

## REMUNERATION – TEMPORARY AGENTS

### Examples of basic monthly salary

Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2016)
AST 1	2830,02
AST 2	3201,98
AST 3	3622,83
AST 4	4099,01
AST 5	4637,77
AST 6	5247,33
AST 7	5937,01
AST 8	6717,35
AST 9	7600,25
AST 10	8599,20
AST 11	9729,43

Grades	Basic monthly salary at step 1 in Euro (as of 01/07/2016)
AD 5	4637,77
AD 6	5247,33
AD 7	5937,01
AD 8	6717,35
AD 9	7600,25
AD 10	8599,20
AD 11	9729,43
AD 12	11008,23
AD 13	12455,10
AD 14	14092,13

### Possible additional allowances and benefits

#### Family allowances

Household allowance: 181,82€ plus 2% of the basic salary

Dependent child allowance: 397,29€

Education allowance, where appropriate, up to 269,56€ per child (can be doubled in some cases)

Preschool allowance: 97,05€ per child

#### Allowances (subject to personal circumstances)

Where appropriate - Expatriation allowance (16% of the basic salary - minimum 538.87 €)

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

## Deductions

### Pension and insurance contribution

Pension rights : 9,8% 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 88.1 %, for France is 113.8 % and for Germany 105.5 %

### By way of an example and only as an indication - Salary simulation

BARCELONA coefficient = 88.1 %			CADARACHE coefficient = 113.8 %			GARCHING coefficient = 105.5 %		
without expatriation	with expatriation / without family allowances	with expatriation and 1 child	without expatriation	with expatriation / without family allowances	with expatriation and 1 child	without expatriation	with expatriation / without family allowances	with expatriation and 1 child

<b>AST 3-1</b>	Basic Pay	3,622.83	3,622.83	3,622.83	3,622.83	3,622.83	3,622.83	3,622.83	3,622.83	3,622.83
	Net pay €	<b>2,594.53</b>	<b>3,105.20</b>	<b>3,840.36</b>	<b>3,351.38</b>	<b>4,011.02</b>	<b>4,960.65</b>	<b>3,106.95</b>	<b>3,718.48</b>	<b>4,598.84</b>

<b>AD 6-1</b>	Basic Pay	5,247.33	5,247.33	5,247.33	5,247.33	5,247.33	5,247.33	5,247.33	5,247.33	5,247.33
	Net pay €	<b>3,618.22</b>	<b>4,357.88</b>	<b>5,170.25</b>	<b>4,673.70</b>	<b>5,629.13</b>	<b>6,678.49</b>	<b>4,332.82</b>	<b>5,218.57</b>	<b>6,191.39</b>

<b>AD 9-1</b>	Basic Pay	7,600.25	7,600.25	7,600.25	7,600.25	7,600.25	7,600.25	7,600.25	7,600.25	7,600.25
	Net pay €	<b>4,960.02</b>	<b>6,031.35</b>	<b>6,969.20</b>	<b>6,406.93</b>	<b>7,790.78</b>	<b>9,002.21</b>	<b>5,939.64</b>	<b>7,222.56</b>	<b>8,345.64</b>