

ECB-UNRESTRICTED

DIRECTORATE GENERAL SECRETARIAT

Mr Justin Cash

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22 March 2023

Reference number: LS/PS/2023/11

Request for access to ECB documents

Dear Mr Cash,

On 25 January, the European Central Bank (ECB) received your request for public access to documents which contain the following information: (i) a copy of the latest staff satisfaction survey conducted by the ECB; (ii) copies of any and all staff surveys conducted regarding the latest pay offer made by the ECB; (iii) copies of any and all board papers or other meeting notes regarding the latest pay offer; and (iv) the cost of any and all external advice – e.g. legal, reputation management – purchased by the ECB regarding the pay negotiations.

On 22 February 2023, due to the increased workload created by a high number of simultaneous requests the ECB extended the time limit for its reply by an additional 20 working days in accordance with Article 7(3) of [Decision ECB/2004/3](#)¹.

Background information

The pay offer of the ECB increased as of 1 January 2023 by 4.0751%. Salaries and allowances are adjusted every year with an increase which is calculated according to a defined methodology. It is calculated as a weighted average of percentage changes of the development in gross annual basic salaries at other comparator institutions (euro area National Central Banks, European Commission, European Investment Bank and Bank of International Settlements). The outcome is approved by the ECB Governing Council, based on a proposal by the ECB Executive Board pursuant to Article 13 of the ECB's Conditions of Employment². Subsequently, the Director General Human Resources, upon

¹ Decision ECB/2004/3 of the European Central Bank of 4 March 2004 on public access to European Central Bank documents (OJ L 80, 18.3.2004, p. 42).

² [ECB's Conditions of Employment](#)

request by the Executive Board, amends the relevant provisions of the ECB's Conditions of Employment³ and the ECB Staff Rules⁴, which are then published.

Identification and assessment of the requested documents

In relation to point (i) to (iii) of your application, the ECB, after having carefully examined your request in accordance with Decision ECB/2004/3, and bearing in mind the specifications provided in your letter of 10 December 2022, has identified four ECB documents of relevance:

1. [6th pulse survey on employee experience \(November 2022\)](#);
2. [6th pulse survey on employee experience \(November 2022\) – overview of results](#);
3. [6th pulse survey on employee experience \(November 2022\) - intranet article](#);
4. [Dedicated excerpts of the Proposal of the Executive Board to the Governing Council, dated 20 December 2022, on the ECB General Salary Adjustment for 2023 GSA result](#).

Following a thorough assessment in line with the requirements set out in Decision ECB/2004/3 on public access to ECB documents, we are pleased to inform you that access to all identified documents can be granted in full since none of the exceptions listed in Article 4 of Decision ECB/2004/3 apply. The documents are available in the ECB's Public Register of Documents⁵.

In relation to point (iv) of your request, please note that no documents were identified, as the ECB has not sought any external advice regarding the salary increase approved on 1 January 2023. Furthermore, in line with its commitment to high transparency standards, the ECB has already published extensive information on its pay offer⁶.

Other remarks

Please note that, in line with Article 10 of Decision ECB/2004/3, "Documents released in accordance with this Decision shall not be reproduced or exploited for commercial purposes without the ECB's prior specific authorisation. The ECB may withhold such authorisation without stating reasons."

Yours sincerely,

[signed]

Petra Senkovic

Director General Secretariat

[signed]

Margarita-Louisa Karydi

Head of the Compliance and Governance Division

³ Articles 15 to 19bis, 36 and Annex I "Salary Structure" as well as Article 20 of Annex IIb "Conditions of Short-term employment".

⁴ Articles 3.6, 4.3, 5.5 – 5.6. of the [ECB Staff Rules](#) and Articles 4.3, 5.4 to 5.5. of the [Rules for Short-term Employment](#)

⁵ See the [ECB's Public Register of Documents](#) and [Documents released under public access regime - Employment matters](#).

⁶ See [Minimum Net Salary Table](#) and [What we offer](#)