



SG.LD.ATD
Access to Documents Coordinator

Brussels, 9 April 2024
eeas.sg.ld (2024) 1921510

To
Ms Samone Goff
by electronic mail

Subject: Your request for access to documents of 29 February 2024
EEAS reference: 2024/053

Dear Ms Goff,

I would like to thank you for your request for access to documents, which the EEAS has examined in the framework of Regulation (EC) No 1049/2001.¹

Following your application, we have searched for the requested documents “*Local Agent salary grid for Ukraine; Local Agent salary grid for Moldova; Local Agent salary grid for Bosnia-Herzegovina Local Agent salary grid for Georgia Local Agent salary grid for Jordan Local Agent salary grid for Iraq*” in the EEAS filing systems and document management databases.

After this search, the EEAS has identified the following documents matching your application, as referenced hereafter:

1. Salary grid with effective date 01/07/2022 for local staff who serve in the EU Delegation to Ukraine (document 1);
2. Salary grid with effective date 01/06/2023 for local staff who serve in the EU Delegation to Moldova (document 2);
3. Salary grid with effective date 01/01/2021 for local staff who serve in the EU Delegation to Bosnia-Herzegovina (document 3);
4. Salary grid with effective date 01/01/2023 for local staff who serve in the EU Delegation to Iraq (document 4).

¹ Regulation (EC) No 1049/2001 of the European Parliament and of the Council regarding public access to European Parliament, Council and Commission documents (OJ L 145, of 31.5.2001, p. 43, hereafter the "Regulation"), as applied by the EEAS pursuant to Article 11(1) of the Council Decision 2010/427/EU of 26 July 2010 establishing the organisation and functioning of the European External Action Service (OJ L 201, of 3.8.2010, p. 30).

Documents 1 to 4 contain salary grids for local staff in the relevant EU Delegations. Such documents define the basic salaries of local staff in relevant EU Delegations for all the steps in the different function groups before employee taxes and social security contributions are deducted and before any allowances are added.

Our examination of documents 1 to 4 concluded that their release to the general public would undermine the public interest as regards public security, as per Article 4(1)(a), first indent, of the Regulation.

The salary offered by the EU to local agents is in line with the European standards. As a consequence, such remuneration could be well above the average living conditions and salaries offered in host countries. By disclosing to the general public information on the basic salary of local staff, the EEAS would therefore put at risk the security of individuals employed as local staff, which could be targeted by malicious actors. By refraining from granting public access to documents that include the salary grids of local agents, the EEAS prevents them from becoming victims of potential criminal attacks. Please note that even in countries where in a given moment there are no apparent security risks, the situation could rapidly change.

We have considered whether partial access could be granted to the listed documents. However, since the substantive parts of documents 1 to 4 are covered by the invoked exception, the release of the marginal and accessory information in the documents not covered by the exception would deprive them from any useful effect.

Therefore, I regret to inform you that we are not in a position to disclose these documents at this point in time, neither as a whole or partially, since it would undermine the protection of the public interest as regards public security, as per Article 4(1)(a), first indent, of the Regulation.

Should you wish this position to be reviewed, you may make a confirmatory application within 15 working days in accordance with Article 7(2) of the Regulation.

Yours sincerely,

[e-signed]

Ludovic Promelle