

Scale Point Step	Group 1	Group 2	Group 3	Group 4	Group 4B	Group 5	Group 6
9				42.928,26 €			
8	33.058,24 €	37.768,87 €	39.330,25 €	41.316,08 €	45.450,31 €	50.003,52 €	57.132,85 €
7	31.424,18 €	35.903,07 €	37.386,98 €	39.274,61 €	43.208,07 €	47.526,69 €	54.310,14 €
6	29.870,89 €	34.132,19 €	35.540,82 €	37.333,52 €	41.074,94 €	45.175,34 €	51.628,19 €
5	28.394,39 €	32.448,60 €	33.786,31 €	35.490,63 €	39.045,47 €	42.939,65 €	49.074,98 €
4	26.990,85 €	30.847,94 €	32.120,18 €	33.739,39 €	37.119,66 €	40.815,26 €	46.648,35 €
3	25.656,70 €	29.330,20 €	30.538,07 €	32.075,44 €	35.292,04 €	38.797,79 €	44.343,92 €
2	24.523,20 €	27.886,66 €	29.033,42 €	30.494,42 €	33.546,26 €	36.881,80 €	42.149,69 €
1	24.523,20 €	26.516,22 €	27.606,25 €	28.994,14 €	31.893,23 €	35.061,82 €	40.065,66 €

years of experience	Scale Point
17-18	9
15-16	8
13-14	7
11-12	6
9-10	5 *
7-8	4
5-6	3
3-4	2
1-2	1

5* = entry capped at step 5
Step increase every 2 years

effective 1st October 2022