

Moving Europe towards a sustainable and safe railway system without frontiers.

Remuneration package:

Staff members' remuneration is constructed of a **basic salary** and **additional allowances** depending on staff members' personal situation.

The amount of the basic salary varies depending on your **staff category, grade, step** (there is a salary scales for officials, temporary and contract staff).

Country cost-of-living adjustment:

Staff members' basic salary and certain allowances are subject to the **host country's weighting** (weighting factor or correction coefficient) to adjust it to the cost of living compared to Brussels and Luxembourg. The coefficient is set at 100 for Belgium and Luxembourg.

The current weighting for France is **114,2 % (July 2025)** and it is reviewed on an annual basis.

Types of additional allowances:

Family allowances	
Types of allowances	Who may be eligible?
Household allowance	-Staff who are married and whose spouse's income is limited to a defined ceiling -Staff who have dependent child(ren)
Birth or adoption grant	-In case of birth: staff who has the actual care of the child -In case of adoption: staff who adopt a child that is less than 5 years of age
Dependent child allowance	Staff who have dependent child(ren) until 18 years of age (or 26 years of age if the child pursues further higher education)
Education allowance	Staff who have dependent child(ren) in an educational system (under certain conditions). The education allowance amount is based on the level of studies of your child(ren): nursery, primary/secondary, university and/or higher education

Expatriation and related allowances		
Types of allowances	Who may eligible?	Allowance
Expatriation allowance	Expatriate staff (under certain conditions)	16% of the total of the basic salary, household allowance and dependent child allowance

Foreign residence allowance	Staff who are not nationals of the host Member State but do not qualify for expatriation allowance	4% of the total of the basic salary, household allowance and dependent child allowance
Allowances when taking up duties	New staff members who have to move country to take up employment at ERA	- Installation allowance to help staff settle at the place of employment - Daily allowance intended to offset costs for temporary residence -Reimbursement of removal expenses and initial travel expenses to the place of employment
Annual travel allowance	Staff who are entitled to the expatriation allowance or foreign residence allowance	Each calendar year, a sum representing the cost of travel from the place of employment to the place of origin for themselves, for their spouses and dependents if they are entitled to the household allowance
Allowances on termination of service	Staff members who have to move from the place of employment to their place of origin	- Resettlement allowance to help staff resettle at the place of origin -Reimbursement of removal expenses and initial travel expenses to the place of origin

Social security

Types of social security contributions	Who may eligible?	Benefit
Sickness and accident insurance contribution	All staff (family members and child(ren) may also be covered)	Reimbursement towards medical costs worldwide. The scheme also covers accident, invalidity or death
Pension contribution	All staff	Final salary pension scheme. Staff accrue 1.8% of their final salary for each year of service with 70% being the maximum final basic salary achievable
Unemployment insurance contribution	Staff leaving ERA who completed 6 months of uninterrupted service, did not resign and were not dismissed on disciplinary grounds	A monthly allowance supplementary to national allowances

Contributions and taxes:

A deduction is also made from your salary at source. Social security contributions (% of basic salary):

- Pension (12,1%)
- Health insurance (1,70%)
- Accident cover (0,10%)
- Unemployment insurance (0,51%)

Salaries are exempt from national tax but as a member of staff of the European Institutions, your pay is subject to a tax raised by those institutions. In addition, since 2014 a solidarity levy has been deducted from staff pay.

Final remuneration package:

ERA will calculate each staff members' final remuneration package based on their personal situation by:

- *Defining the basic salary based on the staff member's grade and step, applying the local weighting,*
- *Adding the relevant allowances, applying the local weighting if relevant,*
- *Deducting social security contributions and Community tax.*

Revised by HR – July 2025