

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

COUNTRY: DENMARK

DATE: 1 DEC 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 A6465/14/26rev, dated June 2014.
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. The current assessment report is based on the following information:
  - a. data provided by the Moderniseringsstyrelsen (Modernization Agency under the responsibility of the Ministry of Finance) in the Standard Remuneration Questionnaire for the years 2016 and 2017;
  - b. the "inventory", version 1.3 dated 10 August 2017;
  - c. other resources identified in connection with the work to establish Specific Indicators, Email of the 'Agency for the Modernisation of the Public Administration (Moderniseringsstyrelsen)' of 11 July, 2016 with additional explanations in emails hereafter;

#### ORGANISATIONAL ISSUES (SUMMARY)

7. The national data required for the calculation of Specific Indicators is transmitted to Eurostat by the Moderniseringsstyrelsen.
8. The national data is compiled from the following national sources:
  1. Negotiation-database [http://www.oes-cs.dk/fhdb/opslag/fhdb/cgi\\_with\\_information\\_about\\_the\\_different\\_collective\\_agreements\\_in\\_force\\_in\\_the\\_government\\_sector](http://www.oes-cs.dk/fhdb/opslag/fhdb/cgi_with_information_about_the_different_collective_agreements_in_force_in_the_government_sector)
  2. Database of the positions in the public administration Finansministeriets forhandlingsdatabase
  3. Annual publication of the salaries by the Ministry of Finance: lønoversigt
9. The following information is publicly available: Gross Salary data are published in the annual publication of the Ministry of Finance Lønoversigt
10. The standard remuneration questionnaire for the year 2017 was transmitted via eDamis on 28 July 2017
11. The following tables in the standard remuneration questionnaire for the year 2017 were incomplete:
  - T1 (Population data): No total population given, no ESA central government employees number
  - T2 (Salary data): Only average data per position were given, no minimum/maximum salary
  - T3: (Components of salary): Gross data exclude individual allowances; no indication is given about the average allowances
12. The national validation of the Specific Indicator calculated by Eurostat for the year 2017 was transmitted via eMail on 25 Sept 2017

#### QUALITY ASSESSMENT – STAFF NUMBERS

13. Comments regarding the sample population for which staff numbers are supplied:
14. - T1 ESA2010 "staff number in central government administration" figure not supplied;

#### QUALITY ASSESSMENT – GROSS SALARY DATA

15. Comments regarding the supply of a figure for gross remuneration for each grade: \_\_\_\_\_

*No indication is given about the amount of allowances received and of the average proportion of allowances in gross salary*

OVERALL ASSESSMENT: COMPLY