



Job Classification and salary structure



BEI / EIB

Staff Representatives

Représentants du personnel

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Background

- ❖ EIB used to be seen as a secure employer with stable career progression
- ❖ EIB staff was recruited on CDI (long term)
- ❖ the Bank now is recruiting with CDD's (fixed term) by default.



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Different treatment

Two populations with different contractual rights and legal expectations as to salary increase.



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A) Inflation

There is no longer an automatic inflation adjustment for SR1 and SR2s. Abolishment currently under legal debate, notably for SR1s who always were subject to such automaticity (different formulas over time)”

B) Merit

Two different systems

Salary grid vs salary bands



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C – Bonus

SR1 staff get a Bank bonus (automatic) except in rare cases + possibly an individual bonus

SR2 have an automatic bonus and may or not receive the individual bonus.



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- ❖ To summarize, the Bank has succeeded to take away the automatic increase of salary progression for the new staff.



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