

## 1. The summary of the financial entitlements is available below:

The remuneration of staff members consists of a basic salary<sup>1</sup> and where applicable allowances.

This salary will be weighted by the corrective coefficient applicable to the hosting country of the agency. The current corrective coefficient is 87.3 %, which will be reviewed yearly, in the end of the year, with retroactive effect from 1 July.

The staff member depending on its personal situation may be entitled to various allowances, in particular to an expatriation (16 % of basic gross salary) or to a foreign residence allowance (4 % of basic gross salary) and to family allowances (depending on personal situation) such as household allowance, dependent child allowance, pre-school allowance. In addition, the successful candidate might be entitled to temporary daily allowance<sup>2</sup>, installation allowance<sup>3</sup> etc.

Table 1 – Example of net monthly salary<sup>4</sup>

AD6 – Step 1 (between 3 years to 6 years of professional experience)		
a) Minimum final net salary (without any allowances)	b) Final net salary with expatriation allowance	c) Final net salary with expatriation, household and 1 dependent child allowance
4,355.50€	5,252.02€	6,235.36€
AD6 – Step 2 (more than 6 years professional experience)		
a) Minimum final net salary (without any allowances)	b) Final net salary with expatriation allowance	c) Final net salary with expatriation, household and 1 dependent child allowance
4,516.07€	5,450.26€	6,446.44€

<sup>1</sup> Basic Salary: there is a basic salary scale for each grade, divided into a number of steps. The final step is defined according to the total number of years of experience starting from the education certificate/degree giving access to the position.

<sup>2</sup> If staff member is requested to change the residence in order to take up duties, she/he will be entitled to: reimbursement of the travel costs; temporary daily subsistence allowance (45.12 EUR for up to 10 months or 36.39 EUR for 120 days, if no dependents).

<sup>3</sup> The installation allowance is granted (depending on the personal situation) for 1 or 2 months of the basic salary and is paid upon successful completion of the nine months probationary period.

<sup>4</sup> The current corrective coefficient is 87.3 %, which will be reviewed yearly, in the end of the year, with retroactive effect from 1 July.

Other benefits include:

- Special ID card, issued by the Greek Ministry of Foreign Affairs.<sup>5</sup>
- Special car license plates.<sup>5</sup>
- Education allowance.
- Home visit allowance.
- Additional financial support for the education of children “subject to budget availability and conditions”.
- VAT exemption allowance on certain goods for a period of 3 years.<sup>5</sup>
- Importation/purchase of 1 or more vehicles depending on the circumstances without taxes of VAT (“special conditions apply”).<sup>5</sup>
- Staff is entitled to annual leave of two working days per each complete calendar month of service, plus additional days for the grade, age, home leave for expatriates and an average of 19 public holidays per year.
- In addition, staff may be granted special leave for certain circumstances such as marriage, birth, adoption of a child, moving, elections, serious sickness of spouse etc.
- ENISA staff members benefit of health insurance 24/7 and worldwide by the Joint Insurance Scheme (JSIS).
- Statutory staff who have completed at least 10 years of service or reached pensionable age, are entitled to a pension under the pension scheme of the European Union institutions (PSEUI).
- Where it is considered in the interest of the service, statutory staff may avail of the ENISA teleworking policy and flexible working time arrangements.
- A wide range of learning and professional development opportunities.

It should be noted that a Seat Agreement between ENISA and the Hellenic Authorities further gives privileges for the employees of the Agency which are not fully listed above.

Further information on working conditions of Temporary staff and Contract staff can be found in the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union.

## 2. Community Tax

The salaries of staff members are subject to a Community tax deducted at source. They are exempt from national tax on salary and are members of the Community social security and pension schemes.

For additional information about salaries, deductions and allowances please consult the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union.

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<sup>5</sup> As per the Seat Agreement between the host MS (Greece) and ENISA, applicable to staff located in the host MS (Greece).