

Moving Europe towards a sustainable and safe railway system without frontiers.

Remuneration package:

Staff members' remuneration is constructed of a basic salary and additional allowances depending on staff members' personal situation.

Country cost-of-living adjustment:

Staff members' basic salary and certain allowances are subject to the host country's weighting (weighting factor) to adjust it to the cost of living compared to Brussels and Luxembourg.

The current weighting for France is 116,8 % and it is reviewed on an annual basis. Please consult the [Eurostat website](#) for more information on weightings.

Types of additional allowances:

Family allowances	
Types of allowance	Who may be eligible?
Household allowance	-Staff who are married and whose spouse's income is limited to a defined ceiling -Staff who have dependent children
Dependent child allowance	Staff who have dependent children until 18 years of age (or 26 years of age if the child pursues further higher education)
Pre-School allowance	Staff with children of pre-school age
Nursery contribution	Staff with children attending nursery
Education allowance	Staff who have dependent children in an educational system (under certain conditions)

Expatriation and related allowances		
Types of allowance	Who may be eligible?	Allowance
Expatriation allowance	Expatriate staff (under certain conditions)	16% of the total of the basic salary, household allowance and dependent child allowance
Foreign residence allowance	Staff who are not nationals of the host Member State but do not qualify for expatriation allowance	4% of the total of the basic salary, household allowance and dependent child allowance

Allowances when taking up duties	New staff members who have to move country to take up employment at ERA	-Installation allowance to help staff settle at the place of employment -Daily allowance intended to offset costs for temporary residence -Reimbursement of removal expenses and initial travel expenses to the place of employment
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Social security		
Types of social security contributions	Who may eligible?	Benefit
Sickness and accident insurance contribution	All staff (family members and children may also be covered)	Reimbursement towards medical costs worldwide. The scheme also covers accident, invalidity or death
Pension contribution	All staff	Final salary pension scheme. Staff accrue 1.8% of their final salary for each year of service with 70% being the maximum final basic salary achievable
Unemployment insurance contribution	Staff leaving ERA who completed 6 months of uninterrupted service, did not resign and were not dismissed on disciplinary grounds	A monthly allowance supplementary to national allowances

Deductions:

Staff pay a community tax, which is deducted from their salaries at source. Deductions are also made for sickness and accident insurance, pensions and unemployment insurance.

Salaries are exempt from national tax. For more information, see the [Protocol on the privileges and immunities of the EU](#).

Final remuneration package:

ERA will calculate each staff members' final remuneration package based on their personal situation by:

- *Defining the basic salary based on the staff member's grade and step, applying the local weighting,*
- *Adding the relevant allowances, applying the local weighting if relevant,*
- *Deducting social security contributions and Community tax.*