



EUROPEAN CENTRAL BANK

EUROSYSTEM

DECISION OF THE EUROPEAN CENTRAL BANK

of 26 August 2008

on the delegation of powers regarding the Annual Salary and Bonus Review for members of staff in relation to their Staff Committee activities

(ECB/2008/NP8)

THE EXECUTIVE BOARD OF THE EUROPEAN CENTRAL BANK,

Having regard to the Rules of Procedure of the European Central Bank, and in particular Article 21.1 and 21.3 thereof,

Having regard to the Statute of the European System of Central Banks and of the European Central Bank, and in particular Article 11.6 thereof,

Having regard to the Conditions of Employment for Staff of the European Central Bank (hereinafter the 'Conditions of Employment'), and in particular Articles 5 and 6 of Annex I thereto,

Having regard to the Rules of Procedure of the Executive Board of the European Central Bank, and in particular Articles 5.2 and 5.4 thereof,

Whereas:

- (1) The Executive Board is responsible for the current business of the European Central Bank (ECB), including providing managing direction over its business areas.
- (2) Individual salary increases are within the overall limits adopted by the Executive Board in the Annual Salary and Bonus Review (ASBR) exercise, and are based on the assessment of the growth of a member of staff's contribution to the tasks of the ECB, relative to that of other members of staff who perform their duties within the same business area.
- (3) The Executive Board, when deciding to delegate the authority to determine individual salary increases, needs to ensure that such delegation involves limited and clearly defined executive powers, the exercise of which is subject to strict review in the light of objective criteria established by the Executive Board.
- (4) Staff members who have been elected as members of the Staff Committee have to represent the general interests of all members of staff in relation to contracts of employment. When exercising this mandate Staff Committee members are not subject to managerial control. Therefore, a clear separation has to be made between awards, if any, for activities of Staff Committee members within their respective business areas, and awards for activities within the Staff Committee. While the responsible manager of the business area in which a Staff Committee member is employed has

been empowered, pursuant to Decision ECB/2008/NP5, to decide on an award in recognition of contributions to the activities of that business area, a Staff Committee member may also qualify for an award in connection with their work as a member of the Staff Committee. Both awards should be made *pro rata*, in relation to the amount of time allocated to the work of the business area and the work of the Staff Committee. The Executive Board considers that a fixed formula would be the appropriate method of rewarding activities within the Staff Committee. Such an objective instrument would best reflect the special status of staff members who carry out activities as members of the Staff Committee.

- (5) For the principle of collective responsibility of the Executive Board to be guaranteed, it is necessary for the member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports to provide the Executive Board with an annual report of the decisions taken under the powers delegated under this Decision,

HAS DECIDED AS FOLLOWS:

Article 1

Delegated powers

1. In relation to the activities of staff members in their capacity as members of the Staff Committee, the powers established in Article 5 of Annex I – Salary Structure of the Conditions of Employment shall be delegated to the member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports.
2. The powers under paragraph 1 shall be exercised within the budget established annually by the Executive Board for the ASBR exercise on the basis of a fixed formula to be established by the member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports.

Article 2

Reporting obligation

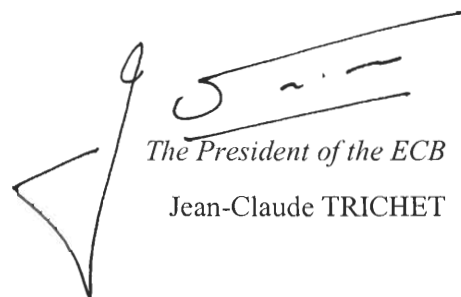
The member of the Executive Board to whom the Directorate General Human Resources, Budget and Organisation reports shall submit to the Executive Board an annual report on the decisions taken on the basis of the powers delegated in accordance with Article 1 of this Decision.

Article 3

Entry into force

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

Done at Frankfurt am Main, 26 August 2008.



The President of the ECB
Jean-Claude TRICHET