

**MONTHLY BASIC SALARY SCALES AND OTHER ELEMENTS OF
REMUNERATION AS FROM MONTHLY BASIC SALARY SCALE**

**FOR GRADE A, L, B AND C
(Article 14)**

Applicable from 01 Jan 2023 until today

BELGIUM

MONTHLY BASIC SALARY SCALE AS OF 01.01.2023 (PROPOSAL)

EUR

| Category and grade | Steps | | | | | | | | | | | |
|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| A 7 | 13 525.36 | 13 978.37 | 14 431.38 | 14 884.39 | 15 563.85 | 16 243.31 | | | | | | |
| A 6 | 12 356.27 | 12 698.11 | 13 039.95 | 13 381.79 | 13 894.49 | 14 407.19 | 14 919.89 | 15 432.59 | | | | |
| A 5 | 10 455.12 | 10 747.74 | 11 040.36 | 11 332.98 | 11 625.60 | 11 918.22 | 12 357.07 | 12 795.92 | 13 234.77 | 13 673.62 | 14 112.47 | |
| A 4 | 9 027.68 | 9 262.67 | 9 497.66 | 9 732.65 | 9 967.64 | 10 202.63 | 10 555.11 | 10 907.59 | 11 260.07 | 11 612.55 | 11 965.03 | |
| A 3 | 7 768.59 | 7 987.32 | 8 206.05 | 8 424.78 | 8 643.51 | 8 862.24 | 9 190.33 | 9 518.42 | 9 846.51 | 10 174.60 | 10 502.69 | |
| A 2 | 6 296.17 | 6 465.15 | 6 634.13 | 6 803.11 | 6 972.09 | 7 141.07 | 7 394.58 | 7 648.09 | 7 901.60 | 8 155.11 | 8 408.62 | |
| A 1 | 4 926.85 | 5 075.08 | 5 223.31 | 5 371.54 | 5 519.77 | 5 668.00 | 5 890.35 | 6 112.70 | 6 335.05 | 6 557.40 | 6 779.75 | |
| L 5 | 9 547.09 | 9 929.00 | 10 310.91 | 10 692.82 | 11 074.73 | 11 456.64 | 11 838.55 | 12 220.46 | 12 602.37 | 12 984.28 | | |
| LT4 - LI4 | 8 393.56 | 8 729.32 | 9 065.08 | 9 400.84 | 9 736.60 | 10 072.36 | 10 408.12 | 10 743.88 | 11 079.64 | 11 415.40 | 11 751.16 | 12 086.92 |
| LT3 - LI3 | 7 960.45 | 8 278.87 | 8 597.29 | 8 915.71 | 9 234.13 | 9 552.55 | 9 870.97 | 10 189.39 | 10 507.81 | 10 826.23 | | |
| LT2 | 6 398.45 | 6 654.36 | 6 910.27 | 7 166.18 | 7 422.09 | 7 678.00 | 7 933.91 | 8 189.82 | 8 445.73 | 8 701.64 | | |
| LT1 - LI1 | 5 212.62 | 5 421.07 | 5 629.52 | 5 837.97 | 6 046.42 | 6 254.87 | 6 463.32 | 6 671.77 | 6 880.22 | 7 088.67 | | |
| B 6 | 5 762.36 | 5 952.52 | 6 142.68 | 6 332.84 | 6 523.00 | 6 713.16 | 6 903.32 | 7 093.48 | 7 283.64 | 7 473.80 | 7 663.96 | |
| B 5 | 5 043.02 | 5 209.44 | 5 375.86 | 5 542.28 | 5 708.70 | 5 875.12 | 6 041.54 | 6 207.96 | 6 374.38 | 6 540.80 | 6 707.22 | |
| B 4 | 4 455.93 | 4 602.99 | 4 750.05 | 4 897.11 | 5 044.17 | 5 191.23 | 5 338.29 | 5 485.35 | 5 632.41 | 5 779.47 | 5 926.53 | |
| B 3 | 3 957.52 | 4 088.11 | 4 218.70 | 4 349.29 | 4 479.88 | 4 610.47 | 4 741.06 | 4 871.65 | 5 002.24 | 5 132.83 | 5 263.42 | |
| B 2 | 3 563.44 | 3 681.06 | 3 798.68 | 3 916.30 | 4 033.92 | 4 151.54 | 4 269.16 | 4 386.78 | 4 504.40 | 4 622.02 | 4 739.64 | |
| B 1 | 3 276.88 | 3 385.01 | 3 493.14 | 3 601.27 | 3 709.40 | 3 817.53 | 3 925.66 | 4 033.79 | 4 141.92 | 4 250.05 | 4 358.18 | |
| C 6 | 4 309.01 | 4 438.30 | 4 567.59 | 4 696.88 | 4 826.17 | 4 955.46 | 5 084.75 | 5 214.04 | 5 343.33 | 5 472.62 | 5 601.91 | |
| C 5 | 3 937.21 | 4 055.33 | 4 173.45 | 4 291.57 | 4 409.69 | 4 527.81 | 4 645.93 | 4 764.05 | 4 882.17 | 5 000.29 | 5 118.41 | |
| C 4 | 3 688.82 | 3 799.43 | 3 910.04 | 4 020.65 | 4 131.26 | 4 241.87 | 4 352.48 | 4 463.09 | 4 573.70 | 4 684.31 | 4 794.92 | |
| C 3 | 3 472.29 | 3 576.43 | 3 680.57 | 3 784.71 | 3 888.85 | 3 992.99 | 4 097.13 | 4 201.27 | 4 305.41 | 4 409.55 | 4 513.69 | |
| C 2 | 3 321.05 | 3 420.69 | 3 520.33 | 3 619.97 | 3 719.61 | 3 819.25 | 3 918.89 | 4 018.53 | 4 118.17 | 4 217.81 | 4 317.45 | |
| C 1 | 3 143.53 | 3 237.79 | 3 332.05 | 3 426.31 | 3 520.57 | 3 614.83 | 3 709.09 | 3 803.35 | 3 897.61 | 3 991.87 | 4 086.13 | |

GERMANY
**MONTHLY BASIC SALARY SCALE AS OF 01.01.2023
(PROPOSAL)**
EUR

| Category and grade | Steps | | | | | | | | | | | |
|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| A 7 | 14 828.37 | 15 325.48 | 15 822.59 | 16 319.70 | 17 065.31 | 17 810.92 | | | | | | |
| A 6 | 13 545.51 | 13 920.36 | 14 295.21 | 14 670.06 | 15 232.54 | 15 795.02 | 16 357.50 | 16 919.98 | | | | |
| A 5 | 11 461.97 | 11 783.09 | 12 104.21 | 12 425.33 | 12 746.45 | 13 067.57 | 13 549.19 | 14 030.81 | 14 512.43 | 14 994.05 | 15 475.67 | |
| A 4 | 9 897.66 | 10 155.37 | 10 413.08 | 10 670.79 | 10 928.50 | 11 186.21 | 11 573.08 | 11 959.95 | 12 346.82 | 12 733.69 | 13 120.56 | |
| A 3 | 8 518.52 | 8 758.73 | 8 998.94 | 9 239.15 | 9 479.36 | 9 719.57 | 10 080.09 | 10 440.61 | 10 801.13 | 11 161.65 | 11 522.17 | |
| A 2 | 6 903.21 | 7 088.59 | 7 273.97 | 7 459.35 | 7 644.73 | 7 830.11 | 8 108.24 | 8 386.37 | 8 664.50 | 8 942.63 | 9 220.76 | |
| A 1 | 5 403.92 | 5 566.70 | 5 729.48 | 5 892.26 | 6 055.04 | 6 217.82 | 6 461.97 | 6 706.12 | 6 950.27 | 7 194.42 | 7 438.57 | |
| L 5 | 10 466.26 | 10 884.93 | 11 303.60 | 11 722.27 | 12 140.94 | 12 559.61 | 12 978.28 | 13 396.95 | 13 815.62 | 14 234.29 | | |
| LT4 - LI4 | 9 201.49 | 9 569.47 | 9 937.45 | 10 305.43 | 10 673.41 | 11 041.39 | 11 409.37 | 11 777.35 | 12 145.33 | 12 513.31 | 12 881.29 | 13 249.27 |
| LT3 - LI3 | 8 726.69 | 9 075.87 | 9 425.05 | 9 774.23 | 10 123.41 | 10 472.59 | 10 821.77 | 11 170.95 | 11 520.13 | 11 869.31 | | |
| LT2 | 7 015.07 | 7 295.75 | 7 576.43 | 7 857.11 | 8 137.79 | 8 418.47 | 8 699.15 | 8 979.83 | 9 260.51 | 9 541.19 | | |
| LT1 - LI1 | 5 714.14 | 5 942.84 | 6 171.54 | 6 400.24 | 6 628.94 | 6 857.64 | 7 086.34 | 7 315.04 | 7 543.74 | 7 772.44 | | |
| B 6 | 6 995.35 | 7 226.15 | 7 456.95 | 7 687.75 | 7 918.55 | 8 149.35 | 8 380.15 | 8 610.95 | 8 841.75 | 9 072.55 | 9 303.35 | |
| B 5 | 6 066.28 | 6 266.66 | 6 467.04 | 6 667.42 | 6 867.80 | 7 068.18 | 7 268.56 | 7 468.94 | 7 669.32 | 7 869.70 | 8 070.08 | |
| B 4 | 5 273.08 | 5 447.15 | 5 621.22 | 5 795.29 | 5 969.36 | 6 143.43 | 6 317.50 | 6 491.57 | 6 665.64 | 6 839.71 | 7 013.78 | |
| B 3 | 4 597.44 | 4 749.20 | 4 900.96 | 5 052.72 | 5 204.48 | 5 356.24 | 5 508.00 | 5 659.76 | 5 811.52 | 5 963.28 | 6 115.04 | |
| B 2 | 4 045.31 | 4 178.84 | 4 312.37 | 4 445.90 | 4 579.43 | 4 712.96 | 4 846.49 | 4 980.02 | 5 113.55 | 5 247.08 | 5 380.61 | |
| B 1 | 3 593.54 | 3 712.11 | 3 830.68 | 3 949.25 | 4 067.82 | 4 186.39 | 4 304.96 | 4 423.53 | 4 542.10 | 4 660.67 | 4 779.24 | |
| C 6 | 5 011.39 | 5 161.68 | 5 311.97 | 5 462.26 | 5 612.55 | 5 762.84 | 5 913.13 | 6 063.42 | 6 213.71 | 6 364.00 | 6 514.29 | |
| C 5 | 4 470.73 | 4 604.85 | 4 738.97 | 4 873.09 | 5 007.21 | 5 141.33 | 5 275.45 | 5 409.57 | 5 543.69 | 5 677.81 | 5 811.93 | |
| C 4 | 4 081.55 | 4 204.11 | 4 326.67 | 4 449.23 | 4 571.79 | 4 694.35 | 4 816.91 | 4 939.47 | 5 062.03 | 5 184.59 | 5 307.15 | |
| C 3 | 3 718.62 | 3 830.13 | 3 941.64 | 4 053.15 | 4 164.66 | 4 276.17 | 4 387.68 | 4 499.19 | 4 610.70 | 4 722.21 | 4 833.72 | |
| C 2 | 3 447.87 | 3 551.32 | 3 654.77 | 3 758.22 | 3 861.67 | 3 965.12 | 4 068.57 | 4 172.02 | 4 275.47 | 4 378.92 | 4 482.37 | |
| C 1 | 3 215.84 | 3 312.33 | 3 408.82 | 3 505.31 | 3 601.80 | 3 698.29 | 3 794.78 | 3 891.27 | 3 987.76 | 4 084.25 | 4 180.74 | |

NETHERLANDS

MONTHLY BASIC SALARY SCALE AS OF 01.01.2023
(PROPOSAL)

EUR

| Category and grade | Steps | | | | | | | | | | | |
|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| A 7 | 14 598.91 | 15 087.76 | 15 576.61 | 16 065.46 | 16 798.63 | 17 531.80 | | | | | | |
| A 6 | 13 336.74 | 13 705.20 | 14 073.66 | 14 442.12 | 14 994.87 | 15 547.62 | 16 100.37 | 16 653.12 | | | | |
| A 5 | 11 285.53 | 11 601.66 | 11 917.79 | 12 233.92 | 12 550.05 | 12 866.18 | 13 340.23 | 13 814.28 | 14 288.33 | 14 762.38 | 15 236.43 | |
| A 4 | 9 744.80 | 9 998.80 | 10 252.80 | 10 506.80 | 10 760.80 | 11 014.80 | 11 395.92 | 11 777.04 | 12 158.16 | 12 539.28 | 12 920.40 | |
| A 3 | 8 384.28 | 8 620.26 | 8 856.24 | 9 092.22 | 9 328.20 | 9 564.18 | 9 918.07 | 10 271.96 | 10 625.85 | 10 979.74 | 11 333.63 | |
| A 2 | 6 796.14 | 6 978.67 | 7 161.20 | 7 343.73 | 7 526.26 | 7 708.79 | 7 982.41 | 8 256.03 | 8 529.65 | 8 803.27 | 9 076.89 | |
| A 1 | 5 319.32 | 5 479.64 | 5 639.96 | 5 800.28 | 5 960.60 | 6 120.92 | 6 361.41 | 6 601.90 | 6 842.39 | 7 082.88 | 7 323.37 | |
| L 5 | 10 305.51 | 10 717.63 | 11 129.75 | 11 541.87 | 11 953.99 | 12 366.11 | 12 778.23 | 13 190.35 | 13 602.47 | 14 014.59 | | |
| LT4 - LI4 | 9 062.03 | 9 424.46 | 9 786.89 | 10 149.32 | 10 511.75 | 10 874.18 | 11 236.61 | 11 599.04 | 11 961.47 | 12 323.90 | 12 686.33 | 13 048.76 |
| LT3 - LI3 | 8 593.19 | 8 936.94 | 9 280.69 | 9 624.44 | 9 968.19 | 10 311.94 | 10 655.69 | 10 999.44 | 11 343.19 | 11 686.94 | | |
| LT2 | 6 906.75 | 7 182.95 | 7 459.15 | 7 735.35 | 8 011.55 | 8 287.75 | 8 563.95 | 8 840.15 | 9 116.35 | 9 392.55 | | |
| LT1 - LI1 | 5 628.06 | 5 853.23 | 6 078.40 | 6 303.57 | 6 528.74 | 6 753.91 | 6 979.08 | 7 204.25 | 7 429.42 | 7 654.59 | | |
| B 6 | 6 158.63 | 6 361.96 | 6 565.29 | 6 768.62 | 6 971.95 | 7 175.28 | 7 378.61 | 7 581.94 | 7 785.27 | 7 988.60 | 8 191.93 | |
| B 5 | 5 335.15 | 5 511.20 | 5 687.25 | 5 863.30 | 6 039.35 | 6 215.40 | 6 391.45 | 6 567.50 | 6 743.55 | 6 919.60 | 7 095.65 | |
| B 4 | 4 641.55 | 4 794.62 | 4 947.69 | 5 100.76 | 5 253.83 | 5 406.90 | 5 559.97 | 5 713.04 | 5 866.11 | 6 019.18 | 6 172.25 | |
| B 3 | 4 118.20 | 4 254.18 | 4 390.16 | 4 526.14 | 4 662.12 | 4 798.10 | 4 934.08 | 5 070.06 | 5 206.04 | 5 342.02 | 5 478.00 | |
| B 2 | 3 661.57 | 3 782.42 | 3 903.27 | 4 024.12 | 4 144.97 | 4 265.82 | 4 386.67 | 4 507.52 | 4 628.37 | 4 749.22 | 4 870.07 | |
| B 1 | 3 333.46 | 3 443.54 | 3 553.62 | 3 663.70 | 3 773.78 | 3 883.86 | 3 993.94 | 4 104.02 | 4 214.10 | 4 324.18 | 4 434.26 | |
| C 6 | 4 368.75 | 4 499.77 | 4 630.79 | 4 761.81 | 4 892.83 | 5 023.85 | 5 154.87 | 5 285.89 | 5 416.91 | 5 547.93 | 5 678.95 | |
| C 5 | 4 014.83 | 4 135.24 | 4 255.65 | 4 376.06 | 4 496.47 | 4 616.88 | 4 737.29 | 4 857.70 | 4 978.11 | 5 098.52 | 5 218.93 | |
| C 4 | 3 748.46 | 3 860.90 | 3 973.34 | 4 085.78 | 4 198.22 | 4 310.66 | 4 423.10 | 4 535.54 | 4 647.98 | 4 760.42 | 4 872.86 | |
| C 3 | 3 477.76 | 3 582.15 | 3 686.54 | 3 790.93 | 3 895.32 | 3 999.71 | 4 104.10 | 4 208.49 | 4 312.88 | 4 417.27 | 4 521.66 | |
| C 2 | 3 279.62 | 3 378.00 | 3 476.38 | 3 574.76 | 3 673.14 | 3 771.52 | 3 869.90 | 3 968.28 | 4 066.66 | 4 165.04 | 4 263.42 | |
| C 1 | 3 087.21 | 3 179.74 | 3 272.27 | 3 364.80 | 3 457.33 | 3 549.86 | 3 642.39 | 3 734.92 | 3 827.45 | 3 919.98 | 4 012.51 | |

OTHER ELEMENTS OF REMUNERATION

| A – Expatriation Allowance | | Categories A, L, B |
|---|---------------------|---------------------------|
| Article 18.A: Staff appointed before 1 January 1996 | | |
| Staff not entitled to the household allowance: | | 16% of the basic salary |
| Staff entitled to the household allowance: | | 20% of the basic salary |
| The allowance is calculated on the basis of the basic salary for the grade and step of the staff member. ^{(1) (2)} | | |
| Article 18.B: Staff appointed between 1 January 1996 and 5 July 2012 | | |
| Staff not entitled to the household allowance: | | 14% of the basic salary |
| Staff entitled to the household allowance: | | 18% of the basic salary |
| The allowance is calculated on the basis of the basic salary for the first step in the grade of recruitment or promotion of the staff member. In years eleven, twelve and thirteen, the rates of 14% and 18% shall be reduced by one point per year respectively to 11% and 15%. ^{(1) (2)} | | |
| ⁽¹⁾ The amount of the expatriation allowance cannot be lower than the amount payable to officials in grade B3, step 1. | | |
| ⁽²⁾ Greece and Turkey : Expatriated staff nationals of non adjacent countries | | |
| | Greece = 24% & 30%* | |
| | Turkey = 32% & 40%* | |
| *Not applicable to EUMETSAT as there are no such staff expatriated to Greece or Turkey. | | |
| Article 18.C: Staff appointed on or after 6 July 2012 | | |
| For all staff : | | 10% of the basic salary |
| The allowance is calculated on the basis of the basic salary for the first step in the grade of recruitment or promotion of the staff member. As from the sixth year, the rate of 10% shall be reduced by two percentage points per year, reaching 0% as of the tenth year. | | |

| B– Household Allowance | | Categories A, L, B, C |
|---|--|------------------------------|
| The household allowance amounts to: | | 6% of the basic salary |
| The amount of household allowance cannot be lower than the amount payable to officials in grade B3, step 1. | | |

OTHER ELEMENTS OF REMUNERATION AUTRES ELEMENTS DE LA REMUNERATION

AS OF 1 JANUARY 2023 – A COMPTER DU 1^{er} JANVIER 2023

**Basic family allowance, dependant's allowance or supplement (1) and addition for
expatriated children (2)**

**Allocation familiale de base, indemnité ou supplément pour Enfant ou autre personne à
charge(1) et supplément pour enfant expatrié (2)**

Applicable from 01 Jan 2023 until today

| | (1) | (2) | Currency Monnaie |
|----------------|---|---------------------------------------|---------------------|
| | Basic Family Allowance ¹ (1) | Expatriated Child Allowance (2) | Currency (3) |
| AUSTRALIA | 520.02 | 145.97 | AUD |
| AUSTRIA | 353.70 | 99.28 | EUR |
| BELGIUM | 326.05 | 91.52 | EUR |
| CANADA | 497.68 | 139.70 | CAD |
| DENMARK | 3 246.00 | 911.00 | DKK |
| ESTONIA | 304.82 | 85.56 | EUR |
| FINLAND | 382.59 | 107.39 | EUR |
| FRANCE | 379.03 | 106.39 | EUR |
| GERMANY | 365.34 | 102.55 | EUR |
| GREECE | 291.17 | 81.73 | EUR |
| HUNGARY | 88 891.00 | 24 951.00 | HUF |
| ICELAND | 63 384.00 | 17 791.00 | ISK |
| IRELAND | 442.68 | 124.26 | EUR |
| ITALY | 307.36 | 86.27 | EUR |
| JAPAN | 73 805.00 | 20 716.00 | JPY |
| KOREA | 539 189.00 | 151 347.00 | KRW |
| LATVIA | 277.73 | 77.96 | EUR |
| LITHUANIA | 283.85 | 79.68 | EUR |
| LUXEMBOURG | 399.83 | 112.23 | EUR |
| MEXICO | 4 979.00 | 1 398.00 | MXN |
| NETHERLANDS | 356.93 | 100.19 | EUR |
| NEW ZEALAND | 618.75 | 173.68 | NZD |
| NORWAY | 4 571.00 | 1 283.00 | NOK |
| POLAND | 1 092.33 | 306.61 | PLN |
| PORTUGAL | 309.96 | 87.00 | EUR |
| SPAIN | 317.02 | 88.99 | EUR |
| SWEDEN | 4 345.00 | 1 220.00 | SEK |
| SWITZERLAND | 540.56 | 151.73 | CHF |
| TÜRKIYE | 2 161.19 | 606.63 | TRY |
| UNITED KINGDOM | 293.98 | 82.52 | GBP |
| UNITED STATES | 437.72 | 122.87 | USD |

(1) Irrespective of the grade of the staff member, the amount of this allowance and supplement is to be paid per month per child or other dependant.

Le montant de ces allocation, indemnité et supplément est payé mensuellement pour chaque enfant ou autre personne à charge, quel que soit le grade de l'agent.

(2) Staff members entitled to the expatriation allowance with dependent children who are not paid an education allowance are entitled to be paid this additional monthly flat amount per child.

Les agents bénéficiaires de l'indemnité d'expatriation ayant des enfants à charge et qui ne perçoivent pas l'indemnité d'éducation bénéficient de cette majoration mensuelle forfaitaire par enfant.

ADVANCEMENT AND PERFORMANCE BONUS

Applicable from 07 Dec 2022 until today

1. An advancement within the same grade from one step to another shall be made progressively as follows:
 - grades A6 and A7: each year from step 1 to step 5 and every two years for the higher steps;
 - grades A1, A2, A3, A4 and A5: each year from step 1 to step 7 and every two years for the higher steps;
 - grades L1, L2, L3, L4, L5: every eighteen months;
 - categories B and C: each year from step 1 to step 8 and every two years for the higher steps.

Exceptionally, the Director-General may grant an advancement of more than one step at any suitable date in order to recognise special merits of a staff member. Special advancement granted by the Director-General is limited to a maximum of 2 steps, once in two years.

If the lack of efficiency is such as to render the staff member unsuitable for advancement, the Director-General may withhold advancement for a fixed period of time. This rule does not infringe upon the Director-General's right to impose the deferment of advancement to a higher step for other reasons as a disciplinary measure.

2. The Director-General may award a performance bonus of a lump sum payment of one or two times the annual value of the increment at grade A2 Step 1 on the salary scales adopted by Council to recognise exceptional performance of a staff member in achieving challenging objectives. The costs of these awards shall be within the budgetary provisions for human resources decided by Council.

Eligibility for performance bonus shall be confined to staff who occupy posts graded up to and including A5.