

# OVERVIEW OF THE REMUNERATION PACKAGE

## TEMPORARY AND CONTRACT AGENTS AS OF 01.01.2024

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

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 + 222.39€;
- Dependent child allowance: 485.95€;
- Pre-school allowance: 118.72€;
- Education allowance: reimbursement of school fees up to a maximum of 329.72€;
- 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 **117.0%**.

### 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.

### Contract duration

Unless otherwise specified in the vacancy notice, your contract will be for a duration of 3 years and can be extended for an additional 3 years. Any further extension would be indefinite.

## Temporary agents' basic salaries

### Administrators

Grades	Step 1	Step 2
16	22,065.99 €	22,993.24 €
15	19,502.65 €	20,322.19 €
14	17,237.05 €	17,961.41 €
13	15,234.71 €	15,874.88 €
12	13,464.92 €	14,030.73 €
11	11,900.73 €	12,400.81 €
10	10,518.29 €	10,960.26 €
9	9,296.39 €	9,687.04 €
8	8,216.45 €	8,561.72 €
7	7,261.98 €	7,567.14 €
6	6,418.36 €	6,688.09 €
5	5,672.78 €	5,911.15 €

### Assistants

Grades	Step 1	Step 2
4	5,013.79 €	5,224.46 €
3	4,431.32 €	4,617.56 €
2	3,916.56 €	4,081.14 €
1	3,461.58 €	3,607.04 €

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

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

Monthly basic salary	Net salary with allowances (after deduction of contributions)
5,911.15 €	6,501.15 €

- **AD7 step 1** (having between 6 and 9 years of professional experience), married, entitled to the household allowance, expatriation allowance, dependent child allowance for 2 children, and pre-school allowance (with both children aged less than 6 years old and not in full-time attendance at primary school):

Monthly basic salary	Net salary with allowances (after deduction of contributions)
7,261.98 €	10,294.49 €

## Contract agents' basic salaries

Function group	Grades	Basic salary	Qualifications	Professional experience
IV	16	5,941.96 €	University studies of at least 3 years attested by a diploma	More than 17 years
	14	4,641.55 €		Between 5 years and 17 years
	13	4,102.30 €		Less than 5 years
III	10	4,102.29 €	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	3,625.74 €		Between 5 years and 15 years
	8	3,204.55 €		Less than 5 years
II	5	2,832.07 €		5 years or more
	4	2,503.00 €		Less than 5 years

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

- **FGIII grade 8** (having less than 5 years of professional experience, after obtaining university degree), single person with expatriation allowance:

Monthly basic salary	Net salary with allowances (after deduction of contributions)
3,204.55 €	3,984.08 €

- **FGIV grade 13** (having less than 5 years of professional experience), single person with expatriation allowance:

Monthly basic salary	Net salary with allowances (after deduction of contributions)
4,102.30 €	4,629.40 €

- **FGIV grade 14** (having between 5 and 17 years of professional experience), entitled to the expatriation allowance, household allowance and dependent child allowance for one child:

Monthly basic salary	Net salary with allowances (after deduction of contributions)
4,506.36 €	6,406.31 €