

## Overview of the remuneration package

### *Basic salary*

The primary component of the pay is the basic salary which corresponds to the grade and step upon appointment.

### Temporary agents

#### Administrators

Grade	1	2
16	18,310.61	19,080.05
15	16,183.53	16,863.58
14	14,303.51	14,904.57
13	12,641.93	13,173.16
12	11,173.35	11,642.86
11	9,875.37	10,290.33
10	8,728.19	9,094.95
9	7,714.25	8,038.42
8	6,818.11	7,104.61
7	6,026.07	6,279.29
6	5,326.04	5,549.85
5	4,707.34	4,905.14

#### Assistants

4	4,160.50	4,335.32
3	3,677.17	3,831.70
2	3,250.01	3,386.58
1	2,872.47	2,993.17

## Contract agents

Function group	Grade	Basic salary in €	Required qualification	Years of professional experience required (in addition to required qualification)
IV	16	4,930.71	University studies of at least 3 years + 1 year professional experience	More than 20 years of professional experience
	14	3,851.61		More than 7 years of professional experience
	13	3,404.15		Up to 7 years of professional experience
III	10	3,404.14	Post-secondary education	More than 15 years of professional experience
	9	3,008.68	OR Secondary education + 3 years professional experience	More than 7 years of professional experience
	8	2,659.17		Up to 7 years of professional experience

A number of allowances may be added to your pay subject to conditions and depending on the marital status, income of the spouse/partner, and the number and age of the children:

### *Family allowances*

- Household allowance (2% of basic salary + €184.55);
- Dependent child allowance (€403.25);
- Pre-school allowance (€98.51);
- Education allowance (reimbursement of school fees up to a maximum of €273.60, which can be doubled subject to conditions).

### *Other allowances*

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

### *Deductions made from the salary at source for:*

- Pension (9,8%);
- 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 (currently applicable for London: 133.5)**

- Salary is also weighted by a correction coefficient applicable to the remuneration of officials and other servants (temporary and contract agents) under Article 64 of the Staff Regulations and based on the cost of living in the country in which the staff member is posted. The coefficient is set at 100 for Belgium and Luxembourg;
- The various components of your remuneration are also updated every year.

*Example of an income of a staff member recruited at grade AD 8/step 1 (having 9 or less than 12 years of experience), married, entitled to household, expatriation, and preschool allowances for 2 children aged between 2 and 5 years:*

	Salary components	Deductions
Basic salary	6,818.11	
Household allowance	320.91	
Dependent child allowance	806.50	
Education allowance	197.02	
Expatriation allowance	1,271.28	
Correction Coefficient (133.5%, posted in the UK)	2,824.90	
Pension contribution (9.80%)		- 668.17
Sickness insurance contribution		- 115.91
Accident insurance contribution		- 6.82
Unemployment insurance contribution		- 44.57
Tax		- 462.75
Special Levy (6%)		- 145.81

<b>Net pay in EUR</b>	<b>10,794.69</b>
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*Exchange rate (currently)* 0.8799

<b>Net pay in local currency (GBP)</b>	<b>9,498.25</b>
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**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;
- Reimbursement of travel expenses of the staff member and family members;
- Reimbursement of removal expenses.

***Additional EBA benefit supporting the schooling of the dependent children of EBA staff members (subject to conditions)***

- Education contribution to tuition fees for children attending primary or secondary schools in London;
- Nursery contribution to nursery fees.

***Other benefits***

- Health insurance for family members (full or partial coverage);
- Annual medical examination;
- Travel insurance for missions;
- 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.

***Work-life balance***

- Maternity, parental and family leave;
- Possibility for unpaid leave (subject to conditions);
- Possibility for part-time arrangement (subject to conditions);
- Flexible working hours.