

| EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS - 2015-2019 - SCENARIOS | | | | | |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|
| | BUDGET 2015 | BUDGET 2016 | BUDGET 2017 | BUDGET 2018 | BUDGET 2019 |
| | EUR | EUR | EUR | EUR | EUR |
| EXPENDITURE | | | | | |
| STAFF COSTS BRUSSELS | | | | | |
| SALARIES | 1.378.715 | 1.398.165 | 1.468.075 | 1.541.480 | 1.618.555 |
| SOCIAL CHARGES | 367.220 | 372.300 | 390.915 | 410.460 | 430.985 |
| Sub-total | 1.745.935 | 1.770.465 | 1.858.990 | 1.951.940 | 2.049.540 |
| REGIONAL STAFF COSTS | 296.790 | 307.180 | 317.930 | 329.060 | 340.575 |
| TOTAL STAFF COSTS | 2.042.725 | 2.077.645 | 2.176.920 | 2.281.000 | 2.390.115 |
| STAFF EXPENSES BRUSSELS | | | | | |
| ADMINISTRATIVE EXPENSES | 15.070 | 15.825 | 16.615 | 17.445 | 18.315 |
| TRAINING | 17.500 | 17.500 | 17.500 | 17.500 | 17.500 |
| OTHER EXPENSES / APPLICATION COLLECTIVE AGREEMENT | 12.000 | 12.000 | 12.000 | 12.000 | 12.000 |
| ACCOMMODATION AND RELOCATION | - | - | - | - | - |
| RECRUITMENT | - | - | - | - | - |
| CASUAL EMPLOYMENT (INTERIM) | 15.000 | 10.000 | 10.000 | 10.000 | 10.000 |
| END OF CONTRACT GENERAL SECRETARY IN 2015 | 185.000 | - | - | - | - |
| TOTAL STAFF EXPENSES | 244.570 | 55.325 | 56.115 | 56.945 | 57.815 |
| OFFICE COSTS BRUSSELS | | | | | |
| RENT AND CHARGES | 206.225 | 208.562 | 211.015 | 213.591 | 216.296 |
| CLEANING | 21.420 | 22.490 | 23.615 | 24.795 | 26.035 |
| PROPERTY TAXES | 45.000 | 46.575 | 48.205 | 49.895 | 51.640 |
| REPAIRS AND RENEWALS | 3.200 | 3.300 | 3.400 | 3.500 | 3.600 |
| TOTAL OFFICE COSTS | 275.845 | 280.927 | 286.235 | 291.782 | 297.571 |
| REGIONAL OFFICE COSTS | 65.000 | 65.000 | 65.000 | 65.000 | 65.000 |
| ADMINISTRATION | | | | | |
| AUDIT AND ACCOUNTS | 49.000 | 50.000 | 51.000 | 52.000 | 53.000 |
| LEGAL & PROFESSIONAL FEES | 5.000 | 5.000 | 5.000 | 5.000 | 5.000 |
| IT MANAGEMENT | 51.000 | 52.000 | 53.000 | 54.000 | 55.000 |
| PURCHASE OF COMPUTERS | 15.500 | 16.000 | 16.500 | 17.000 | 17.500 |
| BANK CHARGES/FOREIGN EXCHANGE | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |
| PUBLIC RELATIONS - PUBLICITY/GIFTS | 6.000 | 6.000 | 6.000 | 6.500 | 6.500 |
| INSURANCE | 11.905 | 12.321 | 12.751 | 13.200 | 13.660 |
| LIBRARY, PUBLICATIONS & RESEARCH | 7.000 | 7.000 | 7.000 | 7.000 | 7.000 |

| | BUDGET 2015 | BUDGET 2016 | BUDGET 2017 | BUDGET 2018 | BUDGET 2019 |
|--|------------------|------------------|------------------|------------------|------------------|
| POST & CARRIAGE | 3.000 | 3.000 | 3.000 | 3.000 | 3.000 |
| TELEPHONE & FAX | 37.260 | 38.565 | 39.915 | 41.315 | 42.760 |
| PRINTING AND STATIONERY | 13.260 | 13.525 | 13.795 | 14.070 | 14.350 |
| OFFICE EQUIPMENT - MAINTENANCE | 30.000 | 30.000 | 30.000 | 30.000 | 30.000 |
| OFFICE EQUIPMENT - DEPRECIATION | 7.500 | 7.500 | 3.500 | 1.000 | 1.000 |
| LOCAL TRAVEL/HOSPITALITY | 5.500 | 6.000 | 6.000 | 6.500 | 6.500 |
| TOTAL ADMINISTRATION | 243.925 | 248.911 | 249.460 | 252.585 | 257.270 |
| PROJECTS & MEETINGS | | | | | |
| EXECUTIVE COMMITTEE | 125.000 | 125.000 | 121.000 | 121.000 | 146.000 |
| WOMEN'S AND GENDER EQUALITY COMMITTEE | 25.000 | 25.000 | 25.000 | 25.000 | 25.000 |
| OTHER PROJECTS AND MEETINGS | 160.000 | 151.500 | 142.500 | 140.000 | 140.000 |
| REGIONAL ACTIVITIES | 55.000 | 55.000 | 55.000 | 55.000 | 55.000 |
| CONSTITUENCY MEETINGS | 90.000 | 90.000 | 90.000 | 90.000 | 90.000 |
| RESEARCH AND UPDATES OF DATA BASES | 50.000 | 50.000 | 50.000 | 50.000 | 50.000 |
| REPRESENTATION | 32.500 | 32.500 | 32.500 | 32.500 | 32.500 |
| STANDING COMMITTEES | 200.000 | 200.000 | 195.000 | 195.000 | 195.000 |
| FINANCIAL ASSISTANCE (SPONSORSHIPS) | 50.000 | 50.000 | 50.000 | 50.000 | 50.000 |
| TOTAL PROJECTS & MEETINGS | 787.500 | 779.000 | 761.000 | 758.500 | 783.500 |
| PROVISIONS | | | | | |
| CONGRESS 2019 | 140.000 | 140.000 | 140.000 | 140.000 | 140.000 |
| LEGAL ASSISTANCE | 5.000 | 5.000 | 5.000 | 5.000 | 5.000 |
| REPAIRS AND RENEWALS | 2.000 | 2.000 | 2.000 | 2.000 | 2.000 |
| USE/RESUMPTION OF PROVISIONS | (57.000) | (59.000) | (61.000) | - | - |
| TOTAL PROVISIONS | 90.000 | 88.000 | 86.000 | 147.000 | 147.000 |
| TOTAL EXPENDITURE | 3.749.565 | 3.594.808 | 3.680.731 | 3.852.811 | 3.998.271 |
| INCOME | | | | | |
| AFFILIATION FEES | 2.531.000 | 2.514.000 | 2.497.000 | 2.497.000 | 2.497.000 |
| PSI TRANSFER | 875.000 | 875.000 | 875.000 | 875.000 | 875.000 |
| FINANCIAL INCOME | 20.000 | 20.000 | 20.000 | 20.000 | 20.000 |
| WITHDRAWN FROM RESERVES FOR G.S. END OF CONTRACT | 185.000 | - | - | - | - |
| TOTAL INCOME | 3.611.000 | 3.409.000 | 3.392.000 | 3.392.000 | 3.392.000 |
| SURPLUS/(DEFICIT) | (138.565) | (185.808) | (288.731) | (460.811) | (606.271) |

| | | | | | |
|----------------------|-------------|-------------|-------------|-------------|-------------|
| number of members | 6.650.000 | 6.600.000 | 6.550.000 | 6.550.000 | 6.550.000 |
| affiliation fee rate | 0,34 | 0,34 | 0,34 | 0,34 | 0,34 |

| | | | | | |
|---|----------------|---------------|-----------------|------------------|------------------|
| SURPLUS/(DEFICIT) | (5.565) | 12.192 | (26.731) | (133.311) | (213.271) |
| affiliation fee rate with increase | 0,36 | 0,37 | 0,38 | 0,39 | 0,4 |