

ASSESSMENT OF SOURCES AND METHODS USED IN THE PROVISION OF BASIC INFORMATION FOR THE CALCULATION OF SPECIFIC INDICATORS FOR A65 PURPOSES

COUNTRY: **BG** 

DATE: 11.12.2017

CONTEXT

1. This report is written in the context of the implementation of Article 65 and Annex XI of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union, as most recently amended by Regulation 1023/2013 of the European Parliament and of the Council.
2. Article 12 of Annex XI states that "*...It shall be the task of Eurostat to monitor the quality of basic data and statistical methods used to work out the factors taken into account for the update of remuneration. In particular, it shall make any assessments or carry out any studies required for such monitoring...*"
3. A methodology manual has been developed to describe the calculation of specific indicators in accordance with Article 65 of the EU Staff Regulations. There have been various editions over time; the most recent version is document A6465/14/26rev2, dated May 2016.
4. This methodological documentation is supplemented with interpretation guidelines and specific agreements for individual Member States reached during each annual data collection exercise.
5. With effect from 2010, detailed documentation is drawn up for each Member State which aims to give a full description of the manner in which basic data is compiled and transmitted to Eurostat to allow the calculation of Specific Indicators.

Twenty-two of these draft "inventories" (at different stages of completion) were presented at the meeting of the Working Group on Articles 64 and 65 of the Staff Regulations in Luxembourg in March 2015. A further progress report was reviewed at the meeting in Luxembourg in March 2016.

6. Previous assessment reports for this country have been prepared as follows: None
7. The current assessment report is based on the following information:
 - a. Pro-forma document A6465_16_03;
 - b. data provided by the national statistical authorities in the Standard Remuneration Questionnaire for the year 2017;
 - c. the "inventory", version dated 14.01.2015 (status: not yet validated);
 - d. other resources identified in connection with the work to establish Specific Indicators, including BG governmental websites.

ORGANISATIONAL ISSUES (SUMMARY)

8. The name of the national delegate to the Working Group on Articles 64 and 65 is communicated to Eurostat by the Presidency of the National Statistical Institute of the Republic of Bulgaria.
9. The national data required for the calculation of Specific Indicators is transmitted to Eurostat by the Council of Ministers.
The contact person has remained constant in recent years.
10. The national data is compiled from the following national sources:
In Bulgaria there are two categories of civil service staff: AD personnel fall under the conditions of the Civil Servants Act; the Labour Code applies to AST staff, who do not have the civil servant status. The provision of the civil servant shall be at the expense of the respective budgets.
11. The following information is publicly available:
 - Civil servants act, in English: <https://www.mi.government.bg/en/library/civil-servants-act-381-c25-m258-1.html>;
 - More complete information can be found on www.lex.bg (link as indicated in the SRQ), but the whole site is only available in Bulgarian;
 - No concrete salary figures can be found.
12. The standard remuneration questionnaire for the year 2017 was transmitted via *eDamis* on 28.07.2017.
13. The SRQ file for 2017 was completely filled out.
Comment: This year only one change mentioned in this table: for 'pensions insurance': 'change = yes', but without explanation; applied values are visible beneath the salary tables and in Table 4 (Worked example).
14. The national validation of the Specific Indicator calculated by Eurostat for the year 2017 was transmitted via eMail on 25.09.2017.

OVERALL ASSESSMENT



Comply

QUALITY ASSESSMENT – STAFF NUMBERS

15. Comments regarding the sample population for which staff numbers are supplied:
 - In 2017, as in previous years, figures were provided per grade for the total number of relevant staff working in the civil service.
 - Only figures are given for AD and AST staff, SC being included in the AST category.
16. Comments regarding the total population from which the sample is selected:
Sample population = reference population.

17. Comments regarding supply of the number of employees for the total central public administration (ESA 2010 s.1311) :
- For SRQ 2017, updated figures for the employees in the sub-sector central government (s. 1311) were provided – status 2016.
 - According to data from the National Statistical Institute.

QUALITY ASSESSMENT – GROSS SALARY DATA

18. Comments regarding the supply of a figure for gross remuneration for each grade:
- Remuneration data is reported for the same grades as those for which staff numbers are reported;
 - Data are provided for the minimum/middle/maximum step for every grade;
 - In Bulgaria there is no difference in the salaries between unmarried officials and married-officials-with-two-children;
 - Gross salary = basic salary + other components (i.e. night work, overtime work, work on public holidays, on-call time and achieved results). The latter figures differ per civil servant, no separate data about these can be given.
19. Comments regarding additional payments eg. state benefits:
Child allowances: only when income is below a certain level. As public service salary is above this level, no child allowances are included in the calculations.

QUALITY ASSESSMENT – STATUTORY DEDUCTIONS

- The compulsory deductions are: income tax, pension insurance/pension fund, health insurance contribution, sickness/maternity/unemployment insurance;
 - No change in compulsory deduction percentages, except for the pension insurance/pension fund.
20. Comments regarding the calculation of personal income tax:
- Both for AD and AST staff;
 - AD staff: 10% on the gross salary, AST staff: 10% on result of the calculation: gross salary minus the total of the three compulsory insurances;
 - No information on tax credits;
21. Comments regarding the calculation of occupational pension contributions:
- An increase in contribution from 7.9% in 2016 to 8.34% in 2017;
 - Only deducted for AST staff, as they fall under the Labour Code and not under the Civil Servants Act.
22. Comments regarding the calculation of medical insurance contributions:
- No change in rate for health insurance contributions, stable at 3.2%;
 - Only deducted for AST staff, AD falling under the State budget.
23. Comments regarding the calculation of other social security contributions:
- Additional deduction for the sickness/maternity/unemployment insurance;
 - No change in this percentage: stable at 1.8%;
 - Different rules for AD and AST staff, see above.

24. Comments regarding the calculation of other statutory deductions: N/A.

QUALITY ASSESSMENT – OTHER ASPECTS

25. N/A.

ACTION POINT

26. See 13.