

*European Central Bank*

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

**Annex I - Salary Structure**

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Directorate General Human Resources  
Last amended 1 January 2024

**STRUCTURE OF BASIC SALARIES OF THE ECB**

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

<b>SALARY BAND</b>	<b>Entry point Euro</b>	<b>Band maximum Euro</b>
<b>M</b>	317,700 (fixed salary)	
<b>L</b>	240,228	302,748
<b>K</b>	202,428	255,168
<b>J</b>	143,616	206,040
<b>I</b>	130,152	163,380
<b>H</b>	119,076	149,496
<b>G</b>	95,700	122,784
<b>F/G</b>	80,100	122,784
<b>F</b>	80,100	102,540
<b>E/F</b>	67,092	102,540
<b>E</b>	67,092	86,220
<b>D</b>	57,192	71,904
<b>C</b>	49,392	62,004
<b>B</b>	44,280	53,376
<b>A</b>	40,728	46,908

1. Each salary step within a band is approximately 0.25% higher than the step below. The Directorate General Human Resources maintains a salary grid indicating all steps.
2. The salary bands will be adjusted on the basis of annual general salary increases.
3. The Executive Board shall assign members of staff to a single salary band or a combination of two adjacent salary bands ('broadbanding'). The Executive Board may decide to delegate this authority. Progression through broadbands is incremental and therefore does not require a formal promotion from the lower to the upper band.
5. The Executive Board shall determine individual salary increases within the overall limits it adopts in the Annual Salary and Bonus Review exercise. Such individual salary increases shall be based on the assessment of the growth of a member of staff's contribution to the tasks of the ECB relative to that of other members of staff who perform their duties within the same business area.
- 5a. The provisions of Article 5 shall not apply to the Mediator, who shall receive an individual fixed yearly salary increase as determined by a decision of the Executive Board.

6. The Executive Board may decide to delegate the authority to determine individual salary increases.