.

(7) The expression "dependent children" shall mean children who were effectively dependent on the employee or former employee at the time of his death or were born not more than 300 days thereafter.

The expression "other dependants" shall mean persons who, exceptionally, had been granted rights similar to those of dependent children under the Service Regulations before the death of the employee or former employee.

Article 20
Cessation of entitlement

Entitlement to a pension under Article 19 shall cease at the end of the month in which the child or other dependant ceases to qualify for the dependant's allowance under Articles 69 and 70 of the Service Regulations.

Article 21
Beneficiaries of more than one category

(1) Where an employee leaves a surviving spouse and also children of a previous marriage or other persons entitled under him, the total pension, calculated as for a surviving spouse having all these persons dependent on him, shall be apportioned among the various persons concerned in proportion to the pensions which would have been payable to each category if treated separately.

(2) Where there are children born of different parents, the total pension, calculated as though all the children were of the same parentage, shall be apportioned among the various persons concerned in proportion to the pensions which would have been payable to each category if treated separately.

(3) For the purpose of calculating these apportionments, all children recognised as dependants of the deceased employee shall be included in the category of children of the marriage to the employee.

(4) In the case referred to in paragraph 2 above, persons recognised as dependants, other than children, shall be included in the same category as the children to whom they are assimilated for the purpose of the apportionment.
CHAPTER V
FAMILY ALLOWANCES

Article 22
Conditions

(1) The family allowances comprising household allowance, child and dependant's allowance, handicapped child allowance, childcare allowance and education allowance granted under the Service Regulations shall be paid:

(i) to the recipient of a retirement pension;
(ii) to the recipient of a survivor's pension.

The household allowance shall be calculated by reference to the pension of the recipient. However, dependant's allowances, childcare allowances and education allowances shall be paid in full.

(2) The amount of the allowance for a child or other dependant payable to the person entitled to a survivor's pension shall be twice the normal amount.

(3) If the recipient of a retirement or survivor’s pension receives other family benefits in respect of the same children, the amount of the latter benefits shall be deducted from the allowances provided for in this Article.

(4) Entitlement to the allowances provided for in this Article shall cease at the end of the month in which the child or other dependant ceases to satisfy the conditions for entitlement to those allowances under the Service Regulations.

Article 23
Ceiling of benefits payable to surviving spouses and orphans

The total amount payable in respect of survivor's, orphan's and dependant's pensions and of family allowances shall not exceed 70% of basic salary, plus the family allowances to which the deceased employee was entitled.

The amounts payable in respect of survivor's, orphan's and dependant's pensions shall, where applicable, be reduced in proportion to the share of each beneficiary.
CHAPTER VI
PROVISIONAL PENSIONS

Article 24
Conditions of entitlement

(1) Where an employee or former employee in receipt of a retirement pension has been missing for more than one year in circumstances justifying a presumption of death, the spouse or persons recognised as dependants may provisionally be awarded a survivor's pension, or orphan's pension, as appropriate.

(2) Paragraph 1 shall apply to persons recognised as dependants of a widowed spouse in receipt of a survivor's pension who has been missing for more than one year.

(3) Provisional pensions under paragraphs 1 and 2 shall be converted into definitive pensions when the death of the employee or spouse has been established officially or when that person has been declared missing by a final court decision.
CHAPTER VII
DETERMINATION OF THE AMOUNTS OF BENEFITS

Section 1
Assessment of entitlement

Article 25
Responsibility

(1) Entitlement to benefits under these Regulations shall be assessed by the Office.

(2) A detailed statement of the assessment shall be communicated to the employee or the persons entitled under him at the same time as the decision awarding the pension.

Article 26
No double entitlement

Without prejudice to Articles 4 and 5, the following may not be paid concurrently out of the budget of the Organisation:

(i) retirement pensions under Article 10 and Article 12a;

(ii) a retirement pension and a non-flat-rate allowance for loss of employment.

Article 27
Basis of calculation

(1) Pensions provided for in these Regulations shall be calculated by reference to the salary defined in Article 3 and to the scales applicable to the country of the employee’s last posting.

(2) However, if the employee settles subsequently

   (i) in the country of which he is a national, or

   (ii) in the country of which his spouse is a national, or

   (iii) in the country where he has served at least five years for the Office,

he may opt for the scale applicable to that country.

This option shall apply to only one of the countries referred to in this paragraph, and shall be irrevocable except where paragraph 3 below is applicable.

(3) On the death of his spouse a former employee who settles in the country of which he is a national, or of which his deceased spouse was a national, may opt for the scale applicable in that country.

1 Amended by decision of the Administrative Council CA/D 2/15.
The same option shall be open to the surviving spouse of a former employee and to orphans who have lost both parents.

These options shall be irrevocable.

(4) Where a country opted for under the provisions of paragraphs 2 and 3 above is not or has not been a Member State of the Organisation, the reference scale shall be that applicable in the host country of the headquarters of the Organisation.

(5) The scales referred to in this Article shall be those in force on the first day of the month following that in which the employee’s service terminated.

(6) Paragraph 2 above shall not apply to the benefits under Article 11. However, an employee who settles in his country of origin may have the severance grant provided for in Article 11(ii) calculated in accordance with the scale for that country, subject to paragraph 4 above.

Article 28
Re-assessment - Withdrawal

(1) Pensions may be re-assessed at any time in the event of error or omission of any kind.

(2) They shall be liable to modification or withdrawal if their award was contrary to the provisions of these Regulations.

Article 29
Forfeiture of rights - Requirement of evidence

(1) Persons eligible for benefits under this pension scheme shall furnish such supporting evidence as may be required by the Office and shall inform it of any facts which may affect their entitlement to benefits.

Should they fail to comply with these obligations, they may be deprived of the right to benefits under this scheme; save in exceptional circumstances, they shall refund any sums received to which they were not entitled.

(2) Where the surviving spouse, orphans or other dependants of a deceased employee fail to apply for their pension within one year from the date of his death, the benefits under these Regulations shall not be payable until the first day of the month following that in which they make their application.

(3) Where the former spouse referred to in Article 17 fails to apply for his pension within one year from the date of the death of the employee, his rights shall be wholly forfeited.
Section 2
Adjustment of benefits

Article 30
Whenever the salaries of staff serving at the Office are adjusted - whatever the basis for adjustment - an identical proportional adjustment shall, as of the same date, be applied to both current and deferred pensions, by reference to the grades and steps and salary scales taken into consideration in the calculation of these pensions.

Section 3
Payment of benefits

Article 31
Method of calculation

(1) Benefits under these Regulations shall be paid monthly in arrears.

(2) Benefits shall be paid by the Office.

(3) Benefits shall be paid in the currency used in their calculation in accordance with Article 27.

Article 32
Sums owed to the Organisation

Any sum owed to the Organisation by an employee on the date when a benefit is payable under these Regulations shall be deducted from the amount of his benefits or from the benefits payable to those entitled under him. Such deductions may be spread over a period.

Article 33
Right of subrogation

Where an employee's death is attributable to a third party, the award of the benefits provided for in these Regulations shall in principle be made subject to the beneficiary's assigning to the Office his claims against such third party, up to the amount of such benefits.

However, the Office may waive its right to take action pursuant to such subrogation against the third party concerned where special circumstances justify such a waiver.
CHAPTER VIII
FINANCING OF THE PENSION SCHEME

Article 34
Budgetary burden

(1) Benefits paid under this pension scheme shall be charged to the budget of the Organisation.

(2) The Member States of the Organisation jointly guarantee the payment of these benefits.

(3) In the event of a merger, reconstitution or other transformation or in the event of dissolution of the Organisation, the Administrative Council or any ad hoc body set up in one of the aforementioned cases shall take the necessary measures to ensure uninterrupted payment of pension scheme benefits until the cessation of entitlement of the last beneficiary.

(4) Should a Member or ex-Member State of the Organisation fail to comply with its obligations under this Article, the other States shall meet the cost thereof in proportion to their contribution to the budget of the Organisation as fixed annually from and after the said State’s default.

Article 35
Employees' contributions - Costing the scheme

(1) The employees' contribution to this pension scheme shall be set by the President of the Office, on the basis of an actuarial study, up to the limit of the contribution level applicable to employees who took up their duties before 1 January 2009, determined in accordance with the Pension Scheme Regulations. It shall be deducted monthly from their salary.

(2) Contributions properly deducted shall not be recoverable. Contributions wrongly deducted shall confer no rights to pension benefits; they shall be refunded without interest at the request of the employee concerned or of those entitled under him.

(3) Should the President of the Office deem it necessary to have an evaluation of the cost of the present scheme made by one or more actuaries and should this show that the contribution that he has set pursuant to paragraph 1 above no longer corresponds to one third of the contribution necessary to finance the benefits payable under these Regulations, the President shall establish what changes, if any, are to be made to the rates of contribution.
CHAPTER IX
FINAL PROVISIONS

Article 36
Implementing Rules

(1) Implementing Rules for giving effect to these Regulations shall be adopted by the Administrative Council, acting on a proposal by the President of the Office submitted after consulting the General Consultative Committee¹.

(2) These Implementing Rules shall be brought to the attention of the staff.

¹ Amended by decision of the Administrative Council CA/D 2/14.
IMPLEMENTING RULES
TO THE NEW PENSION SCHEME REGULATIONS

Rule 1
Definition

Save as otherwise provided in these Implementing Rules, the Articles hereinafter referred to are those of the New Pension Scheme Regulations of the European Patent Office, hereinafter referred to as "the Regulations".

Rule 1/1
Other personnel

The Organisation shall precisely define the categories of personnel referred to in Article 1, paragraph 3, to which the pension scheme does not apply.

Rule 2/1
Medical examination

Letters of appointment shall specify, where appropriate, that the period of deferred entitlement prescribed in Article 2 shall apply to the person concerned in the light of the results of the medical examination conducted prior to appointment.

If the employee concerned wishes to know the nature of the illness or disablement which justified the application of a deferment period, he can obtain the information from the Office’s health service.

Rule 2/2
Maximum period of deferred entitlement

The five-year period specified in Article 2 shall be a maximum only.

Rule 2/3
Definition of entitlement during the deferment period

(i) If the said employee’s service terminates during the deferment period, the severance grant shall be paid to him and the years of service completed during the deferment period shall be taken into account.

(ii) In the event of death resulting from a cause which justified the deferment period in course, the employee or the persons entitled under him shall be entitled only to the refund of the amounts stated in Article 11, sub-paragraphs (i) and (iii).

1 Amended by decision of the Administrative Council CA/D 2/15.
Rule 4.1/1
Service counting for entitlement

Service counting for entitlement shall consist of the following:

(i) any periods of service actually completed by an employee; also any periods corresponding to global compensatory payments in respect of leave not taken or in lieu of notice, if the employee, during such periods, has paid his personal contributions to the pension scheme, insofar as these latter periods do not extend beyond the age limit for retirement laid down in the Service Regulations and are not taken into account by a new employer for the purpose of a pension scheme;

(ii) any periods of sick leave or incapacity in respect of which benefits have been paid; the person concerned shall be required to have paid his personal contributions to the pension scheme as calculated on the amounts so received, thus constituting such periods of reckonable service, without any reductions;

(iii) any periods of unpaid leave of not more than two months' duration, if during such periods the employee paid his personal contributions to the pension scheme and if such periods are not taken into account by a new employer for the purposes of a pension scheme;

(iv) any periods for which indemnity for loss of employment or assignment to reserve status has been granted, if the employee has paid his personal contributions to the pension scheme for such periods, insofar as such periods do not extend beyond the age limit for retirement laid down in the Service Regulations and are not taken into account by a new employer for the purposes of a pension scheme;

(v) any periods of secondment referred to in Article 43 of the Service Regulations, if the employee has paid his personal contributions to the pension scheme for such periods;

(vi) any periods of military service referred to in Article 44 of the Service Regulations, if the employee paid or gave an undertaking to pay his personal contributions to the pension scheme within six months of the end of such periods. In the event of an undertaking, any outstanding contributions shall be deducted from the benefits owing to those entitled under him.

(vii) any periods of parental leave referred to in Article 45a of the Service Regulations, if the employee has paid his employee contributions to the pension scheme for such periods;

(viii) any period of family leave referred to in Article 45b of the Service Regulations, if the employee has paid his employee contributions to the pension scheme for such periods.

1 Amended by decision of the Administrative Council CA/D 2/15.
Rule 6/1
Fractions of a month
Any fraction of less than thirty days remaining after aggregating periods of service shall be treated as a whole month if it is equal to or more than fifteen days and disregarded if it is less than fifteen days.

Rule 6.3/1
Part-time service and incapacity
Periods of incapacity or part-time work during which the employee paid reduced contributions to the pension scheme shall be credited as follows:

(i) if the result of reducing the salary defined in Article 10, paragraph 4, in proportion to the total contributions paid is higher than twice the salary for grade G1, step 4, they shall account for full reckonable years;

(ii) if the result of reducing the salary defined in Article 10, paragraph 4, in proportion to the total contributions paid is equal to or lower than twice the salary for grade G1, step 4, they shall be credited in proportion to the contributions paid.

Rule 7/1
Actual service for the purposes of Article 4
For the purposes of Article 4, years served at the Office shall be years in respect of which the employee’s contributions to the pension scheme have been paid in accordance with Article 5, paragraph 1, and Article 35, paragraph 1.

Rule 8/1
Method of reducing pension - Early pension

(i) A retirement pension paid before age 60 shall be calculated as follows:

- If the pension that would be due at age 60 is lower than the minimum rate prescribed in Article 10, paragraph 3, it shall be brought up to that minimum rate and the reduction provided for in Article 8, paragraph 4, shall then be applied to it.

- If the pension that would be due at age 60 is higher than the aforesaid minimum rate, the reduction shall be applied to it even if the result is lower than that minimum.

(ii) The reductions provided for in Article 8, paragraph 4, shall be applied by reference to whole years, no account being taken of months.

(iii) Family allowances shall be paid and calculated in accordance with the provisions of Rule 22/1(ii).

1 Amended by decision of the Administrative Council CA/D 2/15.
Under the conditions laid down in Article 8 and in this Rule, an early pension may be requested at any time between the ages of 50 and 60, once the employee’s service has terminated.

**Rule 12.1/1**

**Inward transfer of previously acquired rights**

(i) Periods of membership of previous pension schemes

(a) Pursuant to Article 12, paragraph 1, years of reckonable service shall be credited in accordance with these Rules in respect of periods of membership of one or more pension schemes preceding entry into the service of the Office.

(b) Any amounts transferred in respect of periods of membership after entry into the service shall be paid back to the employee.

(c) An amount shall be credited under this Article only if it is certified by the pension scheme concerned as being the actuarial equivalent of retirement pension rights or as representing a capital payment in respect of rights to a pension or of social security entitlements (excluding compensation for dismissal or a severance grant) and must be equivalent to the whole of the amounts paid to the person concerned by that pension scheme.

(ii) Transfer date

The transfer date is hereby defined as the value date on which the Office's account is credited.

(iii) Amounts credited

For purposes of calculating the years of reckonable service to be credited pursuant to Article 12, paragraph 1, the amounts specified in paragraph (i)(c) above shall be taken into account as calculated and paid under the previous pension scheme, in terms of both capital and interest, if any. They shall be considered as calculated on the transfer date. Any necessary conversion into the currency of the salary paid by the Office on the transfer date shall be effected at the exchange rate in force on that date.

Where such amounts were actually paid to the person concerned before the date of entry into the service, for purposes of calculating the years of reckonable service they shall be increased by compound interest for each full month from the date of payment to the person concerned up to the transfer date. The interest rate to be applied shall be the rate taken into account for the actuarial studies. Where that rate is expressed by reference to a price index, the value of that price index on the first working day of each month shall be the reference index for the month in question.

(iv) Calculation of reckonable years of service

The number of reckonable years of service to be taken into account under Article 12, paragraph 1, shall be calculated by first dividing the transferred amount by the coefficient corresponding to the age of the person concerned.
on the transfer date. The figure obtained shall then be divided by 12 x 2% of the salary referred to in Article 10, paragraph 1, on the transfer date to obtain the number of reckonable years of service credited. The above-mentioned rate of 2% shall be the accumulation rate defined in Article 10.

(v) Maximum reckonable years of service

Taking such reckonable years of service into account must not have the effect of raising the total pension above the maximum prescribed by Article 10, paragraph 2.

(vi) Time limit for application

Application for the amounts referred to in paragraph (iii) above to be credited to the Office must be made in writing

(a) within six months from the date of entry into the service in the case of employees exempted from the probationary period or no later than six months after notification of confirmation of appointment after the probationary period. The actual transfer cannot, however, be made until appointment has been confirmed.

(b) as a transitional measure, within a period of six months from the date on which the possibility of such a transfer was made available to employees by the pension scheme concerned.

The application for crediting may be revoked by the person concerned at any time within the time limits prescribed in paragraph (vii) below, but before the payment provided for in paragraph (iii) has been made.

(vii) Time limits for payment

Payment of the amounts referred to in paragraph (iii) above must be made:

- within three months after the expiry of the time limit prescribed in paragraph (vi) above, if the person concerned had actually received such an amount from the pension scheme concerned;
- on payment of such amounts by the pension scheme concerned in other cases.

Payment to the Office shall be made in the currency - or its equivalent at the exchange rate in force on the date of actual payment to the Office - in which the amounts referred to in paragraph (iii) actually have been, or will be, paid by the previous pension scheme.

(viii) Transfer to a subsequent pension scheme

Pursuant to Articles 11(iii) and 12, paragraph 2, the amounts paid to the Office under this Article and subsequently refunded, wholly or in part, to an employee who has not completed at least 10 years' actual service within the meaning of Articles 4 and 7 shall be increased from the time of

1 Amended by decision of the Administrative Council CA/D 2/18.
payment to the Office by compound interest at 4% per annum payable by the Organisation.

**Rule 12.2/1**

**Transfer of pension rights to an outside scheme**

(i) **Time limit for application**

(a) Application for transfer of pension rights under Article 12, paragraph 2, must be made by the staff member to the Office within six months after his definitive appointment by the new government department, organisation or firm referred to in Article 12, paragraph 2.

(b) If the Organisation is unable to conclude with the new government department, organisation or firm referred to in Article 12, paragraph 2, an agreement for such transfer which it considers satisfactory, it shall confine itself to making immediate payment of the amounts referred to in Article 11, or to immediate or deferred payment of a retirement pension.

(ii) **Conditions governing transfer**

The amounts referred to in Article 12, paragraph 2, may be transferred only to the statutory or contractual pension scheme of the government department, organisation or firm referred to in Article 12, paragraph 2.

(iii) **Calculation of amounts to be transferred**

The actuarial equivalent of the retirement pension rights referred to in Article 12, paragraph 2, shall be calculated on the basis of the Table annexed hereto, the annual pension acquired in the Organisation being multiplied by the coefficient corresponding to the age of the person concerned.

(iv) **The age coefficients**

The age coefficients referred to in Rule 12.1/1, paragraph (iv), first sentence, and paragraph (iii) above shall be established by the President of the Office on the basis of an actuarial study.
Annex to Rule 12.2/1(iii)

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Rule 14/1

Employee dying during leave on personal grounds

(i) When an employee dies during a period of leave in respect of which the personal contribution to the pension scheme was not payable, the surviving spouse shall be entitled to the survivor’s pension under Article 14, paragraph 1(ii), the minimum and maximum amounts of such pension being in accordance with paragraphs 3 and 4 of the same Article.

In addition, any orphans shall be entitled to the benefits specified in Articles 19 and 22.

1 Modified by decision of the President, see Circular No. 390.
However, where the deceased employee, at the time of taking unpaid leave, had not completed a sufficient number of years' service to entitle him to a retirement pension, the amounts provided for in Article 11 shall be paid to his estate; such amounts shall be calculated on the basis of rights acquired and salary at the date of going on leave, without any subsequent adjustment or interest.

**Rule 17/1**  
**Rights of a former spouse (divorced spouse)**

The ceiling of the survivor's pension, as provided for in Article 17(1), shall be subject to the same adjustments as those provided for in Article 30.

**Rule 19.5/1**  
**Pension of an orphan dependent on a widowed employee**

(i) The orphan's pension mentioned in this Article (children or other dependants of an employee who is the widower, or widow, of a spouse not an employee of the Office) shall be due only if the employee became widowed while in service.

(ii) If the employee remarries or leaves the Office, the orphan's pension shall cease to be paid.

(iii) Since it is the situation at the time of death of the spouse which must be taken into consideration, the following are not entitled to the orphan's pension:

- children born or adopted after the death of the spouse (except for children born not more than 300 days thereafter);
- the "other dependants" qualifying as such after the death of the spouse.

**Rule 21.1/1**  
**Definition of the total pension for apportionment**

(i) The total pension referred to in Article 21(1) shall be calculated as if all the beneficiaries of the deceased employee formed part of a single group.

(ii) This total pension shall comprise:

- a survivor's pension as would be payable to a surviving spouse of the deceased employee in accordance with Article 14 only, the same rule applying in case of conflict between a surviving spouse and former spouse;
- orphan's pensions calculated as if all orphans and other dependants of the deceased employee belonged to the group entitled to the survivor's pension mentioned above. In accordance with the first subparagraph of Article 19(2), only one minimum orphan's pension (50 per cent of G1, step 4) shall be taken into account in this calculation;

1 Amended by decision of the Administrative Council CA/D 10/14.
- family allowances, also calculated as if such children and other dependants all belonged to the group of the beneficiary of the aforementioned survivor's pension. The ceiling for such allowances shall be as laid down in Article 23, before apportionment of the total pension.

Rule 21.1/2
Apportionment of the total pension

(i) The total pension so calculated shall be apportioned among:
- where appropriate, the spouse and former spouse;
- orphans and other dependants

in proportion to the amounts which would have been payable directly to each group of beneficiaries considered separately (after application of Articles 15 and 17).

(ii) Within a group consisting of a surviving spouse or former spouse and orphans and other dependants, the share going to that group shall be apportioned, for the purpose of calculating the individual entitlement of each member as mentioned above, in proportion to the survivor's pension and the family allowances on the one hand and the orphan's pensions on the other which determined the share payable to that group.

(iii) If the amounts so apportioned exceed the pensions and the family allowances to which the beneficiaries would have been entitled if they had been considered separately, any such excess amounts shall not be payable.

(iv) The minimum amounts laid down for survivors' and orphans' pensions and for household allowances shall no longer apply to the amounts actually payable.

Rule 22/1
Method of calculating family allowances

(i) Household allowance

The household allowance to which the pension recipient is entitled shall be calculated on the basis of his pension, but shall not be less than the minimum laid down in the scales in force at the Office, save where the allowance is reduced on the basis of the income of the spouse.

(ii) Early pension

The household allowance to which the recipient of an early pension is entitled shall be calculated on the basis of the reduced pension, subject to the minimum prescribed by the Service Regulations and the implementing rules thereto; the other family allowances of fixed amount shall be granted without any reduction.
Rule 22/2
Education allowance

(i) The education allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying:

- to the recipients of the aforesaid pensions, the same criteria linked to national or non-national status in the country of service as would be applicable to the former employee were he or she still serving;
- to the dependent children, the same criteria as to education (level, country and type of establishment) and expenditure as would be applicable to the children of the former employee were he or she still serving.

(ii) In the event of the death of a serving employee or employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any education allowance which was being paid at the time of the death shall continue to be paid unchanged in this amount, until the expiry of the current school or academic year, unless the orphan concerned returns to the country of which he or she is a national, in which event such payment shall thereupon cease.

Rule 22/3
Childcare allowance

(i) The childcare allowance shall be granted for children dependent on a former employee who is in receipt of a retirement pension, or dependent on his or her spouse, where such spouse is in receipt of a survivor's pension, by applying to the dependent children the same criteria as to the facility, residence, agreement and expenditure as would be applicable to the children of the former employee, were he or she still serving.

(ii) In the event of the death of an employee or former employee actually in receipt of a retirement pension, without any survivor's pension being awarded to a spouse, or in the event of the death of the recipient of a survivor's pension, any childcare allowance which was being paid at the time of the death shall continue to be paid unchanged for a further three full calendar months following the death or until expiry of the contract on which payment of the allowance was based, whichever is the earlier.

Rule 23/1
Ceiling for family allowances

(i) The same adjustments as are applicable to salaries shall be applied to the family allowances referred to in Article 23.

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1 Amended by decision of the Administrative Council CA/D 2/15.
(ii) The ceiling prescribed in Article 23 shall apply only where survivor’s and orphan’s pensions and family allowances are due simultaneously.

(iii) Any reduction resulting from application of the aforesaid ceiling shall be calculated on the total of the benefits referred to in paragraph (ii); the same shall apply in the case of the existence of a former spouse (divorced spouse) or of orphans of different marriages.

(iv) All the calculations referred to in the preceding paragraphs shall be made after deduction of any family allowances received from another source.

**Rule 24/1**

**Scope**

For the purposes of Article 24, the term "employee" shall also mean the beneficiary of an invalidity allowance.

**Rule 24/2**

**Forfeiture of rights**

Where an employee is missing, the time limits laid down by Article 29, paragraphs 2 and 3, shall commence to run from the date of the court decision declaring him to be missing, referred to in Article 24, paragraph 3.

**Rule 25/1**

**Pension statement**

On the termination of service of an employee, the Office shall draw up a statement of his pension rights.

**Rule 26/1**

**Double entitlement to retirement pensions¹**

(i) Double entitlement to retirement pensions granted under Articles 10 and 13 shall not be allowed.

(ii) Double entitlement to a survivor's pension and to remuneration or a retirement pension paid by the Office shall be permitted.

(iii) Double entitlement to a retirement pension and to an indemnity for loss of employment paid month by month on the basis of the salary being received by the employee at the time of leaving shall be prohibited.

(iv) Double entitlement to a retirement pension and to an allowance for assignment to reserve status shall be prohibited.

¹ Amended by decision of the Administrative Council CA/D 2/15.
² Amended by decision of the Administrative Council CA/D 2/15.
Rule 26/2
Double entitlement to survivor's and orphan's pensions
When they are due to the same cause, the annuities or pensions granted in the event of the death of an employee to the spouse, orphans or dependent persons under a scheme distinct from the pension scheme shall be deducted, if they are financed wholly or in part by the Organisation, from the amount of the relevant pensions due and calculated under the Regulations.

Rule 27/1
Alteration due to the exercise of an option
Where, in application of Article 27, benefits under the pension scheme are to be calculated on the basis for a scale other than that which was in force at the time when the right to the benefits arose, then the amount of such benefits must, for the purpose of their payment as from the exercise of the option concerned, be recalculated on the basis of the said scale.

Rule 29/1
Statement by employee or persons entitled under him
Subject to the provisions of Rule 24/2, the recipient of any benefit under the Regulations shall be required to inform the Office immediately of any change in his address, or in his civil status or the composition of his family in so far as such latter change alters the number of persons entitled under him; such statement shall in any case be required to be renewed during the month of December each year. For this purpose, the Office shall send a form to the person concerned each year.

Rules 28/1 and 29/2
Refund of amounts unduly received
All amounts unduly received shall be refunded pursuant to Articles 28 and 29, in the manner prescribed in the rules and regulations applicable to staff serving at the Office.

Rule 29/3
Provision of information to persons eligible for benefits
It is the responsibility of persons entitled under an employee to notify their existence to the Organisation if they deem it liable to pay them benefits under the pension scheme.

The Organisation shall then inform the beneficiaries concerned of the benefits which they may claim under the Regulations.

Rule 30/1
Notification of adjustments
Adjustments to pensions currently being paid shall be notified in writing, at least once a year, to the persons entitled to such pensions.
Rule 31/1
Date of payment

In application of Article 31, paragraph 1, pensions and family allowances shall be paid in arrears on the last working day but two of the month to which they relate.

Rule 32/1
Buying back rights

Any amounts remaining due on the death, recognition of invalidity or termination of service of an employee in respect of rights bought back under Rule 4.1/1 and Article 5 shall constitute a debt owed to the Organisation by the employee or the persons entitled under him.

Payment to the Organisation of any amounts thus owing shall be made pursuant to the special condition agreed to by the employee at the time of his application to buy back pension rights; this condition shall give the Organisation a preferential right to deduct such amounts from the capital sums due at the time of death or recognition of invalidity, or of termination of service.

Rule 35/1¹
Sickness and incapacity

The employee's contribution to the pension scheme shall be paid in full during sick leave.

During periods of incapacity, this contribution shall be calculated in proportion to the actual salary drawn.

At the employee’s request, the contribution shall be calculated on the basic salary which he would have received for normal full-time work.

Rule 35/2
Leave on personal grounds

An employee may not pay pension contributions during periods of leave on personal grounds of more than two months' duration, and during such periods the employee shall not acquire any pension rights.

On the other hand, his surviving spouse and orphans shall be entitled to receive benefits under the conditions set out in Rule 14/1.

¹ Amended by decision of the Administrative Council CA/D 2/15.
Healthcare insurance scheme
IMPLEMENTING RULES FOR ARTICLES 83a, 84 AND 84a OF THE SERVICES REGULATIONS

I. Healthcare insurance (Article 83a of the Service Regulations)

A. Object of the insurance

The healthcare insurance covers reimbursement, within the limits set out under section F below, of expenditure incurred by insured persons in respect of medical treatment, prescribed by medically qualified persons, as a result of illness, accident, pregnancy and confinement, including preventive measures and examinations.

B. Definitions

- Monthly salary: means monthly basic salary;
- Accident: means injury to the human body due to the action of an external agency;
- Illness: means a deterioration in health established by a medically qualified person;
- Medically qualified person: means a person legally authorised to perform the art of healing in the country where the treatment is received;
- Pharmaceutical product / medicine: a product that is prescribed by either a medical doctor or another medically qualified person, contains active pharmacological components and has a scientifically proven therapeutic effect, or a product that is prescribed within the framework of generally accepted medical treatment to fight illness or after an accident, excluding experimental treatments;
- Outpatient treatment / outpatient surgery / day care: treatment given on an outpatient basis, where the date of admission is the same as the date of discharge or there is no overnight stay;
- Inpatient treatment / hospitalisation: treatment given on an inpatient basis, where the date of admission differs from the date of discharge and there is an overnight stay;
- Insurance year: corresponds to a calendar year;
- Third-party administrator: the organisation or company which processes the insurance claims and is in charge of the day-to-day administration of the healthcare insurance scheme.

C. Commencement and cessation of cover

Cover begins automatically on the date of entry into service. There is no waiting period.

1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 3/16.
Cover ceases on the dates on which the insured persons cease to fulfil the conditions laid down in this respect in the Service Regulations.

This insurance meets expenditure only in respect of treatment given as from the date on which cover takes effect and up to and including the date on which cover ceases.

D. Freedom of choice

There is complete freedom as to the choice of doctor, chemist, hospital and other competent persons or institutions, worldwide. Insured persons are not obliged to consult a general practitioner in each case.

E. Medical secrecy

The third-party administrator and the medical adviser of the third-party administrator must maintain the strictest secrecy regarding any information they obtain in the performance of their duties.

An insured person can remit documents concerning his state of health directly, under sealed cover, to the medical adviser of the third-party administrator.

F. Extent of cover and amount of reimbursement

(a) The amount of expenses incurred in respect of medical treatment will be taken into consideration only insofar as it does not exceed, in respect of the medical treatment in question, any price limits imposed under any national provision issued by a competent official body. In applying this rule, individual agreements derogating from any such limits will be disregarded.

(b) Medical expenses will be reimbursed subject to the limits set out in the following categories of expenses. The President of the Office may lay down concrete reimbursement conditions for specific medical products and treatments in the form of a guide to cover. The guide to cover will be periodically updated to include reimbursement conditions for new products and treatments, on the basis of a medical opinion provided by the medical adviser of the third-party administrator. Changes to the guide to cover will be submitted for consultation to the General Consultative Committee.

1. Fees

1.1 General practitioner and specialist:

100% reimbursement up to a ceiling of EUR 2 249.69 per person per insurance year. This ceiling does not apply to surgeons’ fees for operations involving hospitalisation.

1.2 Dentist:

80% reimbursement of the costs of treatment by a dentist (excluding the cost of all prostheses and dento-facial appliances) up to a ceiling of EUR 562.43
per person per insurance year, and 80% reimbursement of the costs of half-yearly check-ups and scaling.

1.3 Other medical expenses, for example for the payment of home nurses:
80% reimbursement up to a ceiling of EUR 843.64 per person per insurance year.

2. Medicines
80% reimbursement for medicines insofar as they are prescribed by a doctor.

3. Stay in a medical establishment
3.1 Costs of stay and treatment lasting more than 24 consecutive hours in an establishment which is under medical direction and supervision:
100% reimbursement, without any time limit, up to a ceiling corresponding to the amount charged by the establishment concerned for a stay in a room with two beds.

3.2 All other medical expenses:
100% reimbursement.

3.3 Cost of transport to and from a medical establishment only in the case of a stay in that establishment and if transport is medically necessary:
100% reimbursement.

3.4 Medical fees:
100% reimbursement.

4. Special treatments and special examinations
4.1 Confinement other than in a hospital or clinic:
100% reimbursement of the actual cost.

4.2 Laboratory tests:
80% reimbursement.

4.3 Histological tests:
100% reimbursement.

4.4 Radiology, X-ray treatments, chemotherapy:
100% reimbursement.

4.5 Haemodialysis:
100% reimbursement.

4.6 Physiotherapy and kinesitherapy:
100% reimbursement up to a ceiling of EUR 562.43 per person per insurance year.
4.7 Psychotherapy:

100% reimbursement up to a ceiling of EUR 1 406.06 per person per insurance year.

4.8 Cures:

(a) In case of absolute medical necessity and after advance agreement has been given by the medical practitioner appointed by the President of the Office in accordance with Article 89(1) of the Service Regulations, medical costs as well as costs for full board and lodging will be reimbursed under the same conditions as under point 3.1 above with the exception of the reference to a room with two beds.

(b) In all other cases, medical costs may be reimbursed only once every five years and for a maximum period of 21 days under the following conditions:

- medical costs: 100%;
- costs for board and lodging: a flat rate of 50% of the daily subsistence allowance (Group II) in the relevant country, as set out in Annex V of the Service Regulations, at the rate applicable on 1 July of the previous year. The rate increases to 80% for two or more persons of the same family going on cure together;
- notwithstanding Article 83a(6) of the Service Regulations, any additional expenses cannot be claimed under section H below;

(c) Travelling expenses are never reimbursed.

4.9 Cancer screening:

Annual preventive examination of breasts and cervix of uterus:

100% reimbursement.

4.10 Vaccinations:

All vaccinations except vaccinations required by the authorities of a country to which the insured person wishes to travel:

80% reimbursement.

4.11 Combinations of outpatient medical treatments invoiced according to the medical diagnosis:

97% reimbursement.

5. Prostheses and orthopaedic appliances on medical prescription

5.1 Dental prostheses and orthopaedic dento-facial appliances:

80% reimbursement up to a ceiling of EUR 1 124.85 per person per period of two insurance years, the first period ending on 31 December 2018.
5.2 Spectacles and contact lenses:

5.2.1 Spectacle lenses:

80% reimbursement.

5.2.2 Contact lenses:

80% reimbursement up to a ceiling equal to the cost of the corresponding spectacle lenses.

5.2.3 Frames:

Flat-rate payment of EUR 42.19 for a maximum of one set of frames per person per period of two insurance years.

5.3 Hearing aids:

80% reimbursement up to a ceiling of EUR 281.22 per appliance.

5.4 Pacemakers:

100% reimbursement.

5.5 Orthopaedic appliances and prostheses other than those referred to in point 5.1 such as callipers, walking sticks, belts, bandages, shoes, corsets:

80% reimbursement up to a ceiling of EUR 562.43 per person per insurance year.

6. Funeral expenses

Flat-rate payment of EUR 1 687.27 per person.

G. Adjustment of ceilings

The reimbursement ceilings mentioned in section F above may be reviewed periodically on the basis of a proposal drawn up by the President of the Office after consulting the General Consultative Committee. The proposal will be based on a study on changes in medical costs in the EPO member states and will be submitted to the Administrative Council for approval.

H. Additional reimbursement under Article 83a(6) of the Service Regulations

Where, during a period of twelve consecutive months, the total medical costs referred to in section F above incurred by an insured employee, insured members of his family, and other insured dependants, is such that, by virtue of the 20% excess on certain expenses and of the ceilings imposed, the insured employee still has to bear an amount totalling more than 20% of his average monthly salary over the twelve months in question, he is entitled to an additional reimbursement amounting to the difference between the overall total amount of such excesses and the amounts exceeding the ceilings on the one hand and 20% of the said average monthly salary on the other hand.
The preceding paragraph also applies to insured persons in receipt of a pension, in which case the term "salary" means "pension". For former employees who have continued to be insured under Article 83a(2)(b) and (c) of the Service Regulations, the term "salary" is understood to mean the last basic salary before leaving service. For employees deemed to be incapable of work according to Article 62b of the Service Regulations, the term "salary" means the sum of the proportions of his basic salary referred to in Article 62b(3)(a) and (b) of the Service Regulations.

I. Settlement of claims for reimbursement

Reimbursement of expenses incurred is effected by cheque or bank transfer to the insured employee, former employee or survivor, normally within 15 days and no later than 15 working days following the date of receipt by the third-party administrator of the claim and supporting documents, such as originals of bills and medical prescriptions stating the diagnosis.

In certain cases, direct settlement with the medical establishments referred to in section F above may be considered. Any reimbursement from another source will be deducted from the amount payable under this insurance scheme to the extent that the latter payment would bring the total reimbursement for the medical treatment in question to more than 100%.

Costs incurred in a currency other than EUR will be converted at the average exchange rate in force on the day reimbursement is made.

All claims for reimbursement and requests for the application of Article 83a(6) of the Service Regulations must be submitted within three years of the end of the year in which the invoice was issued.

J. Disputes

Objections to a rejection of reimbursement of medical expenses should be raised in writing directly with the third-party administrator within three months of the notification of said rejection. The rejection must be final and confirmed by the third-party administrator before the insured person may, within three months of notification of said final rejection, refer the case to the Office for decision, based on a medical opinion under Article 89 of the Service Regulations.

K. Spouses in gainful employment

Spouses of permanent or former employees who are in gainful employment outside the Office are entitled to cover under the healthcare insurance scheme of the Office under the following conditions:

(a) If the spouse of a permanent or former employee entitled to insurance under Article 83a of the Service Regulations is in gainful employment outside the Office and is exempted by national law from affiliation to a compulsory scheme of healthcare insurance and has no other primary healthcare insurance cover, the permanent or former employee will pay a monthly contribution to the scheme for the spouse calculated with
reference to the market prices for low premiums offered by reputable private healthcare insurers for the minimal cover required by law in the spouse's country of employment. The President of the Office will lay down the criteria for the reference premiums used to define this contribution.

(b) A permanent or former employee entitled to insurance under Article 83 of the Service Regulations whose spouse is in gainful employment outside the Office and is affiliated to a collective basic medical insurance concluded by the Office under the Dutch Health Care Insurance Act ("Zorgverzekeringswet") will pay for the spouse a contribution calculated with reference to the market prices for low premiums. The President of the Office will lay down the criteria for the reference premiums used to define this contribution.

(c) By way of exception to (a) and (b) above, the President of the Office will define a reduced contribution applicable to spouses in gainful employment with a gross income of less than the basic salary at grade G1, step 4 of the scale applicable to the permanent or former employee. The gross income is considered to be the income before deduction of contributions to compulsory social security schemes and national income tax.

(d) The contribution provided for in Article 83a(1)(b) of the Service Regulations does not apply to any of the cases defined in this section.

L. Complementary cover for family members affiliated to another healthcare insurance

(a) Spouses who are in gainful employment outside the Office and who are entitled to reimbursement of expenses under any other legal, statutory or private primary healthcare insurance scheme must in the first instance claim for benefit under the other insurance scheme. If reimbursement under the other insurance scheme does not cover 100% of the expenditure incurred, complementary reimbursement may be claimed under the healthcare insurance scheme of the Office.

(b) Family members affiliated to a collective basic medical insurance scheme concluded by the Office under the Dutch Health Care Insurance Act ("Zorgverzekeringswet") must in the first instance claim reimbursement of medical expenses under that insurance scheme. Complementary reimbursement may be claimed under the healthcare insurance scheme of the Office.

(c) If the primary healthcare insurance scheme of the family member restricts the choice of medical provider (e.g. doctor, hospital, medical services required), he may use the healthcare insurance scheme of the Office as primary insurance if he does so for reasons of access to and/or the quality of the medical care.
M. Obligations with regard to spouses in gainful employment

(a) A permanent or former employee must provide, in the first half of the year, proof of the employment situation of, and income received by, his spouse for the previous fiscal or calendar year, in order for his spouse to remain in the healthcare insurance scheme of the Office.

(b) A permanent or former employee must report any changes in the employment circumstances of his spouse which may give rise to changes in entitlement under this scheme.

(c) If a permanent or former employee does not fulfil the conditions laid down in paragraphs (a) and (b), the President of the Office may decide to suspend the spouse's insurance.

II. Death insurance (Article 84 and 84a of the Service Regulations)

A. Restrictions

The cover provided for in Articles 84 and 84a of the Service Regulations shall be subject to the following restrictions:

(a) In the event of suicide, the lump sum referred to in Articles 84 and 84a shall be payable only if the suicide takes place at least two years after the date on which the employee entered the service. However, this restriction shall not apply if the employee commits suicide while the balance of his mind is disturbed; the burden of proof in this respect shall lie with the beneficiaries.

(b) In the event of war, cover shall continue, except in the case of insured persons called up for military service.

B. Contribution rates

The President of the Office shall define the provisional contribution rates to be applied for each three-year period starting from 1 January 2008.

C. Contribution rate adjustment and revision

At the end of every three-year period of insurance starting from 1 January 2005, a review shall be conducted. The President of the Office shall make any necessary adjustments for previous periods as a result of the review.

In the event of a significant deviation between expected and actual operating figures during the course of a three-year period, the President of the Office may conduct an interim review and, where appropriate, adjust the contribution rates before the end of the period to obviate the need to recover or reimburse a single large amount once the period is over.
Long-term care insurance
IMPLEMENTING RULES TO ARTICLE 83b
OF THE SERVICE REGULATIONS

I. Insured persons

(1) The following persons shall be insured on a compulsory basis:

(a) employees;
(b) former employees in receipt of an outright retirement pension;
(c) dependent children of insured persons under (a) or (b);
(d) dependent children of insured persons under (a) or (b) in receipt of an orphan's pension following the death of the insured person under (a) or (b).

(2) The following persons may be insured on a voluntary basis, provided the insured person under (1)(a) or (b) or an insured person under (3)(d) does not take an irrevocable decision to the contrary, and provided they are not themselves already insured under (1):

(a) the spouse of an insured person under (1)(a) or (b) or of an insured person under (3)(d);
(b) the former spouse of an insured person under (1)(a) or (b) or of an insured person under (3)(d) in respect of whom the aforementioned insured person is legally obliged to pay personal maintenance;
(c) other dependants, within the meaning of Article 70, of the insured person under (1)(a) or (b) or of the insured person under (3)(d).

Subject to the provisions of paragraph (3), cover for those persons insured on a voluntary basis shall cease at the same time as that of the insured person at whose decision they are covered.

(3) The following persons may be insured on a voluntary basis, provided they do not take a personal, irrevocable decision to the contrary, and provided they are not themselves already insured under (1):

(a) recipients of a survivor's pension already insured under (2)(a) at the time of death of the insured person at whose decision they were covered;
(b) recipients of a survivor's pension already insured under (2)(b) at the time of death of the insured person at whose decision they were covered;
(c) dependent persons within the meaning of Article 70 in receipt of an orphan's pension and already insured under (2)(c) at the time of death of the insured person at whose decision they were covered;

1 Amended by decision of the Administrative Council CA/D 2/18.
2 Amended by decision of the Administrative Council CA/D 2/15.
(d) persons entitled to a deferred retirement pension who resign after the age of 50 or have a total of at least 25 years of reckonable service within the meaning of the Pension Scheme Regulations applicable to them. within the meaning of the Pension Scheme Regulations of the European Patent Office.

II. Contributions by the Office and by the insured persons

(4) Subject to paragraph (5) below, the following contributions shall be paid:

(a) a contribution by the Office proportional to the basis formed by the sum of the basic salaries and basic pensions paid to the insured persons in I.(1)(a) and (b), plus 6% for those insured persons who have opted for voluntary insurance of their spouse within the meaning of (2)(a), and the sum of the survivor's pensions paid to insured persons under (3)(a). For the purposes of the calculation of the aforementioned basis, basic salaries shall be taken to mean the full-time salaries of the relevant employees in active employment, and basic pensions to mean the actual pensions paid, although not less than the pensions that would be paid if the recipients had accumulated 25 years of reckonable service within the meaning of the Pension Scheme Regulations applicable to them. The rate of this contribution shall be equal to two thirds of the reference rate defined in (6);

(b) a contribution by the insured persons under I.(1)(a) and (b) proportional to the part of the basis defined above which corresponds to the insured person concerned. The rate of this contribution shall be equal to one third of the reference rate defined in (6). However, during periods in which a person insured on a compulsory basis under I.(1)(a) is not in active employment, this rate shall be equal to the reference rate defined in (6);

(c) a contribution by the insured persons under I.(3)(d) proportional to the basic retirement pension corresponding to 25 years of reckonable service, without application of the coefficients of reduction for early pensions provided for in Article 8(4) of the Pension Scheme Regulations applicable to them. The rate of this contribution shall be equal to the reference rate defined in (6);

(d) a supplementary contribution by the insured persons under I.(1)(a) or (b) and the insured persons under I.(3)(d), on behalf of the persons insured on a voluntary basis under I.(2) and which:

(i) for insured persons under I.(2)(a) having a gross income from employment greater than the basic salary for Grade G4, step 4, of the scale applicable to the insured person paying the contribution,

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1 Amended by decision of the Administrative Council CA/D 17/08.
2 C1/1 must be replaced by C1/3 and B3/1 by B3/3. Renumbering of the steps in the salary scales (CA/D 14/01).
3 Amended by decision of the Administrative Council CA/D 17/08.
4 Amended by decision of the Administrative Council CA/D 17/08.
5 Amended by decision of the Administrative Council CA/D 10/14.
is proportional to the amount by which this income exceeds the said basic salary;

(ii) for insured persons under I.(2)(b) or (c), is proportional to the basic salary for Grade G1, step 4, of the scale applicable to the insured person paying the contribution. The rate of this contribution shall be equal to the reference rate defined in (6).

(e) a contribution by the insured persons under I.(3)(a) proportional to the survivor's pension. The rate of this contribution shall be equal to one third of the reference rate defined in (6);

(f) a supplementary contribution by the insured persons under I.(3)(a) having a gross income from employment greater than the basic salary for Grade G4, step 4, on the scale applicable to the insured person paying the contribution, which is proportional to the amount by which this income exceeds the said basic salary. The rate of this contribution shall be equal to the reference rate defined in (6);

(g) a contribution by the insured persons under I.(3)(b) and (c) equal to the contribution defined under II.(4)(d)(i) and (ii) respectively.

(5) For employees entering the service of the Office after the age of 55, who are therefore unable to acquire the right to a retirement pension, the contributions to be made by the Office under (4)(a) and by the employee himself under (4)(b) shall be reduced to one third of the contributions defined above.

(6) The reference rate shall be determined by the Administrative Council on a proposal from the President of the Office made on the basis of an actuarial study carried out by independent experts and fixed at 1.8%.

If the Administrative Council considers it necessary to have the cost of the social security scheme examined by one or more actuaries, and such an examination reveals that the above-mentioned reference rate no longer guarantees the structural equilibrium of the social-security scheme, the Administrative Council shall decide what changes, if any, are to be made to the contributions.

(6a) The portion of remuneration owed on termination of service as a result of compulsory participation in the salary savings plan, where applicable, shall be reduced by the amount of the long-term care insurance contribution, a third of which shall be borne by the employee.

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 11/19.
4 Amended by decision of the Administrative Council CA/D 17/08. This was originally numbered point 7 but has had to be renumbered because it would otherwise clash with existing point 7.
III. Management of the scheme

(7) The management of the scheme shall be entrusted to an external manager selected in accordance with the procedure for placing contracts provided for in the Financial Regulations.

(8)\(^1\)

IV. Entitlement to benefits

(9) Entitlement to long-term care benefits shall be decided by the President of the Office, on a proposal from the external manager of the scheme. The decision shall identify the degree of reliance on long-term care of the insured person concerned.

V. Level of benefits

(10)\(^2\) Depending on the degree of reliance on long-term care identified, the monthly benefit paid shall correspond to the following percentages of the monthly basic salary for Grade G1, step 4, of the salary scale applicable to the recipient concerned:

- level I 50%
- level II 75%
- level III 100%

By way of exception and on a reasoned decision of the President of the Office, the amount of the benefit may exceed that in level III, to a maximum, however, of no more than 150% of the aforementioned basic salary.

VI. Criteria for assessing the degree of reliance on long-term care

(11)\(^3\) The criteria to be applied for the purpose of defining the degree of reliance on long-term care shall be fixed by the President of the Office on a proposal from the external manager and after consulting the General Consultative Committee.

VII. Levying of contributions

(12) The contributions due under section II above shall be levied in accordance with the administrative procedures laid down by the President of the Office.

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1 Deleted by decision of the Administrative Council CA/D 2/15.
2 Amended by decision of the Administrative Council CA/D 10/14.
3 Amended by decision of the Administrative Council CA/D 2/15.
Regulation on internal tax
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2 b), thereof,

Having regard to the Protocol on Privileges and Immunities (hereinafter referred to as the "Protocol"), and in particular Articles 16 and 17 thereof,

Whereas it is necessary to lay down the conditions and procedure under which the salaries and emoluments of the persons referred to in Articles 13 and 14 of the Protocol shall be liable to tax,

HAS ADOPTED THIS REGULATION:¹

Article 1

The tax on salaries and emoluments instituted by Article 16 of the Protocol shall be determined and collected under the conditions and according to the procedure laid down in this Regulation.

Article 2

The President and employees of the European Patent Office to whom the Administrative Council has decided to apply Article 16 of the Protocol on the basis of the powers conferred upon it by Article 17 of that Protocol shall be liable to the tax for the benefit of the European Patent Organisation (hereinafter referred to as the "Organisation").

Article 3²

The tax shall be due in respect of the total remuneration, emoluments, benefits and allowances, including the invalidity allowance, received from the Office by those liable to taxation, subject to the following provisions:

(1) The following shall be excluded from the total taxable amount:

(a) such amounts or allowances, whether in the form of a lump sum or otherwise, laid down by the Service Regulations for permanent employees of the Office, as represent compensation for expenses actually incurred in the performance of duties;

(b) reimbursement in respect of medical expenses and of expenses incurred for long-term care;

(c) benefits in the form of capital sums in the case of death or total permanent invalidity.

¹ Decision of the Administrative Council CA/D 13/77.
² Amended by decision of the Administrative Council CA/D 32/08. This decision shall enter into force on 1 January 2009.
³ Amended by decision of the Administrative Council CA/D 11/14.
The following shall be deducted from the total taxable amount:

(a) deductions made on account of pensions and retirement allowances, of the salary savings plan or of social security at a fixed rate of 12.30% of the basic salary for employees;

(b) the following allowances and benefits:

(i) household allowance,
(ii) dependant's allowance,
(iii) childcare allowance,
(iv) education allowance,
(v) expatriation allowance,
(vi) installation allowance,
(vii) housing allowance,
(viii) birth grant.

An abatement of 5% for occupational and personal expenses (up to a maximum of EUR 51.13 per month) shall be made from the amount obtained by applying the preceding provisions.

Article 4

The tax shall be collected each month by deduction at source. The amount shall be rounded down to one hundredth of a euro. It shall be calculated on the taxable amount obtained by applying Article 3 and disregarding any amount not exceeding EUR 106.62 and by applying the rate of:

8% to amounts between EUR 106.63 and 1882.02;
10% to amounts between EUR 1882.03 and 2592.24;
12.50% to amounts between EUR 2592.25 and 2970.83;
15% to amounts between EUR 2970.84 and 3373.41;
17.50% to amounts between EUR 3373.42 and 3752.00;
20% to amounts between EUR 3752.01 and 4119.02;
22.50% to amounts between EUR 4119.03 and 4497.77;
25% to amounts between EUR 4497.78 and 4864.79;
27.50% to amounts between EUR 4864.80 and 5243.38;
30% to amounts between EUR 5243.39 and 5610.40;
32.50% to amounts between EUR 5610.41 and 5989.15;
35% to amounts between EUR 5989.16 and 6356.18;

Amended by decision of the Administrative Council CA/D 32/08. This decision shall enter into force on 1 January 2009.
40% to amounts between EUR 6356.19 and 6734.77;

45% to amounts in excess of EUR 6734.77.

The tax brackets shall be applicable to the salary scale for Belgium.

(2) The tax brackets under paragraph 1 shall be adjusted in line with the procedure for adjusting the remuneration of permanent employees of the Office.

(3) The tax brackets under paragraph 1 shall be adjusted, along with the salary scales and allowances, by the corresponding purchasing power parity coefficients, for each Member State where income, as defined in Article 3, is paid by the Office.

(4) By way of derogation from the above method of calculation:

(a) remuneration in respect of overtime (whether lump sums or not)

(b) remuneration in respect of unusual working hours

shall be assessed for the purposes of the tax at the average rate applied to the other taxable amounts of remuneration paid to the person concerned in the month preceding that of payment.

Article 5

Where the taxable amount covers a period of less than one month, the rate of the tax shall be that which is applicable to the corresponding monthly amount.

Where the taxable amount covers a period of more than one month, the tax shall be calculated as if this amount has been spread evenly over the month to which it relates.

Corrective payments not related to the month during which they are paid shall be subject to the tax to which they would have been subject had they been made at the proper time.

Article 6¹

Each person liable to internal tax shall receive, as soon as possible at the beginning of each year, a statement showing the total amount of his salary, emoluments and allowances other than those mentioned in sub-paragraph 1 of Article 3, for the past financial year, and the amount of tax levied for the benefit of the Organisation.

At the same time, a duplicate of this statement shall be communicated directly by the Organisation to the central taxation authorities of the country of residence of each person concerned.

¹ Amended by decision of the Administrative Council CA/D 32/08. This decision shall enter into force on 1 January 2009.
Article 7

The tax proceeds shall be entered as income in the budget of the Organisation.

Article 8

This Regulation shall enter into force on 20 October 1977.

Done at Munich, 20 October 1977

For the Administrative Council

The Chairman

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1 Inserted by decision of the Administrative Council CA/D 32/08. This decision shall enter into force on 1 January 2009.
Protocol on Privileges and Immunities
Article 1

(1) The premises of the Organisation shall be inviolable.

(2) The authorities of the States in which the Organisation has its premises shall not enter those premises, except with the consent of the President of the European Patent Office. Such consent shall be assumed in case of fire or other disaster requiring prompt protective action.

(3) Service of process at the premises of the Organisation and of any other procedural instruments relating to a cause of action against the Organisation shall not constitute breach of inviolability.

Article 2

The archives of the Organisation and any documents belonging to or held by it shall be inviolable.

Article 3

(1) Within the scope of its official activities the Organisation shall have immunity from jurisdiction and execution, except

(a) to the extent that the Organisation shall have expressly waived such immunity in a particular case;

(b) in the case of a civil action brought by a third party for damage resulting from an accident caused by a motor vehicle belonging to, or operated on behalf of, the Organisation, or in respect of a motor traffic offence involving such a vehicle;

(c) in respect of the enforcement of an arbitration award made under Article 23.

(2) The property and assets of the Organisation, wherever situated, shall be immune from any form of requisition, confiscation, expropriation and sequestration.

(3) The property and assets of the Organisation shall also be immune from any form of administrative or provisional judicial constraint, except in so far as may be temporarily necessary in connection with the prevention of, and investigation into, accidents involving motor vehicles belonging to or operated on behalf of the Organisation.

(4) The official activities of the Organisation shall, for the purposes of this Protocol, be such as are strictly necessary for its administrative and technical operation, as set out in the Convention.

Article 4

(1) Within the scope of its official activities the Organisation and its property and income shall be exempt from all direct taxes.

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1 See Circular No. 132 appended to the Staff Regulations.
(2) Where substantial purchases for the exercise of its official activities, and in the price of which taxes or duties are included, are made by the Organisation, appropriate measures shall, whenever possible, be taken by the Contracting States to remit or reimburse to the Organisation the amount of such taxes or duties.

(3) No exemption shall be accorded in respect of duties and taxes which are no more than charges for public utility services.

Article 5

Goods imported or exported by the Organisation for the exercise of its official activities shall be exempt from duties and charges on import or export other than fees or taxes representing services rendered, and from all prohibitions and restrictions on import or export.

Article 6

No exemption shall be granted under Articles 4 and 5 in respect of goods purchased or imported for the personal benefit of the employees of the European Patent Office.

Article 7

(1) Goods belonging to the Organisation which have been acquired or imported under Article 4 or Article 5 shall not be sold or given away except in accordance with conditions laid down by the Contracting States which have granted the exemptions.

(2) The transfer of goods and provision of services between the various buildings of the Organisation shall be exempt from charges or restrictions of any kind; where appropriate, the Contracting States shall take all the necessary measures to remit or reimburse the amount of such charges or to lift such restrictions.

Article 8

The transmission of publications and other information material by or to the Organisation shall not be restricted in any way.

Article 9

The Contracting States shall accord the Organisation the currency exemptions which are necessary for the exercise of its official activities.

Article 10

(1) With regard to its official communications and the transfer of all its documents, the Organisation shall in each Contracting State enjoy the most favourable treatment accorded by that State to any other international organisation.
(2) No censorship shall be applied to official communications of the Organisa-
tion by whatever means of communication.

Article 11

The Contracting States shall take all appropriate measures to facilitate the entry,
stay and departure of the employees of the European Patent Office.

Article 12

(1) Representatives of Contracting States, alternate Representatives and their
advisers or experts, if any, shall enjoy, while attending meetings of the
Administrative Council and of any body established by it, and in the course
of their journeys to and from the place of meeting, the following privileges
and immunities:

(a) immunity from arrest or detention and from seizure of their personal
luggage, except when found committing, attempting to commit, or just
having committed an offence;
(b) immunity from jurisdiction, even after the termination of their mission,
in respect of acts, including words written and spoken, done by them in
the exercise of their functions; this immunity shall not apply, however,
in the case of a motor traffic offence committed by one of the persons
referred to above, nor in the case of damage caused by a motor vehicle
belonging to or driven by such a person.
(c) inviolability for all their official papers and documents;
(d) the right to use codes and to receive documents or correspondence
by special courier or sealed bag;
(e) exemption for themselves and their spouses from all measures restrict-
ing entry and from aliens' registration formalities;
(f) the same facilities in the matter of currency and exchange control as are
accorded to the representatives of foreign Governments on temporary
official missions.

(2) Privileges and immunities are accorded to the persons referred to in para-
graph 1, not for their personal advantage but in order to ensure complete
independence in the exercise of their functions in connection with the
Organisation. Consequently, a Contracting State has the duty to waive the
immunity in all cases where, in the opinion of that State, such immunity
would impede the course of justice and where it can be waived without
prejudicing the purposes for which it was accorded.

Article 13

(1) Subject to the provisions of Article 6, the President of the European Patent
Office shall enjoy the privileges and immunities accorded to diplomatic
agents under the Vienna Convention on Diplomatic Relations of 18 April
1961.
However, immunity from jurisdiction shall not apply in the case of a motor traffic offence committed by the President of the European Patent Office or damage caused by a motor vehicle belonging to or driven by him.

Article 14

The employees of the European Patent Office:

(a) shall, even after their service has terminated, have immunity from jurisdiction in respect of acts, including words written and spoken, done in the exercise of their functions; this immunity shall not apply, however, in the case of a motor traffic offence committed by an employee of the European Patent Office, nor in the case of damage caused by a motor vehicle belonging to or driven by an employee;

(b) shall be exempt from all obligations in respect of military service;

(c) shall enjoy inviolability for all their official papers and documents;

(d) shall enjoy the same facilities as regards exemption from all measures restricting immigration and governing aliens’ registration as are normally accorded to staff members of international organisations, as shall members of their families forming part of their household;

(e) shall enjoy the same privileges in respect of exchange regulations as are normally accorded to the staff members of international organisations;

(f) shall enjoy the same facilities as to repatriation as diplomatic agents in time of international crises, as shall the members of their families forming part of their household;

(g) shall have the right to import duty-free their furniture and personal effects at the time of first taking up their post in the State concerned and the right on the termination of their functions in that State to export free of duty their furniture and personal effects, subject to the conditions considered necessary by the Government of the State in whose territory the right is exercised and with the exception of property acquired in that State which is subject to an export prohibition therein.

Article 15

Experts performing functions on behalf of, or carrying out missions for, the Organisation shall enjoy the following privileges and immunities, to the extent that they are necessary for the carrying out of their functions including during journeys made in carrying out their functions and in the course of such missions:

(a) immunity from jurisdiction in respect of acts done by them in the exercise of their functions, including words written or spoken, except in the case of a motor traffic offence committed by an expert or in the case of damage caused by a motor vehicle belonging to or driven by him; experts shall continue to enjoy this immunity after they have ceased to be employed by the Organisation;
(b) inviolability for all their official papers and documents;
(c) the exchange facilities necessary for the transfer of their remuneration.

Article 16

(1) The persons referred to in Articles 13 and 14 shall be subject to a tax for the benefit of the Organisation on salaries and emoluments paid by the Organisation, subject to the conditions and rules laid down by the Administrative Council within a period of one year from the date of the entry into force of the Convention. From the date on which this tax is applied, such salaries and emoluments shall be exempt from national income tax. The Contracting States may, however, take into account the salaries and emoluments thus exempt when assessing the amount of tax to be applied to income from other sources.

(2) Paragraph 1 shall not apply to pensions and annuities paid by the Organisation to the former employees of the European Patent Office.

Article 17

The Administrative Council shall decide the categories of employees to whom the provisions of Article 14, in whole or in part, and Article 16 shall apply and the categories of experts to whom the provisions of Article 15 shall apply. The names, titles and addresses of the employees and experts included in such categories shall be communicated from time to time to the Contracting States.

Article 18

In the event of the Organisation establishing its own social security scheme, the Organisation and the employees of the European Patent Office shall be exempt from all compulsory contributions to national social security schemes, subject to the agreements made with the Contracting States in accordance with the provisions of Article 25.

Article 19

(1) The privileges and immunities provided for in this Protocol are not designed to give to employees of the European Patent Office or experts performing functions for or on behalf of the Organisation personal advantage. They are provided solely to ensure, in all circumstances the unimpeded functioning of the Organisation and the complete independence of the persons to whom they are accorded.

(2) The President of the European Patent Office has the duty to waive immunity where he considers that such immunity prevents the normal course of justice.

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1 See Part II 17, Decision determining the categories of employees of the European Patent Office to whom the provisions of Articles 14 and 16 of the Protocol on Privileges and Immunities apply, and the categories of experts to whom Article 15 applies.
2 See Circular No. 132 appended to the Staff Regulations.
and that it is possible to dispense with such immunity without prejudicing the interests of the Organisation. The Administrative Council may waive immunity of the President for the same reasons.

**Article 20**

(1) The Organisation shall co-operate at all times with the competent authorities of the Contracting States in order to facilitate the proper administration of justice, to ensure the observance of police regulations and regulations concerning public health, labour inspection or other similar national legislation, and to prevent any abuse of the privileges, immunities and facilities provided for in this Protocol.

(2) The procedure of co-operation mentioned in paragraph 1 may be laid down in the complementary agreements referred to in Article 25.

**Article 21**

Each Contracting State retains the right to take all precautions necessary in the interests of its security.

**Article 22**

No Contracting State is obliged to extend the privileges and immunities referred to in Article 12, Article 13, Article 14, sub-paragraphs b), e) and g) and Article 15, sub-paragraph c) to:

(a) its own nationals;

(b) any person who at the time of taking up his functions with the Organisation has his permanent residence in that State and is not an employee of any other inter-governmental organisation whose staff is incorporated into the Organisation.

**Article 23**

(1) Any Contracting State may submit to an international arbitration tribunal any dispute concerning the Organisation or an employee of the European Patent Office or an expert performing functions for or on its behalf, in so far as the Organisation or the employees and experts have claimed a privilege or an immunity under this Protocol in circumstances where that immunity has not been waived.

(2) If a Contracting State intends to submit a dispute to arbitration, it shall notify the Chairman of the Administrative Council, who shall forthwith inform each Contracting State of such notification.

(3) The procedure laid down in paragraph 1 of this Article shall not apply to disputes between the Organisation and the employees or experts in respect of the Service Regulations or conditions of employment or, with regard to the employees, the Pension Scheme Regulations.
(4) No appeal shall lie against the award of the arbitration tribunal, which shall be final; it shall be binding on the parties. In case of dispute concerning the import or scope of the award, it shall be incumbent upon the arbitration tribunal to interpret it on request by either party.

**Article 24**

(1) The arbitration tribunal referred to in Article 23 shall consist of three members, one arbitrator nominated by the State or States party to the arbitration, one arbitrator nominated by the Administrative Council and a third arbitrator, who shall be the chairman, nominated by the said two arbitrators.

(2) The arbitrators shall be nominated from a panel comprising no more than six arbitrators appointed by each Contracting State and six arbitrators appointed by the Administrative Council. This panel shall be established as soon as possible after the Protocol enters into force and shall be revised each time this proves necessary.

(3) If, within three months from the date of the notification referred to in Article 23, paragraph 2, either party fails to make the nomination referred to in paragraph 1 above, the choice of the arbitrator shall on request of the other party be made by the President of the International Court of Justice from the persons included in the said panel. This shall also apply, when so requested by either party, if within one month from the date of appointment of the second arbitrator, the first two arbitrators are unable to agree on the nomination of the third arbitrator. However, if in these two cases, the President of the International Court of Justice is prevented from making the choice, or if he is a national of one of the States parties to the dispute, the Vice-President of the International Court of Justice shall make the aforementioned appointments, provided that he himself is not a national of one of the States parties to the dispute; if such is the case, the member of the International Court of Justice who is not a national of one of the States parties to the dispute and who has been chosen by the President or Vice-President shall make the appointments. A national of the State applying for arbitration may not be chosen to fill the post of the arbitrator whose appointment devolves on the Administrative Council nor may a person included in the panel and appointed by the Administrative Council be chosen to fill the post of an arbitrator whose appointment devolves on the State which is the claimant. Nor may a person of either of these categories be chosen as chairman of the Tribunal.

(4) The arbitration tribunal shall draw up its own rules of procedure.

**Article 25**

The Organisation may, on a decision of the Administrative Council, conclude with one or more Contracting States complementary agreements to give effect to the provisions of this Protocol as regards such State or States, and other arrangements to ensure the efficient functioning of the Organisation and the safeguarding of its interests.
ANNEX

LIST OF PUBLISHED STATUTORY SOURCES CONCERNING THE RATIFICATION OF THE PROTOCOL ON PRIVILEGES AND IMMUNITIES (PI) AND THE EUROPEAN PATENT CONVENTION (EPC) IN THE CONTRACTING STATES OF THE EPO

1. BELGIUM

PI: Supplement to Moniteur belge of 7 October 1977, p 85 et seq.
EPC: Moniteur belge No. 190 of 30 September 1977, p 11971 et seq.

2. GERMANY

PI and EPC: BGBl. II No. 32 of 26 June 1976, p 649 et seq.; (PI) p 985 et seq.

3. FRANCE

PI and EPC: "Journal Officiel de la République Française" of 18 May 1977, p 2815 et seq.

4. GREECE

PI and EPC: GR OJ No. 85 of 30 June 1986, Law 1607/86, p 2218 et seq.; (PI) p 2294 et seq.
EPC 2000: Law 3396/2005, GR ABl. No. 246 of 6 October 2006 (Part A)

5. IRELAND


6. ITALY

PI and EPC: "Supplemento ordinario alla Gazzetta ufficiale" No. 156 of 7 June 1978, p 1 and 432 et seq.; (PI) p 563 et seq.

7. LUXEMBURG

PI and EPC: Mémorial A No. 32 of 14 June 1977, p 872 et seq.; (PI) p 959 et seq.

8. LIECHTENSTEIN

PI and EPC: LGBl. 1980-34 of 13 May 1980, p 1 et seq.; (PI) p 124 et seq.

9. NETHERLANDS

PI and EPC: "Tractatenblad" 1976, No. 101, p 1 et seq.; (PI) p 135 et seq.
EPC 2000: "Tractatenblad" 2002, 64
10. **AUSTRIA**
   PI and EPC: "Bundesgesetzblatt" No. 350 of 9 August 1979, p 1740 et seq.; (PI) p 1833 et seq.

11. **SWEDEN**

12. **SWITZERLAND**
   PI: SR 0.192.110.923.2 volume AS 1977 II, p 1834.

13. **UNITED KINGDOM**

14. **SPAIN**

15. **MONACO**
   PI and EPC: "Ordonnance Souveraine" No. 10.382 of 27 November 1991;
   "Journal de Monaco" of 29 November 1991.

16. **PORTUGAL**

17. **DENMARK**
   PI and EPC: "Folketingstidende" 1976/77 Annex A, column 1295 et seq.,
   Suppl. 2.
   EPC 2000: "Udenrigsministeriets bekendtgørelse" nr 42 af 13/11/2008,
   Lovtidende C

18. **FINLAND**
   PI and EPC: "Suomen Säädöskokoelman Sopimussarja - Ulkovaltain Kanssa Tehdyt Sopimukset" (Finnish Treaty Series) No. 8-10 of 29 February 1996, p 13 et seq.; (PI) p 97 et seq.
19. CYPRUS

20. TURKEY
PI and EPC: Supplement to "T.C. Resmi Gazete" No. 24107 of 12 July 2000, p. 737-800; (PI) p. 863-870.

21. BULGARIA

22. ESTONIA

23. SLOVAKIA

24. CZECH REPUBLIC

25. SLOVENIA

26. HUNGARY

27. ROMANIA

28. POLAND
PI and EPC 2000: "Dziennik Ustaw" No. 79 of 26 April 2004, item 737.

29. ICELAND
PI: "Stjórnartíðindi C 1, nr. 1. Útgáfudagur" of 28 December 2004.
30. **LITHUANIA**


31. **LATVIA**


32. **MALTA**


33. **CROATIA**


34. **NORWAY**


35. **FORMER YUGOSLAV REPUBLIC OF MACEDONIA**

   PI and EPC 2000: "Official Journal" of MK No. 126 of 8 October 2008, p 1-748

36. **SAN MARINO**

   PI and EPC 2000: "Official Journal San Marino" (Bollettino Ufficiale della Repubblica di San Marino) 2009, No. 3 Part 6, p 404 et seq.

37. **ALBANIA**

   PI and EPC 2000: "Fletoria Zyrtare" No. 167/2009

38. **Republic of Serbia**


THE STATE OF THE GRAND DUCHY OF LUXEMBOURG

AND

THE EUROPEAN PATENT ORGANISATION (EPO)

HAVING REGARD TO the Convention on the Grant of European Patents of 5 October 1973;

HAVING REGARD TO Article 25 of the Protocol on Privileges and Immunities of the European Patent Organisation;

RECOGNISING the need to protect the inviolability of the EPO’s archives also where these archives consist of material in other form than paper and are held by third parties outside the EPO’s Headquarters, branch and sub-offices;

REAFFIRMING that the scope of Article 2 of the Protocol on Privileges and Immunities of the European Patent Organisation includes – in addition to traditional archives – any correspondence, documents, manuscripts, photographs, films, recordings, computer and media data, data carriers and any other similar material belonging to or held by the Organisation;

HAVE AGREED AS FOLLOWS:

Article 1
Inviolability of the archives

The inviolability referred to in Article 2 of the Protocol on Privileges and Immunities of the European Patent Organisation shall apply to the entire archives, correspondence, documents, manuscripts, photographs, films, recordings, computer and media data, data carriers and any other similar material belonging to or held by the Organisation, wherever they are located and by whomsoever they are held, and all the information contained therein.

Article 2
Territorial field of application

This Complementary Agreement shall be applicable only to the territory of the State of the Grand Duchy of Luxembourg.

Article 3
Entry into force and duration

This Complementary Agreement shall enter into force upon notification by the State of the Grand Duchy of Luxembourg that the necessary constitutional
requirements have been fulfilled¹. It shall apply for as long as the Convention on the Grant of European Patents of 5 October 1973 and the Protocol on Privileges and Immunities of the European Patent Organisation are in force for the State of the Grand Duchy of Luxembourg.

Done at Luxembourg on the 5th of March 2018 in two originals in the English, German and French languages, each text being equally authentic.

For the European Patent Organisation

For the State of the Grand Duchy of Luxembourg

¹ Notification of 25 July 2018
Decision determining the categories of employees of the EPO to whom the provisions of Articles 14 and 16 of the Protocol on Privileges and Immunities apply, and the categories of experts to whom Article 15 applies
DECISION OF THE ADMINISTRATIVE COUNCIL OF 20 OCTOBER 1977
DETERMINING THE CATEGORIES OF EMPLOYEES OF THE EUROPEAN PATENT OFFICE TO WHOM THE PROVISIONS OF ARTICLES 14 AND 16 OF THE PROTOCOL ON PRIVILEGES AND IMMUNITIES APPLY, AND THE CATEGORIES OF EXPERTS TO WHOM ARTICLE 15 APPLIES
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,
Having regard to the Protocol on Privileges and Immunities (hereinafter referred to as "the Protocol"), and in particular Article 17 thereof,
Whereas the privileges and immunities conferred by the Protocol on employees of the European Patent Office and on experts performing functions on behalf of, or carrying out missions for, the European Patent Organisation are granted solely in the interests of the Organisation,
Whereas it is therefore important to ensure that employees and experts, in the light of their duties and responsibilities and of their special situation, benefit from such privileges and immunities as are necessary for the proper functioning of the Office and the Organisation,
HAS DECIDED AS FOLLOWS: 1

Article 1
(1) Subject to the provisions of Article 22 of the Protocol, the provisions of Article 14 thereof shall apply to permanent employees of the European Patent Office in active employment.

(2) Subject to the provisions of Article 22 of the Protocol, the provisions of Article 14 a), c), e) and f) of the Protocol shall apply to members of the Enlarged Board of Appeal in accordance with Article 11(5) EPC 20002.

Article 2
Article 15 of the Protocol shall apply to experts performing functions on behalf of or carrying out missions for the Organisation.

Article 3
The President of the Office and all persons to whom the Service Regulations for Permanent Employees of the European Patent Office apply shall be subject to the tax for the benefit of the Organisation and thus shall be exempt from payment of national income tax, as laid down in Article 16, paragraph 1, of the Protocol.

Article 4
This Decision shall enter into force on 20 October 1977.
Done at Munich, 20 October 1977.
For the Administrative Council
The Chairman

1 Decision of the Administrative Council CA/D 11/77.
2 Amended by decision of the Administrative Council CA/D 39/07.

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the Protocol on Privileges and Immunities, (hereinafter referred to as "the Protocol"), and in particular Article 17 thereof,

Whereas the Decision of 20 October 1977 determining the categories of employees of the European Patent Office to whom the provisions of Articles 14 and 16 of the Protocol on Privileges and Immunities apply, and the categories of experts to whom Article 15 applies does not contain any provision defining the extent to which Article 14 of the Protocol applies to permanent employees of the European Patent Office assigned to non-active status or reserve status,

HAS DECIDED AS FOLLOWS: 1

Article 1

(1) The provisions of Article 14 a) of the Protocol shall apply to permanent employees of the European Patent Office assigned to non-active or reserve status.

(2) Subject to Article 22 of the Protocol, the provisions of Article 14 e) of the Protocol shall apply to the permanent employees referred to in paragraph 1 as regards any payment made by the Office, as shall the provisions of Article 14 g), in the event of termination of service.

(3) The privileges mentioned in Article 14 d) and f) of the Protocol shall be accorded to permanent employees assigned to non-active status who are seconded in the interests of the service. Article 14 d) and f) of the Protocol shall apply to other permanent employees assigned to non-active or reserve status only in the State in which they were employed or had their place of residence at the time of assignment to such administrative status.

Article 2

This Decision shall enter into force on 17 May 1979.

Done at Munich, 17 May 1979.

For the Administrative Council

The Chairman


THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION

Having regard to the Protocol on Privileges and Immunities of the European Patent Organisation, in particular Article 17 thereof,

Whereas the duties and powers of members of the Institute serving as members of:

- a disciplinary body within the meaning of the Regulation on discipline for professional representatives;
- the Examination Board or an Examination Committee within the meaning of the Regulation of the European Qualifying Examination,

necessitate their being extended the privileges and immunities of experts provided for in the Protocol on Privileges and Immunities of the European Patent Organisation,

HAS DECIDED AS FOLLOWS: ¹

Article 1

Article 15 of the Protocol on Privileges and Immunities of the European Patent Organisation shall apply mutatis mutandis to members of the Institute serving as members of a disciplinary body within the meaning of Article 5 of the Regulation on discipline for professional representatives, or as members of the Supervisory Board, the Examination Board or an Examination Committee within the meaning of Articles 2, 4 and 7 of the Regulation on the European Qualifying Examination.

Article 2

This decision shall enter into force on 1 January 2009.

Done at Munich, 10 December 2008.

For the Administrative Council

The Chairman

¹ Modified by decision of the Administrative Council CA/D 31/08.
Article 1

(1) Article 14 of the Protocol shall apply to members of the Boards of Appeal of the European Patent Organisation who are serving on a temporary contract basis.

(2) The persons concerned shall be subject to the tax levied for the benefit of the European Patent Organisation and thus shall be exempt from payment of national income tax, as laid down in Article 16, paragraph 1, of the Protocol.

Article 2

This decision shall enter into force on 1 April 1992.

It shall take effect from 1 April 1992.

Done at Munich, 16 March 1992.

For the Administrative Council

The Chairman

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1 Decision of the Administrative Council CA/D 9/92.

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the Protocol on Privileges and Immunities (hereinafter referred to as "the Protocol"), and in particular Article 17 thereof,

Whereas the Decision of 20 October 1977 determining the categories of employees of the European Patent Office to whom the provisions of Articles 14 and 16 of the Protocol apply, and the categories of experts to whom Article 15 of the Protocol applies contains no provision setting out in what respects Article 14 of the Protocol applies to European Patent Office employees recruited on contracts of fixed or indefinite duration, and in particular to the Administrator of the pension reserve fund of the European Patent Organisation;

On a proposal from the President of the European Patent Office,

HAS DECIDED AS FOLLOWS:¹

Article 1

(1) Subject to the provisions of Article 22 of the Protocol, Article 14 of the Protocol shall apply to the Administrator of the pension reserve fund of the European Patent Organisation.

(2) The Administrator shall be subject to the tax for the benefit of the Organisation and shall thus be exempt from payment of national income tax, as provided for in Article 16, paragraph 1, of the Protocol.

Article 2

This decision shall enter into force on 1 April 1992.

It shall apply with effect from 1 April 1992.

Done at Munich, 17 March 1992

For the Administrative Council

The Chairman

¹ Decision of the Administrative Council CA/D 10/92.
Headquarters agreement between the European Patent Organisation and the Government of the Federal Republic of Germany
THE EUROPEAN PATENT ORGANISATION

and

THE GOVERNMENT OF THE FEDERAL REPUBLIC OF GERMANY,

Having regard to the Convention on the Grant of European Patents of 5 October 1973,

Having regard to Article 25 of the Protocol on Privileges and Immunities of the European Patent Organisation,

Whereas, pursuant to Article 6 of the said Convention, the European Patent Office shall be set up in Munich;

Whereas, pursuant to the Protocol on the Centralisation of the European System and on its Introduction, the European Patent Office shall have a sub-office in Berlin (West),

HAVE AGREED AS FOLLOWS:

Article 1
Definitions

In this Agreement:

(a) "Convention" means the Convention on the Grant of European Patents of 5 October 1973;
(b) "Protocol" means the Protocol on Privileges and Immunities of the European Patent Organisation;
(c) "Organisation" means the European Patent Organisation;
(d) "Government" means the Government of the Federal Republic of Germany;
(e) "Office" means the European Patent Office;
(f) "appropriate authorities" means the competent authorities in accordance with the law of the Federal Republic of Germany.

Article 2
Inviolability of the archives

The inviolability referred to in Article 2 of the Protocol shall apply to the entire archives, correspondence, documents, manuscripts, photographs, films and recordings belonging to or held by the Organisation and all the information contained therein.

Article 3¹
Waiving of immunity

In the case of attachment by a third party, pursuant to a decision by the administrative or judicial authorities, of the salaries or emoluments owed by the Organisation

¹ See Circular No. 132 appended to the Staff Regulations.
to a member of its staff, the Organisation waives the immunity which it enjoys pursuant to Article 3, paragraph 1, of the Protocol unless it informs the competent authorities within fourteen days following the date of notification to it of the decision that it does not waive its immunity.

**Article 4**

**Exemption from tax**

(1) For the purposes of Article 4, paragraph 1, of the Protocol "direct taxes" shall embrace all direct taxes levied by the Federal Government, by a "Land" or any other "Gebietskörperschaft" (regional or local authority). In particular, "direct taxes" shall include:

(a) "Einkommensteuer" (Körperschaftsteuer) (income tax/corporation tax);
(b) "Gewerbesteuer" (trade tax);
(c) "Vermögenssteuer" (property tax);
(d) "Grundsteuer" (land tax).

(2) On the basis of Article 4 of the Protocol, the Organisation shall also be exempt from "Grunderwerbssteuer" (land transfer duty).

(3) Vehicles and trailers registered in the name of the Organisation shall be exempt from motor vehicle tax on application.

**Article 5**

**Reimbursement of taxes**

Pursuant to Article 4, paragraph 2, of the Protocol, the Federal Finance Office shall, upon request, refund to the Organisation out of revenue from turnover tax, turnover tax specifically charged to the Organisation by undertakings in respect of deliveries and other services performed by them insofar as such transactions are performed exclusively in connection with the official activities of the Organisation. Such reimbursement shall be made only if the amount of tax due for an individual transaction exceeds DEM 50 and has been paid by the Organisation to the undertaking. If the amount of tax reimbursed is subsequently reduced, the Organisation shall notify the Federal Finance Office and repay the amount of the reduction.

Pursuant to Article 4, paragraph 2, of the Protocol, the Federal Finance Office shall also, at the request of the Organisation refund the tax on hydrocarbons included in prices in respect, in particular, of petrol, diesel fuel and heating oil where the amount of tax due for an individual transaction exceeds DEM 50.

**Article 6**

**Disposal of goods**

(1) If an article purchased or imported by the Organisation for the exercise of its official activities in respect of which exemption from turnover tax or importation turnover tax has been granted pursuant to Article 4, paragraph 2, or Article 5 of the Protocol is disposed of, hired out or transferred whether in return for payment or free of charge, the amount of the turnover tax or
importation turnover tax corresponding to the selling price or, in the case of disposal or transfer free of charge, the amount of such tax corresponding to the current value of the article, shall be paid to the Federal Finance Office. For the sake of simplicity, the amount of tax payable may be determined by applying the taxation rate applicable at the time of disposal or transfer of the article.

(2) Goods imported by the Organisation under the conditions laid down in Article 5 of the Protocol may not be disposed of, hired out or transferred whether in return for payment or free of charge unless the appropriate customs authority has been notified beforehand and the relevant duties have been paid. The duties payable shall be calculated on the basis of the current value of the goods.

Article 7

Work permit, residence permit, compulsory registration

Employees of the Office exercising their functions in the Federal Republic of Germany:

(a) shall not require a work permit;

(b) shall not require a residence permit and shall not be subject to the provisions governing aliens' registration provided that they hold the personal identity card referred to in Article 8, paragraph 2; the same shall apply to members of their families forming part of their household.

Article 8

Notification of appointments, personal identity cards

(1) The Organisation shall notify the Government when an employee of the Office or an expert of the Organisation takes up or relinquishes his duties. Furthermore, it shall periodically send the Government a list of all the employees of the Office and experts of the Organisation. It shall in each case indicate whether or not the person concerned is a German national.

(2) Employees of the Office exercising their functions in Munich or Berlin and members of their families forming part of their household shall hold a personal identity card issued by the Organisation stating name, date and place of birth, nationality and number of passport or of national identity card (aliens only), and bearing a photograph and signature.

Article 9

Nationals and permanent residents

German nationals and persons referred to in Article 22, sub-paragraph b), of the Protocol shall not enjoy the privileges and immunities laid down in Articles 12, 13, 14, sub-paragraphs b), e) and g) and Article 15, sub-paragraph c), of the Protocol.

1 See Circular No. 290 in Part Ib.
2 See Circular No. 238 in Part Ib.
Article 10
Flag and emblem

The Organisation shall be entitled to display its flag and emblem on its premises and on vehicles used for its official activities.

Article 11
Premises of the Organisation in Munich

(1) Until such time as the Office is accommodated in the building referred to in paragraph 2, the Organisation shall lease offices in the Motorama building situated in Munich at Rosenheimer Straße 30.

(2) For the definitive accommodation of the Office, the Federal Republic of Germany shall construct a building on a site situated in Munich at Erhardtstrasse, as defined in the plan annexed hereto¹ in respect of which a building lease ("Gesamterbaurecht") shall have been granted to it by the Free State of Bavaria and the City of Munich. The transfer of the lease from the Federal Republic of Germany to the Organisation shall be governed by an agreement.

Article 12
Premises of the Berlin sub-office

The Berlin sub-office of the Office shall, pursuant to the Agreement between the Government and the Organisation on the setting up of the Berlin sub-office, be accommodated in the building of the former National Patent Office (Reichspatentamt) situated in Berlin.

The arrangements whereby a part of this building shall be transferred to the Organisation shall be laid down in an Additional Agreement to the above-mentioned Agreement.

Article 13
Inviolability of premises

The premises within the meaning of Article 1 of the Protocol shall be the building and parts of buildings occupied by the Organisation for the performance of its official activities. The President of the Office shall communicate to the Government plans of these premises.

Article 14
Disputes

Any dispute arising out of the interpretation or application of this Agreement which cannot be settled directly between the Parties may be submitted by either Party to an arbitration tribunal. Article 23, paragraph 4, and Article 24 of the Protocol shall apply.

¹ Plan not included in this edition.
Article 15
Modifications

At the request of the Government or of the Organisation, consultations shall take place on the implementation or modification of this Agreement.

Article 16
Berlin clause

This Agreement shall also apply to the Land Berlin unless the Government informs the Organisation to the contrary within three months of its entry into force.

Article 17
Entry into force and duration

This Agreement shall enter into force upon signature. It shall apply for as long as the Convention and the Protocol remain in force in the Federal Republic of Germany.

Done at Munich this nineteenth day of October in the year one thousand nine hundred and seventy-seven in two originals in the English, French and German languages, the three texts being equally authentic.

For the European Patent Organisation

For the Government of the Federal Republic of Germany
Circular No. 238 (5 March 1996, 4 September 2013)
Passes

Circular No. 238 - addendum (29 April 1996, 4 September 2013)
Black passes for non-German family members

Circular No. 290 (5 October 2005)
Work permits no longer needed in Germany for family members of an EPO employee forming part of the employee's household

1 See Part Ib.
Agreement between the European Patent Organisation and the Kingdom of the Netherlands concerning the branch of the European Patent Organisation at The Hague
THE EUROPEAN PATENT ORGANISATION

and

THE KINGDOM OF THE NETHERLANDS,

Having regard to the Convention on the Grant of European Patents of 5 October 1973;

Having regard to Article 25 of the Protocol on Privileges and Immunities of the European Patent Organisation,

Whereas, pursuant to Article 6 of the said Convention, the European Patent Office shall have a branch at The Hague,

HAVE AGREED AS FOLLOWS:

**Article 1**

**Definitions**

In this Agreement:

(a) "Convention" means the Convention on the Grant of European Patents of 5 October 1973;

(b) "Protocol" means the Protocol on Privileges and Immunities of the European Patent Organisation;

(c) "Organisation" means the European Patent Organisation;

(d) "Government" means the Government of the Kingdom of the Netherlands;

(e) "Office" means the European Patent Office;

(f) "branch" means the branch of the European Patent Office at The Hague (Rijswijk);

(g) "Vienna Convention" means the Vienna Convention on Diplomatic Relations of 18 April 1961;

(h) "Separate Agreement" means the Separate Agreement containing the definition of members of the family forming part of the employee's household.

**Article 2**

**Inviolability of the archives**

The inviolability referred to in Article 2 of the Protocol shall apply to the entire archives, correspondence, documents, manuscripts, photographs, films, recordings, computer and media data, data carriers and any other similar material belonging to or held by the Organisation, wherever they are located and by whomsoever they are held, and all the information contained therein.

January 2020 3
Article 3
Waiving of immunity

In the case of attachment by a third party, pursuant to a decision by the administrative or judicial authorities, of the salaries or emoluments owed by the Organisation to a member of its staff, the Organisation waives the immunity which it enjoys pursuant to Article 3, paragraph 1, of the Protocol unless it informs the competent authorities that it does not waive its immunity within fourteen days following the date of notification of the decision.

Article 4
Exemption from tax

(1) For the purposes of Article 4, paragraph 1, of the Protocol „direct taxes” shall embrace all direct „Rijksbelastingen” (State taxes) and all direct taxes, dues and levies imposed by a province, municipality or „waterschap” without prejudice to the provisions of paragraph 3 of the said Article.

(2) The Organisation shall on application be exempted from motor-vehicle tax in respect of its motor vehicles used for official purposes.

Article 5
Reimbursement of taxes and duties

(1) The following taxes and duties shall in particular be considered to fall under Article 4, paragraph 2, of the Protocol:

   (a) Turnover tax on goods supplied or services rendered to the Organisation;
   (b) Excise duties on goods;
   (c) Tax on acquisition of real property, insurance tax and stock exchange tax.

(2) The turnover tax paid in respect of goods supplied or services rendered shall be refunded to the Organisation on application.

The tax on hydrocarbons such as fuel oil and motor fuels which the Organisation requires for official purposes shall be refunded to the Organisation on application.

Excise duty paid on goods supplied and required for official purposes shall be refunded to the Organisation on application.

The Organisation shall submit applications for reimbursement within three months after the quarter during which payment was made for goods supplied or services rendered and shall send the relevant documents together with the applications.

The Organisation undertakes to facilitate the verification by the competent authorities of the facts on which the tax exemption or tax refund can be based.

1 See Circular No. 132 in Part 1b.
No refund shall be granted unless the price of the goods supplied or the services rendered exceeds 225 euros per transaction.

**Article 6**

**Disposal of goods**

(1) Goods acquired by the Organisation under the conditions laid down in Article 4, paragraph 2, of the Protocol may not be sold, given away, hired out or otherwise disposed of unless the competent authorities have been notified beforehand and the relevant turnover tax has been paid. The tax payable shall be calculated on the basis of the current value of the goods.

(2) If the Organisation sells, gives away, hires out or otherwise disposes of any of the goods imported under the conditions laid down in Article 5 of the Protocol, it shall declare the goods for importation and pay the taxes, dues and levies in respect of such goods.

(3) The value stated on the declaration for importation shall be the value of the goods on the date of declaration; the tariff in force on the date of declaration shall apply.

**Article 7**

**Work permit, residence permit, compulsory registration**

(1) Employees of the Office exercising their functions in the Netherlands:

(a) shall not require a work permit;
(b) shall not require a residence permit, and shall not be subject to the provisions governing aliens' registration, provided that they hold the personal identity card referred to in Article 8; the same shall apply to members of their family forming part of their household;
(c) shall not be subject to the application of the regulations regarding the registration of religious denomination in the Netherlands population registers; the same shall apply to members of their family forming part of their household.

(2) Members of the family forming part of the household of an employee of the Office, as defined in paragraph 1 of the Separate Agreement, shall not require a work permit for the duration of the employee's employment with the Office.

(3) The rights granted to employees of the Office during their period of employment and to the members of their family forming part of their household shall expire on the employees' final departure or on expiry of a reasonable period as referred to in Article 39, paragraphs 2 and 3, of the Vienna Convention, such period being counted from the date on which the employees relinquish their duties or the family members cease to form part of their household.

(4) Notwithstanding paragraph 3, former employees of the Office and members of their family forming or having formed part of their household shall be
entitled to a right of residence in the Netherlands in conformity with the Netherlands’ aliens legislation. For the purpose of acquiring residence rights under the Netherlands’ aliens legislation, any period of legitimate stay in the Netherlands, either as a privileged person or under the aliens legislation, accrued either before or during the employment of the employee concerned with the branch, shall be recognised and counted.

**Article 8**

**Identity cards**

(1) The Organisation shall promptly notify the Government of:
   (a) the names of employees of the Office exercising their functions in the Netherlands;
   (b) their arrival and final departure and the dates on which they take up and relinquish their duties;
   (c) the names and arrival and final departure of members of an employee’s family forming part of the employee’s household and the fact that a person has ceased to form part of the household; and
   (d) the names and arrival and final departure of private and domestic servants of employees of the Office and the fact that they have left the employ of such employees.

(2) The Government shall issue identity cards to the following persons:
   (a) the employees of the Office exercising their functions in the Netherlands;
   (b) the members of their family forming part of their household who are not Netherlands nationals;
   (c) the members of their family forming part of their household who are Netherlands nationals, if the Office shows that it is necessary to do so in the interest of the Organisation;
   (d) private and domestic servants, who are neither Netherlands nationals nor in possession of a valid permanent residence permit, of employees of the Office.

(3) The identity cards issued by the Government shall state only the holder’s name, sex, date and place of birth, and nationality, and shall bear a photograph of the holder. The card shall serve to identify the holder vis-à-vis the Government and its authorities and shall reflect the status of the holder under the Protocol and this Agreement.

(4) The Organisation shall make the personal data that will appear on the identity card available to the Government. The recipient Government Authority shall make the data available to other Government Authorities solely for the application of the Protocol and this Agreement. The data shall be subject to the Netherlands’ data protection legislation.

(5) Electronically accessible data on the identity cards shall be limited to the data listed in paragraph 3. However, the Government may add further
electronically accessible data if it is under an international obligation to do so for reasons of public security and provided this does not affect any of the rights under the Protocol and this Agreement. The Government shall inform the Organisation of the intended changes at the earliest possible date prior to their implementation.

(6) The Organisation shall promptly return the identity cards of the persons mentioned in paragraph 2 after termination of employment of the persons involved, with due regard to the reasonable period stipulated in Article 7, paragraph 3.

Article 9
Privileges and immunities
of the President and the head of the branch

(1) The President of the Office shall, when visiting the Netherlands, enjoy the same privileges and immunities as the Netherlands accords to heads of diplomatic missions in the Netherlands in accordance with the Vienna Convention.

(2) The head of the branch shall enjoy the same privileges and immunities as the Netherlands accords to heads of diplomatic missions in the Netherlands in accordance with the Vienna Convention.

(3) The same provisions shall apply to the members of their families forming part of their respective households.

(4) This Article does not detract from any provisions in this Agreement or the Protocol.

(5) This Article shall not apply to nationals or permanent residents of the Netherlands.

Article 10
Privileges and immunities of the employees of the Office

(1) Employees of the Office exercising their functions in the Netherlands,

(a) having the professional grade of A5 and above, or
(b) having the professional grade of A4, provided they have been in that grade for more than two years and have had a basic salary not lower than A5 step 1, from the first of January following the year in which both requirements were fulfilled

shall enjoy the same privileges and immunities as the Netherlands accords to diplomatic agents of the diplomatic missions established in the Netherlands in accordance with the Vienna Convention, except that immunity from criminal jurisdiction and personal inviolability shall not extend to acts performed outside the course of their official duties.

(2) Employees of the Office exercising their functions in the Netherlands who are not service staff and who do not fall under paragraph 1 shall enjoy
the same privileges and immunities as the Netherlands accords to admin-
istrative and technical staff of the diplomatic missions established in the
Netherlands in accordance with the Vienna Convention, except that immu-
nity from criminal jurisdiction and personal inviolability shall not extend to
acts performed outside the course of their official duties.

(3) The same provisions shall apply to the members of their families forming
part of their respective households.

(4) Immunity from jurisdiction shall not apply in the case of a civil action brought
by a third party for damage resulting from a motor traffic offence.

(5) This Article does not detract from any provisions in this Agreement or the
Protocol.

(6) This Article shall not apply to nationals or permanent residents of the
Netherlands.

**Article 11**

**Servants**

(1) For the duration of their stay in the Netherlands, employees of the Office
exercising their functions in the Netherlands shall be allowed to employ
domestic servants or, where applicable, private servants.

(2) The domestic or private servants referred to in paragraph 1 shall be required
to hold neither a work permit nor a residence permit.

**Article 12**

**Progression**

The Netherlands shall not take into account any of the payments made by the
Organisation which are exempt from national income tax pursuant to the Protocol
when assessing the amount of tax to be applied to income from other sources.

**Article 13**

**Driving licence**

During their period of employment, employees of the Office, the members of
their family forming part of their household and their domestic or private servants
shall be allowed to obtain a Netherlands driving licence on presentation of their
valid foreign driving licence or to continue to drive using their own valid foreign
driving licence, provided the holder is in possession of an identity card issued
by the Government.

**Article 14**

**Entry, stay and departure**

(1) The Government shall facilitate the entry, stay and departure of the persons
listed below:
(a) serving employees of the Office and members of the family forming part of their household;
(b) domestic and private servants of employees of the Office;
(c) experts;
(d) other persons who are invited by the Organisation for an official purpose.

(2) Visas or, if appropriate, multiple entry visas required by persons referred to in paragraph 1, shall be granted without charge and as promptly as possible.

(3) This arrangement shall not preclude a request for presentation of reasonable evidence to establish that persons claiming the treatment provided for in this arrangement fall within the categories described in paragraph 1.

Article 15
National residents

(1) Netherlands nationals and persons referred to in Article 22, sub-paragraph (b), of the Protocol exercising their functions in the Netherlands shall not enjoy the privileges and immunities laid down in Article 12, paragraph 1, sub-paragraphs (a), (e) and (f), Article 13, Article 14, sub-paragraphs (b), (e) and (g), and Article 15, sub-paragraph (c), of the Protocol, and Article 7, paragraph 1, sub-paragraph (c), of this Agreement.

(2) Employees of the Office who are Netherlands nationals or who are referred to in Article 22, sub-paragraph (b), of the Protocol, exercising their functions in the Netherlands, whose names have, by reason of their duties, been entered on a list drawn up by the Organisation and approved by the Minister of Defence of the Kingdom of the Netherlands, shall be exempt from military service. In the event of other Netherlands nationals and permanent residents being called up for military service, the Minister of Defence of the Kingdom of the Netherlands shall, at the request of the Organisation, grant them such deferment as may be necessary to avoid the interruption of essential work.

Article 16
Office facilities

The Government recognises that certain services, amenities and support are required for the proper and efficient operation of the Office and shall make every effort to assist the Office in establishing and maintaining the proper functioning of the Office’s facilities in the Netherlands.

Article 17
Premises of the branch

The premises of the branch within the meaning of Article 1 of the Protocol shall be buildings, parts of buildings and land or facilities ancillary thereto, including
installations and facilities made available to, or maintained, occupied or used by, the Organisation in the Netherlands for the performance of its official activities. The President of the Office shall communicate plans of these premises to the Government.

**Article 18**

**Joint Consultative Committee**

(1) A Joint Consultative Committee shall facilitate the implementation of this Agreement and may address other administrative issues through consultations between the relevant authorities of the Kingdom of the Netherlands and the Organisation. It shall meet at least once a year and may convene at any other time at the request of the Government or the Organisation.

(2) The Chairman of the Committee shall be appointed by mutual agreement between the Government and the Organisation.

**Article 19**

**Disputes**

Any dispute arising from the interpretation or application of this Agreement which cannot be settled directly between the parties may be submitted by either party to an arbitration tribunal. Article 23, paragraph 4, and Article 24 of the Protocol shall apply.

**Article 20**

**Modifications**

At the request of the Government or of the Organisation, consultations shall take place on the implementation or modification of this Agreement.

**Article 21**

**Most favourable treatment**

If and to the extent that the Government, in the future, enters into an agreement with, or changes its policy with respect to, any intergovernmental organisation, and said agreement or policy contains terms or conditions more favourable to that organisation than comparable terms or conditions in this Agreement, consultations shall be entered into at the request of the Organisation with a view to discussing whether the same treatment may be extended to the Organisation.

**Article 22**

**Status of the Separate Agreement**

The Separate Agreement concluded together with this Agreement forms an integral part thereof. Any reference to this Agreement includes the Separate Agreement.
Article 23
Entry into force and duration

(1) This Agreement shall enter into force upon signature. It shall apply for as long as the Convention and the Protocol are in force for the Kingdom of the Netherlands.

(2) Upon entry into force of this Agreement, the Agreement between the European Patent Organisation and the Kingdom of the Netherlands concerning the branch of the European Patent Office at The Hague of 19 October 1977, the agreement concluded by the Exchange of Notes between the Kingdom of the Netherlands and the European Patent Organisation concerning the employment of family members of 6 April 2005 and the agreement concluded by the Exchange of Notes between the Kingdom of the Netherlands and the European Patent Organisation in the light of the Netherlands Government Policy Framework on Attracting and Hosting International Organisations of 28 November 2005 and 13 December 2005, shall cease to be in force.

(3) With respect to the Kingdom of the Netherlands, this Agreement shall apply to the part of the Kingdom in Europe only.

Done at The Hague this 27 June in the year 2006 in two originals in the English, French, German and Netherlands languages, the four texts being equally authentic.

For the European Patent Organisation

For the Kingdom of the Netherlands
SEPARATE AGREEMENT

1. For the purposes of the Agreement between the European Patent Organisation and the Kingdom of the Netherlands concerning the branch of the European Patent Office at The Hague, the following persons shall be recognised as members of the family forming part of the employee’s household:

(a) the spouse or registered partner of an employee of the Office;
(b) children of an employee of the Office, of his spouse or of his registered partner who are under the age of 18;
(c) children of an employee of the Office, of his spouse or of his registered partner who are between 18 and 27 years of age, provided that they:
   (i) are unmarried,
   (ii) are financially dependent on the employee of the Office, his spouse or his registered partner, and
   (iii) are either attending school or studying, or following vocational training, apprenticeship or education, whether or not including a work placement, or intending to do so, in the Netherlands;
(d) children under the age of 18 and children who fulfil the requirements listed in sub-paragraph (c) for whom an application for adoption has been lodged and the adoption procedure has been started by an employee of the Office, his spouse or his registered partner;
(e) irrespective of age, dependent disabled children, or children who are prevented by serious illness or invalidity from earning a livelihood throughout the period of that illness or invalidity, of an employee of the Office, of his spouse or of his registered partner, provided that the Office supplies the Government with a certificate to that effect.

2. Children of an employee of the Office, of his spouse or of his registered partner who are between 18 and 24 years of age, shall also be recognised as members of the family forming part of the household if they do not fulfil the condition set out in paragraph 1, sub-paragraph (c), item (iii), as long as they fulfil the other conditions set out in that sub-paragraph.

3. By mutual agreement between the Government and the Office, persons other than those referred to in paragraphs 1 and 2 may either:

(a) be recognised as a member of the family in accordance with paragraph 1, with the exception that a work permit shall only be issued if permitted by the laws and regulations of the Netherlands; or
(b) be issued a multiple entry visa without charge and as promptly as possible for the purpose of visiting the employee, his spouse or his registered partner.

4. For the purposes of paragraph 3, the Government shall give favourable consideration:
(a) to persons who do not fulfil the criteria laid down in paragraphs 1 and 2 but who are recognised as dependants pursuant to the Service Regulations for permanent employees of the Office and are therefore subject to the social security system of the Office; and
(b) to seriously ill or invalid parents for humanitarian reasons.

5. Members of the family recognised as forming part of the household under this Separate Agreement may be included in that household on the employee's arrival in the Netherlands or join that household at any time thereafter.
Decision by the President of the European Patent Office concerning the interpretation of Article 10 (1) Seat Agreement between the EPO and the Netherlands

The President of the European Patent Office,

having regard to the Agreement between the Kingdom of the Netherlands and the European Patent Organisation concerning the Branch of the European Patent Office at The Hague of 27 June 2006 (the “Seat Agreement”), and in particular Article 10 thereof,

whereas the European Patent Office introduced a new career system which entered into force as per 1 January 2015 (Article 54 CA/D 10/14),

whereas every employee has been transposed to the new system with effect from 1 July 2015 (Article 56 (5) CA/D 10/14),

whereas the Administrative Council mandated the President to take appropriate measures to ensure a smooth transition to the new system (Article 62 CA/D 10/14),

whereas such measure is needed for the implementation of Article 10 of the Seat Agreement as from the entry into force of the new career system.

whereas Article 10 (1) (b) Seat Agreement bases the entitlement to diplomatic privileges and immunities on the entitlement to the lowest level of basic salary of a director, which principle remains unaltered in the context of the new career system,

whereas it was agreed with the Netherlands Ministry of Foreign Affairs that no formal amendment of the Seat Agreement is necessary under these circumstances,

has decided as follows:

Article 1

Article 10 (1) of the Seat Agreement shall be interpreted as follows:

"1. Employees of the Office exercising their functions in the Netherlands,

   a. in the job group 3 (G13/3) and above, or
   b. in the job group 4 and having at least a basic salary corresponding to the lowest possible basic salary of an employee in the job group 3 (G13/3), from the first of January following the year in which both requirements were fulfilled

shall enjoy the same privileges and immunities as the Netherlands accords to diplomatic agents of the diplomatic missions established in the Netherlands in accordance with the Vienna Convention, except that immunity from criminal jurisdiction and personal inviolability shall not extend to acts performed outside the course of their official duties."
Article 2

The above interpretation shall enter into force as per 1 January 2015, this being the date of the entry into force of the new career system of the European Patent Office.

Article 3

Employees of the Office exercising their functions in the Netherlands to whom Article 10 (1) of the Seat Agreement applied on 1 January 2015 or before, shall keep the privileges and immunities based thereon, irrespective of the result of the transposition to the new career system.

Article 4

Employees of the Office exercising their functions in the Netherlands who do not fall under Article 3, who had a basic salary not lower than A5 step 1 on 1 January 2015 and who were assigned to grade A4 before or on 1 July 2013 shall be entitled as per 1 January 2016 to the privileges and immunities accorded by the Netherlands under Article 10 (1) of the Seat Agreement. Article 10 (3), (4), (5) and (6) of the Seat Agreement shall equally apply.

Munich, 10.02.2016

Benoît Battistelli
President of the European Patent Office
Agreement between the European Patent Office and the Republic of Austria concerning the headquarters of the Vienna sub-office of the European Patent Office
THE EUROPEAN PATENT ORGANISATION

and

THE REPUBLIC OF AUSTRIA,

Having regard to the Convention on the Grant of European Patents of 5 October 1973;

Having regard to the Protocol on Privileges and Immunities of the European Patent Organisation;

Having regard to Article 3 of the Agreement between the European Patent Organisation and the Republic of Austria on the integration of the International Patent Documentation Centre (INPADOC) into the European Patent Office,

HAVE AGREED AS FOLLOWS:

Article 1
Definitions

For the purposes of this Agreement:

(a) "Organisation" means the European Patent Organisation;

(b) "Office" means the European Patent Office;

(c) "Contracting State" means any State party to the Convention on the Grant of European Patents of 5 October 1973;

(d) "sub-office" means the sub-office of the European Patent Office established in Vienna by the European Patent Organisation in accordance with Article 3 of the Agreement between the European Patent Organisation and the Republic of Austria on the integration of the International Patent Documentation Centre (INPADOC) into the European Patent Office;

(e) "employee of the sub-office" means any member of the European Patent Office's staff employed at the sub-office other than persons there on temporary assignments;

(f) "official activities" means any activities strictly necessary for the administrative and technical work which the European Patent Organisation is required to perform by the Convention on the Grant of European Patents of 5 October 1973.

Article 2
Headquarters

(1) The permanent headquarters of the sub-office shall be in the precinct designated for that purpose, with the agreement of the Republic of Austria, the Organisation shall have the right to occupy such a precinct. The precinct shall be defined and details of its use laid down in an additional agreement to be concluded between the Republic of Austria and the Organisation.
(2) The headquarters of the sub-office may only be transferred elsewhere with the agreement of the Republic of Austria. Temporary transfer of the headquarters elsewhere shall not constitute transfer of the permanent headquarters unless the Organisation takes an express decision to that effect. Temporary transfer of the headquarters shall also require the agreement of the Republic of Austria.

(3) Any building in or outside Vienna used with the agreement of the Republic of Austria for meetings convened by the Organisation shall be deemed temporarily to form part of the headquarters precinct.

(4) In connection with its official activities the Organisation shall have the right to establish and operate with the agreement of the Republic of Austria one or more radio transmitters and receivers and other telecommunication facilities.

(5) The Organisation may establish and operate research, documentation and other technical facilities of any type. These facilities shall be subject to appropriate safeguards which, in the case of facilities which might create hazards to health or safety or interfere with property, shall be agreed with the Republic of Austria.

(6) The facilities provided for in paragraphs 4 and 5 may, to the extent necessary for efficient operation, be established and operated outside the headquarters precinct. The Republic of Austria shall, at the request of the Organisation, take steps, in accordance with such provisions and arrangements as may be agreed upon in an additional agreement, to facilitate the acquisition or use by the Organisation of appropriate premises for such purposes and for the inclusion of such premises in the headquarters precinct.

Article 3
Inviolability

(1) The headquarters precinct shall be inviolable. Authorities of the Republic of Austria shall not enter it except with the consent of, and on terms laid down by, the head of the sub-office. Such consent shall be assumed in the case of fire or other disaster requiring prompt protective action.

(2) Instruments issued by Austrian authorities may be served in the headquarters precinct.

(3) The Organisation shall prevent the headquarters precinct from being used as a refuge by persons who are avoiding arrest under any law of the Republic of Austria, who are sought by the latter for extradition to another country, or who are endeavouring to avoid service of legal process.
Article 4

Immunity

(1) Within the scope of its official activities the Organisation shall have immunity from jurisdiction and enforcement, except

(a) to the extent that the Organisation shall have expressly waived such immunity in a particular case;
(b) in the case of a civil action brought by a third party for damage resulting from an accident caused by a motor vehicle belonging to, or operated on behalf of, the Organisation, or in respect of an infringement of regulations governing the keeping, operation and use of motor vehicles;
(c) in the case of attachment, pursuant to a decision by the administrative or judicial authorities, of the salary, emoluments or indemnities owed by the Organisation to an employee, unless the Organisation informs the competent authorities within 14 days of the date on which it is notified of said decision that it does not waive its immunity.

(2) Without prejudice to paragraphs 1 and 3, the property and assets of the Organisation, wherever situated, shall be immune from any form of requisition, confiscation, expropriation and sequestration.

(3) The property and assets of the Organisation shall also be immune from any form of administrative or provisional judicial constraint, except insofar as may be temporarily necessary in connection with the prevention of, and investigation of, accidents involving motor vehicles belonging to or operated on behalf of the Organisation.

Article 5

Protection of the headquarters precinct

The Republic of Austria shall take all appropriate measures to protect the headquarters precinct from forcible entry and damage.

Article 6

Public services in the headquarters precinct

(1) The Republic of Austria shall take all appropriate measures to ensure that the headquarters precinct is supplied with the necessary public services.

(2) The head of the sub-office shall, upon request, make suitable arrangements to enable duly authorised representatives of the appropriate public service bodies to inspect, repair, maintain, reconstruct and relocate utilities, conduits, mains and sewers within the headquarters precinct in such a manner as not to disrupt the official activities unduly.

1 See Circular No. 132 in Part 1b.
Article 7
Archives
The archives of the Organisation and any documents and data carriers belonging to or held by it shall be inviolable.

Article 8
Data protection
The Organisation shall ensure that persons whose data are processed electronically are able to enforce their rights vis-à-vis the Organisation in matters of data protection at least to the extent provided for in the European Convention of 28 January 1981 for the Protection of Individuals with Regard to Automatic Processing of Personal Data.

Article 9
Communications, publications
(1) The Republic of Austria shall ensure that the Organisation is able to send and receive communications in connection with its official activities without let or hindrance. In its communications with the sub-office or with an employee in the headquarters precinct the Organisation may make use of any suitable means, including couriers and coded messages, which shall enjoy the same privileges and immunities as diplomatic couriers and bags.

(2) The Republic of Austria recognises the right of the Organisation, within the scope of its official activities and without let or hindrance, to publish in the Republic of Austria printed matter, material recorded on data carriers or disseminated via data transmission systems, and to broadcast. It is, however, understood that the Organisation shall comply with any laws of the Republic of Austria, or any international copyright conventions to which the Republic of Austria is a party.

Article 10
Freedom from taxation and customs duties
(1) Within the scope of its official activities the Organisation and its assets, income and other property shall be exempt from all forms of taxation; such tax exemption shall not, however, extend to the owner or lessor of any property rented by the Organisation.

(2) Indirect taxes included in the price of goods or services supplied to the Organisation within the scope of its official activities, including leasing and rental charges, shall be refunded to the Organisation insofar as Austrian law makes provision to that effect for foreign missions.

(3) All transactions to which the Organisation is a party and all documents recording such transactions shall be exempt from all taxes, recording charges and court fees.
(4) Articles imported or exported by the Organisation within the scope of its official activities shall be exempt from customs duties and other charges provided these are not simply charges for public utility services, and from economic prohibitions and restrictions on imports and exports.

(5) The Organisation shall be exempt from customs duties and other charges, provided these are not simply charges for public utility services, and from economic prohibitions and restrictions on the importation of vehicles, including spare parts, required for the exercise of its official activities.

(6) Articles imported in accordance with paragraphs 4 and 5 shall not be ceded or transferred by the Organisation to other persons in the Republic of Austria within two years of their importation or acquisition; otherwise the charges waived on importation shall be payable. This shall not apply to articles intended for further dissemination within the framework of the Organisation's technical work.

(7) The Organisation shall be exempt from the obligation to pay employer's contributions to the family benefit equalisation fund.

**Article 11**

**Financial facilities**

Without being subject to controls or regulations of any kind, the Organisation may without let or hindrance and for official purposes:

(a) purchase any currencies through authorised channels, and hold and dispose of such currencies;

(b) maintain accounts in any currency;

(c) purchase funds and securities through authorised channels, and hold and dispose of such funds and securities;

(d) transfer its funds, securities and currency to or from the Republic of Austria, to or from any other country, or within the Republic of Austria; and

(e) raise funds on the basis of its borrowing power or in any other manner it considers desirable, with the proviso that the Organisation shall obtain the consent of the Republic of Austria to the raising of funds within the latter's territory.

**Article 12**

**Social security**

Sub-office and Office employees shall be exempt from the application of Austrian social security laws provided they belong to the Organisation's social security scheme.
Article 13
Entering and leaving the territory, transit and residence

(1) The Republic of Austria shall take all necessary measures to facilitate the entry into, and sojourn in the Republic of Austria of the persons listed below, shall allow them to leave Austrian territory without let or hindrance and ensure that they can travel unimpeded to or from the headquarters precinct, affording them any necessary protection when so travelling:

(a) representatives of Contracting States, alternate representatives, their advisers and experts;
(b) representatives of States or institutions invited by the Organisation;
(c) employees of the Office;
(d) employees of the sub-office and members of their families forming part of their household;
(e) experts within the meaning of Article 17.

(2) Visas which may be required by persons referred to in this Article shall be granted free of charge and as promptly as possible.

(3) No person referred to in paragraph 1 shall be required by the Republic of Austria to leave Austrian territory except in the event of an abuse of the right of residence, in which case the following procedure shall apply:

(a) the institution of proceedings to require any such person to leave Austrian territory shall require the prior approval of the Federal Minister for Foreign Affairs of the Republic of Austria;
(b) in the case of a person mentioned in paragraph 1a), such approval shall be given only after consultation with the Government of the Contracting State concerned;
(c) in the case of a person mentioned in paragraphs 1b) to e) such approval shall be given only after consultation with the head of the sub-office, and if expulsion proceedings are instituted against any such person the head of the sub-office shall have the right to appear or to be represented in such proceedings together with the person against whom such proceedings are instituted;
(d) the head of the sub-office and his deputy shall not be required to leave Austrian territory otherwise than in accordance with the customary procedure applicable to members, having comparable rank, of the staffs of heads of diplomatic mission accredited to the Republic of Austria.

(4) The Republic of Austria shall be entitled to demand reasonable evidence to establish that persons claiming the rights granted by this Article fall within the categories described in paragraph 1, or to demand the reasonable application of quarantine and health regulations.
Article 14
Employees of the sub-office

(1) Employees of the sub-office shall enjoy within and with respect to the Republic of Austria the following privileges and immunities:

(a) immunity from jurisdiction in respect of acts, including words written and spoken, done in the exercise of their duties; this immunity shall not apply, however, in the case of a motor traffic offence committed by an employee of the sub-office, nor in the case of damage caused by a motor vehicle belonging to or driven by an employee; this immunity shall continue to apply even after the persons concerned have ceased to be employees of the sub-office;

(b) inviolability for all their official papers, data carriers and documents;

(c) exemption from taxation in respect of the salaries, emoluments and indemnities paid to them by the Office in connection with their service with the Office; this exemption shall extend also to assistance given to members of the employees' families;

(d) exemption from any form of taxation on income derived by them from sources outside the Republic of Austria;

(e) exemption from immigration restrictions and from registration formalities for themselves and members of their families forming part of their household;

(f) freedom to acquire or maintain within the Republic of Austria foreign securities, foreign currency accounts and other movable and, under the same conditions as Austrian nationals, immovable property, and upon termination of their employment with the Organisation, the right to take out of the Republic of Austria through authorised channels, without reservation or restriction, their funds in the same currency and up to the same amounts as those brought in;

(g) the right to import for personal use, free of duty and other charges, provided these are not simply charges for public utility services, and exempt from economic import prohibitions and restrictions:

(i) their furniture and effects in one or more separate consignments;

(ii) not more than two motor cars at the time of their move upon first taking up their duties.

(2) Employees of the sub-office who are not Austrian nationals shall not qualify for family burdens equalisation benefit, nor shall their spouses or minor children forming part of the employee's household.

Article 15
Head of the sub-office

In addition to the privileges and immunities specified in Article 14, the head of the sub-office and his deputy shall, provided they are not Austrian nationals and are not permanently resident in the Republic of Austria, be accorded the
privileges and immunities, exemptions and facilities accorded to heads of diplomatic missions or members of such missions having comparable rank.

Article 16
Employees of the Office

(1) For the duration of a stay on official business, employees of the Office shall enjoy within and with respect to the Republic of Austria the following privileges and immunities:

(a) immunity from jurisdiction in respect of acts, including words written and spoken, done in the exercise of their duties; this immunity shall not apply, however, in the case of a motor traffic offence committed by an employee of the Office, nor in the case of damage caused by a motor vehicle belonging to or driven by an employee. This immunity shall continue to apply even after the persons concerned have ceased to be employees of the Office;
(b) inviolability for all their official papers, data carriers and documents;
(c) exemption from taxation in respect of salaries, emoluments and indemnities paid to them by the Office in connection with their service with the Office; this exemption shall extend also to assistance given to members of the employees' families;
(d) exemption from any form of taxation on income derived by them from sources outside the Republic of Austria;
(e) exemption from immigration restrictions and from registration formalities.

(2) All former employees of the Office shall be exempt from national income tax on pensions paid to them by the Organisation. However, the Republic of Austria shall retain the right to take these pensions into account when assessing the amount of tax to be levied on income from other sources.

Article 17
Experts

(1) Experts performing duties on behalf of, or carrying out missions for, the Organisation shall enjoy the following privileges and immunities, to the extent that they are necessary for the carrying out of their duties including when they travel in connection with such duties and missions:

(a) immunity from jurisdiction in respect of acts, including words written and spoken, done in the exercise of their duties; this immunity shall not apply, however, in the case of a motor traffic offence committed by an expert, nor in the case of damage caused by a motor vehicle belonging to or driven by him; experts shall continue to enjoy this immunity even after they have ceased to be employed by the Organisation;
(b) inviolability for all their official papers, data carriers and documents;
(c) the exchange facilities necessary for the transfer of their emoluments and expenses.
(2) Where the incidence of any form of taxation depends upon residence, periods during which the persons referred to in paragraph 1 may be present in the Republic of Austria for the discharge of their duties shall not be considered as periods of residence. In particular, such persons shall be exempt from taxation on their emoluments and expenses paid by the Organisation during such periods of duty.

**Article 18**

**Notification of appointments, identity cards**

(1) The sub-office shall inform the Republic of Austria when an employee takes up or relinquishes his duties.

(2) The Republic of Austria shall furnish employees of the sub-office and members of their families forming part of their household, provided they are not Austrian nationals or persons who are permanently resident in the Republic of Austria, with an identity card bearing the photograph of the holder. This card shall serve to identify the holder vis-à-vis the Austrian authorities.

(3) The Organisation may issue an identity card bearing the photograph of the holder to Austrian citizens and persons who at the time of taking up their duties with the sub-office are permanently resident in the Republic of Austria.

**Article 19**

**Austrian citizens and persons permanently resident in the Republic of Austria**

Austrian citizens and persons who at the time of taking up their duties are permanently resident in the Republic of Austria shall enjoy only the privileges and immunities specified in Article 12, Article 14, paragraphs 1a), b) and c), Article 16, paragraphs 1a), b) and c) and 2, and Article 17.

**Article 20**

**Purpose of privileges and immunities**

(1) The privileges and immunities provided for in this Agreement are not designed to give to employees of the sub-office or experts personal advantage. They are granted solely to ensure that the Organisation is able to perform its official activities unimpeded at all times and that the persons to whom they are accorded have complete independence.

(2) The Organisation has the duty to waive immunity where it considers that such immunity would impede the normal course of justice and that it can be waived without prejudicing the interests of the Organisation.
Article 21
Settlement of disputes
Any dispute between the Organisation and the Republic of Austria concerning the interpretation or application of this Agreement or of any additional agreement, or any question affecting the headquarters precinct or relations between the Organisation and the Republic of Austria, which is not settled by negotiation or other agreed mode of settlement, shall be referred for final decision to a tribunal of three arbitrators: one to be chosen by the Organisation, one to be chosen by the Republic of Austria and the third, who shall be chairman of the tribunal, to be chosen by the first two arbitrators. Should the first two arbitrators fail to agree upon the third within six months of their appointment, he shall be chosen by the President of the International Court of Justice at the request of the Organisation or the Republic of Austria.

Article 22
Entry into force
This Agreement shall enter into force at the same time as the Agreement between the European Patent Organisation and the Republic of Austria on the integration of the International Patent Documentation Centre (INPADOC) into the European Patent Office.

Article 23
Termination
This Agreement shall cease to be in force:
(a) by mutual consent of the Organisation and the Republic of Austria, and
(b) if the sub-office is removed from the territory of the Republic of Austria, except for such provisions as may be applicable in connection with the orderly termination of the sub-office’s operations and the disposal of its property therein.

Done at Vienna, on 2nd July 1990
in two originals in the English, French and German languages, each text being equally authentic.

For the European Patent Organisation
For the Republic of Austria

The following area shall constitute the permanent headquarters precinct of the Vienna sub-office of the European Patent Office as provided for in Article 2, paragraph 1, of the Agreement between the Republic of Austria and the European Patent Organisation concerning the headquarters of the Vienna sub-office of the European Patent Office of 2 July 1990:

1030 Vienna, Rennweg 12

(a) courtyard section
   - basement floors 1 and 2
   - ground floor
   - upper floors 1-4

(b) garden section
   - basement
   - ground floor
   - upper floor

(c) connection between courtyard and garden sections

These provisions shall enter into force on 27 November 2000.
Financial Regulations and Implementing rules
Implementing rules and directives
INSTRUCTIONS FOR THE IMPLEMENTATION OF CERTAIN PROVISIONS OF THE FINANCIAL REGULATIONS

The following provisions are to be implemented with effect from the beginning of the 2016 accounting period.

1. General

The authorising officer has sole responsibility for drawing up commitments correctly and on time, and for clearing and authorising expenditure (see Article 38 FinRegs in particular).

PD Finance must be consulted before commitments are entered into in which expenditure of more than EUR 15 000 is anticipated. Payment orders must be submitted to the accounting officer. The responsibility of the accounting officer does not extend to the actual process leading up to the payment order.

2. Receipts and refunds (Articles 40-41 FinRegs)

Articles 40, 40a, 40b and 41 on receipts and refunds are to be applied as follows:

2.1 Non-enforceable EPC and PCT procedural fees, renewal fees under Article 86 EPC and non-enforceable administrative fees

Non-payment of EPC or PCT fees has various legal consequences, but since the EPO has no enforceable claim to these fees they cannot be established as debts beforehand. Instead, formalities officers check from the dossier, EPC, PCT (plus their implementing provisions) and the RFees application that a fee payment has been made in full and in due time. Nor therefore is any receipt order issued subsequently.

2.2 Renewal fees under Article 39 EPC (EPO share)

Under present rules (Article 9 FinRegs), no due date for the debt can be established. Instead, on receipt of the payments and the related supporting documents the authorising officer must check that full and proper payment has been made, and confirm this to the accounting officer. Additional claims against individual contracting states must be sent to the accounting officer as receipt orders for recovery. In case of overpayment or payments which should not have been made at all, the authorising officer must issue a payment order establishing that a refund is due and the amount of that refund.

To claim interest for late payment of renewal fees (Article 39(4) EPC, Article 17(1) FinRegs), the accounting officer must issue an invoice to the concerned Member State.
2.3 Receipts from sales and other services (searches on behalf of states, sale of patent information, other publications and photocopies, enforceable administrative fees, other services and debts)

For such items, the authorising officer must issue an invoice. This is to be regarded as a receipt order under the FinRegs, so no additional formal order needs be issued. Invoices must be issued in due time, and the original sent to the debtor for payment, with a copy going to the accounting officer for recovery. If an authorising officer forgoes or cancels recovery, he issues a credit note for the debtor. A credit note must contain the same information as the invoice, give the reason for issue and indicate the invoice to which it relates. It must be sent to the accounting officer for action. Credit notes not issued under general EPO provisions, or because the debt has been wrongly calculated, the order cancelled before delivery, or the wrong goods delivered, must be submitted with reasons for the accounting officer's approval before they can be sent to the beneficiary (Article 40a FinRegs).

The accounting officer regularly informs authorising officers of the names of defaulting clients. Authorising officers may then supply such clients only against advance payment and after payment of all outstanding debts. The accounting officer decides when advance payment can be dispensed with. Debts he is unable to recover even after written reminders, and legal action where appropriate, must be written off, and a payment order issued against the current accounting period.

For deliveries to high-risk regions, payment procedures should be agreed beforehand with the accounting officer.

The invoice accounting system (accounts receivable) must be so structured that it is possible at all times to check that debts are correctly entered, and to ascertain which have been settled and which are still outstanding (with their due dates).

2.4 Financial income

For capital and interest repayments made by EPO staff on their home loans, the authorising officer supplies the accounting officer with a receipt order.

Income from EPO operating capital investments must be certified as at the due date by the accounting officer, to confirm that it has been calculated correctly. No formal receipt order is required. The same applies for capital sums redeemed.

Differences on exchange rates are booked as a positive or negative balance in the operating result for the accounting period.

2.5 Other income

For all other income (e. g. from sale of capital assets or other items, pension rights assigned by ex-IIB staff, etc.) authorising officers must wherever possible issue a formal receipt order beforehand and send it to the accounting officer for recovery.
If such income arises without a receipt order issued under Article 40 Fin-Regs, the amount in question must be credited as soon as possible to a general-ledger suspense account. The authorising officer responsible must be requested to initiate the debt-establishment procedure, and to issue the missing receipt order so that the item can be booked to a budget account. If an amount which should not have been recovered has been booked to a suspense account, it must be refunded straight away.

2.6 Refunds

Refund proposals must be supported by all appropriate information required for authorising and executing the refunds and for the subsequent auditing thereof.

This includes among others:

- Refund proposal issued by the Formalities Officer within the Refund Accountancy System, indicating the refund reason and applicable refund regulation;
- Evidence for double or overpayments of invoices or European Qualifying Examination fees in Office’s financial system;
- Communications sent to the candidate by the European Qualifying Examination Administration or by the candidate as evidence for the entitlement of the refund (e.g. rejection, withdrawal, settlement of complaints);
- Decisions of the Disciplinary Board of Appeals sent to the appellant leading to a refund of appeal fees.

3. Commitment of expenditure (Articles 42-44 FinRegs)

Under FIPS, commitments of expenditure as referred to in Article 42 FinRegs take the form of funds reservations. Funds reservations may, if required, cover a number of years or a number of budget items.

In addition to the information listed in Article 43 FinRegs, funds reservations must be supported by all other appropriate information required for authorising and implementing them and for the subsequent auditing thereof. This includes, for example, bids from potential suppliers and evaluations thereof, references to contract numbers in the relevant application, including the term of the contract, and calculations leading to the estimated amount of the funds reservation. The text field or attachments must also give details (depending on the type of funds reservation involved) of the payee, any separate internal authorisation procedure, and, where applicable, approval by the Administrative Council or its ancillary bodies.
4. Clearance and authorisation of expenditure (Articles 45-51 FinRegs)

4.1 By signing supporting documents with an electronic signature or by hand, authorising officers certify that:

- the Financial Regulations, Implementing Rules and Tender Guidelines have been complied with;
- an item has been duly received or a service duly rendered;
- if an item must be entered in the asset register or inventory, this has been done;
- all information given in the supporting document has been verified and is correct;
- the supporting document has not previously been the subject of a payment order.

4.2 For items in general, a valid supporting document is the invoice drawn up by the supplier, accompanied by one of the copies of the documents giving rise to the obligation on the part of the Organisation (e.g. purchase order, contract, etc.), if any.

In all cases, the document drawn up by the supplier must indicate:

- the nature and quantity of the items supplied or details of the services rendered, as applicable;
- the unit price and total price;
- the amount of the taxes and customs duties included in the price of the item, or any exemption from taxes.

4.3 For services, a valid supporting document is the invoice (or memorandum) drawn up by the renderer.

The document concerned must mention the nature of the service rendered, any unit price, the total price and the amount of the taxes included in the price, or any exemption from taxes.

4.4 For staff expenditure, supporting documents are:

(a) in the case of monthly salaries (including retirement pensions):

- complete lists of staff, showing all the elements of remuneration and the results of the calculations made, presented in such a way as to permit registration in the general accounts and in the accounts of costs as provided for in the Accounts Plan. The lists must be attached to the relevant payment order.
- a statement showing, for each payee, any change in relation to the previous month in any element of remuneration, supported - depending on the nature of the change - by copies of the decisions taken or of the documents establishing the new entitlement.
- in the case of recruitment or appointment, clearance of the first salary must be supported by a certified true copy of the recruitment or appointment decision as well as any documents used to establish the first salary, including allowances.
- in the case of establishment of retirement pensions, all documents establishing the pension rights.

(b) in the case of other remuneration (any temporary staff paid by the hour or day):
   - a statement drawn up by the authorising officer indicating the days and hours worked, substantiated by any necessary supporting documents.

(c) in the case of overtime:
   - a statement, signed by the authorising officer, certifying the overtime worked by each employee concerned.

(d) in the case of duty travel expenses:
   - a duly completed travel order signed by the competent authority;
   - a "statement of duty travel expenses" showing in particular the place of assignment, the dates and times of departure and arrival, transport expenses, subsistence expenses and other duly authorised expenses, supported by vouchers. This statement must be certified correct and signed by the duty travel section.

(e) in the case of other staff expenditure:
   - supporting documents indicating the decision on which the expenditure is based and giving full details of the calculations made.

4.5 Where several payments are supported by a single document, all the payment orders must include a reference to that document.

5.1 Payment of expenditure (Article 53 FinRegs)

5.1 In order to detect whether an erroneous payment order has been made, the accounting officer is not required to check in substance the actual process leading up to the payment order. Unless required for his duties under Article 66 (1) FinRegs and Article 69 (1) FinRegs, the accounting officer confines himself to verifying that the budgetary heading indicated on the payment order is correct, that commitment appropriations are available, that the amount entered on the payment order is identical with the total amount in the supporting document recognised as valid under the regulations in force and that the payee indicated on the payment order is indeed the creditor specified in the supporting document.

5.2 The accounting officer may, on his own responsibility and to the extent appropriate, base his verifications on the Office’s internal control system and risk-oriented control techniques. For the verification of payment orders related to health care expenditure, the accounting officer may, on his own responsibility, rely on the control work performed by external experts. To avoid delays in payments, the accounting officer is authorised to perform

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1 Revised by decision of the President of 17 January 2017.
5.3 The delimitation of the liabilities of the authorising officer and accounting offic er must be recorded by the authorising officer's electronic release of the payment order and the associated certification as set out in paragraph 4.1 of this directive. Any fault or error subsequently found in the above transactions and formalities is the sole responsibility of the authorising officer and cannot therefore involve the accounting officer's personal liability to disciplinary action or to payment of compensation.

6. **Asset Register and Inventories of movable and immovable property (Article 61 FinRegs)**

6.1 A detailed inventory showing the quantity and value of movable and immovable property must be kept by the relevant department of the General Administration Directorate. The property must be classified by department of allocation, and the inventory presented so that it is easy to check that the data therein tally with those in the corresponding assets accounts kept by the accounting officer. The accounting officer must initiate a check of this kind at least once a year upon closure of the accounts for the accounting period.

6.2 The authorising officer must check on a regular basis that the data in the detailed inventory accurately reflect the facts. Verification by means of inventory count must be conducted at least:

(a) once a year for all EDP assets
(b) every three years for non-EDP assets.

The resulting report must be attached to the copy of the detailed inventory made available to the auditors by the accounting officer pursuant to Article 76 FinRegs. For immovable property the authorising officer must perform a plausibility check, however no physical inventory count is required.

Benoît Battistelli
President

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1 Revised by decision of the President of 27 March 2006.
DIRECTIVE ON IMPLEMENTATION OF THE 2019 EPO BUDGET (CA/D 1/18)

1. General provisions

The Administrative Council has adopted the budget for the 2019 accounting period in accordance with Article 46(2) EPC and Article 29 FinRegs. Its expenditure appropriations and table of posts are thus binding for budget-management purposes. The administration of budget funds by Authorising Officers/Budget Holders must be conducted in accordance with the principles of economy and sound financial management (Article 2 FinRegs), and expenditure confined to the absolutely essential. I reserve the right to order spending restrictions in response to developments on the income side.

Income, expenditure and posts under the budget must be handled in strict compliance with the Financial Regulations (Articles 32 and following) and relevant implementing texts, in particular the Tender Guidelines, the associated administrative instructions, and the Directive on Contracts. The up-to-date versions of all texts currently in force can be consulted online in the Codex (Part III, Group 1) and via the link on the PD Finance intranet site. All those appointed as Authorising Officers/Budget Holders with my approval have the duty to get familiar with these texts and, where doubts as to their interpretation arise, to consult PD Finance or PD Central Procurement as the case may be.

2. RESPONSIBILITIES OF PRINCIPAL AUTHORIZING OFFICERS

The Principal Authorising Officers are invited, under the stipulations of Article 38 FinRegs, to ensure that processes and controls which are required in order for them to conduct a proper supervision of the actual exercise of the powers sub-delegated by them to Authorising Officers/Budget Holders by sub-delegation and to Travel budget holders, have been put in place and are operating effectively.

The Principal Authorising Officer may be requested by either Finance or Central Procurement or Legal Services to formally validate any action with financial impact of an Authorising Officer/Budget Holders by sub-delegation he has appointed. The issuance of such a request for formal validation may, for example, occur in those cases in which the choice of the award procedure, the choice of supplier, and/or the financial contractual terms deviate substantially from usual practice.

In addition, the Principal Authorising Officer shall review, upon request by Finance, Central Procurement or Legal Services, those cases in which the facts gathered during the exercise of financial and compliance control might indicate a possible breach of EPO provisions which may have caused in the past, or may cause in the future, financial damage to the Office.
The Principal Authorising Officers shall ensure that PD Finance is kept informed of all valid sub-delegations and deputisations granted to Authorising Officers/Budget Holders, Delegated Acceptance Officers and travel budget holders, as well as of the withdrawal of these designations.

3. **SEGREGATION OF FUNCTIONS: BUDGET HOLDER VS. PROCUREMENT OFFICER**

For procurement activities, the role of Authorising Officer is divided into the roles of - decentralised - Budget Holder and - centralised - Procurement Officer for the large majority of line items in the budget. The distinct responsibilities and duties of these two roles are reflected in the texts of the financial directives, circulars and instructions mentioned above. Authorising Officers who administer budgetary items not yet falling under centralised procurement may nevertheless make use of the facilities of PD Central Procurement as regards the sourcing for competitive award procedures and may request assistance in performing tasks that would normally be performed by a procurement officer within PD Central Procurement, to the extent requested by the Authorising Officer.

In line with best practice standards of internal control, the auditors place great emphasis on segregating the functions of awarding contracts and of confirming the proper receipt of goods and services. While this is per definition achieved for the accounts falling under Central Procurement, those departments still working with an all-comprehensive Authorising Officer role have to set up internal instructions to guarantee this segregation. Such instructions should be made accessible to the auditors upon request.

4. **ENVELOPE MANAGEMENT**

In line with Annex X of the 2019 budget, some expenditure articles have been combined to form envelopes which Principal Authorising Officers/Budget Holders can manage in a decentralised way under their own responsibility. Under the present directive, I give these Principal Authorising Officers the power to transfer, independently, funds between articles or chapters, provided these transfers improve efficiency and cost-effectiveness in their areas of responsibility. Technical execution of the transfers may be entrusted to Budget Contact Persons (BCPs) nominated for each directorate-general. At the discretion of the Principal Authorising Officers, BCPs may be assigned further tasks such as budget coordination and control functions.

PD Finance has the responsibility to ensure that envelope-related transfers do not violate relevant provisions of the Financial Regulations and in particular those in Article 34 FinRegs, nor any other applicable instructions.

5. **IFRS COMPLIANCE**

Under Article 1(3) FinRegs, the Office has to comply with IFRS (International Financial Reporting Standards). PD Finance’s instructions about this are available under the FIPS portal of the intranet and must be followed. In particular, Authorising Officers, Budget Holders and Procurement Officers
must comply with the rules governing the accounts to which expenditure or income is charged and PD Finance's respective information requirements. Authorising Officers, Budget Holders and Procurement Officers are also reminded that the debts and receivables they establish as payment and receipt orders (Article 22(2) FinRegs) must be allocated to the right accounting period. Reference is made to Article 67(5) FinRegs as regards the obligation of Authorising Officers, Budget Holders and Procurement Officers to follow instructions by the Accounting Officer.

6. **AWARD OF CONTRACTS**

The award of contracts under Articles 55 - 60 FinRegs is governed by the Tender Guidelines (plus Annexes) and the related implementing rules and directives (Codex Part III, Group 1). Attention is drawn to the concept of the "single indivisible unit" which prohibits the splitting of contracts. In case of problems in interpreting the “single indivisible unit” concept, PD Finance must be consulted first.

For awards above EUR 15 000, the proposed accounting provisions and the resulting availability of funds have to be verified by PD Finance before the initiation of any award procedure. The choice of award procedure is then decided, in general by PD Central Procurement, based on the input from the Budget Holder; for purchases against the few remaining non-centralised accounts the decision is with the Authorising Officer.

According to Rule 9 of the Tender Guidelines, a report on the award procedure and all substantive decisions must be drawn up. This final report forms the basis for the Budget Holder approval and for the mandatory compliance check by PD Finance and it subsequently serves as audit trail for future reviews by PD Internal Audit and Oversight and/or the external Board of Auditors.

In case of serious uncertainty concerning the financial situation of a potential supplier, the Authorising Officer/Budget Holder and/or the Procurement Officer should request - before the signature of a contract - a credit check by a credit research company via Central Procurement. Whether an award of contract requires the Budget and Finance Committee's or Administrative Council's prior approval under Article 58 FinRegs in addition to the internal checks, is determined by its value over the entire term bindingly agreed or, for open-value contracts, by its value foreseeable with certainty over the bindingly agreed term.

At the Council's request, the external Board of Auditors will monitor EPO contract-award authorisation procedures and outcomes on a periodic basis and document any flaws or errors. In-house, I have given to the PD Internal Audit and Oversight a similar brief.

7. **INVolVEMENT OF PD CENTRAL PROCUREMENT**

Where documents intended for me, for our governing bodies or for management bodies such as the MAC contain proposals for award of contract, they
should either be submitted by PD Central Procurement, or first be submitted to PD Central Procurement in due time for counter-signature and, where appropriate, for opinion.

PD Central Procurement must be informed about planned procurements, ideally via the Principal Authorising Officers’ yearly contract plan (Point 7.4 of the Directive supplementing certain provisions of the Tender Guidelines), such that Central Procurement may schedule resources, give advice and involve the expert units, if required, in a timely manner on all procurement requests.

All requests for support, advice or action to Central Procurement by Principal Authorising Officers or their deputies should be submitted via the electronic tool provided.

8. IN VolVEMENT OF PD FINANCE

With due respect to Authorising Officers’, Budget Holders’ and Procurement Officers’ responsibilities and to the specific regulations covering the award of contracts, Office-wide control and advice over operations with financial implications is exercised by PD Finance, which also determines the type and extent of that control.

Any documents intended for me, for our governing bodies or for management bodies such as the MAC containing proposals with non-negligible financial consequences should first be submitted to PD Finance in due time for counter-signature and, where appropriate, for opinion.

EPO departments are required to submit to PD Finance all documents which the latter deems necessary to scrutinise in order to fulfil its mission, unless there are justified reasons for not doing so. Such reasons should be documented in writing and agreed with PD 42. In case of disagreement between the responsible VP and PD 42, the matter will be submitted to my consideration.

9. ADMINISTRATION OF FUNDS

As a matter of principle, no action which may give rise to a spending commitment by the Organisation may be taken until the necessary funds reservation has been scrutinised and approved by all relevant EPO departments. Binding legal obligations extending into future years beyond the current accounting period require multiannual funds reservations. In the event of failure to comply with the Financial Regulations and their implementing rules, e.g. the extreme cases criticised by the auditors where funds are not reserved until after financial obligations have been entered into, purchase orders sent out or – worse still – the invoices have been received, the Authorising Officer/Budget Holder responsible may face investigations on possible misconduct ("Implementing rules for Articles 21, 21a and 93 Paragraph 2, of the Service Regulations for permanent employees of the European Patent Office") and subsequent disciplinary action as well as the possibility of having to pay compensation.
Under Article 22 ServRegs, furthermore, all employees may be liable to make financial reparation, for example if they exceed their remit and place procurement orders without their Authorising Officer's/Budget Holder's knowledge.

Authorising Officers/Budget Holders must ensure that the budget appropriations they administer cover all expenditure incurred under the relevant articles during the accounting period. For the decentralised multi-article envelopes, budget compliance is assured by the Principal Authorising Officers/Principal Budget Holders or the Budget Contact Persons (BCP) they have nominated. Where, exceptionally, an Authorising Officer/Budget Holder or BCP estimates in the course of budget execution that his budget funds are insufficient, he must submit a timely and reasoned request for additional funds to PD Finance, which then takes the necessary action.

Authorising Officers/Budget Holders must also make use of any contractually agreed early-payment, bulk or other discounts. Here again, a liability to make financial reparation may arise in case of severe negligence.

To permit effective co-ordination of resource and treasury management, and to allow for meaningful expense forecasts whenever required, PD Finance must at all times have up-to-date and reliable information on departmental spending plans to year’s end. It therefore has the power to require Authorising Officers/Budget Holders or BCPs to submit, on a regular or ad-hoc basis, their total annual expenditure estimates, broken down by budget article and, where appropriate, by envelope or sub-account.

To ensure that FIPS always shows only actual or firmly planned legal obligations, Authorising Officers/Budget Holders must regularly check their open funds reservations to see if they need to close them or to adjust their amounts.

10. PROCESSING OF INVOICES (INCOMING/OUTGOING)

INCOMING INVOICES

The EPO standard contracts require all suppliers to send invoices directly to our mailrooms or to use the common e-mail address (accounts-payable@epo.org). If, exceptionally, a paper invoice is directly sent to you, please forward it to your nearest logistic centre (“mailroom”) in Munich/Isar (room E50) or The Hague (room M03H89). Any misdirected invoice received via e-mail shall be forwarded immediately to the above-mentioned common e-mail address.

Authorising Officers, i.e. in the sense of chapter 3 of this Directive the Budget Holders and Procurement Officers, must process the booking of goods receipt with the posting date of the month in which the services have been rendered or the goods have been received, and the invoices without delay.

In the Financial Regulations (FinRegs) the role of “Authorising Officer” is split into two different roles as regards to procurement procedures: “Budget
Holder” and “Procurement Officer”. For processing of invoices and goods-receipts, the two roles are sharing responsibilities defined in the Financial Regulations as follows:

- The Budget Holder has to confirm that goods have been delivered and/or services rendered, in compliance with the terms of the contract (or PO), in particular checking prices, quantities and the delivery date of the goods/services.

- The Procurement Officer is responsible for the processing and verification of the EPO invoice requirements, i.e. the formal verification of the invoices requirements and posting date, e.g. bank data, terms of payment, invoice numbers, invoice dates, end amount.

By electronically clearing an incoming invoice in FIPS for payment, they bindingly certify, their personal responsibility and personal liability.

OUTGOING INVOICES

Authorising Officers for income accounts must process outgoing invoices without delay. By electronically posting of an outgoing invoice in FIPS or providing the information for issuing the invoice to the Department D5431 “Sales/Distribution/Invoicing/Master Data”, they bindingly certify, under their personal responsibility, inter alia that:

- the Financial Regulations and the implementing texts have been observed;

- an item or service has been duly delivered or rendered by the EPO;

- all supporting documents have been verified for correctness and compliance with the terms of the contract, either commercial contracts or in form of agreements approved by the Administrative Council, and provide all necessary information in accordance with EU mandatory requirements for invoice processing (see also FIPS portal);

- the electronic posting of the outgoing invoice has been allocated to the correct accounting period, i.e. the period in which the goods or services were duly delivered or rendered by the EPO.

The authenticity of an Authorising Officer’s/Budget Holder’s electronic signature is guaranteed by a password known only to him. Therefore, no-one else may be told this password or allowed to use it.

11. ASSET MANAGEMENT

If the Office is acquiring or using tangible and intangible assets such as buildings, IT hardware/software, machinery or vehicles, and has a choice between purchase, rental, leasing or a similar arrangement, before any contract is signed the Authorising Officer/Budget Holder must present a business case showing which of the various options is most economical for the Office. The procedure for leasing agreements is detailed in a directive available in the FIPS portal.
Authorising Officers/Budget Holders must take the necessary steps to ensure that the physical availability of capital goods is verifiable at all times. The Codex provisions on keeping an asset register and on listing, in an inventory, items of property regardless of their value where sound financial management so requires (Article 61 FinRegs) must be strictly complied with.

12. POSTS MANAGEMENT

To ensure that the table of posts in the budget is strictly adhered to, any post may only be occupied by one person. Any deviating cases must therefore be resolved as soon as possible. Exceptionally, if a given post-holder carries more than one function, the post can be split according to the capacity dedicated to the individual functions. Under no circumstances may one post bear several incumbents.

In order to strengthen strategic workforce planning, prior to recruitment on a vacant post approval from Controlling and HR must be requested.

Any post falling free outside of the Board of Appeals staff complement are to be assigned to the Central reserve of President without delay.

A temporary assignment of a permanent staff member to a post in a different organisational unit shall be handled through SWAP arrangements including, if so applicable, financial compensation into the envelope of the capacity donating unit.

All Authorising Officers, Budget Holders and Procurement Officers are instructed to apply the above procedures and to bring this directive to the attention of their staff handling financial matters.

A. Campinos
President
COST-BENEFIT ANALYSIS
1. FOREWORD

1.1. BACKGROUND

The following guidelines aim to consolidate the strong commitment of the Office to cost-efficiency (FinRegs, Article 2), sound financial management and cost and benefit awareness, and in doing so draw on the work done to date on cost-benefit analyses.

Furthermore, specific compliance requirements have come into effect since the EPO adopted the International Financial Reporting Standards (FinRegs, Article 1) and the corresponding financial directives, especially for internally developed intangible assets.

1.2. POLICY

(a) Cost-benefit analysis is a powerful aid to decision-making in large projects and other large investments, together with tools such as risk assessment. A cost-benefit analysis is mandatory for projects costing over EUR 3m in total; it must be demonstrated that the assets deployed will generate future economic benefits.

(b) Simplified cost-benefit assessments are also recommended for smaller projects. It is up to the competent Executive under the Office project management methodology (currently "PRINCE2") to decide whether a cost-benefit analysis should be performed and, if so, to what extent. Otherwise, the decision falls, where applicable, to the competent Business Process Area Steering Committee or alternatively the competent Principal Director. In the case of the competent Executive ("PRINCE2"), the cost-benefit analysis is part of the business case and may be prepared in compliance with these Guidelines.

(c) Notwithstanding the above, project managers will have their costs identified and monitored as a matter of course in the interests of sound financial management.

(d) Assessments include quantifiable and non-quantifiable items.

(e) Cost-benefit analyses will be reviewed soon after project implementation in order to report on cost-efficiency and perform any necessary impairment tests on assets. Planned costs, benefits and a cost-benefit analysis are deemed to help success measurement.

2. METHOD

2.1. PURPOSE AND SCOPE

(a) These guidelines apply to all parts of the Office, typically applying for example to the comparison and prioritisation of information technology or building projects, make-vs-buy or lease-vs-buy situations, re-engineering and re-organisation of areas and activities, or the cost-benefit of launching a new (patent) product. Cost-benefit analyses are relevant for projects run under the Office project management methodology.
The analysis includes:

- costs and income of alternative scenarios
- the assessment of possible savings and the crucial assumptions used to support such an assessment
- non-quantifiable benefits
- how the results will be weighted in the decision-making process.

2.2. RESPONSIBILITIES

(a) The completion of a cost-benefit analysis and its revision is the responsibility of the Project Manager (or, failing that, the line manager).

(b) Approval of a cost-benefit analysis, its revision, and the post-implementation review come under the responsibility of the project Executive under the Office project method in question, the Business Process Area Steering Committee or, in all other cases, the competent Principal Director.

(c) Saving assumptions will preferably be prepared and validated by the Principal Director of the areas concerned and then sent to the Project Manager (see (a)).

(d) Controlling Office will be consulted prior to final approval of a cost-benefit analysis for projects of more than EUR 5m in total unless these are submitted to the Office's Asset Liability Management Committee.

(e) PD Finance can be consulted for advice, support and tools and may request, if considered necessary, a cost-benefit analysis whenever financial approval is sought as per the Financial Regulations.

(f) Every approved cost-benefit analysis or revision will be recorded centrally, in a database to be made available by PD Finance. An auditable record of the analysis and supporting documents will be kept for twelve years.

2.3. ASSESSMENT OF QUANTIFIABLE COSTS AND BENEFITS

(a) Format and schedule

Cost-benefit analyses will include a brief description of the project and end product, as well as a short presentation of alternative solutions.

Timing is all-important. The initial cost-benefit assessment is due before any investment decision is finalised and the procurement procedure has started. There can be exceptions, e.g. a prototype, a feasibility study, a business case analysis. The post-implementation review is normally due shortly after termination of the main part of the work.

(b) Assessment of costs and income

A full-cost approach will be adopted, taking account of both direct expenses caused by the project or investment decision (such as external manpower, cost of corrective or adaptive actions planned, maintenance and operational costs, and training time) and indirect project costs (e.g. overheads).
Office staff time required for the implementation of the project and subsequent operations should be accounted for, irrespective of whether the project makes use of existing staff or requires additional recruitment.

Income generated by a project will be assessed as well.

(c) Timeframe assessed

Cost-benefits are calculated over the lifetime of the corresponding asset. The timescale should normally not exceed fifteen years.

(d) Cost-benefit consolidation

The financial benefit is an expression of the difference between the alternative scenarios, and is also referred to as savings. A comparison can also be made between a project and the cost of leaving a situation as it is ("cost of non-doing").

To support this work, a cost-benefit tool, standard markers (e.g. hourly cost of Office staff), discount rates and other parameters have to be provided by the Office. Tools are also used to calculate automatically the net present value of the cash-flow, using the discount rate fixed by PD Finance.

2.4. NON-QUANTIFIABLE BENEFITS

Cost-benefit analyses should include qualitative and other non-quantitative benefits (e.g. compliance with health requirements or fit with general objectives). Such items can be assessed as follows:

- non-monetary benefits which support a clearly identified strategic objective of the Office, the development and implementation of the European Patent Network, benefits to the public, or other advantages in line with agreed business objectives. A detailed explanation will be provided by the project manager.
- a judgmental score will be used, calculated by a method to be defined in the cost-benefit tool. This score will reflect the public value of non-quantifiable items in the eyes of the authority approving the cost-benefit.

3. IMPLEMENTATION

These guidelines will enter into force on 1st June 2008.
Financial Regulations
and Implementing rules

Directive on contracts
DIRECTIVE ON CONTRACTS
(Rule 3.2 Tender Guidelines - Point 6.5.2
Directive supplementing certain provisions of the Tender Guidelines)

Foreword
This Directive is being issued with a view to:
- ensuring legal certainty, efficient control and the uniformity of contracts concluded by the Office by:
  • providing legal advice on contracts falling within specified categories and the policies underlying such contracts through the compulsory early involvement of Legal Services (PD 5.3);
  • providing for Office-wide standardisation in contract conclusion through standard contract terms and other standard documents;
- providing rules for the signature and safekeeping of contracts.

Definitions
For the purposes of this Directive:

(1) The term "contract" covers any documents by which contractual obligations are entered into, including letters of intent. It equally covers the contract documents contained in invitations to tender.

(2) "Basic contract(ual) terms" means the various standard conditions of contract which lay down the Office's minimum mandatory legal requirements
- for safeguarding the status of the EPO as an international organisation, such as immunity from jurisdiction and execution, settlement of disputes and arbitration, and
- for contractual performance with a view to protecting the interests of the EPO, such as warranties, property rights, claims for damages, right to terminate and any form of security for the due fulfilment of the contractual obligations.

(3) "Basic financial terms" are: the type of price and the terms of payment (e.g. payment upon acceptance, progress payment against bank guarantee) as provided in the standard contract terms of the Office.

(4) "Information technology ("IT") system" means any combination of different computer equipment and/or software components that are organised so that they work together and interact for a common purpose.
1. **Vetting of contracts**

1.1 **Critical contracts**

Contracts in the following areas are subject to the compulsory involvement of Legal Services owing to their subject-matter and irrespective of their value:

(a) contracts for the sale, acquisition and long-term lease of immovable property;

(b) contracts for architectural or engineering services with architects, engineers or similar advisers as well as contracts with general contractors or general co-ordinating contractors relating to the construction of new buildings, or the reconstruction, extension, rebuilding or modernisation of existing buildings;

(c) contracts for IT systems and software specifically developed or adapted for use in the EPO;

(d) contracts concerning patent documents not yet published;

(e) contracts to be concluded with other intergovernmental organisations, the European Community institutions and bodies, public authorities and institutions or national patent offices,

unless otherwise provided in ad hoc arrangements between Legal Services and Central Procurement. Such ad hoc arrangements in principle will consist of the provision by Legal Services of standard contracts to Central Procurement.

1.2 **Other contracts with a value up to EUR 100 000**

For contracts not covered by point 1.1, which have a value up to EUR 100 000, the involvement of Legal Services is discretionary. However, the use of standard contract terms issued by Legal Services is strongly recommended to ensure protection of the EPO’s interests and the streamlining of in-house contract approval procedures.

1.3 **Other contracts with a value in excess of EUR 100 000**

1.3.1 Contracts not covered by point 1.1 with a value in excess of EUR 100 000 are subject to compulsory involvement of Legal Services unless they are concluded on the basis of standard contract terms issued by Legal
Services. In the latter case, no involvement of Legal Services is needed provided the provisos under points 1.3.2 and 1.3.3 below are complied with.

1.3.2 Legal Services will make standard contract terms specific to a recurring given type of contract available to Central Procurement.

The procurement officer is responsible for confirming in writing and for placing on record that the standard contract terms of the Office were used and that they satisfy the requirements for the specific performance which is the subject of the contract.

1.3.3 The procurement officer must ensure that in the case of modifications or negotiations relating to standard contractual terms of the Office the interests of the EPO are sufficiently guaranteed. Under no circumstances may modifications concern basic financial or contractual terms.

1.3.4 Information on the standard contract chosen and any modifications thereto (points 1.3.2 and 1.3.3 above) must be placed on record so as to support the ex-ante approval procedure and the ex-post review and audit.

1.4 Amending contracts

Modifications of the contracts (amending contracts) which were subject to the involvement of Legal Services must be referred to Legal Services unless the budget holder and the procurement officer confirm that they relate to:

(a) the practical arrangements for the performance of an existing contract (e.g. minor changes to due dates; changes in the frequency or other mode or manner of reporting; changes of delivery or contact addresses; changes in the deliverables limited to technical upgrades or within the original general specifications);

(b) the exercise of rights or options which were fully provided for in an existing contract (e.g. extension of the duration and/or volume of the contract);

(c) an increase in the agreed performance (e.g. extension of the duration and/or volume of the contract not provided in the existing contract) which does not arise from legal difficulties and involves no further change, especially no change concerning the basic financial or contractual terms.

1.5 Use of contractor’s own terms of business (contracts with a value in excess of EUR 100 000)

In exceptional cases, such as where the goods, services or work are only provided by a specific contractor or a few specific contractors on the basis of his/their own terms of business, use of the contractor’s own terms of business may be allowed for a single specific contract or a specific type of contract (Directive supplementing certain provisions of the Tender Guidelines, point 3(g)). Any such requests, together with the relevant documents and a reasoned position paper, must be prepared
by the budget holder and submitted via the principal budget holder to the Chief Procurement Officer, Legal Services and PD Finance for approval.

2. **Involvement of Legal Services when issues linked to the international status of the EPO arise**

When issues arise during the preparation or negotiation of contracts which affect the status of the EPO as an international organisation, such as conformity with the EPO's statutory rules and its privileges and immunities (e.g. exemption from taxes, duties or charges, arbitration, settlement of disputes) or where issues relating to the EPO's official activities arise, Legal Services must be involved irrespective of the kind of contract concerned and its value.

3. **Vetting of CA documents**

CA documents concerning the contracts under point 1.1 above are subject to the compulsory involvement of Legal Services.

4. **Legal support for contracts for the Board of Auditors of the EPO ("the Board") and for the Reserve Funds for Pensions and Social Security of the EPO ("the Funds")**

If requested by the Board or the Funds, legal support will be given by Legal Services for the preparation of contracts to be concluded on behalf of the Board (Article 75 FinRegs) and contracts for the Funds (Article 10(1) RFPSS Regs), except for investment activity within the meaning of the investment guidelines (Article 13(2) RFPSS Regs).

5. **Legal Services' advice**

Authorising officers or PD Finance may seek the advice of Legal Services on legal issues if the circumstances so require.

6. **Time and mode of involvement of Legal Services**

Legal Services must be involved early enough, taking all deadlines (procedural, operational and legal) into consideration, to ensure that it can provide useful legal advice on the content of the contracts and modifications thereto (amending contracts and settlements) and CA documents from the very outset (e.g. project preparation, invitation to tender, negotiations on the contractual terms arising from bidders' reservations or the assessment of bids by the Office). A comprehensive dossier must be made available in one of the official languages of the Office as soon as possible.

7. **Standardisation**

To ensure that standard contract terms issued by Legal Services are used and adapted to the Office's needs, the Chief Procurement Officer ensures that Legal Services is provided with feedback on the use of the standard contract terms and on the need for new standard contract terms.
8. **Signing of contracts**

8.1 **Signing of contracts and amending contracts**

8.1.1 Contracts with a value up to EUR 100 000 are initialled by the budget holder by sub-delegation and signed by the procurement officer by sub-delegation (cf. List of delegation of powers of signature on the Office’s intranet, homepage of PD Finance).

8.1.2 Contracts with a value in excess of EUR 100 000 are initialled by the principal budget holder and signed by the Chief Procurement Officer, unless these contracts fall under point 1.1(a) to (d) above and their value exceeds EUR 1 000 000 (see point 8.1.3).

Principal authorising officers may sub-delegate their authorising powers to their principal deputies for contracts with a value up to EUR 250 000 (cf. List of delegation of powers of signature on the Office’s intranet, homepage of PD Finance), except in the case of contracts:

(a) placed directly due to urgency (Article 57(b) FinRegs and Rule 2.4.1(2) Tend. Guid.); or

(b) under point 1.1 above.

8.1.3 Contracts under point 1.1(a) to (d) above with a value in excess of EUR 1 000 000 are signed by the President after being initialled by the principal budget holder on the signature page.

8.1.4 Contracts between the EPO and other intergovernmental organisations, the European Community institutions and bodies, public authorities and institutions or national patent offices (see point 1.1(e) above) are initialled by the principal authorising officer on the signature page and signed by the President unless the President decides otherwise, either ad hoc or for a particular category of contracts.

8.1.5 Contracts falling under the Fund Administrator’s authorising powers pursuant to the Regulations for the Funds are signed by the Fund Administrator.

8.1.6 Amending contracts are signed:

(a) by the procurement officer by sub-delegation after being initialled by the budget holder by sub delegation in cases of the kind described in point 1.4(a) to (c) above, where the total value of the amending contract does not exceed EUR 100 000, or EUR 250 000 if a sub-delegation of authorising powers mentioned in point 8.1.2 above was granted;

(b) by the President after being initialled by the principal budget holder on the signature page, where the total value of the amending contract exceeds EUR 1 000 000 and the contract falls within the ambit of point 1.1(a) to (d), or where the existing contract was signed by the President and the modifications are not of the kind described in point 1.4(a) to (c) above;
(c) by the Chief Procurement Officer after being initialled by the principal budget holder in all other cases.

8.2 Deputisation for the signing authority

8.2.1 The signing authority according to this Directive can be deputised for by an authorising officer in the event of absence or impediment, where no delay in the signature of the contract is justifiable. Only budget holders can deputise for other budget holders, and only procurement officers can deputise for other procurement officers.

8.2.2 Unless otherwise decided by the President:
- in the event of absence or impediment, the competent principal authorising officer is substituted by another principal authorising officer or by one of his principal deputies specifically designated for such purpose by means of a written instrument;
- in the event of absence or impediment, the President is substituted by a principal authorising officer.

8.2.3 In no circumstances shall deputisation or delegation lead to a situation where one and the same person initials and signs in cases where the initialling and signature of two different authorising officers is provided for under this Directive.

8.3 Routing of contracts for signature

8.3.1 The procurement officer is responsible for obtaining the signatures in-house and from the other party. As a general rule, in-house signatures should be obtained first.

8.3.2 The originals of the contracts must be submitted to the signing authority in-house, together with the report on the award procedure under Rule 8 Tend. Guid. and any approvals due.

8.3.3 For the signature of contracts by the President, the originals of the contracts must be submitted to the President via PD Finance, Legal Services, VP 5 and the competent principal authorising officers (principal budget holder and Chief Procurement Officer).

9. Safekeeping of contracts

9.1 After signature by all parties, the originals of the contracts signed by the President and those signed on behalf of the Board, including all annexes, must be returned to Legal Services without delay for safekeeping.

9.2 The Fund Administrator is responsible for the safekeeping of the originals of all contracts, including all annexes, specified in point 8.1.5 above.

9.3 Central Procurement is responsible for the safekeeping of all other original contracts, including all annexes.
9.4 A copy of all the contracts which were subject to the involvement of Legal Services must be forwarded by Central Procurement to Legal Services without delay after signature by all parties.

9.5 The minimum period of safekeeping of signed contracts is twelve years starting from the date of expiry, termination or completed performance of the respective contract.

10. **Implementation of contracts**

10.1 Contracts are implemented under the respective responsibility and accountability of the competent authorising officers (budget holder and procurement officer) according to the provisions of the Financial Regulations.

10.2 Legal Services must be consulted immediately if legal difficulties arise:

(a) Requests for legal support must be accompanied by a comprehensive dossier in one of the Office's official languages, with a short summary giving a complete overview of the difficulties involved, any steps taken as well as any further information necessary to allow an assessment to be made, together with a copy of all documents cited.

(b) Legal Services must be provided with the above as soon as possible to allow for timely assessment, clarification and discussion internally/externally and any legal steps necessary well before expiry of operational/managerial and contractually agreed deadlines, as well as those laid down by law.

11. **Calculation of amounts under this Directive**

11.1 For the purpose of this Directive, the total contract value is to be determined on the basis of maximum possible annual expenditure or income times the contract term in years. Any form of option and any possible renewals must be taken into account. Where the term is open-ended (e.g. contracts with an automatic extension clause where no maximum possible extension period is specified), five years is to be used for calculation purposes.

Without prejudice to point 11.2 below, the value of amending contracts is calculated separately from that of the existing contract.

11.2 Contracts may not be split up with a view to evading the authorisations required by the Financial Regulations and implementing rules.

11.3 In case of doubt as to the calculation of the contract value, PD Finance must be consulted in good time.

12. **Application of the exception provided in Article 22a(1) FinRegs**

12.1 Where the President has made an exception under Article 22a(1) FinRegs, all references to Central Procurement must be read as references to the
competent principal directorate and all references to the Chief Procurement Officer must be read as references to the competent principal authorising officer.

12.2 Where tasks are assigned to or divided between the procurement officer and the budget holder, these are to be performed by the competent authorising officer.

12.3 Where contract signature by the Chief Procurement Officer is provided after initialling by the principal budget holder, this is replaced by contract signature by the principal authorising officer after initialling by the authorising officer by sub-delegation.

13. **Final provisions**

13.1 The thresholds in this Directive will be periodically reviewed.

13.2 This Directive will replace the Directive on contracts dated 22 June 2011 as from 1 January 2012.

Benoît Battistelli
President
Financial Regulations and Implementing rules

Tender guidelines
Contents

TENDER GUIDELINES .................................................................................................................. 1

GUIDELINES FOR THE PLACING OF CONTRACTS IN ACCORDANCE WITH ARTICLES 55 TO 60 OF THE FINANCIAL REGULATIONS OF THE EUROPEAN PATENT ORGANISATION ......................... 5

ANNEX I
PRINCIPAL AUTHORISING OFFICERS; DELEGATIONS ........... 22

ANNEX II
COMPULSORY AND OPTIONAL PUBLICATION MEDIA, MEANS OF SELECTING POTENTIAL CONTRACTORS, MAIN TIME LIMITS TO BE OBSERVED WITHIN THE AWARD PROCEDURE, RECORDS ......................................................... 23

ANNEX III
IN-HOUSE PROCEDURE FOR OBTAINING THE APPROVAL OF THE BUDGET AND FINANCE COMMITTEE OR THE ADMINISTRATIVE COUNCIL AND FOR THE REPORT TO THE BUDGET AND FINANCE COMMITTEE ........................................................................ 28

DIRECTIVE SUPPLEMENTING CERTAIN PROVISIONS OF THE TENDER GUIDELINES ................................................................................................. 29

ANNEX I
EXCLUSION OF BIDS ON THE GROUND OF CIRCUMSTANCES SERIOUSLY CALLING INTO QUESTION THE FINANCIAL OR PROFESSIONAL RELIABILITY OF BIDDERS ...................................................................................... 40
GUIDELINES FOR THE PLACING OF CONTRACTS IN ACCORDANCE WITH ARTICLES 55 TO 60 OF THE FINANCIAL REGULATIONS OF THE EUROPEAN PATENT ORGANISATION

Having regard to Article 83 of the Financial Regulations,

Having consulted the Budget and Finance Committee,

the President has issued the Guidelines set out herein.

These Guidelines shall enter into force on 1 January 2018.¹

Done at Munich, 21 December 2017.

Benoît Battistelli
President

1. Basic principles (Articles 2, 55(4), 55(5) and 56(4) FinRegs)

   (1) All contracts shall be placed in accordance with the principles of economy and sound financial management. All award procedures shall be carried out in accordance with the principles of transparency, equal treatment, open and fair competition, proportionality and non-discrimination.

   (2) Invitations to tender shall be published internationally unless the nature of the contract or special circumstances justify making an exception (Rules 2.3 and 6.1.2). Calls for competition for the competitive procedure with negotiation shall be published internationally.

   (3) Wherever possible, procedures for placing contracts shall be conducted, and contracts awarded, jointly for the Office’s four locations in Munich, The Hague, Berlin and Vienna. The central procurement department shall normally be responsible for co-ordination.

2. Placing of contracts (Articles 55, 56 and 57 FinRegs)

   2.1 Procedures for placing contracts (Articles 55(1) and (2) and 56(3) FinRegs)

   Contracts shall be placed on the basis of an open invitation to tender or a restricted invitation to tender with a published notice. However, where the respective conditions set out in these Guidelines are fulfilled, contracts may be placed on the basis of a restricted tender without a published notice (Rule 2.3(3)), following a competitive procedure with negotiation (Rule 2.4), using a dynamic purchasing system (Rule 2.7) or direct without a prior invitation to tender (Rule 2.5). The contract award may be made either on a discretionary basis or on the basis of price alone.

¹ Amended after consultation of the Budget and Finance Committee (CA/F 11/17)
2.2 Type of award (Article 56(1) and (2) FinRegs)

Invitations to tender and competitive procedures with negotiation may be with an award on a discretionary or price basis:

(1) The procedure whereby the contract is awarded on a discretionary basis, taking account of a variety of factors (Article 56(1) FinRegs), shall be preferred to one whereby the contract is awarded on the basis of price.

(2) The procedure whereby the contract is awarded on the basis of price to the lowest of the valid bids may only be considered where the type and characteristics of the goods, works or services to be provided are subject to fixed specifications (Article 56(2) FinRegs).

2.3 Restricted invitations to tender with or without a published notice (Articles 55(4) and 56(3) FinRegs)

(1) An invitation to tender may be restricted to qualified bidders that satisfy the selection criteria set out in the published notice.

(2) The Office shall evaluate requests to participate in the restricted tender against the selection criteria set out in the published notice. At least five bidders that satisfy the selection criteria shall be invited to submit a tender, provided that a sufficient number of candidates meeting the selection criteria are available.

(3) A restricted invitation to tender without a published notice may be used only where the protection of essential security interests of the Organisation cannot otherwise be guaranteed, for instance by imposing requirements protecting the confidential nature of information. The various potential bidders whose know-how, capacity and reliability to fulfil the contract have been established shall be considered and, if possible, at least five bidders shall be asked to bid. If this is not possible the reason for inviting a lower number of bidders shall be placed on record.

2.4 Competitive procedure with negotiation (Articles 55(1) and 56(4) FinRegs)

2.4.1 Contracts may be awarded in a competitive procedure with negotiation following a call for competition where, in technically particularly complex matters, it is not objectively possible to define sufficiently the technical solutions capable of satisfying the Office’s needs and objectives to allow an open or a restricted invitation to tender. The call for competition shall lay down the scope of the negotiation. This scope must not be extended subsequently.

2.4.2 If possible, at least five potential bidders, who meet the selection criteria, shall be invited to participate in the competitive procedure with negotiation. If it is not possible to invite at least five potential bidders, the reason for inviting a lower number of bidders shall be placed on record. If not all
potential bidders, who meet the selection criteria, are invited to participate, the reasons for not inviting all of them shall be documented.

2.4.3 In the call for competition, the Office may reserve the possibility to award the contract without negotiation based on the initial bids. Except where such possibility has been reserved and is made use of, within the scope of negotiation defined in the call for competition, negotiations shall take place on the initial and any revised bids submitted in the competitive procedure with negotiations, in order to improve the content thereof.

The minimum terms, conditions and requirements and the award criteria defined in the procurement documents shall not be subject to negotiation.

2.4.4 Competitive procedures with negotiation may take place in successive stages. In this case, following each stage, the bidders shall be invited to submit revised bids, which shall be evaluated in accordance with the award criteria. Following that, the points to be negotiated in the next stage shall be identified and communicated to the respective bidder. If so indicated in the call for competition, following each such stage, the number of bids to be negotiated may be reduced by not retaining such bids, which based on their evaluation in accordance with the award criteria have the lowest rankings.

2.4.5 Following negotiation or, in procedures with negotiation in successive stages, following the last stage, bidders shall be invited to submit their final bids within a common deadline. Where the number of bids has been reduced in accordance with Rule 2.4.4, only retained bidders shall be invited to submit final bids. No negotiations shall take place with respect to the final bid.

2.4.6 The negotiations and their outcome shall be documented.

2.4.7 Throughout the procedure, the principles of transparency, equal treatment, open and fair competition, proportionality and non-discrimination (Rule 1(1)) shall be strictly observed. In particular, information shall not be provided in a discriminatory manner and no bidders may be given an advantage over others. The solutions proposed and other information communicated by a bidder to the Office during the procedure must not be communicated to other bidders, unless the bidder in question has expressly consented to such disclosure.

2.5 Direct placing of contracts (Articles 55(2)(b) and 57 FinRegs) - Office’s authority

2.5.1 Contracts may be placed direct in the cases specified below. Provided that the contract exceeds EUR 5 000, the various potential offerors shall be considered and at least three qualified offerors shall be asked to submit an offer, unless this is excluded by the specific reason justifying the direct placement.

(1) As a general rule, whenever this is justified for reasons of efficiency and economy, contracts may be placed direct following the
competitive procedure described above for goods, works or services where the value of the contract does not exceed EUR 200 000 (Article 57(a) FinRegs).

(2) A contract may be placed direct for goods, works or services in cases of urgency brought about by unforeseeable circumstances and where the time limits for, and the delay involved in, an invitation to tender procedure would be unacceptable (Article 57(b) FinRegs).

(3) A contract may be placed direct for goods, works or services where an invitation to tender has been cancelled pursuant to Rule 6.6(1), first or second indent, and no better result is likely to be achieved by repeating the procedure (Article 57(c) FinRegs). This will generally be the case if sufficient competition can be achieved by including in the direct placement procedure those bidders whose bids have not been excluded in the examination phase and who have the know-how, capacity and reliability to fulfil the contract. The terms of the contract shall be substantially the same as those specified in the invitation to tender.

(4) A contract may be placed direct for goods, works or services for technical, practical or legal reasons (Article 57(d) FinRegs). Such circumstances will exist in particular in the following cases:

(a) for goods, works or services which can be provided only by a particular firm or person possessing the requisite technical know-how or equipment,

(b) for goods, works or services which are required for research, studies, tests or further development, or which call for particular innovative capacity,

(c) for goods, works or services which can be provided only by a particular firm or person owing to the existence of an intellectual and/or industrial property right or other exclusive right,

(d) for orders relating to the supply of goods obtainable as standard, fully developed items at published prices, if necessary together with the provision of ancillary services which are readily specifiable in general terms and available at standard market prices, provided that no better terms or no binding price offer can be expected through an invitation to tender or, where applicable, a competitive procedure with negotiation in view of the circumstances of the market, such as regular and substantial fluctuations in supply and demand or frequent changes in price, and the cost of issuing invitations to tender or, where applicable, carrying out competitive procedures with negotiation to cover the full period of the intended procurement would be disproportionate to any benefit. The aggregate value of orders so placed for the same type of goods with the same supplier may not exceed, during a period of one year, the value indicated in Rule 2.5.2,
(e) for follow-up orders to an existing or earlier contract, provided that the price asked is fair and reasonable compared with that originally charged (taking into account possible factors such as price indexing and the volume of the follow-up order compared with that of the existing or earlier contract) and an invitation to tender or, where applicable, a competitive procedure with negotiation would be unlikely to produce a more advantageous offer. Follow-up orders shall not exceed 20% of the value of the existing or earlier contract,

(f) for the purchase of spare parts and accessories for machinery, equipment, etc. from the original supplier where suitable parts are not available from other firms on better terms,

(g) for the additional supply of goods from the original supplier where the goods are to be used to replace or supplement existing goods and a change of supplier would oblige the Office to acquire goods having different technical characteristics which would result in incompatibility or disproportionate technical difficulties in operation and maintenance. This procedure may, as a general rule, be applied within a period of three years from the conclusion of the original contract,

(h) for additional works or services not included in the existing or earlier contract but which, through unforeseen circumstances, have become necessary for the performance of the works or services described in such contracts, in circumstances where such works or services cannot be technically or economically separated from the existing or earlier contract without disproportionate disadvantage to the Office or, although separable, are strictly necessary for its completion or for its later stages. The additional works or services shall, as a general rule, not exceed 50% of the value of the existing or earlier contract,

(i) for works or services which constitute a repetition of similar works or services pursuant to an earlier contract, and which are entrusted to the same contractor in view of the particular know-how acquired, or the technical infrastructure developed, by that contractor, in so far as these conform to the specification for which the earlier contract was awarded following an invitation to tender or a competitive procedure with negotiation. This procedure may, as a general rule, be used within a period of three years from the conclusion of the earlier contract,

(j) for legal-advice and legal-representation services.

2.5.2 The Office may place direct on its own authority the contracts referred to in Rule 2.5.1(1). It may also place direct on its own authority the contracts referred to in Rule 2.5.1(2) to (4) provided that the value of the contract or the overall value of the orders or additional goods, works or services does not exceed EUR 3 000 000. However, no ceilings limit the Office's
own authority with respect to contracts concluded under Chapters 32 and 42 and Article 3103 of the budget.

2.6 Framework agreements

2.6.1 The Office may conclude framework agreements in cases where it regularly concludes contracts for similar goods, works or services without being able to define the exact delivery times and/or the detailed requirements. The purpose of framework agreements is to establish the terms governing contracts to be awarded during a given period, in particular with regard to price and, where appropriate, the quantity envisaged.

Framework agreements may not be used in such a way as to prevent, restrict or distort competition.

2.6.2 For the purpose of concluding a framework agreement, the Office shall follow the procedures set out in Rules 2.1 to 2.5 above.

Contracts based on a framework agreement shall be awarded in accordance with the procedures laid down in Rules 2.6.4 and 2.6.5. Any supplementary bids shall not entail substantial changes to the terms laid down in the framework agreement.

2.6.3 The term of a framework agreement may not exceed five years, save in exceptional cases duly justified, in particular by the subject matter of the framework agreement.

2.6.4 Where a framework agreement is concluded with a single contractor, contracts based on that agreement shall be awarded within the limits of the terms laid down in the framework agreement. Insofar as necessary, the Office may request the contractor in writing to supplement his initial bid.

2.6.5 Where framework agreements are concluded with several contractors, contracts may be awarded either:

(a) by application of the particular procedure laid down in the framework agreements which has to ensure fair competition and equal treatment of the contractors of the framework agreements, or

(b) where no such particular procedure is defined, by a competitive procedure between all of the contractors with which a framework agreement exists for the type of goods, works or services subject of the specific contract in question.

In the latter case, contracts shall be awarded in accordance with the following procedure:

- the Office shall invite the contractors in writing to submit a supplementary bid within the time limit specified in the invitation. The invitation shall also specify the criteria on the basis of which the contract will be awarded, and
- bids shall be submitted in writing within the time limit set by the Office and their content shall remain undisclosed until the stipulated time limit for reply has expired, and
- contracts shall be awarded to the contractor who has submitted the best bid on the basis of the criteria set out in the invitation, and
- bidders shall be informed of the results in accordance with Rule 6.5.3, and
- an award report shall be drawn up.

The criteria for the award of contracts under a framework agreement may not substantially differ from the criteria for the award of the framework agreement itself.

2.6.6 For the purpose of these Guidelines and the implementing rules thereof, framework agreements shall be considered to be contracts.

2.7 Dynamic purchasing system

2.7.1 For commonly used purchases the characteristics of which, as generally available on the market, meet the requirements of the Office, the Office may use a dynamic purchasing system. The system shall be fully electronic and shall be open throughout its validity period to any supplier that satisfies the selection criteria.

2.7.2 All the candidates satisfying the selection criteria set out in the published notice shall be admitted to the system, and the number of candidates to be admitted to the system shall not be limited.

2.7.3 When using a dynamic purchasing system, the Office shall:

(a) publish a notice stating that a dynamic purchasing system is being used, indicating the nature of the purchases envisaged under the system, its validity period, the selection and award criteria, the time limit for receipt of requests to participate and all necessary information concerning the electronic equipment used and the technical connection arrangements and specifications; and

(b) offer, from publication of the notice until expiry of the system's validity period, unrestricted and full direct access to the procurement documents and to any additional documents by electronic means.

2.7.4 The minimum time limit for receipt of requests to participate shall be 30 days from the date of publication of the notice. No further time limits for receipt of requests to participate shall apply once the invitation to tender for the first specific procurement under the dynamic purchasing system has been sent.

2.7.5 The system shall be open throughout its period of validity to any supplier that satisfies the selection criteria and has submitted a request complying with the conditions in the published notice.
2.7.6 Suppliers shall inform the Office without undue delay of any changes affecting their eligibility or capacity to perform the contract. At any time during the period of validity of the dynamic purchasing system, the Office may request that admitted participants submit updated evidence of their eligibility.

2.7.7 The Office shall assess requests to participate within 15 working days of their receipt. This assessment period may be extended; however, no invitation to tender may be issued during this extended period. The Office shall inform candidates at the earliest opportunity whether or not they have been admitted to the dynamic purchasing system.

2.7.8 The Office shall invite all admitted participants to submit a tender for each specific procurement under the dynamic purchasing system. The minimum time limit for receipt of tenders shall be at least 10 days from the date on which the invitation to tender is sent.

2.7.9 The contract shall be awarded to the bidder who has submitted the best bid on the basis of the award criteria set out in the published notice. If appropriate, those criteria may be formulated more precisely in the invitation to tender.

2.7.10 A dynamic purchasing system must not last for more than 5 years, unless a longer duration is duly justified and was provided for in the published notice.

2.7.11 For the purpose of these Guidelines and their implementing rules, dynamic purchasing systems shall be regarded as framework agreements, unless otherwise provided in this Rule 2.7.

3. In-house contract approval procedure - In-house procedure for obtaining contract approval from the Budget and Finance Committee or the Administrative Council

3.1 The procedure for in-house approval of Office contracts, including contract extensions, shall be as follows:

(1) Each planned award of a contract with a value in excess of EUR 15 000 shall be referred to the Principal Directorate Finance for a compliance check of the final report on the award procedure and of the award recommendation with the Financial Regulations and the applicable implementing rules and directives.

(2) Each planned award of a contract with a value in excess of EUR 15 000 and up to EUR 250 000 shall be referred to the competent principal authorising officer for approval. However the competent principal authorising officer may sub-delegate his authorising power to his principal deputies, except in the case of contracts to be placed direct
due to urgency (Article 57(b) FinRegs and Rule 2.5.1(2)) and for critical contracts set out in the internal directive on contracts.

(3) Each planned award of a contract with a value in excess of EUR 250 000 shall be referred to the competent principal authorising officer\(^1\) for approval.

(4) Each planned award of a contract to be placed direct for reasons of urgency pursuant to Art 57(b) FinRegs and Rule 2.5.1(2) and with a value in excess of EUR 100 000 shall also be referred to the President for approval.

(5) Each planned award of a contract to be placed direct with a value in excess of EUR 250 000 and those to be placed on the basis of an invitation to tender or following a competitive procedure with negotiation with a value in excess of EUR 1 000 000 shall also be referred to the President for approval.

3.2 Contracts to be submitted to Legal Services in accordance with the internal directive on contracts shall be referred to Legal Services early enough to ensure preparation of the content of the contract and participation in the negotiations.

3.3 The designation of principal and other authorising officers is set out in Annex I.

3.4 The additional in-house procedures for obtaining prior approval from the Budget and Finance Committee or the Administrative Council with regard to contracts outside the Office’s authority and for the report to the Budget and Finance Committee (Rule 4) are detailed in Annex III.

4. **Procedure for obtaining contract approval from the Budget and Finance Committee or the Administrative Council and for reporting to the Budget and Finance Committee (Articles 57(b) and 58 FinRegs)**

4.1 No prior approval from the Budget and Finance Committee or the Administrative Council is required for contracts concluded under Chapters 32 and 42 and Article 3103 of the budget. The procedure for obtaining approval of other contracts outside the Office’s authority from the Budget and Finance Committee or the Administrative Council shall be as follows:

(1) Contracts with a value in excess of EUR 3 000 000 require prior Budget and Finance Committee approval (Article 58(1) FinRegs).

(2) Contracts for the acquisition, exchange or long-term lease of immovable property with a value in excess of EUR 3 000 000 require prior Administrative Council approval following consultation of the Budget and Finance Committee (Article 58(2) FinRegs).

\(^{1}\) Budget holder unless an exception has been made under Article 22a, paragraph 1 FinRegs.
4.2 A report to the Budget and Finance Committee shall be made:

(1) as soon as possible and in comprehensive form, for contracts with a value in excess of EUR 250 000 and up to EUR 3 000 000 and placed direct because of their particular urgency (Article 57(b) FinRegs).

(2) as soon as possible and in comprehensive form, for contracts concluded under Chapters 32 and 42 and Article 3103 of the budget, if the ceiling listed under 4.1(1) above has been exceeded (Article 58(3) FinRegs).

(3) by 30 June at the latest and in tabular form following the provisions laid down in the FinRegs, for all contracts from the preceding year with a value in excess of EUR 250 000, unless these contracts were otherwise referred or reported to the Budget and Finance Committee (Article 58(4) FinRegs).

5. Publication media, means of selecting potential contractors, time limits

Details of:

- the media to be used for publication of notices in the case of open and restricted invitations to tender,

- the means of selecting potential contractors in the case of restricted invitations to tender, without a published notice (Rule 2.3(3) above),

- the media to be used for publication of calls for competition in the case of competitive procedures with negotiation,

- the means of selecting potential contractors in the case of direct placement procedures, and

- the main time limits to be observed within an award procedure are set out in Annex II.

6. Procedures to be followed with regard to invitations to tender

6.1 Publication of an open invitation to tender and means of selecting potential contractors in the case of a restricted invitation to tender

6.1.1 Open invitations to tender shall be published in the compulsory publication media set out in Annex II, point 1.

6.1.2 In the case of restricted invitations to tender without a published notice (Rule 2.3(3) above), the potential contractors shall be selected after a study of the market by using the appropriate means among those set out in Annex II, point 2.1. Market studies shall be objective, capable of identifying all potentially suitable bidders and auditable.

6.1.3 The reasons for choosing a restricted invitation to tender without a published notice (including the means of selecting potential contractors) and,
where applicable, the reasons for choosing an award procedure on the basis of price shall be placed on record by the authorising officer¹.

6.2 Published notices

6.2.1 Notices of open invitations to tender shall state:

(1) the name of the Organisation, together with the clarification that the Organisation is acting through the Office, and the name of the department from which conditions of tender should be requested and to which requests for clarification and bids should be sent,

(2) the award procedure chosen,

(3) the nature and scope of the contract and the place at which it is to be performed, such as the place of delivery or installation,

(4) any provisions regarding the contract’s division into lots, the size of the different lots and the possibility of bidding for one lot or some or all lots,

(5) any guarantees required,

(6) the main terms of payment or a reference to the conditions of tender,

(7) stipulations as to delivery/completion dates,

(8) the expected date of award of the contract and the period for which bidders will be bound by their bids,

(9) where applicable, the non-acceptance of proposals for variants,

(10) the selection criteria establishing the bidders’ know-how, capacity and reliability to fulfil the contract, any minimum capacity levels or particular qualifications required, as well as the information and evidence to be provided by bidders in this respect, or alternatively an indication that these are specified in the conditions of tender. The selection criteria shall be related and proportionate to the subject-matter of the contract.

(11) the criteria for the award of contract and their relative weighting or an indication that the criteria for the award of the contract and their relative weighting are specified in the conditions of tender,

(12) the final date for requesting the conditions of tender and, where applicable, clarification,

(13) any amount payable for the conditions of tender, the mode of payment and whether and in what circumstances payment may be refunded,

(14) the final date for receipt of bids.

¹ Procurement officer unless an exception has been made under Article 22a, paragraph 1 FinRegs.
6.2.2 Notices of restricted invitations to tender shall contain the information specified in Rule 6.2.1(2) to (11).

Notices of restricted invitations to tender shall also state:

(1) the name of the Organisation, together with the clarification that the Organisation is acting through the Office, and the name of the department to which requests to participate in the tender procedure and information and evidence should be sent,

(2) the final date for receipt of requests to participate,

(3) where applicable, the maximum number of candidates who will be invited to tender.

6.2.3 The Office may authorise the submission of bids in writing by means other than by post or by hand to the post room, provided that the confidentiality of bids is ensured and that bids are authenticated by an electronic signature, encrypted and not opened until the date appointed for the opening of bids. The President may lay down instructions for the implementation of this rule. Where the submission of bids in electronic form is authorised by the Office, notices and letters of invitation shall state the procedure for encryption and decryption.

6.3 Letters of invitation and conditions of tender

6.3.1 The official letter of invitation shall contain all the information needed in order to submit a bid. In addition, letters of invitation to tender in the case of restricted invitations to tender without a published notice shall also contain the information specified in Rule 6.2.1(1) to (12) and (14).

6.3.2 The conditions of tender shall set out the terms and conditions governing the performance of the contract. They shall describe clearly and exhaustively the goods, works or services to be provided. They shall also indicate the selection criteria for assessing the know-how, capacity and reliability of the bidders and the criteria for an award of the contract and their relative weighting. Furthermore, they shall include an arbitration agreement covering all disputes arising out of or in connection with the tender. All documents forming part of the conditions of tender shall be forwarded to all prospective bidders.

6.4 Opening of bids

(1) Bids shall be recorded in the order of their receipt, including the date and time of arrival. Where appropriate, their envelopes shall be marked accordingly. They shall remain sealed and under lock and key or, where bids have been submitted in electronic form, the encryption shall be maintained, until the date appointed for the opening of bids. This shall take place immediately after the period for receipt of bids has expired.
(2) The formal opening of the bids shall be conducted and presided over by the procurement officer, assisted by at least one employee from another directorate. At the request of the department initiating the tender, there must be one employee from this department.

(3) Bid opening procedures shall not be public. Bidders may not attend. Bids shall be opened only if they are closed or encrypted and marked as prescribed and only if they arrive before the final date and time for receipt of bids. Bids received late or not closed or encrypted or marked as prescribed shall be considered and opened only if the reasons therefore are beyond the bidders' control, proof of which is required in writing. As soon as the bids have been opened, all their essential elements, including any annexes, shall be recorded and given an identifying mark.

(4) A record shall be kept of the proceedings. This shall show: place, date and time of commencement of proceedings, name and address of bidders, total price bid and total price per lot, or, where applicable, unit prices, other essential price information, any variants proposed, bids not clearly identified on the envelope as such or not closed or encrypted in the prescribed form, bids received late and reasons for lateness, bids not considered, date and time of closure of proceedings.

(5) The record shall be signed by the presiding officer and the assistants.

(6) The record shall be confidential. It may not be shown either to bidders or to the public.

6.5 Assessment of bids and award of the contract

6.5.1 Examination of bids

(1) Bids which have not been submitted in the prescribed time and form (Rule 6.4.3), do not contain a validating signature, contain changes to the conditions of tender which are not allowed or, because of the amendments or additions they contain, are unclear, need not be further examined.

Proposals for variants need not be further examined if either the possibility of submitting them has been excluded by the Office or they fail to meet the minimum mandatory requirements laid down by the Office for their submission.

(2) The remaining bids shall be examined in detail:

- It shall first be examined whether the bidders meet the selection criteria. The selection criteria concern the reliability, financial and economic standing, as well as technical and professional competence of bidders. They may require minimum capacity levels and particular qualifications.
6.5.2 Assessment of bids

(1) Only the bids from bidders, who fulfil the selection criteria shall be shortlisted and admitted to the assessment.

(2) For tenders for which the contract is not awarded on the basis of price alone, the shortlisted bids shall be evaluated on the basis of the award criteria and the contract shall be awarded to the most economically advantageous bid. The award criteria concern in particular the price, operating costs, technical merits, environmental aspects, delivery/completion dates, technical and financial guarantees offered and compliance with warranty requirements.

(3) Proposals for variants expressly requested or allowed by the Office in the invitation to tender shall be assessed in the same way as the principal bids.

(4) In cases where the price of the most economically advantageous bid submitted in response to an invitation to tender appears not to represent the market price or seems to contain unnecessary effort or disproportionately high costing of risks, price negotiations with the bidder having submitted the most economically advantageous bid may take place before contract award. Such price negotiations may not affect other aspects of the conditions of tender or of the bid.

(5) The results of the assessment and the reasons for the award of contract shall be placed on record.

6.5.3 Award of contract - Information

(1) Candidates who, in response to a restricted invitation to tender with a published notice, have unsuccessfully requested to be invited to participate in the procedure shall be notified in writing that they will not be invited. Unsuccessful bidders shall be notified in writing that their bid has not been selected. As a rule, the reasons why a request to be invited or a bid has been unsuccessful shall be given to the candidate or bidder concerned if he has made a written request for such information. The reasons shall be given in writing.

(2) The successful bidder shall be notified in writing before expiry of the period within which the contract has to be awarded and for which he is bound by his bid.
(3) If the award of contract is delayed, the period within which the contract has to be awarded may be extended only with the consent of the bidders whose bids have been shortlisted.

(4) Drafts, project documents, specimens and samples relating to unsuccessful bids shall be returned if so requested in the bid or if so requested within 20 working days from the date of notification to the bidder that he was unsuccessful.

Unsuccessful bids and project documents supplied by bidders may be used for a subsequent award of contract or for other purposes only with the permission of the bidders concerned.

6.6 Cancellation of the invitation to tender

(1) The Office may cancel an invitation to tender if

- no bid has been received, no bid has been received which complies with the tender requirements or no bidder fulfils the selection criteria,

- the invitation to tender has not produced an economically acceptable result,

- the basis for the invitation to tender has changed, or

- for any other serious reason.

(2) The reasons for which the Office has cancelled the procedure shall be placed on record.

(3) Bidders shall be notified immediately of the cancellation. As a rule, the reasons for cancellation shall be notified to bidders upon their written request.

(4) After cancellation, a new invitation to tender may be issued or the contract may be placed direct in accordance with Article 57 FinRegs and Rule 2.4.

7. Procedures to be followed with regard to competitive procedures with negotiation

7.1 Publication of a call for competition for a competitive procedure with negotiation and means of selecting potential bidders to participate in the procedure

7.1.1 Calls for competition shall be published in the publication media set out in Annex II, point 3.

7.1.2 The potential bidders to be invited to participate in the competitive procedure with negotiation shall be selected based on their response to the call for competition, in particular, to the selection criteria stated in the call for competition.
7. Calls for competition

7.2.1 Calls for competition shall contain the information specified in Rule 6.2.1(2) to (8).

Calls for competition shall also state:

1. the name of the Organisation, together with the clarification that the Organisation is acting through the Office, and the name of the department to which requests to participate in the competitive procedure with negotiation and information and evidence should be sent,

2. the selection criteria establishing the bidders’ know-how, capacity and reliability to fulfil the contract, any minimum capacity levels or particular qualifications required, as well as the information and evidence to be provided by bidders in this respect,

3. the criteria for the award of the contract and their relative weighting, or an indication that these criteria and their weighting are specified in the procurement documents,

4. the scope of the negotiations,

5. whether negotiation may take place in successive stages in order to reduce the number of bids to be negotiated in the subsequent stages,

6. whether the Office reserves the possibility to award the contract without negotiation based on the initial bids,

7. the final date for receipt of requests to participate.

7.2.2 Rule 6.2.3 shall equally apply to requests for participation in response to calls for competition and to the initial and final bids submitted in competitive procedures with negotiation.

7.3 Letters of invitation and procurement documents

7.3.1 Letters of invitation to participate in a competitive procedure with negotiation shall describe in detail how the negotiations will take place and the scope and schedule for the negotiations. If successive stages of negotiation are foreseen, the scope of each negotiation stage shall be identified. Letters of invitation shall state the deadline for the submission of the initial bids in response to the letter of invitation.

7.3.2 The procurement documents shall contain a description of the terms and conditions for the contract, the subject-matter of the procurement, the Office’s needs and objectives and any characteristics required of the supplies, works or services to be procured. It shall be stated, which elements of the description define the minimum terms, conditions and requirements to be complied with by all bids.
The procurement documents shall state the criteria for the award of the contract and their relative weighting. Furthermore, they shall include an arbitration agreement covering all disputes arising out of or in connection with the procedure.

All documents forming part of the procurement documents shall be forwarded to all invited bidders.

In procedures with successive stages of negotiation, at the end of each stage revisions may be made to the procurement documents to specify more in detail the terms, conditions and requirements to be met by the revised bids or, where applicable, the final bids. Such revisions must not affect the minimum terms, conditions and requirements stated in the original procurement documents. Where the number of bids has been reduced in accordance with Rule 2.4.4, only retained bidders receive the revised procurement documents.

7.4 Opening of bids, assessment of bids and award of contract

The principles for opening of bids, assessment of bids and award of contract applicable to invitations to tender (Rules 6.4 and 6.5) shall equally apply to the initial and the final bids submitted in competitive procedures with negotiation.

The contract may not be awarded to a bidder whose final bid does not fulfil the minimum terms, conditions and requirements set out in the procurement documents.

8. Procedures to be followed with regard to direct placements

8.1 The reasons for placing the contract direct (Rule 2.5) and, where applicable, the underlying financial, technical and market conditions and the possible measures to restore competition over time shall be placed on record by the authorising officer. Where applicable, the reasons for the means of selecting the potential contractors (point 4, Annex II) shall also be placed on record by the authorising officer.

8.2 Only an offeror who has the know-how, capacity and reliability to fulfil the contract may be considered for the award. The assessment of the offer shall be based on the principles applicable to invitations to tender. The results of the assessment and the reasons for the award of the contract shall be placed on record.

9. Report on the award procedure

A report on the award procedure and all the substantive decisions taken, including those specifically prescribed in these Guidelines, shall be drawn up. The main content is laid down in point 5 of Annex II.

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1 Procurement officer unless an exception has been made under Article 22a, paragraph 1 FinRegs.
2 Procurement officer unless an exception has been made under Article 22a, paragraph 1 FinRegs.
ANNEX I

PRINCIPAL AUTHORISING OFFICERS; DELEGATIONS

A list of delegations of powers of signature available on the Office's Intranet (Homepage of PD Finance) specifies, by budget article, sub-account or cost centre, as the case may be, the principal authorising officers designated pursuant to Article 33(1) and (2) FinRegs as well as the authorising officers by sub-delegation designated pursuant to Article 33(3) and (4) FinRegs (principal deputies as per Rule 3.1(2) or their respective deputies). The list shall specify whether the authorising officers act as budget holders, as procurement officers, or whether the exception made under Article 22a(1) FinRegs applies.

Deputisations in the event of absence or impediment shall be in accordance with the list of delegations of powers of signature. Only budget holders can deputise for other budget holders, and only procurement officers can deputise for other procurement officers.
COMPULSORY AND OPTIONAL PUBLICATION MEDIA, MEANS OF SELECTING POTENTIAL CONTRACTORS, MAIN TIME LIMITS TO BE OBSERVED WITHIN THE AWARD PROCEDURE, RECORDS

1. OPEN INVITATIONS TO TENDER AND RESTRICTED INVITATIONS TO TENDER WITH A PUBLISHED NOTICE
(Tender Guidelines, Rules 5, 6.1 and 6.2.1)

1.1 Compulsory and optional publication media

(a) Notices shall be published in the Supplement to the Official Journal of the European Union and in a special section of the EPO website.

(b) In addition to the publications specified in (a) above, the Office may publish a notice or an announcement of an invitation to tender, in the appropriate language, in national, regional or specialised publications.

(c) Notices in the Supplement to the Official Journal of the European Union and in a special section of the EPO website shall be in the three official languages of the Office. The optional notices and announcements in national publications shall be in the official language of the Office which is the official language of the country concerned or, in the case of a country whose official language is not one of the official languages of the Office, in the most appropriate of the official languages of the Office and, where this is likely to increase competition, in the official languages of that country.

1.2 Time limits to be observed

1.2.1 Open invitations to tender

(a) Period for the bidders to request conditions of tender: 2 weeks from the date on which the notice was published on the EPO website.

(b) Period for submitting bids: 5 weeks from the date on which the notice was published on the EPO website.

(c) Period for awarding the contract: before expiry of the period for which the bidder is bound by his bid.

The time limits under (a) and (b) shall be the minimum time limits permitted; longer time limits may be specified. The time limit for submission of the bids shall allow the bidders sufficient time for the preparation of their bid, taking into consideration the degree of complexity of the invitation to tender concerned.
1.2.2 Restricted invitations to tender

(a) Period for receipt of requests to participate: 2 weeks from the date on which the notice was published on the EPO website.

(b) Period for submitting bids: 3 weeks from the date on which the invitation to submit a bid is sent to the selected bidders.

(c) Period for awarding the contract: before expiry of the period for which the bidder is bound by his bid.

The time limits under (a) and (b) shall be the minimum time limits permitted; longer time limits may be specified. The time limit for submission of the bids shall allow the bidders sufficient time for the preparation of their bid, taking into consideration the degree of complexity of the invitation to tender concerned.

2. RESTRICTED INVITATIONS TO TENDER WITHOUT A PUBLISHED NOTICE
(Tender Guidelines, Rules 5 and 6.1.2)

The specific technical requirements and circumstances of the contract and the current and obtainable degree of knowledge of the relevant market shall be taken into account when choosing the appropriate means of selecting potential contractors. Market studies shall be objective, capable of identifying all potentially suitable bidders and auditable.

2.1 Means of selecting potential contractors (Tender Guidelines, Rule 6.1.2)

Any means of prospecting the market in an objective and auditable manner may be used, including:

(a) Obtaining information from chambers of commerce, professional associations or similar institutions

(b) Requesting comparable authorities and administrative bodies of contracting states to supply references

(c) Involving experts

(d) Consulting lists and/or databases maintained by the Office of potential contractors possessing the particular know-how, capacity or other qualifications which are required for the contract in question

(e) Consulting other suitable sources (Internet, obtaining an overview of prices but without incurring a commitment for the Office, etc.).

2.2 Time limits to be observed

(a) Period for submitting bids in the case of an invitation to do so, specifying final date for bidders to submit their bids: 3 weeks from the date on which the invitation to submit a bid is sent to the selected bidders.
(b) Period for awarding the contract: before expiry of the period for which the bidder is bound by his bid.

The time limits under (a) shall be the minimum time limits permitted; longer time limits may be specified. The time limit for submission of the bids shall allow the bidders sufficient time for the preparation of their bid, taking into consideration the degree of complexity of the invitation to tender concerned.

3. COMPETITIVE PROCEDURE WITH NEGOTIATION
(Tender Guidelines, Rules 5, 7.1 and 7.2)

3.1 Compulsory and optional publication media

(a) Calls for competition shall be published in the Supplement to the Official Journal of the European Union and in a special section of the EPO website.

(b) In addition to the publications specified in (a) above, the Office may publish a call for competition in the appropriate language, in national, regional or specialised publications.

(c) Calls for competition in the Supplement to the Official Journal of the European Union and in a special section of the EPO website shall be in the three official languages of the Office. The optional national publication shall be in the official language of the Office which is the official language of the country concerned or, in the case of a country whose official language is not one of the official languages of the Office, in the most appropriate of the official languages of the Office and, where this is likely to increase competition, in the official languages of that country.

3.2 Time limits to be observed

(a) Period for receipt of requests to participate in the procedure: 2 weeks from the date on which the call for competition was published on the EPO website.

(b) Period for submitting initial bids in the case of an invitation to do so: 3 weeks from the date on which the invitation to submit a bid is sent to the selected bidders.

(c) The periods for submitting revised and final bids in the case of an invitation to do so shall allow the bidders sufficient time for preparation of the bid. The period shall be the same for all bidders. For the final bids, it shall be a common period.

(d) Period for awarding the contract: before expiry of the period for which the bidder is bound by his bid.

The time limits under (a) and (b) shall be the minimum time limits permitted; longer time limits may be specified. In any case, the time limit for submission of the bids shall allow the bidders sufficient time for the
preparation of their bid, taking into consideration the degree of complexity of the subject-matter of the procedure and of the negotiations.

4. DIRECT PLACING OF CONTRACTS

4.1 Direct placement pursuant to Article 57(a) FinRegs
(Tender Guidelines, Rule 2.5.1(1))

Means of selection and time limits to be observed

(a) Selection of potential contractors as under point 2.1, having regard to the specific technical requirements or circumstances of the contract and market conditions

(b) Invitation to potential contractors to submit offers, specifying final date for receipt of offers which should give them sufficient time for preparation of their offer

(c) Period for awarding the contract after examining and assessing the offers: before expiry of the period for which the offeror is bound by his offer.

4.2 Direct placement pursuant to Article 57(c) and (d) FinRegs
(Tender Guidelines, Rule 2.5.1(3) and (4))

Means of selection and time limits to be observed

(a) Where appropriate, selection of potential contractors as under point 2.1, having regard to the specific technical requirements or circumstances of the contract and market conditions

(b) Invitation to potential contractors to submit offers, specifying final date for receipt of offers which should give them sufficient time for preparation of their offer

(c) Period for awarding the contract after examining and assessing the offers: before expiry of the period for which the offeror is bound by his offer.

5. REQUIRED CONTENTS OF THE REPORT ON THE AWARD PROCEDURE
(Tender Guidelines, Rule 9)

The report on the award procedure shall be drawn up by the procurement department or, if an exception has been made under Article 22a paragraph 1 FinRegs, by the responsible department. It shall set out in writing the formal sequence of the procedure; all decisions taken of a substantive nature shall be listed therein. This shall include in particular:

(a) The nature and scope of the goods, works or services and, if applicable, the division into lots.

(b) The award procedure chosen in the light of any relevant financial, technical and market conditions and, if applicable, the means used to identify potential contractors in the case of a restricted invitation
to tender or direct placement. Any special features need to be explained, such as the exclusion of candidates from the competition, any deviation from reasonable periods for submitting bids or offers or from periods for which the bidder or offer or is bound by his bid or offer and requests for clarification dealt with prior to the submission of bids or offers.

(c) The details and results of the examination of bids, of the assessment of bidders or offerors on the basis of pre-defined selection criteria and of the assessment of bids or offers on the basis of pre-defined award criteria and weighting factors, including details of any contacts with bidders or offerors after the submission of bids or offers. In this respect, in competitive procedures with negotiation, all negotiations and their outcome shall be documented. Where the competitive procedure with negotiation allows the reduction of the bids to be negotiated (Rule 2.4.4) the reasons for such reduction shall be recorded. Cancellation of the invitation to tender requires detailed justification.

(d) The proposed contractor, the reasons for awarding the contract to his bid or offer and the total expected value of the contract and, where applicable, individual lots. Any special features need to be explained, such as the use of sub-contractors, agreed contract penalties, financial guarantees or warranty periods.

(e) The in-house approval process, supplemented as necessary by approval from the Budget and Finance Committee or the Administrative Council.
ANNEX III

IN-HOUSE PROCEDURE FOR OBTAINING THE APPROVAL OF
THE BUDGET AND FINANCE COMMITTEE OR THE ADMINIS-
TRATIVE COUNCIL AND FOR THE REPORT TO THE BUDGET
AND FINANCE COMMITTEE

(Tender Guidelines, Rule 3.4)

The timetable for preparing documents for submission to meetings shall be as follows:

(a) The document shall be published on the Office's intranet in the official
languages by the deadlines specified by the Council Secretariat. If the
decision lies with the Administrative Council, the matter shall be referred
to the Budget and Finance Committee first.

(b) In-house procedure
- Drafting of document.
- Registration of document by Council Secretariat.
- Submission of document to President after consultation of PD Finance
and competent principal authorising officers¹; in the specific cases set
out in the internal directive on contracts, involvement of Legal Services
and Vice-President Directorate General 5.
- Forwarding of document to Council Secretariat.
- Council Secretariat arranges for: typing of fair copy, translation into the
other two official languages, printing and despatch.

c) The time limit for submitting documents to the President is three months
before the relevant Budget and Finance Committee meeting.

The procedures under (b) and (c) may be updated by the Office.

¹ Budget holders and procurement officers unless an exception has been made under Article 22a,
paragraph 1 FinRegs.
DIRECTIVE SUPPLEMENTING CERTAIN PROVISIONS OF THE TENDER GUIDELINES

This Directive is being issued pursuant to Article 10(1) and (2)(a) EPC with a view to
- supplementing certain provisions of the Tender Guidelines and ensuring their uniform interpretation and application,
- ensuring compliance with the principles of transparency, equal treatment, open and fair competition, proportionality and non-discrimination of bidders (Article 55(5) FinRegs), and
- contributing to the financial administration of the Organisation in accordance with the principles of economy and sound financial management and, if applicable and to the extent compatible with those principles, with the principles of environmental sustainability (Article 2 FinRegs).

1. Advance fixing of selection criteria, award criteria and weighting factors

1.1 The selection criteria establishing the bidders' know-how, capacity and reliability to fulfil the contract and any minimum capacity levels or particular qualifications required are to be fixed before the Procurement Documents are issued.

1.2 For invitations to tenders and competitive procurement procedures for which the contract is not awarded on the basis of price alone, the award criteria and their relative weighting are to be fixed before the Procurement Documents are issued.

1.3 The selection criteria and the award criteria with their weighting factors may not be modified once the Procurement Documents have been issued or, if they were stated in the published notice or in the call for competition, once the notice or call for competition has been published.

1.4 The selection criteria and the award criteria with their weighting factors must be stated either in the notice or call for competition or in the Procurement Documents (Rules 6.2.1(10) and (11) and 7.2.1 Tend. Guid.).

2. Essential elements of the bid

Rule 6.4(3) Tend. Guid. requires the essential elements of bids to be recorded and given an identifying mark upon the opening of the bids. The following elements are always to be considered as essential:

(a) the signature validating the bid;

(b) the financial offer for the entire contract or individual lots/sub-lots thereof;
(c) the technical offer for the entire contract or individual lots/sub-lots thereof;

(d) the information and evidence required by the Office in order to be able to assess the bidder’s know-how, capacity and reliability;

(e) any other contractual or commercial information requested by the Office;

(f) proposals for variants (i.e. proposals consisting of deviations from or alternatives to specific aspects of the requirements specified by the Office).

3. Grounds for exclusion of bids and proposals for variants in the examination phase

The examination may give rise to the exclusion of bids. The following results are grounds for exclusion in the prima facie examination (Rule 6.5.1(1) Tend. Guid.):

(a) bids have not been submitted before the final date and time for receipt of bids or are not sealed, encrypted or marked as prescribed, unless the reasons therefor are beyond the bidder’s control and proof of this has been given in writing by the bidder;

(b) bids do not contain a validating signature;

(c) bids do not indicate the price or contain insufficient price details, thereby rendering the bid substantially incomplete or non-comparable with other bids;

(d) bids do not contain a technical offer;

(e) bids are not legally binding, or are not binding for the period required by the Office, unless the deviation is minor, or, where the Office considers it appropriate to ask the bidder to prolong the period for which he is bound by his bid so as to make it comply, the bidder does not do so;

(f) bids are not in one of the EPO’s official languages;

(g) bids are not based on the EPO’s contractual conditions, unless the Office has expressly requested or allowed the use of other terms of business;

(h) bids do not comply with the mandatory procedural conditions of the invitation to tender or the call for competition;

(i) bids do not contain the information and evidence required for the assessment of the bidder’s know-how, capacity and reliability, and the bidder does not provide any missing information and evidence within reasonable time after having been requested to do so.

The following results are grounds for exclusion in the detailed examination (Rule 6.5.1(2) Tend. Guid.):
(j) bids from bidders who do not fulfil the selection criteria establishing the bidders' know-how, capacity and reliability to fulfil the contract, including bidders whose circumstances are such as seriously to call into question their financial or professional reliability (see Annex I);

(k) where the Office requires bidders to furnish proof that they are not liable for exclusion under point (j), evidence is not provided within a deadline set by the Office;

(l) bids from bidders who in connection with the award procedure have entered into agreements which prevent fair competition;

(m) in the case of an invitation to tender based on price alone, bids do not comply with the technical or financial requirements, or contain proposals for variants to those requirements;

(n) in the case of an invitation to tender on a discretionary basis or a competitive procedure with negotiation, bids do not comply with mandatory technical or financial requirements (i.e. where proposals for variants have been submitted, and either the possibility of making such proposals has been excluded, or the proposals fail to meet any minimum mandatory requirement laid down by the Office for the submission of such proposals; such non-compliance will not, however, lead to the exclusion of the bid if the non-compliance relates to an error in the Office’s specifications and that error was indicated in the bid, or if the bid can be rendered compliant by minor changes);

(o) bids do not comply with the basic contractual terms or, in the case of a competitive procedure with negotiation, with the minimum contractual terms (i.e. where proposals for variants have been submitted, and either the possibility of making proposals for variants has been excluded, or the proposals fail to meet any minimum mandatory requirement laid down by the Office for the submission of such proposals). If a bid is of interest to the EPO for financial and technical reasons and it does not have to be excluded, negotiations may take place for the purpose of improving the bid with respect to proposals for variants or non-compliance with contractual terms;

(p) bids quote a price which is clearly out of proportion to the goods, work or services offered, or clearly so low that there is reason to believe that the bidder cannot comply with the technical or quality requirements specified in the Procurement Documents (in such a case, the bidder should first be given the opportunity to clarify the assumptions underlying his offer, without this leading to any changes in prices);

(q) bids have submitted solutions which are clearly not feasible or do not comply with the subject of the award procedure.
Obvious errors are not grounds for exclusion. The correction of obvious errors takes place during the detailed examination. Corrections of obvious errors may be made by the Office but must be confirmed in writing by the bidders.

Obvious errors include:
- errors in the addition or multiplication of figures contained in a bid;
- calculations using for no apparent reason quantities other than those specified by the Office;
- unit prices apparently differing from the true prices by a factor of ten, one hundred or one thousand.

A request for information or clarification may not be used either by the Office or by the bidders in such a way that it leads to a substantial alteration to the bid, or substantially alters the Office’s specifications. Clarification and information must be requested and provided in writing.

Notwithstanding the above, bids can be excluded at any later stage of the award procedure if a ground for exclusion becomes apparent.

4. Confidentiality
Records and reports relating to the award procedure and bids are confidential. Access has to be granted to the members of the Award Committee, their line managers, the competent authorising officers, the Vice-President DG 5, members of Legal Services, Central Procurement and Finance, Internal Audit, the members of the Board of Auditors of the EPO and their assistants, and, so far as necessary for their tasks, to external experts advising on the examination/assessment of the bids.

5. Language of the award procedure
5.1 Choice of language
The award procedure must be conducted in one or more of the official languages of the Office. In practical terms, the language(s) of the procedure will be the same as in the first communication to the bidders or potential contractors, this being either the notice, a letter of enquiry or a letter of invitation to tender or offer, depending on the award procedure concerned.

In the case of a restricted invitation to tender without publication and of a direct placement, the language of these procedures must be the official language which appears appropriate in the circumstances (e.g. the language of the potential contractors, of the country where the Office unit responsible for the procedure is located, or of the country where the Office is to receive the goods or the results of the work or services, or which is commonly used in the field concerned).
In the event of an open invitation to tender, a restricted invitation to tender with publication or a competitive procedure with negotiation where the notice or the call for competition is to be in the three official languages (Annex II to Tend. Guid.), the language of the procedure may be limited to one or two of the official languages, if this is not an impediment to genuine competition (e.g. where a specific official language of the Office is the one which is commonly used in the particular field concerned, e.g. English in the IT field or where potential contactors must have a good command of a specific official language in order to fulfil the contract).

5.2 The documents relating to the procedure, in particular the Procurement Documents and the contract, are to be in the language of the procedure. Submission of a bid in an official language other than that selected for the procedure is not a ground for exclusion.

5.3 Exceptional cases which may give grounds for use of a national language which is not an official language of the Office

In the case of exceptional direct placement procedures for compelling legal or practical reasons relating to the contractor (e.g. procurement of basic services from a legal monopolist or purchase of real estate in a country where the national language is not an official language of the Office), the offers and contract may be in a language which is not one of the official languages of the Office. In such cases, the documents must be translated into one of the official languages of the Office, the translation and the original being equally valid.

6. Units and committees in charge of certain activities during the award procedure

6.1 The procurement officer

The procurement officer is responsible for the execution of the procurement procedures in compliance with the applicable regulations.

In particular, he is responsible for:

(a) agreeing to the procurement request provided by the initiating department;

(b) deciding on bundling possibilities;

(c) based on the input from the budget holder, choosing the award procedure, establishing the list of potential contractors and proposing the selection criteria and the award criteria with their weighting factors, and obtaining the budget holder’s agreement thereto;

(d) ensuring that, for each individual procurement, the expert units likely to be involved in that procurement are provided (e.g. at a kick-off meeting) with adequate information on its scope, approach and structure, in addition to the information to be provided under point 7.4 below, and that those aspects are documented and, unless there are justified reasons not to do so, observed;
(e) advising the budget holders on the drafting of the Technical Conditions;

(f) deciding on the use of standard contract terms;

(g) collating, finalising and organising the translation of Procurement Documents, notices and letters;

(h) publishing and despatching Procurement Documents, notices and letters;

(i) receiving and recording communications from bidders; co-ordinating and despatching answers to bidders; the safekeeping of all these communications;

(j) collecting and recording bids according to Rule 6.4(1) Tend. Guid. and the safekeeping thereof;

(k) organising the opening of bids according to Rule 6.4 Tend. Guid. and taking all necessary logistical and administrative measures for its correct execution;

(l) conducting the bid-opening procedure;

(m) co-ordinating and supporting the overall evaluation process and assessment of bids;

(n) maintaining the integrity of the assessment method, including the evaluation matrix;

(o) setting up and - in accordance with point 6.4.3(a) - chairing the Award Committee, keeping a record of the proceedings, and drafting the report on the award procedure (Rule 9 Tend. Guid.);

(p) if required, preparing and co-ordinating in-house approvals of CA documents for contract approval by the Budget and Finance Committee or the Administrative Council, and of CA documents reporting award decisions to the Budget and Finance Committee (Articles 57(b) and 58 FinRegs);

(q) obtaining in-house approvals of the final draft contract;

(r) signing or initialling the contract as provided in the Directive on contracts;

(s) collecting signatures of parties (in-house and other);

(t) informing unsuccessful bidders;

(u) the safekeeping of original contracts as provided in the Directive on contracts.

The procurement officer has to ensure timely provision of information to and involvement of the expert units.

He also takes part in negotiations, where such negotiations are admissible.
6.2 The budget holder

The budget holder is responsible for:

(a) initiating the procurement process by issuing the procurement request, identifying the characteristics and specifications of the required procurement and suggesting the choice of award procedure;

(b) providing Central Procurement with the information on the proposed scope, approach and structure of the procurement which is needed for the expert units involved;

(c) advising Central Procurement as to the means of selecting potential contractors;

(d) drafting the Technical Conditions and proposing the selection criteria and the award criteria and their weighting factors;

(e) agreeing to the procurement officer's choice of award procedure, the content of the Procurement Documents and the proposed final list of selection criteria and award criteria with their weighting factors;

(f) approving the award recommendation of the Award Committee;

(g) signing or initialling the contract as provided in the Directive on contracts.

Exceptionally, in case of doubt as to the correctness or completeness of the evaluation, the budget holder may refer the matter back to the Award Committee for further evaluation. The budget holder shall, however, not make changes to the award criteria, weighting factors or marks. In the exceptional cases where the budget holder does not endorse the award recommendation of the Award Committee, the reasons must be put on record. In such cases, the matter must be escalated to the competent principal authorising officers (budget holder and Chief Procurement Officer) or, if necessary, to the President for decision.

6.3 The Opening of Bids Committee

6.3.1 The Opening of Bids Committee is composed of the officers mentioned in Rule 6.4(2) Tend. Guid.

6.3.2 The Opening of Bids Committee is responsible for the opening of bids (Rule 6.4 Tend. Guid.) and for the prima facie examination (Rule 6.5.1(1) Tend. Guid.) and related records.

Before opening bids for tenders and initial and final bids submitted in competitive procedures with negotiation, the Opening of the Bids Committee must check that the selection criteria and the award criteria with their weighting factors were fixed before the Procurement Documents were issued. This must be confirmed in the record of the opening.

The exclusion of bids which arrived late or not in the prescribed form or as a result of other matters arising during the prima facie examination
is decided upon by the officer presiding over the Opening of Bids Committee at the bid opening proceedings. Where appropriate, exclusion on the grounds under point 3(c) and (e) above may be referred to the Award Committee for decision.

6.4 The Award Committee

6.4.1 An Award Committee must be set up for each open and each restricted invitation to tender and for each competitive procedure with negotiation. The Award Committee is set up at the initiative of the procurement officer following his approval of the procurement request.

6.4.2 The tasks of the Award Committee include

(a) laying down the time schedule;

(b) deciding the selection criteria establishing the bidders' know-how, capacity and reliability to fulfil the contract, the award criteria, the weighting factors and their assessment method, including the evaluation matrix;

(c) releasing the Procurement Documents, notices and letters for publication;

(d) the (detailed) examination, the resulting exclusion of bids (Rule 6.5.1(2) Tend. Guid.), the assessment of bids (Rule 6.5.2 Tend. Guid.);

(e) determining the scope of negotiations, where such negotiations are admissible;

(f) following the validation by the Chairman of the outcome of the tasks under (d), issuing the final report on the award procedure and making an award recommendation.

Within the Award Committee, the Chairman validates that the Award Committee performs the tasks listed in point 6.4.2(d) in conformance with the provisions of the Tender Guidelines, this Directive and the Procurement Documents and agrees any changes necessary to the outcome of those tasks with the other members of the Award Committee.

6.4.3 The Award Committee must be composed of EPO employees:

(a) the Chairman, who will be the Chief Procurement Officer or a procurement officer delegated by him, and

(b) the budget holder responsible for the award procedure, or a staff member delegated by him, and

(c) on request, other representatives of the budget holder or of other organisational units having a specific interest in the execution of the contract and no hierarchical links with the budget holder. The budget holder may not be represented by over fifty percent of the members of the Award Committee.
6.4.4 If for any reason a member of the Award Committee is absent, he may exceptionally be replaced by a deputy.

6.4.5 The Committee may be assisted by experts for specific aspects; such experts have only an advisory role and are not entitled to vote or award marks. Only in exceptional cases may experts be persons other than EPO employees.

6.4.6 Any Committee member who has a personal interest in the outcome of the procedure must withdraw from the Committee.

6.4.7 The Chairman represents the Award Committee and is responsible for its proceeding in the correct manner. He convenes its meetings.

6.4.8 The Award Committee will remain constituted at least until the final award recommendation has been endorsed or until the Budget and Finance Committee (or the Administrative Council) has approved the CA document in question and the contract(s) has(have) been signed.

6.4.9 With respect to direct placements following a competitive procedure, the procurement officer has the competences and performs the tasks of the Award Committee.

6.5 Involvement of PD Finance and Legal Services

6.5.1 Involvement of PD Finance

6.5.1.1 The budget execution officer:

(a) verifies the correctness of the accounting provisions and the resulting availability of budgetary funds before the initiation of any award procedure;

(b) verifies the compliance with the Financial Regulations and the applicable implementing rules and directives of the final report on the award procedure and of the award recommendation;

(c) approves the financial aspects of the contract ("financial approval");

(d) agrees, where applicable, to the CA documents for contract approval by the Budget and Finance Committee or the Administrative Council, and to the CA documents reporting award decisions to the Budget and Finance Committee ("financial approval");

(e) provides support to the Award Committee and/or to the procurement officer on, among other topics:

- applicable budgeting and accounting rules
- queries of a financial nature
- any special financial issues e.g. lease versus purchase, price revision clauses, applicable statistical indices
- ad-hoc support for the financial assessment of bids.
6.5.1.2 The accounting officer:

(a) checks the compliance of the invoice payment documents with the Financial Regulations;

(b) executes the payment of the invoices according to the provisions of the Financial Regulations.

6.5.2 Legal Services must be involved where provided by the Directive on contracts and in general if the circumstances so require (doubts about exclusion on legal grounds; interpretation of rules; results of the assessment requiring modifications to, or clarification or negotiation of, the terms of contract, the contract being subject to compulsory legal vetting, or modifications to basic financial or contractual terms of the Office; serious doubts about the grounds for cancellation).

7. Sub-delegation of authorising powers pursuant to Rule 3.1(2) Tend. Guid. – responsibility of the principal authorising officer

7.1 Pursuant to Rule 3.1(2) Tend. Guid., without prejudice to Rule 3.1(1) Tend. Guid., authorising powers relating to mandates to external lawyers for the areas of legal advice and legal representation (DG 5) up to EUR 250 000 will be sub-delegated by the principal authorising officer to the line manager in Legal Services to whom authorising powers have been sub-delegated.

7.2 The sub-delegation of authorising powers (Rule 3.1(2) Tend. Guid.) must be made in accordance with the procedures relating to the sub-delegation of authorising powers in place at the Office and within the limits laid down in the instrument of sub-delegation. Sub-delegation is without prejudice to the responsibility of the principal authorising officer and his duty of supervision. The sub-delegated officer may act only within the limits of the powers expressly conferred upon him.

7.3 The principal authorising officer (Chief Procurement Officer) takes the necessary measures to ensure the implementation of the Tender Guidelines and of this Directive, and sees to it that any records and the report on the award procedure provided for in the Tender Guidelines are properly made and that the in-house procedures, as well as those vis-à-vis the Administrative Council and the Budget and Finance Committee, are followed.

The principal authorising officer (Chief Procurement Officer) ensures that the units of the Office initiating procurement receive appropriate logistical and administrative support on matters of procurement. He ensures that the standard general conditions of tender and conditions of contract as well as standard contract terms made available by Legal Services are used, where applicable.

7.4 The principal authorising officers (budget holders) ensure that the yearly contract plan is forwarded to Central Procurement in order to allow this unit to plan its involvement and advise at an early stage in the project or
contract. Central Procurement must forward the relevant information to the expert units likely to be involved.

8. **In-house procedure for obtaining the approval of the Budget and Finance Committee or the Administrative Council**

Annex III, point (b), first and third indents, Tend. Guid. is to be implemented as follows:

- **Drafting of document:** the procurement officer is responsible for drafting the document in accordance with guidelines from the Council Secretariat, Language Service and PD Finance. He is assisted by the expert units. Legal Services will be involved in the legal vetting of the document in the specific cases set out in the Directive on contracts.

- **Submission of document to the President:** after checking and initialling by PD Finance - and, in the specific cases set out in the Directive on contracts, by Legal Services and the Vice-President DG 5 - the document must be submitted to the President via the principal authorising officers involved (budget holder and Chief Procurement Officer).

9. **Application of the exception under Article 22a(1) FinRegs**

9.1 Where the President has made an exception under Article 22a(1) FinRegs the authorising officer is responsible for the tasks of the procurement officer as well as those of the budget holder.

9.2 Central Procurement must assist the authorising officer in performing tasks normally carried out by the procurement officer to the extent requested by the authorising officer.

9.3 In this case, the Award Committee is composed of EPO employees qualified in the technical and administrative disciplines in question and, on request, representatives of other organisational units having a specific interest in the execution of the contract. The Chairman is the authorising officer or one of his deputies. The provisions of points 6.4.2 and 6.4.4 to 6.4.8 apply.

10. **Model documents for invitations to tender, competitive procedures with negotiation and direct placement procedures**

Notices, calls for competition, letters and the record of the opening of bids mentioned in the Tender Guidelines are to be drawn up in accordance with the models approved by Legal Services.

11. This directive will replace the directive supplementing certain provisions of the Tender Guidelines dated 22 December 2015 as from 1 January 2018.

Benoît Battistelli
President

January 2020
ANNEX I

EXCLUSION OF BIDS ON THE GROUND OF CIRCUMSTANCES SERIOUSLY CALLING INTO QUESTION THE FINANCIAL OR PROFESSIONAL RELIABILITY OF BIDDERS

Bids which are received from any bidder who

(a) is insolvent or bankrupt, or is in the process of liquidation, or who has entered into a composition agreement with creditors, or has ceased trading or is in any similar situation under the laws of the country in which he is domiciled

(b) is the subject of a petition in bankruptcy or an application for composition (or is himself making such a petition or application) or any similar proceedings under the laws of the country in which he is domiciled

(c) has been convicted of an offence that puts his professional reliability in question

(d) has been found by the Office to have been guilty of grave professional misconduct

(e) has failed to fulfil his obligations with regard to payment of taxes and levies under the laws of the country in which he is domiciled

(f) during the last three years has persistently failed to perform his obligations or has failed to perform one or more core obligations under one or more contracts concluded with the Organisation, which led to damages or other comparable sanction or to early termination,

may be excluded.
Financial Regulations and Implementing rules

Internal Audit and Oversight
Part I
Introduction

1) The Internal Audit and Oversight function is recognised as an important element of corporate governance in the European Patent Organisation (hereinafter referred to as "the Organisation"). This Internal Audit and Oversight Charter (hereinafter referred to as "the Charter") defines the purpose, scope, authority and responsibilities of Principal Directorate Internal Audit and Oversight (hereinafter referred to as "PDIAO") in the European Patent Office (hereinafter referred to as "the Office").

Part II
Mission

2) The mission of PDIAO is to provide independent, objective assurance services designed to add value and improve the compliance, performance and quality of operations. It helps the Organisation to accomplish its objectives by bringing a systematic, disciplined approach to appraise and improve the effectiveness of risk management, control and governance processes.

Part III
Scope of work

3) PDIAO encompasses the following functions:

• Internal Auditing: the examination and appraisal of the adequacy and effectiveness of internal control systems and the quality of performance in carrying out assigned responsibilities.

In particular, Internal Auditing carries out thorough and systematic examinations to establish whether:

- risks are appropriately identified and managed, including fraud risks and IT risks,
- all relevant provisions of the Organisation are being observed,
- the President’s directives and objectives are being implemented properly and effectively,
- the internal control system and the information and operational systems are comprehensive and reliable,
- the assets are safeguarded and properly recorded,
- liabilities and commitments are properly recorded,
- operational procedures (including financial transactions) conform to the principles of efficiency, economy and effectiveness,
quality and continuous improvement are fostered,
in conjunction with the Ethics and Compliance function, ethics and
values are promoted inside the Organisation,
accountability is ensured.

Internal Auditing may also provide advisory/consultancy services on
issues concerning corporate governance, internal controls and other
related matters.

PDIAO’s responsibilities in carrying out the Internal Auditing function
for the Funds are described in the Regulations of the Funds. These
details are not repeated in this Charter. The Internal Auditing function
in relation to the rest of the Office is further explained in Part V. of this
Charter.

- Ethics and Compliance: the fostering and promotion of an organi-
  sational culture based on integrity, ethical business conduct, and
  accountability; and carrying out administrative investigations in
  accordance with Article 21a of the Service Regulations and the
  Implementing Rules to Articles 21, 21a, and 93(2).
- Quality Audit: monitoring the conformance to both the require-
  ments for the Office’s products, as set out in the European Patent
  Convention and the respective Guidelines and other instructions,
  and to the Quality Management System. These details are not
  repeated in this Charter.
- Compliance and risk assurance services and audits in the area of
  the Reserve Funds for Pensions and Social Security (hereinafter
  referred to as "the Funds"), in accordance with the Regulations
  of the Funds. These details (including planning, procedure and
  reporting) are not repeated in this Charter.
- Other assurance services (as specified by the President).

Part IV
Authority and responsibilities

4) As part of the Office, PDIAO shall operate on the basis of the Organisation's
regulations, complemented by the provisions set out in this Charter and
generally recognised professional standards1, as well as a Code of Ethics
(see Annex).

5) PDIAO’s work shall be carried out on the President’s behalf (or on behalf
of the Supervisory Board of the Funds). The Head of PDIAO shall report
administratively to the President, be directly subordinate to him alone and
be answerable to him for disciplinary purposes.

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1 The Internal Auditing function performs its audits according to its generally recognised professional
standards, namely the International Professional Practice Framework (IPPF) issued by The Institute
of Internal Auditors.
6) The risk assurance and compliance officer functions of the Funds shall report solely to the Head of PDIAO. For this purpose, due to the prerogatives of the Fund Administrator and of the Supervisory Board of the Funds, the functional reporting line for the Head of PDIAO when dealing with Funds-related matters shall be to the Supervisory Board of the Funds. This shall apply in particular to audit plans and audit reports. (Resources for this task will be allocated by the President to the PDIAO as appropriate, taking into account proposals from the Supervisory Board of the Funds.)

7) In the framework of their mission, PDIAO staff members and any person duly assigned by the Head of PDIAO shall have unrestricted rights to carry out examinations throughout the Office (and also in relation to the Funds) and unrestricted access to all personnel, operational facilities and documents.

8) The Office’s staff members shall have a duty to fully co-operate with PDIAO.

9) The Head of PDIAO shall have no authority to issue operational instructions. PDIAO staff members shall not engage in operational duties nor in any work which would compromise their function of independent objective appraisal and report.

Part V
Internal Auditing planning, reporting and follow-up

10) As mentioned in Part III paragraph 3, PDIAO's responsibilities in carrying out the Internal Auditing function for the Funds are described in the Regulations of the Funds. The following paragraphs of Part V refer solely to Internal Auditing in relation to the rest of the Office.

11) For Internal Auditing activities in relation to the Office, the Head of PDIAO shall submit annually to the President his proposals for a risk-based Medium Term Plan which shall cover a three-year period on a rolling basis and an Annual Programme which shall be reviewed and decided upon annually by the President in the light of available resources. The Annual Programme shall be consistent with the Medium Term Plan.

12) In preparing the Medium Term Plan and the Annual Programme, the Head of PDIAO shall seek the views of the Vice-Presidents of the Office and shall consult with those who have operational responsibility for the core systems of control in the Office.

13) The Head of PDIAO shall also, without prejudice to the independence of the Board of Auditors, seek to ensure that internal auditing work is effectively co-ordinated with the work of the Board of Auditors.

14) The Medium Term Plan and the Annual Programme submitted by the Head of PDIAO to the President shall, in accordance with Article 77 FinRegs, be sent to the Board of Auditors.
15) The President shall endorse the Medium Term Plan and the Annual Programme submitted by the Head of PDIAO or shall justify his refusal to endorse them in part or in full.

16) The President may, at any time, require the Head of PDIAO to amend the Medium Term Plan or the Annual Programme and to undertake a specific internal auditing task. The Head of PDIAO shall send any amended Medium Term Plan and Annual Programme to the Board of Auditors.

17) The Head of PDIAO shall send to the Board of Auditors all internal audit reports in accordance with Article 77 FinRegs.

18) Internal auditing reports shall be submitted to the President for decision on the recommendations. The Head of PDIAO shall, unless he considers that it would be inappropriate in any particular case, forward a copy of the internal auditing report to the head of any unit which has been the subject of an internal audit and to the relevant Vice-President.

19) Any recommendation made in an internal auditing report and not implemented by the date of the report to the President shall include the designation of the unit. For those recommendations which the President decides to endorse, an action plan (including proposed timing) shall be prepared by the unit responsible within six weeks of the decision of the President. The action plan shall be sent to the Head of the President’s Office and to the Head of PDIAO.

20) In case of refusal or amendment of a recommendation, the President shall inform the Head of PDIAO of the reasons.

21) Implementation of any recommendation accepted by the President, or directed by him to be implemented in amended form, shall belong to the responsibility and accountability of the implementing unit.

22) Any recommendation shall, after the relevant implementation date has passed, be the subject of a follow-up report to the President.

Part VI
Independence

23) The activities of the PDIAO as described in this Charter must be free from interference.

24) The Head of PDIAO shall report only to the President (except for the duties specified above on behalf of the Supervisory Board of the Funds) and shall attend the meetings of the governing bodies (such as the Administrative Council, the Budget and Finance Committee and the Supervisory Board of the Funds).

25) PDIAO shall at the end of each year prepare a report covering the activities of the year and confirming whether the organisational independence of Internal Audit and Oversight, in accordance with this Charter, has been
maintained. PDIAO shall submit this report to the President, with a copy to the Board of Auditors.

**Part VII**  
**Proficiency**

26) PDIAO staff members must enhance their knowledge, skills and other competence through continuing professional development.
Code of Ethics

Principles

PDIAO staff members here means the Head of PDIAO, all PDIAO staff members and any person duly assigned by the Head of PDIAO. All PDIAO staff members are expected to apply and uphold the following principles:

1. Integrity
   The integrity of PDIAO staff members establishes trust and thus provides the basis for reliance on their judgment.

2. Objectivity
   PDIAO staff members exhibit the highest level of professional objectivity in gathering, evaluating and communicating information about the activity or process being examined. Internal auditors make a balanced assessment of all the relevant circumstances and are not unduly influenced by their own interests or by others in forming judgments.

3. Confidentiality
   PDIAO staff members respect the value and ownership of information they receive and do not disclose information without appropriate authority unless there is a legal or professional obligation to do so.

4. Competency
   PDIAO staff members apply the knowledge, skills and experience needed in the performance of PDIAO services.

Rules of Conduct

1. Integrity
   PDIAO staff members shall:
   1.1. perform their work with honesty, diligence and responsibility.
   1.2. observe the law and make disclosures expected by the law and the profession.
   1.3. not knowingly be a party to any illegal activity, or engage in acts that are discreditable to the profession of internal auditing or to the Organisation.
   1.4. respect and contribute to the legitimate and ethical objectives of the Organisation.

2. Objectivity
   PDIAO staff members shall:
   2.1. not participate in any activity or relationship that may impair or be presumed to impair their unbiased assessment. This participation includes
those activities or relationships that may be in conflict with the interests of the Organisation.

2.2. not accept anything that may impair or be presumed to impair their professional judgment.

2.3. disclose all material facts known to them that, if not disclosed, may distort the reporting of activities under review.

3. **Confidentiality**

PDIAO staff members shall:

3.1. be prudent in the use and protection of information acquired in the course of their duties.

3.2. not use information for any personal gain or in any manner that would be contrary to the law or detrimental to the legitimate and ethical objectives of the Organisation.

4. **Competency**

PDIAO staff members shall:

4.1. engage only in those services for which they have the necessary knowledge, skills and experience.

4.2. perform PDIAO services in accordance with generally recognised professional standards.

4.3. continually improve their proficiency and the effectiveness and quality of their services.
Rules of procedure of the Administrative Council
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2(b) and (e), thereof,

HAS DECIDED AS FOLLOWS:¹

Part 1: Attendance at meetings

Article 1
Members

(1) The names of the Representative and the alternate Representative (hereinafter referred to as "Members") appointed by each Contracting State to the Administrative Council (hereinafter referred to as the "Council") in accordance with Article 26, paragraph 1, of the European Patent Convention shall be notified by that State to the President of the European Patent Office. The President of the European Patent Office shall notify the Contracting States and Members thereof.

(2) Members shall take up their duties on the day on which the President receives notification of their appointment.

(3) Members may take part in all deliberations of the Council and may vote on behalf of their Contracting State.

(4) Any Member prevented from attending a meeting may arrange to be represented by another member of his/her delegation (Article 2, paragraph 2). The Council Secretariat (Article 6) shall be informed thereof in writing.

Article 2
Delegations

(1) Unless the Council decides otherwise in a particular case, Members may be assisted by advisers or experts (Article 26, paragraph 2, of the European Patent Convention). The Council Secretariat (Article 6) shall be informed of their names in writing.

(2) The delegation of each Contracting State shall be composed of its Members together with their advisers and experts.

Article 3
States with right of accession

Representatives of States which have the right to accede to the European Patent Convention in accordance with Article 166, paragraph 1, of that Convention may, until their ratification or accession takes effect, take part in those

¹ Revised by decision of the Administrative Council CA/D 8/06.
deliberations of the Council which do not relate to confidential agenda items (Article 9, paragraph 3).

Article 4
Chair

(1) The Chairperson of the Administrative Council (hereinafter referred to as the "Chairperson") elected in accordance with Article 27, paragraph 1, of the European Patent Convention shall be responsible for the work of the Council and the exercise of its functions. In the exercise of this duty the Chairperson shall closely co-operate with the President of the European Patent Office. All the provisions of the present Rules of Procedure concerning the Chairperson shall apply mutatis mutandis to the Deputy Chairperson and to the ad hoc Chairperson referred to in paragraph 4 of the present article.

(2) The Chairperson shall preside over the meetings of the Council. At any time during the discussion, Members may raise objections to the Chairperson's conduct of business. If the Chairperson does not uphold the objection, any Member may call for an immediate decision by the Council.

(3) If the office of Chairperson or Deputy Chairperson of the Council falls vacant, the Council shall at its next meeting elect a new Chairperson or Deputy Chairperson, in accordance with Article 27 of the European Patent Convention.

(4) In the event of neither the Chairperson nor the Deputy Chairperson being able to attend a meeting of the Council, the meeting shall be opened by the longest serving Member, who shall immediately invite the Council to elect an ad hoc Chairperson. The ad hoc Chairperson shall then preside over the meeting while the Chairperson and Deputy Chairperson are absent.
**Article 5**

Board

(1) A Board may be set up in accordance with Article 28 of the European Patent Convention.

(2) Without prejudice to the responsibilities of the Budget and Finance Committee, the duties of the Board shall be to assist the Chairperson in preparing the work of the Council.

(3) Further details of the Board's function and working arrangements shall be laid down by the Council in its decision setting up the Board and in related subsequent decisions. This/these may in particular include further duties entrusted by the Council to the Board.

**Article 6**

Council Secretariat

(1) Pursuant to Article 32 of the European Patent Convention, the President of the European Patent Office shall place a secretariat (hereinafter referred to as the "Council Secretariat") at the disposal of the Council.

(2) The Council Secretariat shall draft the Minutes (Article 12), be responsible for all organisational aspects of the proceedings of the Council and advise the Chairperson on organisational matters.

**Article 7**

Other participants

President of the European Patent Office

(1) The President of the European Patent Office shall take part in all the deliberations of the Council (Article 29, paragraph 2, of the European Patent Convention). Unless the Council decides otherwise in a particular case, he/she may be assisted by other employees of the European Patent Office.

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1 Decision of the Administrative Council CA/D 4/03. 

THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION, 

Having regard to Article 28 of the European Patent Convention and to Article 5 of the Rules of Procedure of the Administrative Council, 

HAS DECIDED AS FOLLOWS:

**Article 1**

1. A Board of the Administrative Council shall be set up.
2. The Board shall comprise the Chairman, Deputy Chairman and three further members of the Administrative Council. It shall assist the Chairman in preparing the Administrative Council's work. At the invitation of the Chairman, the chairmen of the Budget and Finance Committee and the Committee on Patent Law shall be regularly involved in the Board's discussions.
3. The President of the European Patent Office shall take part in the Board's discussions.
4. ( ... )

**Article 2**

This decision shall enter into force on 1 July 2003.
Observers

(2) Unless the Council decides otherwise in a particular case, observers (Article 30 of the European Patent Convention) may take part in those deliberations of the Council which do not relate to confidential agenda items (Article 9, paragraph 3).

Board of Auditors

(3) The Board of Auditors may take part in all the deliberations of the Council (Article 77, paragraph 4, of the Financial Regulations of the European Patent Organisation).

Staff representatives

(4.1) Unless the Council decides otherwise in a particular case, and subject to sub-paragraph (2), up to four staff representatives may take part in those deliberations of the Council which do not relate to confidential agenda items (Article 9, paragraph 3).

(4.2) Administrative approval for their participation shall be at the discretion of the President of the European Patent Office.

Part 2: Procedure

Article 8

Convocation

(1) The Council shall define its work programme and schedule its ordinary meetings for each calendar year in advance.

(2) The Chairperson shall give notice of convocation of the Council at least fourteen calendar days before the beginning of the meeting.

(3) Meetings of the Council shall normally be held at the European Patent Office in Munich.

Article 9

Agenda

I. Provisional agenda

(1) The Chairperson shall draw up the provisional agenda for each meeting and indicate the provisional order in which the agenda items are to be discussed. This information shall be circulated at least fourteen calendar days before the beginning of the meeting.

(2) Requests for inclusion of items/submission of documents

(2.1) Subject to the limitations set out in this paragraph, the Chairperson shall include in the provisional agenda the items in respect of which a request for inclusion has been received at least sixteen calendar days before the beginning of the meeting from a Member, from the Chairperson of any
Committee, Working Party or other subsidiary body established by the Council, from the Board of Auditors (Article 7, paragraph 3), from the Council Secretariat or from the President of the European Patent Office, and for which the necessary documents have been submitted. The Council Secretariat may only request to put items on the provisional agenda and submit documents when these relate to its responsibilities as set out in Article 6, paragraph 2.

(2.2) Requests to have items put on the provisional agenda and documents from:

(a) states with right of accession (Article 3) and observers (Article 7, paragraph 2) shall be submitted via the Chairperson or the President of the European Patent Office.

(b) the staff representatives (Article 7, paragraph 4) shall be submitted via the President of the European Patent Office.

(2.3) Requests to have items put on the provisional agenda and documents received:

(a) up to eight calendar days before the meeting begins shall be transmitted to Members and other participants without delay.

(b) after that date shall also be transmitted, but such items and documents shall be put on the provisional agenda for the following Council meeting or dealt with by written procedure (Article 10, paragraphs 4 to 9) unless the Council proceeds under paragraph 9 of the present article.

(3)¹ The Chairperson shall allocate each item on the provisional agenda to Category A, B or C. Unless the Chairperson decides otherwise, category A shall be for items which the Budget and Finance Committee or another subsidiary body directly preparing the Council decision has already approved by a three quarters' majority and which the Council can adopt without discussion. Category A shall also comprise all items for which the supporting documents are submitted, within the applicable deadlines under Article 9(2.1), for information only. Category B shall be for items requiring discussion by the Council. Category C shall be for confidential items which the Council discusses and adopts in closed session comprising the Members, the President and the assisting employees of the European Patent Office (Article 7, paragraph 1), and the Board of Auditors (Article 7, paragraph 3).

The Chairperson may change the category of individual items on the provisional agenda at any time prior to the beginning of the meeting.

(4) Each item on the provisional agenda shall also be accompanied by one of the abbreviations below to indicate the purpose for which a document is being submitted:

inf = for information

opn = for opinion

dec = for decision

¹ Revised by decision of the Administrative Council CA/162/10 Rev. 1.
II. Final agenda

(5) At the beginning of each meeting, the Chairperson shall, where necessary, supply Members with a list of requests and documents received up to eight calendar days before the start of the meeting. Inclusion of such requests and documents in the final agenda shall be subject to the approval of the Council by a three-quarters’ majority.

(6) Any Member or the President of the European Patent Office may request that an item be transferred from Category A to Category B.

(7) The Council shall adopt the agenda and the order in which the agenda items are to be discussed at the beginning of each meeting.

(8) After decisions on A items not requiring discussion have been taken, Members, representatives of observers (Article 30 of the European Patent Convention), the Board of Auditors, the chairpersons of subsidiary bodies, and the President of the European Patent Office may make a statement for inclusion in the minutes.

(9) With the unanimous agreement of the Council, at any time prior to the end of the meeting

(a) questions and documents that are urgent or in the special interest of the Organisation may be added to the agenda

and

(b) items on the agenda may be deleted, carried over to a subsequent meeting, amended or reassigned to a different category (paragraph (3) of the present article) or position in the order for discussion.

Article 10

I. Voting

(1) Voting shall be by a show of hands, unless any Member requests either a secret ballot or a roll call before voting has commenced. Subject to Article 35(2) and (3) EPC 2000 and divergent provisions in these Rules of Procedure, the Council shall take its decisions by a simple majority of the Contracting States represented and voting.

(2) Immediately after a first vote by a show of hands, the result of which shall be ascertained and made known by the Chairperson, any Member may demand a second vote by roll call, which shall then replace the first.

(3) In the event of a vote by roll call, the Chairperson shall call the roll of the delegations in the alphabetical order of the names of the Contracting States in their respective languages, beginning with the delegation of the Contracting State whose name he/she has drawn by lot.

1 Amended by decision of the Administrative Council CA/D 39/07.
II. Written procedure

(4) By derogation from paragraphs 1 to 3, on a proposal from either the Chairperson or the President of the European Patent Office the Council may take a vote by written procedure in accordance with the following provisions.

(5) If a vote is to be taken by written procedure, the Chairperson shall communicate the wording of the proposal at issue to all Members and to the President of the European Patent Office. At the same time the Chairperson shall invite Members to inform him/her, within fourteen calendar days,

(a) whether they agree to use the written procedure

and

(b) whether they approve the proposal.

(6) A proposal submitted for voting by written procedure may not be amended; it shall be approved or rejected in its entirety.

(7) The proposal shall be deemed to be adopted if

(a) three quarters of the Contracting States have agreed to the use of the written procedure

and

(b) the Contracting States have approved the Chairperson's proposal by whichever majority is required under Articles 34 to 36 of the European Patent Convention.

(8) If a proposal submitted for voting by written procedure fails to achieve the majorities required in accordance with the above provisions, it shall be included in the provisional agenda of the Council's next meeting.

(9) The Chairperson shall maintain a list of decisions taken by written procedure. At the beginning of each meeting of the Council, the Chairperson shall inform the participants of any decisions taken by written procedure since its last meeting.

Article 11
Interpreting

Interpreting from each of the languages English, French and German into each of the other two languages shall be provided throughout each meeting of the Council, unless the Council unanimously decides to dispense therewith.
Article 12
Minutes

(1) A summary of the decisions taken at each meeting of the Council shall be forwarded to Members no later than fourteen calendar days after the end of the meeting.

(2) The draft minutes shall be approved at the following meeting of the Council, and the original copy of the minutes, as approved, shall be signed by the Chairperson. The signed copy of the minutes shall be kept in the archives of the Council Secretariat.

(3) The final text of the minutes shall be forwarded to Members no later than 30 calendar days after its approval.

Article 13
Confidentiality

(1) All persons taking part in meetings and receiving documents shall preserve the confidentiality of proceedings and votes relating to Category C items (Article 9, paragraph 3), of associated documents and of other documents marked confidential, regardless of the manner of their transmission.

(2) Non confidential documents may be made available to third parties or to the public, unless the Council decides otherwise in a particular case.

(3) Persons taking part in meetings shall, as such, have no right to inspect the files of, or to request any information concerning, European patent applications or patents, except insofar as they are available to the public.

Article 14
Committees, working parties and other subsidiary bodies

(1) The Council may establish committees, working parties or other subsidiary bodies to advise it on particular questions.

(2) Unless provided otherwise in this article, each subsidiary body shall establish its own procedure on a proposal from its chairperson.

(3) The President of the European Patent Office shall have the right to attend, or be represented at, any meeting of a subsidiary body.

(4) Documents submitted to a subsidiary body and reports on its deliberations shall be drawn up in English, French and German.

(5) Articles 2 and 4, paragraph 4, and Articles 6, 7, 10, 11, 13, 16 and 17 shall apply, where possible, to subsidiary bodies mutatis mutandis.
Article 15
Specific tasks

The Council may request one or more of its Members or other delegation members (Article 2, paragraph 2) to undertake specific tasks and to make a report to the Council.

Part 3: Final provisions

Article 16
Travel expenses

(1) The travel expenses incurred by two delegation members per Contracting State in travelling to and from Council functions or in undertaking specific tasks within the meaning of Article 15 shall be reimbursed by the European Patent Organisation at the same level as that payable to permanent employees of the European Patent Office.

(2) Their subsistence expenses shall likewise be reimbursed, in the form of a daily allowance at the same level as that payable to permanent employees of the European Patent Office. The allowance shall be calculated at a flat daily rate.

(3) In addition, the Chairperson shall be reimbursed at the same level for such travel and accommodation expenses as he/she incurs in the performance of his/her duties.

Article 17
Communications

(1) All correspondence with the Council shall be addressed to the Council Secretariat.

(2) In the interests of rapid and efficient correspondence among Members and other participants, the Council shall whenever possible make use of generally available electronic communications facilities, especially electronic mail (e-mail) and the databases of the European Patent Office. The Council Secretariat shall maintain a list of all e-mail addresses and databases relevant to the work of the Council, and shall provide such information to Members and other participants.

(3) Where notices of convocation, notifications, documents and other communications subject to deadlines have to be transmitted, the relevant deadline shall be deemed to be met if within the time limit any of the above is transmitted by e-mail or made available on one of the databases of the European Patent Office.

1 Amended by decision of the Administrative Council CA/D 21/09.
(4) The Council Secretariat shall notify all Members by e-mail when such documents have been made available on one of the databases of the European Patent Office.

(5) The Council Secretariat shall be responsible for ensuring access to such databases for delegations and subsidiary bodies of the Council.

(6) Members, or members of their delegations, shall inform the Council Secretariat by e-mail of all documents not received relating to notified meetings, within three calendar days after the relevant deadline has expired.

**Article 18**

**Specific provisions concerning the settlement of disputes relating to Council decisions [Title VIII (Settlement of disputes) of the Service Regulations for permanent and other employees of the European Patent Office]**

(1) Opinions for the Council on requests for review of individual decisions taken by the Council shall be drafted by

(a) the President of the European Patent Office or

(b) in cases of requests for review of individual decisions taken by the Council as the competent appointing authority which are submitted by the members, including the chairmen, of the boards of appeal and the members of the Enlarged Board of Appeal, by the President of the Boards of Appeal.

(2) Taking into account the opinion referred to in paragraph 1, the Council shall take a reasoned decision on the outcome of the review in accordance with Article 109 of the Service Regulations for permanent and other employees of the European Patent Office (hereinafter referred to as "the Service Regulations"). Such a decision may be challenged through an internal appeal under the conditions laid down in Article 110 of the Service Regulations.

(3) The Office shall represent the Council in proceedings before the Appeals Committee, unless the Council decides otherwise in a particular case. In the latter event, the Council shall decide by whom it is to be represented and shall inform the President of the European Patent Office accordingly. In cases referred to in paragraph 1(b), the President of the Boards of Appeal shall be consulted.

(4) The President of the European Patent Office shall represent the European Patent Organisation (Article 5, paragraph 3, of the European Patent Convention) in any proceedings before the Administrative Tribunal of the International Labour Organization in relation to final decisions taken by the Council, and shall forward a copy of the written submissions and the judgment to the Council. In cases referred to in paragraph 1(b), the President of the Boards of Appeal shall be consulted.

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1 Amended by decision of the Administrative Council CA/D 13/18.

January 2020
(5) Correspondence for the Council for the purposes of this Article shall be addressed to the Council Secretariat, for submission to the Council by its Chairperson in accordance with Article 9, paragraph 2, of these Rules. Correspondence for the Appeals Committee shall be addressed direct to the Appeals Committee. If a request for review is submitted to the Council although it is not the competent appointing authority to deal with it, this request shall be referred to the other competent appointing authority, namely the President of the Office, by decision of its Chairperson. The Council shall be regularly informed by its Chairperson, in a written report, of the number of requests thus referred and of the reasons therefor.

**Article 19**

**Entry into force**

These Rules shall enter into force on 1 January 2007.

Done at Munich, 7 December 2006
European patent information policy
I. DEVELOPMENT OF PATENT INFORMATION POLICY

The framework for the patent information policy of the European Patent Office was adopted by the Administrative Council of the European Patent Organisation in June 1988 (CA/D 12/88). The objectives were defined as follows:

"The aims of European policy with regard to the production and dissemination of patent information shall be

Primarily to improve access to patent information in Europe for the general public and for industry – in particular small and medium-sized enterprises – in order to stimulate innovative activity, through the national offices of member states and non-commercial libraries which co-operate with these offices. To this end, the EPO will actively support their activities in the field of patent information.

Secondarily to take into account the existing European patent information industry without distorting competition between commercial operators."

At this point, national patent offices were sending data – under bilateral agreements in a framework laid down by WIPO – to the International Patent Documentation Center (INPADOC) in Vienna. INPADOC provided a number of patent information services (Patent Family Service, Patent Classification Service and Patent Applicant Service) on microfiche, supplied the accumulated data in a standardised format to database hosts on a commercial basis, and also maintained an online database (PFS/PRS).

CA/D 12/88 established that, in the event of INPADOC being integrated into the EPO, an equal pricing policy would apply to the patent offices of member states of WIPO for INPADOC products covered by the agreement between WIPO and the Republic of Austria.

Regarding the respective roles of the national patent offices and the EPO, it was decided that the latter would concentrate on establishing databases and collecting data under exchange programmes. As a central provider or "wholesaler" of patent information, it would make its databases available to other operators.

As a data producer, the Office would concentrate on setting up and developing databases needed for its own activities and for those of the national offices of the member states.

The pricing policy for patent information products was modified in CA/67/92.

Proposals for amending patent information policy were set out in CA/9/96.

The pricing policy was summarised in CA/62/97 Rev. 2.

CA/160/97 presented the Distributed Internet Patent Services, introducing the Espacenet system with Level I and Level II servers.
The patent information policy pursued by the Office takes account of the above principles.

The technical possibilities in this area have been transformed by the advent of new storage media and the World Wide Web, unlocking the potential of the internet for providing new services.

With political change and economic globalisation, the protection of niche industries by individual states or groups of states has become anachronistic. Instead, the aim must be to create a basis for the free development of markets by making standard technologies widely available – as in the telecommunications industry.

Membership of the European Patent Organisation has grown considerably, and the number of countries seeking to improve patent information provision for their domestic industry has also increased.

In addition, the past few years have seen changes in patent information userShip. When the Office's patent information policy was first implemented, the use of patent information was largely confined to technical experts with a special interest in patents.

The internet made access to patent information easier, and new categories of users emerged. Universities in many countries were told by government to start organising their own funding, which has led them to recognise the possibility of protecting ideas by patents and to concentrate their resources on innovative projects seeking results not already achieved elsewhere. Universities are therefore making increasing use of information contained in patents and are publishing the results of their research in the form of patent documents.

Innovation cycles are getting shorter, and companies with plans for new products are becoming ever more attractive to investors, who have an interest in assessing the economic potential of current R&D projects or existing patent rights. The value of patent applications and published patents as a source of economically relevant information has been widely recognised by analysts and investors.

The EPO and national patent offices have made good use of the new technical possibilities and have greatly improved and simplified access to the raw data. A total of 74 offices and organisations are now sending data to the Office, which distributes it at marginal cost to other operators. The introduction of standards such as XML will reduce the cost to these operators, while increasing the quantities of data that can be processed.

The hope that these measures would considerably reduce commercial services' cost to end-users has only been partly fulfilled. The Office's original pricing policy, forgoing potential revenue, has not benefited end-users. The commercial operators' explanation for this is that not all the required data – e.g. full texts – is freely available. At the same time, they are demanding faster delivery of even more complete data, and still more effective checking and correction procedures.

For those groups – e.g. universities, SMEs and individual inventors – which still make far too little use of patent information, the high prices and often complicated use agreements are too big an obstacle. They are particularly interested in
national-office and EPO services enabling users to search national or international collections on the Office’s Level I and Level II servers (Espacenet) and to download data free of charge for further processing (OPS).

The commercial interest groups argue that if this policy continues, the providers of complex information services with added value would no longer have the financial resources to continue offering them, because of competition from free information services.

II. CURRENT CHALLENGES

The situation has changed fundamentally since the principles of patent information policy were first laid down. Patent information policy needs to be modernised and reformulated accordingly.

A. TECHNICAL DEVELOPMENTS

At the time of the original decision on patent information policy, paper was still the main publication medium. Access to online databases, with user-unfriendly interfaces, was limited to specialists. CD-ROMs were still at the trial stage.

Since then, print has been largely superseded by optical media (CDs and DVDs). The adoption of the Office’s ESPACE standard has ensured that the various products on the market are largely compatible. However, these media have already passed their zenith. They still have advantages for storing and copying information, but in future, their use will be restricted to static data collections. With the introduction of the publication server, the Office has formally gone over to electronic publication for patent applications and specifications. Many national offices are likely to follow suit in the near future.

The internet revolution has also led to the emergence of new competitors, e.g. Google, whose revenue no longer comes from the sale of data but from other sources, such as advertising. This has repeatedly undermined the distinction between service categories. Thus the supply of facsimile data and/or full-text documents is now considered a basic service, instead of a value-added one as only a few years ago.

The transition to electronic publication has radically reduced the interval between publication and the distribution of the information to patent information services. The Office can make its own data, and that of other offices, available directly on the day of publication.

Cheaper IT structures and increased processing power now make it possible for all commercial patent information operators to monitor data for errors and gaps. The Office has to address this challenge and improve the quality of data. At the same time, it must build a relationship of trust with patent information users by documenting known errors and correcting them as quickly as possible.
The rapid pace of technological development in this area has led to the creation of a wide range of EPO services, using different formats and standards. At present, data is supplied in widely differing formats and has to be combined by the end-user or the commercial operator to get a complete result. Here, there is an urgent need for action by the Office to remove the existing technical obstacles.

The Office receives data from both contracting and non-contracting states. Supplying basic bibliographic data to end-users and commercial operators is unproblematic, but there are reservations about providing full texts and citation data. These misgivings date back to a time when there were fears of market distortion by competition between the Office and the national offices and/or certain commercial operators favoured by the latter.

These fears have proved unfounded. However, the policy has led to unequal treatment of end-users of patent information. Up to now, the commercial operator has had to provide certification from the patent office sending the data, showing that it agrees to the supply of full-text data to the operator. The commercial operators often did not seek the office’s approval, so the data was duplicated, at an extra cost which ultimately had to be borne by European industry. The EPO has now asked the relevant member states to agree in general to the supply of their full-text data to other operators. AT, CH, DE and GB have welcomed this move and given their consent; the response of BE, FR and WIPO is still awaited.

The proposed policy modification provides for "barrier-free" access to patent information. The basis for this is that all users are treated equally and that there are no limits on supplying particular data elements. In addition, access to information must be made easier for inexperienced users. In the long term,

- the system has to be simplified
- the documentation of standards and rules has to be improved.

Electronic assistants are needed to point out possible problems to users, who can then seek expert help.

Barrier-free access also means that the visibility of patent information should no longer be restricted to products within the existing patent information sphere: in the age of the internet, patent information can and must flow into other standard information services.

**B. CHANGE IN USER GROUPS**

When EPO patent information policy was originally defined, the main users were librarians and documentation experts. This changed, gradually at first, but then radically.

Companies began to use patents to ward off competitors and reward employees, and for advertising purposes. Modern technologies with short innovation cycles call for a plentiful supply of risk capital; IP rights help to secure this by protecting business ideas and thus enhancing their prospects for commercial success. A company’s patent portfolio is thus an indicator
of how well it is equipped for the future. Evaluating the portfolio requires detailed analysis of the background information found in patent information databases, to establish whether an idea is really a pioneering invention or a mere modification of an existing product, whether competitors can be kept out of the potential market, and whether the company’s stock of patents is consistent with its product range. This in turn makes it possible to ascertain whether IP rights could be better used by selling or licensing them than by manufacturing the invention. Thus a completely new user group, made up of financial experts and market analysts, has to be addressed. This is a new task for the national patent offices. If they wish, the EPO could support them in creating a Europe-wide structure for these services, by taking over existing projects or launching new ones.

Thus there are new ways of using patent information, in addition to the original possibilities.

European economies, facing intensified competition, must recognise the need to minimise wasted research by intensive use of patent information and the free technologies published in patent applications. They must also acknowledge the growing importance of patent information from Asian countries, and make use of this too.

C. ALTERING THE BALANCE BETWEEN INVENTOR AND PUBLIC

With modern communication technology, patent information can be made available to the public much more efficiently than 20 years ago, and balance thus restored to the relationship between inventors/patentees and the public. This is not just a matter of creating the necessary technical conditions, i.e. supplying the data over the internet; it also means ensuring – through information, training and suitable tools – that the public actually makes use of the services offered.

D. PATENT INFORMATION PROVIDERS

The market for commercial operators has changed considerably since the introduction of the Office’s patent information policy in 1988. The internet has become the distribution medium of choice, complicated pricing structures have been replaced by flat fees, information can now be delivered automatically ("push" services), and host services can be tailored to the requirements of the end-user’s internal databases.

The number of commercial providers – and their geographical distribution – has also changed radically. Ten years ago, the EPO was supplying data to 40 commercial operators; today, the figure is only 24 (-40%). Twelve of those 40 operators have been bought up by a single US publisher. Of the 24 firms now remaining, one third are based in the USA, one third in Asia, and the remaining third in Europe.
Of the remaining seven European providers, two are large firms – one French, the other German – which in terms of turnover and staff numbers dominate the market, with a combined share of around 80%. The remaining 20% is divided between one firm with 10% and four with around 2.5% each.

An optimistic estimate of the total turnover of the seven European operators would be about EUR 50m, providing around 300 jobs. At the large firms, the latter figure only includes staff working directly on commercial information provision, and most other computer centre services. Most firms also offer other databases, as well as supplying patent information.

The existing patent information policy stipulates that the European Patent Office must conduct its activities "without distorting competition between commercial operators". This protection for a niche industry has artificially obstructed the use of internet services by the public and interested industrial sectors, and seriously held back the necessary technical improvement of those services. One example of this is the long delay in offering fully downloadable electronic patent documents, as all users want, instead of access limited to one page at a time.

In recent years, however, the EPO has pursued a policy that has enabled patent information providers to develop new services of their own. This makes it possible for new firms to emerge with new business ideas, and allows established operators to extend their activities. It also overcomes the delay just described in modernising the Office's services.

An example of this technology is OPS (Open Patent Services). There is major potential for further development here if full texts and facsimile pages are offered in addition to bibliographic and legal status data.

The linguistic diversity of Europe poses a problem in searching patent documents. Here, Google’s concentration on US patent literature could have negative consequences. It would be in the European interest for the Office to support Google in building up a data collection which also includes European patent documents and national data from the member states.

It is therefore proposed that the artificial brake on development be removed, that information providers be allowed in return to develop services of their own on the basis of those provided by the Office, and that support in building up data collections be given to all patent information providers.

E. MEMBERS OF THE EUROPEAN PATENT ORGANISATION

In 1988, when patent information policy was first defined, there were 14 EPO member states. In 2005, the average filing rate in these countries was 160 applications per million population.

The equivalent figure for all 31 current member states is 110 applications per million population. This is accounted for by the low filing rate – on average, 18 European patent applications per million inhabitants – in the 17 member states which have joined the Organisation since 1988.
Thus there is an urgent need in these countries for additional efforts in the dissemination of patent information. Of these 17 countries, only one has an EPO language as an official language; by contrast, only five of the member states in 1988 had non-EPO official languages. This highlights the need for national patent offices to play a much more central part in disseminating patent information.

When modifying patent information policy in the light of these circumstances, it must be borne in mind that direct access to patent information via the internet is independent of geography. The national patent offices clearly have a key role in the transmission of patent information, since only they can make information available in their national language and in accordance with local conditions.

In view of the changed structure, an improvement of the use of patent information is desirable in all the member states, but is a matter of particular urgency in the above-mentioned 16 countries lacking an EPO official language.

The activities of the national patent offices are even more important now, given the greater linguistic diversity and the differences in the structure of industry, than at the time when patent information policy was first formulated.

The EPO and the national offices must avoid accusations of unfair competition with commercial operators. The Office therefore commissioned a group of experts on EU competition law (from the London firm Freshfields Bruckhaus Deringer) to examine whether the reformulation of patent information policy posed a risk with regard to unfair competition.

The experts' main finding is as follows: "It should be possible for the EPO to rebut a presumption of predation. This since there is an objective justification for the EPO's intended new information policy; that is to benefit consumers and to encourage barrier-free access to patent information even for users with little technical expertise or search experience. Even if a long-term 'side-effect' of the EPO's policy could be that some/all commercial providers of patent information would lose some/all of their business, this would not necessarily lead to the policy approach being abusive. If the commercial providers of patent information really offered value-added services to consumers at reasonable prices and marketed them appropriately, it would be unlikely that the EPO's policy change would seriously affect their level of business."

Patent information helps to ensure that research spending is accurately targeted, and can improve the efficiency of the patent system by preventing low-quality applications from blocking search and examination capacity. This requires the full involvement of the national patent offices in the exchange of patent information, the aim being to ensure that they all reach an equally high level.
III. CLARIFICATIONS IN RESPONSE TO COMMENTS RECEIVED

A. PRICING POLICY

The Office’s pricing policy distinguishes between services such as Esp@cenet and OPS, which are free of charge, and services offered to users at marginal cost.

One reason for providing information free of charge to end-users lies in the duty of patent offices to provide full information on the rights they have granted. Right-holders have to pay for this via the fee system. A further reason is that actively promoting the availability of patent information can improve the quality of patent applications.

Published applications are also a ready source of information on technical developments, which prevents wasted spending on duplicated research. Vast investment resources can be put to better use, with a view to realising the Lisbon agenda, by ensuring that patent information reaches its target audience.

The EPO does not set up information services for profit. This is left to commercial providers and national patent offices.

When services are created, their costs are clearly defined and shown. The services are tailored to specific user groups, with a clear distinction between basic and supplementary information as a starting point for applying different pricing or cost models.

B. ECONOMIC ANALYSIS OF PATENT DATA

The Office does not intend to provide economic analyses of patent portfolios, and will only produce statistics, as in the past, to monitor filing trends. However, in view of the growing interest in the statistics-based evaluation of patent portfolios, it will offer data collections that facilitate this. At the request of national offices or patent documentation/innovation centres, it will also take part in projects concerned with this important topic, and arrange suitable training and information workshops.

C. DIRECT CONTACTS WITH INDUSTRY

In the Office’s view, establishing and maintaining patent information contacts with industry is a task for the national patent offices, which can draw on their knowledge of local conditions to tailor services to specific industry needs.

The EPO will maintain its contacts with industry for the purposes of improving services, organising training in new technologies (for example, XML) and presenting new developments, and will continue to inform the national offices about these activities. The Working Party on Technical Information has proved to be a suitable forum for this.
The Office supports patent information providers by supplying them with data, collected for its own purposes, in a standardised form suitable for further processing and at marginal cost, thus eliminating any risk of unfair competition. From a position of equality, the Office and the patent information providers can then develop services based on this data. Such services are only offered free of charge by the EPO where this is necessary to ensure the free dissemination of knowledge about granted patents, as required by the "bargain" theory of patenting, or where it is otherwise in the public interest.

D. ADDITIONAL TASKS OF NATIONAL OFFICES

New ways of using patent information are creating a range of new tasks for national patent offices and patent information/innovation centres. The free availability of internet services such as Google is expected to boost the demand for qualified advice, as is the use of patent information in new areas such as economic analysis and statistical monitoring; the same also applies to legal status data. The offices of the new member states, especially those which do not have an EPO language as an official language, face particular challenges in this respect.

E. PATENT DOCUMENTATION AS GENERALLY AVAILABLE INFORMATION

The Office has been trying hard since 1990 to make patent documents widely accessible, but they have remained an exceptional form of information used mainly by specialists. While Esp@cenet has produced significant changes, the breakthrough has yet to come. The availability of patents via general search engines such as Google represents an opportunity to tap the potential of users who need quick access to specialised information.

Supplying data to Google is covered by current patent information policy, but will have a far greater impact than the existing supply arrangements with patent information providers.

It is a matter for concern that Google is at present only offering US documents, which puts European industry at disadvantage. The Office will therefore seek to co-operate with Google and persuade it to incorporate patent documents from other sources, using EPO-supplied data to build up these collections and safeguard data quality.

IV. PATENT INFORMATION POLICY FOR THE EUROPEAN PATENT ORGANISATION

A. BASIC PRINCIPLES

The Office's patent information policy complies with the guiding principles of subsidiarity and complementarity.

In line with the member states' request to that effect, the collation, standardisation and offer of databases will be handled centrally by the Office, whilst the national offices, in accordance with the principle of subsidiarity, will be responsible for analysing the needs in their country, responding to
those needs and evaluating the results. Provided the relevant national office agrees, the Office may conduct projects for or in a country in accordance with the principle of complementarity.

B. OBJECTIVE

The aim of the patent information policy is to make it easily accessible from all countries so as to build up the knowledge society in Europe and enable European industry to have direct access to that information. Moreover, global access to the information should enable European industry to obtain high-quality patents even outside Europe.

C. PRICING POLICY

The existing pricing policy based on CA/62/97 Rev. 2 and CA 160/97 will be maintained, i.e., the patent information will be supplied free of charge or at marginal cost. This means the following pricing of EPO data and products will be applied:

1. The national offices of the member states and their recognised regional information centres are sent the Office’s data free of charge at the time of publication. The principle of reciprocity applies.
2. All other interested parties receive EPO data at marginal costs or in case of webservices like Esp@cenet or the Publication Server free of charge.
3. The above applies to all categories of data, including the added-value databases prepared by the EPO, in particular those of INPADOC. The data contained in these databases are furnished to the EPO free of charge.
4. The EPO may deviate from the general rule under 2 if the national office of a third country does not make its data available to users in the member states under similar conditions.
5. The EPO words contracts in such a way as to ensure that data use meets the aforementioned conditions and that follow-up, in particular for statistical purposes, is possible.
6. These provisions do not affect existing exchange agreements under the European Patent Convention.

When examining the effects of granted patents, a distinction must be drawn between several categories of users, bearing in mind that individuals or firms may fall under more than one category, depending on their role.

- Patent applicants
  
  This is the smallest group in terms of numbers but it also has the greatest interest in the cheap grant of patents.

- Active observers of patent information
  
  This group wishes to derive the greatest benefit from patent information. Whilst it wants patent information cheaply, it has accepted that costs will arise if patent information is processed systematically.
Those affected by the grant of a patent

All natural and legal persons are affected by the grant of a patent since each granted patent limits the freedom to carry out commercial activities.

If the principle that ignorance of the law is not a defence is to be complied with, the law in question must be published. All modern societies have attempted to provide statutory texts as far as possible free of charge.

Generally available patent information should therefore be financed by the group benefiting most from the granted patents, i.e. via the fees paid by applicants.

High-quality patent information, especially that offered by patent information providers creating added-value services, should, however, be financed by the "power users" themselves by payment of a price including at least a cost-recovery charge.

The term value-added refers in that context to extra intellectual efforts or to extra computing efforts, the latter might change depending on the technical development.

D. CO-OPERATION AND TASK-SHARING WITH NATIONAL OFFICES

The Office regularly presents its new patent information products, tools, services and training aids, together with an overview of further development plans and general patent information activities, and will continue to do this within the framework of the WPTI.

If the member states' patent systems are to be used effectively, an infrastructure for using patent information must be in place. In most member states, national patent offices – having the necessary contacts with SMEs, and local language knowledge – are best placed to drive this forward. They can use tools and databases provided by the Office, adapt them to local markets and address the issues specific to their country. They thus create the basis for using the uniform IP infrastructure to be created in Europe through co-operation policy.

Further projects to improve access to patent information in Europe can also be launched in co-operation with national patent offices, provided that no extra cost to the EPO is involved, or that the project is financed in the framework of the co-operation. The emphasis here is on adaptation to local markets and on non-EPO languages.

The Office will support these activities by improving and extending the methods for central data delivery. In future, end-users such as universities and SMEs will increasingly want to access data directly, rather than via commercial operators. This will raise the requirements for standardisation and barrier-free access. End-users do not sell or distribute these data and need to understand or process them without too much additional training.
At the same time, the Office will step up its efforts in the use of modern technologies to provide training and information tools, offering easier access to patent information. This requires intensive contacts with end-users and also with the patent information centres of the national offices.

The Office's main role is in creating central stocks of high-quality, standardised data, establishing arrangements for the distribution of data to patent information providers, and building up Web-based services. Here, information is provided free of charge; the Office does not act as a host.

The task of the national patent offices will be to determine needs, plan and conduct key activities and monitor the success of measures for the dissemination of patent information in the individual member states.

NPOs will offer patent information services tailored to the requirements of national industry, SMEs, universities and other end-users. They will be supported in this by the EPO.

E. RELATIONS WITH COMMERCIAL PROVIDERS OF PATENT INFORMATION

Under this policy the Office will make available, at marginal cost, improved and more comprehensive data collections, together with tools for analysing this data to provide services for end-users.

As in the past, the Office will make known its medium-term plans for extending the services offered to commercial operators and the facilities available to end-users. The further extension of these services and facilities will be determined primarily by the objectives laid down in patent information policy.

F. PATENT INFORMATION IS UNDERSTOOD TO COMPRISEx

- the descriptive content of published applications and granted patents
- bibliographic data (priority, filing date, inventor, applicant, classification) in published patent documents
- legal status data relating to patent applications and published patents, including information on patent proprietors and licences
- additional information, obtained through statistical analysis of the data, on patenting strategies, ownership structures and development trends, from which conclusions can be drawn about the economic significance of patent applications and patents.

G. AIMS OF EUROPEAN POLICY WITH REGARD TO THE PRODUCTION AND DISSEMINATION OF PATENT INFORMATION:

- support and accelerate technological innovation, development and research in Europe
- contribute to strengthening the patent system worldwide and thereby facilitate access to other markets for European industry on a basis of reciprocity
- collect and standardise published patent information from all over the world and make it usable for European industry.
H. STRATEGY TO ACHIEVE THESE AIMS:

• actively supporting the patent offices of the member states in their efforts to make patent information available to the European public, either directly or via patent information centres and libraries
• ensuring barrier-free public access to the information contained in patent documents, especially for small and medium-sized enterprises, universities and research centres, industry and bodies involved in filing patent applications, granting patents and disseminating patent information
• facilitating the drawing-up of high-quality patent applications, by disseminating the data collections and relevant tools used by the European Patent Office for novelty searching
• supporting the strengthening of patent systems worldwide by making data and tools available over the internet to ensure more intensive use of patent information
• developing and refining tools to make the data collections and search engines accessible to users with little technical expertise or search experience
• organising and/or supporting information and training on the purpose of patent information and the relevant methods and tools
• actively establishing the wishes of European patent information users, and taking them into account as far as possible.
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION AND THE PRESIDENT OF THE EUROPEAN PATENT OFFICE,¹

Having regard to the European Patent Convention,

With the aim of fostering the advancement of education and training in the field of European and international patent-related intellectual property law and practice for the benefit of the European patent system,

Having regard to the need to develop co-operation with national and European institutions, current and future, for the delivery of education and training,

Having regard to the principles of complementarity and subsidiarity,

Having regard to the need to finalise a financial model to be adopted by the Administrative Council,

HEREBY ADOPT THE FOLLOWING REGULATIONS FOR AN ACADEMY OF THE EUROPEAN PATENT ORGANISATION:

SECTION I
GENERAL PROVISIONS

Article 1
Objectives

(1) These Regulations hereby establish an Academy of the European Patent Organisation (hereinafter referred to as "the Academy") whose objective shall be:

(a) to foster the development and harmonisation of education and training in the field of European and international patent-related intellectual property law and practice in the present and future member states of the European Patent Organisation for the benefit of the European patent system;
(b) to facilitate the process of accession to the European Patent Convention and to support the integration of new member states;
(c) to promote equal access to training opportunities related to international and European patent law and practice in all current and future EPC contracting states;
(d) to contribute to Europe’s innovation capacity by improving the expertise and skills of the users of the European patent system.

(2) These Regulations shall govern the position of the Academy within the European Patent Organisation (hereinafter referred to as "the Organisation") and its structure and tasks.

¹ Joint decision CA/D 10/04 (OJ EPO 2004, 362 ff)
Article 2
Location and Name

The Academy shall be located in Munich and shall be known as the "European Patent Academy".

Article 3
Legal Status - Organisational Chart

(1) The Academy shall be an institution of the European Patent Organisation. It shall be managed by the European Patent Office (hereinafter referred to as "the Office") in accordance with these Regulations.

(2) The organisational chart of the Academy is laid down in Annex I to these Regulations.

Article 4
Tasks of the Academy

For the purpose of achieving the objectives set out in Article 1(1), the Academy shall:

(a) promote and develop, in co-operation with the present and future member states, a Europe-wide harmonised education and training scheme in the field of European and international patent-related intellectual property law and practice;

(b) promote and support the preparation of candidates for the European qualifying examination, in co-operation with the Institute of Professional Representatives before the European Patent Office (epi) and the national training providers;

(c) promote and support further vocational training for professional representatives before the Office;

(d) support and develop training initiatives aimed at harmonising patent enforcement and litigation practice in Europe;

(e) increase awareness of the European patent system by supporting European patent-related intellectual property lectures at universities and encourage patent-related research activities;

(f) complement the activities of the national offices of present and future member states with European patent-related intellectual property education and training events designed and implemented for and with the national offices;

(g) support innovation in Europe by promoting and participating in education and training projects designed for industry and patent system users in the areas of intellectual property creation, strategy, evaluation and management;

January 2020
(h) support projects aimed at facilitating co-operation between patent attorneys, intellectual property lawyers and attorneys at law in the patent-related intellectual property field;

(i) ensure consistency and, when necessary, compatibility between the work of the Academy and other external education and training activities of the Office.

**Article 5**

**Means**

(1) The Academy shall pursue its objectives by:

(a) organising courses, conferences, seminars, workshops and symposia, issuing publications and providing a platform for the exchange of expertise and a forum for discussion;

(b) developing education and training courses based on distance and e-learning technologies, dedicated training tools, material and publications;

(c) developing quality and reference standards for equal access in all present and future member states to harmonised training opportunities;

(d) setting up a European web-based platform for online patent-related intellectual property training, information and documentation, including a virtual library and an intellectual property training database;

(e) co-operating with the national patent offices and organisations or associations of the present and future member states, thereby setting up a European network of offices, institutions, organisations, associations and experts acting in the patent-related intellectual property field;

(f) co-operating with international organisations and education institutes in the field of intellectual property.

(2) The Academy shall perform its activities, in particular its training and education activities, in partnership with the national training providers through a network of lecturers, trainers, tutors and consultants.

**SECTION II**

**STRUCTURE OF THE ACADEMY**

**Article 6**

**Organs of the Academy**

The organs of the Academy shall be:

(a) the Supervisory Board

(b) the Executive Director of the Academy

(c) the Academic Advisory Board.
Article 7
The Supervisory Board

(1) The Supervisory Board shall be composed of five members chosen by the Administrative Council from among its own members or its committees established pursuant to Article 14 of the Rules of Procedure of the Administrative Council. Two deputy members shall be appointed by the same procedure. The members and deputy members should be representatives of different contracting states. The deputy members may attend meetings of the Supervisory Board as observers.

(2) a) The term of the members and deputy members shall be three years. It shall be renewable once for a further three years. Time spent as a deputy member shall not be considered in determining the term as a member.
   b) The term of the members and deputy members shall automatically end on the day their membership of the Administrative Council or its committees is terminated.

(3) The Supervisory Board shall elect a Chairman and a Deputy Chairman from among its members.

(4) The President of the European Patent Office (hereinafter referred to as "the President of the Office") or his representative, the Chairman of the Academic Advisory Board and the Executive Director of the Academy shall take part in the deliberations of the Supervisory Board.

(5) Contracting states not represented on the Supervisory Board may attend meetings of the Board as observers at their own expense.

(6) The epi, BusinessEurope, the European Commission, the Office for Harmonization in the Internal Market and WIPO may take part in the deliberations of the Supervisory Board as permanent observers. Each shall appoint one representative.

(7) Meetings of the Supervisory Board shall be convened by the Chairman. The Supervisory Board shall hold an ordinary meeting at least once a year. An extraordinary meeting may be convened by the Chairman of his own motion or at the request of the President of the Office or half of the members of the Supervisory Board.

(8) The procedural rules of the Administrative Council shall also apply to the Supervisory Board. However, the present Regulations or the Supervisory Board may stipulate otherwise, except where the Rules of Procedure of the Administrative Council expressly apply to subsidiary bodies.

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1 Amended by decision of the Administrative Council CA/D 4/14.
2 Amended by decision of the Administrative Council CA/D 4/14.
3 Amended by decision of the Administrative Council CA/D 4/14.
Article 8
Responsibilities of the Supervisory Board

(1) The Supervisory Board shall:

(a) on a proposal from the President of the Office, adopt the strategic guidelines for the Academy;
(b) give an opinion on the draft annual work programme for the Academy;
(c) give an opinion on the draft annual budget proposal for the Academy;
(d) after consulting the President of the Office, approve, as necessary, the setting up of ad hoc working parties which may include all or only the affected member states, organisations contributing to the financing of a project, the epi and educational institutions;
(e) adopt a policy regarding tuition fees;
(f) give an opinion on and endorse the reports on the activities of the Academy;
(g) appoint up to four experts in intellectual property education and training according to Article 11(1)(f).

(2) The Supervisory Board shall present to the Administrative Council the results of the monitoring and evaluation procedure regarding the overall work and effectiveness of the Academy.

Article 9
The Executive Director and Staff of the Academy

(1) The Executive Director of the Academy shall be appointed to his duties by the President of the Office.

(2) The Executive Director and staff of the Academy shall be subject to the regulations applicable to the staff of the Office.

Article 10
Responsibilities of the Executive Director of the Academy

The Executive Director of the Academy shall, without prejudice to the terms of reference of other organs of the Academy and to the directive authority of the President of the Office:

(1) be responsible for the day-to-day administration of the Academy and the management of the administrative units of the Academy;
(2) be responsible for preparing and implementing the activities and measures referred to in Articles 4 and 5 in accordance with these Regulations and, in particular, for the preparation of the draft annual work programme of the Academy;
(3) ensure the overall co-ordination of the external education and training activities of the Office;
(4) establish a monitoring and evaluation procedure regarding the overall work and effectiveness of the Academy;
(5) examine, within the scope of the statutory activities of the Academy, the
scope of co-operation agreements for training and education activities and
identify operations which could be co-financed by one or several countries
or by one or several European, international or national organisations;

(6) be responsible for the preparation and organisation of the work of the Super-
visory Board, the Academic Advisory Board and ad hoc working parties;

(7) draw up the draft annual budget proposal for the Academy, includ-
ing details of staffing and estimates of programme-related expenditure
and income for the following financial year, together with the draft
financial forecasts, and submit this to the President of the Office;

(8) draw up accounts for the Academy's income and expenditure;

(9) submit reports on the activities of the Academy to the President of the Office;

(10) within the limits of the funds allocated to the Academy in the budget,
conclude and terminate contracts with experts and contractors and other
agreements concerning the activities defined under these Regulations and
ensure that such contracts and agreements are properly executed;

(11) prepare co-operation agreements with international organisations and edu-
cational institutes and ensure that such agreements are properly executed;

(12) be responsible for the management of the funding made available by exter-
nal contributors, sponsors and training co-organisers, the collection of fees
as well as the risk management and control;

(13) be responsible for the acceptance of dedicated donations and grants prior
to the approval of the President of the Office;

(14) evaluate the results of each programme's activities;

(15) prepare, in consultation with the Academic Advisory Board, strategic guide-
lines as well as a general education and training policy and the annual work
programme, together with an estimate of the necessary expenditure and
expected income.

Article 11

The Academic Advisory Board

(1) The Academic Advisory Board shall be composed of

(a) the Executive Director of the Academy
(b) the Directors of the Academy
(c) the President of the Examination Board for the European qualifying
examination
(d) the President of the epi
(e) two employees of the Office
(f) up to four experts in intellectual property education and training from
member states, appointed by the Supervisory Board
(g) up to six expert representatives of European and international organisations and renowned teaching institutions in the field of intellectual property at European level, appointed by the President of the Office, each organisation or institution being permitted to propose one expert representative

(h) two employees of the Office appointed by the Central Staff Committee

(2) The Academic Advisory Board shall be chaired by the Executive Director of the Academy.

(3) The term of office of the members of the Academic Advisory Board mentioned under (1)(f) shall normally be three years, subject to review by the Supervisory Board.

(4) Meetings of the Academic Advisory Board shall be convened by the Chairman. The Academic Advisory Board shall hold an ordinary meeting at least once a year. An extraordinary meeting may be convened by the Chairman of his own motion or at the request of half of the members of the Board.

Article 12

Responsibilities of the Academic Advisory Board

The tasks of the Academic Advisory Board shall be:

(a) to deliver opinions to the Supervisory Board either at the latter's request or on its own initiative concerning the annual work programme and education and training policies and guidelines;

(b) to formulate recommendations and proposals to the Executive Director of the Academy on:

(i) education and training policies, guidelines and teaching methods
(ii) planning and content of the education and training activities and the annual work programme
(iii) course content, syllabuses and standards
(iv) geographical distribution and location of training events
(v) use of new media and technologies
(vi) quality monitoring and evaluation feedback
(vii) conditions for the award of attendance certificates.
SECTION III
FINANCIAL PROVISIONS

Article 13
Accounts and Financing

(1) Dedicated articles in the chart of accounts of the Organisation shall be opened for the Academy’s programme-related income and expenditure. All programme-related costs and all costs connected to any other service contract resulting from the Academy’s operations shall be charged to the article dedicated to the Academy in the chart of accounts.

(2) The funds of the Academy shall comprise, without prejudice to other types of income, a contribution from the general budget of the European Patent Organisation, fees for services performed (such as, for example, tuition fees), as well as financing from other sources, consisting of contributions from donors and grants from public and private institutions and international organisations.

The funds of the Academy shall be used for the purpose intended (Article 20 of the Financial Regulations).

(3) The Academy shall seek to co-fund its activities through complementary funds and contributions from external sources and co-organising partners.

(4) Costs for staff, infrastructure and equipment of the Academy shall be charged to the appropriate article of the Organisation’s budget.

Article 14
Financial Regulations

The Financial Regulations of the European Patent Organisation and the implementing rules thereof shall apply. A dedicated cost centre shall be opened for the Academy, where all costs of the Academy shall be collected.

Article 15
Entry into force

These Regulations shall enter into force on 1 July 2004.

Done at Munich, 17 June 2004

For the Administrative Council The President of the European
The Chairman Patent Office
Outsourcing Policy
Outsourcing Policy

Considering the principle of appointing employees of the European Patent Office (EPO) on the basis referred to in Article 33(2)(b) EPC;

Having regard to the Conditions of employment for contract staff at the EPO, which enable the Organisation to react flexibly to changing personnel requirements under certain conditions and within certain limits;

Considering further the principles of economy and sound financial management laid down in Article 2 of the Financial Regulations, and the need to ensure the long-term financial sustainability of the European Patent Organisation;

Having regard to the Service Regulations and in particular to the role of the General Advisory Committee under Article 38(3) thereof;

Referring to the Human Resources Roadmap, which aims at ensuring consistency between business needs and human resources policies and has identified the EPO’s outsourcing policy as one means of managing people and competences in general and as being in need of clarification;

Considering the EPO's need to define the principles which are to guide its managers in their decisions on buying in works or services (outsourcing);

Considering that outsourcing does not cover the provision of manpower, or the terms thereof, which could be used by the EPO for temporary support to cope with a short-term workload peak or to compensate for an unforeseen, immediate and short-term need;

Considering that the European Patent Organisation requires its contractors to respect the applicable provisions of law as well as the Organisation's internal legal framework and values;

Considering that the EPO will organise an awareness campaign for the management and will regularly monitor the implementation of this policy in order to ensure that it is consistently implemented and that lessons learnt are taken into account;

Without prejudice to the European Patent Convention and any secondary legislation, regulations or instructions adopted under it, including but not limited to the Service Regulations and the Financial Regulations;

the following policy is hereby adopted:

1. Permanent tasks of the European Patent Office are normally to be executed by employees of the Office.

2. In line with the applicable rules, the Office may buy in work and/or services from external suppliers (outsource) on condition that there is either no in-house expertise available with staff already in employment or that the task is not, or no longer considered to be, of a permanent nature, or that outsourcing ensures substantive economic benefits for the Office, taking into account the related risks and costs.

January 2020
3. Outsourcing may further not lead to the loss of internal expertise and competencies to such an extent that the continuity of the Office’s mission is put at risk.

4. A decision in line with point 2 above shall be an operational decision to be taken by the unit responsible for the performance of the respective tasks or services at the appropriate hierarchical level, taking into account the impact of the decision, the need to co-operate and co-ordinate with other areas within the Office and the need to ensure consistency.

This policy will enter into force on 1 August 2012.

Munich, 24 July 2012

Benoît Battistelli
President of the European Patent Office
THE EUROPEAN PATENT ORGANISATION (hereinafter referred to as "the Organization"),

Having regard to the Convention on the Grant of European Patents of 5 October 1973 (hereinafter referred to as "the Convention"), and in particular Article 33, paragraph 4, thereof,

and

THE REPUBLIC OF AUSTRIA

HAVE AGREED AS FOLLOWS:

Article 1

(1) With the entry into force of this Agreement, the assets of "INPADOC, Internationales Patentdokumentationszentrum Gesellschaft mit beschränkter Haftung" (hereinafter referred to as "the Company") shall be transferred to the Organization as its universal successor in title. Accordingly, but without prejudice to Article 2, paragraph 2, and Article 4, the Organization shall become party to all contracts and agreements concluded by the Company.

(2) The Organization waives any claim to payment of outstanding contributions to the Company's capital.

(3) Upon transfer of its assets under paragraph 1 the Company is dissolved. The Republic of Austria shall forward to the Organization a closing statement of accounts signed by the executive management on the date of transfer, and a provisional balance sheet for the Company. A balance sheet showing the position on the date of transfer shall subsequently be adopted by common accord between the contracting parties.

(4) The Company's executive management and supervisory board shall be considered discharged within the meaning of Section 35, paragraph 1, of the Austrian Law of 6 March 1906 (RGB1. 58) concerning limited liability companies, as currently worded.

(5) Nothing in this Agreement shall entail a foreclosure or constitute any acknowledgment whatsoever of debt vis-à-vis the Company's creditors, each of whom shall have to furnish evidence of his rights and substantiate his claims.

Article 2

(1) The European Patent Office shall perform for the central industrial property offices of the Member States of the World Intellectual Property Organization (WIPO) the services for the purposes of a worldwide patent documentation service provided for in Articles II and III of the Agreement of 2 May 1972 between the Republic of Austria and WIPO concerning the establishment of an International Patent Documentation Center.
(2) Where a central industrial property office is unable or unwilling to pursue with the Organization an existing contractual relationship with the Company or to enter into such a relationship with the former, the services referred to in paragraph 1 shall be performed through the Austrian Patent Office. The relevant arrangements shall be determined by the President of the European Patent Office in agreement with the President of the Austrian Patent Office.

Article 3

(1) With the entry into force of this Agreement the Organization shall establish a sub-office of the European Patent Office in Vienna.

(2) The task of the sub-office shall in particular be to perform services of the kind referred to in Article 2. Other tasks of the European Patent Office may also be assigned to the sub-office.

(3) The Organization and the Republic of Austria shall conclude an agreement supplementing and implementing the Protocol on Privileges and Immunities of the Organization and concerning the headquarters of the sub-office.

(4) The Republic of Austria shall assist the Organization in obtaining suitable premises for the sub-office.

Article 4

(1) The Company's executive managers and salaried employees ("Angestellten" within the meaning of the Austrian Law on salaried employees) who are on permanent contracts when this Agreement enters into force shall be appointed permanent employees of the European Patent Office upon their request. Appointment shall take effect on the date this Agreement enters into force.

(2) Staff appointed under paragraph 1 shall simultaneously be assigned to the posts listed in the appendix to this Agreement, taking into account their duties at the Company before the Agreement entered into force. Part-time staff shall have no entitlement to full-time employment.

(3) Permanent employees appointed under paragraph 1 shall be assigned step 1 in the grade carried by their post. A higher step may be assigned if, given the provisions governing recruitment to the European Patent Office and the circumstances of the particular case, this seems appropriate in the light of the individual's qualifications and the duties performed with the Company or a previous employer.

(4) Except where this Agreement provides otherwise, as from entry into force of this Agreement the Service Regulations for permanent employees of the European Patent Office (Service Regulations), the Pension Scheme Regulations of the European Patent Office (Pension Scheme Regulations) and their implementing rules shall apply to permanent employees.
appointed under paragraph 1. Article 13 of the Service Regulations concerning the probationary period shall not apply.

(5) Notwithstanding Article 7 of the Pension Scheme Regulations, permanent employees appointed under paragraph 1 and with at least five years' effective service at the Company shall be entitled on request to a retirement pension under those Regulations after at least a further five years effective service with the European Patent Office.

(6) In lieu of the retirement and survivors' pension rights acquired under their contracts with the Company the executive managers shall be credited with reckonable years of service within the meaning of Article 6, paragraph 1, of the Pension Scheme Regulations in accordance with separate agreements between each executive manager and the President of the European Patent Office. Such agreements may dispense with the requirement of a minimum period of effective service at the Company under paragraph 5. In calculating any severance grants under Article 11, sub-paragraphs (ii) and (iii) of the Pension Scheme Regulations, the amounts payable under Article 12, paragraph 1, of the Pension Scheme Regulations for the crediting of a corresponding number of reckonable years of service shall be considered as paid to the Organization upon entry into force of this Agreement.

(7) As soon as possible after signature of this Agreement the European Patent Office shall indicate to each salaried employee of the Company entitled to request appointment under paragraph 1 the post, grade and step applicable in his case. The request for appointment as a permanent employee of the European Patent Office must be made in writing within one month of the date of receipt of this information, and is valid only if it contains an irrevocable declaration that the requester assents to termination of his contract of employment with the Company upon entry into force of this Agreement.

(8) For the Company's executive managers, assignment of grade and step under paragraph 3 and the procedure under paragraph 7 shall be regulated by the separate agreements concluded between them and the President of the European Patent Office when this Agreement is signed.

(9) Persons still employed when this Agreement enters into force and not entitled to request appointment under paragraph 1, or who within the period under paragraph 7 have made no written request for appointment as permanent employees of the European Patent Office, shall have their employment terminated by the Organization as soon as is permissible under the law applicable.

(10) Appeals alleging non-compliance with the employment-related provisions of this Agreement may be filed by permanent employees appointed under paragraph 1 under the same conditions as appeals alleging non-compliance with the Service Regulations. For all other matters, national courts shall have jurisdiction.
Article 5

Any dispute between the Organization and the Republic of Austria concerning the interpretation or application of this Agreement which is not settled by negotiation shall at the request of either contracting party be referred for final decision to an arbitration tribunal consisting of three members. One arbitrator shall be nominated by the President of the European Patent Office and one by the duly authorised representative of the Republic of Austria; these two arbitrators shall then nominate a third who shall chair the arbitration tribunal. If the first two arbitrators fail to agree within three months after their nomination on the nomination of the third, he shall be nominated by the President of the International Court of Justice at the request of the Organization or the Republic of Austria.

Article 6

The date on which this Agreement enters into force shall be determined by an exchange of notes between the President of the European Patent Office and the Federal Minister for Foreign Affairs of the Republic of Austria.¹

Done at Vienna, on 2 July 1990 in two originals in each of the English, French and German languages, all three texts being equally authentic.

For the European Patent Organization

For the Republic of Austria

¹ 1 January 1991
The table of posts below serves solely to implement Article 4, paragraphs 2 and 7, of the Agreement. Subsequent amendments will be effected under the terms of the Organisation's budget.

<table>
<thead>
<tr>
<th>Administrative unit/Serial No.</th>
<th>Grade/Basic post</th>
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<tbody>
<tr>
<td><strong>I. Technical Services</strong></td>
<td></td>
</tr>
<tr>
<td>1. Head of unit and deputy head of sub-office</td>
<td>A5 Director</td>
</tr>
<tr>
<td>2. Secretariat</td>
<td>B4 Administrative officer</td>
</tr>
<tr>
<td>3. Deputy</td>
<td>A3 Administrator II</td>
</tr>
<tr>
<td>4. Assistant</td>
<td>A2 Administrator I</td>
</tr>
<tr>
<td>5. Data administration</td>
<td>B4 Administrative officer</td>
</tr>
<tr>
<td>6. Data administration</td>
<td>B2 Clerk</td>
</tr>
<tr>
<td>7. Messenger</td>
<td>C2 Employee II</td>
</tr>
<tr>
<td>8. Data capture</td>
<td>B2 Clerk</td>
</tr>
<tr>
<td>9. Data capture</td>
<td>B2 Clerk</td>
</tr>
<tr>
<td>10. Data capture</td>
<td>B2 Clerk</td>
</tr>
<tr>
<td>11. Distribution/despatch</td>
<td>C2 Employee II</td>
</tr>
<tr>
<td>12. Distribution/despatch</td>
<td>C2 Employee II</td>
</tr>
<tr>
<td>13. Programmer</td>
<td>B5 Senior administrative officer</td>
</tr>
<tr>
<td>14. Operator</td>
<td>B5 Senior administrative officer</td>
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<tr>
<td>15. Operator</td>
<td>B4 Administrative officer</td>
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<tr>
<td>16. Operator</td>
<td>B4 Administrative officer</td>
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<tr>
<td>17. Operator</td>
<td>B4 Administrative officer</td>
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<tr>
<td>18. Correction</td>
<td>B2 Clerk</td>
</tr>
<tr>
<td>19. Correction</td>
<td>B2 Clerk</td>
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<thead>
<tr>
<th><strong>II. Legal Affairs and Contracts; General Administration</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Head of unit</td>
</tr>
<tr>
<td>2. Secretariat (vacant)</td>
</tr>
<tr>
<td>3. Cashier/procurement</td>
</tr>
<tr>
<td>4. Book-keeping/remuneration</td>
</tr>
</tbody>
</table>
5. Book-keeping (part-time 62.5%) B2 Clerk
6. Internal services C3 Employee III
7. Messenger C Employee II

III. Data Exchange and Co-operation with Patent Offices; Microfilming
1. Head of unit A4(2) Directorate assistant
2. Deputy A3 Administrator II
3. Secretariat B2 Clerk
4. Secretariat B2 Clerk
5. Head of microfilming B4 Administrative officer
6. Production (part-time 50%) C2 Employee II
7. Production (part-time 50%) C2 Employee II
8. Production (part-time 62.5%) C2 Employee II

IV. Distribution and User Information
1. Head of unit A4 Principal administrator
2. Assistant B4 Administrative officer
3. Secretariat B2 Clerk
4. Secretariat B2 Clerk
5. Search B2 Clerk
6. Search B2 Clerk
7. Search B2 Clerk
8. Correction B2 Clerk
9. Correction (part-time 62.5%) B2 Clerk
Financial Regulations and implementing rules

Financial Regulations
CONTENT

Title I
General provisions, definitions ........................................................................................................ 5

Title II
Budget and Finance Committee ....................................................................................................... 7

Title III
Payments and special financial contributions by the contracting states ........................................... 8

Title IV
Budget ............................................................................................................................................... 11

  Section I
  Definitions and general principles .................................................................................................. 11

  Section II
  Structure, presentation and adoption of the budget ........................................................................ 12

  Section III
  Implementation of the budget ........................................................................................................ 15

Title V
Placing of contracts, acquisition of immovable property, inventory, administration of funds, accounts ........................................................................................................... 24

  Section I
  Placing of contracts, acquisition of immovable property ............................................................... 24

  Section II
  Asset Register and Inventories ....................................................................................................... 27

  Section III
  Administration of funds ................................................................................................................ 28

  Section IV
  Accounts ......................................................................................................................................... 28

Title VI
Presentation, auditing and approval of accounts ................................................................................ 30

Title VII
Internal Audit and Oversight ............................................................................................................ 36

Title VIII
Miscellaneous provisions .................................................................................................................. 37

Title IX
Final provision ................................................................................................................................... 37

January 2020
Annex I
Reference amounts in the Financial Regulations’ ....................38

Annex II
Structure of products and services.................................39
THE ADMINISTRATIVE COUNCIL OF THE EUROPEAN PATENT ORGANISATION,

Having regard to the European Patent Convention, and in particular Article 33, paragraph 2 a), and Article 50 thereof,

HAS ADOPTED THESE FINANCIAL REGULATIONS:

TITLE I
GENERAL PROVISIONS, DEFINITIONS

Article 1

(1) These Regulations contain the provisions other than those laid down in the European Patent Convention (hereinafter referred to as "the Convention") governing the finances and budget of the European Patent Organisation (hereinafter referred to as "the Organisation").

(2) The provisions of these Financial Regulations shall apply to the Reserve Funds for Pensions and Social Security of the Organisation except where the Fund Regulations otherwise provide.

(3) The generally accepted accounting principles referred to in Article 50(g) of the Convention shall be the International Financial Reporting Standards as provided by the International Accounting Standards Board.

(4) For the purpose of these Financial Regulations:

(a) "signature" includes an electronic signature, i.e., data in electronic form which is attached to or logically associated with other electronic data (data message) and which serves as a method of authenticating the signatory in relation to the data message and indicates his or her approval of the information contained in the data message.

(b) "voucher" includes an electronic document, i.e., data in electronic form which must be capable of being printed as paper and transferred to archival media without loss of content or material alteration.

(c) "Authorising officer" means the President, the principal authorising officers and the authorising officers by sub-delegation.

(d) "Principal authorising officer" means the authorising officers to whom the President has delegated his powers of authorising expenditure and issuing receipt orders pursuant to Article 33(1).

1 Decision of the Administrative Council CA/D 7/91.
2 Amended by decision of the Administrative Council CA/D 23/01.
3 Amended by decision of the Administrative Council CA/D 10/91.
4 Amended by decision of the Administrative Council CA/D 7/03.
5 Amended by decision of the Administrative Council CA/D 5/11.
6 Amended by decision of the Administrative Council CA/D 32/01.
7 Amended by decision of the Administrative Council CA/D 7/03.
8 Amended by decision of the Administrative Council CA/D 7/03.
(e) 1 "Authorising officer by sub-delegation" means the authorising officers to whom the principal authorising officers have sub-delegated their powers of signature pursuant to Article 33(3).

(f) 2 "budget holder" means the principal authorising officers or the authorising officers by sub-delegation in the field of procurement in accordance with Article 22a, paragraph 2.

(g) 3 "procurement officer" means the principal authorising officer or the authorising officers by sub-delegation in the field of procurement in accordance with Article 22a, paragraph 3.

Article 2 4

The financial administration of the Organisation shall be conducted in accordance with the principles of economy and sound financial management. Without prejudice to the aforementioned principles and if applicable, the principles of environmental sustainability should also be taken into account.

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1 Inserted by decision of the Administrative Council CA/D 7/03.
2 Inserted by decision of the Administrative Council CA/D 5/10.
3 Inserted by decision of the Administrative Council CA/D 5/10.
4 Amended by decision of the Administrative Council CA/D 11/16.
Title II
Budget and Finance Committee

Article 3
A Budget and Finance Committee (hereinafter referred to as "the Committee") is hereby set up; its composition and duties are defined below.

Article 4
(1) The Committee shall be composed of one representative and one alternate representative of each Contracting State.

(2) However, when there are at least eight Contracting States, the Administrative Council of the Organisation (hereinafter referred to as "the Administrative Council") may limit the size of the Committee, which shall however always be composed of representatives of more than half the Contracting States.

Article 5
The procedural rules applicable to the Administrative Council shall apply mutatis mutandis to the Committee. However, these Regulations or the Committee may lay down different rules, except in the case of those provisions of the Rules of Procedure of the Administrative Council which expressly apply to subsidiary bodies.

Article 6
In addition to the tasks entrusted to it under these Regulations, the Committee shall be consulted in advance on all questions submitted to the Administrative Council in which the financial implications have to be taken into consideration.

Article 7
The Administrative Council may authorise the Committee to take decisions on its behalf in appropriate cases.

Article 8
The Committee may require that it be furnished with any information or evidence it considers necessary concerning financial matters for which it is responsible.

1 Amended by decision of the Administrative Council CA/D 20/92.
TITLE III
PAYMENTS AND SPECIAL FINANCIAL CONTRIBUTIONS BY THE CONTRACTING STATES

Article 9
The payments provided for in Article 39 of the Convention shall be made, in respect of the renewal fees received during each quarter, before the end of the month following the quarter in question.

Article 10
The special financial contributions referred to in Article 40, paragraph 3, of the Convention, shall be paid as follows:
(a) half
   - before 20 January of the accounting period concerned if the budget has been adopted before 1 January,
   - within 30 days of the budget being adopted where this has not occurred before 1 January, in which case the special financial contributions referred to in Article 11 below shall be deducted from said payment;
(b) the balance before 1 June of the accounting period concerned.

Article 11
The special financial contributions provided for in Article 47, paragraph 4, of the Convention, shall be paid before the first day of the month to which they apply, save those for the month of January, which shall be paid before 20 January.

Article 11a\(^1\)
The expenses incurred by the Organisation under Article 146 of the Convention shall, for each budget year, be calculated by means of the general cost accounting method in use at the Office.

Article 12
If an amending or supplementary budget is adopted during an accounting period in accordance with Article 46 of the Convention the Contracting States shall make available to the Organisation any additional payments or additional special financial contributions which may be necessary, within 30 days of the adoption of the said budget.

Article 13
After the adoption of the budget, the President of the European Patent Office (hereinafter referred to as "the President") shall communicate to the Contracting States:

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\(^1\) Inserted by decision of the Administrative Council CA/D 10/17.
(a) the proportion of the renewal fees and the minimum provided for in Article 39 of the Convention,
(b) the amount of any special financial contributions that may be payable pursuant to Article 40 of the Convention.

Article 14

(1) In addition to the initial contribution provided for in Article 170 of the Convention, States for which ratification of the Convention or accession thereto takes effect during an accounting period in which special financial contributions are payable shall also pay a special financial contribution fixed in accordance with Article 40, paragraphs 3 and 4, of the Convention.

(2) The amount of the initial contribution and of any special financial contribution shall be fixed by the Administrative Council after obtaining the opinion of the Committee.

(3) The initial contribution and any special financial contribution shall be payable within 30 days of the date on which ratification or accession takes effect for the State concerned unless the Administrative Council decides otherwise after obtaining the opinion of the Committee.

Article 15

(1) The payments referred to in Article 39 of the Convention shall be made by the Contracting States to one of the Organisation's bank accounts.

(2) The special financial contributions of the Contracting States determined in the budget shall be expressed and paid in euro unless the Administrative Council decides otherwise.

(3) The President shall draw up quarterly and submit to the Administrative Council a budget implementation statement, a statement of comprehensive income, and a statement setting out the payments made as well as the outstanding payments by the Contracting States under Article 39 of the Convention and special financial contributions paid by them under Articles 40, 41 and 47, paragraph 4, of the Convention.

Article 16

(1) The interest rate provided for in Article 40, paragraph 6, of the Convention shall be fixed by the Administrative Council and shall be equivalent to a weighted average of the bond interest rates supplied by the Contracting States for each accounting period.

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1 Amended by decision of the Administrative Council CA/D 16/12.
2 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
3 Amended by decision of the Administrative Council CA/D 3/01.
4 Amended by decision of the Administrative Council CA/D 8/10.
5 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
For the purposes of calculating the weighted average referred to in paragraph 1 each Contracting State shall, not later than 31 January of each year, supply the President with its bond interest rate representing the average cost to it in the previous accounting period of raising the money paid in the form of special financial contributions and advances.

The weighted average referred to in paragraph 1 shall be calculated by multiplying the bond interest rate supplied by each State in accordance with paragraph 2 by the percentage obtained for that State in accordance with Article 40, paragraphs 3 and 4, of the Convention when establishing the scale for the special financial contributions payable in the preceding accounting period, adding up the resulting products and expressing the total as a percentage.

The interest rate fixed by the Administrative Council shall be applied to special financial contributions and advances made during the preceding accounting period and to such amounts carried forward from previous accounting periods, together with any interest not yet paid.

The interest rate fixed by the Administrative Council shall be applied to the special financial contributions and advances with effect from the date on which they are credited to an account of the Organisation.

**Article 17**

Interest on amounts payable under Articles 40, 41 and 47 of the Convention remitted late shall be calculated at the latest rate fixed in accordance with Article 16 for special financial contributions and advances. Interest on amounts payable in respect of renewal fees pursuant to Article 39 of the Convention remitted late shall be calculated in each accounting period at the average rate obtained by the European Patent Office (hereinafter referred to as "the Office") on sums invested in time deposit accounts the previous year.

The interest rates provided for in paragraph 1 shall be applied to amounts due, which have not been credited to an account of the Organisation by the final date for payment laid down in these Regulations, for the period extending from that date to the date on which they are so credited.

Payments in settlement of the interest in accordance with paragraph 2 shall be due within 30 calendar days.

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1 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
2 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
3 Amended by decision of the Administrative Council CA/D 2/11.
TITLE IV
BUDGET

Section I
Definitions and general principles

Article 18
The budget shall be the instrument whereby the Administrative Council determines:
(a) the income estimated and the commitment and payment appropriations necessary to the functioning of the Organisation for the accounting period;
(b) the proportion of the renewal fees and the minimum provided for in Article 39 of the Convention;
(c) the amounts of the special financial contributions provided for in Article 40 of the Convention.

Article 19
(1) Commitment appropriations shall constitute the maximum expenditure which the President may commit during the current accounting period. In certain cases specified in the budget, commitments may extend beyond that accounting period.
(2) Payment appropriations shall constitute the maximum expenditure which the President may authorise and pay during the accounting period in respect of commitments entered into during that accounting period.

Article 20
All income shall be available to cover all expenditure. However, income intended for a specific purpose, such as revenue from foundations, subventions, gifts and bequests, shall be used as stipulated.

Article 21
Every item of income or expenditure must be attributed to a budget heading.

Article 22
(1) For the purposes of implementing the budget the principle of separation of powers shall operate between authorising and accounting officers.

1 Amended by decision of the Administrative Council CA/D 2/11.
2 Amended by decision of the Administrative Council CA/D 10/91 and CA/D 24/01.
3 Amended by decision of the Administrative Council CA/D 16/04.
The management of commitment and payment appropriations shall be the responsibility of the authorising officer, who shall have sole power to commit expenditure, establish debts to be recovered and issue receipt and payment orders.

Responsibility for executing receipt and payment orders shall lie with the accounting officer.

The duties of authorising officer shall be incompatible with those of accounting officer.

**Article 22a**

(1) For procurement, the duties of authorising officer are divided between the budget holder and the procurement officer, unless otherwise decided by the President in view of the special needs of the operational area concerned.

(2) The budget holder shall be responsible for the management of budget appropriations, including the reservation, commitment and transfer of funds, the approval of the award of contracts and the validation of delivered goods, services and work.

(3) The procurement officer shall be responsible for conducting the procurement procedures, including the registration of commitments, the commitment and validation of expenditure chargeable to the Organisation, and the issuance of receipt and payment orders.

**Section II**

**Structure, presentation and adoption of the budget**

**Article 23**

The President shall prepare the draft budget of the Organisation in accordance with these Regulations.

**Article 24**

The budget shall be drawn up in euro.

**Article 25**

(1) The draft budget shall contain for the budget year:

(a) the authorisation budget, including the estimated income and the maximum expenditure appropriations for operating and capital transactions in respect of which the President requests authorisation for the implementation of the budget as further defined in Title IV, Section III. The
appropriations shall be classified by type and broken down into titles, chapters and articles;
(b) the plan statement of comprehensive income;
(c) the plan statement of financial position.

(2) The draft budget shall be accompanied by:

(a) a table showing the permanent posts in the current budget, together with the permanent posts proposed in the draft budget, listed by job group and grade. Grades may be grouped together under the conditions laid down in the Service Regulations for permanent employees of the Office. In deviation from the table of posts the President is authorised to delete a number of redundant vacant permanent posts in the job groups 5 and 6 up to the yearly limit specified in Annex I and to replace these with a corresponding number of permanent posts in job groups 2 to 4;
(b) estimates for the authorisation budget, the plan statement of comprehensive income and the plan statement of financial position for the four subsequent years.

Article 26

The following shall be furnished in support of the draft budget:

(1) a general explanatory memorandum concerning the development of income, expenditure, assets and liabilities of the Organisation;
(2) as regards personnel,
   a) an establishment plan per main administrative unit, showing the posts approved in the current budget and the number of staff in post when the budget is drawn up, broken down by job group and grade;
   b) the proposals for new posts or for changes in existing posts;
(3) specific explanations of the main changes proposed in the budget, compared with income and expenditure of the last closed accounting period and the current year’s budget;
(4) an analysis of operating income and expenditure according to products and services for the budget year, as well as for the last closed accounting period, as set out in Annex II.

Article 27

Article 28

(1) The President shall submit the draft budget and the annexed documents to the Administrative Council and the Committee with due regard to the

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1 Amended by decision of the Administrative Council CA/D 10/14.
2 Amended by decision of the Administrative Council CA/D 11/15.
3 Deleted by decision of the Administrative Council CA/D 16/04.
4 Amended by decision of the Administrative Council CA/D 7/14.
deadlines established in the Rules of Procedure of the Administrative Council, and in any case not later than 15 October.

(2) The Committee shall communicate its opinion on the draft budget and the annexed documents to the Administrative Council as soon as possible following its autumn meeting, and in any case not later than 15 November.

**Article 29**

Before the beginning of the budget year, the Administrative Council shall adopt the authorisation budget referred to in Article 25, paragraph 1(a), and the table of posts referred to in Article 25, paragraph 2(a), and shall approve the plan financial statements as referred to in Article 25, paragraph 1(b) and (c), and the estimates referred to in Article 25, paragraph 2(b).

**Article 30**

(1) If, at the beginning of the accounting period, the Budget has not been adopted by the Administrative Council, expenditure may be effected under the conditions for a provisional budget, as laid down in Article 47 of the Convention.

(2) At the request of the President, the Administrative Council may:

(a) authorise at any one time accrued expenditure up to a maximum of three provisional twelfths;
(b) authorise at any one time accrued expenditure in excess of the ceiling specified under (a) above for obligations entered into during the previous accounting period. Such cases shall be explained in a reasoned request, and in accordance with Article 76, paragraph 3, the Board of Auditors is invited to report on their implementation.

(3) The provisional budget shall be implemented under the same conditions as the budget adopted for the preceding accounting period.

**Article 31**

(1) If necessary, the President may submit draft amending or supplementary budgets in accordance with the same procedure and in the same form as the original draft budget. They shall be accompanied by a statement explaining the amendments by reference to the budget amended and shall be submitted to the Administrative Council and the Committee not later than the final dates for submission of the draft budget for the following accounting period.

(2) The Administrative Council shall discuss such budgets, having due regard to their urgency, and shall take its decision in accordance with the same conditions as those applicable to the original budget.

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1 Amended by decision of the Administrative Council CA/D 21/13.
2 Amended by decision of the Administrative Council CA/D 16/12.
Section III
Implementation of the budget

Chapter I
General provisions

Article 32
The adoption of the budget by the Administrative Council shall constitute an obligation on the part of the Contracting States to make the requisite advances, contributions and payments and shall empower the President, acting in accordance with any special conditions laid down by the Administrative Council:

(a) to receive the income provided for in the budget and any other funds which fall due to the Organisation in connection with its activity. Revenue in the form of gifts and bequests or voluntary contributions must first be approved by the Administrative Council after consulting the Committee;

(b) to commit expenditure for which commitment appropriations are available, within the limits of such appropriations;

(c) to commit, authorise and pay expenditure for which payment appropriations are available, within the limits of such appropriations.

Article 33

(1) The President may delegate to principal authorising officers appointed by him his powers of authorising expenditure and issuing receipt orders.

For procurement, powers shall be delegated separately to principal authorising officers acting as budget holders and to the principal authorising officer acting as procurement officer, unless an exception has been made under Article 22a, paragraph 1.

(2) Principal authorising officers shall act within the limits of the powers delegated to them by the President.

(3) With prior approval of the President, principal authorising officers may subdelegate their powers of signature to other employees.

(4) Authorising officers by sub-delegation shall act within the limits of the powers delegated to them by the principal authorising officers.

1 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
2 Revised by decision of the Administrative Council CA/D 9/05.
3 Amended by decision of the Administrative Council CA/D 5/10.
4 See Tender guidel. Anx. I
Article 34

(1) The President, and principal authorising officers acting within the limits of the powers delegated to them under Article 33(2), may transfer appropriations within a chapter.

(2) The President, and principal authorising officers acting within the limits of the powers delegated to them under Article 33(2), may transfer appropriations from one chapter to another, provided the amounts under the chapters involved are increased or reduced by not more than 20%.

(3) The prior approval of the Committee shall be required for all other transfers. However, the Committee may confine itself to delivering an opinion if it considers that the transfer must be submitted to the Administrative Council for approval.

Article 35

(1) Approved appropriations shall be used only after funds have been duly committed and only after a payment order has been duly issued, except for salaries, allowances, pensions and general payroll costs.

(2) Income and expenditure during the accounting period shall be recorded in the accounts and shall be presented in the budget implementation statement.

(3) The budget implementation statement shall include:
   (a) income and expenditure in like form to that adopted for the budget, so framed as to enable comparison with the budget estimates;
   (b) the transfer of appropriations as defined in Article 34.

Article 36

At the end of each accounting period, unused commitment appropriations and payment appropriations shall be cancelled.

Article 37

Expenditure chargeable to future accounting periods shall be committed in advance, provided it relates to firm legal obligations and an expenditure type or purpose approved in the current budget.

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1 Revised by decision of the Administrative Council CA/D 9/05.
2 The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
3 Amended by decision of the Administrative Council CA/D 24/08.
4 Amended by decision of the Administrative Council CA/D 17/09.
5 Amended by decision of the Administrative Council CA/D 16/04.
6 Amended by decision of the Administrative Council CA/D 8/10.
7 Amended by decision of the Administrative Council CA/D 2/11.
8 Amended by decision of the Administrative Council CA/D 11/16.
Chapter II

Liability of authorising and accounting officers

Article 38

(1) Any authorising officer who establishes a debt to be recovered or a receipt order, commits expenditure or signs a payment order without complying with these Regulations or the rules for their implementation shall be liable to disciplinary action and, where applicable, to payment of compensation. The same shall apply to any authorising officer who fails to draw up an instrument establishing a debt to be recovered or, without good reason, neglects to issue a receipt order or is dilatory in doing so.

(2) The liability of authorising officers by sub-delegation to payment of compensation and to disciplinary action is subject to the terms and conditions of the Service Regulations.

Without prejudice to any disciplinary action and to their right to change any sub-delegation of signature, the principal authorising officers may, at their discretion, revoke temporarily or definitively the delegated powers of signature.

(3) The principal authorising officers are responsible for the choice and supervision of their respective authorising officers by sub-delegation.

(4) The President and the principal authorising officers shall, as far as possible, insure themselves, through the Organisation, against the risk of liability to pay compensation. The cost of such insurance shall be borne by the Organisation.

Article 39

(1) Any accounting officer who fails to keep safe the monies, securities and documents in his charge or to execute correctly orders received by him in respect of the use and administration of bank accounts shall be liable to disciplinary action and to payment of compensation.

(2) Subject to Article 53, paragraph 3, any accounting officer shall be liable to disciplinary action and, where applicable, to payment of compensation in respect of any payment made by him:

(a) if he fails to comply with these Regulations or the rules for their implementation;

(b) if the payment does not correspond to the amount shown in the payment order;

(c) if the payment is made to a party other than the rightful payee.

1 Inserted by decision of the Administrative Council CA/D 7/03.
2 Inserted by decision of the Administrative Council CA/D 7/03.
3 Inserted by decision of the Administrative Council CA/D 7/03.
4 Amended by decision of the Administrative Council CA/D 11/16.
(3) Accounting officers shall as far as possible insure themselves, through the Organisation, against the risk of liability to pay compensation. The cost of such insurance shall be borne by the Organisation.

Chapter III
Receipts

Article 40¹

(1) The authorising officer shall issue receipt orders in respect of all amounts owed to the Organisation, establishing the existence and amount of the debt and confirming that the order is in compliance with the financial provisions of the Organisation. The receipt order shall state in particular:

(a) the accounting period to which the receipt is to be charged;
(b) the exact budget heading;
(c) the amount owing, specifying the currency(ies);
(d) the name and address of the debtor;
(e) the purpose of the receipt;
(f) the due date for payment.

(2) The receipt order shall be dated and signed by the authorising officer.

(3) Receipt orders duly drawn up by the authorising officer shall be forwarded to the accounting officer for recovery.

(4) No receipt order shall be issued in respect of receipts not based on a debt.

Article 40a²

(1) If the authorising officer requests the accounting officer not to proceed with recovery of a duly established debt, he shall provide the accounting officer with a reasoned proposal for cancellation.

(2) The accounting officer may refuse to act on a cancellation proposal he considers unjustified. Such refusal shall be substantiated in writing.

Article 40b³

(1) In the case of refunds, which shall be treated as reduction of income, the authorising officer shall issue refund orders in respect of all amounts owed by the Organisation under a refund rule, establishing the existence and amount of such refund and confirming that the refund is in compliance with the financial provisions of the Organisation. The refund order shall state in particular:

¹ Amended by decision of the Administrative Council CA/D 19/96.
² Inserted by decision of the Administrative Council CA/D 19/96.
³ Inserted by decision of the Administrative Council CA/D 7/14.
(a) the accounting period for which the refund is to be made;
(b) the exact budget heading;
(c) the amount to be refunded;
(d) the name and the address of the recipient as well as the details required for the applicable payment method;
(e) the purpose of the refund;

(2) The refund order shall be dated and signed by the authorising officer.

(3) Refund orders duly drawn up by the authorising officer shall be forwarded to the accounting officer for settlement.

(4) For the purpose of validating the refund order, documentation must be provided to the accounting officer showing the recipient's rights to the refund.

**Article 41**

Receipts shall be issued for all cash payments made to the accounting officer.

**Chapter IV**

**Management of appropriations**

**1. Commitment of expenditure**

**Article 42**

Before any measures are taken which may involve expenditure chargeable to the Organisation the necessary funds must first be committed by the authorising officer, except for appropriations listed under Article 35, paragraph 1.

**Article 43**

Commitments shall state inter alia the purpose and amount of the expenditure involved, the budget and financial account to which they are charged and, for all amounts exceeding a threshold to be set by the President, the names of the creditors. Commitments exceeding the above threshold shall be forwarded to the finance department for approval.

**Article 44**

(1) Commitments shall be registered subject to the following requirements:

(a) that the expenditure is charged to the correct budget heading;
(b) that funds are available;
(c) that the expenditure envisaged is in order and that it complies with the relevant provisions, and in particular with these Regulations and the budget.

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1 Amended by decision of the Administrative Council CA/D 8/10.
2 Amended by decision of the Administrative Council CA/D 8/10.
(2) The authorising officer shall be responsible for registration.
(3) Commitments shall take effect as soon as they are registered.

2. Validation of expenditure

Article 45

(1) The authorising officer shall validate the delivered goods, services or work by:
   (a) certifying that the goods have been delivered, the services rendered or the work done in accordance with the terms of the contract;
   (b) checking the price and quantity on the invoice and any other document giving rise to a charge in the budget.

(2) The authorising officer shall validate the expenditure by:
   (a) verifying the formal compliance of the invoice with the applicable accounting requirements;
   (b) establishing or verifying the amount of the debt;
   (c) verifying the conditions under which payment is due.

Article 46

(1) For the purposes of validating the goods delivered, services rendered or the work done and the expenditure, vouchers must be presented showing the creditor’s rights or confirming the existence of a document justifying payment. The vouchers shall be in compliance with the fiscal regulations.

(2) The competent authorising officer shall personally check the vouchers or, on his own responsibility, satisfy himself that this has been done.

(3) In the case of duty travel expenditure and expenditure for catering for internal meetings not exceeding the amount specified in Annex I, the competent authorising officer may, on his own responsibility, conduct specific control procedures e.g. random checks, for the purpose of validating the relevant expenses.

Article 47

Remuneration and allowances shall be validated on the basis of the collective statement drawn up by the department responsible for personnel matters, except where they need to be validated individually.

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1 Amended by decision of the Administrative Council CA/D 5/10.
2 Amended by decision of the Administrative Council CA/D 5/10.
3 Amended by decision of the Administrative Council CA/D 11/16.
3. Authorisation of expenditure

Article 48

By issuing a payment order to the accounting officer, the authorising officer authorises him to pay the expenditure validated.

Article 49

(1) The payment order shall confirm that the goods have been received, the services have been performed or the work has been done and, where applicable, that the relevant items have been entered in the Asset Register referred to in Article 61.

(2) It shall also state:
   (a) the accounting period to which the expenditure is to be charged;
   (b) the exact financial account to which it is to be charged;
   (c) the amount to be paid, specifying the currency;
   (d) the name and address of the payee;
   (e) the purpose of the expenditure;
   (f) wherever possible, the mode of payment;
   (g) the numbers and dates of the corresponding registrations of commitment, and
   (h) the cost centre to which the expenditure is to be charged.

(3) The payment order shall be dated and signed by the authorising officer.

(4) Exceptionally, advance payment may be made, or direct debiting authorised, if circumstances require it. The President may lay down rules which specify the preconditions for advance payments and direct debiting and the procedure to be followed. Such procedure shall ensure clear accountability and transparency.

Article 50

(1) The payment order shall be accompanied by the original vouchers.

(2) Exceptionally, copies of vouchers authenticated by the authorising officer may be accepted in place of originals which he has already produced in support of an earlier payment or which he is unable to surrender.

(3) Where payment is to be made in instalments, the first payment order shall be accompanied by vouchers establishing that the creditor is entitled to payment of that instalment. Subsequent payment orders shall refer to the

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1 Amended by decision of the Administrative Council CA/D 7/14.
2 Amended by decision of the Administrative Council CA/D 17/09.
3 Amended by decision of the Administrative Council CA/D 7/14.
4 Amended by decision of the Administrative Council CA/D 24/01.
5 Amended by decision of the Administrative Council CA/D 7/14.
vouchers already furnished and quote the reference number of the first payment order.

(4) In the case of the reimbursement of duty travel expenses,

(a) copies of vouchers authenticated by the authorising officer may be accepted in place of originals
(b) for expenses up to the amount specified in Annex I which are not covered by a lump-sum amount, a personal declaration by the duty traveller may be accepted without production of the relevant vouchers
(c) for the purpose of validating the expenses, original vouchers must be kept by the duty traveller until the reimbursement is made

(5) The President of the Office shall specify further for which other payments under the Service Regulations copies of certificates and vouchers may be accepted in place of originals. For the purpose of validating the claims, the original documents must be kept by the requester.

Article 51

The authorising officer may grant advances to staff:

(1) in cases expressly provided for in the Service Regulations for permanent employees of the Office;

(2) where a permanent or other employee is himself called upon to make an advance payment recognised as being chargeable to the Organisation.

Chapter V

Payment of expenditure

Article 52

(1) The purpose of payment is to discharge the Organisation partially or completely of its obligations towards its creditors.

(2) Payment shall be made by the accounting officer within the limits of the funds available.

Article 53

(1) In the event of receiving an erroneous payment order the accounting officer shall suspend the payment. A payment order shall be considered to be erroneous inter alia in the following cases:

(a) lack of funds;
(b) if it does not validly discharge the Organisation from its obligations;
(c) if it does not observe the formalities prescribed by these Regulations.

1 Amended by decision of the Administrative Council CA/D 2/11.
2 Inserted by decision of the Administrative Council CA/D 8/13.
3 Amended by decision of the Administrative Council CA/D 11/16.
The accounting officer shall exercise his payment control function having due account to his responsibilities under Articles 66, paragraph 1, and 69, paragraph 1.

(2) The accounting officer shall immediately notify the authorising officer in writing of his reasons for suspending payment.

(3) Except in cases where payment is suspended owing to lack of funds or because the validity of the discharge is contested, the authorising officer may, on his own responsibility and in writing, countermand the suspension.

(4) Upon receipt of the countermanding order, the accounting officer shall effect payment and attach the countermanding order to the payment order.

**Article 54**

(1) Payment shall normally be made through a bank account.

(2) Bank transfer orders and any other documents made up for payment shall bear the signature of the accounting officer or of the assistant accounting officer concerned and be countersigned by another duly authorised person.

(3) The accounting officer may make individual payments not exceeding the amount specified in Annex I and debit them to a suspense account without the authorising officer having issued a payment order, provided the amount in question has been committed.

At the end of each calendar month and whenever the total amount of such payments reaches the amount specified in Annex I, the accounting officer must produce the relevant vouchers, in the light of which the authorising officer shall issue the corresponding payment order to the accounting officer.

(4) The accounting officer shall draw up yearly and submit to the Committee for opinion, and the Administrative Council for approval, a list of payments effected by the accounting officer under orders issued by the authorising officer in accordance with Article 53, paragraphs 3 and 4, and a list of receipt orders cancelled in accordance with Article 40a.

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1 Amended by decision of the Administrative Council CA/D 11/16.
2 Amended by decision of the Administrative Council CA/D 11/16.
3 Amended by decision of the Administrative Council CA/D 2/11.
4 Amended by decision of the Administrative Council CA/D 16/12.
TITLE V
PLACING OF CONTRACTS, ACQUISITION OF
IMMOVABLE PROPERTY, INVENTORY,
ADMINISTRATION OF FUNDS, ACCOUNTS

Section I
Placing of contracts, acquisition of immovable property

Article 55\(^1\)

(1) Contracts for the purchase or leasing of supplies, furniture and equipment, and for building works or other goods and services shall be in writing. They shall be awarded following invitations to tender. Contracts shall be awarded either on a discretionary basis taking account of a variety of factors, or on the basis of price alone, as defined in Article 56.

(2) Contracts may exceptionally be:

(a) awarded following a competitive procedure with negotiation where such procedure is justified by the nature of the goods, services or work concerned or the complexity or risks involved; or

(b) placed direct in the cases specified in Article 57.

(3) Goods may be acquired and services received against invoice in the cases specified in Article 60.

(4) Invitations to tender, be they open or restricted, shall be published in all Contracting States and, where appropriate, in non-Contracting States. However, publication of restricted invitations to tender may be dispensed with where it would harm the interests of the Organisation owing to the nature of the goods, services or work concerned.

(5) All tenders and procurement procedures shall be carried out in accordance with the principles of transparency, equal treatment, open and fair competition, proportionality and non-discrimination of bidders from different Contracting States on grounds of nationality.

Article 56\(^2\)

(1) Where a contract is to be awarded on a discretionary basis, the competent body shall be free to choose the bid it considers best having regard to price, running costs, technical quality, delivery period or time required to carry out the work, environmental aspects, and the quality and financial guarantees offered by each bidder.

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1 Amended by decision of the Administrative Council CA/D 10/17.
2 Amended by decision of the Administrative Council CA/D 10/17.
(2) Where a contract is to be awarded on the basis of price alone, the competent body shall award the contract to the lowest bidder amongst those tendering comparable bids in due form and in accordance with the rules and conditions applicable.

(3) The invitation to tender is termed "open" if any person is entitled to bid; it is termed "restricted" if confined to competing bidders selected as being particularly qualified for the purpose.

(4) Where a contract is to be awarded in a competitive procedure with negotiation, any person may submit a request to participate in response to a call for competition. Such call for competition shall lay down the scope of negotiation. Only bidders selected as qualified to perform the contract are invited to participate in the competitive procedure with negotiation.

**Article 57**

Contracts may be placed direct where:

(a) the contract sum or annual rental for a single indivisible unit does not exceed the amount specified in Annex I; the President must nevertheless, as far as possible and by all appropriate means, ensure that contractors or suppliers able to supply the goods or perform the service or work in question compete for the contract;

(b) the goods, services or work are so urgently required that it is not possible to await the outcome of either of the forms of invitation to tender provided for in Article 56, in which case, if the award decision involves an amount exceeding the amount specified in Annex I, it shall be reported in comprehensive form to the Committee as soon as possible;

(c) there has been no response to an invitation to tender or the prices quoted are not acceptable and re-issuing the invitation is not expected to produce a better result;

(d) for technical, practical or legal reasons the goods, services or work can only be provided by a specific contractor or supplier.

**Article 58**

(1) Except for contracts and leases against budgetary provisions in Chapters 32 and 42 and Article 3103 of the budget and contracts for the acquisition, exchange or long-term lease of immovable property, contracts and leases involving an amount or annual rent exceeding, for a single indivisible unit, the amount specified in Annex I shall be referred for approval, before the authorising officer approves the award of contract, to the Committee.
Contracts for the acquisition, exchange or long-term lease of immovable property involving an amount or annual rent exceeding, for a single indivisible unit, the amount specified in Annex I shall be referred for approval, before the authorising officer approves the award of contract, to the Administrative Council, which shall take its decision after the Committee has been given an opportunity to comment.

All award decisions against budgetary provisions in Chapters 32 and 42 and Article 3103 of the budget involving an amount or annual rent exceeding, for a single indivisible unit, the threshold referred to in paragraph 1 shall be reported in comprehensive form to the Committee at the next possible Committee meeting.

The Committee shall be informed by 30 June at the latest each year of all award decisions for the preceding year not already referred or reported to the Committee where the contracts and leases involve an amount or annual rent for a single indivisible unit exceeding the amount specified in Annex I.

With regard to the contracts, leases and award decisions referred to the Administrative Council or the Committee for approval or reported to the Committee under the present article, at least the following information shall be supplied:

(a) for each award decision under paragraphs 1, 2 and 3: the type of award procedure, the title and main features of the contract, the number of bidders, the number of admissible bids, the name of the successful bidder, the main reasons for the award decision including a summary of the technical and financial evaluation of the bids that lead to the decision, the budget article affected and the amount or annual rent involved. The information shall be sufficiently detailed to allow the Administrative Council and the Committee to take an informed decision on the approval of each award decision under paragraphs 1 and 2, or to assess the award decisions reported on under paragraph 3;

(b) for each award decision under paragraph 4: in tabular form the type of award procedure, the title of the contract, the budget article affected, the number of bidders, the number of admissible bids, the name of the successful bidder and the amount or annual rent.

Article 59

As a guarantee of performance of contract, contractors or suppliers may be required to provide security in advance.

Part of the amount payable by the Organisation may be withheld pending final acceptance.

1 Amended by decision of the Administrative Council CA/D 8/19.
2 Inserted by decision of the Administrative Council CA/D 8/19.
Article 60
Goods may be acquired and services received against invoice if the expected cost for a single indivisible unit does not exceed the amount specified in Annex I.

Section II
Asset Register and Inventories

Article 61
(1) An Asset Register shall be kept, listing all movable and immovable property belonging to or controlled by the Organisation, as per the instructions for entries in the accounts referred to in Article 67, paragraph 3, and to be capitalised if their value is equal to or greater than the amount specified in Annex I, if they are to be used for more than one year and are not classified as non-durable consumer goods. Selected items of movable property may be capitalised by the Office regardless of their value.

(2) Items of movable and immovable property shall, upon acquisition, be entered in the Asset Register as defined above, when payment is ordered. Said entry shall be noted on the payment order.

(3) The competent authorising officer is responsible for proper control of immovable and movable property belonging to the Organisation, and may list in an inventory items of property, regardless of their value, where sound financial management so requires.

Article 62
(1) Sales of movable or immovable property shall be so advertised as to ensure that the most advantageous terms are obtained.

(2) Permanent and other employees of the Office may not acquire movable or immovable property sold by the Organisation, except by bidding at public auction.

Article 63
(1) A written statement shall be drawn up by the competent authorising officer whenever any property referred to in Article 61 is sold, scrapped or otherwise disposed of, or reported missing owing to loss or theft, or for any other reason.

(2) The statement shall mention whether an employee of the Office or any other person may be required to make restitution.

1 Amended by decision of the Administrative Council CA/D 7/14.
2 Amended by decision of the Administrative Council CA/D 7/14.
3 Amended by decision of the Administrative Council CA/D 7/14.

January 2020 27
Section III
Administration of funds

Article 64
In accordance with the guidelines drawn up by the Committee, the President shall be empowered to:

(a) invest such funds as are not needed for the immediate requirements of the Organisation;

(b) open and operate bank accounts, including foreign currency accounts, as necessary for the performance of the official activities of the Organisation;

(c) borrow such funds as may be necessary for the performance of the official activities of the Organisation subject to such conditions and within such limits as may be prescribed within the framework of the budget.

Section IV
Accounts

Chapter I
General points

Article 65
The accounts of the Organisation shall be kept in euro.

Article 66
(1) An accounting officer shall be responsible for the keeping of accounts.

(2) He shall be appointed by the President who may also appoint assistant accounting officers as necessary.

Article 67
(1) The accounts shall be recorded by calendar year applying the accounting principles referred to in Article 1, paragraph 3, and in such a way as to allow for the presentation of the financial statements as defined in Article 69.

(2) Entries in the accounts shall be made in accordance with the Organisation's chart of accounts and the accounting manual as defined in paragraph 3.

(3) The Office shall maintain an accounting manual including the structure of the accounts and rules and instructions for entries in the accounts.

1 Article 64a deleted by decision of the Administrative Council CA/D 10/91.
2 Amended by decision of the Administrative Council CA/D 3/01.
3 Amended by decision of the Administrative Council CA/D 16/04.
4 Amended by decision of the Administrative Council CA/D 2/11.
(4) Data entries shall be supported by vouchers or other relevant documents.

(5) In order to perform checks in accordance with Article 53, paragraph 1, or to draw up financial statements compliant with the accounting principles defined in Article 1, the accounting officer may instruct the authorising officers to provide information, vouchers and other relevant documents and to perform entries in the accounts or in asset and material registers.

**Article 68**

Accounts shall be closed at the end of the accounting period as defined in Article 45 of the Convention. The accounting officer shall draw up the financial statements and notes stipulated in Article 69, together with any relevant observations, in good time for submission to the auditors in accordance with Article 70.

**Chapter II**

**Structure of the annual accounts**

**Article 69**

(1) The financial statements relating to the annual accounts to be drawn up by the accounting officer, and to be submitted to the Committee for an opinion and to the Administrative Council for approval, shall comprise:

   (a) the complete set of financial statements for the Organisation in accordance with the accounting principles referred to in Article 1, paragraph 3;
   (b) the budget implementation statement as defined in Article 35, paragraph 3;

(2) The financial statements shall be supported by notes which shall include:

   (a) a statement of the accounting policies adopted by the Organisation including departures from IFRS requirements, if any, in accordance with IAS 1;
   (b) such further explanations as may be necessary for a proper understanding of the annual accounts.

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1 Amended by decision of the Administrative Council CA/D 11/15.
2 Amended by decision of the Administrative Council CA/D 10/17.
3 Amended by decision of the Administrative Council CA/D 16/04.
TITLE VI
PRESENTATION, AUDITING AND APPROVAL OF ACCOUNTS

Article 70
The financial statements relating to the annual accounts shall be submitted by the President to the auditors not later than 15 March following the close of the accounting period.

Article 71
(1) The number of auditors to be appointed pursuant to Article 49 of the Convention shall be three. Together they shall comprise the Board of Auditors (hereinafter referred to as "the Board"). Board members shall be appointed by the Administrative Council, after the Committee has been given an opportunity to comment, from a list of candidates nominated by the Contracting States.

(2) Board members must not have been employed by the Organisation during the three years preceding the date of their appointment.

(3) Board members shall have proven audit experience and shall preferably be selected from among the officials of national audit bodies of the Contracting States. They shall have a good command of one of the three official languages of the Organisation and be able to work in a second. All three official languages shall be represented on the Board.

(4) Board members shall be appointed on a rota basis in accordance with Article 49, paragraph 1, of the Convention.

(5) Nine months before the expiry of the term of office of a Board member, they shall inform the Administrative Council whether they are willing to continue their tasks. At its following meeting, the Administrative Council shall decide to renew or extend the term of office of that Board member, or to open a procedure for appointment with a call for candidates. In the latter event, the Board member concerned can stand as a candidate in the selection procedure.

(6) Board members who resign or whose term of office has expired shall remain in office until they are replaced. They may not be employed by the Organisation during the three years following the end of their term of office.

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1 Revised by decision of the Administrative Council, see CA/64/94 and CA/PV55.
2 Amended by decision of the Administrative Council CA/D 10/17.
3 Inserted by decision of the Administrative Council CA/D 8/19.
4 Amended by decision of the Administrative Council CA/D 8/19.
Article 72¹
The Board shall draw up its own rules of procedure governing:
- the distribution of tasks among Board members
- the process by which the Board shall reach its decisions
- the drafting of the annual audit programme
- the commissioning of audit firms or other external experts
- fundamental auditing standards and methods.

Article 73
(1) Board members shall have the status of experts of the Organisation within the meaning of Article 15 of the Protocol on Privileges and Immunities of the Organisation.

(2)² The Administrative Council shall determine the duty allowance to be paid to Board members. Mission expenses incurred in the performance of their duties shall be reimbursed in accordance with the rules applicable to experts travelling on Organisation business.

Article 74
The President shall set aside each year in the main budget of the Organisation an amount equivalent to one thousandth of the total budget to cover all audit expenses.

Article 75
(1) Within the limits set by the budget for audit:
   (a)³ the Board may call upon assistants of its choice whose names shall be communicated to the President. They may be remunerated by decision of the Administrative Council and shall be entitled to reimbursement of mission expenses in accordance with the rules applicable to Board members;
   (b) the Board shall each year determine which auditing activities are to be executed by audit firms or other external experts. It shall select the audit firms or experts in accordance with the provisions of Title V, Section I, of these Regulations and shall decide each year whether existing contracts are to be renewed.

(2) The President shall afford technical assistance in the selection of the audit firms or experts and shall commission those selected by the Board. The

¹ See "Rules of procedure of the Board of Auditors of the EPO" Part III 1d.
² The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
³ The Budget and Finance Committee has been authorised to decide on behalf of the Administrative Council (CA/D 23/01).
contractual relationship shall be between the Organisation, represented by the President, and the audit firms or experts. The contracts, which must be drafted in agreement with the Board, shall stipulate that the audit firms or experts report only to the Board, and that only the Board is competent to give them instructions. The President shall terminate the contracts on the Board’s initiative.

(3) Audit firms or experts who work or have worked on behalf of the Board shall not be employed by the Office during their period of engagement or for two years thereafter. Audit firms or experts who work or have worked for the Office shall not work for the Board in the same or related areas during their period of engagement by the Office or for two years thereafter.

(4) The Board shall be responsible for the supervision, evaluation and approval of work performed and services provided by audit firms or experts.

Article 76

(1) The Board shall carry out its activities in accordance with Article 49 of the Convention, the Financial Regulations and professional auditing standards.

(2) The audit, which shall be carried out on the basis of whatever documents or other records the auditors may consider necessary and, if need be, in situ, shall establish in particular whether:

(a) the terms of the budget and other budgetary provisions have been adhered to;
(b) the annual accounts as defined in Article 69 have been properly substantiated and all transactions properly recorded;
(c) securities and cash on deposit accord with the amounts in the cash accounts;
(d) procedures are efficient and economical and whether work could be performed more efficiently with fewer staff or other resources, or in other ways.

(3) The Administrative Council may, on a limited scale, ask the Board to carry out specific investigations or reviews."

Article 77

(1) The President shall afford the Board whatever facilities it considers necessary for the performance of its duties. The accounting officer shall, in particular, place at its disposal whatever accounts relating to cash, securities and physical assets, entry records, vouchers and inventories it considers necessary.

(2) Board members and their assistants shall have access to all the premises of the Organisation and shall be empowered to interview the President or
any employee of the Office. The same shall apply to the audit firms and external experts in so far as this is necessary for them to carry out their assignment.

(3) The Board shall receive the annual internal audit programme and all reports of the internal audit department of the Office.

(4) Board members are entitled to attend the meetings of the Administrative Council and its committees.

**Article 78**

The Board shall communicate objections regarding the accuracy or completeness of the financial statements arising during the audit to the accounting officer who
may amend the accounts accordingly until such time as the auditors' report has been completed.

**Article 79**

After the close of each accounting period and following its audit the Board shall present a report containing the following elements:

- an audit opinion signed by the Board on whether, subject to such reservations as it may wish to make, the annual accounts submitted to it in accordance with Article 69 give a true and fair view of the financial position of the Organisation and of the results of its operations for the period then ended, in conformity with the Convention, these Regulations and professional accounting principles;

- the results of the audit carried out to ascertain whether the financial management of the Office is sound;

- whatever observations the Board considers necessary as to the appropriateness of the existing budgetary and financial arrangements and on any changes proposed by the Office, together with such changes as the Board may itself wish to suggest; and

- the Board's report on its audit activities in respect of the accounting period then ended and the services provided by audit firms or external experts, together with a summary of the expenditure incurred in respect of the various auditing activities.

**Article 80**¹

(1) The Board shall forward to the President not later than 15 April of each accounting period the report described in Article 79 in respect of the preceding period.

The President shall forward the section of the report concerning the Reserve Funds for Pensions and Social Security to the Fund Administrator without delay.

(2) The Fund Administrator shall forward the section of the report concerning the Reserve Funds for Pensions and Social Security to the Supervisory Board not later than the following 30 April together with his explanations and reasons.

(3) The report, together with such explanations and reasons as the President and the Fund Administrator may consider appropriate, shall be communicated to the Committee in good time for the June meeting of the Administrative Council.

(4) The Supervisory Board shall communicate to the Committee its comments, if any, on the section of the report concerning the Reserve Funds for Pensions

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¹ Amended by decision of the Administrative Council CA/D 10/17.
and Social Security and a proposal regarding the discharge of the Fund Administrator in good time for the June meeting of the Administrative Council.

(5) The President shall submit the report, together with the explanations and the other documents specified in Article 49, paragraph 3, of the Convention, to the Administrative Council in good time for its June meeting. The Committee and the Supervisory Board shall communicate their comments, if any, on the report and a proposal regarding the discharge of the President and the Fund Administrator to the Administrative Council at its June meeting.

(6) The Committee and the Administrative Council shall discuss the documents referred to in this Article in the presence of the Board.
(1) The President shall be assisted in the performance of his functions by Internal Audit and Oversight (IAO), a unit independent of the operational activities of the Organisation, which shall carry out assessments and report directly to him, having due regard to the prerogatives of the Board of Auditors. The reporting line for IAO when dealing with matters concerning the Reserve Funds for Pensions and Social Security shall be in accordance with the relevant provisions in the Regulations for the Funds.

(2) IAO shall provide independent, objective assurance services designed to add value to and improve the regulatory compliance, performance and quality of the Office’s operations. It shall help the Organisation to accomplish its objectives by taking a systematic approach to appraising and improving the effectiveness of risk management, control and governance processes.

(3) IAO shall operate in accordance with generally recognised professional standards and the Charter for Internal Audit and Oversight issued by the President.

1 Amended by decision of the Administrative Council CA/D 7/14.
2 Amended by decision of the Administrative Council CA/D 7/14.
TITLE VIII
MISCELLANEOUS PROVISIONS

Article 82
Annexes I and II shall form an integral part of these Regulations.

Article 83
The President shall be responsible for the implementation of these Regulations; he shall lay down the rules for their implementation after consulting the Committee.

TITLE IX
FINAL PROVISION

Article 84
These Regulations shall enter into force on 20 October 1977.
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1 Net of VAT or similar taxes.
2 Amended by decision of the Administrative Council CA/D 10/17.
3 Amended by decision of the Administrative Council CA/D 8/19.
Structure of products and services

1. Filing
2. Search
3. Examination as to patentability
4. Examination of oppositions
5. Examination of appeals
6. Publication, patent information
7. Technical co-operation, third-party funding
8. European Patent Academy
9. Income not attributable to a product

1 Amended by decision of the Administrative Council CA/D 2/11.