

## Pay scales

### Administrative and Technical Staff

Below is a list of pay scales for members of the **Administrative and Technical Staff**.  
The number of years of **seniority** is indicated alongside the **full-time gross monthly salary**,  
adapted according to the current index (1,9607).

Depending on your position, you will be paid according to a certain scale.  
Each ATP position is associated with a specific pay band, which is always mentioned in the vacancy.  
When you are hired, you normally start with the basic scale in the pay band with which your position is associated.  
During your career you can move up until you reach the highest scale in the pay band.  
Promotions are not automatically given but depend on your performance and the results you achieve.

#### Pay band 2

Seniority	Scale 2.1	Seniority	Scale 2.2
0	€ 2.078,33	0	€ 2.171,65
1	€ 2.104,09	1	€ 2.198,30
2	€ 2.129,85	2	€ 2.224,95
3	€ 2.155,61	3	€ 2.251,61
4	€ 2.181,36	4	€ 2.278,26
6	€ 2.232,87	6	€ 2.344,93
8	€ 2.284,38	8	€ 2.411,59
10	€ 2.335,89	10	€ 2.478,25
12	€ 2.387,40	12	€ 2.544,91
14	€ 2.438,91	14	€ 2.611,57
16	€ 2.490,42	16	€ 2.678,24
18	€ 2.541,93	18	€ 2.744,90
20	€ 2.593,44	20	€ 2.811,56
22	€ 2.644,95	22	€ 2.878,22
24	€ 2.696,45	24	€ 2.944,88
26	€ 2.747,96	26	€ 3.011,55
28	€ 2.799,47	28	€ 3.078,21

Seniority	Scale 2.3	Seniority	Scale 2.4
0	€ 2.230,36	0	€ 2.289,05
1	€ 2.260,19	1	€ 2.322,08
2	€ 2.290,02	2	€ 2.355,10
3	€ 2.319,85	3	€ 2.388,13
4	€ 2.349,68	4	€ 2.421,16
6	€ 2.433,63	6	€ 2.522,38
8	€ 2.517,57	8	€ 2.623,60
10	€ 2.601,51	10	€ 2.724,82
12	€ 2.685,45	12	€ 2.826,04
14	€ 2.769,40	14	€ 2.927,26
16	€ 2.853,34	16	€ 3.028,48
18	€ 2.937,28	18	€ 3.129,71

20	€ 3.021,22	20	€ 3.230,93
22	€ 3.105,17	22	€ 3.332,15
24	€ 3.189,11	24	€ 3.433,37
26	€ 3.273,05	26	€ 3.534,59
28	€ 3.356,99	28	€ 3.635,81

### Pay band 3

Seniority	Scale 3.1	Seniority	Scale 3.2
0	€ 2.289,05	0	€ 2.391,52
1	€ 2.333,07	1	€ 2.435,54
2	€ 2.377,09	2	€ 2.479,56
3	€ 2.421,11	3	€ 2.523,58
4	€ 2.465,13	4	€ 2.567,60
6	€ 2.571,55	6	€ 2.675,45
8	€ 2.677,98	8	€ 2.783,29
10	€ 2.784,40	10	€ 2.891,14
12	€ 2.890,83	12	€ 2.998,98
14	€ 2.997,26	14	€ 3.106,83
16	€ 3.103,68	16	€ 3.214,67
18	€ 3.210,11	18	€ 3.322,52
20	€ 3.316,53	20	€ 3.430,36
22	€ 3.422,96	22	€ 3.538,21
24	€ 3.529,38	24	€ 3.646,05
26	€ 3.635,81	26	€ 3.753,90

Seniority	Scale 3.3	Seniority	Scale 3.4
0	€ 2.494,00	0	€ 2.596,47
1	€ 2.538,02	1	€ 2.640,48
2	€ 2.582,03	2	€ 2.684,50
3	€ 2.626,05	3	€ 2.728,52
4	€ 2.670,07	4	€ 2.772,54
6	€ 2.779,35	6	€ 2.883,25
8	€ 2.888,63	8	€ 2.993,96
10	€ 2.997,90	10	€ 3.104,67
12	€ 3.107,18	12	€ 3.215,37
14	€ 3.216,45	14	€ 3.326,08
16	€ 3.325,73	16	€ 3.436,79
18	€ 3.435,01	18	€ 3.547,50
20	€ 3.544,28	20	€ 3.658,20
22	€ 3.653,56	22	€ 3.768,91
24	€ 3.762,84	24	€ 3.879,62
26	€ 3.872,11	26	€ 3.990,33

### Pay band 4

Seniority	Scale 4.1	Seniority	Scale 4.2
0	€ 2.596,47	0	€ 2.730,96
1	€ 2.649,14	1	€ 2.790,97
2	€ 2.701,81	2	€ 2.850,97
3	€ 2.754,49	3	€ 2.910,98
4	€ 2.807,16	4	€ 2.970,99
6	€ 2.925,48	6	€ 3.089,80
8	€ 3.043,80	8	€ 3.208,61
10	€ 3.162,11	10	€ 3.327,43
12	€ 3.280,43	12	€ 3.446,24
14	€ 3.398,75	14	€ 3.565,05

16	€ 3.517,06	16	€ 3.683,86
18	€ 3.635,38	18	€ 3.802,67
20	€ 3.753,70	20	€ 3.921,48
22	€ 3.872,01	22	€ 4.040,30
24	€ 3.990,33	24	€ 4.159,11

**Seniority                      Scale 4.3**

0	€ 2.865,45
1	€ 2.925,46
2	€ 2.985,46
3	€ 3.045,47
4	€ 3.105,48
6	€ 3.227,71
8	€ 3.349,95
10	€ 3.472,19
12	€ 3.594,42
14	€ 3.716,66
16	€ 3.838,90
18	€ 3.961,13
20	€ 4.083,37
22	€ 4.205,61
24	€ 4.327,84

**Pay band 5**

**Seniority**

**Scale 5.1**

0	€ 2.999,94
1	€ 3.059,95
2	€ 3.119,96
3	€ 3.179,97
4	€ 3.239,97
6	€ 3.365,63
8	€ 3.491,28
10	€ 3.616,94
12	€ 3.742,59
14	€ 3.868,25
16	€ 3.993,90
18	€ 4.119,56
20	€ 4.245,21
22	€ 4.370,87
24	€ 4.496,52

**Seniority**

**Scale 5.2**

0	€ 3.119,77
1	€ 3.179,77
2	€ 3.239,78
3	€ 3.299,79
4	€ 3.359,79
6	€ 3.485,45
8	€ 3.611,10
10	€ 3.736,76
12	€ 3.862,41
14	€ 3.988,07
16	€ 4.113,72
18	€ 4.239,38
20	€ 4.365,03
22	€ 4.490,69
24	€ 4.616,34

**Seniority**

**Scale 5.3**

0	€ 3.239,59
1	€ 3.299,59
2	€ 3.359,60
3	€ 3.419,61
4	€ 3.479,62
6	€ 3.605,27
8	€ 3.730,93
10	€ 3.856,58
12	€ 3.982,24
14	€ 4.107,89
16	€ 4.233,54

18	€ 4.359,20
20	€ 4.484,85
22	€ 4.610,51
24	€ 4.736,16

#### Pay band 6

Seniority	Scale 6.1	Seniority	Scale 6.2
0	€ 3.359,40	0	€ 3.476,78
1	€ 3.424,18	1	€ 3.541,55
2	€ 3.488,95	2	€ 3.606,33
3	€ 3.553,73	3	€ 3.671,11
4	€ 3.618,51	4	€ 3.735,88
6	€ 3.742,26	6	€ 3.867,14
8	€ 3.866,01	8	€ 3.998,39
10	€ 3.989,76	10	€ 4.129,65
12	€ 4.113,51	12	€ 4.260,91
14	€ 4.237,26	14	€ 4.392,16
16	€ 4.361,01	16	€ 4.523,42
18	€ 4.484,75	18	€ 4.654,67
20	€ 4.608,50	20	€ 4.785,93
22	€ 4.732,25	22	€ 4.917,18
24	€ 4.856,00	24	€ 5.048,44

#### Pay band 7

Seniority	Scale 7.1	Seniority	Scale 7.2
0	€ 3.476,78	0	€ 3.646,23
1	€ 3.579,48	1	€ 3.748,94
2	€ 3.682,19	2	€ 3.851,64
3	€ 3.784,89	3	€ 3.954,35
4	€ 3.887,60	4	€ 4.057,06
6	€ 4.051,44	6	€ 4.229,96
8	€ 4.215,28	8	€ 4.402,87
10	€ 4.379,12	10	€ 4.575,78
12	€ 4.542,96	12	€ 4.748,68
14	€ 4.706,81	14	€ 4.921,59
16	€ 4.870,65	16	€ 5.094,49
18	€ 5.034,49	18	€ 5.267,40
20	€ 5.198,33	20	€ 5.440,31
22	€ 5.362,17	22	€ 5.613,21

#### Pay band 8

Seniority	Scale 8.1	Seniority	Scale 8.2
0	€ 3.943,36	0	€ 4.113,54
1	€ 4.046,07	1	€ 4.216,25
2	€ 4.148,77	2	€ 4.318,95
3	€ 4.251,48	3	€ 4.421,66
4	€ 4.354,19	4	€ 4.524,37
6	€ 4.535,55	6	€ 4.705,73
8	€ 4.716,91	8	€ 4.887,09
10	€ 4.898,27	10	€ 5.068,45
12	€ 5.079,63	12	€ 5.249,81
14	€ 5.260,99	14	€ 5.431,17
16	€ 5.442,35	16	€ 5.612,54
18	€ 5.623,72	18	€ 5.793,90
20	€ 5.805,08	20	€ 5.975,26

22 € 5.986,44 22 € 6.156,62

**Pay band 9**

<b>Seniority</b>	<b>Scale 9.1</b>	<b>Seniority</b>	<b>Scale 9.2</b>
0	€ 4.283,73	0	€ 4.459,79
1	€ 4.386,43	1	€ 4.569,83
2	€ 4.489,14	2	€ 4.679,87
3	€ 4.591,84	3	€ 4.789,91
4	€ 4.694,55	4	€ 4.899,94
6	€ 4.875,91	6	€ 5.099,03
8	€ 5.057,27	8	€ 5.298,12
10	€ 5.238,64	10	€ 5.497,20
12	€ 5.420,00	12	€ 5.696,29
14	€ 5.601,36	14	€ 5.895,38
16	€ 5.782,72	16	€ 6.094,46
18	€ 5.964,08	18	€ 6.293,55
20	€ 6.145,44	20	€ 6.492,63
22	€ 6.326,80	22	€ 6.691,72

**Pay band 10**

Seniority	Scale 10.1	Seniority	Scale 10.2
0	€ 4.635,86	0	€ 4.826,59
1	€ 4.745,90	1	€ 4.950,28
2	€ 4.855,94	2	€ 5.073,98
3	€ 4.965,97	3	€ 5.197,67
4	€ 5.076,01	4	€ 5.321,37
6	€ 5.296,09	6	€ 5.572,06
8	€ 5.516,17	8	€ 5.822,75
10	€ 5.736,25	10	€ 6.073,45
12	€ 5.956,33	12	€ 6.324,14
14	€ 6.176,41	14	€ 6.574,83
16	€ 6.396,48	16	€ 6.825,53
18	€ 6.616,56	18	€ 7.076,22
20	€ 6.836,64	20	€ 7.326,91
22	€ 7.056,72	22	€ 7.577,61

**Pay band 11**

Seniority	Scale 11	Seniority	Scale 12
0	€ 5.017,32	0	€ 6.460,06
1	€ 5.157,38	1	€ 6.570,10
2	€ 5.297,43	2	€ 6.680,14
3	€ 5.437,49	3	€ 6.790,17
4	€ 5.577,55	4	€ 6.900,21
6	€ 5.857,65	6	€ 7.120,29
8	€ 6.137,76	8	€ 7.340,37
10	€ 6.417,87	10	€ 7.560,45
12	€ 6.697,98	12	€ 7.780,53
14	€ 6.978,08	14	€ 8.000,60
16	€ 7.258,19	16	€ 8.220,68
18	€ 7.538,30	18	€ 8.440,76
20	€ 7.818,40	20	€ 8.660,84
22	€ 8.098,51	22	€ 8.880,92

**Pay band 12****Pay band 13**

Seniority	Scale 13
0	€ 7.682,71
1	€ 7.792,75
2	€ 7.902,79
3	€ 8.012,83
4	€ 8.122,86
6	€ 8.342,94
8	€ 8.563,02
10	€ 8.783,10
12	€ 9.003,18
14	€ 9.223,26
16	€ 9.443,34
18	€ 9.663,42
20	€ 9.883,49
22	€ 10.103,57