

Overview of the remuneration package

Temporary and Contract agents as of 01.07.2019

Basic salary: The basic salary corresponds to the grade and step granted upon appointment.

Temporary agents:

Administrators

Basic salary in EUR

Grade	1	2
16	18,994.33	19,792.50
15	16,787.82	17,493.27
14	14,837.60	15,461.11
13	13,113.98	13,665.04
12	11,590.57	12,077.61
11	10,244.12	10,674.58
10	9,054.10	9,434.55
9	8,002.30	8,338.57
8	7,072.70	7,369.90
7	6,251.08	6,513.76
6	5,524.91	5,757.08
5	4,883.11	5,088.30

Assistants

Basic salary in EUR

Grade	1	2
4	4,315.85	4,497.20
3	3,814.47	3,974.78
2	3,371.37	3,513.03
1	2,979.73	3,104.93

Contract agents:

Function group	Grade	Basic salary in EUR	Required qualification	Years of full-time professional experience required (in addition to required qualification)
IV	16	5,114.82	University studies of at least 3 years attested by a diploma	More than 17 years
	14	3,995.43		Between 5 years and 17 years
	13	3,531.26		Less than 5 years
III	10	3,531.25	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	3,121.03		Between 5 years and 15 years
	8	2,758.47		Less than 5 years

A number of allowances could be added, **subject to conditions and depending on your personal circumstances:**

- Household allowance (2% of basic salary + €191.44);
- Dependent child allowance (€418.31);
- Pre-school allowance (€102.18);
- Education allowance (reimbursement of school fees up to a maximum of €283.82, which can be doubled

subject to conditions);

- Expatriation allowance (16%) or foreign residence allowance (4%) applied to the basic salary subject to conditions;
- Payment of an annual travel allowance applicable to temporary/contract agents entitled to the expatriation or foreign residence allowance.

Deductions made from the salary at source:

- Pension (9.7%);
- Health insurance (1.7%);
- Accident cover (0.1%);
- 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 (applicable for Paris: 117.7%): The salary, and certain allowances, are subject to a local weighting (correction coefficient) to adjust them to the cost of living compared to Brussels.

Example of the income of a staff member 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:

	Salary components in EUR	Deductions in EUR
Basic salary	7,072.70	
Household allowance	332.89	
Dependent child allowance	836.62	
Education allowance	204.36	
Expatriation allowance	1,318.75	
Correction Coefficient (117.7%, posted in France)	1,549.48	
Pension contribution (9.7%)		- 686.05
Sickness insurance contribution		- 120.24
Accident insurance contribution		- 7.07
Unemployment insurance contribution		- 46.23
Tax		- 424.46
Special Levy (6%)		- 151.58
Net pay in EUR	9.879.17	

Expatriate package provided upon joining the EBA (subject to conditions):

- Installation allowance – in order to help with settling at the place of employment;
- Daily subsistence allowances – for a period between 120 days and 10 months;
- Payment of a flat-rate amount for travel expenses of the staff member and family members;
- Reimbursement of removal expenses.

Additional benefits supporting the schooling of the dependent children of EBA staff (subject to conditions):

- Education contribution to tuition fees for children attending secondary schools in Paris;
- Contribution to nursery fees.

Work-life balance:

- 24 days of leave (plus 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 unpaid leave (subject to conditions);
- Possibility for part-time arrangement (subject to conditions);
- Occasional telework (subject to conditions);
- Flexible working hours.

Seconded National Experts as of 01.01.2020:

During the secondment at the EBA, in line with the provisions of Article 17 of the EBA’s Decision on SNEs and with the amounts established by the European Commission each year, an SNE could be entitled to:

Subsistence allowances:

- A daily subsistence allowance of 143.30€, payable for every day of the week; and
- A monthly subsistence allowance, payable on the basis of the distance between the place of origin and the place of secondment:

Distance between the place of origin and the place of secondment (Paris) in km	Amount in EUR
0 – 150	0
> 150	92.11
> 300	163.75
> 500	266.12
> 800	429.89
> 1300	675.54
> 2000	808.62

These subsistence allowances are granted under the same conditions as the expatriation allowance for Temporary and Contract agents and are multiplied by the correction coefficient for France (currently **117.7%**). They are intended to cover an SNE’s living expenses at the place of secondment on a flat-rate basis and shall not be construed as remuneration paid by the EBA.

Example of calculation for an SNE recruited from Frankfurt for a calendar month of 30 days:

Type of allowance	Total days	Amount in EUR, including Correction coefficient (117.7%)	Total in EUR
Daily allowance	30	143.30 x 30 x 117.7%	5,059.92
Monthly allowance (distance Paris – Frankfurt: 572km)	each month	266.12 x 117.7%	313.22
Total pay in EUR			5,373.14

Travel costs (subject to conditions): A flat-rate amount for travel expenses for the SNE, 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.