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**servicios a la ciudadanía  
servicio exterior**

# NEWSLETTER

Madrid, October 11th, 2023

This fall has started with the lack of a date to start the negotiation of the variable percentage of salary increase for 2023 at the CTPLEX. In addition, the PLEX Working Conditions Agreement of 2008 needs to be updated and further developed at the CTPLEX as well. Therefore, CCOO-Exterior is carrying out several actions at different levels to try to expedite this call, so that we can address these and many other important issues as urgently as possible.

## UPDATE ON 2023 SALARY INCREASE

Recently, we provided hundreds of colleagues with a model to request the regularization of the 3.5% wage increase of 2022 after the erroneous application of CECIR Resolution 103/23-L.

In this regard, we later learned that several Ministries have submitted a request to CECIR to correct this matter and apply the 3.5% salary increase to those affected.

However, this error has caused a cascade effect that will delay the application of the 2.5% salary increase for 2023, since the Payroll computer application does not allow the new salary updates to be executed without first completing the 2022 revision.

On a positive note, locally-hired employees belonging to the AECID will see the 2023 wage increase reflected in the October payroll, while the rest of the Ministerial Departments will foreseeably apply it in the November payroll, always backdated to January 1, 2023.

## ACQUISITION OF SPANISH NATIONALITY AND AFFILIATION TO THE SOCIAL SECURITY SYSTEM

In recent months, we have detected that those colleagues who have recently obtained Spanish nationality under the Democratic Memory Act are being denied enrollment in the Spanish Social Security System. We are providing support and legal advice to those affected while trying to reverse this interpretation and obtain a suitable enrollment in this regime. If this is also your case, please, do not hesitate to contact us through our usual channels.

## NEW VICTORY IN THE COURTS OF LAW

Last week, the 18th Social Court of Madrid has ruled that MAEC must pay 71,371.66 euros for incorrect payment of holiday and Christmas pay to several PLEX workers in Portugal, as claimed in the lawsuit filed by the FSC-CCOO on their behalf. As a result, the Ministry must pay the full amounts claimed for the last five years, as stipulated in the Portuguese statute of limitations.

## WORK VISITS

As part of our trade union actions, in recent weeks we conducted work visits to the Consulate General in Agadir, as well as to the Embassies in Jordan, Oman and Pakistan. As part of this effort, we held meetings with the local staff and we were able to address different issues and concerns and provided them with our Union's full support.



Spanish Embassy in Islamabad (Pakistan)



Spanish Embassy in Amman (Jordan)



Spanish Embassy in Muscat (Oman)

## COMPENSATION FOR COVERING REGIONAL AND GENERAL ELECTIONS PROCESSES

We have finally confirmed with the Payroll Dept. that those who participated in the Regional Election Process of May-28 will receive that compensation in the October payroll. Likewise, the November payroll will include the compensation for those who covered the 23-J General Elections process.

## PLEX BELGIUM: PAYMENT OF INDEX AND TRANSPORTATION CONFIRMED IN OCTOBER

Additionally, we have also confirmed with the Ministry (MAEC) that the October payroll will include all outstanding indexations, along with that of 2018, as well as the transport allowance mandatory under Belgian law.

## FLEXITIME APPROVED AT THE SPANISH EMBASSY IN BERLIN

Following a complaint filed by CCOO with the Spanish Bureau of Labour Inspection and Social Security, the Embassy in Berlin recently approved the flexible working hours system under the OC 5/2019 as well as an appropriate time control tool. Accordingly, employees are allowed to take advantage of flexible working hours from Monday to Thursday in order to improve their work-life balance. This sets a very important precedent as this model could be extended to many other workplaces throughout the State General Administration's network overseas.