

## REMUNERATION - CONTRACT AGENTS

### Grading of Contract Agents 3a

Function Group	Grade	Corresponding professional experience after respecting general eligibility conditions
I	1	All cases
II	4	Up to 7 years
	5	More than 7 years
III	8	Up to 7 years
	9	More than 7 years
	10	More than 15 years
IV	13	Up to 7 years*
	14	More than 7 years*
	16	More than 20 years*

### Examples of basic monthly salary

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2010)
<b>Group I</b>	
Grade 1	1.847,76
<b>Group II</b>	
Grade 4	1.919,18
Grade 5	2.171,49

Function Group / Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2010)
<b>Group III</b>	
Grade 8	2.457,08
Grade 9	2.780,03
Grade 10	3.145,43
<b>Group IV</b>	
Grade 13	3.145,45
Grade 14	3.558,90
Grade 16	4.555,99

\* In order to access the FGIV one year of appropriate professional experience (after obtaining the University Degree) is required. After meeting the requirements giving access to the FGIV and to access grade 14, additional 7 years of appropriate professional experience is needed (and additional 20 years of appropriate professional experience for grade 16).

## **Possible additional allowances and benefits**

### **Family allowances**

Household allowance: 170, 52€ plus 2% of the basic salary

Dependent child allowance: 372,61€

Education allowance, where appropriate, up to 252, 81€ per child (can be doubled in some cases)

Preschool allowance: 91, 02€ per child

### **Allowances (subject to personal circumstances)**

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 505,39 €)

Foreign-residence allowance (4% of the basic salary).

## **Deductions**

### **Pension and insurance contribution**

Pension rights : 11,3% of the basic salary

Health insurance : 1,70% of the basic salary

Accident insurance : 0,10% of the basic salary

Unemployment : up to 0,81% of the basic salary

### **Community taxation**

Salaries are exempt from national income tax but subject to tax to the benefit of the European Union.

Salary is subject to correction coefficients and adjustments, which vary according to the living conditions in the place of employment, and are revised on an annual basis.

The current correction coefficient for Spain is 97.7 %.