

ESA SALARIES BY GRADE AND COUNTRY



GRADE	COUNTRY							
	France	The Netherlands	Italy	Germany	Spain	Belgium	United Kingdom	United States
B2	€3,063.65	€3,144.54	€2,732.58	€3,474.09	€2,639.83	€3,060.26	£2,728.51	\$3,839.82
B3	€3,516.73	€3,536.69	€3,043.86	€3,948.26	€3,070.72	€3,398.70	£3,058.56	\$4,457.99
B4	€4,011.37	€3,986.14	€3,410.64	€4,528.50	€3,421.65	€3,826.73	£3,476.66	\$5,258.63
B5	€4,658.94	€4,581.80	€3,889.68	€5,209.69	€3,967.77	€4,330.92	£3,993.00	\$6,087.87
B6	€5,412.23	€5,289.00	€4,495.33	€6,007.58	€4,606.50	€4,948.69	£4,626.75	\$7,049.18
A1	€4,823.05	€4,568.20	€3,912.53	€4,640.87	€4,043.47	€4,231.17	£3,783.27	\$5,577.23
A2	€6,162.85	€5,836.50	€4,999.83	€5,928.45	€5,166.92	€5,407.12	£4,830.65	\$7,124.06
A3	€7,604.60	€7,200.39	€6,168.68	€7,315.66	€6,378.38	€6,671.63	£5,961.64	\$8,794.79
A4	€8,836.97	€8,368.78	€7,169.18	€8,500.06	€7,407.96	€7,752.93	£6,928.39	\$10,213.62
A5	€10,233.62	€9,691.97	€8,302.11	€9,843.49	€8,579.34	€8,978.80	£8,022.69	\$11,832.61
A6	€12,094.56	€11,453.53	€9,811.66	€11,632.83	€10,137.83	€10,611.50	£9,480.87	\$13,982.61

The amounts shown are the net monthly* salaries, i.e. after deductions for internal tax, social security and pension, for staff in the first step in each grade per country of work in 2023.

Allowances such as expatriation and family allowances may be added to these amounts, depending upon personal circumstances. Entitlement to these allowances is evaluated at the time of recruitment and on an annual basis thereafter, to take into account evolving personal circumstances.

ESA salaries are exempt from national income tax and are normally adjusted once a year, taking inputs such as cost of living into account.

*ESA staff receive 12 months' salary per calendar year.