

Please find an overview on the total remuneration system. The financial entitlements are governed by the EU Staff Regulations.

REMUNERATION

The pay of temporary/contract staff consists of a basic salary supplemented with various allowances, including family allowances.

BASIC SALARY:

- Temporary Agents. Basic monthly salaries are for each grade and step in function groups AD and AST as provided in the following table:

01/04/2025	STEPS				
GRADES	1	2	3	4	5
16	23 235,49	24 211,88	25 229,29		
15	20 536,29	21 399,27	22 298,46	22 918,85	23 235,49
14	18 150,61	18 913,36	19 708,12	20 256,42	20 536,29
13	16 042,15	16 716,25	17 418,66	17 903,32	18 150,61
12	14 178,56	14 774,36	15 395,22	15 823,52	16 042,15
11	12 531,47	13 058,05	13 606,77	13 985,35	14 178,56
10	11 075,76	11 541,15	12 026,14	12 360,71	12 531,47
9	9 789,10	10 200,45	10 629,11	10 924,80	11 075,76
8	8 651,92	9 015,49	9 394,33	9 655,70	9 789,10
7	7 646,86	7 968,20	8 303,02	8 534,04	8 651,92
6	6 758,53	7 042,56	7 338,47	7 542,66	7 646,86
5	5 973,44	6 224,44	6 486,00	6 666,47	6 758,53
4	5 279,52	5 501,36	5 732,53	5 892,04	5 973,44
3	4 666,18	4 862,29	5 066,60	5 207,55	5 279,52
2	4 124,14	4 297,44	4 478,02	4 602,62	4 666,18
1	3 645,04	3 798,21	3 957,81	4 067,97	4 124,14

- Contract agents. Basic monthly salaries for contract agents are as provided in the following table:



FUNCTION GROUPS	01/04/2025	STEPS						
		Grade	1	2	3	4	5	6
IV	18	8 009,86	8 176,43	8 346,44	8 520,03	8 697,23	8 878,09	9 062,69
	17	7 079,34	7 226,53	7 376,81	7 530,23	7 686,83	7 846,67	8 009,86
	16	6 256,88	6 386,99	6 519,82	6 655,40	6 793,82	6 935,12	7 079,34
	15	5 529,97	5 644,98	5 762,38	5 882,22	6 004,55	6 129,40	6 256,88
	14	4 887,55	4 989,19	5 092,95	5 198,85	5 307,00	5 417,32	5 529,97
	13	4 319,72	4 409,57	4 501,27	4 594,90	4 690,43	4 787,98	4 887,55
III	12	5 529,90	5 644,89	5 762,30	5 882,11	6 004,41	6 129,28	6 256,74
	11	4 887,52	4 989,12	5 092,88	5 198,78	5 306,90	5 417,24	5 529,90
	10	4 319,71	4 409,54	4 501,25	4 594,87	4 690,40	4 787,95	4 887,52
	9	3 817,90	3 857,30	3 978,35	4 061,09	4 145,55	4 231,72	4 319,71
II	8	3 374,39	3 444,56	3 516,21	3 589,31	3 663,97	3 740,14	3 817,90
	7	3 817,82	3 897,25	3 978,29	4 061,02	4 145,52	4 231,72	4 319,72
	6	3 374,24	3 444,39	3 516,05	3 589,18	3 663,83	3 740,03	3 817,82
	5	2 982,17	3 044,18	3 107,51	3 172,15	3 238,11	3 305,48	3 374,24
	4	2 635,66	2 690,49	2 746,46	2 803,58	2 861,89	2 921,41	2 982,17
I	3	3 246,94	3 314,31	3 383,11	3 453,31	3 524,97	3 598,15	3 672,84
	2	2 870,43	2 929,99	2 990,81	3 052,88	3 116,25	3 180,93	3 246,94
	1	2 537,59	2 590,27	2 644,01	2 698,87	2 754,90	2 812,07	2 870,43

CORRECTION COEFFICIENT:

The basic salary and certain allowances are weighted with a correction coefficient based on the cost of living in your place of employment, to adjust them to the cost of living compared to Brussels. The current weighting for our places of employment is:

- Malta: 91,8%
- Italy: 87,6%
- Greece: 86,0%
- Cyprus: 79,4%
- Brussels: 100.00 %
- Poland: 78,8%
- Spain: 92,3%

FAMILY ALLOWANCES¹:

In addition to the basic salary, depending on family situation, temporary/contract staff may be entitled to various family monthly allowances (Annex VII of the Staff Regulations):

- Household allowance: one allowance per household of 2% of basic salary + 234,18 EUR.
- Dependent child allowance: one allowance per dependent child of 511,71EUR.
- Education allowance: one allowance per child.
- Pre-school allowance: a flat rate amount of 125,01 EUR.
- Education allowance: reimbursement of school fees up to a maximum of 347,20 EUR, which can be doubled subject to conditions.

¹ All amounts refer as from 01.07.2024.





EXPATRIATION OR FOREIGN RESIDENCE ALLOWANCE:

- Expatriation allowance (16% of basic salary, household allowance and dependent child allowance).
- Foreign residence allowance (4% of the expatriation allowance).

The expatriation allowance shall be not less than 694,07 EUR.

COMPENSATION FOR COSTS RELATED TO ENTRY INTO SERVICE:

- Installation allowance:
 - 1 month's basic salary for staff member who moves;
 - 2 months' basic salary for staff moving with the family (settlement within 1 year of the end of the probationary period).
- Daily subsistence allowance:
 - for contract of at least 1 year and no household allowance: 120 days or 10 months (depending on conditions) – amount of 43,38 EUR per calendar day;
 - for contract of at least 1 year and household allowance: 180 days or 10 months (depending on conditions) – amount of 53,79 EUR per calendar day.
- Travel costs: flat rate amount per kilometre of geographical distance for the staff, their spouses, and dependants.
- Reimbursement of removal expenses: within a ceiling, subject to prior authorization.

ANNUAL TRAVEL

- A flat rate amount based on the geographical distance from the place of origin to the place of employment to staff members entitled to expatriation allowance or foreign residence allowance and their family members.

