

EN

Guaranteed rates: What do they mean?

- Officials recruited under the new Staff Regulations (since 1 May 2004) start their career at a level of pay which is much lower than that under the old Staff Regs.
- To counterbalance this disadvantage, the new Staff Regs (Article 6 (2)) innovate by introducing the *guaranteed rates*, set out in Annex IB. These rates aim at *ensuring equivalence of the lifelong earnings* between the new and the old career structure.

B. Multiplication rates for guiding average career equivalence

Grade	Assistants	Administrators
13	–	20%
12	–	25%
11	–	25%
10	20%	25%
9	20%	25%
8	25%	33%
7	25%	33%
6	25%	33%
5	25%	33%
4	33%	–
3	33%	–
2	33%	–
1	33%	–

- For grades AST1 to AST 4, AD5 to AD8, a 33% rate applies, which is calculated on the number of officials in active

employment on 1 January of the previous year.

● So, supposing that, on 1 January of year n-1, there were 100 AST1 officials, then, 33 vacant posts should be provided for, in the year n budget, in grade AST2.