

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 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 + 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%**.

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	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 €

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)
5,738.98 €	6,446.67 €

- **AD7 step 1** (having between 6 and 9 years of professional experience), married, entitled to the household allowance, expatriation allowance, 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)
7,050.47 €	10,208.21 €

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

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)
3,111.21 €	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)
3,982.82 €	4,590.61 €

- **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 €	6,352.63 €