

Last update: July 2025

## REMUNERATION – CONTRACT AGENTS

### Grading of Contract Agents

Function Group	Grade	Corresponding professional experience after respecting general eligibility conditions
I	1	All cases
II	4 5	Less than 5 years 5 years or more
III	8 9 10	Less than 5 years Between 5 years and 15 years 15 years or more
IV	13 14 16	Less than 5 years Between 5 years and 17 years 17 years or more

### Examples of basic monthly salary

Function Group / Grades	Basic monthly salary at step 1 in € (as of 01/04/2025)
Group I	
Grade 1	2.537,59
Group II	
Grade 4	2.635,66
Grade 5	2.982,17
Group III	
Grade 8	3.374,39
Grade 9	3.817,90
Grade 10	4.319,71
Group IV	
Grade 13	4.319,72
Grade 14	4.887,55
Grade 16	6.256,88

## **Possible additional allowances and benefits**

### **Family allowances**

Household allowance: 234,18 € plus 2% of the basic salary

Dependent child allowance: 511,71 €

Education allowance, where appropriate, up to 347,20 € per child (can be doubled in some cases) Preschool allowance: 125,01 € per child

### **Allowances (subject to personal circumstances)**

Where appropriate: Expatriation allowance (16% of the basic salary - minimum 694.07 €)

Foreign residence allowance (4% of the basic salary)

## **Deductions**

### **Pension and insurance contributions**

Pension rights: 12,10 % of the basic salary

Health insurance: 1,70% of the basic salary

Accident insurance: 0,10% of the basic salary

Unemployment: up to 0,51% of the basic salary

### **Community taxation**

Salaries are exempt from national income tax but subject to the benefit of the European Union.

Salary is subject to coefficients and adjustments, which vary according to the living conditions in the place of employment and are revised on an annual basis.