European Central Bank

Conditions of Employment for Staff of the European Central Bank

Annex V
General Salary Adjustment methodology

Adopted on 27 September 2024
Entered into force on 7 October 2024

Article 1: Definitions

For the purposes of this Annex, the following definitions apply:

(a) "Eurosystem capital key" means the capital key relating to subscription to the ECB's capital by the euro area national central banks expressed as a percentage weighting assigned to each euro area Member State which is a euro area Member State as at the reference date;

(b) "General Salary Adjustment" or "GSA" means a uniform across-the-board percentage adjustment made pursuant to Article 13 of the Conditions of Employment and calculated in accordance with Article 2 of this Annex;

(c) "Gross Country Specific Indicator" means the index for a specific euro area Member State which is a euro area Member State as at the reference date, representing the evolution in nominal gross remuneration for national civil servants working in the central public administration of such Member State for the twelve month period prior to the reference date. For each euro area Member State, this Gross Country Specific Indicator is taken from the relevant annual report prepared by the European Commission on the annual update of remuneration and pensions of EU officials, as referred to in Article 65 of the Staff Regulations of Officials of the European Union[1]. This Gross Country Specific Indicator is typically found in a chapter entitled "Evolution of gross and net remuneration" contained in a supplement to that relevant annual report;

(d) "reference date" means 1 July in the year preceding the year in which the GSA is to take effect.

Article 2: Calculation of the GSA

The GSA shall be calculated as follows:

(a) the Gross Country Specific Indicator for each euro area Member State is reduced by 100 in order to determine the annual evolution for that country, and the result is multiplied by the percentage weighting assigned by the Eurosystem capital key as at the reference date to the relevant euro area Member State, to determine the weighted value of the Gross Country Specific Indicator for that euro area Member State;

(b) the weighted values of the Gross Country Specific Indicator for all euro area Member States determined in accordance with point (a) are added up;

(c) where the amount resulting from the calculation in accordance with point (b) is positive (i.e. above zero), it shall be rounded upwards or downwards to one decimal place by normal rounding;

(d) where the amount resulting from the calculation in accordance with point (b) is zero or negative (i.e. below zero), the GSA shall be zero. Any negative amount shall be carried over unrounded to the next GSA and added to the weighted values of the Gross Country Specific Indicator for all euro area Member States in accordance with point (b).

1 Staff Regulations of Officials of the European Union, laid down in Council Regulation (EEC, Euratom, ECSC) No 259/68 (OJ L 56, 4.3.1968, p. 1).

Article 3: Amounts updated by the GSA in accordance with Article 13 of the Conditions of Employment

Conditions of Employment

Article 15 (Household Allowance)	Threshold Minimum amount
Article 16 (Child Allowance)	Amount
Article 17 (Expatriation Allowance – 16%)	Minimum amount
Article 18 (Expatriation Allowance – 4%)	Minimum amount
Article 19 (Education Allowance)	Primary/secondary educational establishment (i) Maximum standard reimbursement Maximum increased reimbursement Maximum reimbursement for ECB Representation in the United States of America Higher education (ii) Maximum standard reimbursement Maximum increased reimbursement Maximum reimbursement for ECB Representation in the United States of America
Article 19bis (Pre-school Allowance)	Amount Amount for ECB Representation in the United States of America
Article 36 (Unemployment benefits)	(a) (iv) References to Article 19 regarding Maximum standard reimbursement Maximum increased reimbursement
Article 36a (Unemployment benefits in case of prohibition as a result of cooling-off)	(d) References to Article 19 regarding Maximum standard reimbursement Maximum increased reimbursement

Conditions of Employment – Annex IIb – Conditions of Short-term Employment

Article 20 (Travel Allowance)	Amounts for Up to 500 km Between 500 and 1,500 km Over 1,500 km

Staff Rules

Article 3.6.1 (Child Allowance)	Threshold for the gross annual income of the child
Article 4.3.1 (Travel Expenses)	Amounts a) For each member of staff, spouse or recognised partner (i) up to 500 km (ii) 500 to 1 500 km (iii) over 1 500 km b) For each dependent child (i) up to 500 km (ii) 500 to 1 500 km (iii) over 1 500 km
Article 5.5.2 (Shift work duties)	Amount for the daily shift
Article 5.6.2 (On-call duties)	Amounts of the daily on-call allowance - On a working day - On Saturdays, Sundays and public holidays
Article 5.6.6 (On-call duties – called-in allowance)	Amounts of the called-in allowance - On a working day - On Saturdays, Sundays and public holidays

Rules for Short-term Employment

Article 4.3.1 (Travel Expenses)	Amounts (i) up to 500 km (ii) 500 to 1 500 km (iii) over 1 500 km
Article 5.4.2 (Shift work duties)	Amount of the monthly shift allowance
Article 5.5.2 (On-call duties)	Amounts of the daily on-call allowance - On a working day - On Saturdays, Sundays and public holidays
Article 5.5.6 (On-call duties – called-in allowance)	Amounts of the called-in allowance - On a working day - On Saturdays, Sundays and public holidays