



EUROPEAN COURT OF AUDITORS

Secretary-General

Mr Alain LAMASSOURE
Chairman, Committee on Budgets
European Parliament
60, Rue Wiertz
B-1047 BRUXELLES

Subject: Application of Article 47(1) of the Financial Regulation to transform nine Assistant (AST) posts into nine Administrator (AD) posts

Dear Mr Lamassoure,

The Court of Auditors intends to apply Article 47(1) of the Financial Regulation to transform nine AST posts into nine AD posts, as explained in the following paragraphs.

Transformation of three AST audit posts into AD audit posts

In the context of a re-examination of its overall audit resource needs and how these can be met, the Court announced in its 2004 budget request a measure to phase out B-grade audit posts and replace them by posts at the A-grade, so as to reflect the tasks actually carried out and the qualifications and experience of the staff employed. The Court requested and obtained a number of transformations of posts as part of this measure in 2004, 2005, 2007, 2008 and in 2009. A further three AST audit posts (at AST 11, AST 8 and AST 6 levels) are now or soon will become vacant.

Redeployment of six AST posts presently allocated to administrative functions and their transformation into AD audit posts

As part of the Institution's 2009 – 2012 audit strategy, the Court's Secretariat-General is continuing to drive forward economies, efficiency measures and administrative simplifications. As a result of these, it has identified a further six AST posts (one AST 11, two AST 7, two AST 6 and one AST 5) that can be redeployed to audit once they have been transformed into AD posts.

Transformations at the AD 7, AD 9 and AD 5 levels

As the Court pointed out in the 2010 budget procedure when the budgetary authority accorded 12 new AD 7 audit posts, it has in recent years been, for the most part, recruiting at the AD 5 level recent university graduates with relevant degrees but only limited professional experience. So as to be able to recruit staff with some experience, particularly for performance audit, it now recruits some staff directly at the AD 7 level. It seeks to continue this approach with **five** of the nine posts to be transformed from AST.

For a further **three** posts, the Court seeks to transform these at the AD 9 level to allow it to maintain an appropriate balance between junior auditor posts and audit team leaders.

The Court seeks to transform the remaining one post at the AD 5 level

Respect of the conditions laid down in Article 47(1) of the Financial Regulation

- This exercise does not involve posts at grades AD 16, AD 15 or AD 14.
- The exercise involves transforming nine of the 897 posts authorized in the Establishment Plan, i.e. less than ten percent of the authorized posts.
- The exercise does not affect the volume of staff appropriations corresponding to a full financial year:

| Posts to be used in the exercise | | | |
|---|------------------------|--------------------------|-------------------------|
| AST | Basic salary/month (€) | Number to be transformed | Monthly salary cost (€) |
| 11 | 8.953,00 | 2 | 17.906,00 |
| 8 | 6.181,00 | 1 | 6.181,00 |
| 7 | 5.463,00 | 2 | 10.926,00 |
| 6 | 4.829,00 | 3 | 14.487,00 |
| 5 | 4.268,00 | 1 | 4.268,00 |
| Totals | | 9 | 53.768,00 |
| Posts available as a result of the exercise | | | |
| AD | Basic salary/month (€) | Number to be transformed | Monthly salary cost (€) |
| 9 | 7.000,00 | 3 | 21.000,00 |
| 7 | 5.463,00 | 5 | 27.315,00 |
| 5 | 4.268,00 | 1 | 4.268,00 |
| Totals | | 9 | 52.583,00 |

- The limit of the total number of posts authorized by the establishment plan remains unchanged and thus is not exceeded.

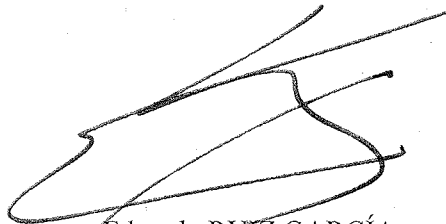
Procedure

In accordance with Article 47(1), the Court intends to make these modifications three weeks after notifying the budgetary authority unless either arm of the latter raises duly justified reasons.

I am copying this letter to Mr Vladimir MAŇKA, rapporteur for 2010, and to the Secretariat of your committee. I am also sending a similar letter to the President in Office (Budgets) at the Council, Mr Verkaeren.

The Secretariat of the Committee on Budgets should not hesitate to contact Mr Neil USHER, Director of Finances and Support, should they require any further information.

Yours sincerely,



Eduardo RUIZ GARCÍA

Copies: Mr Vladimir MAŇKA, MEP, Rapporteur for “the other sections”, 2010
Mr Richard WESTER, COBU Secretariat