

OVERVIEW OF THE REMUNERATION PACKAGE

TEMPORARY AND CONTRACT AGENTS AS OF 01.07.2022

The basic salary, in **EUR (€)** corresponds to the **grade** and **step** granted upon appointment.

Temporary agents' basic salaries:

Administrators

Grades	Step 1	Step 2
16	20,856.62€	21,733.04€
15	18,433.77€	19,208.39€
14	16,292.34€	16,976.99€
13	14,399.73€	15,004.82€
12	12,726.95€	13,261.75€
11	11,248.49€	11,721.16€
10	9,941.81€	10,359.56€
9	8,786.88€	9,156.12€
8	7,766.14€	8,092.48€
7	6,863.97€	7,152.41€
6	6,066.59€	6,321.53€
5	5,361.87€	5,587.18€

Assistants

Grades	Step 1	Step 2
4	4,155.24€	4,329.84€
3	3,672.53€	3,826.85€
2	3,245.90€	3,382.31€
1	2,868.84€	2,989.40€

Contract agents' basic salaries:

Function group	Grades	Basic salary	Qualifications	Professional experience
IV	16	5,616.29€	University studies of at least 3 years attested by a diploma	More than 17 years
	14	4,387.16€		Between 5 years and 17 years
	13	3,877.47€		Less than 5 years
III	10	3,877.46€	Post-secondary education attested by a diploma OR Secondary education attested by a diploma + 3 years of appropriate professional experience	More than 15 years
	9	3,427.03€		Between 5 years and 15 years
	8	3,028.92€		Less than 5 years
II	5	2,676.85€		5 years or more
	4	2,365.82€		Less than 5 years

As Temporary or Contract agents, you may benefit from **additional allowances**, subject to conditions and depending on your personal circumstances. All basic salaries are subject to **deductions at source**.

Allowances

- Household allowance: 2% of basic salary + 210.20€;
- Dependent child allowance: 459.32€;
- Pre-school allowance: 112.21€;
- Education allowance: reimbursement of school fees up to a maximum of 311.65€;
- Expatriation allowance (16%) or foreign residence allowance (4%) applied to the basic salary plus family allowances;
- Payment of an annual travel allowance applicable to temporary/contract agents entitled to the expatriation or foreign residence allowance.

Expatriate package

- Installation allowance – to help with settling-in at the place of employment;
- Daily subsistence allowances for a period of 120 days or 10 months after taking up duty at the new place of employment; Flat-rate amounts for the travel expenses of the staff and their family members;
- Reimbursement of removal expenses.

Additional benefits

Support for the tuition fees of the dependent children of EBA staff members may be granted, subject to conditions, for children attending nurseries and schools in Paris.

Deductions

- Pension (10.10%);
- Sickness insurance (1.70%);
- Accident cover (0.10%);
- Unemployment insurance (0.81%);
- Income tax (levied progressively at a rate of between 8% and 45% of the taxable portion of your salary);
- Solidarity levy (6%) calculated on the part of the remuneration exceeding the minimum remuneration.

Correction Coefficient

The basic salary, and certain allowances, are subject to a local weighting to adjust them to the cost of living compared to Brussels. The correction coefficient applicable for Paris is **116.8%**.

Example of the monthly income of a Temporary agent staff member at the EBA recruited at grade **AD 8, step 1** (having between 9 and 12 years of experience), married, entitled to the household allowance, expatriation allowance and preschool allowances for 2 children aged between 2 and 5 years old:

Monthly	Salary components	Deductions
Basic Pay	7,766.14€	
Household allowance	365.52€	
Dependent child allowance	918.64€	
Education allowance	224.42€	
Expatriation allowance	1,448.04€	
Correction Coefficient	1,609.91€	
Pension contribution		- 784.38€
Sickness insurance contribution		- 132.02€
Accident insurance contribution		- 7.77€
Unemployment insurance contribution		- 50.77€
Tax		- 457.07€
Special Levy (6%)		- 165.04€
Net pay	10,735.63 €	

Work-life balance:

- 24 days of leave (additional days for grade, age, and 2.5 days of supplementary home leave);
- +/-18 days of public holidays per calendar year;
- Maternity, parental and family leave;
- Possibility for part-time arrangement (subject to conditions);
- Flexible working arrangements and teleworking.

SECONDED NATIONAL EXPERTS AS OF 01.01.2023

During the secondment at the EBA, an SNE can be entitled to **Subsistence allowances**, in line with the provisions of Article 17 of the EBA’s Decision on SNEs (EBA DC 304) and with the amounts established by the European Commission each year.

These subsistence allowances are granted under the same conditions as the expatriation allowance for temporary and contract agents and are multiplied by the same correction coefficient. They are intended to cover an SNE’s living expenses at the place of secondment and shall not be considered as remuneration paid by the EBA.

Subsistence allowances:

- **A daily** subsistence allowance of **157.35€**, payable for every calendar day.
- **A monthly** subsistence allowance, payable based on the distance between the place of origin and the place of secondment (calculated by orthodromic distance, as crow flies).

Distance between the place of origin and the place of secondment (Paris) in km	Monthly Amount
0-150	0€
>150	101.14 €
>300	179.81€
>500	292.22€
>800	472.04€
>1300	741.73€
>2000	887.90€

Example of an allowance calculation for an SNE at the EBA recruited from Frankfurt (distance between Paris and Frankfurt: 478 km) for a calendar month of 30 days:

Subsistence allowance	Period	Amounts, including Correction coefficient	Total
Daily	30 days	(157.35 x 30) x 116.8%	5,513.54€
Monthly	each month	179.81 x 116.8%	210.02€
Total allowances			5,723.56€

Travel costs compensation:

A flat-rate amount for the SNE’s travel expenses, between the place of origin and the place of secondment at the beginning and end of the secondment, in accordance with the relevant rules in force at the EBA, could be granted.

This travel cost compensation is granted under the condition that the SNE does not receive similar contribution from their employer or any other body.