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COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 15.11.2007  
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**COMMISSION STAFF WORKING DOCUMENT**

**Eurostat Report on  
annual adjustment of remuneration and pensions**

Reference Period:  
June 2006 – June 2007

Eurostat, Unit D5  
Luxembourg, October 2007

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## **Executive Summary**

The report presents all information required for annual adjustment of remuneration and pensions in Belgium/Luxembourg and in other places.

For the period July 2006 – July 2007 the global specific indicator (average change in real net remuneration) is -0.4% and the Brussels International Index (cost of living for the EC officials) is 101.4.

As a consequence the adjustment of the nominal net remuneration and pension of EC officials in Belgium and Luxembourg, necessary to maintain a parallel development of purchasing power with the civil servants in the Member States is equal to 1.0%.

The correction coefficients, which apply to remuneration and pensions outside Belgium and Luxembourg, are given in tables 5 and 7 respectively.

## Introduction

In accordance with the Articles 64, 65 and Annex XI of the Staff Regulations applicable to officials and other servants of the European Communities, Eurostat hereby presents its report for the twelve months to July 2007.

Article 64, 65 and Annex XI of the Staff Regulations, which are in force since 1 May 2004 define the method for the annual adjustment of remuneration and pension of Community officials. The annual adjustments shall accordingly be determined by the following factors:

changes in the purchasing power of salaries of national civil servants in central government (specific indicator);

changes in the cost of living in Brussels (Brussels International Index);

economic parities between Brussels and the other places of employment in the Member States (correction coefficients).

The value of the adjustment is equal to the product of the specific indicator and the change in the cost of living index in Brussels. Changes in the cost of living in places of employment other than Brussels and Luxembourg are derived indirectly from the value of the adjustment for Brussels and changes in the economic parities between Brussels and those other places.

Chapters 1 to 4 of this report examine respectively:

Evolution of the purchasing power of national officials in the central governments,

Changes in the cost of living in Brussels,

Adjustment of remuneration and pension in Belgium and Luxembourg, and

Adjustment of remuneration and pension outside Belgium and Luxembourg.

All figures and calculations contained in this report are based on data supplied by the responsible authorities in the Member States. More information on methodology, detailed results and statistical analysis is available in the annexes to this report. For any information concerning this report, please contact Eurostat in Luxembourg:

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## 1. EVOLUTION OF THE PURCHASING POWER OF NATIONAL OFFICIALS

### 1.1. Specific Indicator

Article 1.4 of the Annex XI says that to establish a global specific indicator for the European Union, Eurostat shall use a sample composed of the following Member States: Belgium, Germany, Spain, France, Italy, Luxembourg, the Netherlands and the United Kingdom.

Table 1 shows the changes in the net remuneration, both in nominal and real terms, in each of the above mentioned eight Member States. Changes in the harmonized consumer price indices (inflation rates) during the period June 2006 to June 2007 have been used to transform nominal changes in the remunerations to the real ones. In order to get the global specific indicators the results per country have been weighted in proportion to their national GDP for the year 2006 measured by purchasing power parities. The global specific indicator (average change in real net remuneration) for the year 2007 is -0.4%.

Table 1

#### Change in the net remuneration of central government civil servants July 2006 - July 2007

Country	Weight <sup>1</sup> EU25=100 / EU8=100		Nominal net specific indicator	Consumer price indices	Real net specific indicator	Effect on the total
	(%)	(%)				
BE	2.6	3.4	1.9	1.3	<b>0.6</b>	0.02
DE	18.9	24.6	-1.8	2.0	<b>-3.7</b>	-0.92
ES	9.1	11.9	4.0	2.5	<b>1.5</b>	0.17
FR	14.5	18.9	1.8	1.3	<b>0.5</b>	0.09
IT	12.4	16.2	1.4	1.9	<b>-0.5</b>	-0.08
LU	0.3	0.4	0.9	2.3	<b>-1.4</b>	-0.01
NL	4.3	5.6	5.0	1.8	<b>3.1</b>	0.18
UK	14.6	19.0	3.2	2.4	<b>0.8</b>	0.15
<b>Total</b>	<b>76.7</b>	<b>100.0</b>	<b>1.6</b>	<b>1.9</b>	<b>-0.4</b>	<b>-0.4</b>

<sup>1</sup> Basis: GDP expressed in PPP, 2005

### 1.2. Control Indicator

Following Article 1.4 (c) of Annex XI of the Staff Regulations, Eurostat reports here on data concerning the real per capita emoluments in central government. These data serve as control indicators. As the control indicator is expressed in gross terms, it is compared with the gross specific indicator.

Table 2 compares the changes in real gross per capita remuneration in July 2007 with those of per capita real wage bills for 2007, where the respective values for 2006 are

taken as 100. The table also shows the differences (in percent) between these two indicators.

**Table 2**

**Comparison of the gross specific indicator and the control indicator in real terms  
Current reference period (2006 = 100)**

Country	Real gross specific indicator [1]	Control indicator * [2]	Difference (%) [3]
BE	100.7	101.7	0.9
DE	95.8	97.6	1.9
ES	101.2	111.6	10.3
FR	100.0	98.3	-1.7
IT	100.4	101.4	1.0
LU	100.1	100.0	-0.1
NL	102.8	101.8	-0.9
UK	100.8	102.2	1.4
<b>Total</b>	<b>99.5</b>	<b>101.5</b>	<b>2.0</b>

\*Eurostat and DG-ECFIN estimates

Eurostat identifies for some Member States (e.g. Spain) relatively big differences. They result from conceptual and statistical differences between the gross specific indicator and the control indicator.

**2. CHANGES IN THE COST OF LIVING IN BRUSSELS (BRUSSELS INTERNATIONAL INDEX)**

Article 64 and Annex XI of the Staff Regulations state that Eurostat shall draw up an index, based on the data provided by the Belgian authorities, to measure the changes in the cost of living for officials of the Communities in Brussels. This index, known as Brussels International Index, shall take into account the changes between June of the previous year and June of the current year and shall be based on the methodology defined by the Working Group on Article 64 of the Staff Regulations.

The details of the calculation of this index corresponding to the 2007 annual salary adjustment are set out in table 3. The table shows that the cost of living for the EC officials in Brussels during the period June 2006 – June 2007 has increased, on average by 1.4%.



**Table 3**  
**Changes in the Brussels International Index (BII)**  
**June 2006 - June 2007**

Groups of consumption	Weight	Index
1. Food and non-alcoholic beverages	129.5	103.4
2. Alcoholic beverages and tobacco	21.8	102.9
3. Clothing and footwear	46.7	100.8
4. Housing, water, electricity, gas and other fuels	245.7	102.0
5. Furnishings, household equipment and maintenance of house	85.3	102.0
6. Health	18.5	99.5
7. Transport	151.0	98.7
8. Communications	21.5	96.8
9. Recreation and culture	109.9	98.7
10. Education	18.2	102.4
11. Hotels, cafes and restaurants	90.8	102.9
12. Miscellaneous goods and services	61.2	104.7
Global index without rents	804.3	101.0
Rents index	195.7	103.3
<b>Global index</b>	<b>1000.0</b>	<b>101.4</b>

**3. ADJUSTMENT OF REMUNERATION AND PENSION IN BELGIUM AND LUXEMBOURG**

Taking into account the figures reported in chapter 1 and 2 the adjustment of the nominal net remuneration of EC officials in Belgium and Luxembourg, necessary to maintain a parallel development of purchasing power with the civil servants in the Member States, is equal to:

$$\frac{101.4 \times 99.6}{100} - 100 = 1.0\%$$

#### **4. ADJUSTMENT OF REMUNERATION AND PENSION OUTSIDE BELGIUM AND LUXEMBOURG**

##### **4.1. Correction coefficients for staff outside Belgium and Luxembourg**

The object of the economic parities is to compare the relative costs of living of European institution officials in Brussels (reference city) with each of the capitals and other places of employment for which a correction coefficient has been set. The method used is to compare the price of a "basket" of goods and services purchased by the average official in Brussels with the prices of the same goods and services in each of the other places of employment. The average of all the price ratios is the "economic parity".

The changes in the cost of living in the places of employment outside Belgium and Luxembourg are measured by the implicit price indices which are calculated as the product of the Brussels International Index and the changes in the economic parities between Brussels and those other places. Table 4 shows these changes.

**Table 4**  
**Changes in the economic parities in the twelve months to 1st July 2007**  
**(for staff)**

Country Place of employment	Parity 1.7.2006	Parity 1.7.2007	Change (%)	Implicit price index
BE/LU Brussels/Luxembourg	1	1	0.0%	1.4
BG Sofia	1.2541	1.2865	2.6%	4.0
CZ Prague	24.322	23.241	-4.4%	-3.1
DK Copenhagen	10.282	10.376	0.9%	2.3
DE Berlin	1.001	0.993	-0.8%	0.6
Bonn	0.972	0.983	1.1%	2.5
Karlsruhe	0.958	0.969	1.1%	2.6
Munich	1.066	1.066	0.0%	1.4
EE Tallinn	12.439	12.453	0.1%	1.5
EL Athens	0.933	0.953	2.1%	3.6
ES Madrid	1.022	1.004	-1.8%	-0.4
FR Paris	1.182	1.174	-0.7%	0.7
IE Dublin	1.220	1.218	-0.2%	1.2
IT Rome	1.125	1.106	-1.7%	-0.3
Varese	1.003	0.986	-1.7%	-0.3
CY Nicosia	0.52475	0.52493	0.0%	1.4
LV Riga	0.53407	0.55232	3.4%	4.9
LT Vilnius	2.6074	2.4635	-5.5%	-4.2
HU Budapest	215.82	222.30	3.0%	4.4
MT Valletta	0.38896	0.36425	-6.4%	-5.0
NL The Hague	1.102	1.115	1.2%	2.6
AT Vienna	1.065	1.078	1.2%	2.6
PL Warsaw	3.1267	3.0522	-2.4%	-1.0
PT Lisbon	0.919	0.922	0.3%	1.7
RO Bucharest	2.3218	2.4155	4.0%	5.5
SI Ljubljana	0.868	0.883	1.6%	3.1
SK Bratislava	33.755	27.497	-18.5%	-17.4
FI Helsinki	1.166	1.178	1.0%	2.4
SE Stockholm	10.612	10.808	1.8%	3.3
UK London	0.96324	0.96180	-0.1%	1.2
Culham	0.78918	0.77926	-1.3%	0.1

Note: Slovenia joined Eurozone on 1 January 2007; value for 2006 converted using fixed exchange rate.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg are determined on the basis of the relationships between the economic parities and the exchange rates for the month of July.

The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations. Table 5 shows the calculation of the correction coefficients for July 2007 for places of employment situated in the European Union territory for which correction coefficients have been set.

The value of the adjustment outside Belgium and Luxembourg derives from the value of the adjustment for Belgium/Luxembourg and from the changes in the economic parities between Brussels and those other places.

**Table 5**  
**Calculation of correction coefficients at 1st July 2007**  
**(for staff)**

<b>Country</b> <b>Place of employment</b>	<b>Parity</b> <b>[1]</b>	<b>Exchange rate</b> <b>[2]</b>	<b>Correction coefficient</b> <b>100 * [1] / [2]</b>
BE/LU Brussels/Luxembourg	1	1	100.0
BG Sofia	1.2865	1.9558	65.8
CZ Prague	23.241	28.633	81.2
DK Copenhagen	10.376	7.4425	139.4
DE Berlin	0.993	1	99.3
Bonn	0.983	1	98.3
Karlsruhe	0.969	1	96.9
Munich	1.066	1	106.6
EE Tallinn	12.453	15.6466	79.6
EL Athens	0.953	1	95.3
ES Madrid	1.004	1	100.4
FR Paris	1.174	1	117.4
IE Dublin	1.218	1	121.8
IT Rome	1.106	1	110.6
Varese	0.986	1	98.6
CY Nicosia	0.52493	0.58370	89.9
LV Riga	0.55232	0.6962	79.3
LT Vilnius	2.4635	3.4528	71.3
HU Budapest	222.30	247.44	89.8
MT Valletta	0.36425	0.42930	84.8
NL The Hague	1.115	1	111.5
AT Vienna	1.078	1	107.8
PL Warsaw	3.0522	3.7820	80.7
PT Lisbon	0.922	1	92.2
RO Bucharest	2.4155	3.1666	76.3
SI Ljubljana	0.883	1.000	88.3
SK Bratislava	27.497	33.8320	81.3
FI Helsinki	1.178	1	117.8
SE Stockholm	10.808	9.2415	117.0
UK London	0.96180	0.67215	143.1
Culham	0.77926	0.67215	115.9

#### 4.2. Correction coefficients for pensioners outside Belgium and Luxembourg

The Staff Regulations, which are in force since 1 May 2004 stipulate the creation of correction coefficients for pensioners separate from those used for staff

remuneration. The difference is that instead of being based on capital city price comparisons they relate to national comparisons, with Belgium as the base country.

This section presents the calculated values of the economic parities and the correction coefficients for pensioners, with a reference date of July 1, 2007. The changes in the cost of living in Member States other than Belgium and Luxembourg are measured by the implicit indices which are calculated as the product of the Brussels International Index and the changes in the economic parities between Belgium and the Member States. Table 6 shows these changes.

**Table 6**  
**Changes in the economic parities in the twelve months to 1st July 2007**  
**(for pensioners)**

Country	Parity 1.7.2006	Parity 1.7.2007	Change (%)	Implicit price index
BE/LU	1	1	0.0%	1.4
BG	1.1842	1.1348	-4.2%	-2.8
CZ	22.514	21.376	-5.1%	-3.7
DK	9.872	10.071	2.0%	3.4
DE	1.017	0.997	-2.0%	-0.6
EE	12.608	12.152	-3.6%	-2.3
EL	0.917	0.933	1.7%	3.2
ES	0.975	0.964	-1.1%	0.2
FR	1.069	1.073	0.4%	1.8
IE	1.149	1.180	2.7%	4.1
IT	1.079	1.071	-0.7%	0.6
CY	0.54595	0.53675	-1.7%	-0.3
LV	0.52226	0.52323	0.2%	1.6
LT	2.5421	2.3426	-7.8%	-6.6
HU	182.53	192.14	5.3%	6.7
MT	0.39497	0.37357	-5.4%	-4.1
NL	1.013	1.030	1.7%	3.1
AT	1.061	1.072	1.0%	2.4
PL	2.8889	2.7621	-4.4%	-3.1
PT	0.898	0.906	0.9%	2.3
RO	2.0779	2.2327	7.4%	8.9
SI	0.840	0.841	0.1%	1.5
SK	30.118	25.315	-15.9%	-14.8
FI	1.123	1.146	2.0%	3.5
SE	10.168	10.509	3.4%	4.8
UK	0.79903	0.80494	0.7%	2.1

Note: Slovenia joined Eurozone on 1 January 2007; value for 2006 converted using fixed exchange rate.

Table 7 shows the correction coefficients for all member States (relative to Belgium) calculated for the pensioners. However, due to specific rules governing the transition phase, these values will not immediately be applied to pensions. The coefficients applied will instead be a weighted average of those calculated for staff and for pensioners.

**Table 7**  
**Calculation of correction coefficients at 1st July 2007**  
**(for pensioners)**

Country	Parity [1]	Exchange rate [2]	Correction coefficient 100 * [1] / [2]
BE/LU	1	1	100.0
BG	1.1348	1.9558	58.0
CZ	21.376	28.633	74.7
DK	10.071	7.4425	135.3
DE	0.997	1	99.7
EE	12.152	15.6466	77.7
EL	0.933	1	93.3
ES	0.964	1	96.4
FR	1.073	1	107.3
IE	1.180	1	118.0
IT	1.071	1	107.1
CY	0.53675	0.58370	92.0
LV	0.52323	0.6962	75.2
LT	2.3426	3.4528	67.8
HU	192.14	247.44	77.7
MT	0.37357	0.4293	87.0
NL	1.030	1	103.0
AT	1.072	1	107.2
PL	2.7621	3.7820	73.0
PT	0.906	1	90.6
RO	2.2327	3.1666	70.5
SI	0.841	1.000	84.1
SK	25.315	33.8320	74.8
FI	1.146	1	114.6
SE	10.509	9.2415	113.7
UK	0.80494	0.6722	119.8

**Annex 1:**  
**Explanations and statistical analyses**

## **Introduction**

This document is an annex to the Eurostat report on the annual adjustment of remuneration and pensions. While the main results concerning specific indicators and correction coefficients for staff and pensioners are presented in the main report, the purpose of this annex is to give some explanations and statistical analyses of the results as well as detailed tables with statistical information.

Articles 64 and 65 and Annex XI of the Staff Regulations, which are in force since 1 May 2004, define the method for the annual adjustment of the remuneration and pension of Community officials.

The value of the adjustment is equal to the product of the specific indicator and the change in the cost of living index in Brussels. Changes in the cost of living in places of employment other than Brussels and Luxembourg are derived indirectly from the value of the adjustment for Brussels and changes in the economic parities between Brussels and those other places.

Chapters 1, 2, 3 and 4 of this document examine respectively:

the changes in the purchasing power of salaries of central government civil servants in the eight Member States belonging to the sample: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom (specific indicator);

the changes in the cost of living for Brussels;

the economic parities and correction coefficients for staff;

the economic parities and correction coefficients for pensioners.

In Chapter 5 some information about working time in Central Governments of the eight sampled Member States is given.

All figures and calculations contained in this report are based on data supplied by the responsible authorities in the Member States. For any information concerning this annex, please contact Eurostat in Luxembourg:

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## 5. EVOLUTION OF PURCHASING POWER OF NATIONAL OFFICIALS

### 5.1. General remarks on the calculation of the specific indicator

The *specific indicator* is a measure to represent the average change in the purchasing power of central government civil servants in Member States of the European Communities. It is measured by the real net salary increase in the central government civil service.

One of the basic elements of the annual salary adjustment procedure is the principle of **parallel development** of the salaries, in terms of purchasing power of national central government civil servants and of officials of the European Communities. The **specific indicator** is the methodological tool allowing the implementation of this principle of parallelism.

Article 65 and Annex XI determine the basic principles of the method, but these have to be filled with practical procedures. Therefore, we provide here a set of commonly agreed basic definitions. If a specific situation in a given country makes it meaningful to deviate from these definitions to ensure a better application of the spirit of the method, then Eurostat, in agreement with that country may do so.

#### 5.1.1. *Elements of remuneration*

All elements of remuneration that affect the purchasing power of civil servants should be taken into account in calculating the gross remuneration. All general bonuses and premiums, which are part of the salary, should be reported. In general the following elements should be taken into account:

basic salaries,

all allowances and bonuses (e.g. general premiums, child benefit, family allowances),

non-pensionable lump-sum payments (e.g. annual holiday pay, Christmas bonus).

Not to be included:

regional allowances granted to compensate for 'cost-of-living' differences,

increase due to promotion or seniority,

person-specific special allowances, for example, for exceptional performance.

#### 5.1.2. *Net remuneration*

In order to get net remuneration the following elements should be deducted from the gross remuneration:

the amount of compulsory social deductions (social security and occupational pension scheme contributions),

general taxes on income and

other compulsory deductions (mutual assistance contribution, temporary contribution, etc.).

#### 5.1.3. *Reference period*

In order to calculate the specific indicators for the year (t) the remuneration of central government civil servants on a fixed date of the year (t-1) is to be compared with the remuneration on the same date of the year (t).

The method is based on the comparison of a snapshot of a national remuneration system in the month of July of the current year with the equivalent snapshot in the month of July of the previous year. A snapshot of the system, however, does not simply mean the remuneration grid in a particular month; rather, the remuneration level of the reference population employees in that month, including 1/12 of all annually paid elements such as Christmas bonuses, annual holiday pay, lump-sum payments etc.

If Member States report remuneration data of a given month/year again (e.g. data concerning remuneration of July 2006 sent in 2006 and again in 2007), the data should be exactly the same. If not, they have to provide Eurostat with a clear justification (e.g. change in the structure of grades and categories in the public administration).

#### 5.1.4. *Reference population*

The reference population relates to permanent statutory staff of the sub-sector “**central governments**” (S.1311 of ESA95) of Member States. It should be noted that the sub-sector S.1311 in ESA 95 is defined as follows:

*“The sub-sector central government includes all administrative departments of the State and other central agencies whose competence extends normally over the whole economic territory, except of the administration of social security funds.”*

The reference population should however exclude the following groups:

the armed forces, security forces, police forces, frontier guards, etc.;

teachers, staff of national health services;

ministers of religion, if directly paid by central government;

diplomats and magistrates.

#### 5.1.5. *Sample of family types*

The specific indicator for each country is calculated on the basis of remuneration data of officials of two different family statuses - **single** and **married with two dependent children**, and each with a weight of 50%.

#### 5.1.6. *Function groups*

According to Annex XI Eurostat is obliged to provide a specific indicator for each of the two function group: Administrator (AD) and Assistants (AST). Therefore, the posts in the national

reference population should be classified, according to the nature of the duties to which they relate, in these two function groups – each should comprise several grades.

Function group **AD** relates to staff engaged in administrative, advisory, linguistic and scientific duties that require university education or equivalent professional experience.

Function group **AST** relates to staff engaged in executive, technical and clerical duties that require an advanced level of secondary education or equivalent professional experience.

#### *5.1.7. Sample of grades*

Out of the reference population the Member States may select a sample of the more important grades in terms of staff numbers for each of the above mentioned function groups. Grades having only a small proportion of the total number of staff may not be taken into the sample.

The sample should be representative of the reference population. The ratio between the number of staff in the grades covered by the sample and the number in the reference population should normally be more than 75%.

#### *5.1.8. Sample of countries*

Article 1.4 of the Annex XI says that to establish a global specific indicator for the European Union, Eurostat shall use a sample composed of the following 8 Member States: Belgium, Germany, Spain, France, Italy, Luxembourg, Netherlands and United Kingdom.

#### *5.1.9. Calculation of country specific indicator*

On receipt of the data from the Member States Eurostat calculates specific indicators for each of the countries separately. The steps leading to these calculations are:

Average gross and net remunerations for each grade are then aggregated to two function groups (AD and AST). They are calculated by taking weighted averages of the grades belonging to these groups. The sample size (number of civil servants in the sample of each grade) is taken as weight.

The average gross and net remunerations for the two function groups are then aggregated to overall gross and net remunerations in the central government civil service by taking weighted average of the remunerations of these two groups, where the total number of civil servants in each of the groups is taken as weights.

For each of the function groups as well as for the overall remunerations the following changes for the period July – July are calculated:

Gross nominal

Net nominal

Gross real

Net real

The increases in real terms are calculated by taking into account the increase in the harmonized index of consumer price (HICP) for this period.

The overall real net increase in remuneration is called the **country specific indicator**.

## 5.2. Specific indicator - results by functional groups

Table 1.1 sets out the gross and net specific indicators both in nominal and real terms for each of the two function-groups.

**Table 1.1**

**Nominal and real changes in the remuneration of national civil servants in the twelve-month period to 1st July 2007 (1.7.2006 = 100)**

Country		Nominal change			Real change		
		AD	AST	Total	AD	AST	Total
BE	Gross	102.0	102.0	102.0	100.7	100.7	100.7
	Net	101.9	101.9	101.9	100.6	100.6	100.6
DE	Gross	97.7	97.8	97.7	95.8	95.9	95.8
	Net	98.1	98.2	98.2	96.2	96.3	96.3
ES	Gross	103.7	103.8	103.7	101.2	101.3	101.2
	Net	103.9	104.0	104.0	101.4	101.5	101.5
FR	Gross	101.7	101.1	101.3	100.4	99.8	100.0
	Net	102.2	101.6	101.8	100.9	100.3	100.5
IT	Gross	102.0	102.5	102.3	100.1	100.6	100.4
	Net	101.0	101.6	101.4	99.1	99.7	99.5
LU	Gross	102.4	102.4	102.4	100.1	100.1	100.1
	Net	100.7	101.0	100.9	98.4	98.7	98.6
NL	Gross	104.0	105.2	104.7	102.2	103.3	102.8
	Net	104.6	105.3	105.0	102.8	103.4	103.1
UK	Gross	103.3	103.2	103.2	100.9	100.8	100.8
	Net	103.3	103.2	103.2	100.9	100.8	100.8
<b>Total</b>	<b>Gross</b>	<b>101.4</b>	<b>101.5</b>	<b>101.4</b>	<b>99.5</b>	<b>99.6</b>	<b>99.5</b>
	<b>Net</b>	<b>101.5</b>	<b>101.6</b>	<b>101.6</b>	<b>99.6</b>	<b>99.6</b>	<b>99.6</b>

## 5.3. Remuneration and taxes

Table 1.2 provides comparative information on gross and net remuneration as well as on the HICP inflation rate over 12 months.

**Table 1.2**

**Changes in the nominal gross and nominal net specific indicators in relation to the rate of inflation for the twelve-month period to 1st July 2007**

Country	Gross remuneration	Net remuneration	12 Months HICP
BE	102.0	101.9	101.3
DE	97.7	98.2	102.0
ES	103.7	104.0	102.5
FR	101.3	101.8	101.3
IT	102.3	101.4	101.9
LU	102.4	100.9	102.3
NL	104.7	105.0	101.8
UK	103.2	103.2	102.4
<b>Total</b>	<b>101.4</b>	<b>101.6</b>	<b>101.9</b>

#### 5.4. Cumulative specific indicators

Table 1.3 illustrates the changes in the remuneration of central government civil servants since 2000. This table shows the evolution of gross and net specific indicators at current prices, the development in consumer price indices as well as gross and net specific indicators in real terms. Over the period 2000-2007 the real net specific indicator for the European Union has increased by 2.1%.

**Table 1.3**

**Changes in the purchasing power of salaries of civil servants in the central government in the Member States (2000=100)**

Country	Nominal gross specific indicator	Nominal net specific indicator	Consumer price indices*	Real gross specific indicator	Real net specific indicator
BE	120.5	122.1	115.1	104.7	106.2
DE	103.8	108.6	113.1	91.7	96.1
ES	122.7	121.6	126.0	97.4	96.5
FR	123.3	118.9	114.0	108.2	104.3
IT	120.1	121.4	117.8	101.9	103.0
LU	125.3	128.9	119.9	104.6	107.6
NL	111.7	121.9	117.6	95.0	103.5
UK	126.0	125.0	116.8	108.0	107.1
<b>Total</b>	<b>117.8</b>	<b>118.9</b>		<b>101.2</b>	<b>102.1</b>

\* 2000-2004: National consumer price indices. 2005- : Harmonized index of consumer prices

## 5.5. Control Indicators

Annex XI mentions explicitly, between the possible control indicators, the real per capita emoluments in central government. Eurostat measures the variation, at constant prices, in the per capita wage bill in sub-sector S.1311 of the national accounts (per capita salary of central government). As this indicator is expressed in gross terms, it is compared with the real gross specific indicator.

The gross specific indicator and the control indicator are different by definition and it is natural to expect them to show some differences. Indeed, changes in the control indicator are determined not only by variations in collective labour agreements but also by intrinsic factors (changes in the average age of the reference population, promotion to higher categories, etc.) and by changes in incidental salary components such as overtime payments, productivity incentives, and early retirement compensation.

Furthermore, there are certain factors which distort the statistical comparability of the two indices (the quality of the sample used to calculate the specific indicator, differences in the reference populations, part-time work, employers' social contributions, etc.). The deflator used for the control indicator is the consumers' expenditure deflator in the national accounts; the deflator for the specific indicator is the consumer price index (till 2004, the national index; since 2005 the harmonized index). In addition control indicator values for the reference period are often estimates.

Eurostat identifies differences between the two indicators during the reference period, therefore puts a greater emphasis on the medium-term trend analysis. For some Member States there are in fact divergences. However, if the conceptual and statistical differences between the gross specific indicator and in the control indicator are netted out, they show a parallel development. Table 1.4 presents the changes in these two indicators for the period 2000-2007.

More detailed tables on several control indicators are presented in Annex 2.

**Table 1.4**  
**Comparison of the gross specific indicator and the control indicator in real terms**  
**Medium-term trend (2000 = 100)**

Country	Real gross specific indicator [1]	Control indicator * [2]	Difference (%) [3]
BE	104.0	110.0	5.7
DE	95.7	98.1	2.4
ES	96.2	121.6	26.4
FR	108.2	102.7	-5.1
IT	101.5	107.0	5.4
LU	104.5	97.9	-6.3
NL	92.4	112.6	21.9
UK	107.1	115.4	7.8
<b>Total</b>	<b>101.7</b>	<b>106.9</b>	<b>5.2</b>

\*Eurostat and DG-ECFIN estimates



## 6. CHANGES IN THE COST OF LIVING IN BRUSSELS

Article 64 and Annex XI of the Staff Regulations state that Eurostat shall draw up an index, based on the data provided by the Belgian authorities, to measure the changes in the cost of living for officials of the Communities in Brussels.

This index, known as **Brussels International Index** (BII), shall take into account the changes between June of the previous year and June of the current year and shall be based on methodology defined by the Working Group on Article 64 of the Staff Regulations.

The following price indices are used to calculate Brussels International Index:

1) For all 80 basic headings except for those stated in points 2) and 3) the Belgian harmonised indices of consumer prices (HICP).

2) In order to take account of the specific situation in Brussels, for the following 9 basic headings the Brussels specific consumer price indices are used. These indices are provided by the “*Service public federal Economie, P.M.E.*”

Water supply

Electricity

Gas

Other services in respect of personal transport equipment

Passenger transport by road

Combined passenger transport

Restaurants, cafes and the like

Accommodation services

Hairdressing salons and personal grooming establishments

3) The basic headings figures for accommodation costs for tenants (rents index) and owner-occupiers (imputed rents index) are replaced in the Brussels International Index by an index calculated by Eurostat based on the results of an annual survey carried out among EC staff employed in Brussels.

The weights used to aggregate the 80 basic headings of this index are derived from family budget surveys (FBS) carried out among EU officials in Brussels. The details of the calculation of the BII corresponding to this annual review are given in the Eurostat Report. Table 2.1 shows both the annual and cumulative changes in the Brussels cost-of-living index since 1991.

During the years 1990-2003 the cost of living in Brussels was calculated as a weighted index composed of the Joint Index and the Brussels capital component index. Since 2004, according to the Staff Regulations it is calculated as described above (Brussels International Index).

**Table 2.1**  
**Brussels Cost-of-living index**

	Measure for increase in cost-of-living in Brussels*	
	Previous year = 100	1990 = 100
1991	104.1	104.1
1992	103.5	107.7
1993	102.2	110.1
1994	102.4	112.8
1995	100.9	113.8
1996	101.5	115.5
1997	101.5	117.2
1998	101.4	118.9
1999	100.9	119.9
2000	102.4	122.8
2001	103.1	126.6
2002	101.3	128.3
2003	102.3	131.2
2004	101.9	133.7
2005	102.2	136.6
2006	102.1	139.5
2007	101.4	141.5

\*Till 2003: Weighted index, composed of Joint Index and Brussels Index

2004 - : Brussels International Index (BII)

## 7. EQUIVALENCE OF PURCHASING POWER OF EC OFFICIALS IN THE MEMBER STATES

### 7.1. Economic parities and correction coefficients

The object of the economic parities is to compare the relative costs of living of European institution officials in Brussels (reference city) and in each of the capitals and other places of employment for which a correction coefficient has been set. The method used is to compare the price of a "basket" of goods and services purchased by the average official in Brussels with the price of the same basket in each of the other places of employment. The average of all the price ratios is the "economic parity".

The system works as follows: the total range of goods and services constituting the consumption of the average European institution official is divided into 80 basic headings (such as meat, footwear, motor cars, books). A price ratio between the place of employment and Brussels is established for each of these headings; this is called the basic parity. Price surveys are conducted on products selected to represent the basic heading and specified in the necessary detail to enable prices in a sufficiently narrow range to be collected.

The Staff Regulations require each basic parity to be checked by direct survey at least once every five years. In practice checks are carried out at shorter intervals as part of the European Comparison Programme (ECP). At each annual salary review around one third of the basic price parities are replaced by new parities produced by the latest price surveys.

For the 2007 annual review, new parities obtained from price surveys have been integrated for the following groups:

Consumer services (Spring survey 2005);

Furniture & Healthcare (Autumn survey 2005).

The 80 basic parities are then updated using the price index ratio between the place of employment and Brussels.

Housing is dealt with differently. Special rent surveys of estate agents are carried out each year at each place of employment, including Brussels, to calculate an economic parity for the basic heading "accommodation costs for tenants". The calculation follows a methodology that has been developed by Eurostat in collaboration with the national statistical institutes of the Member States, based on the principle that the parity used should be calculated in such a way to allow European institution officials outside Brussels to live in dwellings of comparable quality to those occupied by European institution officials in Brussels. The basic parity "accommodation costs of owner-occupiers" is calculated by reference to the rent the owner-occupiers would pay if they were tenants (these are known as "imputed rents").

In order to calculate the overall economic parities weights have to be applied to each basic heading according to its relative importance in the consumption basket. These

weights are calculated directly from the results of the special family budget surveys conducted among European and international civil servants every five to seven years. The resulting structure reflects the consumption of the average international civil servant in Brussels and in each country or place of employment. New consumption weights have been introduced this year for Brussels and The Hague.

Using the 80 basic parities and the specific weights the overall parity is calculated in two ways: the first uses the consumption pattern for the reference city (Brussels) (this is a type of Laspeyres index); the second uses the consumption pattern for the place of employment (this is a type of Paasche index). In accordance with the standard practice for international comparisons both types of index are calculated and the geometric mean of the results (the Fisher index) is used as the economic parity.

The correction coefficients applicable to the salaries of the European institution officials working in the capitals and places of employment other than Brussels and Luxembourg, which are calculated for the month of July, are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries. The correction coefficient operates as a percentage adjustment to salaries to take account of the cost of living differences between Brussels and the various duty stations.

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in table 3.1 for all capitals and other places apart from Brussels and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups.

## **7.2. Rents and rent parities**

Changes in the rent parities are provided in the Table 3.2 which shows also the average rents by type of dwelling on which the calculation is based. The average rents used to compute the rent parities are in fact weighted moving averages, based on a six-year model, to take into account the average occupancy length, which is estimated to be six years. Any annual updating of rents during the life of the typical lease is included in the model by using the appropriate adjustment indices.

**Table 3.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2007**  
**(for staff)**

Expenditure Groups	BE	BG-Sofia		CZ-Prague		DK-Copenhagen		DE-Berlin		DE-Bonn		DE-Karlsruhe	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	125.6	1.20481	128.4	18.402	54.2	9.249	104.6	0.923	104.6	0.966	104.6	1.000
2	21.8	37.9	1.43914	25.9	23.775	12.6	9.480	23.2	0.961	23.2	0.929	23.2	0.913
3	46.7	46.9	0.98589	73.6	22.687	50.1	7.492	49.1	0.940	49.1	0.914	49.1	0.916
4	245.7	228.9	1.32552	273.7	32.072	335.8	11.718	248.8	0.985	248.8	0.904	248.8	0.866
5	85.3	97.6	0.98602	110.8	20.879	67.4	9.047	89.6	0.910	89.6	0.944	89.6	0.900
6	18.5	3.2	1.07889	4.0	18.218	11.3	8.320	15.4	1.087	15.4	1.109	15.4	1.095
7	151.0	163.2	1.74579	129.3	23.819	181.2	12.001	180.9	1.108	180.9	1.123	180.9	1.118
8	21.5	41.9	2.13193	18.9	33.377	25.3	6.073	21.0	0.968	21.0	0.930	21.0	1.017
9	109.9	117.8	1.43306	87.0	24.288	116.4	10.304	134.8	1.063	134.8	1.065	134.8	1.020
10	18.2	0.0	-	0.0	-	32.6	9.783	13.7	1.557	13.7	1.557	13.7	1.557
11	90.8	74.1	0.85813	79.0	15.492	43.0	11.241	77.9	0.893	77.9	0.922	77.9	0.913
12	61.2	63.0	1.25155	69.2	19.454	70.1	9.520	41.0	0.914	41.0	0.920	41.0	0.947
Rents	195.7	190.1	1.51682	253.5	34.187	246.7	11.824	198.0	0.951	198.0	0.853	198.0	0.805
Total without rents	804.3	809.9	1.24085	746.4	20.861	753.3	10.000	802.0	1.004	802.0	1.017	802.0	1.013
Global parity	1000.0	1000.0	1.28651	999.9	23.241	1000.0	10.376	1000.0	0.993	1000.0	0.983	1000.0	0.969

Expenditure Groups	BE	DE-Munich		EE-Tallinn		EL-Athens		ES-Madrid		FR-Paris		IE-Dublin	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	104.6	1.028	135.2	11.536	62.0	0.890	120.2	0.900	98.6	0.989	85.1	1.075
2	21.8	23.2	0.913	27.3	12.989	17.0	1.045	24.1	0.787	20.7	0.985	19.7	1.668
3	46.7	49.1	0.924	77.5	13.733	88.3	0.948	71.4	0.932	50.8	0.928	55.5	0.876
4	245.7	248.8	1.161	225.4	14.511	261.6	0.969	248.9	1.223	285.0	1.640	223.8	1.557
5	85.3	89.6	0.920	116.7	10.428	89.2	0.924	107.1	0.963	89.2	1.045	95.6	0.991
6	18.5	15.4	1.092	4.2	11.720	17.0	0.804	14.4	0.757	14.1	1.002	21.3	1.192
7	151.0	180.9	1.125	146.7	12.577	158.2	0.999	144.2	1.004	153.1	1.058	165.5	1.195
8	21.5	21.0	0.980	19.9	11.009	37.0	1.025	19.0	1.023	20.4	0.992	14.6	1.114
9	109.9	134.8	1.067	91.2	14.146	97.3	1.039	92.3	0.998	118.7	1.078	135.1	1.168
10	18.2	13.7	1.557	0.0	-	20.2	0.621	14.1	0.746	14.6	0.936	48.4	1.146
11	90.8	77.9	1.024	83.2	10.127	66.2	0.966	76.2	0.918	71.7	1.066	63.8	1.259
12	61.2	41.0	0.989	72.8	11.751	86.0	0.875	68.1	0.927	63.1	1.114	71.6	1.124
Rents	195.7	198.0	1.198	207.0	15.632	222.0	1.077	205.7	1.397	232.5	1.876	185.3	1.672
Total without rents	804.3	802.0	1.037	793.0	11.776	778.0	0.923	794.3	0.926	767.5	1.032	814.7	1.131
Global parity	1000.0	1000.0	1.066	1000.0	12.453	1000.0	0.953	1000.0	1.004	1000.0	1.174	1000.0	1.218

**Table 3.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2007**  
**(for staff)**

Expenditure Groups	BE	IT-Rome		IT-Varese		CY-Nicosia		LV-Riga		LT-Vilnius		HU-Budapest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	105.8	1.010	105.8	1.042	139.9	0.61843	130.7	0.52325	131.2	2.2731	122.7	195.73
2	21.8	23.1	1.032	22.5	1.027	28.2	0.75077	26.4	0.56049	26.5	2.8512	24.8	233.06
3	46.7	64.6	1.004	63.3	1.008	80.1	0.46985	74.9	0.53260	75.1	2.1367	70.3	185.80
4	245.7	210.4	1.434	191.5	0.836	197.0	0.37678	251.1	0.69922	249.1	3.1742	298.3	313.01
5	85.3	108.5	1.030	113.4	1.075	120.7	0.51178	112.8	0.46454	113.2	2.0720	105.9	162.11
6	18.5	9.9	1.223	16.9	1.221	4.4	0.56211	4.1	0.48419	4.1	2.3144	3.8	197.73
7	151.0	156.2	1.065	171.3	1.048	151.8	0.65261	141.9	0.52824	142.3	2.5187	133.2	229.34
8	21.5	20.3	0.816	21.2	0.816	20.6	0.26800	19.3	0.55295	19.3	1.7679	18.1	202.95
9	109.9	127.4	1.035	135.5	1.065	95.7	0.61476	88.0	0.56724	87.8	2.5091	81.5	214.04
10	18.2	19.5	0.988	13.8	0.988	0.0	-	0.0	-	0.0	-	0.0	-
11	90.8	72.0	0.962	60.6	0.997	86.1	0.61976	80.4	0.45838	80.7	1.8644	75.5	190.45
12	61.2	82.3	0.999	84.2	0.975	75.4	0.49549	70.4	0.50373	70.7	2.5832	66.1	174.68
Rents	195.7	164.5	1.660	130.9	0.827	157.1	0.36224	232.4	0.78627	226.0	3.4687	273.7	343.32
Total without rents	804.3	835.5	1.009	869.1	1.020	842.9	0.56623	767.6	0.50354	774.0	2.2567	726.3	195.14
Global parity	1000.0	1000.0	1.106	1000.0	0.986	1000.0	0.52493	1000.0	0.55232	1000.0	2.4635	1000.0	222.30

Expenditure Groups	BE	MT-Valletta		NL-The Hague		AT-Vienna		PL-Warsaw		PT-Lisbon		RO-Bucharest	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	128.6	0.340	101.5	0.879	116.0	0.994	131.8	2.4042	95.8	0.841	120.6	2.1796
2	21.8	38.7	0.539	18.1	0.998	23.2	0.937	26.6	3.4038	26.0	0.951	24.3	2.1806
3	46.7	48.0	0.368	45.7	0.862	68.9	1.018	75.5	2.2462	60.8	0.698	69.1	1.5420
4	245.7	220.5	0.279	254.2	1.487	275.5	1.242	249.5	3.9482	217.2	0.909	310.1	3.2271
5	85.3	99.9	0.343	95.6	0.949	103.4	0.968	113.8	2.7888	111.0	0.846	104.0	1.9387
6	18.5	3.3	0.398	8.6	1.074	13.9	1.028	4.1	2.2477	17.3	0.955	3.8	1.9461
7	151.0	159.3	0.517	165.7	1.208	139.1	1.100	138.0	3.2604	163.9	1.186	130.8	2.5285
8	21.5	42.9	0.482	19.7	0.904	18.3	0.981	19.4	3.4905	25.8	0.956	17.8	2.4571
9	109.9	118.4	0.419	120.3	1.029	89.0	1.049	89.1	3.2136	108.1	0.991	80.4	2.6436
10	18.2	0.0	-	28.2	0.922	13.6	1.025	0.0	-	30.5	0.943	0.0	-
11	90.8	75.8	0.326	86.6	1.032	73.5	1.002	81.1	2.6004	77.5	0.804	74.2	1.7977
12	61.2	64.4	0.355	55.8	1.039	65.7	1.068	71.0	2.8910	66.1	0.913	64.9	2.4191
Rents	195.7	180.9	0.286	193.5	1.580	233.9	1.276	226.1	4.2711	186.1	0.936	286.1	3.5372
Total without rents	804.3	819.1	0.385	806.5	1.024	766.1	1.030	773.9	2.7972	813.9	0.919	713.9	2.1632
Global parity	1000.0	1000.0	0.364	1000.0	1.115	1000.0	1.078	1000.0	3.0522	1000.0	0.922	1000.0	2.4155

**Table 3.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2007**  
**(for staff)**

Expenditure Groups	BE	SI-Ljubljana		SK-Bratislava		FI-Helsinki		SE-Stockholm		UK-London		UK-Culham	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	129.5	125.9	0.8388	121.1	25.670	114.9	1.065	113.4	9.941	80.1	0.64950	98.5	0.65252
2	21.8	25.4	0.7630	36.5	35.495	23.0	1.316	22.7	12.463	19.9	1.03697	19.5	1.03197
3	46.7	72.1	0.8886	45.2	26.501	68.3	1.052	67.4	9.695	42.3	0.53126	47.3	0.52115
4	245.7	277.4	1.0670	256.3	35.233	281.9	1.296	291.5	12.701	332.4	1.80422	287.7	0.93960
5	85.3	108.6	0.7444	94.2	16.578	102.4	1.067	101.1	9.320	80.2	0.76668	86.3	0.74020
6	18.5	3.9	0.7916	3.1	24.923	13.8	1.205	13.6	9.172	9.6	0.70099	6.0	0.70099
7	151.0	136.6	0.8913	157.4	31.351	137.9	1.249	136.0	11.105	154.6	0.79964	153.1	0.77730
8	21.5	18.5	0.6639	40.4	34.764	18.1	0.766	17.9	5.855	17.6	0.58736	19.0	0.59100
9	109.9	86.2	0.9488	113.6	28.343	88.2	1.227	87.0	10.703	114.8	0.74653	130.4	0.74513
10	18.2	0.0	-	0.0	-	13.4	1.064	13.3	10.029	20.9	0.86976	22.0	0.86976
11	90.8	77.4	0.6759	71.5	20.832	72.9	1.189	71.9	10.357	65.1	0.81495	60.0	0.81858
12	61.2	67.8	0.8578	60.7	28.295	65.1	1.134	64.2	10.958	62.5	0.79194	70.2	0.73584
Rents	195.7	236.8	1.1461	218.9	38.570	240.6	1.363	250.8	13.025	308.4	2.11664	235.5	1.03878
Total without rents	804.3	763.2	0.8227	781.1	25.284	759.4	1.132	749.2	10.253	691.6	0.73710	764.5	0.72114
Global parity	1000.0	1000.0	0.8826	1000.0	27.497	1000.0	1.178	1000.0	10.808	1000.0	0.96180	1000.0	0.77926

Note: Slovenia joined Eurozone on 1 January 2007.

**Consumption groups:**

1. Food and non-alcoholic beverages
2. Alcoholic beverages and tobacco
3. Clothing and footwear
4. Housing, water, electricity, gas and other fuels
5. Furnishings, household equipment and maintenance of house
6. Health
7. Transport
8. Communications
9. Recreation and culture
10. Education
11. Hotels, cafes and restaurants
12. Miscellaneous goods and services

**Table 3.2 (Continued on next page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2007**  
 (Values expressed in Euro, except local currencies: CZ, DK, EE, CY, LV, LT, HU, MT, PL, SI, SE, UK)

Country Place of employment			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
BE	Brussels	2006	1542	1182	901	887	722	656	526
		2007	1572	1165	895	915	735	682	549
BG	Sofia	2006		1013		731		431	
		2007		1092		657		426	
CZ	Prague	2006		35906		25467		17544	
		2007		40375		29225		20000	
DK	Copenhagen	2006		13375			8756		6500
		2007		14313			9594		6419
DE	Berlin	2006		1118		819		634	
		2007		1145		838		641	
	Bonn	2006		1010		755		575	
		2007		1025		750		576	
	Karlsruhe	2006		875		677		523	
		2007		893		703		551	
	Munich	2006		1284		945		735	
		2007		1380		1017		791	
EE	Tallin	2006			13980		10625		8100
		2007			16850		12475		8550
EL	Athens	2006	1548			944		697	
		2007	1643			1015		756	
ES	Madrid	2006		1478			1050		817
		2007		1550			1134		856
FR	Paris	2006		2112		1601			925
		2007		2205		1668			955
IE	Dublin	2006		1605			1330		1005
		2007		1800			1459		1123
IT	Rome	2006		2196		1674		1211	
		2007		2204		1610		1257	
	Varese	2006		918		703		564	
		2007		911		725		575	
CY	Nicosia	2006		395		322		251	
		2007		401		338		266	



**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July 2007**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, CY, LV, LT, HU, MT, PL, SI, SE, UK)

Country			3 bedroom flat			2 bedroom flat		1 bedroom flat	
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(80-100m <sup>2</sup> )	(60-80m <sup>2</sup> )	(60-80m <sup>2</sup> )	(40-60m <sup>2</sup> )
Place of employment									
BE	Brussels	2006	1542	1182	901	887	722	656	526
		2007	1572	1165	895	915	735	682	549
LV	Riga	2006		895		696		480	
		2007		1020		750		553	
LT	Vilnius	2006			2982		2353		1563
		2007			3398		2558		1763
HU	Budapest	2006		424578			264556		164006
		2007		420222			252089		139956
MT	Valletta	2006		307		220			130
		2007		341		230			153
NL	The Hague	2006		1839		1412		1106	
		2007		1892		1398		1013	
AT	Vienna	2006		1428		1044		798	
		2007		1428		1062		819	
PL	Warsaw	2006		5619		4065			2186
		2007		5985		4341			2367
PT	Lisbon	2006	1129			832		630	
		2007	1070			816		614	
RO	Bucharest	2006		1246		902			527
		2007		1438		1137			637
SI	Ljubljana	2006		1384		975			573
		2007		1379		979			564
SK	Bratislava	2006		1150		883		628	
		2007		1203		903		581	
FI	Helsinki	2006			1314		1031		825
		2007			1450		1075		839
SE	Stockholm	2006		17750		14000		9875	
		2007		18600		14700		10800	
UK	London	2006			1844		1421		1112
		2007			2105		1579		1238
	Culham	2006			1038		817		707
		2007			1079		863		684

Note: Slovenia joined Eurozone on 1 January 2007; values converted using fixed exchange rate.

**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, CY, LV, LT, HU, MT, PL, SI, SE, UK)

Country Place of employment			Non-detached houses			Detached houses			Rent Parity
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
BE	Brussels	2006	1562	1235	996	2372	1770	1398	
		2007	1546	1225	1019	2304	1796	1402	
BG	Sofia	2006				1687			0.766
		2007				1511			0.776
CZ	Prague	2006		35700			55219		34.83
		2007		41125			63750		34.19
DK	Copenhagen	2006		15417			20000		11.52
		2007		16536			20786		11.82
DE	Berlin	2006		1160			1742		0.947
		2007		1241			1856		0.951
	Bonn	2006		1068			1584		0.843
		2007		1103			1605		0.853
	Karlsruhe	2006		988			1502		0.790
		2007		1077			1557		0.805
	Munich	2006		1503			2151		1.223
		2007		1523			2147		1.198
EE	Tallin	2006		18167			23944		14.55
		2007		19667			26175		15.63
EL	Athens	2006							1.069
		2007							1.077
ES	Madrid	2006							1.352
		2007							1.397
FR	Paris	2006							1.862
		2007							1.876
IE	Dublin	2006			1550			1860	1.569
		2007			1722			2089	1.672
IT	Rome	2006		1881					1.622
		2007		1899					1.660
	Varese	2006		1195		2016			0.799
		2007		1276		1969			0.827
CY	Nicosia	2006	579			942			0.355
		2007	589			954			0.362

**Table 3.2 (Continued from previous page)**  
**Changes in the average rents of accommodation in the twelve months to 1st July**  
(Values expressed in Euro, except local currencies: CZ, DK, EE, CY, LV, LT, HU, MT, PL, SI, SE, UK)

Country Place of employment			Non-detached houses			Detached houses			Rent Parity
			(140-160m <sup>2</sup> )	(110-130m <sup>2</sup> )	(80-100m <sup>2</sup> )	(190-220m <sup>2</sup> )	(150-180m <sup>2</sup> )	(110-140m <sup>2</sup> )	
BE	Brussels	2006	1562	1235	996	2372	1770	1398	
		2007	1546	1225	1019	2304	1796	1402	
LV	Riga	2006	1134			1754			0.718
		2007	1272			1923			0.786
LT	Vilnius	2006		4065			6806		3.188
		2007		4563			7278		3.469
HU	Budapest	2006	529944			885144			338.9
		2007	421733			697089			343.3
MT	Valletta	2006		413		721			0.282
		2007		441		743			0.286
NL	The Hague	2006		1858					1.565
		2007		1938					1.580
AT	Vienna	2006		1631			2597		1.242
		2007		1716			2805		1.276
PL	Warsaw	2006		6079		9947			4.060
		2007		6883		10210			4.271
PT	Lisbon	2006	1322				2044		0.938
		2007	1371				1911		0.936
RO	Bucharest	2006					2005		0.971
		2007					2673		1.117
SI	Ljubljana	2006		1446			2025		1.134
		2007		1421			1936		1.146
SK	Bratislava	2006		1334			1914		1.158
		2007		1363			1936		1.140
FI	Helsinki	2006		1741			2317		1.348
		2007		1831			2294		1.363
SE	Stockholm	2006		16375			20500		12.84
		2007		15700			20167		13.02
UK	London	2006			2247				2.002
		2007			2702				2.117
	Culham	2006			1005			1347	1.007
		2007			990			1400	1.039

Note: Slovenia joined Eurozone on 1 January 2007; values converted using fixed exchange rate.

### 7.3. Purchasing power parities - analysis of results

#### 7.3.1. Major changes in the economic parities from 2006 to 2007

The calculation of correction coefficients used for salary adjustment in places other than Brussels and Luxembourg involves the revision of some of the elementary parities each year. For the 2007 salary adjustment two new price surveys have been incorporated: *Consumer services* (conducted in Spring 2005) and *Furniture & Healthcare* (conducted in Autumn 2005). The rent parities have been calculated for 2007 according to the moving-average model approved by the Article 64 Working Party.

The introduction of new prices from the latest price surveys this year affects 34 (out of 80) elementary parities, which together account for about 29% (EU average) of the consumption weight.

Moreover, rent surveys are carried out every year in all Member States. A six-year moving average model is used for calculating rent parities: the rent parities for 2007 are based on the relative trend in the real-estate markets in Brussels and other places of employment between 2002 and 2007. These parities are, therefore, affected by the following factors:

introduction of rent data for year 2007,

deletion of the rent data for 2001,

price indices used for updating the rents for 2002 - 2006 to price of 2007, and

a new dwelling structure in Varese.

All these effects, as well as the total change in rent parities, are shown in table 3.4.

Changes in the global parities from one year to the next come mainly from survey prices and rent revisions, but may also be affected by the trend in the price indices used to update the elementary parities at the date of the adjustment (1.7.2007) and by changes in the consumption structures (updated every five to seven years by the introduction of new FBS results)<sup>1</sup>. Details of the changes in the economic parities from 2006 to 2007, including a decomposition of all the effects, are given in table 3.3.

The biggest movements in global economic parities between July 2006 and 2007 can be observed in Bucharest (+4.0%), Riga (+3.4%), Budapest (+3.0%) and Sofia (+2.6%), with decreases observed in Warsaw (-2.4%), Prague (-4.4%), Vilnius (-5.5%), Valletta (-6.4%) and Bratislava (-18.5%).

The largest increases in the rent parity could be observed in Bucharest (+15.1%), Riga (+9.5%), Vilnius (+8.8%), Tallinn (+7.4%), Dublin (+6.6%), London (+5.7%)

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<sup>1</sup> A new consumption structures for Dublin has been introduced this year.

and Warsaw (+5.2%). Decreases were recorded in Lisbon (-0.2%), Bratislava (-1.6%), Prague (-1.8%) and Munich (-2.1%).

As regards price indexation, official indices for the year to July 2007 at the level of total consumption were higher than Brussels in all places except Valletta, and – although there are important differences between HICP and PPP methodologies – this is apparent in the price updating effect.

**Table 3.3**  
**Changes in the economic parities in the twelve months to 1st July 2007**  
**Decomposition of the effects**  
**(for staff)**

Country	Place of employment	Introduction of new surveys			Price updating effect	New consumption structure		Total change*
		Services	Furniture, Health	Rent		Brussels	Other cities	
<b>BG</b>	Sofia	-2.1	-0.9	1.4	4.3	0.0	0.0	2.6
<b>CZ</b>	Prague	-3.1	-1.0	-1.0	0.6	0.0	0.0	-4.4
<b>DK</b>	Copenhagen	-0.3	0.1	0.8	0.3	0.0	0.0	0.9
<b>DE</b>	Berlin	-0.6	-1.4	0.5	0.7	0.0	0.0	-0.8
	Bonn	1.1	-1.4	0.7	0.7	0.0	0.0	1.1
	Karlsruhe	0.8	-1.2	0.8	0.7	0.0	0.0	1.1
	Munich	0.9	-1.6	0.0	0.7	0.0	0.0	0.0
<b>EE</b>	Tallinn	-4.4	-0.8	-2.8	8.6	0.0	0.0	0.1
<b>EL</b>	Athens	0.9	0.1	-0.1	1.3	0.0	0.0	2.1
<b>ES</b>	Madrid	-2.7	-0.4	0.5	0.9	0.0	0.0	-1.8
<b>FR</b>	Paris	-1.2	0.3	0.2	0.1	0.0	0.0	-0.7
<b>IE</b>	Dublin	0.2	0.1	-0.2	1.9	0.0	-2.1	-0.2
<b>IT</b>	Rome	-2.6	0.0	0.6	0.3	0.0	0.0	-1.7
	Varese	-2.4	-0.4	0.7	0.4	0.0	0.0	-1.7
<b>CY</b>	Nicosia	0.3	-0.6	0.5	-0.1	0.0	0.0	0.0
<b>LV</b>	Riga	-3.9	-0.5	-1.0	9.2	0.0	0.0	3.4
<b>LT</b>	Vilnius	-8.2	-1.1	-1.7	5.9	0.0	0.0	-5.5
<b>HU</b>	Budapest	-0.3	-1.1	-0.5	5.1	0.0	0.0	3.0
<b>MT</b>	Valetta	-5.0	-0.5	0.4	-1.3	0.0	0.0	-6.4
<b>NL</b>	The Hague	0.5	-0.3	0.4	0.5	0.0	0.0	1.2
<b>AT</b>	Vienna	1.6	-1.1	1.0	-0.3	0.0	0.0	1.2
<b>PL</b>	Warsaw	-2.7	-0.8	0.5	0.7	0.0	0.0	-2.4
<b>PT</b>	Lisbon	0.0	-0.2	0.1	0.4	0.0	0.0	0.3
<b>RO</b>	Bucharest	1.3	-0.4	-13.2	18.7	0.0	0.0	4.0
<b>SI</b>	Ljubljana	0.1	-0.5	0.2	1.8	0.0	0.0	1.6
<b>SK</b>	Bratislava	-15.3	-0.8	-3.0	-0.1	0.0	0.0	-18.5
<b>FI</b>	Helsinki	0.8	-0.1	0.3	0.0	0.0	0.0	1.0
<b>SE</b>	Stockholm	0.9	0.4	0.6	0.0	0.0	0.0	1.8
<b>UK</b>	London	-2.8	0.0	1.5	1.1	0.0	0.0	-0.1
	Culham	-3.1	0.0	0.7	1.2	0.0	0.0	-1.3

\* Values may differ slightly from Table 4 due to rounding

**Table 3.4**  
**Changes in rent parities in the twelve months to 1st July 2007**  
**Decomposition of the effects**  
**(for staff)**

Place of employment	Deletion of survey 2001	Introduction of survey 2007	Price index 2007	Dwelling structure		Total change
				Brussels	Other cities	
<b>BG</b> Sofia	-0.7	-1.1	3.1	0.0	0.0	1.2
<b>CZ</b> Prague	-5.5	3.0	0.9	0.0	0.0	-1.8
<b>DK</b> Copenhagen	1.1	1.4	0.1	0.0	0.0	2.7
<b>DE</b> Berlin	-0.1	1.0	-0.4	0.0	0.0	0.5
Bonn	1.4	0.2	-0.4	0.0	0.0	1.2
Karlsruhe	1.1	1.2	-0.4	0.0	0.0	1.9
Munich	-2.4	0.7	-0.4	0.0	0.0	-2.1
<b>EE</b> Tallinn	1.1	2.6	3.5	0.0	0.0	7.4
<b>EL</b> Athens	-1.3	1.0	1.0	0.0	0.0	0.7
<b>ES</b> Madrid	1.3	1.3	0.8	0.0	0.0	3.3
<b>FR</b> Paris	-1.0	0.5	1.2	0.0	0.0	0.7
<b>IE</b> Dublin	-2.6	2.5	6.9	0.0	0.0	6.6
<b>IT</b> Rome	2.4	-0.2	0.1	0.0	0.0	2.4
Varese	3.0	0.6	0.1	0.0	-0.2	3.5
<b>CY</b> Nicosia	1.0	0.7	0.3	0.0	0.0	2.1
<b>LV</b> Riga	1.0	2.9	5.4	0.0	0.0	9.5
<b>LT</b> Vilnius	1.7	2.5	4.3	0.0	0.0	8.8
<b>HU</b> Budapest	-0.5	-3.5	5.6	0.0	0.0	1.3
<b>MT</b> Valletta	0.8	1.8	-1.0	0.0	0.0	1.6
<b>NL</b> The Hague	0.5	0.1	0.3	0.0	0.0	0.9
<b>AT</b> Vienna	1.5	0.8	0.4	0.0	0.0	2.7
<b>PL</b> Warsaw	2.1	2.2	0.8	0.0	0.0	5.2
<b>PT</b> Lisbon	-0.7	-0.8	1.3	0.0	0.0	-0.2
<b>RO</b> Bucharest	1.4	9.1	4.0	0.0	0.0	15.1
<b>SI</b> Ljubljana	0.1	-0.6	1.6	0.0	0.0	1.1
<b>SK</b> Bratislava	-2.5	0.1	0.9	0.0	0.0	-1.6
<b>FI</b> Helsinki	0.8	0.8	-0.5	0.0	0.0	1.1
<b>SE</b> Stockholm	1.1	0.0	0.4	0.0	0.0	1.5
<b>UK</b> London	1.4	3.6	0.6	0.0	0.0	5.7
Culham	2.5	0.1	0.6	0.0	0.0	3.2

### 7.3.2. *Differences in the correction coefficients calculated with and without the rent element*

The rent and imputed rent parities, due to their associated high consumption weights (around 22% on average across the EU) influence in a quite significant way the global parities and consequently the correction coefficients. The analysis of correction coefficients calculated with and without the rent element for the same place of employment makes it easier to isolate the effect of rent differences separately from differences arising from other causes.

The correction coefficient for rents (compared to Brussels =100) is very high in London (314.9), Paris (187.6), Dublin (167.2) and Rome (166.0), whereas they are quite low in Nicosia (62.1), Valletta (66.7) and Sofia (77.6).

For the overall correction coefficient, however, the range is smaller: London (143.1), Copenhagen (139.4) compared to Vilnius (71.3) and Sofia (65.8).

When rents are added to the computation, the correction coefficient is increased by more than 10% in London (+30.5%), Budapest (+13.9%), Paris (+13.8%), Bucharest (+11.7%) and Prague (+11.4%). By contrast the impact is negative in Nicosia (-7.3%), Valletta (-5.3%), Karlsruhe (-4.3%) and Bonn (-3.3%) and is near zero in Lisbon (+0.3%).

More details on the effect of rent on the 2007 correction coefficients are given in table 3.5.



**Table 3.5**  
**Effect of rent on the correction coefficients - 2007**  
**(for staff)**

Place of employment	Weight		Correction coefficient			Rent effect
	Without rent	Rent	Without rent	Rent	Overall	[5]/[3] (%)
	[1]	[2]	[3]	[4]	[5]	[6]
<b>BG</b> Sofia	809.9	190.1	63.4	77.6	65.8	3.7
<b>CZ</b> Prague	746.4	253.5	72.9	119.4	81.2	11.4
<b>DK</b> Copenhagen	753.3	246.7	134.4	158.9	139.4	3.8
<b>DE</b> Berlin	802.0	198.0	100.4	95.1	99.3	-1.1
Bonn	802.0	198.0	101.7	85.3	98.3	-3.3
Karlsruhe	802.0	198.0	101.3	80.5	96.9	-4.3
Munich	802.0	198.0	103.7	119.8	106.6	2.8
<b>EE</b> Tallinn	793.0	207.0	75.3	99.9	79.6	5.7
<b>EL</b> Athens	778.0	222.0	92.3	107.7	95.3	3.3
<b>ES</b> Madrid	794.3	205.7	92.6	139.7	100.4	8.4
<b>FR</b> Paris	767.5	232.5	103.2	187.6	117.4	13.8
<b>IE</b> Dublin	814.7	185.3	113.1	167.2	121.8	7.7
<b>IT</b> Rome	835.5	164.5	100.9	166.0	110.6	9.6
Varese	869.1	130.9	102.0	82.7	98.6	-3.3
<b>CY</b> Nicosia	842.9	157.1	97.0	62.1	89.9	-7.3
<b>LV</b> Riga	767.6	232.4	72.3	112.9	79.3	9.7
<b>LT</b> Vilnius	774.0	226.0	65.4	100.5	71.3	9.2
<b>HU</b> Budapest	726.3	273.7	78.9	138.7	89.8	13.9
<b>MT</b> Valletta	819.1	180.9	89.6	66.7	84.8	-5.3
<b>NL</b> The Hague	806.5	193.5	102.4	158.0	111.5	8.9
<b>AT</b> Vienna	766.1	233.9	103.0	127.6	107.8	4.7
<b>PL</b> Warsaw	773.9	226.1	74.0	112.9	80.7	9.1
<b>PT</b> Lisbon	813.9	186.1	91.9	93.6	92.2	0.3
<b>RO</b> Bucharest	713.9	286.1	68.3	111.7	76.3	11.7
<b>SI</b> Ljubljana	763.2	236.8	82.3	114.6	88.3	7.3
<b>SK</b> Bratislava	781.1	218.9	74.7	114.0	81.3	8.8
<b>FI</b> Helsinki	759.4	240.6	113.2	136.3	117.8	4.1
<b>SE</b> Stockholm	749.2	250.8	110.9	140.9	117.0	5.4
<b>UK</b> London	691.6	308.4	109.7	314.9	143.1	30.5
Culham	764.5	235.5	107.3	154.5	115.9	8.1

## **8. EQUIVALENCE OF PURCHASING POWER OF EC PENSIONERS IN THE MEMBER STATES**

### **8.1. Economic parities and correction coefficients for pensioners**

The correction coefficients for pensioners with a reference date of 1 July 2007 have been calculated on the basis of the following information:

Parities for all goods and services, except for rents, as used for the calculation of the correction coefficients for active staff. These parities are based on bilateral comparison of prices of about 3000 goods and services between different capital cities and Brussels (for more details see point 3.1 above).

Country rent parities: For calculating country rent parities the following procedure has been applied in most of the countries. Calculate a spatial adjustment factor in the form of national/capital ratio of market rents derived from an official database like CPI, household budget survey, housing register, etc. With the help of this adjustment factor transform the capital city rent parity from Article 64 estate agency rent surveys to the country rent parity. The following exceptions to this general rule were agreed with the respective NSIs:

Netherlands: No such adjustment factors were available for Netherlands, for which average country rents were compared directly with the average rents in Belgium (all derived from ECP-PPP rent surveys).

Germany: As information on rents for four German cities (Berlin, Bonn, Karlsruhe and Munich) is available the ratio between the average of those cities and Berlin is used.

Denmark: Due to the specificities of the rental market in Copenhagen, which is completely different from the market in the rest of the country, an estimate of the Copenhagen rent parity different from the one for staff is used as basis for the spatial adjustment factor. The new estimate is obtained averaging the staff rent parity with a rent ratio for the general population obtained from the NSI.

Malta and Estonia: As no reliable information on the adjustment factors were available for Malta and Estonia a ratio equal 1 was used.

Each National Statistical Institute is required each year to check and, if possible, to update their spatial adjustment factor.

Consumption weights for the pensioners calculated on the basis of a wide scale family budget survey carried out in 2002.

The details of the economic parities calculation, at the level of 12 main consumption groups, are shown in table 4.1 for all countries apart from Belgium and Luxembourg. This table also includes information about the consumption weights by country and by expenditure groups. Table 4.2 presents the rent ratios used in 2006 and 2007.

The correction coefficients applicable to the EC pensioners are determined on the basis of the relationships between the economic parities and the exchange rates fixed by the Commission and specified in the Staff Regulations for the relevant countries.

The correction coefficient operates as a percentage adjustment to pensions (only for the pension rights acquired before 1 May 2004; being the correction coefficient 100% for the pension rights acquired from that date) to take account of the cost of living differences between Belgium and the Member States, except Luxembourg where, according to the Staff Regulations, a correction coefficient of 100% is applied.

**Table 4.1 (Continued on next page)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2007**  
**(for pensioners)**

Expenditure Groups*	BE	BG		CZ		DK		DE		EE		EL		ES	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	97.4	1.2402	96.6	19.034	87.1	9.298	66.9	0.938	96.9	12.129	90.1	0.874	90.9	0.914
2	26.4	25.4	1.4631	25.1	31.178	22.7	9.569	22.4	0.993	25.2	15.836	23.5	1.107	23.7	0.886
3	75.8	77.3	1.0286	76.6	23.540	69.1	7.347	76.6	0.934	76.9	13.669	71.5	0.967	72.1	0.952
4	176.3	109.2	0.7195	117.0	20.335	203.9	10.837	187.1	1.050	114.0	13.704	176.0	0.905	169.0	0.975
5	119.5	128.2	0.9706	127.1	19.927	114.6	9.055	130.4	0.912	127.5	9.379	118.6	0.916	119.6	0.982
6	36.1	34.0	1.0789	33.7	18.218	30.4	8.320	32.0	1.087	33.8	11.720	31.5	0.804	31.7	0.757
7	164.0	192.3	1.5056	190.6	23.040	171.9	12.469	163.8	1.082	191.3	12.275	177.9	0.950	179.4	1.024
8	17.2	18.9	2.0706	18.7	30.503	16.9	6.319	16.4	0.970	18.8	10.967	17.5	1.015	17.6	1.014
9	118.2	149.2	1.5129	147.9	25.031	133.4	10.380	149.8	1.048	148.4	14.091	138.0	1.055	139.2	0.994
10	9.4	10.7	0.2417	10.6	10.326	9.6	9.783	1.2	1.557	10.7	4.197	9.9	0.621	10.0	0.746
11	74.8	71.1	1.0118	70.4	21.340	63.5	11.899	68.0	0.940	70.7	11.808	65.7	0.976	66.3	0.987
12	83.3	86.3	1.2274	85.5	17.540	77.1	9.304	85.5	0.888	85.8	11.431	79.8	0.852	80.5	0.930
Rents	132.4	62.0	0.7910	70.2	23.782	161.7	10.747	136.5	1.034	67.0	16.991	132.3	1.042	124.9	1.063
Total without rents	867.6	938.0	1.1780	929.8	21.183	838.3	9.957	863.5	0.991	933.0	11.728	867.7	0.918	875.1	0.950
Global parity	1000.0	1000.0	1.1350	1000.0	21.376	1000.0	10.071	1000.0	0.997	1000.0	12.152	1000.0	0.933	1000.0	0.964

Expenditure Groups*	BE	FR		IE		IT		CY		LV		LT		HU	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	94.5	0.990	85.9	1.088	95.5	1.018	69.0	0.61872	99.8	0.55317	106.3	2.43176	103.7	198.27
2	26.4	20.4	0.961	22.4	1.665	17.4	1.046	23.1	0.92017	26.0	0.66186	19.3	3.32230	22.4	259.53
3	75.8	57.6	0.918	68.2	0.855	71.8	1.011	79.0	0.47982	79.2	0.52703	79.9	2.42254	63.3	193.79
4	176.3	194.9	1.259	214.5	1.422	212.4	1.239	161.9	0.39571	87.4	0.56810	123.0	2.24160	116.1	171.62
5	119.5	118.4	1.041	113.1	0.950	102.1	1.023	134.5	0.51089	131.4	0.40865	113.7	1.79552	130.0	151.38
6	36.1	18.9	1.002	30.0	1.192	45.5	1.223	33.0	0.56211	34.8	0.48419	50.6	2.31437	20.7	197.73
7	164.0	177.0	1.058	169.6	1.249	193.4	1.056	168.9	0.63872	197.0	0.55194	215.3	2.61172	194.3	234.18
8	17.2	19.4	0.991	16.7	1.111	14.6	0.822	16.9	0.27913	19.4	0.54868	16.3	1.73920	21.3	203.29
9	118.2	131.8	1.055	131.6	1.183	119.8	1.061	154.4	0.65472	152.9	0.58501	133.4	2.60384	144.7	215.57
10	9.4	14.9	0.936	9.4	1.146	4.7	0.988	1.2	0.44309	11.0	0.16152	5.2	0.72569	16.4	90.41
11	74.8	71.7	1.073	62.7	1.358	41.4	1.033	70.1	0.57052	72.8	0.53170	46.1	2.32105	78.8	202.97
12	83.3	80.5	1.126	76.1	1.080	81.6	0.970	88.1	0.47297	88.4	0.47440	90.8	2.43697	88.4	174.04
Rents	132.4	148.8	1.366	172.8	1.527	144.2	1.408	109.7	0.38980	39.0	0.79481	47.1	2.52610	65.4	194.05
Total without rents	867.6	851.2	1.032	827.2	1.128	855.8	1.026	890.3	0.56005	961.0	0.50373	952.9	2.33290	934.6	192.37
Global parity	1000.0	1000.0	1.073	1000.0	1.180	1000.0	1.071	1000.0	0.53675	1000.0	0.52323	1000.0	2.34260	1000.0	192.14

\* For explanation of codes see table 3.1

**Table 4.1 (Continuation)**  
**Economic parities of the 12 main expenditure groups for each duty station**  
**1.07.2007**  
**(for pensioners)**

Expenditure Groups*	BE	MT		NL		AT		PL		PT		RO		SI	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	96.4	0.3428	88.7	0.87	87.9	0.99859	97.8	2.500	90.5	0.850	97.3	2.2808	91.1	0.8545
2	26.4	25.1	0.5393	23.1	1.04	22.9	0.98507	25.5	4.679	23.6	0.980	25.3	3.1677	23.7	0.9327
3	75.8	76.5	0.3663	70.4	0.85	69.7	1.01637	77.6	2.398	71.8	0.705	77.2	1.9206	72.3	0.9042
4	176.3	118.3	0.2862	188.6	1.12	196.2	1.26204	105.4	2.251	172.5	0.780	110.4	1.4932	167.1	0.8430
5	119.5	126.9	0.3395	116.8	0.94	115.7	0.99123	128.8	2.520	119.1	0.871	128.1	1.7563	119.9	0.7121
6	36.1	33.7	0.3980	31.0	1.07	30.7	1.02847	34.1	2.248	31.6	0.955	34.0	1.9461	31.8	0.7916
7	164.0	190.3	0.4856	175.2	1.18	173.5	1.08431	193.1	3.310	178.6	1.176	192.0	2.9863	179.8	0.8699
8	17.2	18.7	0.4650	17.2	0.91	17.1	0.98081	19.0	3.501	17.6	0.948	18.9	2.4510	17.7	0.6622
9	118.2	147.7	0.4421	135.9	1.03	134.7	1.03447	149.9	3.315	138.6	0.982	149.0	3.0210	139.5	0.9740
10	9.4	10.6	0.2242	9.8	0.92	9.7	1.02490	10.8	1.208	10.0	0.943	10.7	0.7856	10.0	0.6374
11	74.8	70.3	0.3171	64.7	1.11	64.1	1.01791	71.4	2.896	66.0	0.841	71.0	2.2686	66.4	0.7526
12	83.3	85.4	0.3468	78.6	1.02	77.8	1.08011	86.6	2.699	80.1	0.911	86.1	2.4103	80.7	0.8688
Rents	132.4	71.6	0.3110	145.6	1.10	153.5	1.31800	58.0	2.136	128.6	0.783	63.3	1.6150	122.9	0.9218
Total without rents	867.6	928.4	0.3815	854.4	1.02	846.5	1.03500	942.0	2.837	871.4	0.926	936.7	2.3100	877.1	0.8297
Global parity	1000.0	1000.0	0.3736	1000.0	1.03	1000.0	1.07200	1000.0	2.762	1000.0	0.906	1000.0	2.2330	1000.0	0.8405

Expenditure Groups*	BE	SK		FI		SE		UK	
	Weight	Weight	Parity	Weight	Parity	Weight	Parity	Weight	Parity
1	99.0	97.9	26.777	88.7	1.067	88.0	9.980	83.1	0.655
2	26.4	25.5	36.140	23.1	1.374	22.9	13.066	21.6	1.026
3	75.8	77.7	28.032	70.4	1.052	69.8	9.647	65.9	0.510
4	176.3	105.0	21.518	188.5	1.112	195.1	11.719	240.3	1.160
5	119.5	128.8	18.945	116.8	1.069	115.9	9.524	109.4	0.745
6	36.1	34.2	24.923	31.0	1.205	30.7	9.172	29.0	0.701
7	164.0	193.2	28.705	175.2	1.274	173.8	10.729	164.0	0.777
8	17.2	19.0	34.259	17.2	0.775	17.1	6.090	16.1	0.593
9	118.2	149.9	29.756	135.9	1.216	134.8	10.657	127.3	0.740
10	9.4	10.8	8.842	9.8	1.064	9.7	10.029	9.1	0.870
11	74.8	71.4	25.600	64.7	1.194	64.2	11.133	60.6	0.914
12	83.3	86.7	26.984	78.6	1.135	77.9	10.852	73.6	0.760
Rents	132.4	57.6	23.058	145.5	1.126	152.4	11.751	200.1	1.357
Total without rents	867.6	942.4	25.637	854.5	1.149	847.6	10.318	799.9	0.727
Global parity	1000.0	1000.0	25.315	1000.0	1.146	1000.0	10.509	1000.0	0.805

\* For explanation of codes see table 3.1

**Table 4.2**  
**Rent ratios applied for the estimation o**  
**the pensioners rent parities**

Country	Ratio applied in		Diff.
	2007	2006	
BE	0.92	0.92	0.00
BG *	0.48	0.57	-0.09
CZ	0.64	0.63	0.01
DK	1.09	1.09	0.00
DE	1.00	1.00	0.00
EE	1.00	1.00	0.00
EL	0.89	0.89	0.00
ES	0.70	0.70	0.00
FR	0.67	0.67	0.00
IE	0.84	0.84	0.00
IT	0.78	0.78	0.00
CY	0.99	0.99	0.00
LV	0.93	0.88	0.05
LT	0.67	0.62	0.05
HU	0.52	0.50	0.02
MT	1.00	1.00	0.00
NL*	0.64	0.74	-0.10
AT	0.95	0.93	0.02
PL	0.46	0.43	0.03
PT	0.77	0.77	0.00
RO *	0.42	0.42	0.00
SI	0.74	0.74	0.00
SK	0.55	0.55	0.00
FI	0.76	0.75	0.01
SE	0.83	0.82	0.01
UK	0.59	0.59	0.00

\* Country PPP rent (estimated from ECP data)

## 8.2. Purchasing power parities for pensioners – analysis of results

Tables 4.3 (decomposition of the effects) and 4.4 (effect on rents on the correction coefficients) are similar to tables 3.3 and 3.5 already presented for the staff.

**Table 4.3**  
**Changes in the economic parities in the twelve months to 1st July 2007**  
**Decomposition of the effects**  
**(for pensioners)**

Country	Introduction of new surveys			Price updating effect	Total change*
	Services	Furniture, Health	Rent		
BG	-5.5	-2.5	-0.7	4.7	-4.0
CZ	-3.2	-2.1	0.0	0.2	-5.1
DK	1.0	0.5	0.3	0.2	2.0
DE	-0.7	-2.2	0.1	0.8	-2.0
EE	-7.2	-1.2	0.8	4.3	-3.3
EL	0.4	0.1	0.1	1.1	1.7
ES	-1.8	-0.5	0.5	0.7	-1.1
FR	-0.7	0.8	0.2	0.1	0.4
IE	1.7	0.2	0.9	-0.2	2.7
IT	-1.8	0.0	0.4	0.7	-0.7
CY	-0.8	-1.0	0.3	-0.2	-1.7
LV	-6.3	-1.7	1.5	7.1	0.7
LT	-9.0	-3.4	1.4	3.3	-7.6
HU	1.8	-1.8	0.6	4.6	5.3
MT	-2.8	-1.6	0.2	-1.2	-5.5
NL	1.8	0.3	-0.9	0.5	1.7
AT	1.7	-1.4	0.8	0.0	1.1
PL	-3.2	-2.2	1.0	-0.1	-4.4
PT	0.4	-0.2	0.0	0.7	0.9
RO	7.0	-1.3	0.5	1.3	7.4
SI	-0.9	-1.0	0.2	1.9	0.1
SK	-12.0	-2.7	-1.2	-0.7	-16.5
FI	1.8	-0.1	0.3	0.1	2.0
SE	2.0	0.7	0.4	0.2	3.3
UK	-1.2	0.2	1.0	0.8	0.8

\* Values may differ slightly from Table 6 due to rounding

**Table 4.4**  
**Effect of rent on the correction coefficients - 2007**  
**(for pensioners)**

Country	Weight		Correction coefficient			Rent effect
	Without rent	Rent	Without rent	Rent	Overall	[5]/[3] (%)
	[1]	[2]	[3]	[4]	[5]	[6]
<b>BG</b>	938.0	62.0	60.2	40.4	58.0	-3.7
<b>CZ</b>	929.8	70.2	74.0	83.1	74.7	0.9
<b>DK</b>	838.3	161.7	133.8	144.4	135.3	1.1
<b>DE</b>	863.5	136.5	99.1	103.4	99.7	0.6
<b>EE</b>	933.0	67.0	75.0	108.6	77.7	3.6
<b>EL</b>	867.7	132.3	91.8	104.2	93.3	1.6
<b>ES</b>	875.1	124.9	95.0	106.3	96.4	1.5
<b>FR</b>	851.2	148.8	103.2	136.6	107.3	4.0
<b>IE</b>	827.2	172.8	112.8	152.7	118.0	4.6
<b>IT</b>	855.8	144.2	102.6	140.8	107.1	4.4
<b>CY</b>	890.3	109.7	95.9	66.8	92.0	-4.2
<b>LV</b>	961.0	39.0	72.4	114.2	75.2	3.9
<b>LT</b>	952.9	47.1	67.6	73.2	67.8	0.4
<b>HU</b>	934.6	65.4	77.7	78.4	77.7	-0.1
<b>MT</b>	928.4	71.6	88.9	72.5	87.0	-2.1
<b>NL</b>	854.4	145.6	102.0	109.9	103.0	1.0
<b>AT</b>	846.5	153.5	103.5	131.8	107.2	3.6
<b>PL</b>	942.0	58.0	75.0	56.5	73.0	-2.6
<b>PT</b>	871.4	128.6	92.6	78.3	90.6	-2.2
<b>RO</b>	936.7	63.3	72.9	51.0	70.5	-3.3
<b>SI</b>	877.1	122.9	83.0	92.2	84.1	1.3
<b>SK</b>	942.4	57.6	75.8	68.2	74.8	-1.3
<b>FI</b>	854.5	145.5	114.9	112.6	114.6	-0.3
<b>SE</b>	847.6	152.4	111.6	127.2	113.7	1.9
<b>UK</b>	799.9	200.1	108.2	201.9	119.8	10.7

In 2007, for 11 countries out of 25, the rent correction coefficient (ratio between the rent parity and the exchange rate) is under 100. This means that the average rents are lower in these places than in Belgium.

For 9 places out of 25 the correction coefficient without rent is higher than the global correction coefficient. This means that, for these places, the rents lead to a reduction of global correction coefficient.



### 8.3. Comparison of correction coefficients for staff and pensioners

Table 4.5 compares the pensioners' correction coefficients with those for active staff. Among all Member States, Denmark has the highest country-based CC (in case of capital-based CC it is London). The biggest differences between capital CCs and country CCs can be observed in the United Kingdom, Hungary and France. In Austria and Germany the two CCs are nearly at the same level. In all countries except Germany, Cyprus and Malta the country CCs are lower than capital CCs. Without rents, the two sets of CCs are closer.

It should be mentioned that the Staff Regulations guarantee a minimum CC of 100 for pensioners, whatever is the result of Eurostat calculations.

**Table 4.5**  
**Pensioners correction coefficients and Staff correction coefficients**

Correction coefficients for pensioners				Correction coefficients for staff			
Country	without rents	rents	Total	Capitals	without rents	rents	Total
BE	100.0	100.0	100.0	Brussels	100.0	100.0	100.0
BG	60.2	40.4	58.0	Sofia	63.4	77.6	65.8
CZ	74.0	83.1	74.7	Prague	72.9	119.4	81.2
DK	133.8	144.4	135.3	Copenhagen	134.4	158.9	139.4
DE	99.1	103.4	99.7	Berlin	100.4	95.1	99.3
EE	75.0	108.6	77.7	Tallinn	75.3	99.9	79.6
EL	91.8	104.2	93.3	Athens	92.3	107.7	95.3
ES	95.0	106.3	96.4	Madrid	92.6	139.7	100.4
FR	103.2	136.6	107.3	Paris	103.2	187.6	117.4
IE	112.8	152.7	118.0	Dublin	113.1	167.2	121.8
IT	102.6	140.8	107.1	Rome	100.9	166.0	110.6
CY	95.9	66.8	92.0	Nicosia	97.0	62.1	89.9
LV	72.4	114.2	75.2	Riga	72.3	112.9	79.3
LT	67.6	73.2	67.8	Vilnius	65.4	100.5	71.3
HU	77.7	78.4	77.7	Budapest	78.9	138.7	89.8
MT	88.9	72.5	87.0	Vallette	89.6	66.7	84.8
NL	102.0	109.9	103.0	The Hague	102.4	158.0	111.5
AT	103.5	131.8	107.2	Vienna	103.0	127.6	107.8
PL	75.0	56.5	73.0	Warsaw	74.0	112.9	80.7
PT	92.6	78.3	90.6	Lisbon	91.9	93.6	92.2
RO	72.9	51.0	70.5	Bucharest	68.3	111.7	76.3
SI	83.0	92.2	84.1	Ljubljana	82.3	114.6	88.3
SK	75.8	68.2	74.8	Bratislava	74.7	114.0	81.3
FI	114.9	112.6	114.6	Helsinki	113.2	136.3	117.8
SE	111.6	127.2	113.7	Stockholm	110.9	140.9	117.0
UK	108.2	201.9	119.8	London	109.7	314.9	143.1

## 9. INFORMATION ABOUT WORKING TIME

Eurostat collects statistical information on differences in the working hours in all Member States. Information about statutory or contractual weekly working hours in central governments (Table 5.1), number of days of annual leave (Table 5.2) and number of public holidays per year (Table 5.3) are shown below. In all these tables the situation in July 2007 has been compared with that in July 2006.

**Table 5.1**  
**Statutory or contractual weekly working hours in central governments**

Country	Weekly working hours		Remarks
	July 2006	July 2007	
BE	38	38	
DE	40	41	40 for vulnerable groups
ES	37:30' - 40	37:30' - 40	
FR	35	35	
IT	36	36	
LU	40	40	
NL	36	36	
UK (London)	36	36	
UK (Country)	37	37	

**Table 5.2**  
**Number of days annual leave**

Country	Number of days		Remarks
	July 2006	July 2007	
BE	26 - 33	26 - 33	Depends on age
DE	26 - 30	26 - 30	Depends on age and grade
ES	28 - 32	28 - 32	Depends on length of service. It includes the six days for personal convenience
FR	25	25	2 days bonus maximum
IT	32	32	Under 3 years of service: 30 days
LU	28-32	28-32	Depends on age
NL	23 - 27	23 - 27	Depends on age
UK	22 - 30	22 - 30	Differences between Ministries. Depends on age and grade

**Table 5.3**  
**Number of public holidays per year (statutory, contractual, etc)**

Country	Number of days		Remarks
	July 2006	July 2007	
BE	13	13	Time off when the public holiday falls on Saturday or Sunday
DE	7	7	9 in Berlin
ES	14	14	Time off when the public holiday falls on Sunday
FR	10	10	
IT	11	11	
LU	14	14	Time off when the public holiday falls on Sunday
NL	7-8	7	
UK	10,5	10,5	Time off when the public holiday falls on Saturday or Sunday

Information collected about retirement age in central government (situation at July 2007) is shown in Table 5.4.

**Table 5.4**  
**Age of retirement and early retirement**

Country	Age		Remarks
	Retirement	Early retirement	
BE	65	60	Posibility of part-time from 55 years
DE	65 (police 60)	63	Variations of retirement depending on age
ES	65-70	60-64	Early retirement: at least 30 years of service
FR	60	51-55	
IT	65-67	54-58	Variations of retirement depending on sex
LU			
NL	65	60	
UK	60	50	SCS from age 65

**Annex 2:**  
**Detailed remuneration tables and control indicators**

**Belgium**

**REMUNERATION COMPONENTS:**

Traitement de base, allocation de foyer ou de résidence, pécule de vacances, allocation de fin d'année.

**BE**

**Table 1**

**Central government staff broken down by category and by grade - 2007**

<b>Category [1]</b>	<b>Grade [2]</b>	<b>Staff [3]</b>
<b>AD</b>	Conseiller général A42	364
	Conseiller A32	236
	Conseiller A31	940
	Conseiller adjoint A21	1,196
	Conseiller adjoint A12	3,218
	Conseiller adjoint A11	3,262
<b>AST</b>	Expert administratif BA3	1
	Expert administratif BA2	245
	Expert administratif BA1	312
	Assistant administratif CA3	1,797
	Assistant administratif CA2	160
	Assistant administratif CA1	6,792
	Collaborateur administratif DA4	400
	Collaborateur administratif DA3	1,026
	Collaborateur administratif DA2	534
	Collaborateur administratif DA1	6,368
<b>Total</b>		<b>26,851</b>

BE

Table 1 bis

Central government staff broken down by category - 2007

Category	Sample		Central government population		Ratio Sample / Population
	Numbers	%	Numbers	%	%
[1]	[2]	[3]	[4]	[5]	[6]
AD	9,216	34.3	9,216	34.3	100.0
AST	17,635	65.7	17,635	65.7	100.0
<b>Total</b>	<b>26,851</b>	<b>100.0</b>	<b>26,851</b>	<b>100.0</b>	<b>100.0</b>

BE

Table 2a

Remuneration of central government staff  
Unmarried official - Yearly data (in euros) - July 2007

Cat. [1]	Grade [2]	Gross [3]	Compulsory deductions					Net [8]	Gross [9]	Compulsory deductions					Net [14]	Gross [15]	Compulsory deductions					Net [20]
			Minimum of the scale							Middle of the scale							Maximum of the scale					
			[4]	[5]	[6]	[7]	[10]			[11]	[12]	[13]	[16]	[17]			[18]	[19]				
AD	Conseiller général A42	65,978	24,115	2,713	4,470	590	34,089	76,329	28,940	3,141	5,175	693	38,380	86,679	33,927	3,569	5,880	731	42,573			
	Conseiller A32	55,659	19,359	2,287	3,768	487	29,758	65,284	23,804	2,685	4,423	583	33,790	74,910	28,299	3,082	5,079	679	37,771			
	Conseiller A31	50,260	16,577	2,064	3,400	433	27,786	59,885	21,322	2,462	4,056	529	31,517	69,511	25,767	2,859	4,711	625	35,549			
	Conseiller adjoint A21	40,233	12,193	1,650	2,718	333	23,340	49,859	16,672	2,047	3,373	428	27,338	59,484	21,117	2,445	4,028	525	31,369			
	Conseiller adjoint A12	37,148	10,892	1,522	2,508	302	21,924	46,072	14,916	1,891	3,115	391	25,759	55,682	19,360	2,288	3,769	487	29,777			
	Conseiller adjoint A11	34,063	9,590	1,395	2,298	271	20,509	42,987	13,496	1,763	2,905	360	24,462	52,597	17,915	2,160	3,559	456	28,506			
AST	Expert administratif BA3	28,695	7,221	1,164	1,913	165	18,232	39,662	11,918	1,626	2,679	327	23,112	47,616	15,638	1,955	3,220	406	26,396			
	Expert administratif BA2	25,827	6,024	1,045	1,718	0	17,040	35,877	10,336	1,469	2,421	289	21,361	43,577	13,777	1,788	2,945	366	24,701			
	Expert administratif BA1	24,194	5,377	969	1,588	0	16,260	30,443	7,957	1,245	2,051	235	18,955	35,033	9,966	1,435	2,364	281	20,988			
	Assistant administratif CA3	28,341	7,040	1,149	1,889	140	18,122	34,522	9,777	1,414	2,329	276	20,727	42,218	13,125	1,732	2,853	353	24,155			
	Assistant administratif CA2	25,401	5,841	1,019	1,670	0	16,872	30,343	7,869	1,241	2,044	234	18,955	38,039	11,264	1,559	2,568	311	22,337			
	Assistant administratif CA1	22,885	4,759	915	1,499	0	15,712	27,830	6,853	1,128	1,854	105	17,889	35,248	10,059	1,443	2,378	283	21,084			
	Collaborateur administratif DA4	23,368	5,011	935	1,532	0	15,890	26,825	6,481	1,087	1,786	36	17,436	30,855	8,284	1,262	2,079	239	18,991			
	Collaborateur administratif DA3	22,904	4,759	916	1,500	0	15,729	26,361	6,296	1,067	1,754	4	17,240	30,391	7,871	1,243	2,048	234	18,995			
	Collaborateur administratif DA2	21,377	4,119	853	1,396	0	15,009	24,177	5,376	968	1,587	0	16,246	28,206	7,035	1,144	1,880	131	18,017			
	Collaborateur administratif DA1	20,726	3,799	826	1,352	0	14,750	22,876	4,759	914	1,498	0	15,705	26,598	6,388	1,077	1,771	20	17,342			

(4), (10), (16): Taxes on income = Prêcompte professionnel sur le revenu, sur le pécule de vacances et sur l'allocation de fin d'année

(5), (11), (17): Compulsory employee's contribution to social security = Assurance maladie, cotisation spéciale SS, contribution à la SS pécule de vacances

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

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

BE  
Table 2b

Remuneration of central government staff  
Married official with two dependent children - Yearly data (in euros) - July 2007

Cat. [1]	Grade [2]	Gross [3]	Compulsory deductions					Net [8]	Gross [9]	Compulsory deductions					Net [14]	Gross [15]	Compulsory deductions					Net [20]
			Minimum of the scale							Middle of the scale							Maximum of the scale					
			[4]	[5]	[6]	[7]	[10]			[11]	[12]	[13]	[16]	[17]			[18]	[19]				
AD	Conseiller général A42	69,655	19,781	2,713	4,470	590	42,101	80,006	24,606	3,141	5,175	693	46,391	90,356	29,592	3,569	5,880	731	50,584			
	Conseiller A32	59,335	15,024	2,287	3,768	487	37,770	68,961	19,470	2,685	4,423	583	41,801	78,587	23,965	3,082	5,079	679	45,782			
	Conseiller A31	53,937	12,726	2,064	3,400	433	35,314	63,562	16,987	2,462	4,056	529	39,529	73,188	21,432	2,859	4,711	625	43,560			
	Conseiller adjoint A21	43,910	8,325	1,650	2,718	333	30,885	53,535	12,540	2,047	3,373	428	35,147	63,161	16,783	2,445	4,028	525	39,380			
	Conseiller adjoint A12	40,825	7,110	1,522	2,508	302	29,383	49,749	10,942	1,891	3,115	391	33,410	59,359	15,026	2,288	3,769	487	37,789			
	Conseiller adjoint A11	37,740	5,927	1,395	2,298	271	27,850	46,663	9,628	1,763	2,905	360	32,007	56,274	13,671	2,160	3,559	456	36,427			
AST	Expert administratif BA3	32,649	3,911	1,167	1,913	165	25,494	43,339	8,050	1,626	2,679	327	30,657	51,293	11,599	1,955	3,220	406	34,112			
	Expert administratif BA2	29,782	3,011	1,048	1,718	0	24,004	39,554	6,605	1,469	2,421	289	28,769	47,254	9,906	1,788	2,945	366	32,249			
	Expert administratif BA1	28,426	2,564	974	1,588	0	23,299	34,119	4,471	1,245	2,051	235	26,117	38,710	6,268	1,435	2,364	281	28,362			
	Assistant administratif CA3	32,295	3,832	1,152	1,889	140	25,282	38,199	6,096	1,414	2,329	276	28,084	45,894	9,257	1,732	2,853	353	31,700			
	Assistant administratif CA2	29,633	2,940	1,024	1,670	0	24,000	34,020	4,395	1,241	2,044	234	26,106	41,715	7,449	1,559	2,568	311	29,828			
	Assistant administratif CA1	27,117	2,052	920	1,499	0	22,647	31,784	3,615	1,131	1,854	105	25,080	38,924	6,353	1,443	2,378	283	28,467			
	Collaborateur administratif DA4	27,600	2,269	940	1,532	0	22,859	30,779	3,313	1,089	1,786	36	24,556	34,531	4,776	1,262	2,079	239	26,176			
	Collaborateur administratif DA3	27,136	2,051	921	1,500	0	22,664	30,316	3,163	1,070	1,754	4	24,325	34,068	4,396	1,243	2,048	234	26,147			
	Collaborateur administratif DA2	25,609	1,536	858	1,396	0	21,819	28,408	2,563	973	1,587	0	23,285	32,161	3,760	1,146	1,880	131	25,244			
	Collaborateur administratif DA1	24,958	1,253	831	1,352	0	21,523	27,108	2,051	919	1,498	0	22,640	30,553	3,238	1,080	1,771	20	24,444			

(4), (10), (16): Taxes on income = Précompte professionnel sur le revenu, sur le pécule de vacances et sur l'allocation de fin d'année

(5), (11), (17): Compulsory employee's contribution to social security = Assurance maladie, cotisation spéciale SS, contribution à la SS pécule de vacances

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

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

BE

Table 2c

**Remuneration of central government staff**  
**Unmarried official - Yearly data (in euros) - July 2006**

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]	
AD	Conseiller général A42	64,688	23,609	3,226	4,380	0	33,473	74,836	28,429	3,738	5,076	0	37,593	84,984	33,212	4,226	5,760	0	41,785			
	Conseiller A32	54,570	18,959	2,714	3,696	0	29,201	64,007	23,303	3,183	4,332	0	33,189	73,444	27,779	3,665	4,980	0	37,020			
	Conseiller A31	49,277	16,479	2,425	3,336	0	27,036	58,714	20,823	2,919	3,972	0	30,999	68,151	25,263	3,401	4,620	0	34,867			
	Conseiller adjoint A21	39,446	11,914	1,928	2,664	0	22,940	48,883	16,282	2,410	3,312	0	26,880	58,321	20,710	2,904	3,948	0	30,759			
	Conseiller adjoint A12	36,421	10,700	1,780	2,460	0	21,481	45,170	14,617	2,220	3,060	0	25,274	54,592	18,960	2,714	3,696	0	29,223			
	Conseiller adjoint A11	33,397	9,390	1,633	2,256	0	20,118	42,146	13,210	2,073	2,844	0	24,019	51,568	17,517	2,554	3,492	0	28,004			
AST	Expert administratif BA3	28,133	7,029	1,225	1,872	0	18,007	38,887	11,724	1,911	2,628	0	22,624	46,684	15,332	2,306	3,156	0	25,891			
	Expert administratif BA2	25,322	5,919	1,020	1,680	0	16,703	35,175	10,146	1,721	2,376	0	20,932	42,725	13,488	2,102	2,892	0	24,244			
	Expert administratif BA1	23,720	5,273	945	1,560	0	15,942	29,847	7,763	1,445	2,016	0	18,623	34,348	9,764	1,666	2,316	0	20,602			
	Assistant administratif CA3	27,786	6,992	1,198	1,848	0	17,748	33,847	9,576	1,649	2,280	0	20,342	41,392	12,924	2,030	2,796	0	23,642			
	Assistant administratif CA2	24,905	5,736	1,004	1,632	0	16,533	29,750	7,760	1,432	2,004	0	18,554	37,295	10,987	1,824	2,520	0	21,963			
	Assistant administratif CA1	22,437	4,658	897	1,464	0	15,418	27,285	6,746	1,145	1,824	0	17,569	34,558	9,857	1,680	2,328	0	20,694			
	Collaborateur administratif DA4	22,910	4,908	914	1,500	0	15,589	26,300	6,291	1,064	1,752	0	17,193	30,251	8,087	1,460	2,040	0	18,664			
	Collaborateur administratif DA3	22,456	4,659	897	1,476	0	15,424	25,846	6,106	1,048	1,716	0	16,975	29,797	7,761	1,432	2,004	0	18,599			
	Collaborateur administratif DA2	20,959	4,020	836	1,368	0	14,735	23,704	5,273	945	1,560	0	15,926	27,655	6,844	1,185	1,848	0	17,778			
	Collaborateur administratif DA1	20,321	3,783	806	1,320	0	14,412	22,429	4,659	897	1,464	0	15,409	26,078	6,199	1,050	1,740	0	17,089			

(4), (10), (16): Taxes on income = Précompte professionnel sur le revenu, sur le pécule de vacances et sur l'allocation de fin d'année

(5), (11), (17): Compulsory employee's contribution to social security = Assurance maladie, cotisation spéciale SS, contribution à la SS pécule de vacances

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

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



BE  
Table 2d

Remuneration of central government staff  
Married official with two dependent children - Yearly data (in euros) - July 2006

Cat. [1]	Grade [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	Conseiller général A42	68,292	19,349	3,226	4,380	0	41,337	78,440	24,157	3,738	5,076	0	45,470	88,588	28,952	4,226	5,760	0	49,650			
	Conseiller A32	58,175	14,699	2,714	3,696	0	37,066	67,612	19,043	3,183	4,332	0	41,053	77,049	23,519	3,665	4,980	0	44,885			
	Conseiller A31	52,881	12,411	2,425	3,336	0	34,709	62,318	16,563	2,919	3,972	0	38,864	71,756	21,003	3,401	4,620	0	42,731			
	Conseiller adjoint A21	43,051	8,110	1,928	2,664	0	30,349	52,488	12,226	2,410	3,312	0	34,540	61,925	16,450	2,904	3,948	0	38,624			
	Conseiller adjoint A12	40,026	6,980	1,780	2,460	0	28,806	48,775	10,717	2,220	3,060	0	32,779	58,197	14,700	2,714	3,696	0	37,088			
	Conseiller adjoint A11	37,001	5,802	1,633	2,256	0	27,311	45,750	9,406	2,073	2,844	0	31,428	55,172	13,353	2,554	3,492	0	35,773			
AST	Expert administratif BA3	32,010	3,859	1,225	1,872	0	25,054	42,491	7,920	1,911	2,628	0	30,033	50,289	11,372	2,306	3,156	0	33,455			
	Expert administratif BA2	29,199	2,893	1,020	1,680	0	23,606	38,780	6,474	1,721	2,376	0	28,209	46,330	9,684	2,102	2,892	0	31,652			
	Expert administratif BA1	27,869	2,521	945	1,560	0	22,843	33,452	4,355	1,445	2,016	0	25,636	37,953	6,140	1,666	2,316	0	27,831			
	Assistant administratif CA3	31,663	3,714	1,198	1,848	0	24,903	37,451	5,964	1,649	2,280	0	27,558	44,996	9,120	2,030	2,796	0	31,050			
	Assistant administratif CA2	29,054	2,888	1,004	1,632	0	23,530	33,354	4,352	1,432	2,004	0	25,567	40,899	7,243	1,824	2,520	0	29,312			
	Assistant administratif CA1	26,587	2,012	897	1,464	0	22,213	31,162	3,564	1,148	1,824	0	24,626	38,163	6,221	1,680	2,328	0	27,935			
	Collaborateur administratif DA4	27,060	2,228	914	1,500	0	22,418	30,177	3,265	1,067	1,752	0	24,094	33,856	4,655	1,460	2,040	0	25,701			
	Collaborateur administratif DA3	26,605	2,013	897	1,476	0	22,219	29,723	3,116	1,051	1,716	0	23,840	33,401	4,353	1,432	2,004	0	25,612			
	Collaborateur administratif DA2	25,108	1,495	836	1,368	0	21,409	27,853	2,520	950	1,560	0	22,823	31,532	3,710	1,187	1,848	0	24,787			
	Collaborateur administratif DA1	24,470	1,208	806	1,320	0	21,136	26,578	2,012	902	1,464	0	22,199	29,955	3,197	1,053	1,740	0	23,965			

(4), (10), (16): Taxes on income = Précompte professionnel sur le revenu, sur le pécule de vacances et sur l'allocation de fin d'année

(5), (11), (17): Compulsory employee's contribution to social security = Assurance maladie, cotisation spéciale SS, contribution à la SS pécule de vacances

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

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

BE

Table 3

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

Price index = 101.3

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	Conseiller général	76,638	78,167	102.0	100.7	41,551	42,353	101.9	100.6
	Conseiller	65,809	67,123	102.0	100.7	37,069	37,779	101.9	100.6
	Conseiller	60,516	61,724	102.0	100.7	34,868	35,542	101.9	100.6
	Conseiller adjoint	50,686	51,697	102.0	100.7	30,682	31,243	101.8	100.5
	Conseiller adjoint	47,197	48,139	102.0	100.7	29,108	29,674	101.9	100.6
	Conseiller adjoint	44,172	45,054	102.0	100.7	27,775	28,294	101.9	100.6
AST	Expert administratif	39,749	40,542	102.0	100.7	25,844	26,334	101.9	100.6
	Expert administratif	36,255	36,979	102.0	100.7	24,224	24,687	101.9	100.6
	Expert administratif	31,198	31,821	102.0	100.7	21,913	22,330	101.9	100.6
	Assistant administratif	36,189	36,911	102.0	100.7	24,207	24,678	101.9	100.6
	Assistant administratif	32,543	33,192	102.0	100.7	22,576	23,016	101.9	100.6
	Assistant administratif	30,032	30,631	102.0	100.7	21,409	21,813	101.9	100.6
	Collaborateur administratif	28,426	28,993	102.0	100.7	20,610	20,985	101.8	100.5
	Collaborateur administratif	27,971	28,529	102.0	100.7	20,445	20,850	102.0	100.7
	Collaborateur administratif	26,135	26,656	102.0	100.7	19,576	19,936	101.8	100.5
	Collaborateur administratif	24,972	25,470	102.0	100.7	19,035	19,401	101.9	100.6

BE

Table 4

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

Price index = 101.3

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	49,577	50,566	102.0	100.7	30,123	30,696	101.9	100.6
AST	28,688	29,261	102.0	100.7	20,766	21,163	101.9	100.6
<b>Total</b>	<b>35,858</b>	<b>36,573</b>	<b>102.0</b>	<b>100.7</b>	<b>23,978</b>	<b>24,435</b>	<b>101.9</b>	<b>100.6</b>

## Germany

### REMUNERATION COMPONENTS:

Basic salary, allgemeine Stellenzulage, Ministerialzulage, jährliche Sonderzuwendung

**DE**

**Table 1**

**Central government staff broken down by category and by grade - 2006**

Category [1]	Grade [2]	Staff [3]
<b>AD</b>	B9	118
	B6	293
	B3	1,070
	A16	596
	A15	2,319
	A14	1,214
<b>AST</b>	A13	2,723
	A12	999
	A11	746
	A9	943
	A8	505
	A7	293
	A5	669
	A4	318
<b>Total</b>		<b>12,806</b>

**DE**

**Table 1 bis**

**Central government staff broken down by category - 2006**

Category [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	%
<b>AD</b>	5,610	43.8	5,610	43.8	100.0
<b>AST</b>	7,196	56.2	7,196	56.2	100.0
<b>Total</b>	<b>12,806</b>	<b>100.0</b>	<b>12,806</b>	<b>100.0</b>	<b>100.0</b>

N

ote: "Beamte" category, working in Ministries.

DE

Table 2a

Remuneration of central government staff

Unmarried official - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	9,129	3,259	39	0	0	5,831	9,129	3,259	39	0	0	5,831	9,129	3,259	39	0	0	5,831			
	B6	7,776	2,659	39	0	0	5,078	7,776	2,659	39	0	0	5,078	7,776	2,659	39	0	0	5,078			
	B3	6,533	2,108	39	0	0	4,386	6,533	2,108	39	0	0	4,386	6,533	2,108	39	0	0	4,386			
	A16	4,744	1,316	39	0	0	3,390	5,367	1,592	39	0	0	3,737	5,942	1,846	39	0	0	4,057			
	A15	4,268	1,107	39	0	0	3,122	4,807	1,343	39	0	0	3,424	5,304	1,564	39	0	0	3,701			
	A14	3,340	736	37	0	0	2,568	4,219	1,087	39	0	0	3,094	4,722	1,306	39	0	0	3,377			
AST	A13	3,237	697	36	0	0	2,504	3,818	921	39	0	0	2,858	4,303	1,121	39	0	0	3,142			
	A12	2,908	580	32	0	0	2,295	3,446	775	38	0	0	2,632	3,894	952	39	0	0	2,904			
	A11	2,724	517	30	0	0	2,176	3,175	675	35	0	0	2,465	3,551	816	39	0	0	2,696			
	A9	2,174	341	24	0	0	1,810	2,571	466	28	0	0	2,076	2,807	545	31	0	0	2,231			
	A8	2,007	290	22	0	0	1,695	2,383	405	26	0	0	1,952	2,598	475	29	0	0	2,095			
	A7	1,899	258	21	0	0	1,619	2,195	347	24	0	0	1,824	2,393	408	26	0	0	1,958			
	A5	1,733	211	19	0	0	1,503	1,928	267	21	0	0	1,640	2,065	307	23	0	0	1,734			
	A4	1,720	208	19	0	0	1,493	1,857	247	20	0	0	1,590	1,994	286	22	0	0	1,686			

(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

## DE

Table 2b

## Remuneration of central government staff

## Married official with two dependent children - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	9,421	2,211	30	0	0	7,180	9,421	2,211	30	0	0	7,180	9,421	2,211	30	0	0	7,180			
	B6	8,069	1,661	30	0	0	6,378	8,069	1,661	30	0	0	6,378	8,069	1,661	30	0	0	6,378			
	B3	6,826	1,202	63	0	0	5,594	6,826	1,202	63	0	0	5,594	6,826	1,202	63	0	0	5,594			
	A16	5,345	907	30	0	0	4,407	5,968	1,116	30	0	0	4,822	6,235	999	30	0	0	5,206			
	A15	4,869	755	30	0	0	4,083	5,407	927	30	0	0	4,450	5,905	1,094	30	0	0	4,780			
	A14	3,941	477	30	0	0	3,434	4,820	740	30	0	0	4,050	5,322	900	30	0	0	4,392			
AST	A13	3,838	444	30	0	0	3,364	4,419	617	30	0	0	3,771	4,903	766	30	0	0	4,107			
	A12	3,508	351	27	0	0	3,130	4,046	508	30	0	0	3,508	4,495	641	30	0	0	3,824			
	A11	3,324	303	26	0	0	2,995	3,776	425	29	0	0	3,322	4,152	539	30	0	0	3,583			
	A9	2,774	167	21	0	0	2,586	3,171	265	24	0	0	2,882	3,408	325	26	0	0	3,056			
	A8	2,603	128	20	0	0	2,456	2,979	217	23	0	0	2,739	3,194	270	25	0	0	2,899			
	A7	2,494	106	19	0	0	2,370	2,790	171	21	0	0	2,598	2,988	219	23	0	0	2,746			
	A5	2,349	79	17	0	0	2,253	2,544	116	19	0	0	2,410	2,681	145	20	0	0	2,515			
	A4	2,342	78	17	0	0	2,246	2,479	103	18	0	0	2,357	2,616	131	20	0	0	2,466			

(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

**DE**  
**Table 2c**  
**Remuneration of central government staff**  
**Unmarried official - Monthly data (in euros) - July 2006**

Cat. [1]	Grade [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	9,351	3,357	39	0	0	5,955	9,351	3,357	39	0	0	5,955	9,351	3,357	39	0	0	5,955			
	B6	7,965	2,743	39	0	0	5,183	7,965	2,743	39	0	0	5,183	7,965	2,743	39	0	0	5,183			
	B3	6,692	2,179	39	0	0	4,474	6,692	2,179	39	0	0	4,474	6,692	2,179	39	0	0	4,474			
	A16	4,859	1,366	39	0	0	3,454	5,498	1,651	39	0	0	3,808	6,087	1,911	39	0	0	4,137			
	A15	4,372	1,152	39	0	0	3,180	4,923	1,395	39	0	0	3,489	5,433	1,620	39	0	0	3,773			
	A14	3,421	766	38	0	0	2,617	4,322	1,130	39	0	0	3,153	4,837	1,357	39	0	0	3,441			
AST	A13	3,315	730	33	0	0	2,552	3,911	958	39	0	0	2,914	4,407	1,167	39	0	0	3,201			
	A12	2,978	605	33	0	0	2,341	3,529	807	39	0	0	2,683	3,989	991	39	0	0	2,959			
	A11	2,789	539	31	0	0	2,220	3,252	704	36	0	0	2,512	3,637	849	39	0	0	2,749			
	A9	2,226	357	24	0	0	1,845	2,633	486	29	0	0	2,117	2,875	569	32	0	0	2,275			
	A8	2,053	304	23	0	0	1,727	2,439	423	27	0	0	1,989	2,659	496	29	0	0	2,134			
	A7	1,942	273	19	0	0	1,650	2,246	366	22	0	0	1,858	2,448	430	23	0	0	1,995			
	A5	1,772	223	19	0	0	1,530	1,972	280	22	0	0	1,671	2,112	322	23	0	0	1,767			
	A4	1,759	218	19	0	0	1,521	1,900	258	21	0	0	1,620	2,040	300	22	0	0	1,718			

(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

## DE

Table 2d

## Remuneration of central government staff

## Married official with two dependent children - Monthly data (in euros) - July 2006

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	9,650	2,309	30	0	0	7,311	9,650	2,309	30	0	0	7,311	9,650	2,309	30	0	0	7,311			
	B6	8,265	1,738	30	0	0	6,497	8,265	1,738	30	0	0	6,497	8,265	1,738	30	0	0	6,497			
	B3	6,992	1,261	30	0	0	5,701	6,992	1,261	30	0	0	5,701	6,992	1,261	30	0	0	5,701			
	A16	5,467	947	30	0	0	4,490	6,105	1,163	30	0	0	4,912	6,386	1,050	30	0	0	5,306			
	A15	4,979	790	30	0	0	4,159	5,531	968	30	0	0	4,532	6,040	1,141	30	0	0	4,869			
	A14	4,029	503	30	0	0	3,495	4,929	774	30	0	0	4,125	5,444	940	30	0	0	4,474			
AST	A13	3,923	471	30	0	0	3,422	4,518	648	30	0	0	3,841	5,015	801	30	0	0	4,183			
	A12	3,586	371	28	0	0	3,187	4,137	535	30	0	0	3,572	4,596	671	30	0	0	3,895			
	A11	3,397	322	26	0	0	3,049	3,859	451	30	0	0	3,379	4,245	566	30	0	0	3,649			
	A9	2,834	182	21	0	0	2,630	3,240	282	25	0	0	2,933	3,483	344	27	0	0	3,112			
	A8	2,656	140	20	0	0	2,496	3,041	232	23	0	0	2,786	3,261	287	25	0	0	2,949			
	A7	2,545	117	18	0	0	2,410	2,848	188	19	0	0	2,641	3,050	237	21	0	0	2,792			
	A5	2,396	88	18	0	0	2,290	2,596	126	19	0	0	2,450	2,736	158	21	0	0	2,557			
	A4	2,388	86	18	0	0	2,284	2,529	113	19	0	0	2,397	2,669	143	20	0	0	2,506			

(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

Note: the correct figure for the net salary of a married official, grade A16, in the middle of the scale is 4895 instead of 5204. However due to the principle of non retroactivity the correct figure can not be taken into account.

DE

Table 3

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

Price index = 102

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	B9	9,501	9,275	97.6	95.7	6,633	6,506	98.1	96.2
	B6	8,115	7,923	97.6	95.7	5,840	5,728	98.1	96.2
	B3	6,842	6,680	97.6	95.7	5,088	4,990	98.1	96.2
	A16	5,734	5,600	97.7	95.8	4,351	4,270	98.1	96.2
	A15	5,213	5,093	97.7	95.8	4,000	3,927	98.2	96.2
	A14	4,497	4,394	97.7	95.8	3,551	3,486	98.2	96.2
AST	A13	4,182	4,086	97.7	95.8	3,352	3,291	98.2	96.3
	A12	3,803	3,716	97.7	95.8	3,106	3,049	98.2	96.2
	A11	3,530	3,450	97.7	95.8	2,926	2,873	98.2	96.2
	A9	2,882	2,818	97.8	95.9	2,485	2,440	98.2	96.3
	A8	2,685	2,627	97.9	95.9	2,347	2,306	98.3	96.3
	A7	2,513	2,460	97.9	96.0	2,224	2,186	98.3	96.3
	A5	2,264	2,217	97.9	96.0	2,044	2,009	98.3	96.4
	A4	2,214	2,168	97.9	96.0	2,008	1,973	98.3	96.3

DE

Table 4

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

Price index = 102

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	5,666	5,534	97.7	95.8	4,299	4,219	98.1	96.2
AST	3,453	3,376	97.8	95.9	2,863	2,811	98.2	96.3
<b>Total</b>	<b>4,422</b>	<b>4,321</b>	<b>97.7</b>	<b>95.8</b>	<b>3,492</b>	<b>3,428</b>	<b>98.2</b>	<b>96.3</b>



## Spain

### REMUNERATION COMPONENTS:

Sueldo base, complemento de destino, trienios, complemento específico, complemento de productividad

ES

**Table 1**

**Central government staff broken down by category and by grade - 2005**

Category [1]	Grade [2]	Staff [3]
<b>AD</b>	Subdirector general A30	2,306
	Consejero técnico A28	6,147
	Jefe de servicio A A26	4,269
<b>AST</b>	Jefe de servicio B B26	4,457
	Jefe de sección B24	6,158
	Jefe de negociado BC20	5,511
	Administrativo C16	2,092
	Auxiliar Adtvo. 16 D16	9,942
	Auxiliar Adtvo. 14 D14	24,176
	Auxiliar Adtvo. 12 D12	13,558
	Conductor D10	540
	Portero E10	1,171
<b>Total</b>		<b>80,327</b>

ES

**Table 1 bis**

**Central government staff broken down by category - 2005**

Category [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	%
<b>AD</b>	12,722	15.8	19,529	16.2	65.1
<b>AST</b>	67,605	84.2	101,347	83.8	66.7
<b>Total</b>	<b>80,327</b>	<b>100.0</b>	<b>120,876</b>	<b>100.0</b>	<b>66.5</b>

ES

Table 2a

## Remuneration of central government staff

## Unmarried official - Yearly data (in euros) - July 2007

Cat. [1]	Grade [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	Subdirector general A30	55,833	14,138	609	1,390	0	39,697	64,107	17,628	609	1,390	0	44,480	81,416	25,071	609	1,390	0	54,346			
	Consejero técnico A28	36,515	7,030	609	1,390	0	27,487	53,588	13,307	609	1,390	0	38,282	68,421	19,483	609	1,390	0	46,939			
	Jefe de servicio A A26	31,500	5,626	609	1,390	0	23,876	46,330	10,622	609	1,390	0	33,710	51,903	12,684	609	1,390	0	37,221			
AST	Jefe de servicio B B26	28,422	4,883	479	1,094	0	21,965	39,623	8,298	479	1,094	0	29,752	49,501	11,953	479	1,094	0	35,976			
	Jefe de sección B24	22,495	3,224	479	1,094	0	17,698	27,479	4,619	479	1,094	0	21,287	37,049	7,345	479	1,094	0	28,131			
	Jefe de negociado BC20	18,770	2,335	423	967	0	15,045	22,638	3,315	423	967	0	17,933	30,879	5,622	423	967	0	23,866			
	Administrativo C16	15,820	1,671	368	840	0	12,941	20,211	2,725	368	840	0	16,278	26,348	4,405	368	840	0	20,735			
	Auxiliar Adtvo. 16 D16	14,012	1,298	291	665	0	11,759	17,253	2,075	291	665	0	14,222	23,288	3,619	291	665	0	18,714			
	Auxiliar Adtvo. 14 D14	13,378	1,145	291	665	0	11,277	16,112	1,801	291	665	0	13,355	20,960	2,967	291	665	0	17,037			
	Auxiliar Adtvo. 12 D12	12,743	993	291	665	0	10,795	14,276	1,361	291	665	0	11,959	16,294	1,845	291	665	0	13,493			
	Conductor D10	17,490	2,132	291	665	0	14,402	20,203	2,783	291	665	0	16,464	22,951	3,524	291	665	0	18,471			
Portero E10	11,304	471	248	567	0	10,019	13,114	1,057	248	567	0	11,242	15,181	1,612	248	567	0	12,754				

(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

ES  
Table 2b

Remuneration of central government staff  
Married official with two dependent children - Yearly data (in euros) - July 2007

Cat. [1]	Grade [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	Subdirector general A30	55,833	13,682	609	1,390	0	40,153	64,107	17,172	609	1,390	0	44,936	81,416	24,615	609	1,390	0	54,802			
	Consejero técnico A28	36,515	6,574	609	1,390	0	27,943	53,588	12,851	609	1,390	0	38,738	68,421	19,027	609	1,390	0	47,395			
	Jefe de servicio A A26	31,500	5,170	609	1,390	0	24,332	46,330	10,166	609	1,390	0	34,166	51,903	12,228	609	1,390	0	37,677			
AST	Jefe de servicio B B26	28,422	4,427	479	1,094	0	22,421	39,623	7,842	479	1,094	0	30,208	49,501	11,497	479	1,094	0	36,432			
	Jefe de sección B24	22,495	2,768	479	1,094	0	18,154	27,479	4,163	479	1,094	0	21,743	37,049	6,889	479	1,094	0	28,587			
	Jefe de negociado BC20	18,770	1,879	423	967	0	15,501	22,638	2,859	423	967	0	18,389	30,879	5,166	423	967	0	24,322			
	Administrativo C16	15,820	1,215	368	840	0	13,397	20,211	2,269	368	840	0	16,734	26,348	3,949	368	840	0	21,191			
	Auxiliar Advtv. 16 D16	14,012	842	291	665	0	12,215	17,253	1,619	291	665	0	14,678	23,288	3,163	291	665	0	19,170			
	Auxiliar Advtv. 14 D14	13,378	689	291	665	0	11,733	16,112	1,345	291	665	0	13,811	20,960	2,511	291	665	0	17,493			
	Auxiliar Advtv. 12 D12	12,743	537	291	665	0	11,251	14,276	905	291	665	0	12,415	16,294	1,389	291	665	0	13,949			
	Conductor D10	17,490	1,676	291	665	0	14,858	20,203	2,327	291	665	0	16,920	22,951	3,068	291	665	0	18,927			
Portero E10	11,304	15	248	567	0	10,475	13,114	601	248	567	0	11,698	15,181	1,156	248	567	0	13,210				

(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

ES

Table 2c

Remuneration of central government staff

Unmarried official - Yearly data (in euros) - July 2006

Cat. [1]	Grade [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	Subdirector general A30	53,662	13,624	593	1,355	0	38,091	61,621	17,133	593	1,355	0	42,540	78,362	24,666	593	1,355	0	51,748			
	Consejero técnico A28	35,318	6,836	593	1,355	0	26,534	51,842	12,950	593	1,355	0	36,944	65,840	19,031	593	1,355	0	44,861			
	Jefe de servicio A A26	30,460	5,411	593	1,355	0	23,102	44,700	10,308	593	1,355	0	32,445	50,029	12,279	593	1,355	0	35,802			
AST	Jefe de servicio B B26	27,442	4,682	467	1,066	0	21,227	38,232	8,068	467	1,066	0	28,631	47,575	11,525	467	1,066	0	34,517			
	Jefe de sección B24	21,752	3,088	467	1,066	0	17,131	26,593	4,444	467	1,066	0	20,616	35,763	7,154	467	1,066	0	27,076			
	Jefe de negociado BC20	18,129	2,259	413	943	0	14,514	21,900	3,180	413	943	0	17,365	29,808	5,394	413	943	0	23,059			
	Administrativo C16	15,253	1,612	359	819	0	12,464	19,504	2,632	359	819	0	15,695	25,375	4,202	359	819	0	19,995			
	Auxiliar Adtvo. 16 D16	13,482	1,221	284	648	0	11,329	16,603	1,995	284	648	0	13,677	22,376	3,432	284	648	0	18,013			
	Auxiliar Adtvo. 14 D14	12,869	1,040	284	648	0	10,897	15,523	1,735	284	648	0	12,856	20,151	2,846	284	648	0	16,374			
	Auxiliar Adtvo. 12 D12	12,255	859	284	648	0	10,465	13,758	1,302	284	648	0	11,524	15,715	1,781	284	648	0	13,002			
	Conductor D10	16,946	2,077	284	648	0	13,937	19,631	2,721	284	648	0	15,978	22,374	3,431	284	648	0	18,011			
	Portero E10	10,951	556	242	552	0	9,601	12,725	1,038	242	552	0	10,893	14,722	1,576	242	552	0	12,351			

(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

ES  
Table 2d

Remuneration of central government staff  
Married official with two dependent children - Yearly data (in euros) - July 2006

Cat. [1]	Grade [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	Subdirector general A30	53,662	13,087	593	1,355	0	38,627	61,621	16,480	593	1,355	0	43,193	78,362	24,014	593	1,355	0	52,400			
	Consejero técnico A28	35,318	6,365	593	1,355	0	27,006	51,842	12,414	593	1,355	0	37,481	65,840	18,379	593	1,355	0	45,513			
	Jefe de servicio A A26	30,460	5,005	593	1,355	0	23,508	44,700	9,771	593	1,355	0	32,981	50,029	11,743	593	1,355	0	36,338			
AST	Jefe de servicio B B26	27,442	4,276	467	1,066	0	21,633	38,232	7,532	467	1,066	0	29,168	47,575	10,988	467	1,066	0	35,054			
	Jefe de sección B24	21,752	2,738	467	1,066	0	17,481	26,593	4,038	467	1,066	0	21,022	35,763	6,618	467	1,066	0	27,612			
	Jefe de negociado BC20	18,129	1,911	413	943	0	14,862	21,900	2,816	413	943	0	17,728	29,808	4,988	413	943	0	23,465			
	Administrativo C16	15,253	1,264	359	819	0	12,812	19,504	2,284	359	819	0	16,043	25,375	3,796	359	819	0	20,401			
	Auxiliar Adtvo. 16 D16	13,482	873	284	648	0	11,677	16,603	1,647	284	648	0	14,025	22,376	3,032	284	648	0	18,412			
	Auxiliar Adtvo. 14 D14	12,869	692	284	648	0	11,245	15,523	1,387	284	648	0	13,204	20,151	2,498	284	648	0	16,722			
	Auxiliar Adtvo. 12 D12	12,255	553	284	648	0	10,770	13,758	954	284	648	0	11,872	15,715	1,433	284	648	0	13,350			
	Conductor D10	16,946	1,729	284	648	0	14,285	19,631	2,373	284	648	0	16,326	22,374	3,032	284	648	0	18,411			
	Portero E10	10,951	338	242	552	0	9,819	12,725	690	242	552	0	11,241	14,722	1,228	242	552	0	12,699			

(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

ES

Table 3

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

Price index = 102.5

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	Subdirector general	64,549	67,119	104.0	101.4	44,433	46,402	104.4	101.9
	Consejero técnico	51,000	52,842	103.6	101.1	36,390	37,797	103.9	101.3
	Jefe de servicio A	41,730	43,244	103.6	101.1	30,696	31,830	103.7	101.2
AST	Jefe de servicio B	37,750	39,182	103.8	101.3	28,372	29,459	103.8	101.3
	Jefe de sección	28,036	29,008	103.5	100.9	21,823	22,600	103.6	101.0
	Jefe de negociado	23,279	24,096	103.5	101.0	18,499	19,176	103.7	101.1
	Administrativo	20,044	20,793	103.7	101.2	16,235	16,879	104.0	101.4
	Auxiliar Adtvo. 16	17,487	18,184	104.0	101.5	14,522	15,126	104.2	101.6
	Auxiliar Adtvo. 14	16,181	16,817	103.9	101.4	13,550	14,118	104.2	101.7
	Auxiliar Adtvo. 12	13,909	14,438	103.8	101.3	11,830	12,310	104.1	101.5
	Conductor	19,650	20,215	102.9	100.4	16,158	16,674	103.2	100.7
	Portero	12,799	13,200	103.1	100.6	11,101	11,566	104.2	101.7

ES

Table 4

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

Price index = 102.5

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	50,345	52,209	103.7	101.2	35,937	37,355	103.9	101.4
AST	19,087	19,807	103.8	101.3	15,544	16,162	104.0	101.5
<b>Total</b>	<b>24,137</b>	<b>25,042</b>	<b>103.7</b>	<b>101.2</b>	<b>18,838</b>	<b>19,586</b>	<b>104.0</b>	<b>101.5</b>

## France

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### REMUNERATION COMPONENTS:

Traitement de base, indemnité de résidence, primes, indemnité exceptionnelle, supplément familial de traitement, allocations familiales

FR

**Table 1**

**Central government staff broken down by category and by grade - 2005**

Category [1]	Grade [2]	Staff [3]
<b>AD</b>	Directeur C-E	46
	Directeur B-C	46
	Sous-Directeur	46
	Administrateur civil hors classe	706
	Attaché principal	1,431
	Attaché de l'administration centrale	3,218
<b>AST</b>	SA exceptionnelle	1,024
	SA de classe supérieure	1,337
	SA de classe normale	2,560
	Adjoint administratif principal	6,555
	Adjoint administratif	4,783
	Agent administratif de 1ère classe	551
	OP principal	96
<b>Total</b>		<b>22,399</b>

FR

**Table 1 bis**

**Central government staff broken down by category - 2005**

Category [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	%
AD	5,493	24.5	6,057	25.5	90.7
AST	16,906	75.5	17,666	74.5	95.7
<b>Total</b>	<b>22,399</b>	<b>100.0</b>	<b>23,723</b>	<b>100.0</b>	<b>94.4</b>

FR

Table 2a

## Remuneration of central government staff

## Unmarried official - Monthly data (in euros) - July 2007

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 C-E	10,230	2,312	744	448	148	6,578	11,175	2,618	813	488	161	7,094	12,112	2,920	881	530	175	7,606			
	Directeur B-C	8,836	1,862	643	387	128	5,817	9,763	2,161	710	427	141	6,323	10,679	2,457	777	467	155	6,824			
	Sous-Directeur	6,420	1,115	467	294	93	4,450	7,836	1,533	570	360	113	5,260	9,253	1,990	673	425	134	6,032			
	Administrateur civil hors classe	5,377	859	391	264	77	3,786	7,012	1,260	510	344	101	4,797	8,648	1,785	629	425	125	5,685			
	Attaché principal	3,028	286	220	174	44	2,304	4,251	578	309	245	61	3,058	5,465	868	397	315	79	3,808			
	Attaché de l'administration centrale	2,361	158	172	140	33	1,857	3,356	363	244	199	48	2,502	4,344	598	316	258	62	3,110			
AST	SA exceptionnelle	2,487	171	181	151	36	1,948	2,943	263	215	179	42	2,244	3,391	370	247	206	48	2,520			
	SA de classe supérieure	2,298	150	167	141	33	1,806	2,747	216	200	169	39	2,123	3,191	322	232	196	45	2,396			
	SA de classe normale	1,853	102	135	119	9	1,487	2,372	157	172	152	34	1,855	2,889	248	210	186	41	2,204			
	Adjoint administratif principal	1,828	100	133	114	9	1,472	2,127	131	155	133	30	1,678	2,428	164	177	152	35	1,900			
	Adjoint administratif	1,741	90	127	114	8	1,403	1,953	111	142	127	27	1,545	2,163	134	157	141	30	1,700			
	Agent administratif de 1ère classe	1,754	91	128	114	9	1,413	1,926	108	140	125	27	1,525	2,092	126	153	135	30	1,648			
	OP principal	1,781	94	129	114	9	1,435	1,999	116	146	127	29	1,581	2,214	140	162	141	32	1,740			

(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 with two dependent children - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	Directeur C-E	10,463	1,268	753	448	149	7,845	11,408	1,497	821	488	164	8,438	12,345	1,724	890	530	177	9,025			
	Directeur B-C	9,069	930	651	387	129	6,971	9,995	1,155	719	427	143	7,552	10,912	1,377	785	467	156	8,127			
	Sous-Directeur	6,653	424	475	294	95	5,365	8,068	684	578	360	115	6,332	9,486	1,026	681	425	135	7,219			
	Administrateur civil hors classe	5,602	303	399	264	79	4,557	7,245	479	519	344	103	5,801	8,871	870	637	425	126	6,814			
	Attaché principal	3,223	56	226	174	44	2,723	4,468	171	316	245	62	3,674	5,698	308	406	315	80	4,590			
	Attaché de l'administration centrale	2,555	12	178	140	35	2,191	3,557	74	250	199	50	2,984	4,566	181	324	258	64	3,740			
AST	SA exceptionnelle	2,682	20	187	151	36	2,288	3,137	49	219	179	44	2,646	3,595	76	253	206	50	3,010			
	SA de classe supérieure	2,492	7	172	141	34	2,137	2,941	36	206	169	41	2,490	3,392	66	238	196	47	2,845			
	SA de classe normale	2,047	0	140	119	9	1,778	2,566	11	178	152	35	2,189	3,086	45	216	186	42	2,596			
	Adjoint administratif principal	2,022	0	138	114	9	1,760	2,321	0	160	133	32	1,996	2,622	15	182	152	36	2,237			
	Adjoint administratif	1,935	0	132	114	9	1,681	2,148	0	147	127	29	1,843	2,358	0	163	141	32	2,022			
	Agent administratif de 1ère classe	1,949	0	134	114	9	1,693	2,120	0	146	125	29	1,821	2,287	0	157	135	31	1,963			
	OP principal	1,976	0	135	114	9	1,718	2,193	0	151	127	30	1,885	2,408	1	166	141	33	2,066			

(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 2c

## Remuneration of central government staff

## Unmarried official - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	Directeur C-E	9,904	2,253	721	443	143	6,344	10,819	2,537	787	485	156	6,854	11,726	2,862	853	525	170	7,317			
	Directeur B-C	8,552	1,833	622	383	123	5,590	9,449	2,112	687	423	137	6,090	10,338	2,388	752	463	149	6,586			
	Sous-Directeur	6,256	1,123	455	292	90	4,296	7,639	1,545	556	356	110	5,071	9,020	1,973	656	421	130	5,840			
	Administrateur civil hors classe	5,280	851	384	262	76	3,708	6,889	1,306	501	342	99	4,641	8,495	1,802	618	421	122	5,532			
	Attaché principal	2,987	307	218	172	42	2,248	4,196	579	306	242	60	3,009	5,396	869	393	311	77	3,746			
	Attaché de l'administration centrale	2,319	186	169	139	33	1,793	3,298	364	240	197	47	2,450	4,272	595	310	255	61	3,049			
AST	SA exceptionnelle	2,461	211	179	150	35	1,886	2,912	291	212	177	42	2,190	3,357	377	244	204	48	2,484			
	SA de classe supérieure	2,272	176	165	140	32	1,758	2,719	256	198	167	39	2,059	3,160	335	230	194	45	2,355			
	SA de classe normale	1,832	110	134	117	9	1,463	2,345	188	171	156	33	1,802	2,860	280	208	184	41	2,147			
	Adjoint administratif principal	1,807	107	131	113	9	1,446	2,103	146	153	132	30	1,642	2,402	199	175	150	35	1,844			
	Adjoint administratif	1,721	96	125	113	8	1,379	1,933	119	141	126	27	1,519	2,139	151	156	140	30	1,662			
	Agent administratif de 1ère classe	1,722	96	125	112	8	1,381	1,899	115	138	123	27	1,495	2,069	139	150	134	30	1,616			
	OP principal	1,801	106	131	113	9	1,443	2,023	131	147	126	29	1,589	2,238	170	163	140	32	1,734			

(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 with two dependent children - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	Directeur C-E	10,134	1,221	729	443	145	7,596	11,049	1,460	795	485	158	8,151	11,956	1,756	862	525	171	8,642			
	Directeur B-C	8,782	895	631	383	125	6,748	9,679	1,111	696	423	138	7,311	10,568	1,328	760	463	151	7,866			
	Sous-Directeur	6,486	469	463	292	92	5,169	7,869	721	563	356	112	6,116	9,250	1,004	665	421	132	7,030			
	Administrateur civil hors classe	5,502	320	391	262	78	4,451	7,119	580	509	342	101	5,587	8,725	871	626	421	124	6,683			
	Attaché principal	3,179	53	222	172	44	2,687	4,411	181	312	242	62	3,614	5,626	329	401	311	79	4,506			
	Attaché de l'administration centrale	2,511	9	174	139	35	2,155	3,497	71	246	197	48	2,934	4,491	190	317	255	62	3,665			
AST	SA exceptionnelle	2,653	18	184	150	36	2,264	3,104	47	218	177	42	2,620	3,559	76	250	204	50	2,979			
	SA de classe supérieure	2,464	6	171	140	33	2,114	2,911	35	203	167	40	2,466	3,357	64	235	194	47	2,817			
	SA de classe normale	2,024	0	138	117	9	1,758	2,537	10	176	157	35	2,166	3,054	43	213	184	42	2,571			
	Adjoint administratif principal	1,999	0	137	113	9	1,740	2,295	0	159	132	32	1,974	2,594	14	181	150	35	2,214			
	Adjoint administratif	1,913	0	131	113	9	1,661	2,125	0	146	126	29	1,824	2,331	0	162	140	32	1,998			
	Agent administratif de 1ère classe	1,914	0	131	112	9	1,663	2,091	0	144	123	29	1,796	2,261	0	156	134	30	1,941			
	OP principal	1,993	0	137	113	9	1,735	2,215	0	153	126	30	1,906	2,430	3	168	140	33	2,086			

(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 by grade of official in the central government

Price index = 101.3

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	Directeur C-E	10,931	11,289	103.3	101.9	7,484	7,764	103.7	102.4
	Directeur B-C	9,561	9,876	103.3	102.0	6,699	6,936	103.5	102.2
	Sous-Directeur	7,753	7,953	102.6	101.3	5,587	5,776	103.4	102.1
	Administrateur civil hors classe	7,002	7,126	101.8	100.5	5,100	5,240	102.7	101.4
	Attaché principal	4,299	4,356	101.3	100.0	3,302	3,360	101.8	100.4
	Attaché de l'administration centrale	3,398	3,457	101.7	100.4	2,674	2,731	102.1	100.8
AST	SA exceptionnelle	3,008	3,039	101.0	99.8	2,404	2,443	101.6	100.3
	SA de classe supérieure	2,814	2,844	101.1	99.8	2,262	2,300	101.7	100.4
	SA de classe normale	2,442	2,469	101.1	99.8	1,985	2,018	101.7	100.4
	Adjoint administratif principal	2,200	2,225	101.1	99.8	1,810	1,841	101.7	100.4
	Adjoint administratif	2,027	2,050	101.1	99.8	1,674	1,699	101.5	100.2
	Agent administratif de 1ère classe	1,993	2,021	101.4	100.1	1,649	1,677	101.7	100.4
	OP principal	2,117	2,095	99.0	97.7	1,749	1,738	99.4	98.1

FR

Table 4

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

Price index = 101.3

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	4,247	4,319	101.7	100.4	3,248	3,320	102.2	100.9
AST	2,278	2,303	101.1	99.8	1,864	1,894	101.6	100.3
<b>Total</b>	<b>2,781</b>	<b>2,818</b>	<b>101.3</b>	<b>100.0</b>	<b>2,217</b>	<b>2,258</b>	<b>101.8</b>	<b>100.5</b>

## Italy

### REMUNERATION COMPONENTS:

Stipendio base, 13<sup>a</sup> mensilità, indennità di amministrazione, indennità di risultato

IT

**Table 1**

**Central government staff broken down by category and by grade - 2006**

Category [1]	Grade [2]	Staff [3]
<b>AD</b>	DIR 1^ FASCIA	314
	DIR 2^ FASCIA	3,083
	AREA C POSIZIONE ECON. C 3	9,547
	AREA C POSIZIONE ECON. C 2	14,797
	AREA C POSIZIONE ECON. C 1	27,903
<b>AST</b>	AREA B POSIZIONE ECON. B 3	34,675
	AREA B POSIZIONE ECON. B 2	38,521
	AREA B POSIZIONE ECON. B 1	42,484
	AREA A POSIZIONE ECON. A 1	14,172
<b>Total</b>		<b>185,496</b>

IT

**Table 1 bis**

**Central government staff broken down by category - 2006**

Category [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
<b>AD</b>	55,644	30.0	55,644	30.0	100.0
<b>AST</b>	129,852	70.0	129,852	70.0	100.0
<b>Total</b>	<b>185,496</b>	<b>100.0</b>	<b>185,496</b>	<b>100.0</b>	<b>100.0</b>

IT  
Table 2a

Remuneration of central government staff  
Unmarried official - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	DIR 1^ FASCIA	11,116	3,839	0	1,056	243	5,978							11,701	4,069	0	1,113	257	6,261			
	DIR 2^ FASCIA	5,166	1,519	0	473	116	3,058							5,462	1,631	0	502	123	3,206			
	AREA C POSIZIONE ECON. C 3	2,416	486	0	213	57	1,660							2,513	513	0	221	59	1,719			
	AREA C POSIZIONE ECON. C 2	2,193	424	0	193	52	1,525							2,290	451	0	202	54	1,583			
	AREA C POSIZIONE ECON. C 1	1,999	369	0	176	47	1,407							2,084	394	0	183	49	1,458			
AST	AREA B POSIZIONE ECON. B 3	1,820	318	0	160	43	1,299							1,868	332	0	164	44	1,328			
	AREA B POSIZIONE ECON. B 2	1,705	285	0	150	40	1,230							1,751	298	0	154	41	1,257			
	AREA B POSIZIONE ECON. B 1	1,614	259	0	142	38	1,175							1,656	271	0	146	39	1,200			
	AREA A POSIZIONE ECON. A 1	1,524	233	0	134	36	1,121							1,559	243	0	137	37	1,142			

(4), (10), (16): Taxes on income = Irpef mensile + addizionali regionali e comunali

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

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = opera tesoro + addizionale 1% per i redditi superiori a € 40083 annuali

(7), (13), (19): Other compulsory deductions = opera previdenza e fondo credito

## IT

Table 2b

## Remuneration of central government staff

## Married official with two dependent children - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	DIR 1^ FASCIA	11,116	3,839	0	1,056	243	5,978							11,701	4,069	0	1,113	257	6,261			
	DIR 2^ FASCIA	5,166	1,416	0	473	116	3,160							5,462	1,536	0	502	123	3,301			
	AREA C POSIZIONE ECON. C 3	2,416	327	0	213	57	1,820							2,513	355	0	221	59	1,878			
	AREA C POSIZIONE ECON. C 2	2,193	262	0	193	52	1,687							2,290	290	0	202	54	1,745			
	AREA C POSIZIONE ECON. C 1	1,999	204	0	176	47	1,572							2,084	230	0	183	49	1,622			
AST	AREA B POSIZIONE ECON. B 3	1,820	151	0	160	43	1,466							1,868	165	0	164	44	1,495			
	AREA B POSIZIONE ECON. B 2	1,705	116	0	150	40	1,399							1,751	130	0	154	41	1,425			
	AREA B POSIZIONE ECON. B 1	1,614	89	0	142	38	1,345							1,656	102	0	146	39	1,370			
	AREA A POSIZIONE ECON. A 1	1,524	62	0	134	36	1,292							1,559	73	0	137	37	1,313			

(4), (10), (16): Taxes on income = Ipef mensile + addizionali regionali e comunali

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

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = opera tesoro + addizionale 1% per i redditi superiori a € 40083 annuali

(7), (13), (19): Other compulsory deductions = opera previdenza e fondo credit

## IT

Table 2c

## Remuneration of central government staff

## Unmarried official - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	DIR 1^ FASCIA	11,116	3,614	0	973	321	6,208							11,701	3,841	0	1,024	341	6,495			
	DIR 2^ FASCIA	5,166	1,452	0	452	135	3,127							5,462	1,556	0	478	145	3,283			
	AREA C POSIZIONE ECON. C 3	2,358	457	0	206	55	1,639							2,454	483	0	215	58	1,698			
	AREA C POSIZIONE ECON. C 2	2,140	397	0	187	50	1,506							2,237	423	0	196	53	1,565			
	AREA C POSIZIONE ECON. C 1	1,951	344	0	171	46	1,390							2,036	368	0	178	48	1,442			
AST	AREA B POSIZIONE ECON. B 3	1,776	296	0	155	42	1,282							1,824	309	0	160	43	1,312			
	AREA B POSIZIONE ECON. B 2	1,663	265	0	146	39	1,214							1,708	278	0	149	40	1,241			
	AREA B POSIZIONE ECON. B 1	1,574	240	0	138	37	1,159							1,616	252	0	141	38	1,185			
	AREA A POSIZIONE ECON. A 1	1,486	216	0	130	35	1,105							1,521	226	0	133	36	1,126			

(4), (10), (16): Taxes on income = Irpef mensile + addizionali regionali e comunali

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

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = opera tesoro + addizionale 1% per i redditi superiori a € 39297 annuali

(7), (13), (19): Other compulsory deductions = opera previdenza e fondo credito



IT  
Table 2d

Remuneration of central government staff

Married official with two dependent children - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	DIR 1^ FASCIA	11,116	3,614	0	973	321	6,208							11,701	3,841	0	1,024	341	6,495			
	DIR 2^ FASCIA	5,166	1,328	0	452	135	3,250							5,462	1,445	0	478	145	3,394			
	AREA C POSIZIONE ECON. C 3	2,358	313	0	206	55	1,783							2,454	343	0	215	58	1,839			
	AREA C POSIZIONE ECON. C 2	2,140	248	0	187	50	1,655							2,237	277	0	196	53	1,711			
	AREA C POSIZIONE ECON. C 1	1,951	191	0	171	46	1,543							2,036	217	0	178	48	1,593			
AST	AREA B POSIZIONE ECON. B 3	1,776	138	0	155	42	1,440							1,824	153	0	160	43	1,469			
	AREA B POSIZIONE ECON. B 2	1,663	105	0	146	39	1,374							1,708	118	0	149	40	1,401			
	AREA B POSIZIONE ECON. B 1	1,574	78	0	138	37	1,321							1,616	90	0	141	38	1,346			
	AREA A POSIZIONE ECON. A 1	1,486	51	0	130	35	1,270							1,521	62	0	133	36	1,290			

(4), (10), (16): Taxes on income = Irpef mensile + addizionali regionali e comunali

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

(6), (12), (18): Compulsory employee's contribution to occupational pension scheme = opera tesoro + addizionale 1% per i redditi superiori a € 39297 annuali

(7), (13), (19): Other compulsory deductions = opera previdenza e fondo credito

IT

Table 3

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

Price index = 101.9

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	DIR 1^ FASCIA	11,409	11,409	100.0	98.1	6,352	6,120	96.3	94.6
	DIR 2^ FASCIA	5,314	5,314	100.0	98.1	3,264	3,181	97.5	95.7
	AREA C POSIZIONE ECON. C 3	2,406	2,465	102.4	100.5	1,740	1,769	101.7	99.8
	AREA C POSIZIONE ECON. C 2	2,189	2,242	102.4	100.5	1,609	1,635	101.6	99.7
	AREA C POSIZIONE ECON. C 1	1,994	2,042	102.4	100.5	1,492	1,515	101.5	99.6
AST	AREA B POSIZIONE ECON. B 3	1,800	1,844	102.4	100.5	1,376	1,397	101.5	99.7
	AREA B POSIZIONE ECON. B 2	1,686	1,728	102.5	100.6	1,308	1,328	101.5	99.7
	AREA B POSIZIONE ECON. B 1	1,595	1,635	102.5	100.6	1,253	1,273	101.6	99.7
	AREA A POSIZIONE ECON. A 1	1,504	1,542	102.5	100.6	1,198	1,217	101.6	99.7

IT

Table 4

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

Price index = 101.9

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	2,353	2,401	102.0	100.1	1,691	1,709	101.0	99.1
AST	1,667	1,708	102.5	100.6	1,296	1,316	101.6	99.7
<b>Total</b>	<b>1,873</b>	<b>1,916</b>	<b>102.3</b>	<b>100.4</b>	<b>1,414</b>	<b>1,434</b>	<b>101.4</b>	<b>99.5</b>

# Luxembourg

## REMUNERATION COMPONENTS:

Traitement de base, allocation de famille, allocation de répas, allocations familiales pour enfants à charge, allocation de fin d'année

LU

Table 1

Central government staff broken down by category and by grade - 2007

Category [1]	Grade [2]	Staff [3]
AD	18	1
	17 bis allongé	5
	17 allongé	18
	16 bis allongé	31
	16 allongé	66
	15 allongé	19
	14	15
	13	54
	12	91
AST	13 bis allongé	54
	13 allongé	26
	12 allongé	101
	11 allongé	10
	10	21
	9	36
	8	93
	7	62
	8 ter allongé	17
	8 bis allongé	14
	8 allongé	3
	7	2
	6	17
	4	6
	7 quater allongé	5
	7 allongé	2
	6 allongé	10
	5 allongé	14
	4	3
3	6	
2	8	
<b>Total</b>		<b>810</b>

LU

Table 1 bis

Central government staff broken down by category - 2007

Category	Sample		Central government population		Ratio Sample / Population
	Numbers	%	Numbers	%	%
[1]	[2]	[3]	[4]	[5]	[6]
AD	300	37.0	300	37.0	100.0
AST	510	63.0	510	63.0	100.0
<b>Total</b>	<b>810</b>	<b>100.0</b>	<b>810</b>	<b>100.0</b>	<b>100.0</b>

LU  
Table 2a  
Remuneration of central government staff  
Unmarried official - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	18	7,948	2,045	212	636	106	5,050							11,127	3,185	212	890	150	6,791			
	17 bis allongé	7,656	1,958	208	616	102	4,873							10,763	3,053	212	861	145	6,592			
	17 allongé	7,286	1,813	197	583	97	4,697							10,349	2,905	212	828	139	6,365			
	16 bis allongé	7,203	1,784	194	576	95	4,654							10,250	2,870	212	820	138	6,311			
	16 allongé	6,789	1,640	183	543	90	4,434							9,836	2,720	212	787	132	6,085			
	15 allongé	6,292	1,468	170	503	83	4,170							8,776	2,341	212	702	117	5,505			
	14	5,961	1,352	161	477	78	3,994							8,528	2,251	212	682	114	5,369			
	13	5,299	1,122	143	424	69	3,642							8,528	2,251	212	682	114	5,369			
	12	5,299	1,122	143	424	69	3,642							6,789	1,640	183	543	90	4,434			
AST	13 bis allongé	5,630	1,237	152	450	76	3,815							8,047	2,079	212	644	107	5,106			
	13 allongé	5,299	1,122	143	424	71	3,640							7,716	1,963	208	617	103	4,926			
	12 allongé	4,802	950	130	384	64	3,375							7,037	1,727	190	563	93	4,565			
	11 allongé	4,405	810	119	352	58	3,166							6,541	1,539	177	523	86	4,317			
	10	4,007	672	108	321	53	2,954							5,994	1,364	162	480	78	4,011			
	9	3,610	534	97	289	47	2,743							5,994	1,364	162	480	78	4,011			
	8	3,361	449	91	269	43	2,610							4,951	1,002	134	396	64	3,456			
	7	3,212	401	87	257	41	2,528							4,255	760	115	340	54	3,087			
	8 ter allongé	3,759	586	101	301	49	2,822							5,862	1,318	158	469	77	3,940			
	8 bis allongé	3,510	500	95	281	46	2,690							5,613	1,232	140	449	73	3,820			
	8 allongé	3,361	449	91	269	43	2,610							5,150	1,070	139	412	67	3,563			
	7	2,914	312	87	233	37	2,346							4,554	862	123	364	58	3,247			
	6	2,699	255	73	216	34	2,223							4,040	684	109	323	51	2,974			
	4	2,649	242	72	212	33	2,193							3,709	568	100	297	46	2,798			
	7 quater allongé	3,080	360	83	246	39	2,451							4,669	903	126	374	60	3,308			
	7 allongé	2,914	312	79	233	37	2,354							4,504	846	122	360	58	3,219			
	6 allongé	2,699	255	79	216	34	2,217							4,189	736	113	335	53	3,053			
	5 allongé	2,561	218	69	204	32	2,139							4,040	684	109	323	51	2,974			
	4	2,484	203	67	199	31	2,086							3,709	568	100	297	46	2,798			
	3	2,302	163	62	184	28	1,965							3,345	443	90	268	41	2,603			
2	2,351	173	63	188	28	2,000							2,848	294	77	228	34	2,316				

(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

LU

Table 2b

Remuneration of central government staff

Married official with two dependent children - Monthly data (in euros) - July 2007

Cat. [1]	Grade [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	18	8,869	1,422	212	674	113	6,549						12,048	2,564	212	929	157	8,287				
	17 bis allongé	8,621	1,334	212	654	109	6,412						11,684	2,435	212	899	152	8,087				
	17 allongé	8,207	1,190	212	621	103	6,181						11,270	2,285	212	866	146	7,861				
	16 bis allongé	8,124	1,161	207	615	102	6,140						11,170	2,250	212	858	145	7,807				
	16 allongé	7,710	1,016	196	582	96	5,921						10,757	2,100	212	825	139	7,581				
	15 allongé	7,213	841	183	542	89	5,659						9,697	1,719	212	740	124	7,002				
	14	6,882	728	174	515	85	5,481						9,448	1,630	212	721	121	6,867				
	13	6,169	506	155	458	75	5,076						9,448	1,630	212	721	121	6,867				
	12	6,169	506	155	458	75	5,076						7,710	1,016	196	582	96	5,921				
AST	13 bis allongé	6,527	614	164	487	80	5,283						8,968	1,456	212	682	114	6,605				
	13 allongé	6,169	506	155	458	75	5,076						8,637	1,341	212	656	109	6,420				
	12 allongé	5,657	367	141	417	68	4,765						7,958	1,102	203	601	100	6,053				
	11 allongé	5,259	268	130	385	62	4,514						7,461	928	190	562	93	5,790				
	10	4,862	179	119	354	56	4,254						6,915	739	175	518	85	5,499				
	9	4,464	102	109	322	51	3,982						6,915	739	175	518	85	5,499				
	8	4,216	57	102	302	47	3,809						5,806	405	145	429	70	4,858				
	7	4,067	32	98	290	45	3,703						5,110	234	126	374	60	4,417				
	8 ter allongé	4,613	68	113	334	53	4,147						6,777	693	171	507	83	5,424				
	8 bis allongé	4,365	83	106	314	49	3,914						6,509	609	164	485	79	5,272				
	8 allongé	4,216	57	102	302	47	3,809						6,007	460	150	445	72	4,980				
	7	3,769	0	90	266	41	3,473						5,408	304	134	397	64	4,610				
	6	3,554	0	84	249	38	3,283						4,895	186	120	356	57	4,276				
	4	3,504	0	83	245	37	3,240						4,564	120	111	330	52	4,052				
	7 quater allongé	3,935	10	94	279	43	3,608						5,524	332	137	407	66	4,683				
	7 allongé	3,769	0	90	266	41	3,473						5,359	292	133	393	63	4,578				
	6 allongé	3,554	0	84	249	38	3,283						5,044	220	124	368	59	4,373				
	5 allongé	3,405	0	80	237	36	3,152						4,895	186	120	356	57	4,276				
	4	3,338	0	78	232	35	3,094						4,564	120	111	330	52	4,052				
	3	3,156	0	73	217	33	2,934						4,199	54	101	301	47	3,797				
2	3,206	0	75	221	33	2,978						3,703	0	88	261	40	3,414					

(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

LU  
Table 2c  
Remuneration of central government staff  
Unmarried official - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	18	7,754					5,004						10,856					6,716				
	17 bis allongé	7,512					4,873						10,500					6,519				
	17 allongé	7,108					4,655						10,097					6,295				
	16 bis allongé	7,027					4,612						10,000					6,242				
	16 allongé	6,623					4,394						9,596					6,019				
	15 allongé	6,139					4,132						8,562					5,446				
	14	5,816					3,959						8,320					5,312				
	13	5,169					3,610						8,320					5,312				
	12	5,169					3,610						6,623					4,394				
AST	13 bis allongé	5,493					3,785						7,851					5,056				
	13 allongé	5,169					3,610						7,528					4,882				
	12 allongé	4,685					3,350						6,866					4,524				
	11 allongé	4,297					3,141						6,381					4,263				
	10	3,909					2,932						5,848					3,976				
	9	3,522					2,723						5,848					3,976				
	8	3,279					2,590						4,830					3,222				
	7	3,134					2,507						4,152					3,063				
	8 ter allongé	3,667					2,801						5,719					3,907				
	8 bis allongé	3,425					2,671						5,476					3,776				
	8 allongé	3,279					2,590						5,024					3,533				
	7	2,843					2,334						4,442					3,219				
	6	2,633					2,202						3,942					2,949				
	4	2,585					2,172						3,619					2,775				
	7 quater allongé	3,005					2,431						4,556					3,280				
	7 allongé	2,843					2,334						4,394					3,194				
	6 allongé	2,633					2,202						4,087					3,028				
	5 allongé	2,488					2,109						3,942					2,949				
	4	2,423					2,066						3,619					2,775				
	3	2,245					1,946						3,263					2,582				
2	2,294					1,979						2,779					2,294					

(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

LU  
Table 2d

Remuneration of central government staff  
Married official with two dependent children - Monthly data (in euros) - July 2006

Cat. [1]	Grade [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	18	8,663					6,506							11,765					8,224			
	17 bis allongé	8,421					6,374							11,410					8,028			
	17 allongé	8,017					6,157							11,006					7,805			
	16 bis allongé	7,936					6,112							10,909					7,750			
	16 allongé	7,533					5,896							10,505					7,527			
	15 allongé	7,048					5,634							9,471					6,954			
	14	6,725					5,455							9,229					6,820			
	13	6,029					5,046							9,229					6,820			
	12	6,029					5,046							7,533					5,896			
AST	13 bis allongé	6,378					5,255							8,760					6,561			
	13 allongé	6,029					5,046							8,437					6,382			
	12 allongé	5,529					4,735							7,775					6,026			
	11 allongé	5,142					4,482							7,290					5,765			
	10	4,754					4,221							6,757					5,473			
	9	4,366					3,952							6,757					5,473			
	8	4,124					3,778							5,675					4,826			
	7	3,979					3,672							4,996					4,386			
	8 ter allongé	4,512					4,054							6,623					5,396			
	8 bis allongé	4,269					3,883							6,361					5,244			
	8 allongé	4,124					3,778							5,872					4,950			
	7	3,688					3,431							5,287					4,578			
	6	3,478					3,245							4,786					4,243			
	4	3,429					3,202							4,463					4,020			
	7 quater allongé	3,849					3,575							5,400					4,652			
	7 allongé	3,688					3,431							5,239					4,546			
	6 allongé	3,478					3,245							4,932					4,343			
	5 allongé	3,332					3,116							4,786					4,243			
	4	3,268					3,058							4,463					4,020			
	3	3,090					2,900							4,108					3,766			
2	3,139					2,943							3,623					3,374				

(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



LU

Table 3

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

Price index = 102.3

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
<b>AD</b>	18	9,760	9,998	102.4	100.1	6,613	6,669	100.9	98.6
	17 bis allongé	9,461	9,681	102.3	100.0	6,449	6,491	100.7	98.4
	17 allongé	9,057	9,278	102.4	100.1	6,228	6,276	100.8	98.5
	16 bis allongé	8,968	9,187	102.4	100.1	6,179	6,228	100.8	98.5
	16 allongé	8,564	8,773	102.4	100.1	5,959	6,005	100.8	98.5
	15 allongé	7,805	7,994	102.4	100.1	5,542	5,584	100.8	98.5
	14	7,523	7,705	102.4	100.1	5,387	5,427	100.8	98.5
	13	7,187	7,361	102.4	100.1	5,197	5,238	100.8	98.5
	12	6,339	6,491	102.4	100.1	4,737	4,768	100.7	98.4
<b>AST</b>	13 bis allongé	7,121	7,293	102.4	100.1	5,164	5,202	100.7	98.5
	13 allongé	6,791	6,955	102.4	100.1	4,980	5,015	100.7	98.4
	12 allongé	6,214	6,363	102.4	100.1	4,659	4,689	100.7	98.4
	11 allongé	5,778	5,916	102.4	100.1	4,413	4,447	100.8	98.5
	10	5,317	5,445	102.4	100.1	4,151	4,180	100.7	98.4
	9	5,123	5,246	102.4	100.1	4,031	4,059	100.7	98.4
	8	4,477	4,583	102.4	100.1	3,604	3,683	102.2	99.9
	7	4,065	4,161	102.4	100.1	3,407	3,434	100.8	98.5
	8 ter allongé	5,130	5,253	102.4	100.1	4,040	4,083	101.1	98.8
	8 bis allongé	4,883	4,999	102.4	100.1	3,894	3,924	100.8	98.5
	8 allongé	4,575	4,684	102.4	100.1	3,713	3,740	100.7	98.5
	7	4,065	4,161	102.4	100.1	3,391	3,419	100.8	98.6
	6	3,710	3,797	102.4	100.0	3,160	3,189	100.9	98.7
	4	3,524	3,607	102.3	100.0	3,042	3,071	100.9	98.7
	7 quater allongé	4,203	4,302	102.4	100.1	3,485	3,513	100.8	98.5
	7 allongé	4,041	4,136	102.4	100.1	3,376	3,406	100.9	98.6
	6 allongé	3,783	3,871	102.4	100.1	3,205	3,232	100.8	98.6
	5 allongé	3,637	3,725	102.4	100.1	3,104	3,135	101.0	98.7
	4	3,443	3,524	102.3	100.0	2,980	3,007	100.9	98.7
	3	3,177	3,251	102.3	100.0	2,799	2,825	100.9	98.7
	2	2,959	3,027	102.3	100.0	2,648	2,677	101.1	98.8

LU  
Table 4

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

Price index = 102.3

Cat. [1]	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006 [2]	2007 [3]	Nominal [4]	Real [5]	2006 [6]	2007 [7]	Nominal [8]	Real [9]
AD	7,631	7,816	102.4	100.1	5,445	5,486	100.7	98.4
AST	5,183	5,307	102.4	100.1	4,042	4,082	101.0	98.7
<b>Total</b>	<b>6,090</b>	<b>6,237</b>	<b>102.4</b>	<b>100.1</b>	<b>4,562</b>	<b>4,602</b>	<b>100.9</b>	<b>98.6</b>

## The Netherlands

### REMUNERATION COMPONENTS:

Basic salary, Vakantie-uitkering, Eindejaarsuitkering, net health cost compensation

NL

**Table 1**

**Central government staff broken down by category and by grade - 2006**

Category [1]	Grade [2]	Staff [3]
AD	18	211
	17	382
	16	622
	15	1,601
	14	3,897
	13	5,913
	12	8,835
	11	13,661
AST	10	10,665
	9	13,120
	8	9,849
	7	17,024
	6	11,440
	5	8,769
	4	3,902
	3	2,025
	2	44
	1	35
<b>Total</b>		<b>111,994</b>

NL

**Table 1 bis**

**Central government staff broken down by category - 2006**

Category [1]	Sample		Central government population		Ratio Sample / Population
	Numbers [2]	% [3]	Numbers [4]	% [5]	% [6]
AD	35,122	31.4	35,122	31.4	100.0
AST	76,872	68.6	76,872	68.6	100.0
<b>Total</b>	<b>111,994</b>	<b>100.0</b>	<b>111,994</b>	<b>100.0</b>	<b>100.0</b>

NL

Table 2a

## Remuneration of central government staff

## Unmarried official - Yearly data (in euros) - July 2007

Cat. [1]	Grade [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	18	83,179	29,958	1,153	6,677	1,059	44,332	95,540	35,816	1,153	7,772	1,059	49,740	108,608	42,009	1,153	8,930	1,059	55,457			
	17	75,764	26,443	1,153	6,020	1,059	41,089	88,099	32,289	1,153	7,113	1,059	46,485	100,498	38,165	1,153	8,212	1,059	51,910			
	16	68,362	22,935	1,153	5,365	1,059	37,851	80,690	28,778	1,153	6,457	1,059	43,244	93,064	34,642	1,153	7,553	1,059	48,657			
	15	60,921	19,409	1,153	4,705	1,059	34,595	73,282	25,267	1,153	5,800	1,059	40,003	85,662	31,134	1,153	6,897	1,059	45,419			
	14	53,731	16,255	1,153	4,068	1,059	31,196	65,880	21,759	1,153	5,145	1,059	36,764	78,240	27,617	1,153	6,240	1,059	42,172			
	13	47,693	13,958	1,119	3,533	1,059	28,023	58,445	18,235	1,153	4,486	1,059	33,513	70,838	24,109	1,153	5,584	1,059	38,933			
	12	42,862	12,180	948	3,105	1,059	25,571	51,442	15,379	1,153	3,865	1,059	29,985	63,397	20,582	1,153	4,925	1,059	35,679			
	11	36,676	9,899	727	2,567	1,059	22,424	46,052	13,354	1,061	3,388	1,059	27,191	56,014	17,129	1,153	4,271	1,059	32,403			
AST	10	30,933	7,725	523	2,067	1,059	19,559	41,223	11,576	889	2,962	1,059	24,736	49,332	14,571	1,153	3,679	1,059	28,871			
	9	31,679	8,014	549	2,132	1,059	19,924	36,676	9,899	727	2,567	1,059	22,424	44,496	12,781	1,006	3,250	1,059	26,400			
	8	29,466	7,158	471	1,940	1,059	18,839	33,145	8,588	602	2,260	1,059	20,637	39,609	10,980	832	2,822	1,059	23,916			
	7	27,260	6,304	392	1,748	1,059	17,757	30,933	7,725	523	2,067	1,059	19,559	35,338	9,406	680	2,450	1,059	21,743			
	6	24,430	5,208	291	1,502	938	16,492	28,727	6,871	444	1,876	1,059	18,477	32,412	8,301	576	2,196	1,059	20,281			
	5	22,874	4,606	236	1,367	865	15,801	26,515	6,015	366	1,683	1,035	17,416	30,933	7,725	523	2,067	1,059	19,559			
	4	22,010	4,271	205	1,292	824	15,418	25,110	5,471	315	1,561	969	16,793	29,466	7,158	471	1,940	1,059	18,839			
	3	20,752	3,823	160	1,182	766	14,821	23,757	4,947	267	1,443	906	16,193	27,994	6,588	418	1,812	1,059	18,117			
	2	19,995	3,616	133	1,116	730	14,399	22,439	4,438	220	1,329	844	15,608	25,820	5,746	341	1,623	1,003	17,108			
1	19,637	3,519	121	1,085	713	14,199	21,587	4,107	190	1,255	805	15,230	23,757	4,947	267	1,443	906	16,193				

(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

NL

Table 2b

## Remuneration of central government staff

Married official with two dependent children - Yearly data (in euros) - July 2007

Cat. [1]	Grade [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	18	83,179	27,766	1,153	6,677	289	47,294	95,540	33,624	1,153	7,772	289	52,702	108,608	39,817	1,153	8,930	289	58,419			
	17	75,764	24,251	1,153	6,020	289	44,051	88,099	30,097	1,153	7,113	289	49,447	100,498	35,973	1,153	8,212	289	54,872			
	16	68,362	20,743	1,153	5,365	289	40,813	80,690	26,586	1,153	6,457	289	46,206	93,064	32,450	1,153	7,553	289	51,619			
	15	60,921	17,217	1,153	4,705	289	37,557	73,282	23,075	1,153	5,800	289	42,965	85,662	28,942	1,153	6,897	289	48,381			
	14	53,731	14,063	1,153	4,068	289	34,158	65,880	19,567	1,153	5,145	289	39,726	78,240	25,425	1,153	6,240	289	45,134			
	13	47,693	11,751	1,119	3,533	289	31,000	58,445	16,043	1,153	4,486	289	36,475	70,838	21,917	1,153	5,584	289	41,895			
	12	42,862	9,730	948	3,105	212	28,868	51,442	13,187	1,153	3,865	289	32,947	63,397	18,390	1,153	4,925	289	38,641			
	11	36,676	7,137	727	2,567	-60	26,305	46,052	11,065	1,061	3,388	289	30,250	56,014	14,937	1,153	4,271	289	35,365			
AST	10	30,933	4,664	523	2,067	-319	23,997	41,223	9,043	889	2,962	140	28,188	49,332	12,379	1,153	3,679	289	31,833			
	9	31,679	4,993	549	2,132	-284	24,288	36,676	7,137	727	2,567	-60	26,305	44,496	10,413	1,006	3,250	284	29,544			
	8	29,466	4,027	471	1,940	-388	23,417	33,145	5,646	602	2,260	-216	24,853	39,609	8,366	832	2,822	69	27,520			
	7	27,260	3,173	392	1,748	-491	22,438	30,933	4,664	523	2,067	-319	23,997	35,338	6,576	680	2,450	-118	25,750			
	6	24,430	2,077	291	1,502	-623	21,183	28,727	3,740	444	1,876	-422	23,089	32,412	5,320	576	2,196	-250	24,571			
	5	22,874	1,475	236	1,367	-696	20,492	26,515	2,884	366	1,683	-526	22,107	30,933	4,664	523	2,067	-319	23,997			
	4	22,010	1,140	205	1,292	-736	20,109	25,110	2,340	315	1,561	-591	21,485	29,466	4,027	471	1,940	-388	23,417			
	3	20,752	692	160	1,182	-795	19,512	23,757	1,816	267	1,443	-654	20,884	27,994	3,457	418	1,812	-456	22,763			
	2	19,995	485	133	1,116	-830	19,090	22,439	1,307	220	1,329	-716	20,299	25,820	2,615	341	1,623	-558	21,799			
	1	19,637	388	121	1,085	-847	18,891	21,587	976	190	1,255	-756	19,922	23,757	1,816	267	1,443	-654	20,884			

(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

NL

Table 2c

## Remuneration of central government staff

## Unmarried official - Yearly data (in euros) - July 2006

Cat. [1]	Grade [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	18	80,400					42,711	92,483					47,994	105,257					53,580			
	17	73,152					39,541	85,209					44,814	97,330					50,114			
	16	65,916					36,378	77,967					41,647	90,063					46,936			
	15	58,643					33,196	70,725					38,480	82,827					43,772			
	14	51,614					29,719	63,489					35,316	75,572					40,599			
	13	45,711					26,645	56,222					32,139	68,336					37,435			
	12	40,990					24,279	49,376					28,537	61,063					34,255			
	11	34,942					21,244	44,108					25,843	53,846					30,898			
AST	10	29,328					18,504	39,387					23,475	47,314					27,449			
	9	30,058					18,857	34,942					21,244	42,587					25,080			
	8	27,895					17,812	31,491					19,549	37,809					22,683			
	7	25,739					16,787	29,328					18,504	33,635					20,588			
	6	22,972					15,577	27,172					17,462	30,774					19,203			
	5	21,451					14,912	25,010					16,468	29,328					18,504			
	4	20,606					14,543	23,636					15,868	27,895					17,812			
	3	19,376					14,005	22,314					15,289	26,455					17,116			
	2	18,636					13,599	21,026					14,726	24,330					16,171			
	1	18,287					13,402	20,192					14,362	22,314					15,289			

(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

NL  
Table 2d

Remuneration of central government staff  
Married official with two dependent children (in euros)- Yearly data - July 2006

Cat. [1]	Grade [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	18	80,438					45,563	92,520					50,847	105,295					56,432			
	17	73,189					42,393	85,247					47,666	97,367					52,967			
	16	65,953					39,230	78,005					44,499	90,100					49,788			
	15	58,680					36,049	70,763					41,333	82,864					46,624			
	14	51,652					32,575	63,527					38,168	75,610					43,452			
	13	45,749					29,597	56,260					34,991	68,374					40,287			
	12	41,027					27,553	49,413					31,392	61,100					37,107			
	11	34,980					25,081	44,145					28,873	53,883					33,754			
AST	10	29,366					22,884	39,424					26,898	47,352					30,319			
	9	30,095					23,164	34,980					25,081	42,624					28,205			
	8	27,932					22,258	31,528					23,715	37,846					26,252			
	7	25,776					21,316	29,366					22,884	33,672					24,546			
	6	23,010					20,107	27,209					21,943	30,812					23,440			
	5	21,488					19,442	25,047					20,997	29,366					22,884			
	4	20,643					19,071	23,674					20,397	27,932					22,258			
	3	19,414					18,534	22,351					19,818	26,493					21,629			
2	18,674					18,128	21,063					19,255	24,368					20,700				
1	18,324					17,930	20,230					18,891	22,351					19,818				

(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

NL

Table 3

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

Price index = 101.8

Cat.	Grade	Gross				Net			
		Salary (€)		Index		Salary (€)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	18	92,732	95,776	103.3	101.5	49,521	51,324	103.6	101.8
	17	85,249	88,121	103.4	101.5	46,249	47,976	103.7	101.9
	16	78,001	80,705	103.5	101.6	43,080	44,732	103.8	102.0
	15	70,750	73,288	103.6	101.8	39,909	41,487	104.0	102.1
	14	63,577	65,950	103.7	101.9	36,638	38,192	104.2	102.4
	13	56,775	58,992	103.9	102.1	33,516	34,973	104.3	102.5
	12	50,495	52,567	104.1	102.3	30,521	31,948	104.7	102.8
	11	44,317	46,248	104.4	102.5	27,615	28,989	105.0	103.1
AST	10	38,695	40,496	104.7	102.8	24,921	26,197	105.1	103.3
	9	35,881	37,617	104.8	103.0	23,605	24,814	105.1	103.3
	8	32,417	34,073	105.1	103.3	22,045	23,197	105.2	103.4
	7	29,586	31,177	105.4	103.5	20,771	21,874	105.3	103.5
	6	26,992	28,523	105.7	103.8	19,622	20,682	105.4	103.5
	5	25,282	26,774	105.9	104.0	18,868	19,895	105.4	103.6
	4	24,064	25,529	106.1	104.2	18,325	19,343	105.6	103.7
	3	22,734	24,168	106.3	104.4	17,732	18,715	105.5	103.7
	2	21,350	22,751	106.6	104.7	17,097	18,051	105.6	103.7
1	20,283	21,660	106.8	104.9	16,615	17,553	105.6	103.8	

NL

Table 4

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

Price index = 101.8

Cat.	Gross				Net			
	Salary (€)		Index		Salary (€)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	52,643	54,765	104.0	102.2	31,509	32,951	104.6	102.8
AST	30,940	32,562	105.2	103.3	21,397	22,526	105.3	103.4
<b>Total</b>	<b>37,746</b>	<b>39,525</b>	<b>104.7</b>	<b>102.8</b>	<b>24,568</b>	<b>25,796</b>	<b>105.0</b>	<b>103.1</b>



# United Kingdom

## REMUNERATION COMPONENTS:

Basic salary

UK  
Table 1

Central government personnel in the sample broken down by department, category and grade - 2007

Cat. [1]	Grade [2]	Staff [3]
<b>Department of Environment and Rural Affairs (DEFRA)</b>		
AD	Grade 6	204
	Grade 7	849
AST	SEO	490
	HEO	1,195
	EO	1,194
	AO	1,243
	AA	387
<b>Total</b>		<b>5,562</b>
<b>Department for Education and Skills (DfES)</b>		
AD	Grade 6	375
	Grade 7	376
AST	SEO	833
	HEO	834
	EO	834
	AO	438
	AA	438
<b>Total</b>		<b>4,128</b>
<b>Department of Business Enterprise and Regulatory Reform (DBERR), formerly Department of Trade and Industry (DTI)</b>		
AD	Grade 6	268
	Grade 7	557
AST	SEO	309
	HEO	677
	EO	458
	AO	347
	AA	46
<b>Total</b>		<b>2,662</b>
<b>Department of Works and Pensions (DWP)</b>		
AD	Grade 6	448
	Grade 7	1,198
AST	SEO	2,475
	HEO	7,163
	EO	41,627
	AO	60,940
	AA	7,910
<b>Total</b>		<b>121,761</b>

Sum of all departments (DEFRA, DfES, DBERR, DWP, MoD, HMRC, HO)		
AD	Grade 6	3,423
	Grade 7	7,767
AST	SEO	15,550
	HEO	32,248
	EO	82,298
	AO	121,296
	AA	33,065
<b>Total</b>		<b>295,647</b>

UK  
Table 1

Central government personnel in the sample broken down by department, category and grade - 2007

Cat. [1]	Grade [2]	Staff [3]
<b>Ministry of Defence (MoD)</b>		
AD	Grade 6	618
	Grade 7	1,377
AST	SEO	5,704
	HEO	9,335
	EO	11,096
	AO	15,357
	AA	8,674
<b>Total</b>		<b>52,161</b>
<b>HM Revenue and Customs (HMRC)</b>		
AD	Grade 6	1,107
	Grade 7	2,335
AST	SEO	4,569
	HEO	10,933
	EO	23,207
	AO	38,731
	AA	13,818
<b>Total</b>		<b>94,700</b>
<b>Home Office (HO)</b>		
AD	Grade 6	403
	Grade 7	1,075
AST	SEO	1,170
	HEO	2,111
	EO	3,882
	AO	4,240
	AA	1,792
<b>Total</b>		<b>14,673</b>

Sum of 6 departments (DEFRA, DfES, DBERR, DWP, MoD, HMRC)		
AD	Grade 6	3,020
	Grade 7	6,692
AST	SEO	14,380
	HEO	30,137
	EO	78,416
	AO	117,056
	AA	31,273
<b>Total</b>		<b>280,974</b>

**UK**  
**Table 1. bis**

**Central government personnel broken down by department and category - 2007**

Cat.	Sample		Central government population *		Ratio Sample / Population
	Numbers	%	Numbers	%	%
[1]	[2]	[3]	[4]	[5]	[6]
<b>DEFRA</b>					
AD	1,053	18.9			
AST	4,509	81.1			
<b>Total</b>	<b>5,562</b>	<b>100.0</b>	<b>12,120</b>	<b>100.0</b>	<b>45.9</b>
<b>DFES</b>					
AD	751	18.2			
AST	3,377	81.8			
<b>Total</b>	<b>4,128</b>	<b>100.0</b>	<b>4,040</b>	<b>100.0</b>	<b>102.2</b>
<b>DBERR</b>					
AD	825	31.0			
AST	1,837	69.0			
<b>Total</b>	<b>2,662</b>	<b>100.0</b>	<b>10,110</b>	<b>100.0</b>	<b>26.3</b>
<b>DWP</b>					
AD	1,646	1.4			
AST	120,115	98.6			
<b>Total</b>	<b>121,761</b>	<b>100.0</b>	<b>122,820</b>	<b>100.0</b>	<b>99.1</b>
<b>MoD</b>					
AD	1,995	3.8			
AST	50,166	96.2			
<b>Total</b>	<b>52,161</b>	<b>100.0</b>	<b>84,370</b>	<b>100.0</b>	<b>61.8</b>
<b>HMRC</b>					
AD	3,442	3.6			
AST	91,258	96.4			
<b>Total</b>	<b>94,700</b>	<b>100.0</b>	<b>99,980</b>	<b>100.0</b>	<b>94.7</b>
<b>HO</b>					
AD	1,478	10.1			
AST	13,195	89.9			
<b>Total</b>	<b>14,673</b>	<b>100.0</b>	<b>75,810</b>	<b>100.0</b>	<b>19.4</b>
Other (Attorney-General; Cabinet Office; CO agencies; HM Treasury; Chancellor agencies; Charity Commission; Communities and Local Government; Constitutional Affairs; Culture Media and Sport; Export Credits Guarantees; Foreign & Commonwealth Office; Health; International Development; Northern Ireland Office; OFSTED; Security & Intelligence Services; Transport)					
AD					
AST					
<b>Total</b>			<b>102,220</b>	<b>100.0</b>	<b>0.0</b>
<b>Total (all departments)</b>					
AD	11,190	3.8			
AST	284,457	96.2			
<b>Total</b>	<b>295,647</b>	<b>100.0</b>	<b>435,660</b>	<b>100.0</b>	<b>67.9</b>

\* per UK Quarterly "public sector employment statistics"

**UK**

**Table 1 bis. Summary**

**Central government personnel broken down by category - 2007**

Cat.	Sample		Central government population *		Ratio Sample / Population
	Numbers	%	Numbers	%	%
[1]	[2]	[3]	[4]	[5]	[6]
AD	9,712	3.5	15,059		
AST	271,262	96.5	420,601		
<b>Total</b>	<b>280,974</b>	<b>100.0</b>	<b>435,660</b>	<b>100.0</b>	<b>64.5</b>

\* Breakdown estimated from sample (6 departments)

**UK**  
**Table 2a**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data (in pounds) - 2007**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
<b>DETRA</b>							
<b>AD</b>	Grade 6	54,145		64,313	54,145		64,313
	Grade 7	43,899		52,156	43,899		52,156
<b>AST</b>	SEO	37,743		45,803	37,743		45,803
	HEO	26,230		31,182	26,230		31,182
	EO	23,111		26,741	23,111		26,741
	AO	18,226		20,034	18,226		20,034
	AA	14,867		16,380	14,867		16,380
<b>DfES</b>							
<b>AD</b>	Grade 6	52,259		64,205	52,259		64,205
	Grade 7	41,689		52,258	41,689		52,258
<b>AST</b>	SEO	29,964		35,654	29,964		35,654
	HEO	24,431		29,093	24,431		29,093
	EO	19,552		23,258	19,552		23,258
	AO	15,459		17,165	15,459		17,165
	AA	13,260		14,493	13,260		14,493
<b>DBERR</b>							
<b>AD</b>	Grade 6	50,146		65,981	50,146		65,981
	Grade 7	40,729		53,820	40,729		53,820
<b>AST</b>	SEO	28,652		38,364	28,652		38,364
	HEO	22,729		28,826	22,729		28,826
	EO	18,116		23,183	18,116		23,183
	AO	15,804		18,464	15,804		18,464
	AA	13,407		15,783	13,407		15,783
<b>DWP</b>							
<b>AD</b>	Grade 6	53,603		65,733	53,603		65,733
	Grade 7	39,734		53,727	39,734		53,727
<b>AST</b>	SEO	30,605		36,660	30,605		36,660
	HEO	24,768		29,932	24,768		29,932
	EO	18,796		24,333	18,796		24,333
	AO	14,480		17,854	14,480		17,854
	AA	12,772		14,480	12,772		14,480
<b>MoD</b>							
<b>AD</b>	Grade 6	45,844		68,054	45,844		68,054
	Grade 7	38,567		54,494	38,567		54,494
<b>AST</b>	SEO	27,977		40,519	27,977		40,519
	HEO	22,401		33,256	22,401		33,256
	EO	17,938		27,977	17,938		27,977
	AO	14,013		24,728	14,013		24,728
	AA	11,789		20,294	11,789		20,294
<b>HMRC</b>							
<b>AD</b>	Grade 6	52,180		64,704	52,180		64,704
	Grade 7	42,586		52,610	42,586		52,610
<b>AST</b>	SEO	31,835		38,099	31,835		38,099
	HEO	24,513		31,352	24,513		31,352
	EO	19,587		25,206	19,587		25,206
	AO	15,262		18,716	15,262		18,716
	AA	12,734		15,115	12,734		15,115
<b>HO</b>							
<b>AD</b>	Grade 6	53,074		68,402	53,074		68,402
	Grade 7	43,325		55,837	43,325		55,837
<b>AST</b>	SEO	32,279		38,357	32,279		38,357
	HEO	25,046		30,066	25,046		30,066
	EO	20,034		24,050	20,034		24,050
	AO	15,704		18,101	15,704		18,101
	AA	13,763		15,233	13,763		15,233

**UK**  
**Table 2b**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data (in pounds) - 2007**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
<b>DEFRA</b>							
<b>AD</b>	Grade 6	54,145		64,313	54,145		64,313
	Grade 7	43,899		52,156	43,899		52,156
<b>AST</b>	SEO	37,743		45,803	37,743		45,803
	HEO	26,230		31,182	26,230		31,182
	EO	23,111		26,741	23,111		26,741
	AO	18,226		20,034	18,226		20,034
	AA	14,867		16,380	14,867		16,380
<b>DfES</b>							
<b>AD</b>	Grade 6	52,259		64,205	52,259		64,205
	Grade 7	41,689		52,258	41,689		52,258
<b>AST</b>	SEO	29,964		35,654	29,964		35,654
	HEO	24,431		29,093	24,431		29,093
	EO	19,552		23,258	19,552		23,258
	AO	15,459		17,165	15,459		17,165
	AA	13,260		14,493	13,260		14,493
<b>DBERR</b>							
<b>AD</b>	Grade 6	50,146		65,981	50,146		65,981
	Grade 7	40,729		53,820	40,729		53,820
<b>AST</b>	SEO	28,652		38,364	28,652		38,364
	HEO	22,729		28,826	22,729		28,826
	EO	18,116		23,183	18,116		23,183
	AO	15,804		18,464	15,804		18,464
	AA	13,407		15,783	13,407		15,783
<b>DWP</b>							
<b>AD</b>	Grade 6	53,603		65,733	53,603		65,733
	Grade 7	39,734		53,727	39,734		53,727
<b>AST</b>	SEO	30,605		36,660	30,605		36,660
	HEO	24,768		29,932	24,768		29,932
	EO	18,796		24,333	18,796		24,333
	AO	14,480		17,854	14,480		17,854
	AA	12,772		14,480	12,772		14,480
<b>MoD</b>							
<b>AD</b>	Grade 6	45,844		68,054	45,844		68,054
	Grade 7	38,567		54,494	38,567		54,494
<b>AST</b>	SEO	27,977		40,519	27,977		40,519
	HEO	22,401		33,256	22,401		33,256
	EO	17,938		27,977	17,938		27,977
	AO	14,013		24,728	14,013		24,728
	AA	11,789		20,294	11,789		20,294
<b>HMRC</b>							
<b>AD</b>	Grade 6	52,180		64,704	52,180		64,704
	Grade 7	42,586		52,610	42,586		52,610
<b>AST</b>	SEO	31,835		38,099	31,835		38,099
	HEO	24,513		31,352	24,513		31,352
	EO	19,587		25,206	19,587		25,206
	AO	15,262		18,716	15,262		18,716
	AA	12,734		15,115	12,734		15,115
<b>HO</b>							
<b>AD</b>	Grade 6	53,074		68,402	53,074		68,402
	Grade 7	43,325		55,837	43,325		55,837
<b>AST</b>	SEO	32,279		38,357	32,279		38,357
	HEO	25,046		30,066	25,046		30,066
	EO	20,034		24,050	20,034		24,050
	AO	15,704		18,101	15,704		18,101
	AA	13,763		15,233	13,763		15,233

**UK**  
**Table 2c**  
**Remuneration of central government personnel**  
**Unmarried official - Yearly data (in pounds) - 2006**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
<b>DEIRA</b>							
<b>AD</b>	Grade 6	52,314		62,138	52,314		62,138
	Grade 7	42,415		50,392	42,415		50,392
<b>AST</b>	SEO	36,467		44,254	36,467		44,254
	HEO	25,343		30,128	25,343		30,128
	EO	22,330		25,837	22,330		25,837
	AO	17,609		19,357	17,609		19,357
	AA	14,365		15,826	14,365		15,826
<b>DfES</b>							
<b>AD</b>	Grade 6	49,301		60,571	49,301		60,571
	Grade 7	39,329		49,300	39,329		49,300
<b>AST</b>	SEO	28,268		33,636	28,268		33,636
	HEO	23,048		27,446	23,048		27,446
	EO	18,446		21,941	18,446		21,941
	AO	14,584		16,194	14,584		16,194
	AA	12,509		13,673	12,509		13,673
<b>DBERR</b>							
<b>AD</b>	Grade 6	48,450		63,750	48,450		63,750
	Grade 7	39,352		52,000	39,352		52,000
<b>AST</b>	SEO	27,683		37,067	27,683		37,067
	HEO	21,961		27,851	21,961		27,851
	EO	17,503		22,399	17,503		22,399
	AO	15,269		17,840	15,269		17,840
	AA	12,954		15,249	12,954		15,249
<b>DWP</b>							
<b>AD</b>	Band G	51,790		63,510	51,790		63,510
	Band F	38,390		51,910	38,390		51,910
<b>AST</b>	Band E	29,570		35,420	29,570		35,420
	Band D	23,930		28,920	23,930		28,920
	Band C	18,160		23,510	18,160		23,510
	Band B	13,990		17,250	13,990		17,250
	Band A	12,340		13,990	12,340		13,990
<b>MoD</b>							
<b>AD</b>	Grade 6	44,503		66,064	44,503		66,064
	Grade 7	37,439		52,900	37,439		52,900
<b>AST</b>	SEO	27,159		39,334	27,159		39,334
	HEO	21,746		32,283	21,746		32,283
	EO	17,413		27,159	17,413		27,159
	AO	13,603		24,005	13,603		24,005
	AA	11,444		19,701	11,444		19,701
<b>HMRC</b>							
<b>AD</b>	Grade 6	51,363		62,577	51,363		62,577
	Grade 7	41,793		50,881	41,793		50,881
<b>AST</b>	SEO	31,517		37,261	31,517		37,261
	HEO	23,656		30,663	23,656		30,663
	EO	19,043		24,652	19,043		24,652
	AO	14,631		18,305	14,631		18,305
	AA	12,367		14,783	12,367		14,783
<b>HO</b>							
<b>AD</b>	Grade 6	0		0	0		0
	Grade 7	0		0	0		0
<b>AST</b>	SEO	0		0	0		0
	HEO	0		0	0		0
	EO	0		0	0		0
	AO	0		0	0		0
	AA	0		0	0		0

**UK**  
**Table 2d**  
**Remuneration of central government personnel**  
**Married official with two children - Yearly data (in pounds) - 2006**

Cat. [1]	Grade [2]	Gross			Net		
		Min. [3]	Middle [4]	Max. [5]	Min. [6]	Middle [7]	Max. [8]
<b>DEFRA</b>							
AD	Grade 6	52,314		62,138	52,314		62,138
	Grade 7	42,415		50,392	42,415		50,392
AST	SEO	36,467		44,254	36,467		44,254
	HEO	25,343		30,128	25,343		30,128
	EO	22,330		25,837	22,330		25,837
	AO	17,609		19,357	17,609		19,357
	AA	14,365		15,826	14,365		15,826
<b>DfES</b>							
AD	Grade 6	49,301		60,571	49,301		60,571
	Grade 7	39,329		49,300	39,329		49,300
AST	SEO	28,268		33,636	28,268		33,636
	HEO	23,048		27,446	23,048		27,446
	EO	18,446		21,941	18,446		21,941
	AO	14,584		16,194	14,584		16,194
	AA	12,509		13,673	12,509		13,673
<b>DBERR</b>							
AD	Grade 6	48,450		63,750	48,450		63,750
	Grade 7	39,352		52,000	39,352		52,000
AST	SEO	27,683		37,067	27,683		37,067
	HEO	21,961		27,851	21,961		27,851
	EO	17,503		22,399	17,503		22,399
	AO	15,269		17,840	15,269		17,840
	AA	12,954		15,249	12,954		15,249
<b>DWP</b>							
AD	Band G	51,790		63,510	51,790		63,510
	Band F	38,390		51,910	38,390		51,910
AST	Band E	29,570		35,420	29,570		35,420
	Band D	23,930		28,920	23,930		28,920
	Band C	18,160		23,510	18,160		23,510
	Band B	13,990		17,250	13,990		17,250
	Band A	12,340		13,990	12,340		13,990
<b>MoD</b>							
AD	Grade 6	44,503		66,064	44,503		66,064
	Grade 7	37,439		52,900	37,439		52,900
AST	SEO	27,159		39,334	27,159		39,334
	HEO	21,746		32,283	21,746		32,283
	EO	17,413		27,159	17,413		27,159
	AO	13,603		24,005	13,603		24,005
	AA	11,444		19,701	11,444		19,701
<b>HMRC</b>							
AD	Grade 6	51,363		62,577	51,363		62,577
	Grade 7	41,793		50,881	41,793		50,881
AST	SEO	31,517		37,261	31,517		37,261
	HEO	23,656		30,663	23,656		30,663
	EO	19,043		24,652	19,043		24,652
	AO	14,631		18,305	14,631		18,305
	AA	12,367		14,783	12,367		14,783
<b>HO</b>							
AD	Grade 6	0		0	0		0
	Grade 7	0		0	0		0
AST	SEO	0		0	0		0
	HEO	0		0	0		0
	EO	0		0	0		0
	AO	0		0	0		0
	AA	0		0	0		0

UK

Table 3

Changes in average remuneration by department, category and grade of official in central government

Price index = 102.4

Cat.	Grade	Gross				Net			
		Salary (£)		Index		Salary (£)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
<b>DEFRA</b>									
AD	Grade 6	57,226	59,229	103.5	101.1	57,226	59,229	103.5	101.1
	Grade 7	46,403	48,027	103.5	101.1	46,403	48,027	103.5	101.1
AST	SEO	40,360	41,773	103.5	101.1	40,360	41,773	103.5	101.1
	HEO	27,735	28,706	103.5	101.1	27,735	28,706	103.5	101.1
	EO	24,083	24,926	103.5	101.1	24,083	24,926	103.5	101.1
	AO	18,483	19,130	103.5	101.1	18,483	19,130	103.5	101.1
	AA	15,095	15,624	103.5	101.1	15,095	15,624	103.5	101.1
<b>DfES</b>									
AD	Grade 6	54,936	58,232	106.0	103.5	54,936	58,232	106.0	103.5
	Grade 7	44,314	46,973	106.0	103.5	44,314	46,973	106.0	103.5
AST	SEO	30,952	32,809	106.0	103.5	30,952	32,809	106.0	103.5
	HEO	25,247	26,762	106.0	103.5	25,247	26,762	106.0	103.5
	EO	20,193	21,405	106.0	103.5	20,193	21,405	106.0	103.5
	AO	15,389	16,312	106.0	103.5	15,389	16,312	106.0	103.5
	AA	13,091	13,877	106.0	103.5	13,091	13,877	106.0	103.5
<b>DBERR</b>									
AD	Grade 6	56,100	58,064	103.5	101.1	56,100	58,064	103.5	101.1
	Grade 7	45,676	47,274	103.5	101.1	45,676	47,274	103.5	101.1
AST	SEO	32,375	33,508	103.5	101.1	32,375	33,508	103.5	101.1
	HEO	24,906	25,778	103.5	101.1	24,906	25,778	103.5	101.1
	EO	19,951	20,649	103.5	101.1	19,951	20,649	103.5	101.1
	AO	16,555	17,134	103.5	101.1	16,555	17,134	103.5	101.1
	AA	14,102	14,595	103.5	101.1	14,102	14,595	103.5	101.1
<b>DWP</b>									
AD	Grade 6	57,650	59,668	103.5	101.1	57,650	59,668	103.5	101.1
	Grade 7	45,150	46,730	103.5	101.1	45,150	46,730	103.5	101.1
AST	SEO	32,495	33,632	103.5	101.1	32,495	33,632	103.5	101.1
	HEO	26,425	27,350	103.5	101.1	26,425	27,350	103.5	101.1
	EO	20,835	21,564	103.5	101.1	20,835	21,564	103.5	101.1
	AO	15,620	16,167	103.5	101.1	15,620	16,167	103.5	101.1
	AA	13,165	13,626	103.5	101.1	13,165	13,626	103.5	101.1
<b>MoD</b>									
AD	Grade 6	55,284	56,949	103.0	100.6	55,284	56,949	103.0	100.6
	Grade 7	45,170	46,530	103.0	100.6	45,170	46,530	103.0	100.6
AST	SEO	33,247	34,248	103.0	100.6	33,247	34,248	103.0	100.6
	HEO	27,015	27,828	103.0	100.6	27,015	27,828	103.0	100.6
	EO	22,286	22,957	103.0	100.6	22,286	22,957	103.0	100.6
	AO	18,804	19,370	103.0	100.6	18,804	19,370	103.0	100.6
	AA	15,573	16,042	103.0	100.6	15,573	16,042	103.0	100.6
<b>HMRC</b>									
AD	Grade 6	56,970	58,442	102.6	100.2	56,970	58,442	102.6	100.2
	Grade 7	46,337	47,598	102.7	100.3	46,337	47,598	102.7	100.3
AST	SEO	34,389	34,967	101.7	99.3	34,389	34,967	101.7	99.3
	HEO	27,160	27,933	102.8	100.4	27,160	27,933	102.8	100.4
	EO	21,848	22,397	102.5	100.1	21,848	22,397	102.5	100.1
	AO	16,468	16,989	103.2	100.7	16,468	16,989	103.2	100.7
	AA	13,575	13,925	102.6	100.2	13,575	13,925	102.6	100.2
<b>HO</b>									
AD	Grade 6	n.a.	60,738	n.a.	n.a.	n.a.	60,738	n.a.	n.a.
	Grade 7	n.a.	49,581	n.a.	n.a.	n.a.	49,581	n.a.	n.a.
AST	SEO	n.a.	35,318	n.a.	n.a.	n.a.	35,318	n.a.	n.a.
	HEO	n.a.	27,556	n.a.	n.a.	n.a.	27,556	n.a.	n.a.
	EO	n.a.	22,042	n.a.	n.a.	n.a.	22,042	n.a.	n.a.
	AO	n.a.	16,903	n.a.	n.a.	n.a.	16,903	n.a.	n.a.
	AA	n.a.	14,498	n.a.	n.a.	n.a.	14,498	n.a.	n.a.

UK  
Table 4

Changes in average remuneration by grade of official and department in central government

Price index = 102.4

Cat.	Grade	Gross				Net			
		Salary (£)		Index		Salary (£)		Index	
		2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]	[10]
AD	DEfRA	48,500	50,198	103.5	101.1	48,500	50,198	103.5	101.1
	DfES	49,618	52,595	106.0	103.5	49,618	52,595	106.0	103.5
	DTI	49,062	50,779	103.5	101.1	49,062	50,779	103.5	101.1
	DWP	48,552	50,252	103.5	101.1	48,552	50,252	103.5	101.1
	MoD	48,303	49,758	103.0	100.6	48,303	49,758	103.0	100.6
	HMRC	49,757	51,086	102.7	100.3	49,757	51,086	102.7	100.3
	HO	n.a.	52,623	n.a.	n.a.	n.a.	52,623	n.a.	n.a.
AST	DEfRA	24,505	25,362	103.5	101.1	24,505	25,362	103.5	101.1
	DfES	22,551	23,904	106.0	103.5	22,551	23,904	106.0	103.5
	DTI	23,079	23,887	103.5	101.1	23,079	23,887	103.5	101.1
	DWP	18,258	18,897	103.5	101.1	18,258	18,897	103.5	101.1
	MoD	22,185	22,854	103.0	100.6	22,185	22,854	103.0	100.6
	HMRC	19,576	20,111	102.7	100.3	19,576	20,111	102.7	100.3
	HO	n.a.	21,425	n.a.	n.a.	n.a.	21,425	n.a.	n.a.

UK  
Table 4. Average

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

Average of 6 departments (DEfRA, DfES, DBERR, DWP, MoD, HMRC)

Price index = 102.4

Cat.	Gross				Net			
	Salary (£)		Index		Salary (£)		Index	
	2006	2007	Nominal	Real	2006	2007	Nominal	Real
[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]	[9]
AD	49,048	50,666	103.3	100.9	49,048	50,666	103.3	100.9
AST	19,618	20,241	103.2	100.8	19,618	20,241	103.2	100.8
<b>Total</b>	<b>20,635</b>	<b>21,292</b>	<b>103.2</b>	<b>100.8</b>	<b>20,635</b>	<b>21,292</b>	<b>103.2</b>	<b>100.8</b>



**Total Emoluments in the Central  
Governments of the Member States**

**Table 5**  
**Salaries of sector S1311 (Central government)**  
**For all countries in million Euro except for UK in million pounds**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	6087	6233	6517	6660	6916	7001	7167	7187	7520	7761	8005
<b>DE *</b>	112120	112390	113590	113580	113670	114920	114630	115070	112960	111950	110974
<b>ES *</b>				15024	15249	16020	16696	17741	18746	20215	21599
<b>FR</b>	100554	102916	105611	108670	111945	116483	119230	121075	124044	127154	128010
<b>IT *</b>	67620	65228	66868	69895	73505	77098	82535	83677	88055	89917	93064
<b>LU *</b>	1061	1099	1157	1219	1299	1404	1499	1627	1745	1845	
<b>NL *</b>	10740	11216	11808	12369	13204	14097	14703	14860	15143	15668	16224
<b>UK *</b>	37568	37655	38346	40437	45292	48648	54514	58802	62140	66962	70444

\* Data for DE (2006-2007), ES (2006-2007), IT (2006-2007), LU (2005-2006-2007), NL (2006-2007) and UK (2006-2007) based on Eurostat and ECFIN's coefficients

No data for Luxembourg 2007

**Table 6**  
**Employment in sector S1311 (Central Government)**  
**(x1000)**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	147	148	149	150	152	145	144	144	144	143	142
<b>DE *</b>	3029	2979	2933	2878	2830	2821	2786	2735	2666	2637	2632
<b>ES *</b>				617	604	601	588	593	596	602	559
<b>FR</b>	2628	2667	2674	2672	2660	2672	2670	2651	2624	2621	2634
<b>IT *</b>	1946	1923	1925	1975	2019	2035	2048	2039	2050	2052	2052
<b>LU *</b>	19	20	19	20	21	21	22	24	24	25	
<b>NL *</b>	235	237	241	242	257	263	257	249	247	248	248
<b>UK *</b>	2107	2111	2115	2154	2232	2324	2434	2506	2562	2560	2568

\* Data for DE (2006-2007), ES (2006-2007), IT (2006-2007), LU (2005-2006-2007), NL (2006-2007) and UK (2006-2007) based on Eurostat and ECFIN's coefficients

No data for Luxembourg 2007

**Table 7**  
**Salaries of sector S1311 (Central Government) per employee**  
**For all countries in Euro except for UK in pounds**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	41407	42117	43740	44398	45501	48279	49769	49910	52219	54272	56373
<b>DE *</b>	37016	37727	38728	39465	40166	40737	41145	42073	42371	42454	42163
<b>ES *</b>				24350	25247	26656	28395	29917	31453	33580	38639
<b>FR</b>	38264	38590	39497	40676	42083	43600	44649	45671	47273	48514	48599
<b>IT *</b>	34748	33920	34737	35390	36407	37886	40300	41038	42954	43819	45353
<b>LU *</b>	56111	55777	61212	60657	62986	65607	66938	69247	72095	75012	
<b>NL *</b>	45702	47325	48996	51112	51377	53601	57210	59679	61308	63177	65419
<b>UK *</b>	17830	17838	18130	18773	20292	20933	22397	23464	24254	26157	27431

\* Data for DE (2006-2007), ES (2006-2007), IT (2006-2007), LU (2005-2006-2007), NL (2006-2007) and UK (2006-2007) based on Eurostat and ECFIN's coefficients

No data for Luxembourg 2007

**Table 8**  
**Deflator of Private consumption on the economic territory**  
**1995=100**

Source: Eurostat free data

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	101.6	103.7	104.1	106.0	108.2	110.2	111.9	114.6	116.9	119.3	121.9
<b>DE</b>	100.8	101.4	101.7	101.0	102.2	103.7	104.9	106.1	106.9	107.5	109.4
<b>ES</b>	105.9	108.6	111.4	115.3	120.1	125.3	130.4	135.6	141.2	146.6	151.1
<b>FR</b>	102.6	103.6	103.6	105.1	107.1	109.7	111.8	113.5	115.5	118.1	120.4
<b>IT</b>	107.9	110.7	112.1	114.4	117.8	121.8	125.5	129.2	132.1	134.4	137.2
<b>LU</b>	101.0	100.6	106.0	108.1	108.2	111.2	116.7	118.7	124.3	131.6	137.6
<b>NL</b>	104.0	106.0	107.8	112.3	118.0	122.5	125.2	126.1	128.7	131.2	133.4
<b>UK</b>	106.5	109.3	111.7	113.2	115.7	119.3	123.0	126.1	129.0	132.1	135.5

**Table 9**  
**Salaries of sector S 1311 (Central Government) per employee**  
**1995 Prices**  
**For all countries in Euro except for UK in pounds**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	40755	40614	42018	41885	42052	43811	44477	43551	44670	45492	46245
<b>DE *</b>	36722	37207	38081	39074	39301	39284	39223	39654	39636	39492	38541
<b>ES *</b>					21021	21273	21775	22063	22276	22906	25572
<b>FR</b>	37294	37249	38125	38702	39293	39745	39936	40239	40929	41078	40365
<b>IT *</b>	32204	30641	30987	30935	30905	31105	32112	31763	32516	32604	33056
<b>LU *</b>	55556	55444	57747	56112	58213	59000	57359	58338	58001	57000	
<b>NL *</b>	43944	44646	45451	45513	43540	43756	45695	47326	47636	48154	49040
<b>UK *</b>	16742	16320	16231	16584	17539	17546	18209	18608	18802	19801	20245

\* Data for DE (2006-2007), ES (2006-2007), IT (2006-2007), LU (2005-2006-2007), NL (2006-2007) and UK (2006-2007) based on Eurostat and ECFIN's coefficients

No data for Luxembourg 2007

**Table 10**  
**Salaries of sector S 1311 (Central Government) per employee**  
**T/T-1 in 1995 Prices**

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
<b>BE</b>	99.7	103.5	99.7	100.4	104.2	101.5	97.9	102.6	101.8	101.7
<b>DE *</b>	101.3	102.4	102.6	100.6	100.0	99.8	101.1	100.0	99.6	97.6
<b>ES *</b>					101.2	102.4	101.3	101.0	102.8	111.6
<b>FR</b>	99.9	102.3	101.5	101.5	101.2	100.5	100.8	101.7	100.4	98.3
<b>IT *</b>	95.1	101.1	99.8	99.9	100.6	103.2	98.9	102.4	100.3	101.4
<b>LU *</b>	99.8	104.2	97.2	103.7	101.4	97.2	101.7	99.4	98.3	
<b>NL *</b>	101.6	101.8	100.1	95.7	100.5	104.4	103.6	100.7	101.1	101.8
<b>UK *</b>	97.5	99.5	102.2	105.8	100.0	103.8	102.2	101.0	105.3	102.2
<b>Total **</b>					101.1	100.7	101.4	100.9	101.1	101.5

\* Data for DE (2006-2007), ES (2006-2007), IT (2006-2007), LU (2005-2006-2007), NL (2006-2007) and UK (2006-2007) based on Eurostat and ECFIN's coefficients

No data for Luxembourg 2007

\*\* Weighted average applying the same weights as those used to estimate the global specific indicator