

European Central Bank

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

Annex I - Salary Structure

Directorate General Human Resources
Last amended 1 January 2019

STRUCTURE OF BASIC SALARIES OF THE ECB

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

SALARY BAND	Entry point Euro	Band maximum Euro
M	278,064 (fixed salary)	
L	210,240	264,960
K	177,156	223,320
J	125,676	180,312
I	113,892	142,980
H	104,208	130,836
G	83,736	107,424
F/G	70,080	107,424
F	70,080	89,736
E/F	58,704	89,736
E	58,704	75,432
D	50,028	62,916
C	43,200	54,240
B	38,736	46,704
A	35,616	41,028

1. Each salary step within a band is approximately 0.25% higher than the step below. The Directorate General Human Resources maintains a salary grid indicating all steps.
2. The salary bands will be adjusted on the basis of annual general salary increases.
3. 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. The Executive Board shall determine individual salary increases within the overall limits it adopts in the Annual Salary and Bonus Review exercise. Such individual salary increases shall be based on the assessment of the growth of a member of staff's contribution to the tasks of the ECB relative to that of other members of staff who perform their duties within the same business area.
6. The Executive Board may decide to delegate the authority to determine individual salary increases.