

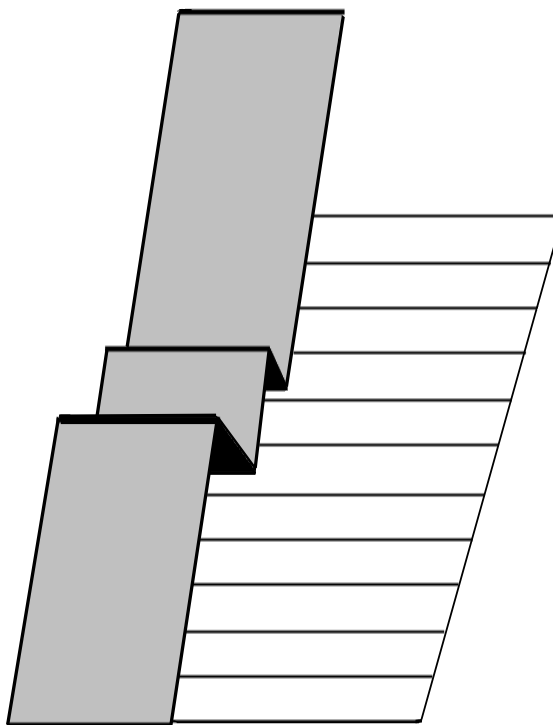
# Annex 2a

## Annex 2a to the Eurostat Report on the Annual Adjustment of Remuneration and Pensions

### Detailed remuneration tables

#### Part I: Country tables BE-LV

Reference period:  
Year to 1 July 2018





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## **DETAILED COUNTRY TABLES BE-LV**

*[This document should be read together with Annex 2b : country tables LT-UK ]*

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# Disclaimer

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1. The pay information in this annex is compiled in the context of an indicator which is designed to measure the pay evolution of national civil servants, and is not specifically designed to allow comparison of national pay levels. A detailed benchmarking exercise of that sort would, inter alia, require more detailed consideration of job content comparability, occupancy profile and equity-representativity that is not required for the purposes of the consistent measurement of national pay over time.

2. The information in this annex is compiled according to the specific harmonised methodology adopted for Article 65 purposes<sup>1</sup>. The resulting measures of pay evolution may therefore differ from figures established using alternative calculation methodologies at national level.

For any information concerning this appendix, please contact Eurostat in Luxembourg:

*Eurostat, Unit C3  
BECH – A2/004  
Bâtiment Jean Monnet  
L-2920 Luxembourg  
tel. (+352) 4301-34792  
email: estat-a64ia65@ec.europa.eu*

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<sup>1</sup> The latest version of the relevant methodology manual "Calculation of specific indicators and control indicators in accordance with Article 65 of the EU Staff Regulations" is available as document A6465/14/26 REV2 Main Text, together with its Appendices 1-6 (version May 2016).



# Detailed country tables

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**BE**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| <b>Reference period: situation at 01/01/2018</b> |                             |      |      |                      |
|--|-----------------------------|------|------|----------------------|
| <b>Category</b><br>[1]                           | <b>Grade</b><br>[2]         |      |      | <b>Sample</b><br>[3] |
| <b>AD *</b>                                      | Conseiller général          | NA51 | NA52 | 9                    |
|  | Conseiller général          | NA42 | NA43 | 238                  |
|  | Conseiller                  | NA24 | NA34 | 537                  |
|  | Conseiller                  | NA23 | NA25 | 217                  |
|  | Conseiller adjoint          | NA21 | NA23 | 1,128                |
|  | Conseiller adjoint          | NA12 | NA13 | 475                  |
|  | Conseiller adjoint          | NA11 | NA12 | 1,949                |
|  | <b>AD-total</b>             |      |      | <b>4,553</b>         |
| <b>AST *</b>                                     | Expert administratif        | B3   | B5   | 332                  |
|  | Expert administratif        | B2   | B3   | 1,090                |
|  | Expert administratif        | B1   | B2   | 2,198                |
|  | Assistant administratif     | C3   | C5   | 66                   |
|  | Assistant administratif     | C2   | C3   | 578                  |
|  | Assistant administratif     | C1   | C2   | 1,733                |
|  | Collaborateur administratif | NDA4 | NDA5 | 5                    |
|  | Collaborateur administratif | NDA3 | NDA4 | 2                    |
|  | Collaborateur administratif | NDA2 |      | 39                   |
|  | Collaborateur administratif | NDA1 |      | 123                  |
|  | <b>AST-total</b>            |      |      | <b>6,166</b>         |
| <b>SC *</b>                                      |                             |      |      |                      |
|  |                             |      |      |                      |
|  |                             |      |      |                      |
|  |                             |      |      |                      |
|  | <b>SC-total</b>             |      |      | <b>0</b>             |
| <b>Total</b>                                     |                             |      |      | <b>10,719</b>        |

\* AD, AST, SC (see point 1.1.1 of document "Description of the standard remuneration")

\*\* at least the total and the subtotals by category are required

**Note: new career structure.**

**BE**  
**Table 1 bis**  
**Central government staff broken down by category**  
**Value 01.01.2018**

| Category     | Sample        |              | Reference population in Central Public Administration |              | Ratio Sample / Population |
|--------------|---------------|--------------|---|--------------|---------------------------|
|              | Numbers       | %            | Numbers   | %            | %                         |
| [1]          | [2]           | [3]          | [4]   | [5]          | [6]                       |
| AD           | 4,553         | 42.5         | 4,553   | 42.5         | 100.0                     |
| AST          | 6,166         | 57.5         | 6,166   | 57.5         | 100.0                     |
| SC           |               |              |   |              |                           |
| <b>Total</b> | <b>10,719</b> | <b>100.0</b> | <b>10,719</b>   | <b>100.0</b> | <b>100.0</b>              |

| ESA 2010 total CPA |
|--------------------|
| Number             |
| [7]                |
|                    |
|                    |

1. Change in coverage by comparison to SRQ for previous year, to reflect new career scheme.
2. Sample represents 100% of reference population within central public administration.
3. No ESA2010 CPA staff number provided, therefore to calculate Control Indicator, Eurostat will use NACE R2 employment in central administration/defence/social security, or an alternative estimate.

## BE

### Table 2.a

### Nominal remuneration of central government staff

**Unmarried official**

## Salary July 2018

[illegible]

## BE

### Table 2.b

### Nominal remuneration of central government staff

**Married official with 2 dependent children and non-working spouse**

## Salary July 2018

[illegible]

## BE

### Table 2.c

### Nominal remuneration of central government staff

**Unmarried official**

## Salary July 2017

[illegible]

**BE**  
**Table 2.d**

**Nominal remuneration of central government staff**  
**Married official with 2 dependent children and non-working spouse**  
**Salary July 2017**

| Cat.       | Grade                       |      | Gross   | Compulsory deductions |          |         |       | Net           |
|------------|-----------------------------|------|---------|-----------------------|----------|---------|-------|---------------|
|            |                             |      |         | taxes                 | soc.sec. | pension | other |               |
|            | Minimum of the scale        |      | [3]     | [4]                   | [5]      | [6]     | [7]   | [8]           |
| <b>AD</b>  | Conseiller général          | NA51 | 92,684  | 27,611                | 3,633    | 5,944   | 731   | <b>54,764</b> |
|            | Conseiller général          | NA42 | 85,697  | 24,315                | 3,344    | 5,468   | 731   | <b>51,838</b> |
|            | Conseiller                  | NA24 | 71,151  | 17,438                | 2,743    | 4,478   | 591   | <b>45,902</b> |
|            | Conseiller                  | NA23 | 65,602  | 15,015                | 2,514    | 4,101   | 536   | <b>43,436</b> |
|            | Conseiller adjoint          | NA21 | 53,000  | 9,403                 | 1,994    | 3,248   | 410   | <b>37,945</b> |
|            | Conseiller adjoint          | NA12 | 51,146  | 8,647                 | 1,917    | 3,123   | 392   | <b>37,067</b> |
|            | Conseiller adjoint          | NA11 | 45,586  | 6,350                 | 1,688    | 2,746   | 337   | <b>34,466</b> |
|            |                             |      |         |                       |          |         |       |               |
| <b>AST</b> | Expert administratif        | B3   | 44,519  | 6,018                 | 1,644    | 2,674   | 326   | <b>33,858</b> |
|            | Expert administratif        | B2   | 40,812  | 4,583                 | 1,491    | 2,423   | 289   | <b>32,026</b> |
|            | Expert administratif        | B1   | 36,848  | 3,198                 | 1,306    | 2,109   | 243   | <b>29,991</b> |
|            | Assistant administratif     | C3   | 39,015  | 3,984                 | 1,395    | 2,256   | 265   | <b>31,115</b> |
|            | Assistant administratif     | C2   | 35,871  | 2,834                 | 1,265    | 2,042   | 234   | <b>29,495</b> |
|            | Assistant administratif     | C1   | 32,847  | 1,774                 | 1,119    | 1,791   | 41    | <b>28,122</b> |
|            | Collaborateur administratif | NDA4 | 36,125  | 2,975                 | 1,254    | 2,015   | 230   | <b>29,651</b> |
|            | Collaborateur administratif | NDA3 | 34,281  | 2,382                 | 1,178    | 1,889   | 140   | <b>28,692</b> |
|            | Collaborateur administratif | NDA2 | 32,438  | 1,629                 | 1,102    | 1,764   | 13    | <b>27,931</b> |
|            | Collaborateur administratif | NDA1 | 30,410  | 1,135                 | 1,018    | 1,626   | 0     | <b>26,631</b> |
|            |                             |      |         |                       |          |         |       |               |
| <b>SC</b>  |                             |      |         |                       |          |         |       |               |
|            |                             |      |         |                       |          |         |       |               |
|            |                             |      |         |                       |          |         |       |               |
|            |                             |      |         |                       |          |         |       |               |
|            | Maximum of the scale        |      | [15]    | [16]                  | [17]     | [18]    | [19]  | [20]          |
| <b>AD</b>  | Conseiller général          | NA52 | 113,737 | 37,697                | 4,503    | 7,377   | 731   | <b>63,429</b> |
|            | Conseiller général          | NA43 | 106,750 | 34,304                | 4,214    | 6,901   | 731   | <b>60,599</b> |
|            | Conseiller                  | NA34 | 94,527  | 28,464                | 3,709    | 6,069   | 731   | <b>55,554</b> |
|            | Conseiller                  | NA25 | 87,153  | 24,958                | 3,405    | 5,567   | 731   | <b>52,492</b> |
|            | Conseiller adjoint          | NA23 | 76,092  | 19,747                | 2,948    | 4,814   | 640   | <b>47,944</b> |
|            | Conseiller adjoint          | NA13 | 70,562  | 17,151                | 2,719    | 4,438   | 585   | <b>45,668</b> |
|            | Conseiller adjoint          | NA12 | 65,009  | 14,727                | 2,490    | 4,061   | 530   | <b>43,201</b> |
|            |                             |      |         |                       |          |         |       |               |
| <b>AST</b> | Expert administratif        | B5   | 66,425  | 15,314                | 2,548    | 4,157   | 544   | <b>43,862</b> |
|            | Expert administratif        | B3   | 59,012  | 11,864                | 2,242    | 3,655   | 470   | <b>40,780</b> |
|            | Expert administratif        | B2   | 55,305  | 10,319                | 2,089    | 3,404   | 433   | <b>39,060</b> |
|            | Assistant administratif     | C5   | 55,385  | 10,322                | 2,092    | 3,410   | 434   | <b>39,127</b> |
|            | Assistant administratif     | C3   | 49,084  | 7,883                 | 1,832    | 2,983   | 372   | <b>36,014</b> |
|            | Assistant administratif     | C2   | 45,933  | 6,509                 | 1,702    | 2,769   | 340   | <b>34,612</b> |
|            | Collaborateur administratif | NDA5 | 43,181  | 5,529                 | 1,588    | 2,583   | 313   | <b>33,167</b> |
|            | Collaborateur administratif | NDA4 | 41,328  | 4,813                 | 1,512    | 2,458   | 294   | <b>32,250</b> |
|            | Collaborateur administratif | NDA2 | 38,288  | 3,757                 | 1,365    | 2,207   | 258   | <b>30,702</b> |
|            | Collaborateur administratif | NDA1 | 36,254  | 2,980                 | 1,281    | 2,069   | 237   | <b>29,688</b> |
|            |                             |      |         |                       |          |         |       |               |
| <b>SC</b>  |                             |      |         |                       |          |         |       |               |
|            |                             |      |         |                       |          |         |       |               |
|            |                             |      |         |                       |          |         |       |               |

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Table 3

Changes in average remuneration of central government staff by grade \*\*

Price index = 102.60

\*\* combine all steps in grade, all household types

| Cat. | Grade                       | Gross      |         |         |      | Net        |        |         |      |
|------|-----------------------------|------------|---------|---------|------|------------|--------|---------|------|
|      |                             | Salary (€) |         | Index   |      | Salary (€) |        | Index   |      |
|      |                             | 2017       | 2018    | Nominal | Real | 2017       | 2018   | Nominal | Real |
| [1]  | [2]                         | [3]        | [4]     | [5]     | [6]  | [7]        | [8]    | [9]     | [10] |
| AD   | Conseiller général          | 101,051    | 101,064 | 100.0   | 97.5 | 54,287     | 54,829 | 101.0   | 98.4 |
|      | Conseiller général          | 94,064     | 94,077  | 100.0   | 97.5 | 51,408     | 51,951 | 101.1   | 98.5 |
|      | Conseiller                  | 80,680     | 80,693  | 100.0   | 97.5 | 45,925     | 46,449 | 101.1   | 98.6 |
|      | Conseiller                  | 74,219     | 74,231  | 100.0   | 97.5 | 43,222     | 43,787 | 101.3   | 98.7 |
|      | Conseiller adjoint          | 62,387     | 62,399  | 100.0   | 97.5 | 38,287     | 38,818 | 101.4   | 98.8 |
|      | Conseiller adjoint          | 58,695     | 58,707  | 100.0   | 97.5 | 36,751     | 37,263 | 101.4   | 98.8 |
|      | Conseiller adjoint          | 53,139     | 53,151  | 100.0   | 97.5 | 34,348     | 35,029 | 102.0   | 99.4 |
|      |                             |            |         |         |      |            |        |         |      |
| AST  | Expert administratif        | 53,313     | 53,325  | 100.0   | 97.5 | 34,371     | 34,948 | 101.7   | 99.1 |
|      | Expert administratif        | 47,753     | 47,765  | 100.0   | 97.5 | 32,047     | 32,604 | 101.7   | 99.2 |
|      | Expert administratif        | 43,834     | 43,847  | 100.0   | 97.5 | 30,208     | 30,752 | 101.8   | 99.2 |
|      | Assistant administratif     | 44,957     | 44,970  | 100.0   | 97.5 | 30,743     | 31,305 | 101.8   | 99.3 |
|      | Assistant administratif     | 40,235     | 40,248  | 100.0   | 97.5 | 28,503     | 29,176 | 102.4   | 99.8 |
|      | Assistant administratif     | 37,065     | 37,078  | 100.0   | 97.5 | 27,174     | 27,707 | 102.0   | 99.4 |
|      | Collaborateur administratif | 37,328     | 37,340  | 100.0   | 97.5 | 27,184     | 27,765 | 102.1   | 99.5 |
|      | Collaborateur administratif | 35,479     | 35,492  | 100.0   | 97.5 | 26,355     | 26,970 | 102.3   | 99.7 |
|      | Collaborateur administratif | 32,955     | 32,967  | 100.0   | 97.5 | 25,192     | 25,747 | 102.2   | 99.6 |
|      | Collaborateur administratif | 30,924     | 30,937  | 100.0   | 97.5 | 24,152     | 24,581 | 101.8   | 99.2 |
|      |                             |            |         |         |      |            |        |         |      |
| SC   |                             |            |         |         |      |            |        |         |      |
|      |                             |            |         |         |      |            |        |         |      |
|      |                             |            |         |         |      |            |        |         |      |

BE

Table 4

Changes in average remuneration of central government staff by category

Price index = 102.60

| Cat.  | Gross      |        |         |      | Net        |        |         |      |
|-------|------------|--------|---------|------|------------|--------|---------|------|
|       | Salary (€) |        | Index   |      | Salary (€) |        | Index   |      |
|       | 2017       | 2018   | Nominal | Real | 2017       | 2018   | Nominal | Real |
| [1]   | [2]        | [3]    | [4]     | [5]  | [6]        | [7]    | [8]     | [9]  |
| AD    | 62,497     | 62,509 | 100.0   | 97.5 | 38,294     | 38,889 | 101.6   | 99.0 |
| AST   | 42,475     | 42,488 | 100.0   | 97.5 | 29,594     | 30,149 | 101.9   | 99.3 |
| SC    |            |        |         |      |            |        |         |      |
| Total | 50,979     | 50,992 | 100.0   | 97.5 | 33,290     | 33,862 | 101.8   | 99.2 |

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Table 5

Explanation on the changes in the components of the gross and net salary

|          | Component of the gross salary   | Explanation on the changes <b>between July 2017 and July 2018</b>  |
|----------|---|--|
| <b>1</b> | Liaison des traitements à l'indice général des prix à la consommation | L'indice n'a pas été dépassé pendant la période.   |
| <b>2</b> | Allocation de fin d'année   | L'allocation de fin d'année se compose d'une partie forfaitaire et deux parties variables.<br>- La partie forfaitaire pour l'année 2017 s'élevait à 730,81€ contre 718,3274€ en 2016.<br>- La première partie variable est toujours 2,5% du traitement annuel (y inclus l'allocation de compétence).<br>- La deuxième partie variable égale toujours 7% du traitement du mois d'octobre avec un maximum de 337,8595 € et un minimum de 168,9297 € (montants indexés sur base de l'indice de juillet 2017). |
| <b>3</b> |   |  |
| ...      |   |  |
|          | Compulsory deduction  | Explanation on the changes <b>between July 2017 and July 2018</b>  |
| <b>1</b> | Précompte professionnel   | Les montants limites pour le précompte professionnel ont été adaptés depuis le 1er janvier 2018.<br><a href="http://finances.belgium.be/fr/entreprises/personnel_et_remuneration/precompte_professionnel/calcul">http://finances.belgium.be/fr/entreprises/personnel_et_remuneration/precompte_professionnel/calcul</a> (AR 10 décembre 2017).   |
| <b>2</b> | Contribution Sécurité Sociale sur l'allocation de fin d'année         | Sur la partie fixe de l'allocation de fin d'année (cellule au-dessous) une retenue de 13,5241 € existe. Le montant a été adapté en fonction de l'indexation du montant en 2017.  |
| <b>3</b> |   |  |
| ...      |   |  |



**BG**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category     | Grade                        | Staff         |
|--------------|------------------------------|---------------|
| [1]          | [2]                          | [3]           |
| <b>AD</b>    | General Secretary            | 89            |
|              | General Director             | 45            |
|              | Head of Internal Audit       | 28            |
|              | Head of Inspectorate         | 28            |
|              | Deputy Director General      | 20            |
|              | Director                     | 1,034         |
|              | Head of Unit                 | 2,541         |
|              | Head of Department           | 941           |
|              | State expert                 | 1,202         |
|              | State inspector              | 310           |
|              | State internal auditor       | 53            |
|              | Chief expert                 | 7,157         |
|              | Chief inspector              | 2,048         |
|              | Chief accountant             | 201           |
|              | Chief legal adviser          | 678           |
|              | Chief internal auditor       | 70            |
|              | Financial inspector          | 149           |
|              | Information security officer | 37            |
|              | Senior expert                | 4,550         |
|              | Senior inspector             | 1,614         |
|              | Senior legal adviser         | 387           |
|              | Senior internal auditor      | 27            |
|              | Senior accountant            | 616           |
|              | Junior expert                | 2,257         |
|              | Inspector                    | 1,474         |
|              | Legal adviser                | 231           |
|              | Internal auditor             | 26            |
| <b>AST</b>   | Chief specialist             | 3,620         |
|              | Senior specialist            | 1,394         |
|              | Specialist                   | 1,638         |
|              | Technical assistant          | 250           |
|              | Assistant                    | 1,503         |
| <b>Total</b> |                              | <b>36,218</b> |

**BG**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category | Sample  |       | Reference population in Central Public Administration |       | Ratio Sample / Population | ESA2010 total CPA |
|----------|---------|-------|---|-------|---------------------------|-------------------|
|          | Numbers | %     | Numbers   | %     | %                         | Numbers           |
| [1]      | [2]     | [3]   | [4]   | [5]   | [6]                       | [7]               |
| AD       | 27,813  | 76.8  | 27,813  | 76.8  | 100.0                     |                   |
| AST      | 8,405   | 23.2  | 8,405   | 23.2  | 100.0                     |                   |
| Total    | 36,218  | 100.0 | 36,218  | 100.0 | 100.0                     | 306 020 ***       |

\*\*\* According to data from the NSI - the employees in the sub-sector central government (s.1311) for 2017. The data is preliminary.

BG  
Table 2a  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2018

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |     |     |     |     | Net   | Gross               | Compulsory deductions |      |      |       |       | Net  | Gross                | Compulsory deductions |      |       |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-----|-----|-----|-----|-------|---------------------|-----------------------|------|------|-------|-------|------|----------------------|-----------------------|------|-------|--|--|-----|
|             |                              | Minimum of the scale |                       |     |     |     |     |       | Middle of the scale |                       |      |      |       |       |      | Maximum of the scale |                       |      |       |  |  |     |
|             |                              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]   | [10]                | [11]                  | [12] | [13] | [14]  | [15]  | [16] | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD          | General Secretary            | 614                  | 61                    | 0   | 0   | 0   | 553 | 1,339 | 134                 | 0                     | 0    | 0    | 1,205 | 4,867 | 487  | 0                    | 0                     | 0    | 4,380 |  |  |     |
|             | General Director             | 665                  | 67                    | 0   | 0   | 0   | 599 | 1,084 | 108                 | 0                     | 0    | 0    | 976   | 1,738 | 174  | 0                    | 0                     | 0    | 1,564 |  |  |     |
|             | Head of Internal Audit       | 585                  | 59                    | 0   | 0   | 0   | 527 | 1,214 | 121                 | 0                     | 0    | 0    | 1,093 | 1,856 | 186  | 0                    | 0                     | 0    | 1,670 |  |  |     |
|             | Head of Inspectorate         | 665                  | 67                    | 0   | 0   | 0   | 599 | 1,277 | 128                 | 0                     | 0    | 0    | 1,149 | 2,127 | 213  | 0                    | 0                     | 0    | 1,914 |  |  |     |
|             | Deputy Director General      | 614                  | 61                    | 0   | 0   | 0   | 553 | 942   | 94                  | 0                     | 0    | 0    | 848   | 1,529 | 153  | 0                    | 0                     | 0    | 1,376 |  |  |     |
|             | Director                     | 451                  | 45                    | 0   | 0   | 0   | 406 | 1,103 | 110                 | 0                     | 0    | 0    | 993   | 3,307 | 331  | 0                    | 0                     | 0    | 2,976 |  |  |     |
|             | Head of Unit                 | 337                  | 34                    | 0   | 0   | 0   | 303 | 878   | 88                  | 0                     | 0    | 0    | 791   | 2,491 | 249  | 0                    | 0                     | 0    | 2,242 |  |  |     |
|             | Head of Department           | 379                  | 38                    | 0   | 0   | 0   | 341 | 778   | 78                  | 0                     | 0    | 0    | 700   | 1,508 | 151  | 0                    | 0                     | 0    | 1,357 |  |  |     |
|             | State expert                 | 368                  | 37                    | 0   | 0   | 0   | 331 | 826   | 83                  | 0                     | 0    | 0    | 744   | 1,559 | 156  | 0                    | 0                     | 0    | 1,403 |  |  |     |
|             | State inspector              | 447                  | 45                    | 0   | 0   | 0   | 402 | 833   | 83                  | 0                     | 0    | 0    | 750   | 1,406 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | State internal auditor       | 537                  | 54                    | 0   | 0   | 0   | 483 | 929   | 93                  | 0                     | 0    | 0    | 837   | 1,440 | 144  | 0                    | 0                     | 0    | 1,296 |  |  |     |
|             | Chief expert                 | 270                  | 27                    | 0   | 0   | 0   | 243 | 643   | 64                  | 0                     | 0    | 0    | 578   | 2,379 | 238  | 0                    | 0                     | 0    | 2,141 |  |  |     |
|             | Chief inspector              | 261                  | 26                    | 0   | 0   | 0   | 235 | 689   | 69                  | 0                     | 0    | 0    | 620   | 1,777 | 178  | 0                    | 0                     | 0    | 1,599 |  |  |     |
|             | Chief accountant             | 358                  | 36                    | 0   | 0   | 0   | 322 | 767   | 77                  | 0                     | 0    | 0    | 690   | 1,380 | 138  | 0                    | 0                     | 0    | 1,242 |  |  |     |
|             | Chief legal adviser          | 322                  | 32                    | 0   | 0   | 0   | 290 | 754   | 75                  | 0                     | 0    | 0    | 678   | 1,825 | 183  | 0                    | 0                     | 0    | 1,643 |  |  |     |
|             | Chief internal auditor       | 486                  | 49                    | 0   | 0   | 0   | 437 | 786   | 79                  | 0                     | 0    | 0    | 708   | 1,340 | 134  | 0                    | 0                     | 0    | 1,206 |  |  |     |
|             | Financial inspector          | 261                  | 26                    | 0   | 0   | 0   | 235 | 730   | 73                  | 0                     | 0    | 0    | 657   | 1,345 | 135  | 0                    | 0                     | 0    | 1,211 |  |  |     |
|             | Information security officer | 526                  | 53                    | 0   | 0   | 0   | 473 | 843   | 84                  | 0                     | 0    | 0    | 759   | 1,202 | 120  | 0                    | 0                     | 0    | 1,082 |  |  |     |
|             | Senior expert                | 215                  | 22                    | 0   | 0   | 0   | 194 | 542   | 54                  | 0                     | 0    | 0    | 488   | 1,401 | 140  | 0                    | 0                     | 0    | 1,261 |  |  |     |
|             | Senior inspector             | 290                  | 29                    | 0   | 0   | 0   | 261 | 555   | 55                  | 0                     | 0    | 0    | 499   | 1,176 | 118  | 0                    | 0                     | 0    | 1,058 |  |  |     |
|             | Senior legal adviser         | 307                  | 31                    | 0   | 0   | 0   | 276 | 581   | 58                  | 0                     | 0    | 0    | 523   | 1,223 | 122  | 0                    | 0                     | 0    | 1,101 |  |  |     |
|             | Senior internal auditor      | 321                  | 32                    | 0   | 0   | 0   | 289 | 653   | 65                  | 0                     | 0    | 0    | 588   | 1,207 | 121  | 0                    | 0                     | 0    | 1,086 |  |  |     |
|             | Senior accountant            | 281                  | 28                    | 0   | 0   | 0   | 253 | 560   | 56                  | 0                     | 0    | 0    | 504   | 1,104 | 110  | 0                    | 0                     | 0    | 994   |  |  |     |
|             | Junior expert                | 215                  | 22                    | 0   | 0   | 0   | 194 | 459   | 46                  | 0                     | 0    | 0    | 413   | 1,029 | 103  | 0                    | 0                     | 0    | 926   |  |  |     |
|             | Inspector                    | 261                  | 26                    | 0   | 0   | 0   | 235 | 491   | 49                  | 0                     | 0    | 0    | 442   | 1,099 | 110  | 0                    | 0                     | 0    | 989   |  |  |     |
|             | Legal adviser                | 261                  | 26                    | 0   | 0   | 0   | 235 | 456   | 46                  | 0                     | 0    | 0    | 410   | 844   | 84   | 0                    | 0                     | 0    | 760   |  |  |     |
|             | Internal auditor             | 344                  | 34                    | 0   | 0   | 0   | 310 | 527   | 53                  | 0                     | 0    | 0    | 475   | 867   | 87   | 0                    | 0                     | 0    | 780   |  |  |     |
| AST         | Chief specialist             | 256                  | 22                    | 5   | 22  | 8   | 199 | 476   | 41                  | 9                     | 42   | 15   | 370   | 995   | 86   | 18                   | 87                    | 32   | 772   |  |  |     |
|             | Senior specialist            | 261                  | 23                    | 5   | 23  | 8   | 203 | 399   | 34                  | 7                     | 35   | 13   | 309   | 860   | 74   | 15                   | 76                    | 28   | 667   |  |  |     |
|             | Specialist                   | 261                  | 23                    | 5   | 23  | 8   | 203 | 346   | 30                  | 6                     | 30   | 11   | 268   | 782   | 67   | 14                   | 69                    | 25   | 607   |  |  |     |
|             | Technical assistant          | 230                  | 20                    | 4   | 20  | 7   | 178 | 393   | 34                  | 7                     | 34   | 13   | 305   | 1,344 | 116  | 24                   | 118                   | 43   | 1,043 |  |  |     |
|             | Assistant                    | 261                  | 23                    | 5   | 23  | 8   | 203 | 394   | 34                  | 7                     | 35   | 13   | 306   | 897   | 77   | 16                   | 79                    | 29   | 696   |  |  |     |

Remarks: [4] = 10 % income tax

[5] = 1,8% for sickness and maternity and unemployment insurance

[6] = 8,78% for the pension fund

[7] = 3,2 % for the health insurance contributions

BG

Table 2b

Remuneration of central government staff

Married official with two dependent children - Monthly data (in Euro)

July 2018

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|             |                              | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|             |                              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD          | General Secretary            | 614                  | 61                    | 0   | 0   | 0   | 553 | 1,339               | 134   | 0                     | 0    | 0    | 1,205 | 4,867                | 487  | 0     | 0                     | 0    | 4,380 |  |  |     |
|             | General Director             | 665                  | 67                    | 0   | 0   | 0   | 599 | 1,084               | 108   | 0                     | 0    | 0    | 976   | 1,738                | 174  | 0     | 0                     | 0    | 1,564 |  |  |     |
|             | Head of Internal Audit       | 585                  | 59                    | 0   | 0   | 0   | 527 | 1,214               | 121   | 0                     | 0    | 0    | 1,093 | 1,856                | 186  | 0     | 0                     | 0    | 1,670 |  |  |     |
|             | Head of Inspectorate         | 665                  | 67                    | 0   | 0   | 0   | 599 | 1,277               | 128   | 0                     | 0    | 0    | 1,149 | 2,127                | 213  | 0     | 0                     | 0    | 1,914 |  |  |     |
|             | Deputy Director General      | 614                  | 61                    | 0   | 0   | 0   | 553 | 942                 | 94    | 0                     | 0    | 0    | 848   | 1,529                | 153  | 0     | 0                     | 0    | 1,376 |  |  |     |
|             | Director                     | 451                  | 45                    | 0   | 0   | 0   | 406 | 1,103               | 110   | 0                     | 0    | 0    | 993   | 3,307                | 331  | 0     | 0                     | 0    | 2,976 |  |  |     |
|             | Head of Unit                 | 337                  | 34                    | 0   | 0   | 0   | 303 | 878                 | 88    | 0                     | 0    | 0    | 791   | 2,491                | 249  | 0     | 0                     | 0    | 2,242 |  |  |     |
|             | Head of Department           | 379                  | 38                    | 0   | 0   | 0   | 341 | 778                 | 78    | 0                     | 0    | 0    | 700   | 1,508                | 151  | 0     | 0                     | 0    | 1,357 |  |  |     |
|             | State expert                 | 368                  | 37                    | 0   | 0   | 0   | 331 | 826                 | 83    | 0                     | 0    | 0    | 744   | 1,559                | 156  | 0     | 0                     | 0    | 1,403 |  |  |     |
|             | State inspector              | 447                  | 45                    | 0   | 0   | 0   | 402 | 833                 | 83    | 0                     | 0    | 0    | 750   | 1,406                | 141  | 0     | 0                     | 0    | 1,265 |  |  |     |
|             | State internal auditor       | 537                  | 54                    | 0   | 0   | 0   | 483 | 929                 | 93    | 0                     | 0    | 0    | 837   | 1,440                | 144  | 0     | 0                     | 0    | 1,296 |  |  |     |
|             | Chief expert                 | 270                  | 27                    | 0   | 0   | 0   | 243 | 643                 | 64    | 0                     | 0    | 0    | 578   | 2,379                | 238  | 0     | 0                     | 0    | 2,141 |  |  |     |
|             | Chief inspector              | 261                  | 26                    | 0   | 0   | 0   | 235 | 689                 | 69    | 0                     | 0    | 0    | 620   | 1,777                | 178  | 0     | 0                     | 0    | 1,599 |  |  |     |
|             | Chief accountant             | 358                  | 36                    | 0   | 0   | 0   | 322 | 767                 | 77    | 0                     | 0    | 0    | 690   | 1,380                | 138  | 0     | 0                     | 0    | 1,242 |  |  |     |
|             | Chief legal adviser          | 322                  | 32                    | 0   | 0   | 0   | 290 | 754                 | 75    | 0                     | 0    | 0    | 678   | 1,825                | 183  | 0     | 0                     | 0    | 1,643 |  |  |     |
|             | Chief internal auditor       | 486                  | 49                    | 0   | 0   | 0   | 437 | 786                 | 79    | 0                     | 0    | 0    | 708   | 1,340                | 134  | 0     | 0                     | 0    | 1,206 |  |  |     |
|             | Financial inspector          | 261                  | 26                    | 0   | 0   | 0   | 235 | 730                 | 73    | 0                     | 0    | 0    | 657   | 1,345                | 135  | 0     | 0                     | 0    | 1,211 |  |  |     |
|             | Information security officer | 526                  | 53                    | 0   | 0   | 0   | 473 | 843                 | 84    | 0                     | 0    | 0    | 759   | 1,202                | 120  | 0     | 0                     | 0    | 1,082 |  |  |     |
|             | Senior expert                | 215                  | 22                    | 0   | 0   | 0   | 194 | 542                 | 54    | 0                     | 0    | 0    | 488   | 1,401                | 140  | 0     | 0                     | 0    | 1,261 |  |  |     |
|             | Senior inspector             | 290                  | 29                    | 0   | 0   | 0   | 261 | 555                 | 55    | 0                     | 0    | 0    | 499   | 1,176                | 118  | 0     | 0                     | 0    | 1,058 |  |  |     |
|             | Senior legal adviser         | 307                  | 31                    | 0   | 0   | 0   | 276 | 581                 | 58    | 0                     | 0    | 0    | 523   | 1,223                | 122  | 0     | 0                     | 0    | 1,101 |  |  |     |
|             | Senior internal auditor      | 321                  | 32                    | 0   | 0   | 0   | 289 | 653                 | 65    | 0                     | 0    | 0    | 588   | 1,207                | 121  | 0     | 0                     | 0    | 1,086 |  |  |     |
|             | Senior accountant            | 281                  | 28                    | 0   | 0   | 0   | 253 | 459                 | 46    | 0                     | 0    | 0    | 413   | 1,104                | 110  | 0     | 0                     | 0    | 994   |  |  |     |
|             | Junior expert                | 215                  | 22                    | 0   | 0   | 0   | 194 | 491                 | 49    | 0                     | 0    | 0    | 442   | 1,029                | 103  | 0     | 0                     | 0    | 926   |  |  |     |
|             | Inspector                    | 261                  | 26                    | 0   | 0   | 0   | 235 | 491                 | 49    | 0                     | 0    | 0    | 442   | 1,099                | 110  | 0     | 0                     | 0    | 989   |  |  |     |
|             | Legal adviser                | 261                  | 26                    | 0   | 0   | 0   | 235 | 456                 | 46    | 0                     | 0    | 0    | 410   | 844                  | 84   | 0     | 0                     | 0    | 760   |  |  |     |
|             | Internal auditor             | 344                  | 34                    | 0   | 0   | 0   | 310 | 527                 | 53    | 0                     | 0    | 0    | 475   | 867                  | 87   | 0     | 0                     | 0    | 780   |  |  |     |
| AST         | Chief specialist             | 256                  | 22                    | 5   | 22  | 8   | 199 | 476                 | 41    | 9                     | 42   | 15   | 370   | 995                  | 86   | 18    | 87                    | 32   | 772   |  |  |     |
|             | Senior specialist            | 261                  | 23                    | 5   | 23  | 8   | 203 | 399                 | 34    | 7                     | 35   | 13   | 309   | 860                  | 74   | 15    | 76                    | 28   | 667   |  |  |     |
|             | Specialist                   | 261                  | 23                    | 5   | 23  | 8   | 203 | 346                 | 30    | 6                     | 30   | 11   | 268   | 782                  | 67   | 14    | 69                    | 25   | 607   |  |  |     |
|             | Technical assistant          | 230                  | 20                    | 4   | 20  | 7   | 178 | 393                 | 34    | 7                     | 34   | 13   | 305   | 1,344                | 116  | 24    | 118                   | 43   | 1,043 |  |  |     |
|             | Assistant                    | 261                  | 23                    | 5   | 23  | 8   | 203 | 394                 | 34    | 7                     | 35   | 13   | 306   | 897                  | 77   | 16    | 79                    | 29   | 696   |  |  |     |

Remarks: [4] = 10 % income tax

[5] = 1,8% for sickness and maternity and unemployment insurance

[6] = 8,78% for the pension fund

[7] = 3,2 % for the health insurance contributions

BG  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2017

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |     |     |     |     | Net   | Gross               | Compulsory deductions |      |      |       |       | Net  | Gross                | Compulsory deductions |      |       |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-----|-----|-----|-----|-------|---------------------|-----------------------|------|------|-------|-------|------|----------------------|-----------------------|------|-------|--|--|-----|
|             |                              | Minimum of the scale |                       |     |     |     |     |       | Middle of the scale |                       |      |      |       |       |      | Maximum of the scale |                       |      |       |  |  |     |
|             |                              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]   | [10]                | [11]                  | [12] | [13] | [14]  | [15]  | [16] | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD          | General Secretary            | 614                  | 61                    | 0   | 0   | 0   | 553 | 1,229 | 123                 | 0                     | 0    | 0    | 1,106 | 2,045 | 205  | 0                    | 0                     | 0    | 1,841 |  |  |     |
|             | General Director             | 652                  | 65                    | 0   | 0   | 0   | 587 | 1,036 | 104                 | 0                     | 0    | 0    | 932   | 1,726 | 173  | 0                    | 0                     | 0    | 1,553 |  |  |     |
|             | Head of Internal Audit       | 454                  | 45                    | 0   | 0   | 0   | 409 | 1,120 | 112                 | 0                     | 0    | 0    | 1,008 | 1,585 | 159  | 0                    | 0                     | 0    | 1,427 |  |  |     |
|             | Head of Inspectorate         | 655                  | 66                    | 0   | 0   | 0   | 590 | 1,180 | 118                 | 0                     | 0    | 0    | 1,062 | 1,892 | 189  | 0                    | 0                     | 0    | 1,703 |  |  |     |
|             | Deputy Director General      | 639                  | 64                    | 0   | 0   | 0   | 575 | 946   | 95                  | 0                     | 0    | 0    | 851   | 1,483 | 148  | 0                    | 0                     | 0    | 1,335 |  |  |     |
|             | Director                     | 451                  | 45                    | 0   | 0   | 0   | 406 | 1,032 | 103                 | 0                     | 0    | 0    | 929   | 2,209 | 221  | 0                    | 0                     | 0    | 1,988 |  |  |     |
|             | Head of Unit                 | 337                  | 34                    | 0   | 0   | 0   | 303 | 809   | 81                  | 0                     | 0    | 0    | 728   | 1,636 | 164  | 0                    | 0                     | 0    | 1,472 |  |  |     |
|             | Head of Department           | 383                  | 38                    | 0   | 0   | 0   | 345 | 785   | 79                  | 0                     | 0    | 0    | 707   | 1,414 | 141  | 0                    | 0                     | 0    | 1,273 |  |  |     |
|             | State expert                 | 365                  | 37                    | 0   | 0   | 0   | 329 | 803   | 80                  | 0                     | 0    | 0    | 723   | 1,559 | 156  | 0                    | 0                     | 0    | 1,403 |  |  |     |
|             | State inspector              | 447                  | 45                    | 0   | 0   | 0   | 402 | 796   | 80                  | 0                     | 0    | 0    | 716   | 1,406 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | State internal auditor       | 520                  | 52                    | 0   | 0   | 0   | 468 | 884   | 88                  | 0                     | 0    | 0    | 796   | 1,187 | 119  | 0                    | 0                     | 0    | 1,068 |  |  |     |
|             | Chief expert                 | 270                  | 27                    | 0   | 0   | 0   | 243 | 614   | 61                  | 0                     | 0    | 0    | 553   | 1,483 | 148  | 0                    | 0                     | 0    | 1,335 |  |  |     |
|             | Chief inspector              | 280                  | 28                    | 0   | 0   | 0   | 252 | 620   | 62                  | 0                     | 0    | 0    | 558   | 1,227 | 123  | 0                    | 0                     | 0    | 1,104 |  |  |     |
|             | Chief accountant             | 358                  | 36                    | 0   | 0   | 0   | 322 | 760   | 76                  | 0                     | 0    | 0    | 684   | 1,518 | 152  | 0                    | 0                     | 0    | 1,366 |  |  |     |
|             | Chief legal adviser          | 322                  | 32                    | 0   | 0   | 0   | 290 | 715   | 72                  | 0                     | 0    | 0    | 644   | 1,406 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | Chief internal auditor       | 454                  | 45                    | 0   | 0   | 0   | 409 | 735   | 74                  | 0                     | 0    | 0    | 662   | 1,340 | 134  | 0                    | 0                     | 0    | 1,206 |  |  |     |
|             | Financial inspector          | 235                  | 24                    | 0   | 0   | 0   | 212 | 707   | 71                  | 0                     | 0    | 0    | 636   | 1,405 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | Information security officer | 478                  | 48                    | 0   | 0   | 0   | 430 | 761   | 76                  | 0                     | 0    | 0    | 685   | 1,125 | 113  | 0                    | 0                     | 0    | 1,013 |  |  |     |
|             | Senior expert                | 245                  | 25                    | 0   | 0   | 0   | 221 | 521   | 52                  | 0                     | 0    | 0    | 469   | 1,138 | 114  | 0                    | 0                     | 0    | 1,024 |  |  |     |
|             | Senior inspector             | 278                  | 28                    | 0   | 0   | 0   | 250 | 511   | 51                  | 0                     | 0    | 0    | 460   | 993   | 99   | 0                    | 0                     | 0    | 894   |  |  |     |
|             | Senior legal adviser         | 281                  | 28                    | 0   | 0   | 0   | 253 | 552   | 55                  | 0                     | 0    | 0    | 497   | 1,023 | 102  | 0                    | 0                     | 0    | 921   |  |  |     |
|             | Senior internal auditor      | 412                  | 41                    | 0   | 0   | 0   | 371 | 598   | 60                  | 0                     | 0    | 0    | 538   | 867   | 87   | 0                    | 0                     | 0    | 780   |  |  |     |
|             | Senior accountant            | 259                  | 26                    | 0   | 0   | 0   | 233 | 552   | 55                  | 0                     | 0    | 0    | 497   | 1,004 | 100  | 0                    | 0                     | 0    | 904   |  |  |     |
|             | Junior expert                | 235                  | 24                    | 0   | 0   | 0   | 212 | 434   | 43                  | 0                     | 0    | 0    | 391   | 1,023 | 102  | 0                    | 0                     | 0    | 921   |  |  |     |
|             | Inspector                    | 242                  | 24                    | 0   | 0   | 0   | 218 | 457   | 46                  | 0                     | 0    | 0    | 411   | 1,099 | 110  | 0                    | 0                     | 0    | 989   |  |  |     |
|             | Legal adviser                | 256                  | 26                    | 0   | 0   | 0   | 230 | 448   | 45                  | 0                     | 0    | 0    | 403   | 927   | 93   | 0                    | 0                     | 0    | 834   |  |  |     |
|             | Internal auditor             | 344                  | 34                    | 0   | 0   | 0   | 310 | 503   | 50                  | 0                     | 0    | 0    | 453   | 827   | 83   | 0                    | 0                     | 0    | 744   |  |  |     |
| AST         | Chief specialist             | 235                  | 20                    | 4   | 20  | 8   | 183 | 459   | 40                  | 8                     | 38   | 15   | 358   | 890   | 77   | 16                   | 74                    | 28   | 694   |  |  |     |
|             | Senior specialist            | 239                  | 21                    | 4   | 20  | 8   | 186 | 377   | 33                  | 7                     | 31   | 12   | 294   | 860   | 75   | 15                   | 72                    | 28   | 671   |  |  |     |
|             | Specialist                   | 235                  | 20                    | 4   | 20  | 8   | 183 | 343   | 30                  | 6                     | 29   | 11   | 268   | 665   | 58   | 12                   | 55                    | 21   | 519   |  |  |     |
|             | Technical assistant          | 235                  | 20                    | 4   | 20  | 8   | 183 | 366   | 32                  | 7                     | 31   | 12   | 285   | 655   | 57   | 12                   | 55                    | 21   | 511   |  |  |     |
|             | Assistant                    | 235                  | 20                    | 4   | 20  | 8   | 183 | 369   | 32                  | 7                     | 31   | 12   | 288   | 603   | 52   | 11                   | 50                    | 19   | 470   |  |  |     |

(4), (10), (16): 10% income tax

(5), (11), (17): 1.8% for sickness, maternity and unemployment insurance

(6), (12), (18): 8.34% for pension fund

(7), (13), (19): 3.2% for the health insurance contributions

BG

Table 2d

Remuneration of central government staff

Married official with two dependent children - Monthly data (in Euro)

July 2017

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |     |     |     |     | Net   | Gross               | Compulsory deductions |      |      |       |       | Net  | Gross                | Compulsory deductions |      |       |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-----|-----|-----|-----|-------|---------------------|-----------------------|------|------|-------|-------|------|----------------------|-----------------------|------|-------|--|--|-----|
|             |                              | Minimum of the scale |                       |     |     |     |     |       | Middle of the scale |                       |      |      |       |       |      | Maximum of the scale |                       |      |       |  |  |     |
|             |                              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]   | [10]                | [11]                  | [12] | [13] | [14]  | [15]  | [16] | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD          | General Secretary            | 614                  | 61                    | 0   | 0   | 0   | 553 | 1,229 | 123                 | 0                     | 0    | 0    | 1,106 | 2,045 | 205  | 0                    | 0                     | 0    | 1,841 |  |  |     |
|             | General Director             | 652                  | 65                    | 0   | 0   | 0   | 587 | 1,036 | 104                 | 0                     | 0    | 0    | 932   | 1,726 | 173  | 0                    | 0                     | 0    | 1,553 |  |  |     |
|             | Head of Internal Audit       | 454                  | 45                    | 0   | 0   | 0   | 409 | 1,120 | 112                 | 0                     | 0    | 0    | 1,008 | 1,585 | 159  | 0                    | 0                     | 0    | 1,427 |  |  |     |
|             | Head of Inspectorate         | 655                  | 66                    | 0   | 0   | 0   | 590 | 1,180 | 118                 | 0                     | 0    | 0    | 1,062 | 1,892 | 189  | 0                    | 0                     | 0    | 1,703 |  |  |     |
|             | Deputy Director General      | 639                  | 64                    | 0   | 0   | 0   | 575 | 946   | 95                  | 0                     | 0    | 0    | 851   | 1,483 | 148  | 0                    | 0                     | 0    | 1,335 |  |  |     |
|             | Director                     | 451                  | 45                    | 0   | 0   | 0   | 406 | 1,032 | 103                 | 0                     | 0    | 0    | 929   | 2,209 | 221  | 0                    | 0                     | 0    | 1,988 |  |  |     |
|             | Head of Unit                 | 337                  | 34                    | 0   | 0   | 0   | 303 | 809   | 81                  | 0                     | 0    | 0    | 728   | 1,636 | 164  | 0                    | 0                     | 0    | 1,472 |  |  |     |
|             | Head of Department           | 383                  | 38                    | 0   | 0   | 0   | 345 | 785   | 79                  | 0                     | 0    | 0    | 707   | 1,414 | 141  | 0                    | 0                     | 0    | 1,273 |  |  |     |
|             | State expert                 | 365                  | 37                    | 0   | 0   | 0   | 329 | 803   | 80                  | 0                     | 0    | 0    | 723   | 1,559 | 156  | 0                    | 0                     | 0    | 1,403 |  |  |     |
|             | State inspector              | 447                  | 45                    | 0   | 0   | 0   | 402 | 796   | 80                  | 0                     | 0    | 0    | 716   | 1,406 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | State internal auditor       | 520                  | 52                    | 0   | 0   | 0   | 468 | 884   | 88                  | 0                     | 0    | 0    | 796   | 1,187 | 119  | 0                    | 0                     | 0    | 1,068 |  |  |     |
|             | Chief expert                 | 270                  | 27                    | 0   | 0   | 0   | 243 | 614   | 61                  | 0                     | 0    | 0    | 553   | 1,483 | 148  | 0                    | 0                     | 0    | 1,335 |  |  |     |
|             | Chief inspector              | 280                  | 28                    | 0   | 0   | 0   | 252 | 620   | 62                  | 0                     | 0    | 0    | 558   | 1,227 | 123  | 0                    | 0                     | 0    | 1,104 |  |  |     |
|             | Chief accountant             | 358                  | 36                    | 0   | 0   | 0   | 322 | 760   | 76                  | 0                     | 0    | 0    | 684   | 1,518 | 152  | 0                    | 0                     | 0    | 1,366 |  |  |     |
|             | Chief legal adviser          | 322                  | 32                    | 0   | 0   | 0   | 290 | 715   | 72                  | 0                     | 0    | 0    | 644   | 1,406 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | Chief internal auditor       | 454                  | 45                    | 0   | 0   | 0   | 409 | 735   | 74                  | 0                     | 0    | 0    | 662   | 1,340 | 134  | 0                    | 0                     | 0    | 1,206 |  |  |     |
|             | Financial inspector          | 235                  | 24                    | 0   | 0   | 0   | 212 | 707   | 71                  | 0                     | 0    | 0    | 636   | 1,405 | 141  | 0                    | 0                     | 0    | 1,265 |  |  |     |
|             | Information security officer | 478                  | 48                    | 0   | 0   | 0   | 430 | 761   | 76                  | 0                     | 0    | 0    | 685   | 1,125 | 113  | 0                    | 0                     | 0    | 1,013 |  |  |     |
|             | Senior expert                | 245                  | 25                    | 0   | 0   | 0   | 221 | 521   | 52                  | 0                     | 0    | 0    | 469   | 1,138 | 114  | 0                    | 0                     | 0    | 1,024 |  |  |     |
|             | Senior inspector             | 278                  | 28                    | 0   | 0   | 0   | 250 | 511   | 51                  | 0                     | 0    | 0    | 460   | 993   | 99   | 0                    | 0                     | 0    | 894   |  |  |     |
|             | Senior legal adviser         | 281                  | 28                    | 0   | 0   | 0   | 253 | 552   | 55                  | 0                     | 0    | 0    | 497   | 1,023 | 102  | 0                    | 0                     | 0    | 921   |  |  |     |
|             | Senior internal auditor      | 412                  | 41                    | 0   | 0   | 0   | 371 | 598   | 60                  | 0                     | 0    | 0    | 538   | 867   | 87   | 0                    | 0                     | 0    | 780   |  |  |     |
|             | Senior accountant            | 259                  | 26                    | 0   | 0   | 0   | 233 | 552   | 55                  | 0                     | 0    | 0    | 497   | 1,004 | 100  | 0                    | 0                     | 0    | 904   |  |  |     |
|             | Junior expert                | 235                  | 24                    | 0   | 0   | 0   | 212 | 434   | 43                  | 0                     | 0    | 0    | 391   | 1,023 | 102  | 0                    | 0                     | 0    | 921   |  |  |     |
|             | Inspector                    | 242                  | 24                    | 0   | 0   | 0   | 218 | 457   | 46                  | 0                     | 0    | 0    | 411   | 1,099 | 110  | 0                    | 0                     | 0    | 989   |  |  |     |
|             | Legal adviser                | 256                  | 26                    | 0   | 0   | 0   | 230 | 448   | 45                  | 0                     | 0    | 0    | 403   | 927   | 93   | 0                    | 0                     | 0    | 834   |  |  |     |
|             | Internal auditor             | 344                  | 34                    | 0   | 0   | 0   | 310 | 503   | 50                  | 0                     | 0    | 0    | 453   | 827   | 83   | 0                    | 0                     | 0    | 744   |  |  |     |
| AST         | Chief specialist             | 235                  | 20                    | 4   | 20  | 8   | 183 | 459   | 40                  | 8                     | 38   | 15   | 358   | 890   | 77   | 16                   | 74                    | 28   | 694   |  |  |     |
|             | Senior specialist            | 239                  | 21                    | 4   | 20  | 8   | 186 | 377   | 33                  | 7                     | 31   | 12   | 294   | 860   | 75   | 15                   | 72                    | 28   | 671   |  |  |     |
|             | Specialist                   | 235                  | 20                    | 4   | 20  | 8   | 183 | 343   | 30                  | 6                     | 29   | 11   | 268   | 665   | 58   | 12                   | 55                    | 21   | 519   |  |  |     |
|             | Technical assistant          | 235                  | 20                    | 4   | 20  | 8   | 183 | 366   | 32                  | 7                     | 31   | 12   | 285   | 655   | 57   | 12                   | 55                    | 21   | 511   |  |  |     |
|             | Assistant                    | 235                  | 20                    | 4   | 20  | 8   | 183 | 369   | 32                  | 7                     | 31   | 12   | 288   | 603   | 52   | 11                   | 50                    | 19   | 470   |  |  |     |

(4), (10), (16): 10% income tax

(5), (11), (17): 1.8% for sickness, maternity and unemployment insurance

(6), (12), (18): 8.34% for pension fund

(7), (13), (19): 3.2% for the health insurance contributions

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Table 3

Changes in average remuneration by grade of official in the central government

Price index = 103

| Cat. | Grade                        | Gross  |       |         |       | Net    |       |         |       |
|------|------------------------------|--------|-------|---------|-------|--------|-------|---------|-------|
|      |                              | Salary |       | Index   |       | Salary |       | Index   |       |
|      |                              | 2017   | 2018  | Nominal | Real  | 2017   | 2018  | Nominal | Real  |
| [1]  | [2]                          | [3]    | [4]   | [5]     | [6]   | [7]    | [8]   | [9]     | [10]  |
| AD   | Secretary General            | 1,296  | 2,273 | 175.4   | 170.3 | 1,166  | 2,046 | 175.4   | 170.3 |
|      | Director General             | 1,138  | 1,162 | 102.1   | 99.2  | 1,024  | 1,046 | 102.1   | 99.2  |
|      | Head of Internal Audit       | 1,053  | 1,218 | 115.7   | 112.3 | 948    | 1,097 | 115.7   | 112.3 |
|      | Head of Inspectorate         | 1,242  | 1,356 | 109.2   | 106.0 | 1,118  | 1,221 | 109.2   | 106.0 |
|      | Deputy Director General      | 1,023  | 1,028 | 100.6   | 97.6  | 920    | 926   | 100.6   | 97.6  |
|      | Director                     | 1,231  | 1,620 | 131.7   | 127.8 | 1,108  | 1,458 | 131.7   | 127.8 |
|      | Head of Unit                 | 927    | 1,235 | 133.2   | 129.4 | 835    | 1,112 | 133.2   | 129.4 |
|      | Head of Department           | 861    | 888   | 103.2   | 100.2 | 775    | 799   | 103.2   | 100.2 |
|      | State expert                 | 909    | 918   | 101.0   | 98.0  | 818    | 826   | 101.0   | 98.0  |
|      | State inspector              | 883    | 895   | 101.4   | 98.4  | 795    | 806   | 101.4   | 98.4  |
|      | State internal auditor       | 864    | 969   | 112.2   | 108.9 | 777    | 872   | 112.2   | 108.9 |
|      | Chief expert                 | 789    | 1,097 | 139.1   | 135.0 | 710    | 988   | 139.1   | 135.0 |
|      | Chief inspector              | 709    | 909   | 128.2   | 124.5 | 638    | 818   | 128.2   | 124.5 |
|      | Chief accountant             | 879    | 835   | 95.0    | 92.2  | 791    | 751   | 95.0    | 92.2  |
|      | Chief legal adviser          | 814    | 967   | 118.7   | 115.3 | 733    | 870   | 118.7   | 115.3 |
|      | Chief internal auditor       | 843    | 871   | 103.3   | 100.3 | 759    | 784   | 103.3   | 100.3 |
|      | Financial inspector          | 782    | 779   | 99.6    | 96.7  | 704    | 701   | 99.6    | 96.7  |
|      | Information security officer | 788    | 857   | 108.7   | 105.6 | 709    | 771   | 108.7   | 105.6 |
|      | Senior expert                | 635    | 719   | 113.3   | 110.0 | 571    | 647   | 113.3   | 110.0 |
|      | Senior inspector             | 594    | 674   | 113.4   | 110.1 | 535    | 606   | 113.4   | 110.1 |
|      | Senior legal adviser         | 619    | 704   | 113.7   | 110.4 | 557    | 633   | 113.7   | 110.4 |
|      | Senior internal auditor      | 626    | 727   | 116.2   | 112.8 | 563    | 654   | 116.2   | 112.8 |
|      | Senior accountant            | 605    | 632   | 104.4   | 101.3 | 545    | 568   | 104.4   | 101.3 |
|      | Junior expert                | 564    | 573   | 101.6   | 98.6  | 508    | 516   | 101.6   | 98.6  |
|      | Inspector                    | 599    | 617   | 102.9   | 99.9  | 539    | 555   | 102.9   | 99.9  |
|      | Legal adviser                | 544    | 520   | 95.7    | 92.9  | 489    | 468   | 95.7    | 92.9  |
|      | Internal auditor             | 558    | 579   | 103.8   | 100.8 | 502    | 521   | 103.8   | 100.8 |
| AST  | Chief specialist             | 528    | 576   | 109.0   | 105.9 | 412    | 447   | 108.5   | 105.3 |
|      | Senior specialist            | 492    | 507   | 103.0   | 100.0 | 384    | 393   | 102.4   | 99.4  |
|      | Specialist                   | 414    | 463   | 111.7   | 108.5 | 323    | 359   | 111.2   | 107.9 |
|      | Technical assistant          | 419    | 656   | 156.6   | 152.0 | 327    | 509   | 155.8   | 151.3 |
|      | Assistant                    | 402    | 517   | 128.6   | 124.9 | 314    | 402   | 128.0   | 124.2 |

**BG**  
**Table 4**

**Changes in average remuneration by category of official in the central government**

**Price index = 103**

| Cat.<br>[1] | Gross       |             |                |             | Net         |             |                |             |
|-------------|-------------|-------------|----------------|-------------|-------------|-------------|----------------|-------------|
|             | Salary      |             | Index          |             | Salary      |             | Index          |             |
|             | 2017<br>[2] | 2018<br>[3] | Nominal<br>[4] | Real<br>[5] | 2017<br>[6] | 2018<br>[7] | Nominal<br>[8] | Real<br>[9] |
| AD          | 752         | 919         | 122.2          | 118.6       | 677         | 827         | 122.2          | 118.6       |
| AST         | 474         | 534         | 112.7          | 109.4       | 370         | 415         | 112.1          | 108.8       |
| Total       | 687         | 830         | 120.7          | 117.2       | 605         | 731         | 120.8          | 117.3       |

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Table 5

**Explanation on the changes in the components of the gross and net salary**

|     | Component of the gross salary  | Explanation on the changes between July 2017 and July 2018 |
|-----|--|--|
| 1   | Basic salary   | no change  |
| 2   | Night work   | no change  |
| 3   | Overtime work  | no change  |
| 4   | Work on public holidays  | no change  |
| 5   | On-call time   | no change  |
| 6   | Achieved results   | no change  |
| 7   |  |  |
| ... |  |  |
|     | Compulsory deduction   | Explanation on the changes between July 2017 and July 2018 |
| 1   | Income tax   | no change  |
| 2   | <b>Pension insurance or Pension fund</b>                             | <b>Yes*</b>  |
| 3   | Health insurance or other compulsory deductions                      | no change  |
| 4   | Sickness and maternity and unemployment insurance or Social security | no change  |
| 5   |  |  |
| ... |  |  |

**Remarks:** \* Pension fund for 2018 to 2017 is increases with 0,44 % or total 8,78% for the pension fund for 2018 (Art. 6,point 4, letter "b" from Code of Social Security)



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Table 1

Central government staff broken down by grade  
2018

| Category<br>[1] | Grade<br>[2] | Staff<br>[3] |
|-----------------|--------------|--------------|
|                 |              |              |
| AD              | 8.           | 1,164        |
|                 | 9.           | 2,254        |
|                 | 10.          | 1,055        |
|                 | 11.          | 1,170        |
|                 | 12.          | 2,739        |
|                 | 13.          | 5,311        |
|                 | 14.          | 3,290        |
|                 | 15.          | 926          |
|                 | 16.          | 166          |
| AST             | 4.           | 439          |
|                 | 5.           | 165          |
|                 | 6.           | 361          |
| SC              | 7.           | 455          |
| Total           |              | 19,495       |

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Table 1 bis

Central government staff broken down by category  
2018

| Category<br>[1] | Sample         |          | Reference population in Central Public Administration |          | Ratio Sample / Population | ESA 2010<br>Numbers |
|-----------------|----------------|----------|---|----------|---------------------------|---------------------|
|                 | Numbers<br>[2] | %<br>[3] | Numbers<br>[4]  | %<br>[5] | %<br>[6]                  |                     |
| AD              | 18,075         | 92.7     | 19,466  | 92.7     | 92.9                      |                     |
| AST             | 965            | 4.9      | 1,039   | 4.9      | 92.9                      |                     |
| SC              | 455            | 2.3      | 490   | 2.3      | 92.9                      |                     |
| Total           | 19,495         | 100.0    | 20,995  | 100.0    | 92.9                      | 381980              |

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Table 2a

Remuneration of central government staff  
Unmarried official - Monthly data (in Czech Koruny)  
July 2018

| Cat. | Grade | Gross                | Compulsory deductions |       |     |       | Net    | Gross               | Compulsory deductions |       |      |       | Net    | Gross                | Compulsory deductions |       |      |        | Net     |
|------|-------|----------------------|-----------------------|-------|-----|-------|--------|---------------------|-----------------------|-------|------|-------|--------|----------------------|-----------------------|-------|------|--------|---------|
|      |       | Minimum of the scale |                       |       |     |       |        | Middle of the scale |                       |       |      |       |        | Maximum of the scale |                       |       |      |        |         |
|      |       | [3]                  | [4]                   | [5]   | [6] | [7]   | [8]    | [9]                 | [10]                  | [11]  | [12] | [13]  | [14]   | [15]                 | [16]                  | [17]  | [18] | [19]   | [20]    |
| AD   | 8.    | 17,141               | 1,380                 | 1,115 | 0   | 772   | 13,874 | 27,082              | 3,375                 | 1,761 | 0    | 1,219 | 20,727 | 50,059               | 7,995                 | 3,254 | 0    | 2,253  | 36,557  |
|      | 9.    | 19,450               | 1,845                 | 1,265 | 0   | 876   | 15,464 | 32,391              | 4,455                 | 2,106 | 0    | 1,458 | 24,372 | 55,431               | 9,075                 | 3,604 | 0    | 2,495  | 40,257  |
|      | 10.   | 21,818               | 2,325                 | 1,419 | 0   | 982   | 17,092 | 35,344              | 5,040                 | 2,298 | 0    | 1,591 | 26,415 | 61,552               | 10,305                | 4,001 | 0    | 2,770  | 44,476  |
|      | 11.   | 14,677               | 885                   | 955   | 0   | 661   | 12,176 | 37,567              | 5,490                 | 2,442 | 0    | 1,691 | 27,944 | 80,109               | 14,040                | 5,208 | 0    | 3,605  | 57,256  |
|      | 12.   | 22,846               | 2,535                 | 1,485 | 0   | 1,029 | 17,797 | 39,026              | 5,775                 | 2,537 | 0    | 1,757 | 28,957 | 87,512               | 15,525                | 5,689 | 0    | 3,939  | 62,359  |
|      | 13.   | 27,413               | 3,450                 | 1,782 | 0   | 1,234 | 20,947 | 47,838              | 7,560                 | 3,110 | 0    | 2,153 | 35,015 | 102,260              | 18,495                | 6,647 | 0    | 4,602  | 72,516  |
|      | 14.   | 27,329               | 3,435                 | 1,777 | 0   | 1,230 | 20,887 | 62,898              | 10,575                | 4,089 | 0    | 2,831 | 45,403 | 202,415              | 38,625                | 7,341 | 0    | 9,109  | 147,340 |
|      | 15.   | 41,974               | 6,375                 | 2,729 | 0   | 1,889 | 30,980 | 85,546              | 15,135                | 5,561 | 0    | 3,850 | 61,000 | 149,292              | 27,945                | 7,341 | 0    | 6,719  | 107,287 |
|      | 16.   | 54,845               | 8,955                 | 3,565 | 0   | 2,469 | 39,856 | 129,548             | 23,970                | 7,341 | 0    | 5,830 | 92,407 | 233,322              | 44,835                | 7,341 | 0    | 10,500 | 170,646 |
| AST  | 4.    | 15,636               | 1,080                 | 1,017 | 0   | 704   | 12,835 | 27,262              | 3,420                 | 1,772 | 0    | 1,227 | 20,843 | 53,720               | 8,730                 | 3,492 | 0    | 2,418  | 39,080  |
|      | 5.    | 14,579               | 870                   | 948   | 0   | 657   | 12,104 | 28,916              | 3,750                 | 1,880 | 0    | 1,302 | 21,984 | 61,048               | 10,215                | 3,969 | 0    | 2,748  | 44,116  |
|      | 6.    | 16,013               | 1,155                 | 1,041 | 0   | 721   | 13,096 | 26,741              | 3,315                 | 1,739 | 0    | 1,204 | 20,483 | 58,310               | 9,660                 | 3,791 | 0    | 2,624  | 42,235  |
| SC   | 7.    | 16,599               | 1,275                 | 1,079 | 0   | 747   | 13,498 | 28,052              | 3,570                 | 1,824 | 0    | 1,263 | 21,395 | 54,200               | 8,835                 | 3,523 | 0    | 2,439  | 39,403  |

(4), (10), (16): Taxes on income and increases

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Health insurance

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Table 2b  
Remuneration of central government staff  
Married official with two dependent children - Monthly data (in Czech koruny)  
July 2018

| Cat. | Grade | Gross                | Compulsory deductions |       |     |       | Net    | Gross               | Compulsory deductions |       |      |       | Net    | Gross                | Compulsory deductions |       |      |        | Net     |
|------|-------|----------------------|-----------------------|-------|-----|-------|--------|---------------------|-----------------------|-------|------|-------|--------|----------------------|-----------------------|-------|------|--------|---------|
|      |       | Minimum of the scale |                       |       |     |       |        | Middle of the scale |                       |       |      |       |        | Maximum of the scale |                       |       |      |        |         |
|      |       | [3]                  | [4]                   | [5]   | [6] | [7]   | [8]    | [9]                 | [10]                  | [11]  | [12] | [13]  | [14]   | [15]                 | [16]                  | [17]  | [18] | [19]   | [20]    |
| AD   | 8.    | 17,141               | -2,734                | 1,115 | 0   | 772   | 19,208 | 27,082              | -1,429                | 1,761 | 0    | 1,219 | 26,751 | 50,059               | 3,191                 | 3,254 | 0    | 2,253  | 41,361  |
|      | 9.    | 19,450               | -2,734                | 1,265 | 0   | 876   | 21,263 | 32,391              | -349                  | 2,106 | 0    | 1,458 | 29,176 | 55,431               | 4,271                 | 3,604 | 0    | 2,495  | 45,061  |
|      | 10.   | 21,818               | -2,479                | 1,419 | 0   | 982   | 23,116 | 35,344              | 236                   | 2,298 | 0    | 1,591 | 31,219 | 61,552               | 5,501                 | 4,001 | 0    | 2,770  | 49,280  |
|      | 11.   | 14,677               | -2,734                | 955   | 0   | 661   | 17,015 | 37,567              | 686                   | 2,442 | 0    | 1,691 | 32,748 | 80,109               | 9,236                 | 5,208 | 0    | 3,605  | 62,060  |
|      | 12.   | 22,846               | -2,269                | 1,485 | 0   | 1,029 | 23,821 | 39,026              | 971                   | 2,537 | 0    | 1,757 | 33,761 | 87,512               | 10,721                | 5,689 | 0    | 3,939  | 67,163  |
|      | 13.   | 27,413               | -1,354                | 1,782 | 0   | 1,234 | 26,971 | 47,838              | 2,756                 | 3,110 | 0    | 2,153 | 39,819 | 102,260              | 13,691                | 6,647 | 0    | 4,602  | 77,320  |
|      | 14.   | 27,329               | -1,369                | 1,777 | 0   | 1,230 | 26,911 | 62,898              | 5,771                 | 4,089 | 0    | 2,831 | 50,207 | 202,415              | 33,821                | 7,341 | 0    | 9,109  | 152,144 |
|      | 15.   | 41,974               | 1,571                 | 2,729 | 0   | 1,889 | 35,784 | 85,546              | 10,331                | 5,561 | 0    | 3,850 | 65,804 | 149,292              | 23,141                | 7,341 | 0    | 6,719  | 112,091 |
|      | 16.   | 54,845               | 4,151                 | 3,565 | 0   | 2,469 | 44,660 | 129,548             | 19,166                | 7,341 | 0    | 5,830 | 97,211 | 233,322              | 40,031                | 7,341 | 0    | 10,500 | 175,450 |
| AST  | 4.    | 15,636               | -2,734                | 1,017 | 0   | 704   | 17,869 | 27,262              | -1,384                | 1,772 | 0    | 1,227 | 26,867 | 53,720               | 3,926                 | 3,492 | 0    | 2,418  | 43,884  |
|      | 5.    | 14,579               | -2,734                | 948   | 0   | 657   | 16,928 | 28,916              | -1,054                | 1,880 | 0    | 1,302 | 26,788 | 61,048               | 5,411                 | 3,969 | 0    | 2,748  | 48,920  |
|      | 6.    | 16,013               | -2,734                | 1,041 | 0   | 721   | 18,205 | 26,741              | -1,489                | 1,739 | 0    | 1,204 | 26,507 | 58,310               | 4,856                 | 3,791 | 0    | 2,624  | 47,039  |
| SC   | 7.    | 16,599               | -2,734                | 1,079 | 0   | 747   | 18,727 | 28,052              | -1,234                | 1,824 | 0    | 1,263 | 26,199 | 54,200               | 4,031                 | 3,523 | 0    | 2,439  | 44,207  |

(4), (10), (16): Taxes on income and increases

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Health insurance

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**Table 2c**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in Czech koruny)**  
**July 2017**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |       |     |       |        | Net     | Gross  | Compulsory deductions |      |       |        |         | Net    | Gross | Compulsory deductions |                      |         |  |  | Net |  |  |  |
|-------------|--------------|----------------------|-----------------------|-------|-----|-------|--------|---------|--------|-----------------------|------|-------|--------|---------|--------|-------|-----------------------|----------------------|---------|--|--|-----|--|--|--|
|             |              | Minimum of the scale |                       |       |     |       |        |         |        | Middle of the scale   |      |       |        |         |        |       |                       | Maximum of the scale |         |  |  |     |  |  |  |
|             |              | [3]                  | [4]                   | [5]   | [6] | [7]   | [8]    | [9]     | [10]   | [11]                  | [12] | [13]  | [14]   | [15]    | [16]   | [17]  | [18]                  | [19]                 | [20]    |  |  |     |  |  |  |
| AD          | 8.           | 16,536               | 1,260                 | 1,075 | 0   | 745   | 13,455 | 25,853  | 3,135  | 1,681                 | 0    | 1,164 | 19,873 | 48,189  | 7,620  | 3,133 | 0                     | 2,169                | 35,267  |  |  |     |  |  |  |
|             | 9.           | 18,265               | 1,605                 | 1,188 | 0   | 822   | 14,650 | 30,284  | 4,020  | 1,969                 | 0    | 1,363 | 22,931 | 49,243  | 7,830  | 3,201 | 0                     | 2,216                | 35,995  |  |  |     |  |  |  |
|             | 10.          | 20,401               | 2,040                 | 1,327 | 0   | 919   | 16,115 | 34,492  | 4,875  | 2,242                 | 0    | 1,553 | 25,821 | 59,825  | 9,960  | 3,889 | 0                     | 2,693                | 43,282  |  |  |     |  |  |  |
|             | 11.          | 21,597               | 2,280                 | 1,404 | 0   | 972   | 16,940 | 35,137  | 4,995  | 2,284                 | 0    | 1,582 | 26,275 | 62,972  | 10,590 | 4,094 | 0                     | 2,834                | 45,453  |  |  |     |  |  |  |
|             | 12.          | 22,379               | 2,430                 | 1,455 | 0   | 1,008 | 17,486 | 37,349  | 5,445  | 2,428                 | 0    | 1,681 | 27,794 | 79,036  | 13,830 | 5,138 | 0                     | 3,557                | 56,511  |  |  |     |  |  |  |
|             | 13.          | 22,042               | 2,370                 | 1,433 | 0   | 992   | 17,246 | 44,149  | 6,810  | 2,870                 | 0    | 1,987 | 32,482 | 100,884 | 18,210 | 6,558 | 0                     | 4,540                | 71,576  |  |  |     |  |  |  |
|             | 14.          | 24,196               | 2,805                 | 1,573 | 0   | 1,089 | 18,728 | 55,782  | 9,150  | 3,626                 | 0    | 2,511 | 40,494 | 137,469 | 25,575 | 7,022 | 0                     | 6,187                | 98,684  |  |  |     |  |  |  |
|             | 15.          | 35,544               | 5,085                 | 2,311 | 0   | 1,600 | 26,547 | 72,832  | 12,570 | 4,735                 | 0    | 3,278 | 52,249 | 129,384 | 23,940 | 7,022 | 0                     | 5,823                | 92,598  |  |  |     |  |  |  |
|             | 16.          | 43,703               | 6,720                 | 2,841 | 0   | 1,967 | 32,175 | 116,543 | 21,360 | 7,022                 | 0    | 5,245 | 82,916 | 223,651 | 42,885 | 7,022 | 0                     | 10,065               | 163,679 |  |  |     |  |  |  |
| AST         | 4.           | 13,673               | 690                   | 889   | 0   | 616   | 11,478 | 27,864  | 3,540  | 1,812                 | 0    | 1,254 | 21,257 | 48,513  | 7,695  | 3,154 | 0                     | 2,184                | 35,480  |  |  |     |  |  |  |
|             | 5.           | 14,040               | 765                   | 913   | 0   | 632   | 11,730 | 28,927  | 3,750  | 1,881                 | 0    | 1,302 | 21,993 | 59,579  | 9,915  | 3,873 | 0                     | 2,682                | 43,108  |  |  |     |  |  |  |
|             | 6.           | 16,856               | 1,320                 | 1,096 | 0   | 759   | 13,680 | 25,143  | 2,985  | 1,635                 | 0    | 1,132 | 19,391 | 56,155  | 9,225  | 3,651 | 0                     | 2,527                | 40,752  |  |  |     |  |  |  |
| SC          | 7.           | 17,037               | 1,365                 | 1,108 | 0   | 767   | 13,797 | 27,505  | 3,465  | 1,788                 | 0    | 1,238 | 21,014 | 50,937  | 8,175  | 3,311 | 0                     | 2,293                | 37,158  |  |  |     |  |  |  |

(4), (10), (16): Taxes on income and increases

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Health insurance

**CZ**  
**Table 2d**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in Czech koruny)**  
**July 2017**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |       |     |       |        | Net     | Gross               | Compulsory deductions |      |       |        |         | Net    | Gross                | Compulsory deductions |        |         |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-------|-----|-------|--------|---------|---------------------|-----------------------|------|-------|--------|---------|--------|----------------------|-----------------------|--------|---------|--|--|-----|
|             |              | Minimum of the scale |                       |       |     |       |        |         | Middle of the scale |                       |      |       |        |         |        | Maximum of the scale |                       |        |         |  |  |     |
|             |              | [3]                  | [4]                   | [5]   | [6] | [7]   | [8]    | [9]     | [10]                | [11]                  | [12] | [13]  | [14]   | [15]    | [16]   | [17]                 | [18]                  | [19]   | [20]    |  |  |     |
| AD          | 8.           | 16,536               | -2,534                | 1,075 | 0   | 745   | 18,469 | 25,853  | -1,469              | 1,681                 | 0    | 1,164 | 25,697 | 48,189  | 3,016  | 3,133                | 0                     | 2,169  | 39,871  |  |  |     |
|             | 9.           | 18,265               | -2,534                | 1,188 | 0   | 822   | 20,009 | 30,284  | -584                | 1,969                 | 0    | 1,363 | 27,535 | 49,243  | 3,226  | 3,201                | 0                     | 2,216  | 40,599  |  |  |     |
|             | 10.          | 20,401               | -2,534                | 1,327 | 0   | 919   | 21,909 | 34,492  | 271                 | 2,242                 | 0    | 1,553 | 30,425 | 59,825  | 5,356  | 3,889                | 0                     | 2,693  | 47,886  |  |  |     |
|             | 11.          | 21,597               | -2,324                | 1,404 | 0   | 972   | 22,764 | 35,137  | 391                 | 2,284                 | 0    | 1,582 | 30,879 | 62,972  | 5,986  | 4,094                | 0                     | 2,834  | 50,057  |  |  |     |
|             | 12.          | 22,379               | -2,174                | 1,455 | 0   | 1,008 | 23,310 | 37,349  | 841                 | 2,428                 | 0    | 1,681 | 32,398 | 79,036  | 9,226  | 5,138                | 0                     | 3,557  | 61,115  |  |  |     |
|             | 13.          | 22,042               | -2,234                | 1,433 | 0   | 992   | 23,070 | 44,149  | 2,206               | 2,870                 | 0    | 1,987 | 37,086 | 100,884 | 13,606 | 6,558                | 0                     | 4,540  | 76,180  |  |  |     |
|             | 14.          | 24,196               | -1,799                | 1,573 | 0   | 1,089 | 24,552 | 55,782  | 4,546               | 3,626                 | 0    | 2,511 | 45,098 | 137,469 | 20,971 | 7,022                | 0                     | 6,187  | 103,288 |  |  |     |
|             | 15.          | 35,544               | 481                   | 2,311 | 0   | 1,600 | 31,151 | 72,832  | 7,966               | 4,735                 | 0    | 3,278 | 56,853 | 129,384 | 19,336 | 7,022                | 0                     | 5,823  | 97,202  |  |  |     |
|             | 16.          | 43,703               | 2,116                 | 2,841 | 0   | 1,967 | 36,779 | 116,543 | 16,756              | 7,022                 | 0    | 5,245 | 87,520 | 223,651 | 38,281 | 7,022                | 0                     | 10,065 | 168,283 |  |  |     |
| AST         | 4.           | 13,673               | -2,534                | 889   | 0   | 616   | 15,922 | 27,864  | -1,064              | 1,812                 | 0    | 1,254 | 25,861 | 48,513  | 3,091  | 3,154                | 0                     | 2,184  | 40,084  |  |  |     |
|             | 5.           | 14,040               | -2,534                | 913   | 0   | 632   | 16,249 | 28,927  | -854                | 1,881                 | 0    | 1,302 | 26,597 | 59,579  | 5,311  | 3,873                | 0                     | 2,682  | 47,712  |  |  |     |
|             | 6.           | 16,856               | -2,534                | 1,096 | 0   | 759   | 18,754 | 25,143  | -1,619              | 1,635                 | 0    | 1,132 | 25,215 | 56,155  | 4,621  | 3,651                | 0                     | 2,527  | 45,356  |  |  |     |
| SC          | 7.           | 17,037               | -2,534                | 1,108 | 0   | 767   | 18,916 | 27,505  | -1,139              | 1,788                 | 0    | 1,238 | 26,838 | 50,937  | 3,571  | 3,311                | 0                     | 2,293  | 41,762  |  |  |     |

(4), (10), (16): Taxes on income and increases

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Health insurance

CZ

Table 3

Changes in average remuneration by grade of official in the central government

Price index = 102.4

| Cat. | Grade | Gross   |         |         |       | Net    |         |         |       |
|------|-------|---------|---------|---------|-------|--------|---------|---------|-------|
|      |       | Salary  |         | Index   |       | Salary |         | Index   |       |
|      |       | 2017    | 2018    | Nominal | Real  | 2017   | 2018    | Nominal | Real  |
| [1]  | [2]   | [3]     | [4]     | [5]     | [6]   | [7]    | [8]     | [9]     | [10]  |
| AD   | 8.    | 30,193  | 31,427  | 104.1   | 101.6 | 25,439 | 26,413  | 103.8   | 101.4 |
|      | 9.    | 32,597  | 35,757  | 109.7   | 107.1 | 26,953 | 29,266  | 108.6   | 106.0 |
|      | 10.   | 38,239  | 39,571  | 103.5   | 101.1 | 30,906 | 31,933  | 103.3   | 100.9 |
|      | 11.   | 39,902  | 44,118  | 110.6   | 108.0 | 32,061 | 34,867  | 108.7   | 106.2 |
|      | 12.   | 46,255  | 49,795  | 107.7   | 105.1 | 36,436 | 38,976  | 107.0   | 104.5 |
|      | 13.   | 55,692  | 59,170  | 106.2   | 103.8 | 42,940 | 45,431  | 105.8   | 103.3 |
|      | 14.   | 72,482  | 97,547  | 134.6   | 131.4 | 55,141 | 73,815  | 133.9   | 130.7 |
|      | 15.   | 79,253  | 92,271  | 116.4   | 113.7 | 59,433 | 68,824  | 115.8   | 113.1 |
|      | 16.   | 127,966 | 139,238 | 108.8   | 106.3 | 95,225 | 103,372 | 108.6   | 106.0 |
| AST  | 4.    | 30,017  | 32,206  | 107.3   | 104.8 | 25,014 | 26,896  | 107.5   | 105.0 |
|      | 5.    | 34,182  | 34,848  | 101.9   | 99.6  | 27,898 | 28,473  | 102.1   | 99.7  |
|      | 6.    | 32,718  | 33,688  | 103.0   | 100.6 | 27,191 | 27,928  | 102.7   | 100.3 |
| SC   | 7.    | 31,826  | 32,950  | 103.5   | 101.1 | 26,581 | 27,238  | 102.5   | 100.1 |

CZ

Table 4

Changes in average remuneration by category of official in the central government

Price index = 102.4

| Cat.  | Gross  |        |         |       | Net    |        |         |       |
|-------|--------|--------|---------|-------|--------|--------|---------|-------|
|       | Salary |        | Index   |       | Salary |        | Index   |       |
|       | 2017   | 2018   | Nominal | Real  | 2017   | 2018   | Nominal | Real  |
| [1]   | [2]    | [3]    | [4]     | [5]   | [6]    | [7]    | [8]     | [9]   |
| AD    | 52,626 | 60,341 | 114.7   | 112.0 | 40,973 | 46,638 | 113.8   | 111.1 |
| AST   | 31,739 | 33,212 | 104.6   | 102.1 | 26,322 | 27,552 | 104.7   | 102.2 |
| SC    | 31,826 | 32,950 | 103.5   | 101.1 | 26,581 | 27,238 | 102.5   | 100.1 |
| Total | 51,107 | 58,359 | 114.2   | 111.5 | 39,912 | 45,240 | 113.4   | 110.7 |

**CZ**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|-------------------------------|---|
| <b>1</b> | Basic salaries                | 2018/2017 index 105,2 %; Order governments No. 341/2017 Sb. about pay ratios employees in public services |
| <b>2</b> | Allowances and bonuses        | 2018/2017 index 103,7 %   |
| <b>3</b> |                               |   |
| <b>4</b> |                               |   |
| ...      |                               |   |
|          | Compulsory deduction          | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> | Gross salary                  | 2018/2017 index 104,5 %; Rule No. 457/2016 Sb. rule about state budget Czech republic on year 2017        |
| <b>2</b> |                               |   |
| <b>3</b> |                               |   |
| ...      |                               |   |





**DK**  
**Table 1**

**Central government staff broken down by grade**  
**2018**

| <b>Category</b><br><b>[1]</b> | <b>Grade</b><br><b>[2]</b> | <b>Staff</b><br><b>[3]</b> |
|-------------------------------|----------------------------|----------------------------|
| <b>AD</b>                     | 00134 Afdelingschef        | 54                         |
|                               | 02336 Kontorchef           | 539                        |
|                               | 00860 Chefkonsulent        | 1,674                      |
|                               | 04577 Specialkonsulent     | 2,331                      |
|                               | 01445 Fuldmægtig           | 4,240                      |
|                               | 01116 Ekspeditionssekretær | 87                         |
| <b>AST</b>                    | 02340 Kontorfuldmægtig     | 592                        |
|                               | 01982 IT-Medarbejder       | 304                        |
|                               | 03383 Overassistent        | 561                        |
|                               | 05210 Vagtfunktionær       | 42                         |
|                               | 02330 Kontorbetjent        | 37                         |
|                               | 00315 Assistent            | 117                        |
| <b>SC</b>                     |                            |                            |
| <b>Total</b>                  |                            | <b>10,577</b>              |

**DK**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category     | Sample        |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|--------------|---------------|--------------|---|--------------|---------------------------|-------------------|
|              | Numbers       | %            | Numbers   | %            | %                         | Number            |
| [1]          | [2]           | [3]          | [4]   | [5]          | [6]                       | [7]               |
| AD           | 8,924         | 84.4         | 8,924   | 84.4         | 100.0                     |                   |
| AST          | 1,653         | 15.6         | 1,653   | 15.6         | 100.0                     |                   |
| SC           |               |              |   |              |                           |                   |
| <b>Total</b> | <b>10,577</b> | <b>100.0</b> | <b>10,577</b>   | <b>100.0</b> | <b>100.0</b>              |                   |

No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ reference population, NACE R2 employment in central administration/defence/social security, or an alternative estimate.

**DK**  
**Table 1 bis**  
**Central government staff broken down by category - 2017**

| Category     | Sample        |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|--------------|---------------|--------------|---|--------------|---------------------------|-------------------|
|              | Numbers       | %            | Numbers   | %            | %                         | Number            |
| [1]          | [2]           | [3]          | [4]   | [5]          | [6]                       | [7]               |
| AD           | 9,198         | 82.5         | 9,198   | 82.5         | 100.0                     |                   |
| AST          | 1,957         | 17.5         | 1,957   | 17.5         | 100.0                     |                   |
| SC           |               |              |   |              |                           |                   |
| <b>Total</b> | <b>11,155</b> | <b>100.0</b> | <b>11,155</b>   | <b>100.0</b> | <b>100.0</b>              |                   |

No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ reference population, NACE R2 employment in central administration/defence/social security, or an alternative estimate.

**DK**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Yearly data (in Danish kroner)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2]               | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross   | Compulsory deductions |         |      |         |                      | Net  | Gross | Compulsory deductions |      |      |  |  | Net |
|-------------|----------------------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|---------|-----------------------|---------|------|---------|----------------------|------|-------|-----------------------|------|------|--|--|-----|
|             |                            | Minimum of the scale |                       |     |     |     |     | Middle of the scale |         |                       |         |      |         | Maximum of the scale |      |       |                       |      |      |  |  |     |
|             |                            | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]    | [11]                  | [12]    | [13] | [14]    | [15]                 | [16] | [17]  | [18]                  | [19] | [20] |  |  |     |
| AD          | 00134 Afdelingschef        |                      |                       |     |     |     |     | 998,106             | 347,405 | 3,020                 | 143,274 | 0    | 504,407 |                      |      |       |                       |      |      |  |  |     |
|             | 02336 Kontorchef           |                      |                       |     |     |     |     | 653,062             | 190,706 | 3,020                 | 93,644  | 0    | 365,692 |                      |      |       |                       |      |      |  |  |     |
|             | 00860 Chefkonsulent        |                      |                       |     |     |     |     | 609,955             | 173,750 | 3,020                 | 88,777  | 0    | 344,408 |                      |      |       |                       |      |      |  |  |     |
|             | 04577 Specialkonsulent     |                      |                       |     |     |     |     | 566,821             | 159,469 | 3,020                 | 82,478  | 0    | 321,854 |                      |      |       |                       |      |      |  |  |     |
|             | 01445 Fuldmægtig           |                      |                       |     |     |     |     | 503,839             | 139,570 | 3,020                 | 69,063  | 0    | 292,186 |                      |      |       |                       |      |      |  |  |     |
|             | 01116 Ekspeditionssekretær |                      |                       |     |     |     |     | 456,937             | 125,108 | 3,408                 | 59,304  | 0    | 269,117 |                      |      |       |                       |      |      |  |  |     |
| AST         | 02340 Kontorfuldmægtig     |                      |                       |     |     |     |     | 456,937             | 125,108 | 3,408                 | 59,304  | 0    | 269,117 |                      |      |       |                       |      |      |  |  |     |
|             | 01982 IT-Medarbejder       |                      |                       |     |     |     |     | 389,545             | 103,126 | 3,408                 | 50,514  | 0    | 232,497 |                      |      |       |                       |      |      |  |  |     |
|             | 03383 Overassistent        |                      |                       |     |     |     |     | 348,028             | 90,090  | 3,408                 | 45,099  | 0    | 209,431 |                      |      |       |                       |      |      |  |  |     |
|             | 05210 Vagtfunktionær       |                      |                       |     |     |     |     | 323,763             | 82,588  | 3,408                 | 41,634  | 0    | 196,133 |                      |      |       |                       |      |      |  |  |     |
|             | 02330 Kontorbetjent        |                      |                       |     |     |     |     | 304,415             | 76,402  | 3,408                 | 39,410  | 0    | 185,195 |                      |      |       |                       |      |      |  |  |     |
|             | 00315 Assistent            |                      |                       |     |     |     |     | 276,361             | 67,376  | 3,408                 | 35,751  | 0    | 169,826 |                      |      |       |                       |      |      |  |  |     |

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme  
(7), (13), (19): Other compulsory deductions

**DK**  
**Table 2b**  
**Remuneration of central government staff**  
**Married official with two dependent children - Yearly data (in Danish kroner)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2]               | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross   | Compulsory deductions |         |      |         |                      | Net  | Gross | Compulsory deductions |      |      |  |  | Net |
|-------------|----------------------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|---------|-----------------------|---------|------|---------|----------------------|------|-------|-----------------------|------|------|--|--|-----|
|             |                            | Minimum of the scale |                       |     |     |     |     | Middle of the scale |         |                       |         |      |         | Maximum of the scale |      |       |                       |      |      |  |  |     |
|             |                            | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]    | [11]                  | [12]    | [13] | [14]    | [15]                 | [16] | [17]  | [18]                  | [19] | [20] |  |  |     |
| AD          | 00134 Afdelingschef        |                      |                       |     |     |     |     | 1,023,958           | 327,903 | 3,020                 | 143,274 | 0    | 549,761 |                      |      |       |                       |      |      |  |  |     |
|             | 02336 Kontorchef           |                      |                       |     |     |     |     | 678,914             | 172,024 | 3,020                 | 93,644  | 0    | 410,226 |                      |      |       |                       |      |      |  |  |     |
|             | 00860 Chefkonsulent        |                      |                       |     |     |     |     | 635,807             | 155,333 | 3,020                 | 88,777  | 0    | 388,677 |                      |      |       |                       |      |      |  |  |     |
|             | 04577 Specialkonsulent     |                      |                       |     |     |     |     | 592,673             | 141,145 | 3,020                 | 82,478  | 0    | 366,030 |                      |      |       |                       |      |      |  |  |     |
|             | 01445 Fuldmægtig           |                      |                       |     |     |     |     | 529,691             | 120,929 | 3,020                 | 69,063  | 0    | 336,679 |                      |      |       |                       |      |      |  |  |     |
|             | 01116 Ekspeditionssekretær |                      |                       |     |     |     |     | 482,789             | 106,467 | 3,408                 | 59,304  | 0    | 313,610 |                      |      |       |                       |      |      |  |  |     |
| AST         | 02340 Kontorfuldmægtig     |                      |                       |     |     |     |     | 482,789             | 106,467 | 3,408                 | 59,304  | 0    | 313,610 |                      |      |       |                       |      |      |  |  |     |
|             | 01982 IT-Medarbejder       |                      |                       |     |     |     |     | 415,397             | 84,387  | 3,408                 | 50,514  | 0    | 277,088 |                      |      |       |                       |      |      |  |  |     |
|             | 03383 Overassistent        |                      |                       |     |     |     |     | 373,880             | 71,482  | 3,408                 | 45,099  | 0    | 253,891 |                      |      |       |                       |      |      |  |  |     |
|             | 05210 Vagtfunktionær       |                      |                       |     |     |     |     | 349,615             | 63,947  | 3,408                 | 41,634  | 0    | 240,626 |                      |      |       |                       |      |      |  |  |     |
|             | 02330 Kontorbetjent        |                      |                       |     |     |     |     | 330,267             | 57,762  | 3,408                 | 39,410  | 0    | 229,687 |                      |      |       |                       |      |      |  |  |     |
|             | 00315 Assistent            |                      |                       |     |     |     |     | 302,213             | 48,735  | 3,408                 | 35,751  | 0    | 214,319 |                      |      |       |                       |      |      |  |  |     |

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme  
(7), (13), (19): Other compulsory deductions

**DK**  
**Table 2c**  
**Remuneration of central government staff**  
**Unmarried official - Yearly data (in Danish kroner)**  
**July 2017**

| Cat.<br>[1] | Grade<br>[2]               | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross   | Compulsory deductions |         |      |         |                      | Net  | Gross | Compulsory deductions |      |      |  |  | Net |
|-------------|----------------------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|---------|-----------------------|---------|------|---------|----------------------|------|-------|-----------------------|------|------|--|--|-----|
|             |                            | Minimum of the scale |                       |     |     |     |     | Middle of the scale |         |                       |         |      |         | Maximum of the scale |      |       |                       |      |      |  |  |     |
|             |                            | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]    | [11]                  | [12]    | [13] | [14]    | [15]                 | [16] | [17]  | [18]                  | [19] | [20] |  |  |     |
| AD          | 00134 Afdelingschef        |                      |                       |     |     |     |     | 972,742             | 339,578 | 3,020                 | 139,625 | 0    | 490,520 |                      |      |       |                       |      |      |  |  |     |
|             | 02336 Kontorchef           |                      |                       |     |     |     |     | 636,485             | 187,328 | 3,020                 | 91,260  | 0    | 354,878 |                      |      |       |                       |      |      |  |  |     |
|             | 00860 Chefkonsulent        |                      |                       |     |     |     |     | 594,476             | 169,871 | 3,020                 | 86,517  | 0    | 335,069 |                      |      |       |                       |      |      |  |  |     |
|             | 04577 Specialkonsulent     |                      |                       |     |     |     |     | 552,439             | 156,029 | 3,020                 | 80,378  | 0    | 313,013 |                      |      |       |                       |      |      |  |  |     |
|             | 01445 Fuldmægtig           |                      |                       |     |     |     |     | 491,061             | 137,428 | 3,020                 | 67,305  | 0    | 283,309 |                      |      |       |                       |      |      |  |  |     |
|             | 01116 Ekspeditionssekretær |                      |                       |     |     |     |     | 445,360             | 123,365 | 3,408                 | 57,794  | 0    | 260,793 |                      |      |       |                       |      |      |  |  |     |
| AST         | 02340 Kontorfuldmægtig     |                      |                       |     |     |     |     | 445,360             | 123,365 | 3,408                 | 57,794  | 0    | 260,793 |                      |      |       |                       |      |      |  |  |     |
|             | 01982 IT-Medarbejder       |                      |                       |     |     |     |     | 379,684             | 100,808 | 3,408                 | 49,228  | 0    | 226,240 |                      |      |       |                       |      |      |  |  |     |
|             | 03383 Overassistent        |                      |                       |     |     |     |     | 339,223             | 89,022  | 3,408                 | 43,950  | 0    | 202,843 |                      |      |       |                       |      |      |  |  |     |
|             | 05210 Vagtfunktionær       |                      |                       |     |     |     |     | 315,577             | 81,601  | 3,408                 | 40,866  | 0    | 189,702 |                      |      |       |                       |      |      |  |  |     |
|             | 02330 Kontorbetjent        |                      |                       |     |     |     |     | 296,723             | 75,660  | 3,408                 | 38,407  | 0    | 179,248 |                      |      |       |                       |      |      |  |  |     |
|             | 00315 Assistent            |                      |                       |     |     |     |     | 269,381             | 67,071  | 3,408                 | 34,840  | 0    | 164,062 |                      |      |       |                       |      |      |  |  |     |

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme  
(7), (13), (19): Other compulsory deductions

**DK**  
**Table 2d**  
**Remuneration of central government staff**  
**Married official with two dependent children - Yearly data (in Danish Kroner)**  
**July 2017**

| Cat.<br>[1] | Grade<br>[2]               | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross   | Compulsory deductions |         |      |         |                      | Net  | Gross | Compulsory deductions |      |      |  |  | Net |
|-------------|----------------------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|---------|-----------------------|---------|------|---------|----------------------|------|-------|-----------------------|------|------|--|--|-----|
|             |                            | Minimum of the scale |                       |     |     |     |     | Middle of the scale |         |                       |         |      |         | Maximum of the scale |      |       |                       |      |      |  |  |     |
|             |                            | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]    | [11]                  | [12]    | [13] | [14]    | [15]                 | [16] | [17]  | [18]                  | [19] | [20] |  |  |     |
| AD          | 00134 Afdelingschef        |                      |                       |     |     |     |     | 998,463             | 321,092 | 3,020                 | 139,625 | 0    | 534,727 |                      |      |       |                       |      |      |  |  |     |
|             | 02336 Kontorchef           |                      |                       |     |     |     |     | 662,206             | 170,570 | 3,020                 | 91,260  | 0    | 397,357 |                      |      |       |                       |      |      |  |  |     |
|             | 00860 Chefkonsulent        |                      |                       |     |     |     |     | 620,197             | 153,335 | 3,020                 | 86,517  | 0    | 377,326 |                      |      |       |                       |      |      |  |  |     |
|             | 04577 Specialkonsulent     |                      |                       |     |     |     |     | 578,160             | 139,523 | 3,020                 | 80,378  | 0    | 355,240 |                      |      |       |                       |      |      |  |  |     |
|             | 01445 Fuldmægtig           |                      |                       |     |     |     |     | 516,782             | 120,922 | 3,020                 | 67,305  | 0    | 325,536 |                      |      |       |                       |      |      |  |  |     |
|             | 01116 Ekspeditionssekretær |                      |                       |     |     |     |     | 471,081             | 106,858 | 3,408                 | 57,794  | 0    | 303,021 |                      |      |       |                       |      |      |  |  |     |
| AST         | 02340 Kontorfuldmægtig     |                      |                       |     |     |     |     | 471,081             | 106,858 | 3,408                 | 57,794  | 0    | 303,021 |                      |      |       |                       |      |      |  |  |     |
|             | 01982 IT-Medarbejder       |                      |                       |     |     |     |     | 405,405             | 83,873  | 3,408                 | 49,228  | 0    | 268,896 |                      |      |       |                       |      |      |  |  |     |
|             | 03383 Overassistent        |                      |                       |     |     |     |     | 364,944             | 71,146  | 3,408                 | 43,950  | 0    | 246,440 |                      |      |       |                       |      |      |  |  |     |
|             | 05210 Vagtfunktionær       |                      |                       |     |     |     |     | 341,298             | 63,725  | 3,408                 | 40,866  | 0    | 233,299 |                      |      |       |                       |      |      |  |  |     |
|             | 02330 Kontorbetjent        |                      |                       |     |     |     |     | 322,444             | 57,784  | 3,408                 | 38,407  | 0    | 222,845 |                      |      |       |                       |      |      |  |  |     |
|             | 00315 Assistent            |                      |                       |     |     |     |     | 295,102             | 50,565  | 3,408                 | 34,840  | 0    | 206,289 |                      |      |       |                       |      |      |  |  |     |

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme  
(7), (13), (19): Other compulsory deductions

DK

Table 3

Changes in average remuneration by grade of official in the central government

Price index = 101.1

| Cat. | Grade                      | Gross   |           |         |       | Net     |         |         |       |
|------|----------------------------|---------|-----------|---------|-------|---------|---------|---------|-------|
|      |                            | Salary  |           | Index   |       | Salary  |         | Index   |       |
|      |                            | 2017    | 2018      | Nominal | Real  | 2017    | 2018    | Nominal | Real  |
| [1]  | [2]                        | [3]     | [4]       | [5]     | [6]   | [7]     | [8]     | [9]     | [10]  |
| AD   | 00134 Afdelingschef        | 985,603 | 1,011,032 | 102.6   | 101.5 | 512,624 | 527,084 | 102.8   | 101.7 |
|      | 02336 Kontorchef           | 649,345 | 665,988   | 102.6   | 101.4 | 376,117 | 387,959 | 103.1   | 102.0 |
|      | 00860 Chefkonsulent        | 607,337 | 622,881   | 102.6   | 101.4 | 356,198 | 366,543 | 102.9   | 101.8 |
|      | 04577 Specialkonsulent     | 565,299 | 579,747   | 102.6   | 101.4 | 334,127 | 343,942 | 102.9   | 101.8 |
|      | 01445 Fuldmægtig           | 503,921 | 516,765   | 102.5   | 101.4 | 304,422 | 314,433 | 103.3   | 102.2 |
|      | 01116 Ekspeditionssekretær | 458,221 | 469,863   | 102.5   | 101.4 | 281,907 | 291,364 | 103.4   | 102.2 |
| AST  | 02340 Kontorfuldmægtig     | 458,221 | 469,863   | 102.5   | 101.4 | 281,907 | 291,364 | 103.4   | 102.2 |
|      | 01982 IT-Medarbejder       | 392,545 | 402,471   | 102.5   | 101.4 | 247,568 | 254,793 | 102.9   | 101.8 |
|      | 03383 Overassistent        | 352,084 | 360,954   | 102.5   | 101.4 | 224,642 | 231,661 | 103.1   | 102.0 |
|      | 05210 Vagtfunktionær       | 328,437 | 336,689   | 102.5   | 101.4 | 211,501 | 218,380 | 103.3   | 102.1 |
|      | 02330 Kontorbetjent        | 309,583 | 317,341   | 102.5   | 101.4 | 201,046 | 207,441 | 103.2   | 102.1 |
|      | 00315 Assistent            | 282,242 | 289,287   | 102.5   | 101.4 | 185,176 | 192,073 | 103.7   | 102.6 |

DK

Table 4

Changes in average remuneration by category of official in the central government

Price index = 101.1

| Cat.  | Gross   |         |         |       | Net     |         |         |       |
|-------|---------|---------|---------|-------|---------|---------|---------|-------|
|       | Salary  |         | Index   |       | Salary  |         | Index   |       |
|       | 2017    | 2018    | Nominal | Real  | 2017    | 2018    | Nominal | Real  |
| [1]   | [2]     | [3]     | [4]     | [5]   | [6]     | [7]     | [8]     | [9]   |
| AD    | 550,612 | 564,675 | 102.6   | 101.5 | 327,267 | 337,421 | 103.1   | 102.0 |
| AST   | 391,002 | 400,888 | 102.5   | 101.4 | 245,690 | 253,593 | 103.2   | 102.1 |
| SC    |         |         |         |       |         |         |         |       |
| Total | 525,673 | 539,084 | 102.6   | 101.5 | 314,520 | 324,323 | 103.1   | 102.0 |

DK

Table 5

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary  | Explanation on the changes <b>between July 2017 and July 2018</b>                             |
|----------|--|---|
| <b>1</b> | Gross (3) includes wages and pensions plus 2/3 of (5) which is employers part of the contribution to a general pension scheme. For the married employee with two children gross and net also includes a cash compensation for the cost of having two children. | Since July 2017 and July 2018 there has been overall wage increases at a size of 2,6 percent. |
| <b>2</b> |  |   |
| <b>3</b> |  |   |
| <b>4</b> |  |   |
| ...      |  |   |
|          | Compulsory deduction   | Explanation on the changes <b>between July 2017 and July 2018</b>                             |
| <b>1</b> | (4) is income tax  | Again for 2018 there has been changes in tax free deductions and changes in tax rates.        |
| <b>2</b> | (5) is the total contribution to a general pension scheme.   | There has been no changes.  |
| <b>3</b> | (6) is the total contribution to pension schemes according to the specific agreements.   | There has been changes at the same level as the general regulations                           |
| <b>4</b> |  |   |
| ...      |  |   |



**DE**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category<br>[1] | Grade<br>[2] | Staff<br>[3]  |
|-----------------|--------------|---------------|
|                 |              |               |
| <b>AD</b>       | B9           | 155           |
|                 | B6           | 403           |
|                 | B3           | 1,321         |
|                 | A16          | 839           |
|                 | A15          | 3,575         |
|                 | A14          | 1,865         |
| <b>AST</b>      | A13          | 3,747         |
|                 | A12          | 1,335         |
|                 | A11          | 755           |
|                 | A9           | 1,335         |
| <b>SC</b>       | A8           | 650           |
|                 | A7           | 418           |
|                 | A5           | 494           |
|                 | A4           | 150           |
| <b>Total</b>    |              | <b>17,042</b> |

**DE**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Numbers<br>[7]    |
| <b>AD</b>       | 8,158          | 47.9         | 8,158   | 47.9         | 100.0                     |                   |
| <b>AST</b>      | 7,172          | 42.1         | 7,172   | 42.1         | 100.0                     |                   |
| <b>SC</b>       | 1,712          | 10.0         | 1,712   | 10.0         | 100.0                     |                   |
| <b>Total</b>    | <b>17,042</b>  | <b>100.0</b> | <b>17,042</b>   | <b>100.0</b> | <b>100.0</b>              |                   |

1. No reference total provided for A65 population in Central Public Administration. Assumed equal to sample.

2. No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ sample population, NACE R2 employment in central administration/defence/social security, or an alternative estimate.

**DE**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in euros)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |       | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net   | Gross | Compulsory deductions |      |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-------|-----------------------|------|------|-------|----------------------|-------|-------|-----------------------|------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |     |       | Middle of the scale |       |                       |      |      |       | Maximum of the scale |       |       |                       |      |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16]  | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD          | B9           | 12,001               | 4,339                 | 67  | 345 | 0   | 7,250 | 12,001              | 4,339 | 67                    | 345  | 0    | 7,250 | 12,001               | 4,339 | 67    | 345                   | 0    | 7,250 |  |  |     |
|             | B6           | 10,232               | 3,555                 | 67  | 345 | 0   | 6,264 | 10,232              | 3,555 | 67                    | 345  | 0    | 6,264 | 10,232               | 3,555 | 67    | 345                   | 0    | 6,264 |  |  |     |
|             | B3           | 8,603                | 2,833                 | 67  | 345 | 0   | 5,358 | 8,603               | 2,833 | 67                    | 345  | 0    | 5,358 | 8,603                | 2,833 | 67    | 345                   | 0    | 5,358 |  |  |     |
|             | A16          | 6,226                | 1,780                 | 67  | 345 | 0   | 4,034 | 6,950               | 2,101 | 67                    | 345  | 0    | 4,437 | 7,819                | 2,486 | 67    | 345                   | 0    | 4,921 |  |  |     |
|             | A15          | 5,614                | 1,509                 | 67  | 345 | 0   | 3,693 | 6,240               | 1,786 | 67                    | 345  | 0    | 4,042 | 6,992                | 2,119 | 67    | 345                   | 0    | 4,460 |  |  |     |
|             | A14          | 4,636                | 1,081                 | 67  | 345 | 0   | 3,143 | 5,460               | 1,441 | 67                    | 345  | 0    | 3,607 | 6,219                | 1,777 | 67    | 345                   | 0    | 4,030 |  |  |     |
| AST         | A13          | 4,460                | 1,008                 | 67  | 345 | 0   | 3,040 | 5,098               | 1,280 | 67                    | 345  | 0    | 3,405 | 5,683                | 1,539 | 67    | 345                   | 0    | 3,731 |  |  |     |
|             | A12          | 3,830                | 765                   | 58  | 345 | 0   | 2,662 | 4,512               | 1,029 | 67                    | 345  | 0    | 3,070 | 5,140                | 1,299 | 67    | 345                   | 0    | 3,429 |  |  |     |
|             | A11          | 3,585                | 676                   | 55  | 345 | 0   | 2,509 | 4,158               | 889   | 63                    | 345  | 0    | 2,861 | 4,684                | 1,101 | 67    | 345                   | 0    | 3,171 |  |  |     |
|             | A9           | 2,891                | 443                   | 44  | 345 | 0   | 2,059 | 3,271               | 567   | 50                    | 345  | 0    | 2,309 | 3,713                | 722   | 57    | 345                   | 0    | 2,589 |  |  |     |
| SC          | A8           | 2,686                | 379                   | 41  | 345 | 0   | 1,922 | 3,040               | 491   | 46                    | 345  | 0    | 2,158 | 3,446                | 627   | 53    | 345                   | 0    | 2,422 |  |  |     |
|             | A7           | 2,545                | 336                   | 39  | 345 | 0   | 1,826 | 2,826               | 422   | 43                    | 345  | 0    | 2,016 | 3,183                | 538   | 49    | 345                   | 0    | 2,251 |  |  |     |
|             | A5           | 2,365                | 283                   | 36  | 345 | 0   | 1,701 | 2,557               | 340   | 39                    | 345  | 0    | 1,834 | 2,791                | 411   | 43    | 345                   | 0    | 1,992 |  |  |     |
|             | A4           | 2,348                | 278                   | 36  | 345 | 0   | 1,689 | 2,515               | 327   | 38                    | 345  | 0    | 1,804 | 2,701                | 383   | 41    | 345                   | 0    | 1,931 |  |  |     |

(4), (10), (16): Steuern (Lohnsteuer, Solidaritätszuschlag)

(5), (11), (17): Pflegeversicherung

(6), (12), (18): priv. Krankenversicherung

(7), (13), (19):

**DE**  
**Table 2b**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in euros)**  
**July 2018**

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |       | Net    | Gross               | Compulsory deductions |      |      |       |        | Net   | Gross                | Compulsory deductions |      |       |  |  | Net |
|------|-------|----------------------|-----------------------|-----|-----|-----|-------|--------|---------------------|-----------------------|------|------|-------|--------|-------|----------------------|-----------------------|------|-------|--|--|-----|
|      |       | Minimum of the scale |                       |     |     |     |       |        | Middle of the scale |                       |      |      |       |        |       | Maximum of the scale |                       |      |       |  |  |     |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]    | [10]                | [11]                  | [12] | [13] | [14]  | [15]   | [16]  | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD   | B9    | 12,777               | 3,031                 | 113 | 690 | 388 | 8,555 | 12,777 | 3,031               | 113                   | 690  | 388  | 8,555 | 12,777 | 3,031 | 113                  | 690                   | 388  | 8,555 |  |  |     |
|      | B6    | 11,008               | 2,253                 | 113 | 690 | 388 | 7,564 | 11,008 | 2,253               | 113                   | 690  | 388  | 7,564 | 11,008 | 2,253 | 113                  | 690                   | 388  | 7,564 |  |  |     |
|      | B3    | 9,380                | 1,599                 | 113 | 690 | 388 | 6,590 | 9,380  | 1,599               | 113                   | 690  | 388  | 6,590 | 9,380  | 1,599 | 113                  | 690                   | 388  | 6,590 |  |  |     |
|      | A16   | 7,002                | 1,163                 | 113 | 690 | 0   | 5,036 | 7,726  | 1,010               | 113                   | 690  | 388  | 5,525 | 8,596  | 1,310 | 113                  | 690                   | 388  | 6,095 |  |  |     |
|      | A15   | 6,391                | 958                   | 113 | 690 | 0   | 4,630 | 7,017  | 1,169               | 113                   | 690  | 0    | 5,045 | 7,768  | 1,024 | 113                  | 690                   | 388  | 5,553 |  |  |     |
|      | A14   | 5,412                | 649                   | 113 | 690 | 0   | 3,960 | 6,237  | 907                 | 113                   | 690  | 0    | 4,526 | 6,996  | 1,161 | 113                  | 690                   | 0    | 5,031 |  |  |     |
| AST  | A13   | 5,237                | 597                   | 113 | 690 | 0   | 3,837 | 5,874  | 791                 | 113                   | 690  | 0    | 4,280 | 6,459  | 980   | 113                  | 690                   | 0    | 4,676 |  |  |     |
|      | A12   | 4,607                | 412                   | 108 | 690 | 0   | 3,397 | 5,288  | 612                 | 113                   | 690  | 0    | 3,873 | 5,917  | 805   | 113                  | 690                   | 0    | 4,309 |  |  |     |
|      | A11   | 4,361                | 348                   | 101 | 690 | 0   | 3,221 | 4,935  | 502                 | 113                   | 690  | 0    | 3,629 | 5,461  | 664   | 113                  | 690                   | 0    | 3,994 |  |  |     |
|      | A9    | 3,667                | 179                   | 84  | 690 | 0   | 2,714 | 4,048  | 270                 | 93                    | 690  | 0    | 2,994 | 4,489  | 381   | 105                  | 690                   | 0    | 3,313 |  |  |     |
| SC   | A8    | 3,463                | 132                   | 78  | 690 | 0   | 2,562 | 3,817  | 214                 | 87                    | 690  | 0    | 2,825 | 4,223  | 314   | 98                   | 690                   | 0    | 3,121 |  |  |     |
|      | A7    | 3,322                | 102                   | 75  | 690 | 0   | 2,455 | 3,603  | 164                 | 82                    | 690  | 0    | 2,667 | 3,959  | 249   | 91                   | 690                   | 0    | 2,929 |  |  |     |
|      | A5    | 3,163                | 71                    | 71  | 690 | 0   | 2,331 | 3,355  | 109                 | 76                    | 690  | 0    | 2,480 | 3,589  | 160   | 82                   | 690                   | 0    | 2,657 |  |  |     |
|      | A4    | 3,152                | 69                    | 70  | 690 | 0   | 2,322 | 3,318  | 101                 | 75                    | 690  | 0    | 2,452 | 3,504  | 141   | 79                   | 690                   | 0    | 2,594 |  |  |     |

(4), (10), (16): Steuern (Lohnsteuer, Solidaritätszuschlag)  
(5), (11), (17): Pflegeversicherung  
(6), (12), (18): priv. Krankenversicherung  
(7), (13), (19): Abzug Kindergeld (Kinderfreibetrag kommt zur Anwendung)

**DE**  
**Table 2c**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in euros)**  
**July 2017**

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |       | Net    | Gross               | Compulsory deductions |      |      |       |        | Net   | Gross                | Compulsory deductions |      |       |  |  | Net |
|------|-------|----------------------|-----------------------|-----|-----|-----|-------|--------|---------------------|-----------------------|------|------|-------|--------|-------|----------------------|-----------------------|------|-------|--|--|-----|
|      |       | Minimum of the scale |                       |     |     |     |       |        | Middle of the scale |                       |      |      |       |        |       | Maximum of the scale |                       |      |       |  |  |     |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]    | [10]                | [11]                  | [12] | [13] | [14]  | [15]   | [16]  | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD   | B9    | 11,665               | 4,205                 | 66  | 341 | 0   | 7,053 | 11,665 | 4,205               | 66                    | 341  | 0    | 7,053 | 11,665 | 4,205 | 66                   | 341                   | 0    | 7,053 |  |  |     |
|      | B6    | 9,945                | 3,442                 | 66  | 341 | 0   | 6,095 | 9,945  | 3,442               | 66                    | 341  | 0    | 6,095 | 9,945  | 3,442 | 66                   | 341                   | 0    | 6,095 |  |  |     |
|      | B3    | 8,362                | 2,741                 | 66  | 341 | 0   | 5,213 | 8,362  | 2,741               | 66                    | 341  | 0    | 5,213 | 8,362  | 2,741 | 66                   | 341                   | 0    | 5,213 |  |  |     |
|      | A16   | 6,054                | 1,718                 | 66  | 341 | 0   | 3,927 | 6,757  | 2,030               | 66                    | 341  | 0    | 4,319 | 7,601  | 2,404 | 66                   | 341                   | 0    | 4,789 |  |  |     |
|      | A15   | 5,458                | 1,454                 | 66  | 341 | 0   | 3,596 | 6,066  | 1,724               | 66                    | 341  | 0    | 3,935 | 6,796  | 2,047 | 66                   | 341                   | 0    | 4,341 |  |  |     |
|      | A14   | 4,508                | 1,040                 | 66  | 341 | 0   | 3,060 | 5,308  | 1,388               | 66                    | 341  | 0    | 3,513 | 6,045  | 1,714 | 66                   | 341                   | 0    | 3,923 |  |  |     |
| AST  | A13   | 4,336                | 970                   | 66  | 341 | 0   | 2,959 | 4,955  | 1,231               | 66                    | 341  | 0    | 3,316 | 5,523  | 1,483 | 66                   | 341                   | 0    | 3,632 |  |  |     |
|      | A12   | 3,724                | 736                   | 57  | 341 | 0   | 2,590 | 4,386  | 990                 | 66                    | 341  | 0    | 2,988 | 4,996  | 1,249 | 66                   | 341                   | 0    | 3,339 |  |  |     |
|      | A11   | 3,486                | 650                   | 53  | 341 | 0   | 2,441 | 4,043  | 855                 | 62                    | 341  | 0    | 2,785 | 4,554  | 1,059 | 66                   | 341                   | 0    | 3,087 |  |  |     |
|      | A9    | 2,810                | 424                   | 43  | 341 | 0   | 2,001 | 3,179  | 544                 | 48                    | 341  | 0    | 2,245 | 3,608  | 693   | 55                   | 341                   | 0    | 2,518 |  |  |     |
| SC   | A8    | 2,612                | 363                   | 40  | 341 | 0   | 1,867 | 2,955  | 470                 | 45                    | 341  | 0    | 2,098 | 3,349  | 602   | 51                   | 341                   | 0    | 2,355 |  |  |     |
|      | A7    | 2,475                | 322                   | 38  | 341 | 0   | 1,774 | 2,747  | 405                 | 42                    | 341  | 0    | 1,959 | 3,093  | 516   | 47                   | 341                   | 0    | 2,189 |  |  |     |
|      | A5    | 2,279                | 264                   | 35  | 341 | 0   | 1,638 | 2,465  | 319                 | 38                    | 341  | 0    | 1,767 | 2,692  | 387   | 41                   | 341                   | 0    | 1,922 |  |  |     |
|      | A4    | 2,262                | 260                   | 34  | 341 | 0   | 1,627 | 2,424  | 307                 | 37                    | 341  | 0    | 1,739 | 2,604  | 360   | 40                   | 341                   | 0    | 1,863 |  |  |     |

(4), (10), (16): Steuern (Lohnsteuer, Solidaritätszuschlag)

(5), (11), (17): Pflegeversicherung

(6), (12), (18): priv. Krankenversicherung

(7), (13), (19):

**DE**  
**Table 2d**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in euros)**  
**July 2017**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |       | Net    | Gross               | Compulsory deductions |      |      |       |        | Net   | Gross                | Compulsory deductions |      |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|-------|--------|---------------------|-----------------------|------|------|-------|--------|-------|----------------------|-----------------------|------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |     |       |        | Middle of the scale |                       |      |      |       |        |       | Maximum of the scale |                       |      |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]    | [10]                | [11]                  | [12] | [13] | [14]  | [15]   | [16]  | [17]                 | [18]                  | [19] | [20]  |  |  |     |
| AD          | B9           | 12,426               | 2,912                 | 111 | 683 | 384 | 8,336 | 12,426 | 2,912               | 111                   | 683  | 384  | 8,336 | 12,426 | 2,912 | 111                  | 683                   | 384  | 8,336 |  |  |     |
|             | B6           | 10,706               | 2,159                 | 111 | 683 | 384 | 7,369 | 10,706 | 2,159               | 111                   | 683  | 384  | 7,369 | 10,706 | 2,159 | 111                  | 683                   | 384  | 7,369 |  |  |     |
|             | B3           | 9,123                | 1,529                 | 111 | 683 | 384 | 6,416 | 9,123  | 1,529               | 111                   | 683  | 384  | 6,416 | 9,123  | 1,529 | 111                  | 683                   | 384  | 6,416 |  |  |     |
|             | A16          | 6,815                | 1,118                 | 111 | 683 | 0   | 4,903 | 7,518  | 962                 | 111                   | 683  | 384  | 5,378 | 8,362  | 1,251 | 111                  | 683                   | 384  | 5,933 |  |  |     |
|             | A15          | 6,219                | 918                   | 111 | 683 | 0   | 4,507 | 6,827  | 1,122               | 111                   | 683  | 0    | 4,912 | 7,557  | 975   | 111                  | 683                   | 384  | 5,404 |  |  |     |
|             | A14          | 5,269                | 621                   | 111 | 683 | 0   | 3,855 | 6,070  | 870                 | 111                   | 683  | 0    | 4,406 | 6,807  | 1,115 | 111                  | 683                   | 0    | 4,898 |  |  |     |
| AST         | A13          | 5,097                | 570                   | 111 | 683 | 0   | 3,734 | 5,716  | 758                 | 111                   | 683  | 0    | 4,165 | 6,284  | 939   | 111                  | 683                   | 0    | 4,551 |  |  |     |
|             | A12          | 4,485                | 392                   | 105 | 683 | 0   | 3,306 | 5,147  | 584                 | 111                   | 683  | 0    | 3,769 | 5,757  | 770   | 111                  | 683                   | 0    | 4,193 |  |  |     |
|             | A11          | 4,247                | 331                   | 99  | 683 | 0   | 3,134 | 4,804  | 476                 | 111                   | 683  | 0    | 3,534 | 5,315  | 635   | 111                  | 683                   | 0    | 3,886 |  |  |     |
|             | A9           | 3,571                | 167                   | 81  | 683 | 0   | 2,640 | 3,941  | 255                 | 91                    | 683  | 0    | 2,912 | 4,369  | 362   | 102                  | 683                   | 0    | 3,223 |  |  |     |
| SC          | A8           | 3,373                | 122                   | 76  | 683 | 0   | 2,492 | 3,716  | 201                 | 85                    | 683  | 0    | 2,748 | 4,111  | 297   | 95                   | 683                   | 0    | 3,036 |  |  |     |
|             | A7           | 3,236                | 93                    | 73  | 683 | 0   | 2,387 | 3,508  | 152                 | 80                    | 683  | 0    | 2,594 | 3,854  | 234   | 88                   | 683                   | 0    | 2,849 |  |  |     |
|             | A5           | 3,061                | 60                    | 68  | 683 | 0   | 2,250 | 3,248  | 96                  | 73                    | 683  | 0    | 2,396 | 3,474  | 144   | 79                   | 683                   | 0    | 2,569 |  |  |     |
|             | A4           | 3,050                | 58                    | 68  | 683 | 0   | 2,241 | 3,212  | 88                  | 72                    | 683  | 0    | 2,368 | 3,392  | 126   | 77                   | 683                   | 0    | 2,507 |  |  |     |

(4), (10), (16): Steuern (Lohnsteuer, Solidaritätszuschlag)

(5), (11), (17): Pflegeversicherung

(6), (12), (18): priv. Krankenversicherung

(7), (13), (19): Abzug Kindergeld (Kinderfreibetrag kommt zur Anwendung)

DE

Table 3

Changes in average remuneration of central government staff by grade

Price index = 102.1

| Cat. | Grade | Gross      |        |         |       | Net        |       |         |       |
|------|-------|------------|--------|---------|-------|------------|-------|---------|-------|
|      |       | Salary (€) |        | Index   |       | Salary (€) |       | Index   |       |
|      |       | 2017       | 2018   | Nominal | Real  | 2017       | 2018  | Nominal | Real  |
| [1]  | [2]   | [3]        | [4]    | [5]     | [6]   | [7]        | [8]   | [9]     | [10]  |
| AD   | B9    | 12,046     | 12,389 | 102.9   | 100.7 | 7,695      | 7,903 | 102.7   | 100.6 |
|      | B6    | 10,326     | 10,620 | 102.9   | 100.7 | 6,732      | 6,914 | 102.7   | 100.6 |
|      | B3    | 8,743      | 8,992  | 102.8   | 100.7 | 5,815      | 5,974 | 102.7   | 100.6 |
|      | A16   | 7,185      | 7,387  | 102.8   | 100.7 | 4,875      | 5,008 | 102.7   | 100.6 |
|      | A15   | 6,487      | 6,670  | 102.8   | 100.7 | 4,449      | 4,571 | 102.7   | 100.6 |
|      | A14   | 5,668      | 5,827  | 102.8   | 100.7 | 3,943      | 4,050 | 102.7   | 100.6 |
| AST  | A13   | 5,319      | 5,469  | 102.8   | 100.7 | 3,726      | 3,828 | 102.7   | 100.6 |
|      | A12   | 4,749      | 4,882  | 102.8   | 100.7 | 3,364      | 3,457 | 102.7   | 100.6 |
|      | A11   | 4,408      | 4,531  | 102.8   | 100.7 | 3,145      | 3,231 | 102.7   | 100.6 |
|      | A9    | 3,580      | 3,680  | 102.8   | 100.7 | 2,590      | 2,663 | 102.8   | 100.7 |
| SC   | A8    | 3,353      | 3,446  | 102.8   | 100.7 | 2,433      | 2,502 | 102.8   | 100.7 |
|      | A7    | 3,152      | 3,240  | 102.8   | 100.7 | 2,292      | 2,357 | 102.9   | 100.7 |
|      | A5    | 2,870      | 2,970  | 103.5   | 101.4 | 2,090      | 2,166 | 103.6   | 101.5 |
|      | A4    | 2,824      | 2,923  | 103.5   | 101.4 | 2,058      | 2,132 | 103.6   | 101.5 |

DE

Table 4

Changes in average remuneration of central government staff by category

Price index = 102.1

| Cat.  | Gross      |       |         |       | Net        |       |         |       |
|-------|------------|-------|---------|-------|------------|-------|---------|-------|
|       | Salary (€) |       | Index   |       | Salary (€) |       | Index   |       |
|       | 2017       | 2018  | Nominal | Real  | 2017       | 2018  | Nominal | Real  |
| [1]   | [2]        | [3]   | [4]     | [5]   | [6]        | [7]   | [8]     | [9]   |
| AD    | 7,032      | 7,231 | 102.8   | 100.7 | 4,773      | 4,903 | 102.7   | 100.6 |
| AST   | 4,793      | 4,928 | 102.8   | 100.7 | 3,386      | 3,479 | 102.8   | 100.7 |
| SC    | 3,118      | 3,212 | 103.0   | 100.9 | 2,267      | 2,337 | 103.1   | 101.0 |
| Total | 5,697      | 5,858 | 102.8   | 100.7 | 3,937      | 4,046 | 102.8   | 100.7 |

**DE**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary            | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|--|---|
| <b>1</b> | Bruttोजahreszahlung/ Jahressonderzahlung | Die Jahressonderzahlungen sind in die neuen Besoldungstabellen eingerechnet worden.   |
| <b>2</b> |  | Ab Januar 2012 wird die Jahressonderzahlung von 30% auf 60% erhöht und in die Besoldungstabelle eingerechnet.   |
| <b>3</b> |  | Beschluss vom 26.09.2018:<br><a href="#">Besoldungserhöhung zum 1 März 2018 um 2,99 Prozent</a> , zum 1 April 2019 um 3,09 Prozent und, zum 1 März 2020 um 1,06 Prozent.  |
| ...      |  |   |
|          | Compulsory deduction                     | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> | Pflegeversicherung:                      | Beitragsbemessungsgrenze: <a href="#">4425,00 € (2018)</a>  |
| <b>2</b> | Lohnsteuer:                              | Spitzensteuersatz beträgt ab 2007 45% (2006 42%)<br>ab 250.000,00 € bzw. 500.000,00 €).<br>Der Eingangssteuersatz sinkt ab 01.01.2009 von 15 auf 14 Prozent.<br><a href="#">Der Grundfreibetrag steigt ab 2018 auf 9000,00 €.</a><br>Die Vorsorgeaufwendungen (priv. KV und PV) können ab 2010 voll geltend gemacht werden.<br>Die Werbungskostenpauschale beträgt ab 2011 1000 € . |
| <b>3</b> | Kindergeld:                              | Kindergeld beträgt pro Kind <a href="#">194,00 € (2018)</a>   |
| <b>4</b> | Krankenversicherung:<br>(priv. PKV)      | Ab 2009 müssen alle Arbeitnehmer<br>bzw. Beamte krankenversichert sein.<br>Als Betrag wird der gesetzlich festgelegte Pflichtbeitrag genommen,<br>der eine Grundsicherung umfasst. <a href="#">Für 2018 liegt er für ledige Beamte bei 345,15 Euro, für verheiratete Beamte mit Kinder bei 690,30 Euro.</a>   |
| ...      |  |   |



**EE**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category<br>[1] | Grade<br>[2] | Staff<br>[3] |
|-----------------|--------------|--------------|
| AD              |              | 4,881        |
| AST             |              | 1,627        |
| <b>Total</b>    |              | <b>6,508</b> |

REMARKS! Only permanent officials working in Central government, whose work is regulated by the Civil Service Act and who work full-time are in the sample.

The total for the whole central government is expressed in full-time equivalents and with the situation in 2017.

**EE**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Number<br>[7]     |
| AD              | 4,881          | 75.0         | 4,881   | 75.0         | 100.0                     |                   |
| AST             | 1,627          | 25.0         | 1,627   | 25.0         | 100.0                     |                   |
| <b>Total</b>    | <b>6,508</b>   | <b>100.0</b> | <b>6,508</b>  | <b>100.0</b> | <b>100.0</b>              | <b>53766.0</b>    |

EE  
Table 2a  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2018

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |      | Net | Gross               | Compulsory deductions |      |      |      |       | Net   | Gross                | Compulsory deductions |      |      |      |       | Net   |
|------|-------|----------------------|-----------------------|-----|-----|-----|------|-----|---------------------|-----------------------|------|------|------|-------|-------|----------------------|-----------------------|------|------|------|-------|-------|
|      |       | Minimum of the scale |                       |     |     |     |      |     | Middle of the scale |                       |      |      |      |       |       | Maximum of the scale |                       |      |      |      |       |       |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [7a] | [8] | [9]                 | [10]                  | [11] | [12] | [13] | [13a] | [14]  | [15]                 | [16]                  | [17] | [18] | [19] | [19a] | [20]  |
| AD   |       | 656                  | 26                    | 10  | 13  |     |      | 606 | 1,450               | 207                   | 23   | 29   |      |       | 1,190 | 5,800                | 1,118                 | 93   | 116  |      |       | 4,473 |
| AST  |       | 656                  | 26                    | 10  | 13  |     |      | 606 | 1,450               | 207                   | 23   | 29   |      |       | 1,190 | 5,800                | 1,118                 | 93   | 116  |      |       | 4,473 |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

## REMARKS!

01.07.18 gross salary includes also additional remuneration for on-call time, overtime work, working at night-time and on a public holiday.

01.07.17 gross salary includes only the basic salary and doesn't include any additional remuneration.

EE  
Table 2b  
Remuneration of central government staff  
Married official with two dependent children - Monthly data (in Euro)  
July 2018

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |      | Net | Gross               | Compulsory deductions |      |      |      |       | Net   | Gross                | Compulsory deductions |      |      |      |       | Net   |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|------|-----|---------------------|-----------------------|------|------|------|-------|-------|----------------------|-----------------------|------|------|------|-------|-------|
|             |              | Minimum of the scale |                       |     |     |     |      |     | Middle of the scale |                       |      |      |      |       |       | Maximum of the scale |                       |      |      |      |       |       |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [7a] | [8] | [9]                 | [10]                  | [11] | [12] | [13] | [13a] | [14]  | [15]                 | [16]                  | [17] | [18] | [19] | [19a] | [20]  |
| AD          |              | 656                  | 26                    | 10  | 13  |     | 110  | 716 | 1,450               | 207                   | 23   | 29   |      | 110   | 1,300 | 5,800                | 1,118                 | 93   | 116  |      | 110   | 4,583 |
| AST         |              | 656                  | 26                    | 10  | 13  |     | 110  | 716 | 1,450               | 207                   | 23   | 29   |      | 110   | 1,300 | 5,800                | 1,118                 | 93   | 116  |      | 110   | 4,583 |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

(7a), (13a), (19a): State benefits (child allowance)

EE  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2017

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |      | Net | Gross               | Compulsory deductions |      |      |      |       | Net   | Gross                | Compulsory deductions |      |      |      |       | Net   |
|------|-------|----------------------|-----------------------|-----|-----|-----|------|-----|---------------------|-----------------------|------|------|------|-------|-------|----------------------|-----------------------|------|------|------|-------|-------|
|      |       | Minimum of the scale |                       |     |     |     |      |     | Middle of the scale |                       |      |      |      |       |       | Maximum of the scale |                       |      |      |      |       |       |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [7a] | [8] | [9]                 | [10]                  | [11] | [12] | [13] | [13a] | [14]  | [15]                 | [16]                  | [17] | [18] | [19] | [19a] | [20]  |
| AD   |       | 510                  | 62                    | 8   | 10  |     |      | 429 | 1,350               | 224                   | 22   | 27   |      |       | 1,077 | 5,800                | 1,082                 | 93   | 116  |      |       | 4,509 |
| AST  |       | 510                  | 62                    | 8   | 10  |     |      | 429 | 1,350               | 224                   | 22   | 27   |      |       | 1,077 | 5,800                | 1,082                 | 93   | 116  |      |       | 4,509 |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

EE  
Table 2d  
Remuneration of central government staff  
Married official with two dependent children - Monthly data (in Euro)  
July 2017

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |      | Net | Gross               | Compulsory deductions |      |      |      |       | Net   | Gross                | Compulsory deductions |      |      |      |       | Net   |
|------|-------|----------------------|-----------------------|-----|-----|-----|------|-----|---------------------|-----------------------|------|------|------|-------|-------|----------------------|-----------------------|------|------|------|-------|-------|
|      |       | Minimum of the scale |                       |     |     |     |      |     | Middle of the scale |                       |      |      |      |       |       | Maximum of the scale |                       |      |      |      |       |       |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [7a] | [8] | [9]                 | [10]                  | [11] | [12] | [13] | [13a] | [14]  | [15]                 | [16]                  | [17] | [18] | [19] | [19a] | [20]  |
| AD   |       | 510                  | 62                    | 8   | 10  |     | 100  | 529 | 1,350               | 224                   | 22   | 27   |      | 100   | 1,177 | 5,800                | 1,082                 | 93   | 116  |      | 100   | 4,609 |
| AST  |       | 510                  | 62                    | 8   | 10  |     | 100  | 529 | 1,350               | 224                   | 22   | 27   |      | 100   | 1,177 | 5,800                | 1,082                 | 93   | 116  |      | 100   | 4,609 |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

(7a), (13a), (19a): State benefits (child allowance)

EE

Table 3

Changes in average remuneration by grade of official in the central government

Price index = **103.9**

| Cat. | Grade | Gross  |       |         |      | Net    |       |         |       |
|------|-------|--------|-------|---------|------|--------|-------|---------|-------|
|      |       | Salary |       | Index   |      | Salary |       | Index   |       |
|      |       | 2017   | 2018  | Nominal | Real | 2017   | 2018  | Nominal | Real  |
| [1]  | [2]   | [3]    | [4]   | [5]     | [6]  | [7]    | [8]   | [9]     | [10]  |
| AD   |       | 2,553  | 2,635 | 103.2   | 99.3 | 2,055  | 2,145 | 104.4   | 100.4 |
| AST  |       | 2,553  | 2,635 | 103.2   | 99.3 | 2,055  | 2,145 | 104.4   | 100.4 |

EE

Table 4

Changes in average remuneration by category of official in the central government

Price index = **103.9**

| Cat.  | Gross  |       |         |      | Net    |       |         |       |
|-------|--------|-------|---------|------|--------|-------|---------|-------|
|       | Salary |       | Index   |      | Salary |       | Index   |       |
|       | 2017   | 2018  | Nominal | Real | 2017   | 2018  | Nominal | Real  |
| [1]   | [2]    | [3]   | [4]     | [5]  | [6]    | [7]   | [8]     | [9]   |
| AD    | 2,553  | 2,635 | 103.2   | 99.3 | 2,055  | 2,145 | 104.4   | 100.5 |
| AST   | 2,553  | 2,635 | 103.2   | 99.3 | 2,055  | 2,145 | 104.4   | 100.5 |
| Total | 2,553  | 2,635 | 103.2   | 99.3 | 2,055  | 2,145 | 104.4   | 100.5 |

EE  
Table 5

Explanation on the changes in the components of the gross and net salary

|     | Component of the gross salary  | Explanation on the changes between July 2017 and July 2018  |
|-----|--|---|
| 1   | Basic salary   | has not changed   |
|     | <i>The basic salary is a fixed part of the salary which is determined on the basis of the functions of a post and the service-related knowledge, skills and experience of the official.</i>  |   |
| 2   | Variable salary (not included in table 2)  | has not changed   |
|     | <i>The variable salary is an irregular part of the remuneration of an official which may be paid as a performance payment, as an additional payment for the performance of additional duties or as a bonus for exceptional service-related achievements. A variable pay of up to 20 percent of the basic salary of the official may be paid in addition to the basic salary of the official.</i> |   |
| 3   | Additional remunerations (not all are included in table 2)   |   |
|     | <i>Additional remuneration which is not less than one-tenth of the basic salary of an official shall be paid to the official for on-call time or, at the request of the official, compensated for with additional spare time which shall be not less than one-fourth of the length of the on-call time.</i>  | The gross salary of 2017 does not include additional remuneration for on-call time, the gross salary of 2018 includes additional remuneration for on-call time.   |
|     | <i>Upon compensation for overtime work, the authority shall pay an official 1.5 times the basic salary or, at the request of the official, provide additional spare time which equals the length of the period of overtime work.</i>   | The gross salary of 2017 does not include additional remuneration for overtime work, the gross salary of 2018 includes additional remuneration for overtime work.   |
|     | <i>If the working time of the official falls on night-time, the authority shall pay 1.25 times the basic salary to an official for working at night time if the said obligation is not included in his or her job description and is not taken into account upon the determination of his or her basic salary.</i>   | The gross salary of 2017 does not include additional remuneration for night-time work, the gross salary of 2018 includes additional remuneration for night-time work.   |
|     | <i>If the working time falls on a public holiday, the authority shall pay double basic salary for work done on a public holiday.</i>   | The gross salary of 2017 does not include additional remuneration for working on a public holiday, the gross salary of 2018 includes additional remuneration for working on a public holiday.   |
|     | <i>Pay for filling in for an absent official.</i>  |   |
| 4   |  |   |
| ... |  |   |
|     | Compulsory deduction   | Explanation on the changes between July 2017 and July 2018  |
| 1   | Income tax (20%) (first 180 euros are tax free)  | Tax-free amount increase from €180 up to €500 with salary not higher than 1200 euros per month.<br><br>In case annual income increases from 14 400 euros to 25 200 euros, basic exemption decreases according to the following formula: $6000 - 6000 \div 10\,800 \times (\text{income amount} - 14\,400)$<br><br>if annual income is above 25 200 euros, basic exemption is 0.<br><b>Income tax has not changed.</b> |
| 2   | Unemployment insurance tax (1.6%)  | has not changed   |
| 3   | Compulsory pension (mandatory for those who are born after 1982) (2%)  | has not changed   |
| 4   |  |   |
| ... |  |   |



**IE**  
**Table 1**  
**Central government staff broken down by grade - 2018**

| Category<br>[1] | Grade<br>[2]                 | Staff (June 2018)<br>[3] |
|-----------------|------------------------------|--------------------------|
| <b>AD</b>       | Secretary General            | 17                       |
|                 | Assistant Secretary          | 149                      |
|                 | Principal (Higher)           | 861                      |
|                 | Assistant Principal (Higher) | 2,426                    |
|                 | Administrative Officer       | 693                      |
| <b>AST</b>      | Higher Executive Officer     | 4,625                    |
|                 | Executive Officer            | 6,703                    |
| <b>SC</b>       | Clerical Officer             | 12,030                   |
|                 | Head Services Officer        | 25                       |
|                 | Services Officer             | 562                      |
| <b>Total</b>    |                              | <b>28,091</b>            |

**IE**  
**Table 1 bis**  
**Central government staff broken down by category - 2018**

| Category<br>[1] | Sample         |              | Reference population in Central Poublic Administration |              | Ratio Sample / Population | ESA2010 total CPA<br>Number<br>[7] |
|-----------------|----------------|--------------|--|--------------|---------------------------|------------------------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]   | %<br>[5]     | %<br>[6]                  |                                    |
| <b>AD</b>       | 4,146          | 14.8         | 4,146  | 14.8         | 100.0                     |                                    |
| <b>AST</b>      | 11,328         | 40.3         | 11,328   | 40.3         | 100.0                     |                                    |
| <b>SC</b>       | 12,617         | 44.9         | 12,617   | 44.9         | 100.0                     |                                    |
| <b>Total</b>    | <b>28,091</b>  | <b>100.0</b> | <b>28,091</b>  | <b>100.0</b> | <b>100.0</b>              |                                    |

No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ reference population NACE R2 employment in central administration/defence/social security, or an alternative estimate".

**IE**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Yearly data (in euros)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |       |       |        |        | Net                 | Gross  | Compulsory deductions |       |        |        |                      | Net    | Gross | Compulsory deductions |        |        |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-------|-------|--------|--------|---------------------|--------|-----------------------|-------|--------|--------|----------------------|--------|-------|-----------------------|--------|--------|--|--|-----|
|             |                              | Minimum of the scale |                       |       |       |        |        | Middle of the scale |        |                       |       |        |        | Maximum of the scale |        |       |                       |        |        |  |  |     |
|             |                              | [3]                  | [4]                   | [5]   | [6]   | [7]    | [8]    | [9]                 | [10]   | [11]                  | [12]  | [13]   | [14]   | [15]                 | [16]   | [17]  | [18]                  | [19]   | [20]   |  |  |     |
| AD          | Secretary General            | 197,117              | 73,225                | 5,559 | 2,957 | 17,522 | 97,854 | 197,117             | 73,225 | 5,559                 | 2,957 | 17,522 | 97,854 | 197,117              | 73,225 | 5,559 | 2,957                 | 17,522 | 97,854 |  |  |     |
|             | Assistant Secretary          | 126,333              | 42,647                | 2,727 | 1,895 | 10,090 | 68,974 | 138,233             | 47,787 | 3,203                 | 2,073 | 11,339 | 73,830 | 144,421              | 50,461 | 3,451 | 2,166                 | 11,989 | 76,354 |  |  |     |
|             | Principal (Higher)           | 86,817               | 25,576                | 1,147 | 1,302 | 5,941  | 52,852 | 97,258              | 30,086 | 1,564                 | 1,459 | 7,037  | 57,112 | 106,483              | 34,071 | 1,933 | 1,597                 | 8,006  | 60,876 |  |  |     |
|             | Assistant Principal (Higher) | 68,592               | 17,750                | 617   | 1,029 | 4,027  | 45,169 | 78,663              | 22,053 | 820                   | 1,180 | 5,085  | 49,525 | 85,139               | 24,851 | 1,079 | 1,277                 | 5,765  | 52,167 |  |  |     |
|             | Administrative Officer       | 30,039               | 3,306                 | 270   | 451   | 129    | 25,883 | 42,151              | 7,151  | 379                   | 632   | 1,340  | 32,649 | 56,979               | 13,104 | 513   | 855                   | 2,823  | 39,684 |  |  |     |
| AST         | Higher Executive Officer     | 45,264               | 8,401                 | 407   | 679   | 1,651  | 34,126 | 50,535              | 10,517 | 455                   | 758   | 2,179  | 36,627 | 56,979               | 13,104 | 513   | 855                   | 2,823  | 39,684 |  |  |     |
|             | Executive Officer            | 27,657               | 2,749                 | 249   | 415   | 0      | 24,244 | 37,116              | 5,129  | 334                   | 557   | 837    | 30,259 | 47,082               | 9,131  | 424   | 706                   | 1,833  | 34,988 |  |  |     |
| SC          | Clerical Officer             | 23,107               | 1,637                 | 208   | 347   | 0      | 20,916 | 30,168              | 3,335  | 272                   | 453   | 142    | 25,967 | 38,724               | 5,775  | 349   | 581                   | 997    | 31,022 |  |  |     |
|             | Head Services Officer        | 29,553               | 3,197                 | 266   | 443   | 80     | 25,567 | 32,405              | 3,837  | 292                   | 486   | 366    | 27,425 | 36,314               | 4,807  | 327   | 545                   | 756    | 29,879 |  |  |     |
|             | Services Officer             | 21,220               | 1,175                 | 191   | 318   | 0      | 19,535 | 25,118              | 2,128  | 226                   | 377   | 0      | 22,387 | 29,307               | 3,142  | 264   | 440                   | 56     | 25,406 |  |  |     |

[4],[10],[16] - Taxes on income (income tax, tax credits, USC).

[5], [11], [17] - Compulsory employee's contribution to social security (PRSI).

[6],[12],[18] - Compulsory employee's contribution to occupational pension scheme (pension contribution, PRD)

[7],[13],[19] - Other compulsory deductions

IE  
Table 2b  
**Remuneration of central government staff**  
Married official with two dependent children - Yearly data (in euros)  
July 2018

| Cat. | Grade                        | Gross                | Compulsory deductions |       |       |        |       | Net     | Gross               | Compulsory deductions |       |       |        |       | Net     | Gross                | Compulsory deductions |       |       |        |       | Net     |
|------|------------------------------|----------------------|-----------------------|-------|-------|--------|-------|---------|---------------------|-----------------------|-------|-------|--------|-------|---------|----------------------|-----------------------|-------|-------|--------|-------|---------|
|      |                              | Minimum of the scale |                       |       |       |        |       |         | Middle of the scale |                       |       |       |        |       |         | Maximum of the scale |                       |       |       |        |       |         |
|      |                              | [3]                  | [4]                   | [5]   | [6]   | [7]    | [7a]  | [8]     | [9]                 | [10]                  | [11]  | [12]  | [13]   | [13a] | [14]    | [15]                 | [16]                  | [17]  | [18]  | [19]   | [19a] | [20]    |
| AD   | Secretary General            | 197,117              | 68,575                | 5,559 | 2,957 | 17,522 | 3,360 | 105,864 | 197,117             | 68,575                | 5,559 | 2,957 | 17,522 | 3,360 | 105,864 | 197,117              | 68,575                | 5,559 | 2,957 | 17,522 | 3,360 | 105,864 |
|      | Assistant Secretary          | 126,333              | 37,997                | 2,727 | 1,895 | 10,090 | 3,360 | 76,984  | 138,233             | 43,137                | 3,203 | 2,073 | 11,339 | 3,360 | 81,840  | 144,421              | 45,811                | 3,451 | 2,166 | 11,989 | 3,360 | 84,364  |
|      | Principal (Higher)           | 86,817               | 20,926                | 1,147 | 1,302 | 5,941  | 3,360 | 60,862  | 97,258              | 25,436                | 1,564 | 1,459 | 7,037  | 3,360 | 65,122  | 106,483              | 29,421                | 1,933 | 1,597 | 8,006  | 3,360 | 68,886  |
|      | Assistant Principal (Higher) | 68,592               | 13,100                | 617   | 1,029 | 4,027  | 3,360 | 53,179  | 78,663              | 17,403                | 820   | 1,180 | 5,085  | 3,360 | 57,535  | 85,139               | 20,201                | 1,079 | 1,277 | 5,765  | 3,360 | 60,177  |
|      | Administrative Officer       | 30,039               | 714                   | 270   | 451   | 129    | 3,360 | 31,835  | 42,151              | 3,175                 | 379   | 632   | 1,340  | 3,360 | 39,984  | 56,979               | 8,454                 | 513   | 855   | 2,823  | 3,360 | 47,694  |
| AST  | Higher Executive Officer     | 45,264               | 3,874                 | 407   | 679   | 1,651  | 3,360 | 42,012  | 50,535              | 5,867                 | 455   | 758   | 2,179  | 3,360 | 44,637  | 56,979               | 8,454                 | 513   | 855   | 2,823  | 3,360 | 47,694  |
|      | Executive Officer            | 27,657               | 601                   | 249   | 415   | 0      | 3,360 | 29,752  | 37,116              | 2,045                 | 334   | 557   | 837    | 3,360 | 36,704  | 47,082               | 4,481                 | 424   | 706   | 1,833  | 3,360 | 42,998  |
| SC   | Clerical Officer             | 23,107               | 385                   | 208   | 347   | 0      | 3,360 | 25,528  | 30,168              | 720                   | 272   | 453   | 142    | 3,360 | 31,942  | 38,724               | 2,406                 | 349   | 581   | 997    | 3,360 | 37,752  |
|      | Head Services Officer        | 29,553               | 691                   | 266   | 443   | 80     | 3,360 | 31,433  | 32,405              | 987                   | 292   | 486   | 366    | 3,360 | 33,635  | 36,314               | 1,865                 | 327   | 545   | 756    | 3,360 | 36,181  |
|      | Services Officer             | 21,220               | 295                   | 191   | 318   | 0      | 3,360 | 23,776  | 25,118              | 480                   | 226   | 377   | 0      | 3,360 | 27,395  | 29,307               | 679                   | 264   | 440   | 56     | 3,360 | 31,229  |

[4],[10],[16] - Taxes on income (income tax, tax credits, USC).

[5], [11], [17] - Compulsory employee's contribution to social security (PRSI).

[6],[12],[18] - Compulsory employee's contribution to occupational pension scheme (pension contribution, PRD)

[7],[13],[19] - Other compulsory deductions

[7a],[13a],[19a] - Monthly child benefit for calendar year

IE  
Table 2c  
Remuneration of central government staff  
Unmarried official - Yearly data (in euros)

July 2017

| Cat.<br>[1] | Grade<br>[2]                 | Gross                | Compulsory deductions |       |       |        |        | Net                 | Gross  | Compulsory deductions |       |        |        |                      | Net    | Gross | Compulsory deductions |        |        |  |  | Net |
|-------------|------------------------------|----------------------|-----------------------|-------|-------|--------|--------|---------------------|--------|-----------------------|-------|--------|--------|----------------------|--------|-------|-----------------------|--------|--------|--|--|-----|
|             |                              | Minimum of the scale |                       |       |       |        |        | Middle of the scale |        |                       |       |        |        | Maximum of the scale |        |       |                       |        |        |  |  |     |
|             |                              | [3]                  | [4]                   | [5]   | [6]   | [7]    | [8]    | [9]                 | [10]   | [11]                  | [12]  | [13]   | [14]   | [15]                 | [16]   | [17]  | [18]                  | [19]   | [20]   |  |  |     |
| AD          | Secretary General            | 190,233              | 70,580                | 5,283 | 2,853 | 16,799 | 94,718 | 190,233             | 70,580 | 5,283                 | 2,853 | 16,799 | 94,718 | 190,233              | 70,580 | 5,283 | 2,853                 | 16,799 | 94,718 |  |  |     |
|             | Assistant Secretary          | 122,313              | 41,238                | 2,566 | 1,835 | 9,668  | 67,006 | 133,770             | 46,188 | 3,025                 | 2,007 | 10,871 | 71,679 | 139,728              | 48,761 | 3,263 | 2,096                 | 11,496 | 74,112 |  |  |     |
|             | Principal (Higher)           | 83,519               | 24,480                | 1,015 | 1,253 | 5,594  | 51,177 | 93,443              | 28,767 | 1,412                 | 1,402 | 6,637  | 55,225 | 102,212              | 32,555 | 1,762 | 1,533                 | 7,557  | 58,805 |  |  |     |
|             | Assistant Principal (Higher) | 66,457               | 17,216                | 598   | 997   | 3,803  | 43,843 | 75,742              | 21,120 | 704                   | 1,136 | 4,778  | 48,004 | 81,924               | 23,790 | 951   | 1,229                 | 5,427  | 50,527 |  |  |     |
|             | Administrative Officer       | 29,742               | 3,317                 | 268   | 446   | 99     | 25,612 | 41,734              | 7,241  | 376                   | 626   | 1,298  | 32,193 | 56,415               | 13,172 | 508   | 846                   | 2,767  | 39,122 |  |  |     |
| AST         | Higher Executive Officer     | 44,816               | 8,486                 | 403   | 672   | 1,607  | 33,648 | 50,035              | 10,594 | 450                   | 751   | 2,129  | 36,111 | 56,415               | 13,172 | 508   | 846                   | 2,767  | 39,122 |  |  |     |
|             | Executive Officer            | 27,383               | 2,754                 | 246   | 411   | 0      | 23,972 | 36,749              | 5,227  | 331                   | 551   | 800    | 29,840 | 46,616               | 9,213  | 420   | 699                   | 1,787  | 34,497 |  |  |     |
| SC          | Clerical Officer             | 22,879               | 1,573                 | 915   | 686   | 0      | 19,705 | 29,869              | 3,221  | 1,195                 | 1,074 | 112    | 24,267 | 38,341               | 5,451  | 1,534 | 1,625                 | 959    | 28,772 |  |  |     |
|             | Head Services Officer        | 29,260               | 3,207                 | 263   | 439   | 51     | 25,300 | 32,083              | 3,849  | 289                   | 481   | 333    | 27,131 | 35,954               | 4,906  | 324   | 539                   | 720    | 29,465 |  |  |     |
|             | Services Officer             | 21,009               | 1,180                 | 189   | 315   | 0      | 19,325 | 24,868              | 2,133  | 224                   | 373   | 0      | 22,138 | 29,017               | 3,152  | 261   | 435                   | 27     | 25,142 |  |  |     |

[4],[10],[16] - Taxes on income (income tax, tax credits, USC).

[5], [11], [17] - Compulsory employee's contribution to social security (PRSI).

[6],[12],[18] - Compulsory employee's contribution to occupational pension scheme (pension contribution, PRD)

[7],[13],[19] - Other compulsory deductions

IE  
**Table 2d**  
**Remuneration of central government staff**  
 Married official with two dependent children - Yearly data (in euros)  
**July 2017**

| Cat. | Grade                        | Gross                | Compulsory deductions |       |       |        |       | Net     | Gross               | Compulsory deductions |       |       |        |       | Net     | Gross                | Compulsory deductions |       |       |        |       | Net     |
|------|------------------------------|----------------------|-----------------------|-------|-------|--------|-------|---------|---------------------|-----------------------|-------|-------|--------|-------|---------|----------------------|-----------------------|-------|-------|--------|-------|---------|
|      |                              | Minimum of the scale |                       |       |       |        |       |         | Middle of the scale |                       |       |       |        |       |         | Maximum of the scale |                       |       |       |        |       |         |
|      |                              | [3]                  | [4]                   | [5]   | [6]   | [7]    | [7a]  | [8]     | [9]                 | [10]                  | [11]  | [12]  | [13]   | [13a] | [14]    | [15]                 | [16]                  | [17]  | [18]  | [19]   | [19a] | [20]    |
| AD   | Secretary General            | 190,233              | 66,030                | 5,283 | 2,853 | 16,799 | 3,360 | 102,628 | 190,233             | 66,030                | 5,283 | 2,853 | 16,799 | 3,360 | 102,628 | 190,233              | 66,030                | 5,283 | 2,853 | 16,799 | 3,360 | 102,628 |
|      | Assistant Secretary          | 122,313              | 36,688                | 2,566 | 1,835 | 9,668  | 3,360 | 74,916  | 133,770             | 41,638                | 3,025 | 2,007 | 10,871 | 3,360 | 79,589  | 139,728              | 44,211                | 3,263 | 2,096 | 11,496 | 3,360 | 82,022  |
|      | Principal (Higher)           | 83,519               | 19,930                | 1,015 | 1,253 | 5,594  | 3,360 | 59,087  | 93,443              | 24,217                | 1,412 | 1,402 | 6,637  | 3,360 | 63,135  | 102,212              | 28,005                | 1,762 | 1,533 | 7,557  | 3,360 | 66,715  |
|      | Assistant Principal (Higher) | 66,457               | 12,666                | 598   | 997   | 3,803  | 3,360 | 51,753  | 75,742              | 16,570                | 704   | 1,136 | 4,778  | 3,360 | 55,914  | 81,924               | 19,240                | 951   | 1,229 | 5,427  | 3,360 | 58,437  |
|      | Administrative Officer       | 29,742               | 778                   | 268   | 446   | 99     | 3,360 | 31,511  | 41,734              | 3,289                 | 376   | 626   | 1,298  | 3,360 | 39,505  | 56,415               | 8,622                 | 508   | 846   | 2,767  | 3,360 | 47,032  |
| AST  | Higher Executive Officer     | 44,816               | 3,988                 | 403   | 672   | 1,607  | 3,360 | 41,506  | 50,035              | 6,044                 | 450   | 751   | 2,129  | 3,360 | 44,021  | 56,415               | 8,622                 | 508   | 846   | 2,767  | 3,360 | 47,032  |
|      | Executive Officer            | 27,383               | 660                   | 246   | 411   | 0      | 3,360 | 29,426  | 36,749              | 2,158                 | 331   | 551   | 800    | 3,360 | 36,269  | 46,616               | 4,663                 | 42    | 699   | 1,787  | 3,360 | 42,785  |
| SC   | Clerical Officer             | 22,879               | 434                   | 915   | 686   | 0      | 3,360 | 24,204  | 29,869              | 784                   | 1,195 | 1,074 | 112    | 3,360 | 30,064  | 38,341               | 2,309                 | 1,534 | 1,625 | 959    | 3,360 | 35,274  |
|      | Head Services Officer        | 29,260               | 753                   | 263   | 439   | 51     | 3,360 | 31,114  | 32,083              | 1,099                 | 289   | 481   | 333    | 3,360 | 33,241  | 35,954               | 1,977                 | 324   | 539   | 720    | 3,360 | 35,754  |
|      | Services Officer             | 21,009               | 341                   | 189   | 315   | 0      | 3,360 | 23,524  | 24,868              | 534                   | 224   | 373   | 0      | 3,360 | 27,097  | 29,017               | 741                   | 261   | 435   | 27     | 3,360 | 30,913  |

[4],[10],[16] - Taxes on income (income tax, tax credits, USC).

[5], [11], [17] - Compulsory employee's contribution to social security (PRSI).

[6],[12],[18] - Compulsory employee's contribution to occupational pension scheme (pension contribution, PRD)

[7],[13],[19] - Other compulsory deductions

[7a],[13a],[19a] - Monthly child benefit for calendar year

IE

Table 3

Changes in average remuneration by grade of official in the central government

Price index = 100.7

| Cat. | Grade                        | Gross      |         |         |       | Net        |         |         |       |
|------|------------------------------|------------|---------|---------|-------|------------|---------|---------|-------|
|      |                              | Salary (€) |         | Index   |       | Salary (€) |         | Index   |       |
|      |                              | 2017       | 2018    | Nominal | Real  | 2017       | 2018    | Nominal | Real  |
| [1]  | [2]                          | [3]        | [4]     | [5]     | [6]   | [7]        | [8]     | [9]     | [10]  |
| AD   | Secretary General            | 190,233    | 197,117 | 103.6   | 102.9 | 98,673     | 101,859 | 103.2   | 102.5 |
|      | Assistant Secretary          | 131,937    | 136,329 | 103.3   | 102.6 | 74,887     | 77,058  | 102.9   | 102.2 |
|      | Principal (Higher)           | 93,058     | 96,853  | 104.1   | 103.4 | 59,024     | 60,951  | 103.3   | 102.5 |
|      | Assistant Principal (Higher) | 74,708     | 77,465  | 103.7   | 103.0 | 51,413     | 52,959  | 103.0   | 102.3 |
|      | Administrative Officer       | 42,630     | 43,056  | 101.0   | 100.3 | 35,829     | 36,288  | 101.3   | 100.6 |
| AST  | Higher Executive Officer     | 50,422     | 50,926  | 101.0   | 100.3 | 40,240     | 40,797  | 101.4   | 100.7 |
|      | Executive Officer            | 36,916     | 37,285  | 101.0   | 100.3 | 32,798     | 33,158  | 101.1   | 100.4 |
| SC   | Clerical Officer             | 30,363     | 30,666  | 101.0   | 100.3 | 27,048     | 28,854  | 106.7   | 105.9 |
|      | Head Services Officer        | 32,432     | 32,757  | 101.0   | 100.3 | 30,334     | 30,687  | 101.2   | 100.5 |
|      | Services Officer             | 24,965     | 25,215  | 101.0   | 100.3 | 24,690     | 24,955  | 101.1   | 100.4 |

IE

Table 4

Changes in average remuneration by category of official in the central government

Price index = 100.7

| Cat.  | Gross  |        |         |       | Net    |        |         |       |
|-------|--------|--------|---------|-------|--------|--------|---------|-------|
|       | Salary |        | Index   |       | Salary |        | Index   |       |
|       | 2017   | 2018   | Nominal | Real  | 2017   | 2018   | Nominal | Real  |
| [1]   | [2]    | [3]    | [4]     | [5]   | [6]    | [7]    | [8]     | [9]   |
| AD    | 75,687 | 78,346 | 103.5   | 102.8 | 51,426 | 52,899 | 102.9   | 102.2 |
| AST   | 42,430 | 42,854 | 101.0   | 100.3 | 35,837 | 36,277 | 101.2   | 100.5 |
| SC    | 30,127 | 30,428 | 101.0   | 100.3 | 26,949 | 28,684 | 106.4   | 105.7 |
| Total | 41,813 | 42,511 | 101.7   | 101.0 | 34,146 | 35,320 | 103.4   | 102.7 |



**IE**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary   | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|---|---|
| <b>1</b> | [3] - Gross pay   | Circular 2017/22: Application of 1 January 2018 pay adjustments   |
|          |   | Circular 2018/04: Application of 1 April 2018 pay adjustments   |
|          |   | Circular 2018/16: Application of 1 October 2018 pay adjustments   |
|          |   | New Public Service Stability Agreement 2018 to 2020 (successor to "Lansdowne Road Agreement". On 1 January 2018 annualised salaries increased by 1% for all general service grades.   |
|          |   | On 1 January 2018 "Haddington Road Agreement" restores balance of historic pay cuts for staff earning between €65,000 and €100,000.   |
|          |   | On 1 April 2018 "Haddington Road Agreement" restores second one-third of historic pay cuts for staff earning above €100,000.  |
|          | Compulsory deduction  | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> | [4] Taxes on income: Personal income tax                              | Standard threshold for single person increased for 2018:<br>(20%) €0 ... €34,550 - previously €33,800<br>(40%) balance  |
| <b>2</b> |   | Standard threshold for married couple (spouse not working) increased for 2018:<br>(20%) €0 ... €43,550 - previously €42,800<br>(40%) balance  |
| <b>3</b> |   | Personal tax credits were modified for 2018:<br>Single person €1,650 - unchanged<br>Married couple €3,300 - unchanged<br>Employee €1,650 - unchanged<br>Home carer €1,200 - previously €1,100                                   |
| <b>4</b> | [4] Taxes on income: Universal Social Charge (USC)                    | Standard threshold of USC were modified for 2018:<br>(a) 0 ... 12,012 (12,012) - unchanged<br>(b) ... 19,372 (7,360) - previously ... 18,772 (6,760)<br>(c) ... 70,044 (50,672) - previously ... 70,044 (51,272)<br>(d) balance |
| <b>5</b> |   | Standard rates of USC were modified for 2018:<br>(a) 0.50% - unchanged<br>(b) 2.00% - previously 2.50%<br>(c) 4.75% - previously 5.00%<br>(d) 8.00% - unchanged   |
| <b>6</b> | [5] Social security contribution: Pay related social insurance (PRSI) | 4% (unchanged)  |
| <b>7</b> | [6] Occupational pension  | To reflect employment patterns, switch from "Non personal pension contribution" to "personal pension contribution" implemented. Contribution rate 3.0%  |
| <b>8</b> | [7] Compulsory deductions: Pension Related Deduction (PRD)            | PRD bands with effect from 01/01/2018 are unchanged:<br>(0%) 0 ... €28,750<br>(10.0%) ... 60,000<br>(10.5%) balance   |
|          | State benefit   | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> | [4] Taxes on income: Universal child benefit                          | Monthly rate for 2018 is €140 per child - unchanged.  |



**EL**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category<br>[1] | Grade<br>[2] | [3]           |
|-----------------|--------------|---------------|
| <b>AD</b>       | AE           | 27,351        |
|                 | TE           | 10,556        |
| <b>AST</b>      | SE           | 34,769        |
|                 | OE           | 3,229         |
| <b>SC</b>       |              |               |
| <b>Total</b>    |              | <b>75,905</b> |

**EL**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA<br>Number<br>[7] |
|-----------------|----------------|--------------|---|--------------|---------------------------|------------------------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  |                                    |
| <b>AD</b>       | 37,907         | 49.9         | 37,907  | 49.9         | 100.0                     |                                    |
| <b>AST</b>      | 37,998         | 50.1         | 37,998  | 50.1         | 100.0                     |                                    |
| <b>SC</b>       |                |              |   |              |                           |                                    |
| <b>Total</b>    | <b>75,905</b>  | <b>100.0</b> | <b>75,905</b>   | <b>100.0</b> | <b>100.0</b>              |                                    |

No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ reference population, NACE R2 employment in central administration/defence/social security, or an alternative estimate".

EL  
Table 2a  
Remuneration of central government staff  
Unmarried official - Monthly data - (in Euro)  
July 2018

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD          | AE           | 1,092                | 24                    | 28  | 73  | 164 | 804 | 1,623               | 117   | 41                    | 108  | 243  | 1,113 | 2,154                | 215  | 55    | 144                   | 323  | 1,418 |  |  |     |
|             | TE           | 1,037                | 15                    | 26  | 69  | 156 | 771 | 1,532               | 101   | 39                    | 102  | 230  | 1,060 | 2,027                | 191  | 52    | 135                   | 304  | 1,345 |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| AST         | SE           | 858                  | 0                     | 22  | 57  | 129 | 650 | 1,218               | 45    | 31                    | 81   | 183  | 878   | 1,578                | 109  | 40    | 105                   | 237  | 1,087 |  |  |     |
|             | OE           | 780                  | 0                     | 20  | 52  | 117 | 591 | 1,038               | 15    | 26                    | 69   | 156  | 772   | 1,296                | 58   | 33    | 86                    | 194  | 924   |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| SC          |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

EL  
**Table 2b**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in Euro)**  
**July 2018**

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|------|-------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|      |       | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD   | AE    | 1,162                | 27                    | 30  | 78  | 174 | 854 | 1,693               | 123   | 43                    | 111  | 250  | 1,166 | 2,224                | 226  | 57    | 144                   | 326  | 1,472 |  |  |     |
|      | TE    | 1,107                | 18                    | 28  | 74  | 166 | 821 | 1,602               | 107   | 41                    | 105  | 236  | 1,114 | 2,097                | 199  | 53    | 135                   | 307  | 1,403 |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| AST  | SE    | 928                  | 0                     | 24  | 62  | 139 | 703 | 1,288               | 49    | 33                    | 84   | 189  | 933   | 1,648                | 117  | 42    | 105                   | 240  | 1,145 |  |  |     |
|      | OE    | 850                  | 0                     | 22  | 57  | 128 | 644 | 1,108               | 19    | 28                    | 72   | 162  | 826   | 1,366                | 65   | 35    | 86                    | 197  | 983   |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| SC   |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

EL  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2017

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD          | AE           | 1,092                | 23                    | 28  | 73  | 164 | 804 | 1,623               | 116   | 41                    | 108  | 243  | 1,114 | 2,154                | 212  | 55    | 144                   | 323  | 1,421 |  |  |     |
|             | TE           | 1,037                | 14                    | 26  | 69  | 156 | 772 | 1,532               | 99    | 39                    | 102  | 230  | 1,062 | 2,027                | 189  | 52    | 135                   | 304  | 1,347 |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| AST         | SE           | 858                  | 0                     | 22  | 57  | 129 | 650 | 1,218               | 44    | 31                    | 81   | 183  | 879   | 1,578                | 107  | 40    | 105                   | 237  | 1,088 |  |  |     |
|             | OE           | 780                  | 0                     | 20  | 52  | 117 | 591 | 1,038               | 14    | 26                    | 69   | 156  | 772   | 1,296                | 57   | 33    | 86                    | 194  | 925   |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|             |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| SC          |              |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

EL  
Table 2d  
Remuneration of central government staff  
Married official with two dependent children - Monthly data (in Euro)  
July 2017

| Cat. | Grade | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|------|-------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|      |       | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|      |       | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD   | AE    | 1,162                | 27                    | 30  | 78  | 174 | 854 | 1,693               | 122   | 43                    | 111  | 250  | 1,168 | 2,224                | 223  | 57    | 144                   | 326  | 1,475 |  |  |     |
|      | TE    | 1,107                | 18                    | 28  | 74  | 166 | 821 | 1,602               | 105   | 41                    | 105  | 236  | 1,115 | 2,097                | 196  | 53    | 135                   | 307  | 1,405 |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| AST  | SE    | 928                  | 0                     | 24  | 62  | 139 | 703 | 1,288               | 49    | 33                    | 84   | 189  | 934   | 1,648                | 115  | 42    | 105                   | 240  | 1,146 |  |  |     |
|      | OE    | 850                  | 0                     | 22  | 57  | 128 | 644 | 1,108               | 19    | 28                    | 72   | 162  | 827   | 1,366                | 64   | 35    | 86                    | 197  | 984   |  |  |     |
|      |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |
| SC   |       |                      |                       |     |     |     |     |                     |       |                       |      |      |       |                      |      |       |                       |      |       |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

EL

Table 3

Changes in average remuneration by grade of official in the central government

Price index = 101

| Cat. | Grade | Gross      |       |         |      | Net        |       |         |      |
|------|-------|------------|-------|---------|------|------------|-------|---------|------|
|      |       | Salary (€) |       | Index   |      | Salary (€) |       | Index   |      |
|      |       | 2017       | 2018  | Nominal | Real | 2017       | 2018  | Nominal | Real |
| [1]  | [2]   | [3]        | [4]   | [5]     | [6]  | [7]        | [8]   | [9]     | [10] |
| AD   | AE    | 1,658      | 1,658 | 100.0   | 99.0 | 1,139      | 1,138 | 99.8    | 98.9 |
|      | TE    | 1,567      | 1,567 | 100.0   | 99.0 | 1,087      | 1,086 | 99.9    | 98.9 |
|      |       |            |       |         |      |            |       |         |      |
|      |       |            |       |         |      |            |       |         |      |
|      |       |            |       |         |      |            |       |         |      |
|      |       |            |       |         |      |            |       |         |      |
| AST  | SE    | 1,253      | 1,253 | 100.0   | 99.0 | 900        | 899   | 99.9    | 98.9 |
|      | OE    | 1,073      | 1,073 | 100.0   | 99.0 | 790        | 790   | 100.0   | 99.0 |
|      |       |            |       |         |      |            |       |         |      |
|      |       |            |       |         |      |            |       |         |      |
| SC   |       |            |       |         |      |            |       |         |      |

EL

Table 4

Changes in average remuneration by category of official in the central government

Price index = 101

| Cat.  | Gross      |       |         |      | Net        |       |         |      |
|-------|------------|-------|---------|------|------------|-------|---------|------|
|       | Salary (€) |       | Index   |      | Salary (€) |       | Index   |      |
|       | 2017       | 2018  | Nominal | Real | 2017       | 2018  | Nominal | Real |
| [1]   | [2]        | [3]   | [4]     | [5]  | [6]        | [7]   | [8]     | [9]  |
| AD    | 1,633      | 1,633 | 100.0   | 99.0 | 1,125      | 1,123 | 99.9    | 98.9 |
| AST   | 1,238      | 1,238 | 100.0   | 99.0 | 891        | 890   | 99.9    | 98.9 |
| SC    |            |       |         |      |            |       |         |      |
| Total | 1,435      | 1,435 | 100.0   | 99.0 | 1,008      | 1,006 | 99.9    | 98.9 |

EL  
Table 5

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary  | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|--|---|
| <b>1</b> | 1) Basic salary  | The basic salary hasn't changed in 2018, according to the Law 4354/2015   |
| <b>2</b> | 2) Family allowance - allowance for 2 children   | The Family allowance - allowance for 2 children hasn't changed in 2018, according to the law 4354/2015, article 15.   |
| <b>3</b> |  |   |
| ...      |  |   |
|          | Compulsory deduction   | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> |  | The compulsory deductions haven't change, in comparison with those of year 2017, according to the law 4387/2016, ΑΔΑ:7ΦΘΨ-ΟΒΛ and the law:4488/2017, ΑΔΑ:Ω55ΘΗ-ΦΟΑ. |
| <b>2</b> | The salary is been influenced by the tax policy as well. The tax policy that was applied in 2018 hasn't changed. | Law 4387/2016 and law 4389/2016, ΑΔΑ:6ΧΜΙΗ-5ΔΧ  |
| <b>3</b> |  | According to the law 4472/2017, article 69, § 2, from 1/1/2018 the deduction (by 1,5%) of the withholding tax is abolished.   |
| <b>4</b> |  |   |
| ...      |  |   |



ES  
Table 1  
Central government staff broken down by grade  
2018

| Category     | Grade                    | Sample        |
|--------------|--------------------------|---------------|
| [1]          | [2]                      | [3]           |
| <b>AD *</b>  | Sub. General (A1-30)     | 1,695         |
|              | S.G. Adjunto (A1-29)     | 2,053         |
|              | Consejero tecni. (A1-28) | 5,034         |
|              | Jefe Servicio (A1-26)    | 3,555         |
|              | Jefe Seccion (A1-24)     | 1,496         |
|              | <b>AD-total</b>          | <b>13,833</b> |
| <b>AST *</b> | Jefe Servicio (A2-26)    | 5,958         |
|              | Jefe Seccion (A2-24)     | 3,059         |
|              | Jefe Seccion (A2-22)     | 898           |
|              | Jefe Negociado (A2-20)   | 833           |
|              | <b>AST-total</b>         | <b>10,748</b> |
| <b>SC *</b>  | Jefe Negociado (C1-22)   | 5,899         |
|              | Jefe Negociado (C1-20)   | 2,053         |
|              | <b>SC-total</b>          | <b>7,952</b>  |
| <b>Total</b> |                          | <b>32,533</b> |

ES  
Table 1 bis  
Central government staff broken down by category  
2018

| Category     | Sample        |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA 2010 total CPA<br>Number |
|--------------|---------------|--------------|---|--------------|---------------------------|------------------------------|
|              | Numbers       | %            | Numbers   | %            | %                         |                              |
| [1]          | [2]           | [3]          | [4]   | [5]          | [6]                       | [7]                          |
| <b>AD</b>    | 13,833        | 42.5         | 16,171  | 44.1         | 85.5                      |                              |
| <b>AST</b>   | 10,748        | 33.0         | 12,518  | 34.1         | 85.9                      |                              |
| <b>SC</b>    | 7,952         | 24.4         | 8,018   | 21.8         | 99.2                      |                              |
| <b>Total</b> | <b>32,533</b> | <b>100.0</b> | <b>36,707</b>   | <b>100.0</b> | <b>88.6</b>               | <b>473,711</b>               |

**ES**  
**Table 2.a**  
**Nominal remuneration of central government staff**  
**Unmarried official**  
**Salary July 2018 (ie.2017)**

| Cat.       | Grade                |    |    | Gross  | Compulsory deductions |                |               |                | Net    |
|------------|----------------------|----|----|--------|-----------------------|----------------|---------------|----------------|--------|
|            | Minimum of the scale |    |    | [3]    | [4] = tax             | [5] = soc.sec. | [6] = pension | [7] = benefits | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 60,335 | 15,205                | 675            | 1,542         | 0              | 42,913 |
|            | S.G. Adjunto         | A1 | 29 | 52,474 | 12,260                | 675            | 1,542         | 0              | 37,997 |
|            | Consejero tecni.     | A1 | 28 | 47,589 | 10,482                | 675            | 1,542         | 0              | 34,890 |
|            | Jefe Servicio        | A1 | 26 | 39,482 | 7,531                 | 675            | 1,542         | 0              | 29,734 |
|            | Jefe Seccion         | A1 | 24 | 31,295 | 5,108                 | 675            | 1,542         | 0              | 23,970 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 39,134 | 7,576                 | 531            | 1,214         | 0              | 29,813 |
|            | Jefe Seccion         | A2 | 24 | 30,022 | 4,881                 | 531            | 1,214         | 0              | 23,396 |
|            | Jefe Seccion         | A2 | 22 | 28,348 | 4,407                 | 531            | 1,214         | 0              | 22,196 |
|            | Jefe Negociado       | A2 | 20 | 25,557 | 3,618                 | 531            | 1,214         | 0              | 20,195 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 24,341 | 3,388                 | 408            | 932           | 0              | 19,613 |
|            | Jefe Negociado       | C1 | 20 | 23,063 | 3,041                 | 408            | 932           | 0              | 18,683 |
|            |                      |    |    |        |                       |                |               |                |        |
|            | Middle of the scale  |    |    | [9]    | [10]                  | [11]           | [12]          | [13]           | [14]   |
| <b>AD</b>  | Sub. General         | A1 | 30 | 73,491 | 20,773                | 675            | 1,542         | 0              | 50,501 |
|            | S.G. Adjunto         | A1 | 29 | 63,228 | 16,348                | 675            | 1,542         | 0              | 44,663 |
|            | Consejero tecni.     | A1 | 28 | 54,873 | 13,133                | 675            | 1,542         | 0              | 39,523 |
|            | Jefe Servicio        | A1 | 26 | 42,959 | 8,796                 | 675            | 1,542         | 0              | 31,945 |
|            | Jefe Seccion         | A1 | 24 | 36,645 | 6,622                 | 675            | 1,542         | 0              | 27,806 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 43,689 | 9,234                 | 531            | 1,214         | 0              | 32,710 |
|            | Jefe Seccion         | A2 | 24 | 33,595 | 5,892                 | 531            | 1,214         | 0              | 25,958 |
|            | Jefe Seccion         | A2 | 22 | 30,716 | 5,078                 | 531            | 1,214         | 0              | 23,894 |
|            | Jefe Negociado       | A2 | 20 | 29,141 | 4,632                 | 531            | 1,214         | 0              | 22,764 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 27,508 | 4,284                 | 408            | 932           | 0              | 21,884 |
|            | Jefe Negociado       | C1 | 20 | 25,920 | 3,835                 | 408            | 932           | 0              | 20,745 |
|            |                      |    |    |        |                       |                |               |                |        |
|            | Maximum of the scale |    |    | [3]    | [4]                   | [5]            | [6]           | [7]            | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 86,376 | 26,378                | 675            | 1,542         | 0              | 57,781 |
|            | S.G. Adjunto         | A1 | 29 | 73,681 | 20,855                | 675            | 1,542         | 0              | 50,608 |
|            | Consejero tecni.     | A1 | 28 | 63,641 | 16,511                | 675            | 1,542         | 0              | 44,913 |
|            | Jefe Servicio        | A1 | 26 | 47,019 | 10,274                | 675            | 1,542         | 0              | 34,527 |
|            | Jefe Seccion         | A1 | 24 | 39,010 | 7,373                 | 675            | 1,542         | 0              | 29,420 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 48,487 | 10,981                | 531            | 1,214         | 0              | 35,762 |
|            | Jefe Seccion         | A2 | 24 | 37,637 | 7,077                 | 531            | 1,214         | 0              | 28,816 |
|            | Jefe Seccion         | A2 | 22 | 35,189 | 6,344                 | 531            | 1,214         | 0              | 27,101 |
|            | Jefe Negociado       | A2 | 20 | 31,847 | 5,398                 | 531            | 1,214         | 0              | 24,705 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 30,601 | 5,159                 | 408            | 932           | 0              | 24,101 |
|            | Jefe Negociado       | C1 | 20 | 29,417 | 4,825                 | 408            | 932           | 0              | 23,253 |
|            |                      |    |    |        |                       |                |               |                |        |

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Table 2.b

Nominal remuneration of central government staff

Married official with 2 dependent children and non-working spouse

Salary July 2018 (ie.2017)

| Cat. | Grade                |    |    | Gross  | Compulsory deductions |      |       |      | Net    |
|------|----------------------|----|----|--------|-----------------------|------|-------|------|--------|
|      | Minimum of the scale |    |    | [3]    | [4]                   | [5]  | [6]   | [7]  | [8]    |
| AD   | Sub. General         | A1 | 30 | 60,335 | 12,915                | 675  | 1,542 | 0    | 45,203 |
|      | S.G. Adjunto         | A1 | 29 | 52,474 | 10,053                | 675  | 1,542 | 0    | 40,204 |
|      | Consejero tecni.     | A1 | 28 | 47,589 | 8,275                 | 675  | 1,542 | 0    | 37,097 |
|      | Jefe Servicio        | A1 | 26 | 39,482 | 5,494                 | 675  | 1,542 | 0    | 31,772 |
|      | Jefe Seccion         | A1 | 24 | 31,295 | 3,177                 | 675  | 1,542 | 0    | 25,901 |
|      |                      |    |    |        |                       |      |       |      |        |
| AST  | Jefe Servicio        | A2 | 26 | 39,134 | 5,529                 | 531  | 1,214 | 0    | 31,860 |
|      | Jefe Seccion         | A2 | 24 | 30,022 | 2,950                 | 531  | 1,214 | 0    | 25,327 |
|      | Jefe Seccion         | A2 | 22 | 28,348 | 2,476                 | 531  | 1,214 | 0    | 24,127 |
|      | Jefe Negociado       | A2 | 20 | 25,557 | 1,740                 | 531  | 1,214 | 0    | 22,072 |
|      |                      |    |    |        |                       |      |       |      |        |
| SC   | Jefe Negociado       | C1 | 22 | 24,341 | 1,537                 | 408  | 932   | 0    | 21,464 |
|      | Jefe Negociado       | C1 | 20 | 23,063 | 1,241                 | 408  | 932   | 0    | 20,483 |
|      |                      |    |    |        |                       |      |       |      |        |
|      | Middle of the scale  |    |    | [9]    | [10]                  | [11] | [12]  | [13] | [14]   |
| AD   | Sub. General         | A1 | 30 | 73,491 | 18,325                | 675  | 1,542 | 0    | 52,949 |
|      | S.G. Adjunto         | A1 | 29 | 63,228 | 14,036                | 675  | 1,542 | 0    | 46,975 |
|      | Consejero tecni.     | A1 | 28 | 54,873 | 10,927                | 675  | 1,542 | 0    | 41,729 |
|      | Jefe Servicio        | A1 | 26 | 42,959 | 6,590                 | 675  | 1,542 | 0    | 34,152 |
|      | Jefe Seccion         | A1 | 24 | 36,645 | 4,691                 | 675  | 1,542 | 0    | 29,737 |
|      |                      |    |    |        |                       |      |       |      |        |
| AST  | Jefe Servicio        | A2 | 26 | 43,689 | 7,027                 | 531  | 1,214 | 0    | 34,917 |
|      | Jefe Seccion         | A2 | 24 | 33,595 | 3,961                 | 531  | 1,214 | 0    | 27,889 |
|      | Jefe Seccion         | A2 | 22 | 30,716 | 3,146                 | 531  | 1,214 | 0    | 25,825 |
|      | Jefe Negociado       | A2 | 20 | 29,141 | 2,701                 | 531  | 1,214 | 0    | 24,696 |
|      |                      |    |    |        |                       |      |       |      |        |
| SC   | Jefe Negociado       | C1 | 22 | 27,508 | 2,353                 | 408  | 932   | 0    | 23,815 |
|      | Jefe Negociado       | C1 | 20 | 25,920 | 1,934                 | 408  | 932   | 0    | 22,646 |
|      |                      |    |    |        |                       |      |       |      |        |
|      | Maximum of the scale |    |    | [3]    | [4]                   | [5]  | [6]   | [7]  | [8]    |
| AD   | Sub. General         | A1 | 30 | 86,376 | 23,930                | 675  | 1,542 | 0    | 60,229 |
|      | S.G. Adjunto         | A1 | 29 | 73,681 | 18,407                | 675  | 1,542 | 0    | 53,056 |
|      | Consejero tecni.     | A1 | 28 | 63,641 | 14,199                | 675  | 1,542 | 0    | 47,225 |
|      | Jefe Servicio        | A1 | 26 | 47,019 | 8,068                 | 675  | 1,542 | 0    | 36,734 |
|      | Jefe Seccion         | A1 | 24 | 39,010 | 5,360                 | 675  | 1,542 | 0    | 31,433 |
|      |                      |    |    |        |                       |      |       |      |        |
| AST  | Jefe Servicio        | A2 | 26 | 48,487 | 8,774                 | 531  | 1,214 | 0    | 37,968 |
|      | Jefe Seccion         | A2 | 24 | 37,637 | 5,105                 | 531  | 1,214 | 0    | 30,787 |
|      | Jefe Seccion         | A2 | 22 | 35,189 | 4,412                 | 531  | 1,214 | 0    | 29,032 |
|      | Jefe Negociado       | A2 | 20 | 31,847 | 3,467                 | 531  | 1,214 | 0    | 26,636 |
|      |                      |    |    |        |                       |      |       |      |        |
| SC   | Jefe Negociado       | C1 | 22 | 30,601 | 3,228                 | 408  | 932   | 0    | 26,032 |
|      | Jefe Negociado       | C1 | 20 | 29,417 | 2,893                 | 408  | 932   | 0    | 25,184 |
|      |                      |    |    |        |                       |      |       |      |        |

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**Table 2.c**  
**Nominal remuneration of central government staff**  
**Unmarried official**  
**Salary July 2017 (ie.2016)**

| Cat.       | Grade                |    |    | Gross  | Compulsory deductions |                |               |                | Net    |
|------------|----------------------|----|----|--------|-----------------------|----------------|---------------|----------------|--------|
|            | Minimum of the scale |    |    | [3]    | [4] = tax             | [5] = soc.sec. | [6] = pension | [7] = benefits | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 61,022 | 15,479                | 673            | 1,538         | 0              | 43,332 |
|            | S.G. Adjunto         | A1 | 29 | 53,010 | 12,457                | 673            | 1,538         | 0              | 38,342 |
|            | Consejero tecni.     | A1 | 28 | 48,193 | 10,704                | 673            | 1,538         | 0              | 35,278 |
|            | Jefe Servicio        | A1 | 26 | 40,084 | 7,752                 | 673            | 1,538         | 0              | 30,121 |
|            | Jefe Seccion         | A1 | 24 | 31,770 | 5,244                 | 673            | 1,538         | 0              | 24,315 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 39,663 | 7,770                 | 530            | 1,210         | 0              | 30,152 |
|            | Jefe Seccion         | A2 | 24 | 30,496 | 5,017                 | 530            | 1,210         | 0              | 23,739 |
|            | Jefe Seccion         | A2 | 22 | 28,763 | 4,526                 | 530            | 1,210         | 0              | 22,496 |
|            | Jefe Negociado       | A2 | 20 | 26,125 | 3,780                 | 530            | 1,210         | 0              | 20,605 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 24,780 | 3,513                 | 407            | 930           | 0              | 19,930 |
|            | Jefe Negociado       | C1 | 20 | 23,459 | 3,142                 | 407            | 930           | 0              | 18,981 |
|            |                      |    |    |        |                       |                |               |                |        |
|            | Middle of the scale  |    |    | [9]    | [10]                  | [11]           | [12]          | [13]           | [14]   |
| <b>AD</b>  | Sub. General         | A1 | 30 | 74,075 | 21,029                | 673            | 1,538         | 0              | 50,834 |
|            | S.G. Adjunto         | A1 | 29 | 63,629 | 16,509                | 673            | 1,538         | 0              | 44,909 |
|            | Consejero tecni.     | A1 | 28 | 55,384 | 13,321                | 673            | 1,538         | 0              | 39,851 |
|            | Jefe Servicio        | A1 | 26 | 43,508 | 8,998                 | 673            | 1,538         | 0              | 32,298 |
|            | Jefe Seccion         | A1 | 24 | 37,141 | 6,764                 | 673            | 1,538         | 0              | 28,166 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 44,103 | 9,387                 | 530            | 1,210         | 0              | 32,976 |
|            | Jefe Seccion         | A2 | 24 | 34,046 | 6,021                 | 530            | 1,210         | 0              | 26,284 |
|            | Jefe Seccion         | A2 | 22 | 31,066 | 5,178                 | 530            | 1,210         | 0              | 24,148 |
|            | Jefe Negociado       | A2 | 20 | 29,809 | 4,822                 | 530            | 1,210         | 0              | 23,247 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 27,940 | 4,407                 | 407            | 930           | 0              | 22,196 |
|            | Jefe Negociado       | C1 | 20 | 26,293 | 3,941                 | 407            | 930           | 0              | 21,015 |
|            |                      |    |    |        |                       |                |               |                |        |
|            | Maximum of the scale |    |    | [3]    | [4]                   | [5]            | [6]           | [7]            | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 86,848 | 26,586                | 673            | 1,538         | 0              | 58,051 |
|            | S.G. Adjunto         | A1 | 29 | 73,943 | 20,972                | 673            | 1,538         | 0              | 50,759 |
|            | Consejero tecni.     | A1 | 28 | 64,101 | 16,695                | 673            | 1,538         | 0              | 45,194 |
|            | Jefe Servicio        | A1 | 26 | 47,534 | 10,464                | 673            | 1,538         | 0              | 34,859 |
|            | Jefe Seccion         | A1 | 24 | 39,474 | 7,530                 | 673            | 1,538         | 0              | 29,733 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 48,792 | 11,093                | 530            | 1,210         | 0              | 35,959 |
|            | Jefe Seccion         | A2 | 24 | 38,077 | 7,223                 | 530            | 1,210         | 0              | 29,114 |
|            | Jefe Seccion         | A2 | 22 | 35,529 | 6,441                 | 530            | 1,210         | 0              | 27,348 |
|            | Jefe Negociado       | A2 | 20 | 32,604 | 5,613                 | 530            | 1,210         | 0              | 25,250 |
|            |                      |    |    |        |                       |                |               |                |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 31,024 | 5,280                 | 407            | 930           | 0              | 24,407 |
|            | Jefe Negociado       | C1 | 20 | 29,785 | 4,930                 | 407            | 930           | 0              | 23,519 |
|            |                      |    |    |        |                       |                |               |                |        |

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Table 2.d

Nominal remuneration of central government staff

Married official with 2 dependent children and non-working spouse

Salary July 2017 (ie.2016)

| Cat.       | Grade                |    |    | Gross  | Compulsory deductions |      |       |      | Net    |
|------------|----------------------|----|----|--------|-----------------------|------|-------|------|--------|
|            | Minimum of the scale |    |    | [3]    | [4]                   | [5]  | [6]   | [7]  | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 61,022 | 13,167                | 673  | 1,538 | 0    | 45,644 |
|            | S.G. Adjunto         | A1 | 29 | 53,010 | 10,251                | 673  | 1,538 | 0    | 40,548 |
|            | Consejero tecni.     | A1 | 28 | 48,193 | 8,497                 | 673  | 1,538 | 0    | 37,485 |
|            | Jefe Servicio        | A1 | 26 | 40,084 | 5,665                 | 673  | 1,538 | 0    | 32,207 |
|            | Jefe Seccion         | A1 | 24 | 31,770 | 3,313                 | 673  | 1,538 | 0    | 26,246 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 39,663 | 5,680                 | 530  | 1,210 | 0    | 32,243 |
|            | Jefe Seccion         | A2 | 24 | 30,496 | 3,085                 | 530  | 1,210 | 0    | 25,670 |
|            | Jefe Seccion         | A2 | 22 | 28,763 | 2,595                 | 530  | 1,210 | 0    | 24,427 |
|            | Jefe Negociado       | A2 | 20 | 26,125 | 1,885                 | 530  | 1,210 | 0    | 22,500 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 24,780 | 1,647                 | 407  | 930   | 0    | 21,796 |
|            | Jefe Negociado       | C1 | 20 | 23,459 | 1,333                 | 407  | 930   | 0    | 20,789 |
|            |                      |    |    |        |                       |      |       |      |        |
|            | Middle of the scale  |    |    | [9]    | [10]                  | [11] | [12]  | [13] | [14]   |
| <b>AD</b>  | Sub. General         | A1 | 30 | 74,075 | 18,581                | 673  | 1,538 | 0    | 53,282 |
|            | S.G. Adjunto         | A1 | 29 | 63,629 | 14,197                | 673  | 1,538 | 0    | 47,221 |
|            | Consejero tecni.     | A1 | 28 | 55,384 | 11,115                | 673  | 1,538 | 0    | 42,058 |
|            | Jefe Servicio        | A1 | 26 | 43,508 | 6,792                 | 673  | 1,538 | 0    | 34,504 |
|            | Jefe Seccion         | A1 | 24 | 37,141 | 4,833                 | 673  | 1,538 | 0    | 30,097 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 44,103 | 7,180                 | 530  | 1,210 | 0    | 35,183 |
|            | Jefe Seccion         | A2 | 24 | 34,046 | 4,090                 | 530  | 1,210 | 0    | 28,215 |
|            | Jefe Seccion         | A2 | 22 | 31,066 | 3,247                 | 530  | 1,210 | 0    | 26,079 |
|            | Jefe Negociado       | A2 | 20 | 29,809 | 2,891                 | 530  | 1,210 | 0    | 25,178 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 27,940 | 2,476                 | 407  | 930   | 0    | 24,127 |
|            | Jefe Negociado       | C1 | 20 | 26,293 | 2,030                 | 407  | 930   | 0    | 22,927 |
|            |                      |    |    |        |                       |      |       |      |        |
|            | Maximum of the scale |    |    | [3]    | [4]                   | [5]  | [6]   | [7]  | [8]    |
| <b>AD</b>  | Sub. General         | A1 | 30 | 86,848 | 24,138                | 673  | 1,538 | 0    | 60,499 |
|            | S.G. Adjunto         | A1 | 29 | 73,943 | 18,524                | 673  | 1,538 | 0    | 53,207 |
|            | Consejero tecni.     | A1 | 28 | 64,101 | 14,383                | 673  | 1,538 | 0    | 47,506 |
|            | Jefe Servicio        | A1 | 26 | 47,534 | 8,257                 | 673  | 1,538 | 0    | 37,065 |
|            | Jefe Seccion         | A1 | 24 | 39,474 | 5,493                 | 673  | 1,538 | 0    | 31,770 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>AST</b> | Jefe Servicio        | A2 | 26 | 48,792 | 8,887                 | 530  | 1,210 | 0    | 38,165 |
|            | Jefe Seccion         | A2 | 24 | 38,077 | 5,231                 | 530  | 1,210 | 0    | 31,106 |
|            | Jefe Seccion         | A2 | 22 | 35,529 | 4,510                 | 530  | 1,210 | 0    | 29,279 |
|            | Jefe Negociado       | A2 | 20 | 32,604 | 3,682                 | 530  | 1,210 | 0    | 27,182 |
|            |                      |    |    |        |                       |      |       |      |        |
| <b>SC</b>  | Jefe Negociado       | C1 | 22 | 31,024 | 3,349                 | 407  | 930   | 0    | 26,338 |
|            | Jefe Negociado       | C1 | 20 | 29,785 | 2,998                 | 407  | 930   | 0    | 25,450 |
|            |                      |    |    |        |                       |      |       |      |        |

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Table 3

Changes in average remuneration of central government staff by grade \*\*

Price index = 102.30

\*\* combine all steps in grade, all household types

| Cat. | Grade            |    |    | Gross      |        |         |      | Net        |        |         |      |
|------|------------------|----|----|------------|--------|---------|------|------------|--------|---------|------|
|      |                  |    |    | Salary (€) |        | Index   |      | Salary (€) |        | Index   |      |
|      |                  |    |    | 2017       | 2018   | Nominal | Real | 2017       | 2018   | Nominal | Real |
| [1]  | [2]              |    |    | [3]        | [4]    | [5]     | [6]  | [7]        | [8]    | [9]     | [10] |
| AD   | Sub. General     | A1 | 30 | 73,982     | 73,401 | 99.2    | 97.0 | 51,940     | 51,596 | 99.3    | 97.1 |
|      | S.G. Adjunto     | A1 | 29 | 63,527     | 63,128 | 99.4    | 97.1 | 45,831     | 45,584 | 99.5    | 97.2 |
|      | Consejero tecni. | A1 | 28 | 55,893     | 55,368 | 99.1    | 96.8 | 41,229     | 40,896 | 99.2    | 97.0 |
|      | Jefe Servicio    | A1 | 26 | 43,709     | 43,153 | 98.7    | 96.5 | 33,509     | 33,144 | 98.9    | 96.7 |
|      | Jefe Seccion     | A1 | 24 | 36,128     | 35,650 | 98.7    | 96.5 | 28,388     | 28,045 | 98.8    | 96.6 |
|      |                  |    |    |            |        |         |      |            |        |         |      |
| AST  | Jefe Servicio    | A2 | 26 | 44,186     | 43,770 | 99.1    | 96.8 | 34,113     | 33,838 | 99.2    | 97.0 |
|      | Jefe Seccion     | A2 | 24 | 34,206     | 33,751 | 98.7    | 96.5 | 27,355     | 27,029 | 98.8    | 96.6 |
|      | Jefe Seccion     | A2 | 22 | 31,786     | 31,418 | 98.8    | 96.6 | 25,629     | 25,362 | 99.0    | 96.7 |
|      | Jefe Negociado   | A2 | 20 | 29,513     | 28,849 | 97.7    | 95.6 | 23,994     | 23,511 | 98.0    | 95.8 |
|      |                  |    |    |            |        |         |      |            |        |         |      |
| SC   | Jefe Negociado   | C1 | 22 | 27,914     | 27,483 | 98.5    | 96.2 | 23,132     | 22,818 | 98.6    | 96.4 |
|      | Jefe Negociado   | C1 | 20 | 26,513     | 26,134 | 98.6    | 96.4 | 22,113     | 21,832 | 98.7    | 96.5 |
|      |                  |    |    |            |        |         |      |            |        |         |      |

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Table 4

Changes in average remuneration of central government staff by category

Price index = 102.30

| Cat.  | Gross      |        |         |      | Net        |        |         |      |
|-------|------------|--------|---------|------|------------|--------|---------|------|
|       | Salary (€) |        | Index   |      | Salary (€) |        | Index   |      |
|       | 2017       | 2018   | Nominal | Real | 2017       | 2018   | Nominal | Real |
| [1]   | [2]        | [3]    | [4]     | [5]  | [6]        | [7]    | [8]     | [9]  |
| AD    | 53,974     | 53,458 | 99.0    | 96.8 | 39,852     | 39,521 | 99.1    | 96.9 |
| AST   | 39,173     | 38,730 | 98.8    | 96.6 | 30,696     | 30,392 | 99.0    | 96.7 |
| SC    | 27,553     | 27,135 | 98.5    | 96.3 | 22,869     | 22,564 | 98.7    | 96.4 |
| Total | 43,155     | 42,685 | 98.8    | 96.6 | 33,020     | 32,704 | 99.0    | 96.8 |

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Table 5

## Explanation on the changes in the components of the gross and net salary

|          | Component of the gross salary   | Explanation on the changes <b>between July 2017 and July 2018</b>                    |
|----------|---------------------------------|--|
| <b>1</b> | General                         | Ley 3/2017 de 27 de junio de Presupuestos para 2017: +1,0%                           |
| <b>2</b> | Bonuses                         | Ley 3/2017 de 27 de junio de Presupuestos para 2017: +1,0%                           |
| <b>3</b> |                                 |  |
| ...      |                                 |  |
|          | Compulsory deduction            | Explanation on the changes <b>between July 2017 and July 2018</b>                    |
| <b>1</b> | Updated with retirement payment | Ley 3/2017 de 27 de junio de Presupuestos para 2017.                                 |
| <b>2</b> | Tax law                         | Ley 35/2006, de 28 de noviembre, del Impuesto sobre la Renta de las Personas Físicas |
| <b>3</b> |                                 |  |
| ...      |                                 |  |



**FR**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category<br>[1] | Grade<br>[2]                                      | Staff<br>[3]   |
|-----------------|---|----------------|
| <b>AD</b>       | Directeur   | 122            |
|                 | Chef de service                                   | 141            |
|                 | Sous-directeur                                    | 347            |
|                 | Administrateur civil hors classe                  | 1,018          |
|                 | Administrateur civil                              | 996            |
|                 | Attaché principal                                 | 7,921          |
|                 | Attaché d'administration de l'État                | 34,666         |
| <b>AST</b>      | Secrétaire administratif de classe exceptionnelle | 40,010         |
|                 | Secrétaire administratif de classe supérieure     | 24,002         |
|                 | Secrétaire administratif de classe normale        | 38,072         |
|                 | Adjoint administratif principal                   | 59,350         |
|                 | Adjoint administratif                             | 40,507         |
|                 | Adjoint technique principal                       | 5,250          |
|                 | Adjoint technique                                 | 10,798         |
| <b>SC</b>       |   |                |
| <b>Total</b>    |   | <b>263,200</b> |

**FR**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Number<br>[7]     |
| <b>AD</b>       | 45,210         | 17.2         | 45,210  | 17.2         | 100.0                     |                   |
| <b>AST</b>      | 217,990        | 82.8         | 217,990   | 82.8         | 100.0                     |                   |
| <b>SC</b>       |                |              |   |              |                           |                   |
| <b>Total</b>    | <b>263,200</b> | <b>100.0</b> | <b>263,200</b>  | <b>100.0</b> | <b>100.0</b>              |                   |

1. Change in coverage by comparison to previous year, affects relative weights for certain grades.

2. No ESA2010 CPA staff number provided, therefore to calculate Control Indicator, Eurostat will use NACE R2 employment in central administration/defence/social security, or an alternative estimate.

**FR**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in euros)**  
**- July 2018**

| Cat. | Grade  | Gross                | Compulsory deductions |     |     |     | Net   | Gross               | Compulsory deductions |       |      |      | Net   | Gross                | Compulsory deductions |       |      |      | Net   |
|------|--|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-----------------------|-------|------|------|-------|----------------------|-----------------------|-------|------|------|-------|
|      |  | Minimum of the scale |                       |     |     |     |       | Middle of the scale |                       |       |      |      |       | Maximum of the scale |                       |       |      |      |       |
|      |  | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]                  | [11]  | [12] | [13] | [14]  | [15]                 | [16]                  | [17]  | [18] | [19] | [20]  |
| AD   | Directeur                                    | 10,830               | 2,364                 | 979 | 606 | 53  | 6,827 | 12,586              | 2,982                 | 1,138 | 662  | 62   | 7,742 | 14,370               | 3,643                 | 1,299 | 717  | 71   | 8,641 |
|      | Chef de service                              | 7,397                | 1,273                 | 669 | 426 | 36  | 4,992 | 10,323              | 2,207                 | 933   | 558  | 51   | 6,573 | 13,347               | 3,262                 | 1,206 | 690  | 66   | 8,123 |
|      | Sous-directeur                               | 6,292                | 1,007                 | 569 | 379 | 31  | 4,305 | 8,946               | 1,752                 | 809   | 506  | 44   | 5,835 | 11,886               | 2,727                 | 1,074 | 633  | 58   | 7,394 |
|      | Administrateur civil hors classe             | 5,599                | 838                   | 506 | 359 | 28  | 3,869 | 8,031               | 1,446                 | 726   | 482  | 39   | 5,337 | 10,992               | 2,420                 | 994   | 606  | 54   | 6,918 |
|      | Administrateur civil                         | 3,848                | 427                   | 348 | 247 | 19  | 2,807 | 5,586               | 841                   | 505   | 337  | 27   | 3,876 | 7,490                | 1,297                 | 677   | 426  | 37   | 5,054 |
|      | Attaché principal                            | 3,197                | 258                   | 289 | 265 | 16  | 2,369 | 4,590               | 587                   | 415   | 347  | 23   | 3,218 | 6,300                | 996                   | 569   | 430  | 31   | 4,274 |
|      | Attaché d'administration de l'État           | 2,582                | 163                   | 233 | 207 | 13  | 1,966 | 3,681               | 375                   | 333   | 284  | 18   | 2,671 | 4,961                | 677                   | 448   | 360  | 24   | 3,451 |
| AST  | Secrétaire administratif de classe exception | 2,473                | 150                   | 224 | 211 | 12  | 1,876 | 3,173               | 253                   | 287   | 263  | 16   | 2,355 | 3,985                | 443                   | 360   | 315  | 20   | 2,846 |
|      | Secrétaire administratif de classe supérieur | 2,177                | 108                   | 197 | 188 | 11  | 1,673 | 2,886               | 195                   | 261   | 237  | 14   | 2,178 | 3,677                | 373                   | 332   | 287  | 18   | 2,666 |
|      | Secrétaire administratif de classe normale   | 2,095                | 92                    | 189 | 184 | 10  | 1,620 | 2,756               | 181                   | 249   | 227  | 14   | 2,085 | 3,433                | 317                   | 310   | 270  | 17   | 2,520 |
|      | Adjoint administratif principal              | 1,957                | 65                    | 177 | 178 | 10  | 1,528 | 2,424               | 144                   | 219   | 215  | 12   | 1,835 | 2,979                | 207                   | 269   | 252  | 15   | 2,236 |
|      | Adjoint administratif                        | 1,928                | 60                    | 174 | 176 | 9   | 1,509 | 2,194               | 111                   | 198   | 193  | 11   | 1,682 | 2,489                | 152                   | 225   | 209  | 12   | 1,891 |
|      | Adjoint technique principal                  | 1,830                | 39                    | 165 | 177 | 9   | 1,439 | 2,301               | 128                   | 208   | 215  | 11   | 1,739 | 2,930                | 198                   | 265   | 252  | 14   | 2,200 |
|      | Adjoint technique                            | 1,890                | 52                    | 171 | 176 | 9   | 1,482 | 2,187               | 109                   | 198   | 193  | 11   | 1,677 | 2,585                | 163                   | 234   | 209  | 13   | 1,966 |
| SC   |  |                      |                       |     |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |       |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security = Contribution sociale généralisée déductible et non déductible

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = Cotisations sociales, retraite additionnelle

(7), (13), (19): Other compulsory deductions = Contribution solidarité, contribution au remboursement de la dette sociale

**FR**  
**Table 2b**  
**Remuneration of central government staff**  
**Married official - Monthly data (in euros)**  
**- July 2018**

| Cat. | Grade  | Gross                | Compulsory deductions |     |     |     | Net   | Gross               | Compulsory deductions |       |      |      | Net   | Gross                | Compulsory deductions |       |      |      | Net    |
|------|--|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-----------------------|-------|------|------|-------|----------------------|-----------------------|-------|------|------|--------|
|      |  | Minimum of the scale |                       |     |     |     |       | Middle of the scale |                       |       |      |      |       | Maximum of the scale |                       |       |      |      |        |
|      |  | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]                  | [11]  | [12] | [13] | [14]  | [15]                 | [16]                  | [17]  | [18] | [19] | [20]   |
| AD   | Directeur                                    | 10,975               | 1,388                 | 989 | 606 | 54  | 7,938 | 12,731              | 1,843                 | 1,148 | 662  | 62   | 9,016 | 14,515               | 2,326                 | 1,309 | 717  | 71   | 10,092 |
|      | Chef de service                              | 7,575                | 571                   | 679 | 426 | 37  | 5,861 | 10,468              | 1,273                 | 943   | 558  | 51   | 7,642 | 13,492               | 2,048                 | 1,217 | 690  | 66   | 9,472  |
|      | Sous-directeur                               | 6,533                | 362                   | 579 | 379 | 31  | 5,182 | 9,091               | 940                   | 819   | 506  | 45   | 6,781 | 12,031               | 1,656                 | 1,085 | 633  | 59   | 8,599  |
|      | Administrateur civil hors classe             | 5,835                | 282                   | 516 | 359 | 28  | 4,650 | 8,209               | 716                   | 736   | 482  | 40   | 6,234 | 11,137               | 1,429                 | 1,004 | 606  | 55   | 8,044  |
|      | Administrateur civil                         | 4,054                | 0                     | 355 | 247 | 19  | 3,434 | 5,816               | 283                   | 514   | 337  | 28   | 4,655 | 7,668                | 595                   | 687   | 426  | 37   | 5,923  |
|      | Attaché principal                            | 3,408                | 0                     | 296 | 265 | 16  | 2,831 | 4,823               | 127                   | 424   | 347  | 23   | 3,902 | 6,543                | 357                   | 580   | 430  | 32   | 5,146  |
|      | Attaché d'administration de l'État           | 2,788                | 0                     | 240 | 207 | 13  | 2,327 | 3,897               | 0                     | 340   | 284  | 19   | 3,254 | 5,197                | 201                   | 458   | 360  | 25   | 4,153  |
| AST  | Secrétaire administratif de classe exception | 2,678                | 0                     | 230 | 211 | 13  | 2,225 | 3,383               | 0                     | 294   | 263  | 16   | 2,810 | 4,209                | 7                     | 369   | 315  | 20   | 3,498  |
|      | Secrétaire administratif de classe supérieur | 2,382                | 0                     | 203 | 188 | 11  | 1,980 | 3,091               | 0                     | 268   | 237  | 15   | 2,572 | 3,893                | 0                     | 340   | 287  | 18   | 3,248  |
|      | Secrétaire administratif de classe normale   | 2,302                | 0                     | 196 | 184 | 11  | 1,911 | 2,961               | 0                     | 256   | 227  | 14   | 2,465 | 3,646                | 0                     | 318   | 270  | 17   | 3,041  |
|      | Adjoint administratif principal              | 2,163                | 0                     | 184 | 178 | 10  | 1,792 | 2,630               | 0                     | 226   | 215  | 12   | 2,177 | 3,187                | 0                     | 276   | 252  | 15   | 2,643  |
|      | Adjoint administratif                        | 2,134                | 0                     | 181 | 176 | 10  | 1,767 | 2,400               | 0                     | 205   | 193  | 11   | 1,991 | 2,694                | 0                     | 232   | 209  | 13   | 2,241  |
|      | Adjoint technique principal                  | 2,036                | 0                     | 172 | 178 | 9   | 1,677 | 2,507               | 0                     | 215   | 215  | 12   | 2,065 | 3,138                | 0                     | 272   | 252  | 15   | 2,599  |
|      | Adjoint technique                            | 2,097                | 0                     | 178 | 176 | 10  | 1,733 | 2,392               | 0                     | 204   | 193  | 11   | 1,984 | 2,790                | 0                     | 240   | 209  | 13   | 2,328  |
| SC   |  |                      |                       |     |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security = Contribution sociale généralisée déductible et non déductible

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = Cotisations sociales, retraite additionnelle

(7), (13), (19): Other compulsory deductions = Contribution solidarité, contribution au remboursement de la dette sociale

Gross includes allocation familiale

FR  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in euros)  
- July 2017

| Cat. | Grade  | Gross                | Compulsory deductions |     |     |     |       | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net   | Gross | Compulsory deductions |      |       |  |  | Net |
|------|--|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-------|-----------------------|------|------|-------|----------------------|-------|-------|-----------------------|------|-------|--|--|-----|
|      |  | Minimum of the scale |                       |     |     |     |       | Middle of the scale |       |                       |      |      |       | Maximum of the scale |       |       |                       |      |       |  |  |     |
|      |  | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16]  | [17]  | [18]                  | [19] | [20]  |  |  |     |
| [1]  | [2]  |                      |                       |     |     |     |       |                     |       |                       |      |      |       |                      |       |       |                       |      |       |  |  |     |
| AD   | Directeur                                    | 10,963               | 2,456                 | 808 | 592 | 158 | 6,950 | 12,601              | 3,047 | 929                   | 646  | 181  | 7,797 | 14,482               | 3,750 | 1,067 | 700                   | 209  | 8,755 |  |  |     |
|      | Chef de service                              | 7,327                | 1,277                 | 540 | 416 | 105 | 4,988 | 10,267              | 2,232 | 757                   | 545  | 148  | 6,586 | 13,183               | 3,260 | 971   | 674                   | 190  | 8,087 |  |  |     |
|      | Sous-directeur                               | 6,289                | 1,026                 | 463 | 370 | 90  | 4,339 | 8,998               | 1,810 | 663                   | 494  | 129  | 5,901 | 11,939               | 2,804 | 880   | 618                   | 172  | 7,466 |  |  |     |
|      | Administrateur civil hors classe             | 5,611                | 859                   | 413 | 350 | 80  | 3,908 | 8,077               | 1,499 | 595                   | 471  | 116  | 5,396 | 10,998               | 2,468 | 810   | 592                   | 158  | 6,969 |  |  |     |
|      | Administrateur civil                         | 3,838                | 439                   | 283 | 241 | 55  | 2,821 | 5,562               | 853   | 410                   | 329  | 80   | 3,891 | 7,478                | 1,315 | 551   | 416                   | 107  | 5,088 |  |  |     |
|      | Attaché principal                            | 3,177                | 266                   | 234 | 259 | 45  | 2,373 | 4,573               | 599   | 337                   | 339  | 65   | 3,233 | 6,276                | 1,010 | 462   | 420                   | 89   | 4,295 |  |  |     |
|      | Attaché d'administration de l'État           | 2,564                | 165                   | 189 | 203 | 36  | 1,971 | 3,661               | 384   | 270                   | 277  | 52   | 2,679 | 4,945                | 690   | 364   | 351                   | 70   | 3,469 |  |  |     |
| AST  | Secrétaire administratif de classe exception | 2,452                | 151                   | 181 | 206 | 35  | 1,879 | 3,153               | 261   | 232                   | 257  | 44   | 2,359 | 3,966                | 453   | 292   | 308                   | 56   | 2,856 |  |  |     |
|      | Secrétaire administratif de classe supérieur | 2,151                | 110                   | 159 | 184 | 30  | 1,669 | 2,868               | 198   | 211                   | 232  | 40   | 2,187 | 3,658                | 383   | 270   | 280                   | 52   | 2,674 |  |  |     |
|      | Secrétaire administratif de classe normale   | 2,057                | 96                    | 152 | 179 | 10  | 1,620 | 2,738               | 183   | 202                   | 221  | 39   | 2,093 | 3,425                | 328   | 252   | 263                   | 48   | 2,533 |  |  |     |
|      | Adjoint administratif principal              | 1,920                | 69                    | 142 | 174 | 9   | 1,527 | 2,412               | 146   | 178                   | 210  | 34   | 1,844 | 2,960                | 214   | 218   | 247                   | 42   | 2,239 |  |  |     |
|      | Adjoint administratif                        | 1,886                | 62                    | 139 | 172 | 9   | 1,504 | 2,172               | 114   | 160                   | 188  | 31   | 1,680 | 2,464                | 153   | 182   | 204                   | 35   | 1,890 |  |  |     |
|      | Adjoint technique principal                  | 1,800                | 44                    | 133 | 171 | 9   | 1,443 | 2,287               | 131   | 169                   | 210  | 32   | 1,745 | 2,916                | 203   | 215   | 247                   | 41   | 2,211 |  |  |     |
|      | Adjoint technique                            | 1,830                | 50                    | 135 | 172 | 9   | 1,464 | 2,148               | 109   | 158                   | 188  | 30   | 1,663 | 2,544                | 163   | 187   | 204                   | 36   | 1,954 |  |  |     |
| SC   |  |                      |                       |     |     |     |       |                     |       |                       |      |      |       |                      |       |       |                       |      |       |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security = Contribution sociale généralisée déductible et non déductible

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = Cotisations sociales, retraite additionnelle

(7), (13), (19): Other compulsory deductions = Contribution solidarité, contribution au remboursement de la dette sociale

**FR**  
**Table 2d**  
**Remuneration of central government staff**  
**Married official - Monthly data (in euros)**  
**- July 2017**

| Cat. | Grade  | Gross                | Compulsory deductions |     |     |     |       | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net   | Gross | Compulsory deductions |      |        |  |  | Net |
|------|--|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-------|-----------------------|------|------|-------|----------------------|-------|-------|-----------------------|------|--------|--|--|-----|
|      |  | Minimum of the scale |                       |     |     |     |       | Middle of the scale |       |                       |      |      |       | Maximum of the scale |       |       |                       |      |        |  |  |     |
|      |  | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16]  | [17]  | [18]                  | [19] | [20]   |  |  |     |
| AD   | Directeur                                    | 11,107               | 1,458                 | 816 | 592 | 159 | 8,081 | 12,745              | 1,894 | 937                   | 646  | 183  | 9,084 | 14,625               | 2,411 | 1,075 | 700                   | 211  | 10,228 |  |  |     |
|      | Chef de service                              | 7,503                | 583                   | 548 | 416 | 107 | 5,849 | 10,411              | 1,294 | 765                   | 545  | 149  | 7,658 | 13,327               | 2,050 | 980   | 674                   | 192  | 9,432  |  |  |     |
|      | Sous-directeur                               | 6,463                | 372                   | 471 | 370 | 92  | 5,158 | 9,142               | 986   | 671                   | 494  | 131  | 6,860 | 12,083               | 1,716 | 888   | 618                   | 174  | 8,688  |  |  |     |
|      | Administrateur civil hors classe             | 5,845                | 293                   | 421 | 350 | 82  | 4,698 | 8,253               | 758   | 603                   | 471  | 117  | 6,303 | 11,142               | 1,467 | 819   | 592                   | 160  | 8,104  |  |  |     |
|      | Administrateur civil                         | 4,043                | 0                     | 288 | 241 | 56  | 3,458 | 5,790               | 290   | 417                   | 329  | 81   | 4,674 | 7,654                | 621   | 559   | 416                   | 109  | 5,949  |  |  |     |
|      | Attaché principal                            | 3,387                | 0                     | 240 | 259 | 46  | 2,842 | 4,804               | 140   | 344                   | 339  | 66   | 3,914 | 6,517                | 364   | 471   | 420                   | 91   | 5,172  |  |  |     |
|      | Attaché d'administration de l'État           | 2,767                | 0                     | 194 | 203 | 37  | 2,333 | 3,875               | 0     | 276                   | 277  | 53   | 3,269 | 5,179                | 214   | 372   | 351                   | 72   | 4,170  |  |  |     |
| AST  | Secrétaire administratif de classe exception | 2,655                | 0                     | 186 | 206 | 36  | 2,228 | 3,361               | 0     | 238                   | 257  | 46   | 2,821 | 4,188                | 19    | 299   | 308                   | 57   | 3,505  |  |  |     |
|      | Secrétaire administratif de classe supérieur | 2,355                | 0                     | 164 | 184 | 31  | 1,976 | 3,072               | 0     | 217                   | 232  | 42   | 2,582 | 3,873                | 0     | 276   | 280                   | 53   | 3,264  |  |  |     |
|      | Secrétaire administratif de classe normale   | 2,261                | 0                     | 157 | 179 | 10  | 1,914 | 2,942               | 0     | 207                   | 221  | 40   | 2,474 | 3,636                | 0     | 258   | 263                   | 50   | 3,064  |  |  |     |
|      | Adjoint administratif principal              | 2,124                | 0                     | 147 | 174 | 10  | 1,794 | 2,616               | 0     | 183                   | 210  | 35   | 2,188 | 3,166                | 0     | 224   | 247                   | 43   | 2,653  |  |  |     |
|      | Adjoint administratif                        | 2,089                | 0                     | 144 | 172 | 10  | 1,763 | 2,376               | 0     | 166                   | 188  | 32   | 1,991 | 2,668                | 0     | 187   | 204                   | 36   | 2,241  |  |  |     |
|      | Adjoint technique principal                  | 2,003                | 0                     | 138 | 174 | 9   | 1,683 | 2,490               | 0     | 174                   | 210  | 33   | 2,073 | 3,122                | 0     | 221   | 247                   | 42   | 2,613  |  |  |     |
|      | Adjoint technique                            | 2,034                | 0                     | 140 | 172 | 9   | 1,712 | 2,352               | 0     | 164                   | 188  | 31   | 1,969 | 2,748                | 0     | 193   | 204                   | 37   | 2,314  |  |  |     |
| SC   |  |                      |                       |     |     |     |       |                     |       |                       |      |      |       |                      |       |       |                       |      |        |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security = Contribution sociale généralisée déductible et non déductible

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = Cotisations sociales, retraite additionnelle

(7), (13), (19): Other compulsory deductions = Contribution solidarité, contribution au remboursement de la dette sociale

FR

Table 3

Changes in average remuneration of central government staff by grade

Price index = 102.3

| Cat. | Grade   | Gross      |        |         |      | Net        |       |         |      |
|------|---|------------|--------|---------|------|------------|-------|---------|------|
|      |   | Salary (€) |        | Index   |      | Salary (€) |       | Index   |      |
|      |   | 2017       | 2018   | Nominal | Real | 2017       | 2018  | Nominal | Real |
| [1]  | [2]   | [3]        | [4]    | [5]     | [6]  | [7]        | [8]   | [9]     | [10] |
| AD   | Directeur   | 12,754     | 12,668 | 99.3    | 97.1 | 8,483      | 8,376 | 98.7    | 96.5 |
|      | Chef de service                                   | 10,336     | 10,434 | 100.9   | 98.7 | 7,100      | 7,111 | 100.2   | 97.9 |
|      | Sous-directeur                                    | 9,153      | 9,130  | 99.7    | 97.5 | 6,402      | 6,349 | 99.2    | 96.9 |
|      | Administrateur civil hors classe                  | 8,321      | 8,300  | 99.8    | 97.5 | 5,896      | 5,842 | 99.1    | 96.9 |
|      | Administrateur civil                              | 5,728      | 5,744  | 100.3   | 98.0 | 4,313      | 4,291 | 99.5    | 97.3 |
|      | Attaché principal                                 | 4,789      | 4,810  | 100.4   | 98.2 | 3,638      | 3,623 | 99.6    | 97.4 |
|      | Attaché d'administration de l'État                | 3,832      | 3,851  | 100.5   | 98.2 | 2,982      | 2,970 | 99.6    | 97.4 |
| AST  | Secrétaire administratif de classe exceptionnelle | 3,296      | 3,317  | 100.6   | 98.4 | 2,608      | 2,602 | 99.8    | 97.5 |
|      | Secrétaire administratif de classe supérieure     | 2,996      | 3,018  | 100.7   | 98.4 | 2,392      | 2,386 | 99.8    | 97.5 |
|      | Secrétaire administratif de classe normale        | 2,843      | 2,865  | 100.8   | 98.5 | 2,283      | 2,274 | 99.6    | 97.3 |
|      | Adjoint administratif principal                   | 2,533      | 2,557  | 100.9   | 98.7 | 2,041      | 2,035 | 99.7    | 97.5 |
|      | Adjoint administratif                             | 2,276      | 2,306  | 101.3   | 99.1 | 1,845      | 1,847 | 100.1   | 97.8 |
|      | Adjoint technique principal                       | 2,437      | 2,457  | 100.8   | 98.6 | 1,961      | 1,953 | 99.6    | 97.4 |
|      | Adjoint technique                                 | 2,276      | 2,323  | 102.1   | 99.8 | 1,846      | 1,862 | 100.8   | 98.6 |
| SC   |   |            |        |         |      |            |       |         |      |

FR

Table 4

Changes in average remuneration of central government staff by category

Price index = 102.3

| Cat.  | Gross      |       |         |      | Net        |       |         |      |
|-------|------------|-------|---------|------|------------|-------|---------|------|
|       | Salary (€) |       | Index   |      | Salary (€) |       | Index   |      |
|       | 2017       | 2018  | Nominal | Real | 2017       | 2018  | Nominal | Real |
| [1]   | [2]        | [3]   | [4]     | [5]  | [6]        | [7]   | [8]     | [9]  |
| AD    | 4,228      | 4,246 | 100.4   | 98.1 | 3,246      | 3,232 | 99.6    | 97.4 |
| AST   | 2,715      | 2,740 | 100.9   | 98.6 | 2,178      | 2,174 | 99.8    | 97.6 |
| SC    |            |       |         |      |            |       |         |      |
| Total | 2,975      | 2,999 | 100.8   | 98.5 | 2,361      | 2,356 | 99.8    | 97.6 |

**FR**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary | Explanation on the changes <b>between July 2017 and July 2018</b>  |
|----------|-------------------------------|--|
| <b>1</b> |                               | Change in modulation of family allowances  |
| <b>2</b> |                               | Protocole relatif aux parcours professionnels, aux carrières et aux rémunérations (PPCR)   |
| <b>3</b> |                               | Introduction of a compensatory allowance to cancel the residual effect on income of the CSG's increase (see below).  |
| ...      |                               |  |
| ...      |                               |  |
|          | Compulsory deduction          | Explanation on the changes <b>between July 2017 and July 2018</b>  |
| <b>1</b> |                               | Increase in the French generalized social contribution (CSG, 9,20 % of the basic salary instead of 7,5%), and in compensation, the suppression of the exceptional solidarity indemnity (CES) and the introduction of a compensatory allowance (see above). |
| <b>2</b> |                               | New civil pension schedule (10,56 % of the basic salary instead of 10,29%)   |
| <b>3</b> |                               | Tax on incomes : reglementation 2018   |
| ...      |                               |  |
| ...      |                               |  |

**Remarks :**

Specific inflation adjustment bonus "GIPA" not included as data not available to quantify impact for target population.



HR

Table 1

**Central government staff broken down by grade  
- July 2018**

| Category<br>[1] | Grade<br>[2]                | Staff<br>[3] |
|-----------------|-----------------------------|--------------|
| <b>AD</b>       | Head of Sector              | 207          |
|                 | Head of Service             | 752          |
|                 | Head of section             | 122          |
|                 |                             |              |
| <b>AST</b>      | Senior expert advisor       | 1,383        |
|                 | Senior advisor              | 244          |
|                 | Associate                   | 485          |
|                 |                             |              |
| <b>SC</b>       | Senior professional officer | 505          |
|                 | Associate                   | 485          |
|                 | Cleaning staff              | 907          |
|                 |                             |              |
| <b>Total</b>    |                             | <b>5,090</b> |

HR

Table 1 bis

**Central government staff broken down by category  
July 2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA 2010 central govt. <sup>+</sup> |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Numbers<br>[7]                      |
| <b>AD</b>       | 1,081          | 21.2         | 3,895   | 27.5         | 27.8                      |                                     |
| <b>AST</b>      | 2,112          | 41.5         | 3,745   | 26.4         | 56.4                      |                                     |
| <b>SC</b>       | 1,897          | 37.3         | 6,524   | 46.1         | 29.1                      |                                     |
| <b>Total</b>    | <b>5,090</b>   | <b>100.0</b> | <b>14,164</b>   | <b>100.0</b> | <b>35.9</b>               |                                     |

No figure provided for reference population in CPA. No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use NACE R2 employment in central administration/defence/social security, or an alternative estimate".

**HR**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in Croatian Kuna)**  
**July 2018**

| Cat. | Grade   | Gross                | Compulsory deductions |       |     |     |       | Net                 | Gross | Compulsory deductions |      |      |        |                      | Net   | Gross | Compulsory deductions |      |        |  |  | Net |
|------|---|----------------------|-----------------------|-------|-----|-----|-------|---------------------|-------|-----------------------|------|------|--------|----------------------|-------|-------|-----------------------|------|--------|--|--|-----|
|      |   | Minimum of the scale |                       |       |     |     |       | Middle of the scale |       |                       |      |      |        | Maximum of the scale |       |       |                       |      |        |  |  |     |
|      |   | [3]                  | [4]                   | [5]   | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]   | [15]                 | [16]  | [17]  | [18]                  | [19] | [20]   |  |  |     |
| AD   | Head of Section / Service / Sector            | 6,925                | 295                   | 1,385 |     |     | 5,245 | 19,199              | 2,298 | 3,840                 |      |      | 13,061 | 25,285               | 3,816 | 5,057 |                       |      | 16,413 |  |  |     |
|      | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |
|      |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |
| AST  | Associate / Senior Advisor / Expert Advisor   | 6,500                | 423                   | 1,300 |     |     | 4,778 | 15,015              | 1,771 | 3,003                 |      |      | 10,241 | 11,015               | 1,052 | 2,203 |                       |      | 7,760  |  |  |     |
|      | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |
|      |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |
| SC   | Cleaner / Administrative Officer / Profession | 3,651                | 5                     | 730   |     |     | 2,916 | 5,637               | 106   | 1,127                 |      |      | 4,404  | 6,471                | 280   | 1,294 |                       |      | 4,897  |  |  |     |
|      | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |
|      |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |        |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Social benefits (income)

**HR**  
**Table 2b**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in Croatian Kuna)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2]                                  | Gross                | Compulsory deductions |       |     |     |       | Net                 | Gross | Compulsory deductions |      |      |        |                      | Net   | Gross | Compulsory deductions |      |      |        |  | Net |
|-------------|---|----------------------|-----------------------|-------|-----|-----|-------|---------------------|-------|-----------------------|------|------|--------|----------------------|-------|-------|-----------------------|------|------|--------|--|-----|
|             |   | Minimum of the scale |                       |       |     |     |       | Middle of the scale |       |                       |      |      |        | Maximum of the scale |       |       |                       |      |      |        |  |     |
|             |   | [3]                  | [4]                   | [5]   | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]   | [15]                 | [16]  | [17]  | [18]                  | [19] | [20] |        |  |     |
| AD          | Head of Section / Service / Sector            | 6,925                | 295                   | 1,385 |     |     | 5,245 | 19,199              | 2,298 | 3,840                 |      |      | 13,061 | 25,285               | 3,816 | 5,057 |                       |      |      | 16,413 |  |     |
|             | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |
|             |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |
| AST         | Associate / Senior Advisor / Expert Advisor   | 6,500                | 423                   | 1,300 |     |     | 4,778 | 15,015              | 1,771 | 3,003                 |      |      | 10,241 | 11,015               | 1,052 | 2,203 |                       |      |      | 7,760  |  |     |
|             | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |
|             |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |
| SC          | Cleaner / Administrative Officer / Profession | 3,651                | 5                     | 730   |     |     | 2,916 | 5,637               | 106   | 1,127                 |      |      | 4,404  | 6,471                | 280   | 1,294 |                       |      |      | 4,897  |  |     |
|             | [ min / mid / max ]                           |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |
|             |   |                      |                       |       |     |     |       |                     |       |                       |      |      |        |                      |       |       |                       |      |      |        |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Social benefits (income)

## HR

Table 2c

**Remuneration of central government staff**  
**Unmarried official - Monthly data (in Croatian Kuna)**  
**July 2017**

| Cat. | Grade | Gross                | Compulsory deductions |       |     |     | Net   | Gross               | Compulsory deductions |       |      |      | Net   | Gross                | Compulsory deductions |       |      |      | Net    |
|------|-------|----------------------|-----------------------|-------|-----|-----|-------|---------------------|-----------------------|-------|------|------|-------|----------------------|-----------------------|-------|------|------|--------|
|      |       | Minimum of the scale |                       |       |     |     |       | Middle of the scale |                       |       |      |      |       | Maximum of the scale |                       |       |      |      |        |
|      |       | [3]                  | [4]                   | [5]   | [6] | [7] | [8]   | [9]                 | [10]                  | [11]  | [12] | [13] | [14]  | [15]                 | [16]                  | [17]  | [18] | [19] | [20]   |
| AD   |       | 11,254               | 1,105                 | 2,251 |     |     | 7,899 | 13,124              | 1,402                 | 2,625 |      |      | 9,098 | 18,309               | 2,663                 | 3,662 |      |      | 11,984 |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
| AST  |       | 6,834                | 452                   | 1,367 |     |     | 5,015 | 9,177               | 905                   | 1,835 |      |      | 6,436 | 9,949                | 1,036                 | 1,990 |      |      | 6,923  |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
| SC   |       | 6,481                | 385                   | 1,296 |     |     | 4,800 | 5,539               | 168                   | 1,108 |      |      | 4,263 | 5,963                | 259                   | 1,193 |      |      | 4,512  |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Social benefits (income)

## HR

Table 2d

**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in Croatian Kuna)**  
**July 2017**

| Cat. | Grade | Gross                | Compulsory deductions |       |     |     | Net   | Gross               | Compulsory deductions |       |      |      | Net   | Gross                | Compulsory deductions |       |      |      | Net    |
|------|-------|----------------------|-----------------------|-------|-----|-----|-------|---------------------|-----------------------|-------|------|------|-------|----------------------|-----------------------|-------|------|------|--------|
|      |       | Minimum of the scale |                       |       |     |     |       | Middle of the scale |                       |       |      |      |       | Maximum of the scale |                       |       |      |      |        |
|      |       | [3]                  | [4]                   | [5]   | [6] | [7] | [8]   | [9]                 | [10]                  | [11]  | [12] | [13] | [14]  | [15]                 | [16]                  | [17]  | [18] | [19] | [20]   |
| AD   |       | 11,254               | 1,105                 | 2,251 |     |     | 7,899 | 13,124              | 1,402                 | 2,625 |      |      | 9,098 | 18,309               | 2,663                 | 3,662 |      |      | 11,984 |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
| AST  |       | 6,834                | 452                   | 1,367 |     |     | 5,015 | 9,177               | 905                   | 1,835 |      |      | 6,436 | 9,949                | 1,036                 | 1,990 |      |      | 6,923  |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
| SC   |       | 6,481                | 385                   | 1,296 |     |     | 4,800 | 5,539               | 168                   | 1,108 |      |      | 4,263 | 5,963                | 259                   | 1,193 |      |      | 4,512  |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |
|      |       |                      |                       |       |     |     |       |                     |                       |       |      |      |       |                      |                       |       |      |      |        |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Social benefits (income)

HR

Table 4

Changes in average remuneration by grade of official in the central government

Price index = 102.2

| Cat. | Grade   | Gross  |        |         |       | Net    |        |         |       |
|------|---|--------|--------|---------|-------|--------|--------|---------|-------|
|      |   | Salary |        | Index   |       | Salary |        | Index   |       |
|      |   | 2017   | 2018   | Nominal | Real  | 2017   | 2018   | Nominal | Real  |
| [1]  | [2]   | [3]    | [4]    | [5]     | [6]   | [7]    | [8]    | [9]     | [10]  |
| AD   | Head of Section / Service / Sector              | 14,229 | 17,136 | 120.4   | 117.8 | 9,660  | 11,573 | 119.8   | 117.2 |
|      |   |        |        |         |       |        |        |         |       |
|      |   |        |        |         |       |        |        |         |       |
| AST  | Associate / Senior Advisor / Expert Advisor     | 8,653  | 10,843 | 125.3   | 122.6 | 6,125  | 7,593  | 124.0   | 121.3 |
|      |   |        |        |         |       |        |        |         |       |
|      |   |        |        |         |       |        |        |         |       |
| SC   | Cleaner / Administrative Officer / Professional | 5,994  | 5,253  | 87.6    | 85.7  | 4,525  | 4,072  | 90.0    | 88.1  |
|      |   |        |        |         |       |        |        |         |       |
|      |   |        |        |         |       |        |        |         |       |

HR

Table 4 bis

Changes in average remuneration by category of official in the central government

Price index = 102.2

| Cat.  | Gross  |        |         |       | Net    |        |         |       |
|-------|--------|--------|---------|-------|--------|--------|---------|-------|
|       | Salary |        | Index   |       | Salary |        | Index   |       |
|       | 2017   | 2018   | Nominal | Real  | 2017   | 2018   | Nominal | Real  |
| [1]   | [2]    | [3]    | [4]     | [5]   | [6]    | [7]    | [8]     | [9]   |
| AD    | 14,229 | 17,136 | 120.4   | 117.8 | 9,660  | 11,573 | 119.8   | 117.2 |
| AST   | 8,653  | 10,843 | 125.3   | 122.6 | 6,125  | 7,593  | 124.0   | 121.3 |
| SC    | 5,994  | 5,253  | 87.6    | 85.7  | 4,525  | 4,072  | 90.0    | 88.1  |
| Total | 8,962  | 9,999  | 111.6   | 109.2 | 6,360  | 7,066  | 111.1   | 108.7 |

## HR

Table 5

## Explanation on the changes in the components of the gross and net salary

|     | Component of the gross salary | Explanation on the changes <b>between July 2017 and July 2018</b> |
|-----|-------------------------------|---|
| 1   |                               |   |
| 2   |                               |   |
| 3   |                               |   |
| ... |                               |   |
|     | Compulsory deduction          | Explanation on the changes <b>between July 2017 and July 2018</b> |
| 1   | Salary base                   | Salary base is increased by 6%                                    |
| 2   |                               |   |
| 3   |                               |   |
| ... |                               |   |



IT  
Table 1  
Central government staff broken down by grade  
2018

| Reference period: <b>situation at 31/12/2016</b> |                     |                |
|--|---------------------|----------------|
| Category<br>[1]                                  | Grade<br>[2]        | Sample<br>[3]  |
| <b>AD *</b>                                      | Dirigente I fascia  | 216            |
|  | Dirigente II fascia | 1,875          |
|  | Terza area - F7     | 180            |
|  | Terza area - F6     | 1,766          |
|  | Terza area - F5     | 2,576          |
|  | Terza area - F4     | 8,759          |
|  | Terza area - F3     | 10,107         |
|  | Terza area - F2     | 11,064         |
|  | Terza area - F1     | 7,457          |
|  | <b>AD-total</b>     | <b>44,000</b>  |
| <b>AST *</b>                                     | Seconda area - F6   | 802            |
|  | Seconda area - F5   | 5,163          |
|  | Seconda area - F4   | 15,781         |
|  | Seconda area - F3   | 31,999         |
|  | Seconda area - F2   | 29,668         |
|  | Seconda area - F1   | 5,331          |
|  | <b>AST-total</b>    | <b>88,744</b>  |
| <b>SC *</b>                                      | Prima area - F3     | 4,739          |
|  | Prima area - F2     | 3,959          |
|  | Prima area - F1     | 535            |
|  | <b>SC-total</b>     | <b>9,233</b>   |
| <b>Total</b>                                     |                     | <b>141,977</b> |

**IT**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Number<br>[7]     |
| AD              | 44,000         | 31.0         | 44,000  | 31.0         | 100.0                     |                   |
| AST             | 88,744         | 62.5         | 88,744  | 62.5         | 100.0                     |                   |
| SC              | 9,233          | 6.5          | 9,233   | 6.5          | 100.0                     |                   |
| <b>Total</b>    | <b>141,977</b> | <b>100.0</b> | <b>141,977</b>  | <b>100.0</b> | <b>100.0</b>              |                   |

No ESA2010 CPA staff number provided, therefore to calculate Control Indicator Eurostat will use SRQ reference population,

**IT**  
**Table 2.a**  
**Nominal remuneration of central government staff**  
**Unmarried official**  
**Salary July 2018**

| Cat.       | Grade                |      | Gross  | Compulsory deductions |          |         |       | Net          |
|------------|----------------------|------|--------|-----------------------|----------|---------|-------|--------------|
|            |                      |      |        | taxes                 | soc.sec. | pension | RENZI |              |
|            | Minimum of the scale |      | [3]    | [4]                   | [5]      | [6]     | [7]   | [8]          |
| <b>AD</b>  | Dirigente I fascia   | Mini | 16,000 | 6,067                 | 1,529    | 343     | 0     | <b>8,062</b> |
|            | Dirigente II fascia  | Mini | 6,597  | 2,161                 | 608      | 147     | 0     | <b>3,681</b> |
|            | Terza area - F7      | Mini | 3,240  | 801                   | 285      | 76      | 0     | <b>2,077</b> |
|            | Terza area - F6      | Mini | 3,070  | 734                   | 270      | 72      | 0     | <b>1,993</b> |
|            | Terza area - F5      | Mini | 2,897  | 666                   | 255      | 68      | 0     | <b>1,908</b> |
|            | Terza area - F4      | Mini | 2,741  | 605                   | 241      | 64      | 0     | <b>1,830</b> |
|            | Terza area - F3      | Mini | 2,494  | 520                   | 219      | 59      | 0     | <b>1,696</b> |
|            | Terza area - F2      | Mini | 2,350  | 476                   | 207      | 55      | 0     | <b>1,612</b> |
|            | Terza area - F1      | Mini | 2,279  | 455                   | 201      | 54      | 0     | <b>1,570</b> |
|            |                      |      |        |                       |          |         |       |              |
| <b>AST</b> | Seconda area - F6    | Mini | 2,313  | 465                   | 204      | 54      | 0     | <b>1,590</b> |
|            | Seconda area - F5    | Mini | 2,255  | 447                   | 198      | 53      | 0     | <b>1,556</b> |
|            | Seconda area - F4    | Mini | 2,185  | 426                   | 192      | 51      | 15    | <b>1,530</b> |
|            | Seconda area - F3    | Mini | 2,073  | 392                   | 182      | 49      | 69    | <b>1,519</b> |
|            | Seconda area - F2    | Mini | 1,939  | 352                   | 171      | 46      | 80    | <b>1,452</b> |
|            | Seconda area - F1    | Mini | 1,836  | 320                   | 162      | 43      | 80    | <b>1,391</b> |
|            |                      |      |        |                       |          |         |       |              |
| <b>SC</b>  | Prima area - F3      | Mini | 1,850  | 325                   | 163      | 43      | 80    | <b>1,399</b> |
|            | Prima area - F2      | Mini | 1,791  | 307                   | 158      | 42      | 80    | <b>1,365</b> |
|            | Prima area - F1      | Mini | 1,736  | 290                   | 153      | 41      | 80    | <b>1,333</b> |
|            |                      |      |        |                       |          |         |       |              |
|            | Middle of the scale  |      | [9]    | [10]                  | [11]     | [12]    | [13]  | [14]         |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            |                      |      |        |                       |          |         |       |              |
|            | Maximum of the scale |      | [15]   | [16]                  | [17]     | [18]    | [19]  | [20]         |
| <b>AD</b>  | Dirigente I fascia   | Maxi | 16,585 | 6,309                 | 1,586    | 356     | 0     | <b>8,333</b> |
|            | Dirigente II fascia  | Maxi | 6,893  | 2,279                 | 637      | 154     | 0     | <b>3,823</b> |
|            | Terza area - F7      | Maxi | 3,336  | 857                   | 294      | 78      | 0     | <b>2,107</b> |
|            | Terza area - F6      | Maxi | 3,167  | 772                   | 279      | 74      | 0     | <b>2,041</b> |
|            | Terza area - F5      | Maxi | 2,993  | 704                   | 263      | 70      | 0     | <b>1,955</b> |
|            | Terza area - F4      | Maxi | 2,837  | 643                   | 250      | 67      | 0     | <b>1,878</b> |
|            | Terza area - F3      | Maxi | 2,590  | 549                   | 228      | 61      | 0     | <b>1,753</b> |
|            | Terza area - F2      | Maxi | 2,435  | 502                   | 214      | 57      | 0     | <b>1,662</b> |
|            | Terza area - F1      | Maxi | 2,364  | 480                   | 208      | 56      | 0     | <b>1,620</b> |
|            |                      |      |        |                       |          |         |       |              |
| <b>AST</b> | Seconda area - F6    | Maxi | 2,361  | 480                   | 208      | 56      | 0     | <b>1,619</b> |
|            | Seconda area - F5    | Maxi | 2,304  | 462                   | 203      | 54      | 0     | <b>1,585</b> |
|            | Seconda area - F4    | Maxi | 2,233  | 441                   | 197      | 52      | 0     | <b>1,544</b> |
|            | Seconda area - F3    | Maxi | 2,122  | 407                   | 187      | 50      | 46    | <b>1,524</b> |
|            | Seconda area - F2    | Maxi | 1,985  | 365                   | 175      | 47      | 80    | <b>1,478</b> |
|            | Seconda area - F1    | Maxi | 1,878  | 333                   | 165      | 44      | 80    | <b>1,416</b> |
|            |                      |      |        |                       |          |         |       |              |
| <b>SC</b>  | Prima area - F3      | Maxi | 1,886  | 335                   | 166      | 44      | 80    | <b>1,420</b> |
|            | Prima area - F2      | Maxi | 1,826  | 317                   | 161      | 43      | 80    | <b>1,385</b> |
|            | Prima area - F1      | Maxi | 1,772  | 301                   | 156      | 42      | 80    | <b>1,354</b> |
|            |                      |      |        |                       |          |         |       |              |

IT

Table 2.b

Nominal remuneration of central government staff

Married official with 2 dependent children and non-working spouse

Salary July 2018

| Cat. | Grade                |      | Gross  | Compulsory deductions |          |         |       | Net   |
|------|----------------------|------|--------|-----------------------|----------|---------|-------|-------|
|      |                      |      |        | taxes                 | soc.sec. | pension | RENZI |       |
|      | Minimum of the scale |      | [3]    | [4]                   | [5]      | [6]     | [7]   | [8]   |
| AD   | Dirigente I fascia   | Mini | 16,000 | 6,067                 | 1,529    | 343     | 0     | 8,062 |
|      | Dirigente II fascia  | Mini | 6,597  | 2,090                 | 608      | 147     | 0     | 3,752 |
|      | Terza area - F7      | Mini | 3,240  | 633                   | 285      | 76      | 0     | 2,245 |
|      | Terza area - F6      | Mini | 3,070  | 564                   | 270      | 72      | 0     | 2,164 |
|      | Terza area - F5      | Mini | 2,897  | 493                   | 255      | 68      | 0     | 2,081 |
|      | Terza area - F4      | Mini | 2,741  | 429                   | 241      | 64      | 0     | 2,006 |
|      | Terza area - F3      | Mini | 2,494  | 342                   | 219      | 59      | 0     | 1,874 |
|      | Terza area - F2      | Mini | 2,350  | 296                   | 207      | 55      | 0     | 1,792 |
|      | Terza area - F1      | Mini | 2,279  | 274                   | 201      | 54      | 0     | 1,751 |
|      |                      |      |        |                       |          |         |       |       |
| AST  | Seconda area - F6    | Mini | 2,313  | 285                   | 204      | 54      | 0     | 1,770 |
|      | Seconda area - F5    | Mini | 2,255  | 266                   | 198      | 53      | 0     | 1,738 |
|      | Seconda area - F4    | Mini | 2,185  | 244                   | 192      | 51      | 15    | 1,713 |
|      | Seconda area - F3    | Mini | 2,073  | 208                   | 182      | 49      | 69    | 1,703 |
|      | Seconda area - F2    | Mini | 1,939  | 166                   | 171      | 46      | 80    | 1,638 |
|      | Seconda area - F1    | Mini | 1,836  | 133                   | 162      | 43      | 80    | 1,579 |
|      |                      |      |        |                       |          |         |       |       |
| SC   | Prima area - F3      | Mini | 1,850  | 137                   | 163      | 43      | 80    | 1,587 |
|      | Prima area - F2      | Mini | 1,791  | 118                   | 158      | 42      | 80    | 1,553 |
|      | Prima area - F1      | Mini | 1,736  | 101                   | 153      | 41      | 80    | 1,522 |
|      |                      |      |        |                       |          |         |       |       |
|      | Middle of the scale  |      | [9]    | [10]                  | [11]     | [12]    | [13]  | [14]  |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      |                      |      |        |                       |          |         |       |       |
|      | Maximum of the scale |      | [15]   | [16]                  | [17]     | [18]    | [19]  | [20]  |
| AD   | Dirigente I fascia   | Maxi | 16,585 | 6,309                 | 1,586    | 356     | 0     | 8,333 |
|      | Dirigente II fascia  | Maxi | 6,893  | 2,216                 | 637      | 154     | 0     | 3,886 |
|      | Terza area - F7      | Maxi | 3,336  | 693                   | 294      | 78      | 0     | 2,271 |
|      | Terza area - F6      | Maxi | 3,167  | 603                   | 279      | 74      | 0     | 2,210 |
|      | Terza area - F5      | Maxi | 2,993  | 533                   | 263      | 70      | 0     | 2,127 |
|      | Terza area - F4      | Maxi | 2,837  | 469                   | 250      | 67      | 0     | 2,052 |
|      | Terza area - F3      | Maxi | 2,590  | 373                   | 228      | 61      | 0     | 1,929 |
|      | Terza area - F2      | Maxi | 2,435  | 323                   | 214      | 57      | 0     | 1,840 |
|      | Terza area - F1      | Maxi | 2,364  | 301                   | 208      | 56      | 0     | 1,800 |
|      |                      |      |        |                       |          |         |       |       |
| AST  | Seconda area - F6    | Maxi | 2,361  | 300                   | 208      | 56      | 0     | 1,798 |
|      | Seconda area - F5    | Maxi | 2,304  | 282                   | 203      | 54      | 0     | 1,765 |
|      | Seconda area - F4    | Maxi | 2,233  | 259                   | 197      | 52      | 0     | 1,725 |
|      | Seconda area - F3    | Maxi | 2,122  | 224                   | 187      | 50      | 46    | 1,707 |
|      | Seconda area - F2    | Maxi | 1,985  | 180                   | 175      | 47      | 80    | 1,664 |
|      | Seconda area - F1    | Maxi | 1,878  | 146                   | 165      | 44      | 80    | 1,603 |
|      |                      |      |        |                       |          |         |       |       |
| SC   | Prima area - F3      | Maxi | 1,886  | 148                   | 166      | 44      | 80    | 1,607 |
|      | Prima area - F2      | Maxi | 1,826  | 129                   | 161      | 43      | 80    | 1,573 |
|      | Prima area - F1      | Maxi | 1,772  | 112                   | 156      | 42      | 80    | 1,542 |
|      |                      |      |        |                       |          |         |       |       |

**IT**  
**Table 2.c**  
**Nominal remuneration of central government staff**  
**Unmarried official**  
**Salary July 2017**

| Cat.       | Grade                |      | Gross  | Compulsory deductions |          |         | other | Net   |
|------------|----------------------|------|--------|-----------------------|----------|---------|-------|-------|
|            |                      |      |        | taxes                 | soc.sec. | pension |       |       |
|            | Minimum of the scale |      | [3]    | [4]                   | [5]      | [6]     | [7]   | [8]   |
| <b>AD</b>  | Dirigente I fascia   | Mini | 16,000 | 6,104                 | 1,530    | 343     | 0     | 8,024 |
|            | Dirigente II fascia  | Mini | 6,597  | 2,192                 | 608      | 147     | 0     | 3,650 |
|            | Terza area - F7      | Mini | 3,116  | 786                   | 274      | 73      | 0     | 1,983 |
|            | Terza area - F6      | Mini | 2,955  | 721                   | 260      | 69      | 0     | 1,905 |
|            | Terza area - F5      | Mini | 2,788  | 653                   | 245      | 66      | 0     | 1,824 |
|            | Terza area - F4      | Mini | 2,638  | 592                   | 232      | 62      | 0     | 1,752 |
|            | Terza area - F3      | Mini | 2,400  | 512                   | 211      | 56      | 0     | 1,620 |
|            | Terza area - F2      | Mini | 2,257  | 468                   | 199      | 53      | 0     | 1,537 |
|            | Terza area - F1      | Mini | 2,188  | 446                   | 193      | 51      | 0     | 1,498 |
| <b>AST</b> | Seconda area - F6    | Mini | 2,220  | 456                   | 195      | 52      | 0     | 1,517 |
|            | Seconda area - F5    | Mini | 2,164  | 438                   | 190      | 51      | 0     | 1,485 |
|            | Seconda area - F4    | Mini | 2,101  | 388                   | 185      | 49      | 0     | 1,479 |
|            | Seconda area - F3    | Mini | 1,997  | 307                   | 176      | 47      | 0     | 1,467 |
|            | Seconda area - F2    | Mini | 1,867  | 266                   | 164      | 44      | 0     | 1,393 |
|            | Seconda area - F1    | Mini | 1,766  | 235                   | 155      | 42      | 0     | 1,335 |
| <b>SC</b>  | Prima area - F3      | Mini | 1,779  | 239                   | 157      | 42      | 0     | 1,341 |
|            | Prima area - F2      | Mini | 1,722  | 221                   | 152      | 40      | 0     | 1,309 |
|            | Prima area - F1      | Mini | 1,668  | 204                   | 147      | 39      | 0     | 1,278 |
|            | Middle of the scale  |      | [9]    | [10]                  | [11]     | [12]    | [13]  | [14]  |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            |                      |      |        |                       |          |         |       |       |
|            | Maximum of the scale |      | [15]   | [16]                  | [17]     | [18]    | [19]  | [20]  |
| <b>AD</b>  | Dirigente I fascia   | Maxi | 16,585 | 6,346                 | 1,587    | 356     | 0     | 8,295 |
|            | Dirigente II fascia  | Maxi | 6,893  | 2,310                 | 637      | 154     | 0     | 3,792 |
|            | Terza area - F7      | Maxi | 3,212  | 825                   | 283      | 75      | 0     | 2,029 |
|            | Terza area - F6      | Maxi | 3,052  | 760                   | 269      | 72      | 0     | 1,951 |
|            | Terza area - F5      | Maxi | 2,884  | 692                   | 254      | 68      | 0     | 1,871 |
|            | Terza area - F4      | Maxi | 2,734  | 631                   | 241      | 64      | 0     | 1,798 |
|            | Terza area - F3      | Maxi | 2,496  | 543                   | 220      | 59      | 0     | 1,675 |
|            | Terza area - F2      | Maxi | 2,342  | 494                   | 206      | 55      | 0     | 1,587 |
|            | Terza area - F1      | Maxi | 2,273  | 473                   | 200      | 53      | 0     | 1,547 |
| <b>AST</b> | Seconda area - F6    | Maxi | 2,269  | 472                   | 200      | 53      | 0     | 1,544 |
|            | Seconda area - F5    | Maxi | 2,213  | 454                   | 195      | 52      | 0     | 1,512 |
|            | Seconda area - F4    | Maxi | 2,150  | 426                   | 189      | 51      | 0     | 1,484 |
|            | Seconda area - F3    | Maxi | 2,046  | 344                   | 180      | 48      | 0     | 1,474 |
|            | Seconda area - F2    | Maxi | 1,913  | 280                   | 168      | 45      | 0     | 1,419 |
|            | Seconda area - F1    | Maxi | 1,809  | 248                   | 159      | 43      | 0     | 1,359 |
| <b>SC</b>  | Prima area - F3      | Maxi | 1,814  | 250                   | 160      | 43      | 0     | 1,362 |
|            | Prima area - F2      | Maxi | 1,757  | 232                   | 155      | 41      | 0     | 1,329 |
|            | Prima area - F1      | Maxi | 1,704  | 215                   | 150      | 40      | 0     | 1,299 |

## IT

**Table 2.d**

### Nominal remuneration of central government staff

**Married official with 2 dependent children and non-working spouse**

**Salary July 2017**[illegible]

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Table 3

Changes in average remuneration of central government staff by grade \*\*

Price index = 101.40

\*\* combine all steps in grade, all household types

| Cat. | Grade               | Gross      |        |         |       | Net        |       |         |       |
|------|---------------------|------------|--------|---------|-------|------------|-------|---------|-------|
|      |                     | Salary (€) |        | Index   |       | Salary (€) |       | Index   |       |
|      |                     | 2017       | 2018   | Nominal | Real  | 2017       | 2018  | Nominal | Real  |
| [1]  | [2]                 | [3]        | [4]    | [5]     | [6]   | [7]        | [8]   | [9]     | [10]  |
| AD   | Dirigente I fascia  | 16,293     | 16,293 | 100.0   | 98.6  | 8,160      | 8,197 | 100.5   | 99.1  |
|      | Dirigente II fascia | 6,745      | 6,745  | 100.0   | 98.6  | 3,736      | 3,786 | 101.3   | 99.9  |
|      | Terza area - F7     | 3,164      | 3,288  | 103.9   | 102.5 | 2,091      | 2,175 | 104.0   | 102.6 |
|      | Terza area - F6     | 3,003      | 3,118  | 103.8   | 102.4 | 2,014      | 2,102 | 104.4   | 102.9 |
|      | Terza area - F5     | 2,836      | 2,945  | 103.8   | 102.4 | 1,934      | 2,018 | 104.3   | 102.9 |
|      | Terza area - F4     | 2,686      | 2,789  | 103.8   | 102.4 | 1,862      | 1,941 | 104.3   | 102.8 |
|      | Terza area - F3     | 2,448      | 2,542  | 103.9   | 102.4 | 1,737      | 1,813 | 104.4   | 102.9 |
|      | Terza area - F2     | 2,299      | 2,392  | 104.0   | 102.6 | 1,652      | 1,726 | 104.5   | 103.0 |
|      | Terza area - F1     | 2,231      | 2,322  | 104.1   | 102.6 | 1,613      | 1,685 | 104.5   | 103.0 |
|      |                     |            |        |         |       |            |       |         |       |
| AST  | Seconda area - F6   | 2,244      | 2,337  | 104.1   | 102.7 | 1,621      | 1,694 | 104.6   | 103.1 |
|      | Seconda area - F5   | 2,189      | 2,280  | 104.2   | 102.7 | 1,590      | 1,661 | 104.5   | 103.0 |
|      | Seconda area - F4   | 2,126      | 2,209  | 103.9   | 102.5 | 1,573      | 1,628 | 103.5   | 102.1 |
|      | Seconda area - F3   | 2,021      | 2,097  | 103.8   | 102.3 | 1,563      | 1,613 | 103.2   | 101.8 |
|      | Seconda area - F2   | 1,890      | 1,962  | 103.8   | 102.4 | 1,500      | 1,558 | 103.9   | 102.4 |
|      | Seconda area - F1   | 1,788      | 1,857  | 103.9   | 102.5 | 1,441      | 1,497 | 103.9   | 102.5 |
|      |                     |            |        |         |       |            |       |         |       |
| SC   | Prima area - F3     | 1,796      | 1,868  | 104.0   | 102.5 | 1,446      | 1,503 | 104.0   | 102.5 |
|      | Prima area - F2     | 1,739      | 1,809  | 104.0   | 102.6 | 1,414      | 1,469 | 103.9   | 102.5 |
|      | Prima area - F1     | 1,686      | 1,754  | 104.0   | 102.6 | 1,383      | 1,438 | 103.9   | 102.5 |
|      |                     |            |        |         |       |            |       |         |       |

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Table 4

Changes in average remuneration of central government staff by category

Price index = 101.40

| Cat.  | Gross      |       |         |       | Net        |       |         |       |
|-------|------------|-------|---------|-------|------------|-------|---------|-------|
|       | Salary (€) |       | Index   |       | Salary (€) |       | Index   |       |
|       | 2017       | 2018  | Nominal | Real  | 2017       | 2018  | Nominal | Real  |
| [1]   | [2]        | [3]   | [4]     | [5]   | [6]        | [7]   | [8]     | [9]   |
| AD    | 2,720      | 2,813 | 103.4   | 102.0 | 1,860      | 1,936 | 104.0   | 102.6 |
| AST   | 1,994      | 2,070 | 103.8   | 102.4 | 1,538      | 1,594 | 103.6   | 102.2 |
| SC    | 1,766      | 1,836 | 104.0   | 102.6 | 1,428      | 1,485 | 104.0   | 102.6 |
| Total | 2,204      | 2,285 | 103.7   | 102.3 | 1,631      | 1,693 | 103.8   | 102.4 |

## IT

Table 5

## Explanation on the changes in the components of the gross and net salary

|          | Component of the gross salary   | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|---|---|
| <b>1</b> | The new Central Government (Comparto Funzioni Centrali) collective agreement for the period 2016-2018 entered into force in March 2018, after the freezing of the previous agreement for 2008-2009. The new contract currently covers only personnel belonging to the Aree funzionali (functional areas) because the renewal of the Senior Civil Servants' (Dirigenti) contract is still under negotiation. | <a href="https://www.aranagenzia.it/comunicati/8788-comunicato-stampa-aran-e-organizzazioni-sindacali-hanno-firmato-il-contratto-collettivo-nazionale-di-lavoro-2016-2018-del-nuovo-comparto-funzioni-centrali-nel-quale-sono-confluiti-i-precedenti-comparti-di-ministeri-agenzie-fiscali-epne-agid-cnel-ed-enac.html">https://www.aranagenzia.it/comunicati/8788-comunicato-stampa-aran-e-organizzazioni-sindacali-hanno-firmato-il-contratto-collettivo-nazionale-di-lavoro-2016-2018-del-nuovo-comparto-funzioni-centrali-nel-quale-sono-confluiti-i-precedenti-comparti-di-ministeri-agenzie-fiscali-epne-agid-cnel-ed-enac.html</a> |
| <b>2</b> |   |   |
| ...      |   |   |
|          |   |   |
| <b>1</b> | The level of remuneration required to calculate the surcharge social security contributions has changed (Inps act n. 13, 26 January 2018)   | <a href="https://www.inps.it/bussola/VisualizzaDoc.aspx?sVirtualURL=%2FCircolari%2FCircolare%20numero%2013%20del%2026-01-2018.htm">https://www.inps.it/bussola/VisualizzaDoc.aspx?sVirtualURL=%2FCircolari%2FCircolare%20numero%2013%20del%2026-01-2018.htm</a>   |
| <b>2</b> | The tax credit (Bonus Renzi), introduced in 2014 (Decree Law April 24, 2014 n. 66 Article 1 ), has changed. The income thresholds for 2018 have been modified (Law December 27, 2017 n. 205 article 1 paragraph 132)  | <a href="http://www.gazzettaufficiale.it/eli/id/2017/12/29/17G00222/sg">http://www.gazzettaufficiale.it/eli/id/2017/12/29/17G00222/sg</a>   |
| <b>3</b> |   |   |
| ...      |   |   |



**CY**  
**Table 1**  
**Central government staff broken down by grade**  
**2018**

| Category<br>[1] | Grade<br>[2] | Staff<br>[3] |
|-----------------|--------------|--------------|
| <b>AD</b>       | A8           | 1,511        |
|                 | A9           | 159          |
|                 | A10          | 181          |
|                 | A11          | 769          |
|                 | A12          | 91           |
|                 | A13          | 531          |
| <b>AST</b>      | A2           | 342          |
|                 | A4           | 39           |
|                 | A5           | 359          |
|                 | A7           | 910          |
|                 | A8           | 357          |
|                 | A9           | 649          |
|                 | A10          | 313          |
| <b>SC</b>       | A1           | 95           |
|                 | A2           | 1,297        |
|                 | A5           | 441          |
|                 | A7           | 68           |
| <b>Total</b>    |              | <b>8,112</b> |

2018: Country introduced info for AST - grade 11. As there is no 2017 comparison, we decided to exclude the grade for this year's calculations.

**CY**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Numbers<br>[7]    |
| <b>AD</b>       | 3,242          | 40.0         | 3,496   | 40.9         | 92.7                      |                   |
| <b>AST</b>      | 2,969          | 36.6         | 3,095   | 36.2         | 95.9                      |                   |
| <b>SC</b>       | 1,901          | 23.4         | 1,960   | 22.9         | 97.0                      |                   |
| <b>Total</b>    | <b>8,112</b>   | <b>100.0</b> | <b>8,551</b>  | <b>100.0</b> | <b>94.9</b>               | <b>57,276</b>     |

**esa 2010 update: 57276, refers to 1st quarter of 2018**

This figure includes all the government employees under central government (besides conscript soldiers), even those excluded for Article 65 purposes (temporary and hourly staff, armed forces, medical staff, education, diplomats etc)

**CY**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in Euro)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |       |       | Net                 | Gross | Compulsory deductions |      |       |       |                      | Net  | Gross | Compulsory deductions |       |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-------|-------|---------------------|-------|-----------------------|------|-------|-------|----------------------|------|-------|-----------------------|-------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |       |       | Middle of the scale |       |                       |      |       |       | Maximum of the scale |      |       |                       |       |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7]   | [8]   | [9]                 | [10]  | [11]                  | [12] | [13]  | [14]  | [15]                 | [16] | [17]  | [18]                  | [19]  | [20]  |  |  |     |
| AD          | A8           | 2,218                | 149                   | 41  | 33  | 176   | 1,819 | 2,922               | 196   | 54                    | 44   | 382   | 2,246 | 3,627                | 244  | 67    | 54                    | 619   | 2,643 |  |  |     |
|             | A9           | 2,753                | 185                   | 51  | 41  | 330   | 2,146 | 3,417               | 230   | 63                    | 51   | 547   | 2,527 | 4,081                | 274  | 75    | 61                    | 788   | 2,883 |  |  |     |
|             | A10          | 3,103                | 209                   | 57  | 47  | 441   | 2,350 | 3,846               | 258   | 71                    | 58   | 698   | 2,761 | 4,588                | 306  | 85    | 69                    | 985   | 3,144 |  |  |     |
|             | A11          | 3,668                | 246                   | 68  | 55  | 633   | 2,666 | 4,485               | 301   | 83                    | 67   | 944   | 3,090 | 5,301                | 326  | 98    | 80                    | 1,273 | 3,525 |  |  |     |
|             | A12          | 4,072                | 274                   | 75  | 61  | 784   | 2,878 | 4,928               | 316   | 91                    | 74   | 1,122 | 3,326 | 5,785                | 339  | 107   | 87                    | 1,468 | 3,784 |  |  |     |
|             | A13          | 4,821                | 313                   | 89  | 72  | 1,079 | 3,268 | 5,583               | 334   | 103                   | 84   | 1,387 | 3,676 | 6,344                | 355  | 117   | 95                    | 1,694 | 4,083 |  |  |     |
| AST         | A2           | 1,368                | 92                    | 25  | 21  | 43    | 1,187 | 1,454               | 98    | 27                    | 22   | 50    | 1,257 | 1,679                | 113  | 31    | 25                    | 70    | 1,440 |  |  |     |
|             | A4           | 1,396                | 94                    | 26  | 21  | 45    | 1,210 | 1,686               | 113   | 31                    | 25   | 71    | 1,446 | 2,144                | 144  | 40    | 32                    | 155   | 1,773 |  |  |     |
|             | A5           | 1,466                | 99                    | 27  | 22  | 51    | 1,267 | 2,040               | 137   | 38                    | 31   | 128   | 1,707 | 2,699                | 181  | 50    | 40                    | 314   | 2,113 |  |  |     |
|             | A7           | 2,050                | 138                   | 38  | 31  | 130   | 1,714 | 2,665               | 179   | 49                    | 40   | 304   | 2,092 | 3,280                | 220  | 61    | 49                    | 499   | 2,450 |  |  |     |
|             | A8           | 2,218                | 149                   | 41  | 33  | 176   | 1,819 | 2,922               | 196   | 54                    | 44   | 382   | 2,246 | 3,627                | 244  | 67    | 54                    | 619   | 2,643 |  |  |     |
|             | A9           | 2,753                | 185                   | 51  | 41  | 330   | 2,146 | 3,417               | 230   | 63                    | 51   | 547   | 2,527 | 4,081                | 274  | 75    | 61                    | 788   | 2,883 |  |  |     |
|             | A10          | 3,103                | 209                   | 57  | 47  | 441   | 2,350 | 3,846               | 258   | 71                    | 58   | 698   | 2,761 | 4,588                | 306  | 85    | 69                    | 985   | 3,144 |  |  |     |
| SC          | A1           | 1,363                | 92                    | 25  | 20  | 43    | 1,183 | 1,404               | 94    | 26                    | 21   | 46    | 1,217 | 1,556                | 105  | 29    | 23                    | 59    | 1,340 |  |  |     |
|             | A2           | 1,368                | 92                    | 25  | 21  | 43    | 1,187 | 1,454               | 98    | 27                    | 22   | 50    | 1,257 | 1,679                | 113  | 31    | 25                    | 70    | 1,440 |  |  |     |
|             | A5           | 1,466                | 99                    | 27  | 22  | 51    | 1,267 | 2,040               | 137   | 38                    | 31   | 128   | 1,707 | 2,699                | 181  | 50    | 40                    | 314   | 2,113 |  |  |     |
|             | A7           | 2,050                | 138                   | 38  | 31  | 130   | 1,714 | 2,665               | 179   | 49                    | 40   | 304   | 2,092 | 3,280                | 220  | 61    | 49                    | 499   | 2,450 |  |  |     |

(4), (10), (16): social insurance + pension plan

(5), (11), (17): widows

(6), (12), (18): contr. For health care

(7), (13), (19): earnings reduction + tax on income

CY  
Table 2b  
**Remuneration of central government staff**  
Married official with two dependent children - Monthly data (in Euro)

July 2018

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |       |       | Net                 | Gross | Compulsory deductions |      |       |       |                      | Net  | Gross | Compulsory deductions |       |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-------|-------|---------------------|-------|-----------------------|------|-------|-------|----------------------|------|-------|-----------------------|-------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |       |       | Middle of the scale |       |                       |      |       |       | Maximum of the scale |      |       |                       |       |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7]   | [8]   | [9]                 | [10]  | [11]                  | [12] | [13]  | [14]  | [15]                 | [16] | [17]  | [18]                  | [19]  | [20]  |  |  |     |
| AD          | A8           | 2,305                | 149                   | 41  | 33  | 176   | 1,906 | 3,009               | 196   | 54                    | 44   | 382   | 2,333 | 3,690                | 244  | 67    | 54                    | 619   | 2,706 |  |  |     |
|             | A9           | 2,840                | 185                   | 51  | 41  | 330   | 2,233 | 3,481               | 230   | 63                    | 51   | 547   | 2,590 | 4,145                | 274  | 75    | 61                    | 788   | 2,946 |  |  |     |
|             | A10          | 3,190                | 209                   | 57  | 47  | 441   | 2,437 | 3,909               | 258   | 71                    | 58   | 698   | 2,824 | 4,645                | 306  | 85    | 69                    | 985   | 3,201 |  |  |     |
|             | A11          | 3,732                | 246                   | 68  | 55  | 633   | 2,729 | 4,542               | 301   | 83                    | 67   | 944   | 3,147 | 5,301                | 326  | 98    | 80                    | 1,273 | 3,525 |  |  |     |
|             | A12          | 4,135                | 274                   | 75  | 61  | 784   | 2,941 | 4,928               | 316   | 91                    | 74   | 1,122 | 3,326 | 5,785                | 339  | 107   | 87                    | 1,468 | 3,784 |  |  |     |
|             | A13          | 4,879                | 313                   | 89  | 72  | 1,079 | 3,326 | 5,583               | 334   | 103                   | 84   | 1,387 | 3,676 | 6,344                | 355  | 117   | 95                    | 1,694 | 4,083 |  |  |     |
| AST         | A2           | 1,463                | 92                    | 25  | 21  | 43    | 1,282 | 1,549               | 98    | 27                    | 22   | 50    | 1,352 | 1,765                | 113  | 31    | 25                    | 70    | 1,526 |  |  |     |
|             | A4           | 1,491                | 94                    | 26  | 21  | 45    | 1,305 | 1,773               | 113   | 31                    | 25   | 71    | 1,532 | 2,230                | 144  | 40    | 32                    | 155   | 1,860 |  |  |     |
|             | A5           | 1,561                | 99                    | 27  | 22  | 51    | 1,362 | 2,127               | 137   | 38                    | 31   | 128   | 1,794 | 2,786                | 181  | 50    | 40                    | 314   | 2,200 |  |  |     |
|             | A7           | 2,137                | 138                   | 38  | 31  | 130   | 1,800 | 2,752               | 179   | 49                    | 40   | 304   | 2,179 | 3,343                | 220  | 61    | 49                    | 499   | 2,514 |  |  |     |
|             | A8           | 2,305                | 149                   | 41  | 33  | 176   | 1,906 | 3,009               | 196   | 54                    | 44   | 382   | 2,333 | 3,690                | 244  | 67    | 54                    | 619   | 2,706 |  |  |     |
|             | A9           | 2,840                | 185                   | 51  | 41  | 330   | 2,233 | 3,481               | 230   | 63                    | 51   | 547   | 2,590 | 4,145                | 274  | 75    | 61                    | 788   | 2,946 |  |  |     |
|             | A10          | 3,190                | 209                   | 57  | 47  | 441   | 2,437 | 3,909               | 258   | 71                    | 58   | 698   | 2,824 | 4,645                | 306  | 85    | 69                    | 985   | 3,201 |  |  |     |
| SC          | A1           | 1,458                | 92                    | 25  | 20  | 43    | 1,278 | 1,499               | 94    | 26                    | 21   | 46    | 1,312 | 1,651                | 105  | 29    | 23                    | 59    | 1,435 |  |  |     |
|             | A2           | 1,463                | 92                    | 25  | 21  | 43    | 1,282 | 1,549               | 98    | 27                    | 22   | 50    | 1,352 | 1,765                | 113  | 31    | 25                    | 70    | 1,526 |  |  |     |
|             | A5           | 1,561                | 99                    | 27  | 22  | 51    | 1,362 | 2,127               | 137   | 38                    | 31   | 128   | 1,794 | 2,786                | 181  | 50    | 40                    | 314   | 2,200 |  |  |     |
|             | A7           | 2,137                | 138                   | 38  | 31  | 130   | 1,800 | 2,752               | 179   | 49                    | 40   | 304   | 2,179 | 3,343                | 220  | 61    | 49                    | 499   | 2,514 |  |  |     |

(4), (10), (16): social insurance + pension plan

(5), (11), (17): widows

(6), (12), (18): contr. For health care

(7), (13), (19): earnings reduction + tax on income

CY  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)

July 2017

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |       |       | Net                 | Gross | Compulsory deductions |      |       |       |                      | Net  | Gross | Compulsory deductions |       |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-------|-------|---------------------|-------|-----------------------|------|-------|-------|----------------------|------|-------|-----------------------|-------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |       |       | Middle of the scale |       |                       |      |       |       | Maximum of the scale |      |       |                       |       |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7]   | [8]   | [9]                 | [10]  | [11]                  | [12] | [13]  | [14]  | [15]                 | [16] | [17]  | [18]                  | [19]  | [20]  |  |  |     |
| AD          | A8           | 2,212                | 149                   | 41  | 33  | 209   | 1,780 | 2,914               | 196   | 54                    | 44   | 412   | 2,209 | 3,617                | 243  | 67    | 54                    | 648   | 2,605 |  |  |     |
|             | A9           | 2,745                | 184                   | 51  | 41  | 362   | 2,107 | 3,408               | 229   | 63                    | 51   | 576   | 2,489 | 4,070                | 273  | 75    | 61                    | 814   | 2,846 |  |  |     |
|             | A10          | 3,095                | 208                   | 57  | 46  | 471   | 2,312 | 3,835               | 258   | 71                    | 58   | 724   | 2,725 | 4,575                | 306  | 84    | 69                    | 1,010 | 3,106 |  |  |     |
|             | A11          | 3,658                | 246                   | 68  | 55  | 662   | 2,628 | 4,472               | 300   | 83                    | 67   | 969   | 3,053 | 5,286                | 325  | 98    | 79                    | 1,297 | 3,487 |  |  |     |
|             | A12          | 4,060                | 273                   | 75  | 61  | 810   | 2,841 | 4,914               | 315   | 91                    | 74   | 1,147 | 3,288 | 5,768                | 339  | 106   | 87                    | 1,492 | 3,745 |  |  |     |
|             | A13          | 4,808                | 312                   | 89  | 72  | 1,104 | 3,231 | 5,567               | 333   | 103                   | 84   | 1,411 | 3,637 | 6,326                | 354  | 117   | 95                    | 1,717 | 4,043 |  |  |     |
| AST         | A2           | 1,364                | 92                    | 25  | 20  | 70    | 1,157 | 1,450               | 97    | 27                    | 22   | 79    | 1,225 | 1,674                | 112  | 31    | 25                    | 103   | 1,403 |  |  |     |
|             | A4           | 1,392                | 94                    | 26  | 21  | 73    | 1,179 | 1,681               | 113   | 31                    | 25   | 104   | 1,408 | 2,138                | 144  | 39    | 32                    | 188   | 1,735 |  |  |     |
|             | A5           | 1,462                | 98                    | 27  | 22  | 80    | 1,235 | 2,034               | 137   | 38                    | 31   | 159   | 1,671 | 2,692                | 181  | 50    | 40                    | 347   | 2,074 |  |  |     |
|             | A7           | 2,045                | 137                   | 38  | 31  | 162   | 1,677 | 2,658               | 179   | 49                    | 40   | 337   | 2,053 | 3,271                | 220  | 60    | 49                    | 529   | 2,413 |  |  |     |
|             | A8           | 2,212                | 149                   | 41  | 33  | 209   | 1,780 | 2,914               | 196   | 54                    | 44   | 412   | 2,209 | 3,617                | 243  | 67    | 54                    | 648   | 2,605 |  |  |     |
|             | A9           | 2,745                | 184                   | 51  | 41  | 362   | 2,107 | 3,408               | 229   | 63                    | 51   | 576   | 2,489 | 4,070                | 273  | 75    | 61                    | 814   | 2,846 |  |  |     |
|             | A10          | 3,095                | 208                   | 57  | 46  | 471   | 2,312 | 3,835               | 258   | 71                    | 58   | 724   | 2,725 | 4,575                | 306  | 84    | 69                    | 1,010 | 3,106 |  |  |     |
| SC          | A1           | 1,359                | 91                    | 25  | 20  | 70    | 1,152 | 1,400               | 94    | 26                    | 21   | 74    | 1,186 | 1,551                | 104  | 29    | 23                    | 89    | 1,306 |  |  |     |
|             | A2           | 1,364                | 92                    | 25  | 20  | 70    | 1,157 | 1,450               | 97    | 27                    | 22   | 79    | 1,225 | 1,674                | 112  | 31    | 25                    | 103   | 1,403 |  |  |     |
|             | A5           | 1,462                | 98                    | 27  | 22  | 80    | 1,235 | 2,034               | 137   | 38                    | 31   | 159   | 1,671 | 2,692                | 181  | 50    | 40                    | 347   | 2,074 |  |  |     |
|             | A7           | 2,045                | 137                   | 38  | 31  | 162   | 1,677 | 2,658               | 179   | 49                    | 40   | 337   | 2,053 | 3,271                | 220  | 60    | 49                    | 529   | 2,413 |  |  |     |

(4), (10), (16): social insurance + pension plan

(5), (11), (17): widows

(6), (12), (18): contr. For health care

(7), (13), (19): temporary contribution +earnings reduction + tax on income

CY  
Table 2d  
**Remuneration of central government staff**  
Married official with two dependent children - Monthly data (in Euro)  
**July 2017**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |       |       | Net                 | Gross | Compulsory deductions |      |       |       |                      | Net  | Gross | Compulsory deductions |       |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-------|-------|---------------------|-------|-----------------------|------|-------|-------|----------------------|------|-------|-----------------------|-------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |       |       | Middle of the scale |       |                       |      |       |       | Maximum of the scale |      |       |                       |       |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7]   | [8]   | [9]                 | [10]  | [11]                  | [12] | [13]  | [14]  | [15]                 | [16] | [17]  | [18]                  | [19]  | [20]  |  |  |     |
| AD          | A8           | 2,298                | 149                   | 41  | 33  | 209   | 1,867 | 3,001               | 196   | 54                    | 44   | 412   | 2,296 | 3,680                | 243  | 67    | 54                    | 648   | 2,668 |  |  |     |
|             | A9           | 2,832                | 184                   | 51  | 41  | 362   | 2,193 | 3,471               | 229   | 63                    | 51   | 576   | 2,552 | 4,133                | 273  | 75    | 61                    | 814   | 2,910 |  |  |     |
|             | A10          | 3,181                | 208                   | 57  | 46  | 471   | 2,399 | 3,898               | 258   | 71                    | 58   | 724   | 2,788 | 4,632                | 306  | 84    | 69                    | 1,010 | 3,164 |  |  |     |
|             | A11          | 3,722                | 246                   | 68  | 55  | 662   | 2,691 | 4,530               | 300   | 83                    | 67   | 969   | 3,111 | 5,286                | 325  | 98    | 79                    | 1,297 | 3,487 |  |  |     |
|             | A12          | 4,124                | 273                   | 75  | 61  | 810   | 2,905 | 4,972               | 315   | 91                    | 74   | 1,147 | 3,345 | 5,768                | 339  | 106   | 87                    | 1,492 | 3,745 |  |  |     |
|             | A13          | 4,865                | 312                   | 89  | 72  | 1,104 | 3,288 | 5,567               | 333   | 103                   | 84   | 1,411 | 3,637 | 6,326                | 354  | 117   | 95                    | 1,717 | 4,043 |  |  |     |
| AST         | A2           | 1,459                | 92                    | 25  | 20  | 70    | 1,252 | 1,545               | 97    | 27                    | 22   | 79    | 1,320 | 1,761                | 112  | 31    | 25                    | 103   | 1,489 |  |  |     |
|             | A4           | 1,487                | 94                    | 26  | 21  | 73    | 1,274 | 1,768               | 113   | 31                    | 25   | 104   | 1,495 | 2,224                | 144  | 39    | 32                    | 188   | 1,822 |  |  |     |
|             | A5           | 1,557                | 98                    | 27  | 22  | 80    | 1,330 | 2,121               | 137   | 38                    | 31   | 159   | 1,758 | 2,778                | 181  | 50    | 40                    | 347   | 2,161 |  |  |     |
|             | A7           | 2,131                | 137                   | 38  | 31  | 162   | 1,764 | 2,744               | 179   | 49                    | 40   | 337   | 2,140 | 3,334                | 220  | 60    | 49                    | 529   | 2,476 |  |  |     |
|             | A8           | 2,298                | 149                   | 41  | 33  | 209   | 1,867 | 3,001               | 196   | 54                    | 44   | 412   | 2,296 | 3,680                | 243  | 67    | 54                    | 648   | 2,668 |  |  |     |
|             | A9           | 2,832                | 184                   | 51  | 41  | 362   | 2,193 | 3,471               | 229   | 63                    | 51   | 576   | 2,552 | 4,133                | 273  | 75    | 61                    | 814   | 2,910 |  |  |     |
|             | A10          | 3,181                | 208                   | 57  | 46  | 471   | 2,399 | 3,898               | 258   | 71                    | 58   | 724   | 2,788 | 4,632                | 306  | 84    | 69                    | 1,010 | 3,164 |  |  |     |
| SC          | A1           | 1,454                | 91                    | 25  | 20  | 70    | 1,247 | 1,495               | 94    | 26                    | 21   | 74    | 1,281 | 1,646                | 104  | 29    | 23                    | 89    | 1,401 |  |  |     |
|             | A2           | 1,459                | 92                    | 25  | 20  | 70    | 1,252 | 1,545               | 97    | 27                    | 22   | 79    | 1,320 | 1,761                | 112  | 31    | 25                    | 103   | 1,489 |  |  |     |
|             | A5           | 1,557                | 98                    | 27  | 22  | 80    | 1,330 | 2,121               | 137   | 38                    | 31   | 159   | 1,758 | 2,778                | 181  | 50    | 40                    | 347   | 2,161 |  |  |     |
|             | A7           | 2,131                | 137                   | 38  | 31  | 162   | 1,764 | 2,744               | 179   | 49                    | 40   | 337   | 2,140 | 3,334                | 220  | 60    | 49                    | 529   | 2,476 |  |  |     |

(4), (10), (16): social insurance + pension plan

(5), (11), (17): widows

(6), (12), (18): contr. For health care

(7), (13), (19): temporary contribution +earnings reduction + tax on income

CY

Table 3

Changes in average remuneration by grade of official in the central government

Price index = 101.7

| Cat. | Grade | Gross  |       |         |      | Net    |       |         |       |
|------|-------|--------|-------|---------|------|--------|-------|---------|-------|
|      |       | Salary |       | Index   |      | Salary |       | Index   |       |
|      |       | 2017   | 2018  | Nominal | Real | 2017   | 2018  | Nominal | Real  |
| [1]  | [2]   | [3]    | [4]   | [5]     | [6]  | [7]    | [8]   | [9]     | [10]  |
| AD   | A8    | 2,954  | 2,962 | 100.3   | 98.6 | 2,237  | 2,275 | 101.7   | 100.0 |
|      | A9    | 3,443  | 3,453 | 100.3   | 98.6 | 2,516  | 2,554 | 101.5   | 99.8  |
|      | A10   | 3,869  | 3,880 | 100.3   | 98.6 | 2,749  | 2,786 | 101.3   | 99.6  |
|      | A11   | 4,492  | 4,505 | 100.3   | 98.6 | 3,076  | 3,114 | 101.2   | 99.5  |
|      | A12   | 4,934  | 4,939 | 100.1   | 98.4 | 3,311  | 3,339 | 100.8   | 99.2  |
|      | A13   | 5,577  | 5,592 | 100.3   | 98.6 | 3,646  | 3,685 | 101.1   | 99.4  |
| AST  | A2    | 1,542  | 1,546 | 100.3   | 98.6 | 1,308  | 1,341 | 102.6   | 100.8 |
|      | A4    | 1,782  | 1,787 | 100.3   | 98.6 | 1,486  | 1,521 | 102.4   | 100.7 |
|      | A5    | 2,107  | 2,113 | 100.3   | 98.6 | 1,705  | 1,741 | 102.1   | 100.4 |
|      | A7    | 2,697  | 2,705 | 100.3   | 98.6 | 2,087  | 2,125 | 101.8   | 100.1 |
|      | A8    | 2,954  | 2,962 | 100.3   | 98.6 | 2,237  | 2,275 | 101.7   | 100.0 |
|      | A9    | 3,443  | 3,453 | 100.3   | 98.6 | 2,516  | 2,554 | 101.5   | 99.8  |
|      | A10   | 3,869  | 3,880 | 100.3   | 98.6 | 2,749  | 2,786 | 101.3   | 99.6  |
| SC   | A1    | 1,484  | 1,488 | 100.3   | 98.6 | 1,262  | 1,294 | 102.5   | 100.8 |
|      | A2    | 1,542  | 1,546 | 100.3   | 98.6 | 1,308  | 1,341 | 102.6   | 100.8 |
|      | A5    | 2,107  | 2,113 | 100.3   | 98.6 | 1,705  | 1,741 | 102.1   | 100.4 |
|      | A7    | 2,697  | 2,705 | 100.3   | 98.6 | 2,087  | 2,125 | 101.8   | 100.1 |

CY

Table 4

Changes in average remuneration by category of official in the central government

Price index = 101.7

| Cat.  | Gross  |       |         |      | Net    |       |         |       |
|-------|--------|-------|---------|------|--------|-------|---------|-------|
|       | Salary |       | Index   |      | Salary |       | Index   |       |
|       | 2017   | 2018  | Nominal | Real | 2017   | 2018  | Nominal | Real  |
| [1]   | [2]    | [3]   | [4]     | [5]  | [6]    | [7]   | [8]     | [9]   |
| AD    | 3,879  | 3,889 | 100.3   | 98.6 | 2,740  | 2,777 | 101.4   | 99.7  |
| AST   | 2,798  | 2,806 | 100.3   | 98.6 | 2,125  | 2,162 | 101.7   | 100.0 |
| SC    | 1,712  | 1,716 | 100.3   | 98.6 | 1,425  | 1,459 | 102.4   | 100.7 |
| Total | 2,991  | 2,999 | 100.3   | 98.6 | 2,216  | 2,252 | 101.7   | 100.0 |

**CY**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary | Explanation on the changes <b>between July 2017 and July 2018</b>   |
|----------|-------------------------------|---|
| <b>1</b> | Cost Of Living Allowance      | July 2017=27,99% on Basic Salaries with a minimum allowance EURO 3370   |
| <b>2</b> |                               | July 2018=28,35% on Basic Salaries with a minimum allowance EURO 3414   |
| <b>3</b> |                               |   |
| ...      |                               |   |
|          | Compulsory deduction          | Explanation on the changes <b>between July 2017 and July 2018</b>   |
| <b>1</b> | Earnings Reductions           | July 2017 = From 0€-1000€: 3.8%, 1001€-1500€: 10,3%, 1501€-2000€: 12,3%, 2001€-3000€: 13,5%, 3001€-4000€: 16%, from 4001: 17,5% |
| <b>2</b> |                               | July 2018 = From 0€-1000€: 1.8%, 1001€-1500€: 8,3%, 1501€-2000€: 10,3%, 2001€-3000€: 13,5%, 3001€-4000€: 16%, from 4001: 17,5%  |
| <b>3</b> |                               |   |
| ...      |                               |   |



**LV**  
**Table 1**  
**Central government staff broken down**  
**by grade**  
**2018**

| Category<br>[1] | Grade<br>[2] | Staff<br>[3]  |
|-----------------|--------------|---------------|
| AD              | 1            | 1,407         |
|                 | 2            | 2,583         |
|                 | 3            | 8,539         |
| AST             | 1            | 1,452         |
| AST/SC          | 1            | 2,105         |
| <b>Total</b>    |              | <b>16,086</b> |

**LV**  
**Table 1 bis**  
**Central government staff broken down by category**  
**2018**

| Category<br>[1] | Sample         |              | Reference population in Central Public Administration |              | Ratio Sample / Population | ESA2010 total CPA |
|-----------------|----------------|--------------|---|--------------|---------------------------|-------------------|
|                 | Numbers<br>[2] | %<br>[3]     | Numbers<br>[4]  | %<br>[5]     | %<br>[6]                  | Numbers<br>[7]    |
| AD              | 12,529         | 77.9         | 12,733  | 77.3         | 98.4                      |                   |
| AST             | 1,452          | 9.0          | 1,494   | 9.1          | 97.2                      |                   |
| AST/SC          | 2,105          | 13.1         | 2,253   | 13.7         | 93.4                      |                   |
| <b>Total</b>    | <b>16,086</b>  | <b>100.0</b> | <b>16,480</b>   | <b>100.0</b> | <b>97.6</b>               | <b>39,624</b>     |

**LV**  
**Table 2a**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in Euro)**  
**July 2018**

| Cat.   | Grade | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|--------|-------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|        |       | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|        |       | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD     | 1     | 1,368                | 244                   | 150 | 0   | 0   | 974 | 2,494               | 469   | 274                   | 0    | 0    | 1,751 | 3,924                | 766  | 432   | 0                     | 0    | 2,726 |  |  |     |
|        | 2     | 803                  | 129                   | 88  | 0   | 0   | 586 | 1,798               | 324   | 198                   | 0    | 0    | 1,276 | 3,367                | 650  | 370   | 0                     | 0    | 2,346 |  |  |     |
|        | 3     | 612                  | 81                    | 67  | 0   | 0   | 463 | 1,194               | 213   | 131                   | 0    | 0    | 850   | 2,375                | 444  | 261   | 0                     | 0    | 1,670 |  |  |     |
| AST    | 1     | 525                  | 60                    | 58  | 0   | 0   | 408 | 1,097               | 195   | 121                   | 0    | 0    | 781   | 2,149                | 397  | 236   | 0                     | 0    | 1,516 |  |  |     |
| AST/SC | 1     | 518                  | 58                    | 57  | 0   | 0   | 403 | 809                 | 130   | 89                    | 0    | 0    | 590   | 1,233                | 219  | 136   | 0                     | 0    | 878   |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

**LV**  
**Table 2b**  
**Remuneration of central government staff**  
**Married official with two dependent children - Monthly data (in Euro)**  
**July 2018**

| Cat.<br>[1] | Grade<br>[2] | Gross                | Compulsory deductions |     |     |     |       | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|-------------|--------------|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|             |              | Minimum of the scale |                       |     |     |     |       | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|             |              | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD          | 1            | 1,412                | 164                   | 150 | 0   | 0   | 1,098 | 2,538               | 389   | 274                   | 0    | 0    | 1,875 | 3,968                | 686  | 432   | 0                     | 0    | 2,850 |  |  |     |
|             | 2            | 847                  | 49                    | 88  | 0   | 0   | 710   | 1,842               | 244   | 198                   | 0    | 0    | 1,400 | 3,411                | 570  | 370   | 0                     | 0    | 2,470 |  |  |     |
|             | 3            | 656                  | 1                     | 67  | 0   | 0   | 588   | 1,238               | 133   | 131                   | 0    | 0    | 974   | 2,419                | 364  | 261   | 0                     | 0    | 1,794 |  |  |     |
| AST         | 1            | 569                  | 0                     | 58  | 0   | 0   | 511   | 1,141               | 115   | 121                   | 0    | 0    | 905   | 2,193                | 317  | 236   | 0                     | 0    | 1,640 |  |  |     |
| AST/SC      | 1            | 562                  | 0                     | 57  | 0   | 0   | 505   | 853                 | 50    | 89                    | 0    | 0    | 714   | 1,277                | 139  | 136   | 0                     | 0    | 1,002 |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

LV  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in Euro)  
July 2017

| Cat.   | Grade | Gross                | Compulsory deductions |     |     |     |     | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|--------|-------|----------------------|-----------------------|-----|-----|-----|-----|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|        |       | Minimum of the scale |                       |     |     |     |     | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|        |       | [3]                  | [4]                   | [5] | [6] | [7] | [8] | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD     | 1     | 1,280                | 134                   | 250 | 0   | 0   | 896 | 2,191               | 437   | 230                   | 0    | 0    | 1,524 | 3,679                | 744  | 386   | 0                     | 0    | 2,549 |  |  |     |
|        | 2     | 799                  | 151                   | 84  | 0   | 0   | 564 | 1,676               | 331   | 176                   | 0    | 0    | 1,169 | 3,107                | 626  | 326   | 0                     | 0    | 2,155 |  |  |     |
|        | 3     | 570                  | 104                   | 60  | 0   | 0   | 407 | 1,106               | 214   | 116                   | 0    | 0    | 776   | 2,390                | 478  | 251   | 0                     | 0    | 1,661 |  |  |     |
| AST    | 1     | 506                  | 90                    | 53  | 0   | 0   | 363 | 993                 | 191   | 104                   | 0    | 0    | 698   | 2,020                | 402  | 212   | 0                     | 0    | 1,406 |  |  |     |
| AST/SC | 1     | 525                  | 94                    | 55  | 0   | 0   | 376 | 784                 | 148   | 82                    | 0    | 0    | 554   | 1,270                | 248  | 133   | 0                     | 0    | 889   |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

LV  
Table 2d  
Remuneration of central government staff  
Married official with two dependent children - Monthly data (in Euro)  
July 2017

| Cat.   | Grade | Gross                | Compulsory deductions |     |     |     |       | Net                 | Gross | Compulsory deductions |      |      |       |                      | Net  | Gross | Compulsory deductions |      |       |  |  | Net |
|--------|-------|----------------------|-----------------------|-----|-----|-----|-------|---------------------|-------|-----------------------|------|------|-------|----------------------|------|-------|-----------------------|------|-------|--|--|-----|
|        |       | Minimum of the scale |                       |     |     |     |       | Middle of the scale |       |                       |      |      |       | Maximum of the scale |      |       |                       |      |       |  |  |     |
|        |       | [3]                  | [4]                   | [5] | [6] | [7] | [8]   | [9]                 | [10]  | [11]                  | [12] | [13] | [14]  | [15]                 | [16] | [17]  | [18]                  | [19] | [20]  |  |  |     |
| AD     | 1     | 1,314                | 169                   | 134 | 0   | 0   | 1,011 | 2,225               | 357   | 230                   | 0    | 0    | 1,638 | 3,713                | 663  | 386   | 0                     | 0    | 2,664 |  |  |     |
|        | 2     | 833                  | 70                    | 84  | 0   | 0   | 679   | 1,710               | 251   | 176                   | 0    | 0    | 1,283 | 3,141                | 545  | 326   | 0                     | 0    | 2,270 |  |  |     |
|        | 3     | 604                  | 23                    | 60  | 0   | 0   | 521   | 1,140               | 133   | 116                   | 0    | 0    | 891   | 2,424                | 398  | 251   | 0                     | 0    | 1,776 |  |  |     |
| AST    | 1     | 540                  | 10                    | 53  | 0   | 0   | 477   | 1,027               | 110   | 104                   | 0    | 0    | 813   | 2,054                | 322  | 212   | 0                     | 0    | 1,521 |  |  |     |
| AST/SC | 1     | 559                  | 14                    | 55  | 0   | 0   | 490   | 818                 | 67    | 82                    | 0    | 0    | 669   | 1,304                | 167  | 133   | 0                     | 0    | 1,004 |  |  |     |

(4), (10), (16): Taxes on income

(5), (11), (17): Compulsory employee's contribution to social security

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme

(7), (13), (19): Other compulsory deductions

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Table 3

Changes in average remuneration by grade of official in the central government

Price index = 102.7

| Cat.<br>[1] | Grade<br>[2] | Gross       |             |                |             | Net         |             |                |              |
|-------------|--------------|-------------|-------------|----------------|-------------|-------------|-------------|----------------|--------------|
|             |              | Salary      |             | Index          |             | Salary      |             | Index          |              |
|             |              | 2017<br>[3] | 2018<br>[4] | Nominal<br>[5] | Real<br>[6] | 2017<br>[7] | 2018<br>[8] | Nominal<br>[9] | Real<br>[10] |
| AD          | 1            | 2,400       | 2,617       | 109.0          | 106.2       | 1,714       | 1,879       | 109.7          | 106.8        |
|             | 2            | 1,878       | 2,011       | 107.1          | 104.3       | 1,353       | 1,465       | 108.2          | 105.4        |
|             | 3            | 1,372       | 1,416       | 103.2          | 100.4       | 1,005       | 1,057       | 105.1          | 102.3        |
| AST         | 1            | 1,190       | 1,279       | 107.5          | 104.7       | 879         | 960         | 109.2          | 106.3        |
| AST/SC      | 1            | 877         | 875         | 99.8           | 97.2        | 664         | 682         | 102.8          | 100.1        |

LV

Table 4

Changes in average remuneration by category of official in the central government

Price index = 102.7

| Cat.<br>[1] | Gross       |             |                |             | Net         |             |                |             |
|-------------|-------------|-------------|----------------|-------------|-------------|-------------|----------------|-------------|
|             | Salary      |             | Index          |             | Salary      |             | Index          |             |
|             | 2017<br>[2] | 2018<br>[3] | Nominal<br>[4] | Real<br>[5] | 2017<br>[6] | 2018<br>[7] | Nominal<br>[8] | Real<br>[9] |
| AD          | 1,592       | 1,673       | 105.1          | 102.3       | 1,157       | 1,233       | 106.6          | 103.8       |
| AST         | 1,190       | 1,279       | 107.5          | 104.7       | 879         | 960         | 109.2          | 106.3       |
| AST/SC      | 877         | 875         | 99.8           | 97.2        | 664         | 682         | 102.8          | 100.1       |
| Total       | 1,458       | 1,529       | 104.9          | 102.1       | 1,064       | 1,133       | 106.5          | 103.7       |

**LV**  
**Table 5**

**Explanation on the changes in the components of the gross and net salary**

|          | Component of the gross salary   | Explanation on the changes <b>between July 2017 and July 2018</b>  |
|----------|---|--|
| <b>1</b> | Statutory minimal monthly wage  | Minimum wage was raised from EUR 380 (in 2017) to EUR 430 (in 2018).   |
| <b>2</b> | The supplement to the state family benefit for the family of two or more children | As from 1 March 2018 applied supplement amounts to EUR 10 per month.   |
| <b>3</b> |   |  |
| ...      |   |  |
|          | Compulsory deduction  | Explanation on the changes <b>between July 2017 and July 2018</b>  |
| <b>1</b> | The rate of the State social insurance compulsory contributions for employees     | Was risen from 10.5% in 2017 to 11.0% in 2018  |
| <b>2</b> | Personal Income Tax   | Progressive personal income tax (hereinafter – the PIT) system was introduced, i.e., the PIT rate of income below EUR 20 004 annually (EUR 1667 per month) is reduced to 20 %, that of income from EUR 20 004.01 (exceeding EUR 1 667 monthly) to EUR 55 000 annually remains to be 23 %, while the PIT rate of income exceeding EUR 55 000.01 annually constitutes 31.4 % |
| <b>3</b> | Differentiated non-taxable minimum  | In 2018 the non-taxable minimum of income below EUR 440 constitutes EUR 200 monthly, whereas non-taxable minimum of income (calculated based on a formula) constituting from EUR 440 EUR to 1000 monthly is reducing gradually and at the income level constituting more than EUR 1000 monthly it reaches 0 and is not applied at all.                                     |
| <b>4</b> | The tax relief for a dependent person   | is increased from EUR 175 in 2017 to EUR 200 in 2018   |
| <b>5</b> |   |  |
| ...      |   |  |