

European Central Bank

**Conditions of Employment for Staff
of the European Central Bank**

Annex II - Salary Structure

Directorate General Human Resources, Budget and Organisation
Last amended 1 January 2006

STRUCTURE OF BASIC SALARIES OF THE ECB

1. The structure of basic salaries of the ECB is as follows:

SALARY BAND	Entry point Euro	Band maximum Euro
L	173,724	218,964
K	146,400	184,536
J1	122,676	154,332
J2	101,976	128,064
I	94,080	118,140
H	86,076	108,096
G	69,156	88,740
F	57,852	74,112
E	48,468	62,304
D	41,316	51,948
C	35,640	44,760
B	31,956	38,532
A	29,388	33,852

2. Each salary step within a band is approximately 0.25% higher than the step below. The Directorate Human Resource maintains a salary grid indicating all steps.
3. The salary bands will be adjusted on the basis of annual general salary increases.
4. The Executive Board shall assign members of staff to a single salary band or a combination of two adjacent salary bands ('broadbanding'). The Executive Board may decide to delegate this authority. Progression through broadbands is incremental and therefore does not require a formal promotion from the lower to the upper band.
5. Within the overall limits adopted by the Executive Board, individual salary increases shall be determined by the Executive Board on the basis of an annual appraisal assessing the growth of a member of staff's contributions to the work of the ECB¹.

¹ To facilitate management decisions on salary increases and to support their transparency, internal documents will be developed describing job profiles and ECB-wide competencies.

Annual individual salary increases will be at least 0.75% for a member of staff or management who shows at least satisfactory performance.

6. The Executive Board may decide to delegate the authority to determine individual salary increases.'