

Annual updating of remuneration and pensions and cost-of-living weightings with effect from 1 July 2022

Attachments: Four, including amendments to the service regulations and rules of application

I. Updating of remuneration and pensions as from 1.7.22

1. At its session on 8 December 2013, the Permanent Commission approved, with effect from 1 January 2014, Annex VI to the Staff Regulations and Annex VII to the General Conditions of Employment determining the remuneration and pension updating method on a strictly statistical basis, in accordance with the updating method in force at the European Union (EU) institutions.

In accordance with the provisions of the Staff Regulations and the GCE amended in 2014, the adjustment of remuneration and pensions for 2022 is equal to **+4.5%**, which is based on two elements:

- 1) In accordance with the method, Eurostat has determined that the rate of adjustment of remuneration and pensions for 2022 is equal to +4.4%.¹ It found that between 1 July 2021 and 1 July 2022, the purchasing power of national civil servants decreased, and inflation increased in Belgium and Luxembourg. Taking into account the intermediate updating of +2.4% which took place in August 2022 with retroactive effect from 1.1.22 (see Office Notice No 10/22 published on 2.8.22), the residual adjustment is therefore equal to +2%.
- 2) In addition to this update, the exception clause applied at the time of the February 2021 update with retroactive effect from July 2020 (see Office Notice No 01/21 published on 11.2.21) has been lifted, resulting in an additional increase of 2.5% for 2022.

Consequently, the basic salaries set out in Annex III and Article 8 of Part 2 of Annex XIII to the Staff Regulations and General Conditions of Employment are increased by **4.5 %** with effect from 1 July 2022 (see **Attachments 1a, 1b and 1c**).

For the other places of employment (or places of residence, for pensioners and those treated as such), the method has been coupled with the local cost-of-living trend to produce an increase or decrease in remuneration and pensions (see point II below).

Other allowances and benefits must be adjusted by the same percentage as the main remuneration. The principal amendments to the provisions of the service regulations and rules of application are set out in **Attachments 1e and 1f**.

The remuneration of EUROCONTROL contract staff is determined by a specific scale of basic salaries which is updated on an interim basis in accordance with the method referred to in paragraph 1 above (see **Attachment 1d**).

¹ [Eurostat report](#) on the annual remuneration and pension adjustment for EU officials (Doc. Ares(2022)7485371 Eurostat Remuneration Report 2022 dated 24.10.22

Furthermore, in order to ensure that the difference between the EUROCONTROL and the EU internal tax schemes remains constant, it has been decided that the indexation factor applicable to the EUROCONTROL internal tax bands will be increased from 3.131960 to 3.272898 with effect from 1 July 2022 (see **Attachments 1g and 1h**). This will also ensure that the increase in net remuneration is identical to the increase in the basic remuneration.

2. The cost-of-living weightings corresponding to this updating of the scale are established as set out in **Attachment 2** (column 1).
3. Pursuant to the decision taken with effect from 1 July 2005 by the Permanent Commission in the context of the Pension Reform, the cost-of-living weightings applicable to retired officials/servants and those treated as such are set out in **Attachment 2** (columns 2 and 3).
4. For those countries outside the euro zone, the exchange rates at 1 July 2022 are those published in the InforEuro of the European Commission corresponding to the exchange rate at 1 July 2022:

EUR 1	=	CZK	24.7390	(Czech Republic)
	=	DKK	7.4392	(Denmark)
	=	HUF	394.2800	(Hungary)
	=	NOK	10.3065	(Norway)
	=	PLN	4.6869	(Poland)
	=	SEK	10.6848	(Sweden)
	=	CHF	1.0005	(Switzerland)
	=	TRY	17.4998	(Türkiye)
	=	GBP	0.86461	(United Kingdom)

II. Update for staff employed at Maastricht and Brétigny and staff seconded to the ECAC Secretariat

For serving staff at the Maastricht Centre, the nominal increase in remuneration is **4.03%** owing to the cost of living in The Hague, which went from 110.3 to 109.8. For staff in active employment at the Brétigny Experimental Centre, the nominal increase in remuneration is **2.83%** owing to the cost of living in Paris, which went from 118.70 to 116.8.

For staff exclusively seconded to the ECAC Secretariat, the nominal increase in remuneration is **0.63%**, pursuant to Article 62 of the Conditions of Employment of staff exclusively seconded to the ECAC Secretariat. In practice, in order to apply this specific increase to the remuneration of staff seconded to the ECAC Secretariat, a correction factor (113.09) will appear on their pay slip, which is intended to guarantee the aforementioned 0.63% increase.

III. Additional information

1. The rate of the solidarity levy, provided for in Article 66a of the Staff Regulations and of the General Conditions of Employment, is still set at 6% for serving officials (7% for officials at grade AD15, step 2, and above) (see Office Notice No 48/13 of 20 December 2013).
2. In order to allow staff a better overview of changes to the "passport" awarded on the entry into force at EUROCONTROL of the Administrative Reform of July 2008, in particular in the case of step changes, an update of basic salaries in former categories A, B and C taking into account the update at 1 July 2022 is published in **Attachment 3**.

3. The ceilings applicable to the taxable income of spouses, referred to in Article 1.3 of Rule of Application No 7 and in Article 3 and its implementing provisions ("concept of spouse's income from gainful employment"), are published in **Attachment 4**.
4. For some countries, the adjustment of pensions and weightings will not be effective from 1.7.22 but:
 - a. from 1.5.22 for the Czech Republic and Slovakia;
 - b. from 16.5.22 for Bulgaria, Denmark, Ireland, Greece, Hungary, Croatia, Poland, Romania and Sweden.
5. The back payments on remuneration corresponding to the salary update of 1 July 2022 will be made, on a separate payslip, after the calculation of remuneration for February 2023. The payment will be made in the first half of February. The back payments on pensions will be included in the monthly payment of February 2023 for the period until July 2022, and in the March pensions for the additional pension between May and July 2022 (see point 4 above).
6. The updated Staff Regulations, General Conditions of Employment, Conditions of Employment of staff exclusively seconded to the ECAC Secretariat, Conditions of Employment of Contract Staff at EUROCONTROL and Conditions of Employment of ECAC Contract Staff at EUROCONTROL will be issued as soon as possible.

Director General



Raúl MEDINA

AMENDMENTS TO THE SERVICE REGULATIONS

Scale of basic monthly salaries (in euros) provided for in Article 66 and set out in Annex III to the Staff Regulations governing Officials of the EUROCONTROL Agency, and in Article 63 and set out in Annex III to the Conditions of Employment of staff exclusively seconded to the ECAC Secretariat

Function groups AD and AST

Grade	Step				
	1	2	3	4	5
16	21,893.24	22,813.21	23,771.86	23,771.86	23,771.86
15	19,349.97	20,163.06	21,010.33	21,594.89	21,893.24
14	17,102.14	17,820.79	18,569.63	19,086.29	19,349.97
13	15,115.41	15,750.58	16,412.46	16,869.07	17,102.14
12	13,359.53	13,920.92	14,505.85	14,909.45	15,115.41
11	11,807.58	12,303.75	12,820.77	13,177.46	13,359.53
10	10,435.91	10,874.45	11,331.45	11,646.68	11,807.58
9	9,223.61	9,611.21	10,015.09	10,293.71	10,435.91
8	8,152.14	8,494.69	8,851.67	9,097.92	9,223.61
7	7,205.14	7,507.89	7,823.37	8,041.06	8,152.14
6	6,368.13	6,635.71	6,914.57	7,106.96	7,205.14
5	5,628.36	5,864.87	6,111.33	6,281.35	6,368.13
4	4,974.52	5,183.57	5,401.39	5,551.68	5,628.36
3	4,396.65	4,581.41	4,773.93	4,906.73	4,974.52
2	3,885.91	4,049.21	4,219.34	4,336.77	4,396.65
1	3,434.49	3,578.81	3,729.19	3,832.98	3,885.91

Function groups AST/SC

Grade	Step				
	1	2	3	4	5
SC6	5,628.36	5,864.87	6,111.33	6,281.35	6,368.13
SC5	4,974.52	5,183.57	5,401.39	5,551.68	5,628.36
SC4	4,396.65	4,581.41	4,773.93	4,906.73	4,974.52
SC3	3,885.91	4,049.21	4,219.34	4,336.77	4,396.65
SC2	3,434.49	3,578.81	3,729.19	3,832.98	3,885.91
SC1	3,035.51	3,163.07	3,295.98	3,387.71	3,434.49

Note: The above scale is applicable with effect from 1 July 2022.

AMENDMENTS TO THE SERVICE REGULATIONS**Scale of basic monthly salaries (in euros) provided for in Article 66 and set out in Annex III to the General Conditions of Employment governing servants at the EUROCONTROL Maastricht Centre**

ANNEX III.a (applicable to all staff except those in function group O)

Function groups AD and AST

Grade	Step				
	1	2	3	4	5
16	21,893.24	22,813.21	23,771.86	23,771.86	23,771.86
15	19,349.97	20,163.06	21,010.33	21,594.89	21,893.24
14	17,102.14	17,820.79	18,569.63	19,086.29	19,349.97
13	15,115.41	15,750.58	16,412.46	16,869.07	17,102.14
12	13,359.53	13,920.92	14,505.85	14,909.45	15,115.41
11	11,807.58	12,303.75	12,820.77	13,177.46	13,359.53
10	10,435.91	10,874.45	11,331.45	11,646.68	11,807.58
9	9,223.61	9,611.21	10,015.09	10,293.71	10,435.91
8	8,152.14	8,494.69	8,851.67	9,097.92	9,223.61
7	7,205.14	7,507.89	7,823.37	8,041.06	8,152.14
6	6,368.13	6,635.71	6,914.57	7,106.96	7,205.14
5	5,628.36	5,864.87	6,111.33	6,281.35	6,368.13
4	4,974.52	5,183.57	5,401.39	5,551.68	5,628.36
3	4,396.65	4,581.41	4,773.93	4,906.73	4,974.52
2	3,885.91	4,049.21	4,219.34	4,336.77	4,396.65
1	3,434.49	3,578.81	3,729.19	3,832.98	3,885.91

Function groups AST/SC

Grade	Step				
	1	2	3	4	5
SC6	5,628.36	5,864.87	6,111.33	6,281.35	6,368.13
SC5	4,974.52	5,183.57	5,401.39	5,551.68	5,628.36
SC4	4,396.65	4,581.41	4,773.93	4,906.73	4,974.52
SC3	3,885.91	4,049.21	4,219.34	4,336.77	4,396.65
SC2	3,434.49	3,578.81	3,729.19	3,832.98	3,885.91
SC1	3,035.51	3,163.07	3,295.98	3,387.71	3,434.49

ANNEX III.b (applicable to staff in function group O)

Grade	Step							
	1	2	3	4	5	6	7	8
O8	12,442.32	13,108.27	13,774.22	14,440.17	15,106.12	15,772.07	16,438.02	17,103.97
O7	10,761.13	11,337.78	11,914.43	12,491.08	13,067.73	13,644.38	14,221.03	14,797.68
O6	9,161.20	9,664.72	10,168.24	10,671.76	11,175.28	11,678.80	12,182.32	12,685.84
O5	7,926.72	8,300.35	8,673.98	9,047.61	9,421.24	9,794.87	10,168.50	10,542.13
O4	6,659.72	6,968.37	7,277.02	7,585.67	7,894.32	8,202.97	8,511.62	8,820.27
O3	6,074.94	6,367.29	6,659.64	6,951.99	7,244.34	7,536.69	7,829.04	8,121.39
O2	5,116.63	5,335.92	5,555.21	5,774.50	5,993.79	6,213.08	6,432.37	6,651.66
O1	4,580.60	4,767.38	4,954.16	5,140.94	5,327.72	5,514.50	5,701.28	5,888.06

Note: The above scale is applicable with effect from 1 July 2022.

AMENDMENTS TO THE SERVICE REGULATIONS

Scale of basic monthly salaries (in euros) provided for in Article 66 and set out in Article 8.2 of Annex XIII – Part 2 to the Staff Regulations governing Officials of the EUROCONTROL Agency and to the General Conditions of Employment governing servants at the EUROCONTROL Maastricht Centre²

Grade	Step							
	1	2	3	4	5	6	7	8
16	21,893.24	22,813.21	23,771.86	23,771.86	23,771.86	23,771.86		
15	19,349.97	20,163.06	21,010.33	21,594.89	21,893.24	22,813.21		
14	17,102.14	17,820.79	18,569.63	19,086.29	19,349.97	20,163.06	21,010.33	21,893.24
13	15,115.41	15,750.58	16,412.46	16,869.07	17,102.14			
12	13,359.53	13,920.92	14,505.85	14,909.45	15,115.41	15,750.58	16,412.46	17,102.14
11	11,807.58	12,303.75	12,820.77	13,177.46	13,359.53	13,920.92	14,505.85	15,115.41
10	10,435.91	10,874.45	11,331.45	11,646.68	11,807.58	12,303.75	12,820.77	13,359.53
9	9,223.61	9,611.21	10,015.09	10,293.71	10,435.91			
8	8,152.14	8,494.69	8,851.67	9,097.92	9,223.61	9,611.21	10,015.09	10,435.91
7	7,205.14	7,507.89	7,823.37	8,041.06	8,152.14	8,494.69	8,851.67	9,223.61
6	6,368.13	6,635.71	6,914.57	7,106.96	7,205.14	7,507.89	7,823.37	8,152.14
5	5,628.36	5,864.87	6,111.33	6,281.35	6,368.13	6,635.71	6,914.57	7,205.14
4	4,974.52	5,183.57	5,401.39	5,551.68	5,628.36	5,864.87	6,111.33	6,368.13
3	4,396.65	4,581.41	4,773.93	4,906.73	4,974.52	5,183.57	5,401.39	5,628.36
2	3,885.91	4,049.21	4,219.34	4,336.77	4,396.65	4,581.41	4,773.93	4,974.52
1	3,434.49	3,578.81	3,729.19	3,832.98	3,885.91			

Note: The above scale is applicable with effect from 1 July 2022.

² not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

AMENDMENTS TO THE SERVICE REGULATIONS

Scale of basic monthly salaries (in euros) provided for in Article 13 of the Conditions of Employment of Contract Staff at EUROCONTROL and in Article 13 of the Conditions of Employment of ECAC Contract Staff at EUROCONTROL

Group	Grade	Step						
		1	2	3	4	5	6	7
IV	18	7,547.15	7,704.10	7,864.29	8,027.85	8,194.82	8,365.23	8,539.19
	17	6,670.33	6,809.08	6,950.69	7,095.21	7,242.77	7,393.38	7,547.15
	16	5,895.44	6,018.03	6,143.19	6,270.95	6,401.37	6,534.49	6,670.33
	15	5,210.56	5,318.89	5,429.51	5,542.43	5,657.67	5,775.34	5,895.44
	14	4,605.22	4,701.01	4,798.75	4,898.54	5,000.41	5,104.39	5,210.56
	13	4,070.21	4,154.86	4,241.26	4,329.46	4,419.48	4,511.40	4,605.22
III	12	5,210.43	5,318.81	5,429.40	5,542.31	5,657.57	5,775.23	5,895.30
	11	4,605.17	4,700.92	4,798.70	4,898.46	5,000.36	5,104.32	5,210.43
	10	4,070.20	4,154.84	4,241.23	4,329.42	4,419.45	4,511.36	4,605.17
	9	3,597.36	3,672.18	3,748.54	3,826.47	3,906.05	3,987.27	4,070.20
	8	3,179.46	3,245.57	3,313.08	3,381.96	3,452.28	3,524.10	3,597.36
II	7	3,597.30	3,672.12	3,748.50	3,826.43	3,906.03	3,987.27	4,070.21
	6	3,179.31	3,245.45	3,312.93	3,381.86	3,452.20	3,523.99	3,597.30
	5	2,809.91	2,868.35	2,928.03	2,988.91	3,051.09	3,114.54	3,179.31
	4	2,483.41	2,535.09	2,587.80	2,641.62	2,696.59	2,752.64	2,809.91
I	3	3,059.38	3,122.90	3,187.68	3,253.84	3,321.33	3,390.29	3,460.65
	2	2,704.63	2,760.76	2,818.02	2,876.53	2,936.22	2,997.19	3,059.38
	1	2,391.01	2,440.64	2,491.27	2,542.98	2,595.75	2,649.64	2,704.63

Note: The above scale is applicable with effect from 1 July 2022.

OTHER AMENDMENTS TO THE SERVICE REGULATIONS

(Applicable with effect from 1 July 2022)

These amendments apply to the Staff Regulations governing Officials of the EUROCONTROL Agency, the Conditions of Employment of staff exclusively seconded to the ECAC Secretariat and the General Conditions of Employment governing servants at the EUROCONTROL Maastricht Centre.

<u>Article 42a of the Staff Regulations</u> <u>Article 40 of the Conditions of Employment of ECAC staff</u>	EUR 1,179.78 EUR 1,573.05	Parental leave allowance
<u>Article 68³</u>	EUR 653.97	Minimum amount of the expatriation allowance

These amendments apply to the General Conditions of Employment governing servants at the EUROCONTROL Maastricht Centre.

<u>Annex V</u> <u>Article 13</u>	EUR 1,590.47 EUR 2,226.64 EUR 3,117.32	Remuneration of ab-initio controllers
-------------------------------------	--	---------------------------------------

These amendments apply to contract staff at EUROCONTROL and ECAC contract staff at EUROCONTROL.

<u>Article 15.3</u>	EUR 1,297.75 EUR 2,595.50	Unemployment allowance
<u>Article 15.7</u>	EUR 1,179.78	Contribution to the financing of the unemployment insurance scheme

³ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

AMENDMENTS TO THE RULES OF APPLICATION*

(Applicable with effect from 1 July 2022)

Rule of Application No 7

Household allowance (Article 1)	Basic amount	EUR 220.65
Dependent child allowance (Article 2)	Amount	EUR 482.15
Dependent child allowance paid to staff exclusively seconded to the ECAC Secretariat (Article 2)	Amount	EUR 241.57
Allowance for (a) person(s) to be treated as (a) dependent child(ren) paid to staff exclusively seconded to the ECAC Secretariat (Article 2.4)	Amount	EUR 84.55
Education allowance ⁴ (Article 3.1) (Article 3.3)	Monthly maximum amount	EUR 327.14 EUR 117.76
Expatriation allowance ⁵ (Article 4)	Minimum amount	EUR 653.97
Flat-rate allowance (This allowance, paid <i>ad personam</i> , is set out in Article 15 of Part 2 of Annex XIII). ⁶	Amount: AST3/AST2 AST6/AST5/AST4	EUR 170.61 EUR 261.56
Special fixed allowance ⁷ (Article 4b)	Basic amount for the calculation	EUR 5,193.78

Rule of Application No 8

<u>Article 3</u> Allowance per kilometre	EUR 0.0000 EUR 0.2431 EUR 0.4056 EUR 0.2431 EUR 0.0809 EUR 0.0391 EUR 0.0000	For every kilometre from: 0 to 200 km 201 to 1,000 km 1,001 to 2,000 km 2,001 to 3,000 km 3,001 to 4,000 km 4,001 to 10,000 km Over 10,000 km
<u>Article 3</u> Flat-rate supplement	EUR 121.61 EUR 243.21	Geographical distance of between 600 km and 1,200 km Geographical distance of 1,200 km or more
<u>Article 4</u> Allowance per kilometre	EUR 0.0000 EUR 0.4904	For every kilometre from: 0 to 200 km 201 to 1,000 km

* Unless otherwise stipulated, all of the allowances and benefits referred to in this Office Notice apply to staff exclusively seconded to the ECAC Secretariat and to ECAC contract staff.

⁴ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

⁵ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

⁶ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

⁷ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

	EUR 0.8173 EUR 0.4904 EUR 0.1632 EUR 0.0790 EUR 0.0000	1,001 to 2,000 km 2,001 to 3,000 km 3,001 to 4,000 km 4,001 to 10,000 km Over 10,000 km
<u>Article 4</u> Flat-rate supplement	EUR 245.18 EUR 490.35	Geographical distance between the place of employment and the place of origin of between 725 km and 1,450 km Geographical distance between the place of employment and the place of origin of 1,450 km or more
<u>Article 6</u> Daily subsistence allowance	EUR 50.69 EUR 40.87	Entitlement to household allowance No entitlement to household allowance
<u>Article 12</u> Transfer allowance ⁸	EUR 13,927.62	(Redeployment)

⁸ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

AMENDMENTS TO THE RULES OF APPLICATION**Rule of Application No 21 of the General Conditions of Employment**

<u>Article 7.1</u> Flat-rate shift allowance	EUR 1,980.07
<u>Article 7.3(a)/Article 7a</u> Shift allowance – one point is equal to:	EUR 2,0750
<u>Article 7.5</u> Allowance paid as compensation cumulatively to the shift allowance	EUR 88.00
<u>Article 8</u> Stand-by duty allowance	EUR 1.49

Rule of Application No 21a of the General Conditions of Employment

<u>Article 8</u> ATC allowance	<ul style="list-style-type: none"> - Function group O – Grade O7/O8 - Function group O – Grade O4 to O6 - Function group O – Grade O1 to O3 	<p>EUR 967.88</p> <p>EUR 867.75</p> <p>EUR 784.34</p>
<u>Article 8</u> ATC allowance	<ul style="list-style-type: none"> - Function group AD - For servants in function group AST whose posts correspond to a basic post listed in <u>Note 1</u>. - For servants in function group AST whose posts correspond to a basic post listed in <u>Note 2</u>. 	<p>EUR 967.88</p> <p>EUR 867.75</p> <p>EUR 784.34</p>

Note 1: Principal Operational Support Officer: AST11
Principal Supervisor Operational Support: AST11
Senior Supervisor Operational Support: AST10/9/8/7
Senior Operational Support Officer: AST10/9/8/7
Advanced Operational Support Officer: AST8/7/6/5
Operational Support Officer: AST7/6/5/4/3

Note 2: Operational Support Assistant: AST3/2/1
Senior Operational Support Assistant: AST6/5/4/3
Principal Operational Support Assistant: AST7

Rule of Application No 21b of the General Conditions of Employment

<u>Article 11.1</u> Flat-rate shift allowance	EUR 1,980.07
<u>Article 11.3(a)</u> Shift allowance – one point is equal to:	EUR 2,0750
<u>Article 11.5</u> Allowance paid as compensation cumulatively to the shift allowance	EUR 88.00
<u>Article 11a</u> Shift allowance – one point is equal to:	EUR 2,0750

Rule of Application No 21c of the General Conditions of Employment

<u>Article 8.1</u> Flat-rate shift allowance	EUR 1,980.07
<u>Article 8.3(a)</u> Shift allowance – one point is equal to:	EUR 2,0750
<u>Article 8.5</u> Allowance paid as compensation cumulatively to the shift allowance	EUR 88.00
<u>Article 8a</u>	

Shift allowance – one point is equal to:	EUR 2,0750
<u>Article 9</u> Operational functions allowance ("ATC allowance")	
- Function group O – Grade O4 to O6	EUR 867.75
- Function group O – Grade O1 to O3	EUR 784.34

Rule of Application No 29a of the of the Staff Regulations

<u>Article 2</u> Tactical Network Coordinator/Deputy Team Leader, Deputy Operations Manager and Senior Technical Supervisor function allowance	EUR 566.42
<u>Article 3.1</u> ATFCM allowance	EUR 1,698.54
<u>Article 3.4</u> Allowance paid as compensation cumulatively to the shift allowance	EUR 88.00
<u>Article 5.1</u> Network function allowance (E1)	EUR 674.33
<u>Article 7.1</u> Shift work allowance (E1)	EUR 281.55

Conditions of Employment of staff exclusively seconded to the ECAC Secretariat

ANNEX V

DETERMINATION OF THE AMOUNT AND METHOD OF LEVY OF THE TAX
ON EUROCONTROL STAFF REMUNERATION UNTIL 31 DECEMBER 2023

Article 1

The tax on salaries and emoluments instituted by Article 1 of the Protocol amending the Additional Protocol shall be determined and collected under the conditions and according to the procedure laid down in this Annex.

Article 2

The Director General of the Agency and the staff members of the Organisation shall be liable to tax for the benefit of the Organisation.

Article 3

[...]

4. The amount obtained by applying the preceding provisions shall be subject to an abatement of 5% for occupational expenses, up to a maximum of **EUR 124.51** per month.

Article 4

1. The tax shall be levied each month at source. The amount of tax shall be rounded down to the nearest euro cent. The tax shall be calculated on the basis of the taxable amount obtained pursuant to Article 3, disregarding a first slice not exceeding EUR 190.23 by applying the following rates:

10% to the slice between EUR 190.23 and EUR 380.49
20% to the slice between EUR 380.49 and EUR 570.73
25% to the slice between EUR 570.73 and EUR 760.96
30% to the slice between EUR 760.96 and EUR 1,141.45
37% to the slice between EUR 1,141.45 and EUR 1,521.92
45% to the slice between EUR 1,521.92 and EUR 1,902.41
50% to the slice between EUR 1,902.41 and EUR 2,473.11
52% to the slice between EUR 2,473.11 and EUR 3,043.84
54% to the slice between EUR 3,043.84 and EUR 3,804.79
56% to the slice between EUR 3,804.79 and EUR 4,565.75
58% to the slice between EUR 4,565.75 and EUR 5,326.71
60% to amounts in excess of EUR 5,326.71

With effect from 1 July 2022, the above amounts shall be subject to a weighting factor of **3.272898** based on the level of remuneration at 1 July 2022.

Conditions of Employment of staff exclusively seconded to the ECAC Secretariat

ANNEX V

DETERMINATION OF THE AMOUNT AND METHOD OF LEVY OF THE TAX
ON EUROCONTROL STAFF REMUNERATION AS FROM 1 JANUARY 2024

Article 4

1. The tax shall be levied each month at source. The amount of tax shall be rounded down to the nearest whole unit of currency. As from 1 January 2024, the tax shall be calculated on the basis of the taxable amount obtained pursuant to Article 3, disregarding a first slice not exceeding EUR 19.91 by applying the following rates:

8.0% to the slice between EUR 19.91 and EUR 351.46
10.0% to the slice between EUR 351.47 and EUR 484.09
12.5% to the slice between EUR 484.10 and EUR 554.80
15.0% to the slice between EUR 554.80 and EUR 629.97
17.5% to the slice between EUR 629.98 and EUR 700.67
20.0% to the slice between EUR 700.68 and EUR 769.21
22.5% to the slice between EUR 769.22 and EUR 839.94
25.0% to the slice between EUR 839.95 and EUR 908.48
27.5% to the slice between EUR 908.49 and EUR 979.18
30.0% to the slice between EUR 979.19 and EUR 1,047.72
32.5% to the slice between EUR 1,047.73 and EUR 1,118.45
35.0% to the slice between EUR 1,118.46 and EUR 1,186.99
40.0% to the slice between EUR 1,187.00 and EUR 1,257.69
45.0% to amounts in excess of EUR 1,257.69

The above amounts shall be subject to a weighting factor of **7.138694** based on the level of remuneration at 1 July 2022. This weighting factor shall be subject to Article 65 of the Staff Regulations.

Where salaries and emoluments are weighted for cost of living, the taxable amount referred to above shall be determined irrespective of increases or reductions due to the application of the weightings, but the amount of tax thus arrived at shall be weighted accordingly.

2. Notwithstanding the provisions of paragraph 1 above,
 - a) remuneration in respect of overtime (whether lump sums or not),
 - b) the ATFCM allowance provided for in Article 69b.2 of the Staff Regulations, and

c) certain function allowances of operational staff, where stipulated in the provisions concerned

shall be taxed at the average rate applied to the other taxable items of remuneration paid to the person concerned.

The allowances paid by reason of termination of service shall be taxed, following application of an abatement of 10% for occupational expenses, at a rate equal to two thirds of the average tax rate applicable to the other components of the remuneration paid to the persons concerned in the month preceding their termination of service.

General Conditions of Employment

ANNEX VI

DETERMINATION OF THE AMOUNT AND METHOD OF LEVY OF THE TAX
ON EUROCONTROL STAFF REMUNERATION

Article 1

The tax on salaries and emoluments instituted by Article 1 of the Protocol amending the Additional Protocol shall be determined and collected under the conditions and according to the procedure laid down in this Annex.

Article 2

The Director General of the Agency and the staff members of the Organisation shall be liable to tax for the benefit of the Organisation.

Article 3

[...]

4. The amount obtained by applying the preceding provisions shall be subject to an abatement of 5% for occupational expenses, up to a maximum of **EUR 124.51** per month.

Article 4

1. The tax shall be levied each month at source. The amount of tax shall be rounded down to the nearest euro cent. The tax shall be calculated on the basis of the taxable amount obtained pursuant to Article 3, disregarding a first slice not exceeding EUR 190.23 by applying the following rates:

10% to the slice between EUR 190.23 and EUR 380.49
20% to the slice between EUR 380.49 and EUR 570.73
25% to the slice between EUR 570.73 and EUR 760.96
30% to the slice between EUR 760.96 and EUR 1,141.45
37% to the slice between EUR 1,141.45 and EUR 1,521.92
45% to the slice between EUR 1,521.92 and EUR 1,902.41
50% to the slice between EUR 1,902.41 and EUR 2,473.11
52% to the slice between EUR 2,473.11 and EUR 3,043.84
54% to the slice between EUR 3,043.84 and EUR 3,804.79
56% to the slice between EUR 3,804.79 and EUR 4,565.75
58% to the slice between EUR 4,565.75 and EUR 5,326.71
60% to amounts in excess of EUR 5,326.71

With effect from 1 July 2022, the above amounts are subject to a weighting factor of **3.272898** based on the level of remuneration at 1 July 2022.

Cost-of-living weightings applicable to serving staff,
with effect from 1 July 2022 (column 1)

Cost-of-living weightings applicable to pensioners and those treated as such,^(*) with effect
from 1 July 2022 (columns 2 and 3)

Country of assignment/place of residence	Remuneration	Pensioners and those treated as such	
	Column 1 ("Capital" coefficient)	Column 2 ("Country" coefficient)	Column 3 Pension (Column 2 unless minimum weighting of 100% is applied)
Germany		100.6	100.6
Austria		110.6	110.6
Bulgaria		60.9	100.0
Cyprus		82.9	100.0
Croatia		69.9	100.0
Denmark		136.5	136.5
Spain		93.4	100.0
Finland		118.9	118.9
France	116.80	107.7	107.7
ECAC	113.08		
Greece		84.8	100.0
Hungary		58.8	100.0
Ireland		129.0	129.0
Italy		94.1	100.0
Malta		94.7	100.0
Norway		131.5	131.5
Netherlands (The Hague)	109.80	110.7	110.7
Poland		62.0	100.0
Portugal		89.7	100.0
Czech Republic		82.8	100.0
Romania		59.1	100.0
United Kingdom		125.4	125.4
Slovakia		80.9	100.0
Slovenia		83.6	100.0
Sweden		114.3	114.3
Switzerland		163.1	163.1
Türkiye		35.6	100.0

For those countries outside the euro zone, the exchange rates at 1 July 2022 are those published in the corresponding InforEuro of the European Commission at 1 July 2021 ^(**).

The pension weightings corresponding to the updates effective shall be determined on the basis of calculations to be approved by the national tax authorities concerned.

(*) Those in receipt of an invalidity allowance, staff assigned to non-active status, staff placed on leave in the interests of the service, staff who left under the early termination of service scheme (ETS) in 2011 and 2012, and former air traffic controllers at the Maastricht Centre who left on ETS

(**) [http://ec.europa.eu/budget/contracts_grants/info_contracts/inforeuro/inforeuro_fr.cfm]

Update as at 1 July 2022 of the basic monthly salaries provided for in Article 7.3 of Annex XIII – Part 2⁹

Former grade	Step							
	1	2	3	4	5	6	7	8
A1	18,782.98	19,780.74	20,778.54	21,776.28	22,774.09	23,771.86		
A2	16,668.42	17,620.52	18,572.65	19,524.75	20,476.87	21,428.96		
A3	13,804.46	14,637.28	15,470.11	16,302.94	17,135.74	17,968.58	18,801.39	19,634.23
A4	11,597.22	12,247.26	12,897.31	13,547.35	14,197.38	14,847.45	15,497.50	16,147.54
A5	9,561.30	10,127.75	10,694.21	11,260.63	11,827.08	12,393.51	12,959.95	13,526.37
A6	8,262.75	8,713.62	9,164.47	9,615.32	10,066.16	10,517.01	10,967.86	11,418.69
A7	7,112.57	7,466.50	7,820.42	8,174.35	8,528.28	8,882.17		
A8	6,290.41	6,544.11						
B1	8,262.75	8,713.62	9,164.47	9,615.32	10,066.16	10,517.01	10,967.86	11,418.69
B2	7,159.03	7,494.69	7,830.33	8,165.97	8,501.61	8,837.25	9,172.87	9,508.53
B3	6,004.97	6,284.04	6,563.14	6,842.22	7,121.31	7,400.39	7,679.48	7,958.55
B4	5,193.78	5,435.82	5,677.85	5,919.90	6,161.95	6,403.99	6,646.03	6,888.09
B5	4,642.53	4,838.41	5,034.24	5,230.10				
C1	5,297.45	5,511.03	5,724.65	5,938.23	6,151.87	6,365.47	6,579.04	6,792.65
C2	4,607.62	4,803.43	4,999.19	5,194.94	5,390.68	5,586.46	5,782.21	5,978.03
C3	4,298.07	4,465.77	4,633.46	4,801.16	4,968.85	5,136.53	5,304.22	5,471.93
C4	3,883.64	4,040.95	4,198.29	4,355.60	4,512.94	4,670.26	4,827.57	4,984.88
C5	3,580.91	3,727.66	3,874.42	4,021.14				

⁹ not applicable to staff exclusively seconded to the ECAC Secretariat or to ECAC contract staff

Attachment 4

Update as at 1 July 2022 of the ceilings applicable to the income of spouses/legally registered partners referred to in Article 1.3 of Rule of Application No 7 and in Article 3 and its implementing provisions of the Staff Regulations, General Conditions of Employment and Conditions of Employment of staff exclusively seconded to the ECAC Secretariat

Country	Currency	Column A	Column B	Column C
		Ceiling applicable to the household allowance	Ceiling applicable to the household allowance for servants exclusively seconded to the ECAC Secretariat	Ceiling applicable to "top-up" medical cover
Germany	EUR	55,306.78	41,461.16	46,910.71
Austria	EUR	59,814.89	44,840.70	50,734.44
Belgium	EUR	54,976.92	41,213.88	46,630.92
Bulgaria	BGN	69,890.51	52,393.97	59,280.49
Cyprus	EUR	45,410.94	34,042.66	38,517.14
Croatia	HRK	331,114.99	248,222.96	280,848.70
Denmark	DKK	550,901.86	412,987.90	467,269.91
Spain	EUR	53,547.52	40,142.32	45,418.52
Finland	EUR	64,487.93	48,343.88	54,698.07
France	EUR	64,213.04	48,137.81	54,464.91
Greece	EUR	49,149.37	36,845.21	41,688.04
Hungary	HUF	15,086.704.81	11,309.866.79	12,796.404.84
Ireland	EUR	74,933.54	56,174.52	63,557.94
Italy	EUR	52,063.14	39,029.54	44,159.48
Luxembourg	EUR	54,976.92	41,213.88	46,630.92
Malta	EUR	50,633.74	37,957.98	42,947.08
Norway	NOK	771,169.31	578,113.13	654,098.75
Netherlands	EUR	60,364.66	45,252.84	51,200.75
Poland	PLN	184,750.34	138,499.54	156,703.55
Portugal	EUR	52,502.96	39,359.26	44,532.53
Czech Republic	CZK	1,298.870.69	973,708.62	1,101.690.23
Romania	RON	190,455.00	142,776.09	161,542.19
United Kingdom	GBP	66,832.23	50,101.31	56,686.49
Slovakia	EUR	44,696.24	33,506.88	37,910.94
Slovenia	EUR	47,884.90	35,897.29	40,615.53
Sweden	SEK	733,684.33	550,012.22	622,304.33
Switzerland	CHF	80,526.45	60,367.29	68,301.80
Türkiye	TRY	364,630.25	273,347.94	309,276.04

The calculation for other currencies can be performed on request to the HRS/COMP Service.