

OVERVIEW OF THE REMUNERATION PACKAGE

TEMPORARY AND CONTRACT AGENTS AS OF 01.07.2023

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	21,423.29 €	22,323.53 €
15	18,934.61 €	19,730.28 €
14	16,735.00 €	17,438.26 €
13	14,790.98 €	15,412.50 €
12	13,072.74 €	13,622.07 €
11	11,554.11 €	12,039.62 €
10	10,211.93 €	10,641.03 €
9	9,025.62 €	9,404.89 €
8	7,977.14 €	8,312.35 €
7	7,050.47 €	7,346.74 €
6	6,231.42 €	6,493.29 €
5	5,507.55 €	5,738.98 €

Assistants

Grades	Step 1	Step 2
4	4,867.76 €	5,072.29 €
3	4,302.25 €	4,483.07 €
2	3,802.49 €	3,962.27 €
1	3,360.76 €	3,501.98 €

Contract agents' basic salaries:

Function group	Grades	Basic salary	Qualifications	Professional experience
IV	16	5,768.89 €	University studies of at least 3 years attested by a diploma	More than 17 years
	14	4,506.36 €		Between 5 years and 17 years
	13	3,982.82 €		Less than 5 years
III	10	3,982.81 €	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	3,520.14 €		Between 5 years and 15 years
	8	3,111.21 €		Less than 5 years
II	5	2,749.58 €		5 years or more
	4	2,430.10 €		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 + 215.91€;
- Dependent child allowance: 471.80€;
- Pre-school allowance: 115.26€;
- Education allowance: reimbursement of school fees up to a maximum of 320.12€;
- 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.

Deduction of contributions

- Pension (11.10%);
- 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 **119.5%**.

Examples of the monthly income of a Temporary agent staff member at the EBA, recruited at grades:

- **AD5 step 2** (at least 3 years of professional experience), single person with expatriation allowance.

Monthly basic pay	Net pay with allowances (after deduction of contributions)
5,738.98 €	6,446.67 €

- **AD7 step 1** (having between 6 and 9 years of professional experience), married, entitled to the household allowance, expatriation allowance and preschool allowances for 2 children, aged between 2 and 5 years old.

Monthly basic pay	Net pay with allowances (after deduction of contributions)
7,050.47 €	10,208.21 €

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.