

*European Central Bank*

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

**Annex I - Salary Structure**

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Directorate General Human Resources, Budget and Organisation  
Last amended 1 January 2012

## STRUCTURE OF BASIC SALARIES OF THE ECB

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

<b>SALARY BAND</b>	<b>Entry point Euro</b>	<b>Band maximum Euro</b>
<b>L</b>	192,792	242,988
<b>K</b>	162,456	204,792
<b>J</b>	115,236	165,348
<b>I</b>	104,412	131,100
<b>H</b>	95,556	119,976
<b>G</b>	76,764	98,496
<b>F/G</b>	64,236	98,496
<b>F</b>	64,236	82,272
<b>E/F</b>	53,808	82,272
<b>E</b>	53,808	69,156
<b>D</b>	45,864	57,672
<b>C</b>	39,588	49,692
<b>B</b>	35,496	42,792
<b>A</b>	32,640	37,596

2. Each salary step within a band is approximately 0.25% higher than the step below. The Directorate General Human Resources, Budget and Organisation 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. 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.'