

Salary Tables

Belgium

Fig.1.1: Salary table Assistant positions, Université catholique de Louvain. Values valid from April 2020.

Barèmes Personnel scientifique au cadre										
anc.	8L/(020)	assistant (1)		8A/(021)	assistant (2)		8C/(023)	1er assistant (3)		anc.
	base à 100%	brut annuel	brut mensuel	base à 100%	brut annuel	brut mensuel	base à 100%	brut annuel	brut mensuel	
		indexé	indexé		indexé	indexé		indexé	indexé	
0	21333.13	37140.98	3095.08	23324.59	40608.11	3384.01	29358.99	51114.00	4259.50	0
1	22024.26	38344.24	3195.35	23948.85	41694.95	3474.58	29983.25	52200.84	4350.07	1
2	23406.52	40750.75	3395.90	25197.37	43868.62	3655.72	30607.51	53287.67	4440.64	2
3	23406.52	40750.75	3395.90	25197.37	43868.62	3655.72	31231.77	54374.51	4531.21	3
4	23406.52	40750.75	3395.90	25197.37	43868.62	3655.72	31231.77	54374.51	4531.21	4
5	24699.57	43001.95	3583.50	26156.08	45537.74	3794.81	32324.2	56276.43	4689.70	5
6	24699.57	43001.95	3583.50	26156.08	45537.74	3794.81	32324.2	56276.43	4689.70	6
7	25992.62	45253.15	3771.10	27114.79	47206.85	3933.90	33416.63	58178.35	4848.20	7
8	25992.62	45253.15	3771.10	27114.79	47206.85	3933.90	33416.63	58178.35	4848.20	8
9	27285.67	47504.35	3958.70	28073.50	48875.96	4073.00	34509.06	60080.27	5006.69	9
10	27285.67	47504.35	3958.70	28073.50	48875.96	4073.00	34509.06	60080.27	5006.69	10
11	28578.72	49755.55	4146.30	29032.21	50545.08	4212.09	35601.49	61982.19	5165.18	11
12	28578.72	49755.55	4146.30	29032.21	50545.08	4212.09	35601.49	61982.19	5165.18	12
13	29871.77	52006.75	4333.90	29990.92	52214.19	4351.18	36693.92	63884.11	5323.68	13
14	29871.77	52006.75	4333.90	29990.92	52214.19	4351.18	36693.92	63884.11	5323.68	14
15	31164.82	54257.95	4521.50	31283.97	54465.39	4538.78	37786.35	65786.04	5482.17	15
16	31164.82	54257.95	4521.50	31283.97	54465.39	4538.78	37786.35	65786.04	5482.17	16
17	32457.87	56509.15	4709.10	32577.02	56716.59	4726.38	38878.78	67687.96	5640.66	17
18	32457.87	56509.15	4709.10	32577.02	56716.59	4726.38	38878.78	67687.96	5640.66	18
19	33750.92	58760.35	4896.70	33870.07	58967.79	4913.98	39971.21	69589.88	5799.16	19
20	33750.92	58760.35	4896.70	33870.07	58967.79	4913.98	39971.21	69589.88	5799.16	20
21	35043.97	61011.55	5084.30	35163.12	61218.99	5101.58	41063.64	71491.80	5957.65	21
22	35043.97	61011.55	5084.30	35163.12	61218.99	5101.58	41063.64	71491.80	5957.65	22
23	36337.02	63262.75	5271.90	36456.17	63470.19	5289.18	41063.64	71491.80	5957.65	23
24	36337.02	63262.75	5271.90	36456.17	63470.19	5289.18	41063.64	71491.80	5957.65	24
25	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	25
26	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	26
27	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	27
28	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	28
29	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	29
30	37630.07	65513.95	5459.50	37749.22	65721.39	5476.78	41063.64	71491.80	5957.65	30

(1) pour le porteur du diplôme de Master 60 crédits

(2) pour le porteur du diplôme de licence, de docteur en médecine, chir, acc., de docteur en méd. vétérinaire, d'ir civil, bio-ingénieur, Master 120 crédits

(3) diplômes repris en (1) et (2) et titulaire du diplôme de Docteur avec thèse

Belgium

Fig.1.2: PhD scholarships and Postdoctoral fellowships, Université catholique de Louvain. Values for 2017.

MONTANTS DES BOURSES DE FORMATION COMPLEMENTAIRE ET DE DOCTORAT DURANT L'ANNEE 2017

Source	Titre	Durée	Diplôme	Code	Montants en euros		Net		Coût	
					Brut annuel	mensuel	annuel	mensuel	annuel	mensuel

BOURSE DE FORMATION COMPLEMENTAIRE (Pas d'ONSS et pas de précompte)

UCL	Boursier de formation complémentaire	Max. 24 mois	Master 60 ou équivalent	B01	20.237,88	1.686,49	20.237,88	1.686,49	20.237,88	1.686,49
			Master 120 ou équivalent	B02	22.400,04	1.866,67	22.400,04	1.866,67	22.400,04	1.866,67

BOURSE DE DOCTORAT (Cotisations à l'ONSS et pas de précompte)

UCL	Boursier de doctorat	Max. 48 mois	Master 120 ou équiv. UE*	B41	25.789,56	2.149,13	21.979,44	1.868,23	34.122,12	2.843,51
			Hors UE	B42	23.524,44	1.960,37	21.979,44	1.868,23	29.066,88	2.422,24
	Aspirant UCL		Master 120 ou équiv. UE*	B61	27.366,84	2.280,57	23.790,00	1.982,50	36.209,04	3.017,42
			Hors UE	B62	24.963,24	2.080,27	23.790,00	1.982,50	30.844,56	2.570,38

Il s'agit des Etats membres de l'Espace Economique Européen soit :

L'Allemagne, l'Autriche, la Bulgarie, Chypre, la Croatie, le Danemark, l'Espagne, l'Estonie, la Finlande, la France, la Grande-Bretagne, la Grèce, la Hongrie, l'Irlande, l'Islande, l'Italie, la Lettonie, le Liechtenstein, la Lituanie, le Luxembourg, Malte, la Norvège, les Pays-Bas, la Pologne, le Portugal, la Roumanie, la Slovaquie, la Slovénie, la Suède, la République Tchèque et l'Islande

Ainsi que de la Suisse et des Etats avec lesquels la Belgique a conclu une convention de sécurité sociale soit :

L'Algérie, l'Australie, la Bosnie, le Brésil, le Canada et le Québec, le Chili, la République Démocratique du Congo, la Corée du Sud, les Etats Unis, l'Inde, Israël, le Japon, le Kosovo, la Macédoine, le Maroc, le Monténégro, les Philippines, Saint-Marin, la Serbie, la Tunisie, la Turquie, l'Uruguay, l'Argentine et la Moldavie

MONTANTS DES BOURSES DE POST-DOCTORAT DURANT L'ANNEE 2017*

Source	Titre	Durée	Diplôme	Code	Montants en euros		Net		Coût	
					Brut annuel	mensuel	annuel	mensuel	annuel	mensuel

BOURSE DE POST-DOCTORAT (Cotisations à l'ONSS et pas de précompte)

UCL	Boursier post-doctorat	Max. 36 mois	Docteur avec thèse Ancienneté "0"								
			UE*	B71	32.389,08	2.699,09	28.155,84	2.346,32	42.854,04	3.571,17	
			Hors UE	B72	29.544,48	2.462,04	28.155,84	2.346,32	36.505,20	3.042,10	
			Ancienneté "2"								
			UE*	B73	33.390,00	2.782,50	29.025,96	2.418,83	44.178,36	3.681,53	
			Hors UE	B74	30.457,44	2.538,12	29.025,96	2.418,83	37.633,20	3.136,10	
			Ancienneté "4"								
			UE*	B75	33.847,20	2.820,60	29.423,40	2.451,95	44.783,28	3.731,94	
Hors UE	B76	30.874,56	2.572,88	29.423,40	2.451,95	38.148,60	3.179,05				
Ancienneté "6"											
UE*	B77	34.619,88	2.884,99	30.095,04	2.507,92	45.805,56	3.817,13				
Hors UE	B78	31.579,32	2.631,61	30.095,04	2.507,92	39.019,44	3.251,62				

Il s'agit des Etats membres de l'Espace Economique Européen soit :

L'Allemagne, l'Autriche, la Bulgarie, Chypre, la Croatie, le Danemark, l'Espagne, l'Estonie, la Finlande, la France, la Grande-Bretagne, la Grèce, la Hongrie, l'Irlande, l'Islande, l'Italie, la Lettonie, le Liechtenstein, la Lituanie, le Luxembourg, Malte, la Norvège, les Pays-Bas, la Pologne, le Portugal, la Roumanie, la Slovaquie, la Slovénie, la Suède, la République Tchèque et l'Islande

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Belgium

Fig.1.3: Salary table for Professor positions, Université catholique de Louvain. Values valid from April 2020.

Barèmes académiques indexés		indexés :		1,741			UNIVERSITE CATHOLIQUE DE LOUVAIN			
						Administration des ressources humaines				
						1, pl de l'Université				
						1348 Louvain-la-Neuve				
						mise à jour: 01.04.2020				
anc.	professeur ordinaire (011)			professeur (012)			chargé de cours (013)			anc.
	base à 100%	brut annuel indexé	brut mensuel indexé	base à 100%	brut annuel indexé	brut mensuel indexé	base à 100%	brut annuel indexé	brut mensuel indexé	
1	45.262,40	78.801,84	6.566,82	40.431,94	70.392,01	5.866,01	34.560,95	60.170,61	5.014,22	1
2	45.262,40	78.801,84	6.566,82	40.431,94	70.392,01	5.866,01	34.560,95	60.170,61	5.014,22	2
3	50.018,51	87.082,23	7.256,86	43.961,87	76.537,62	6.378,14	37.013,35	64.440,24	5.370,03	3
4	50.018,51	87.082,23	7.256,86	43.961,87	76.537,62	6.378,14	37.013,35	64.440,24	5.370,03	4
5	50.018,51	87.082,23	7.256,86	43.961,87	76.537,62	6.378,14	37.013,35	64.440,24	5.370,03	5
6	54.774,62	95.362,61	7.946,89	47.491,80	82.683,22	6.890,27	39.465,75	68.709,87	5.725,83	6
7	54.774,62	95.362,61	7.946,89	47.491,80	82.683,22	6.890,27	39.465,75	68.709,87	5.725,83	7
8	54.774,62	95.362,61	7.946,89	47.491,80	82.683,22	6.890,27	39.465,75	68.709,87	5.725,83	8
9	59.530,73	103.643,00	8.636,92	51.021,73	88.828,83	7.402,41	41.918,15	72.979,50	6.081,63	9
10	59.530,73	103.643,00	8.636,92	51.021,73	88.828,83	7.402,41	41.918,15	72.979,50	6.081,63	10
11	59.530,73	103.643,00	8.636,92	51.021,73	88.828,83	7.402,41	41.918,15	72.979,50	6.081,63	11
12	64.286,84	111.923,39	9.326,95	54.551,66	94.974,44	7.914,54	44.370,55	77.249,13	6.437,43	12
13	64.286,84	111.923,39	9.326,95	54.551,66	94.974,44	7.914,54	44.370,55	77.249,13	6.437,43	13
14	64.286,84	111.923,39	9.326,95	54.551,66	94.974,44	7.914,54	44.370,55	77.249,13	6.437,43	14
15	69.042,95	120.203,78	10.016,99	58.081,59	101.120,05	8.426,68	46.822,95	81.518,76	6.793,23	15
16	69.042,95	120.203,78	10.016,99	58.081,59	101.120,05	8.426,68	46.822,95	81.518,76	6.793,23	16
17	69.042,95	120.203,78	10.016,99	58.081,59	101.120,05	8.426,68	46.822,95	81.518,76	6.793,23	17
18	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	49.275,35	85.788,38	7.149,04	18
19	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	49.275,35	85.788,38	7.149,04	19
20	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	49.275,35	85.788,38	7.149,04	20
21	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	51.727,75	90.058,01	7.504,84	21
22	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	51.727,75	90.058,01	7.504,84	22
23	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	51.727,75	90.058,01	7.504,84	23
24	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	54.180,15	94.327,64	7.860,64	24
25	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	54.180,15	94.327,64	7.860,64	25
26	69.042,95	120.203,78	10.016,99	61.611,52	107.265,66	8.938,81	54.180,15	94.327,64	7.860,64	26

Belgium

Fig.1.4: Salary table, Professor positions (*zelfstandig academisch personeel (ZAP)*), Universiteit Hasselt. Values valid from April 2020.

BRUTO MAANDLOON ZAP

trede	index ¹ 1,7410 DOCENT 051	index ¹ 1,7410 DOCENT II 054	index ¹ 1,7410 HOOFDDOC 041	index ¹ 1,7410 HFDDOC II 044	index ¹ 1,7410 HOGLER. 031	index ¹ 1,7410 GEW.HOUGL. 011
0	4340,07	4389,50	4969,96	5039,53	5819,15	6517,84
1	4340,07	4389,50	4969,96	5039,53	5819,15	6517,84
2	4340,07	4389,50	4969,96	5039,53	5819,15	6517,84
3	4597,24	4701,22	5324,68	5468,75	6329,73	7205,77
4	4597,24	4701,22	5324,68	5468,75	6329,73	7205,77
5	4597,24	4701,22	5324,68	5468,75	6329,73	7205,77
6	4854,41	5012,95	5679,40	5897,96	6840,31	7893,71
7	4854,41	5012,95	5679,40	5897,96	6840,31	7893,71
8	4854,41	5012,95	5679,40	5897,96	6840,31	7893,71
9	5111,58	5324,67	6034,12	6327,17	7350,89	8581,64
10	5111,58	5324,67	6034,12	6327,17	7350,89	8581,64
11	5111,58	5324,67	6034,12	6327,17	7350,89	8581,64
12	5368,75	5636,39	6388,84	6756,39	7861,47	9269,58
13	5368,75	5636,39	6388,84	6756,39	7861,47	9269,58
14	5368,75	5636,39	6388,84	6756,39	7861,47	9269,58
15	5625,92	5948,11	6743,56	7185,60	8372,06	9957,52
16	5625,92	5948,11	6743,56	7185,60	8372,06	9957,52
17	5625,92	5948,11	6743,56	7185,60	8372,06	9957,52
18	5883,09	6259,83	7098,28	7614,81	8882,64	9957,52
19	5883,09	6259,83	7098,28	7614,81	8882,64	9957,52
20	5883,09	6259,83	7098,28	7614,81	8882,64	9957,52
21	6140,26	6571,55	7453,01	8044,02	8882,64	9957,52
22	6140,26	6571,55	7453,01	8044,02	8882,64	9957,52
23	6140,26	6571,55	7453,01	8044,02	8882,64	9957,52
24	6397,43	6883,28	7807,73	8473,24	8882,64	9957,52

¹ Index: De huidige index vanaf 01.04.2020 komt neer op 1,7410. Bij de volgende overschrijding van de spijindex voor de overheidsbedden en sociale uitkeringen zal deze index opgehoogd worden met 2% vanaf de tweede maand volgend op de overschrijding.

Germany

Fig.2.1: Tarifvertrag im Öffentlichen Dienst (TV-L). PhD Candidates and Postdoctoral Researchers initial salaries fall within the "Entgeltgruppe" 13.

Anlage B zum TV-L

Entgelttabelle für die Entgeltgruppen 1 bis 15

- gültig vom 1. Januar 2020 bis 31. Dezember 2020 -

Entgelt- gruppe	Grundentgelt		Entwicklungsstufen			
	Stufe 1	Stufe 2	Stufe 3	Stufe 4	Stufe 5	Stufe 6
15	4.794,35	5.180,59	5.371,94	6.051,57	6.566,22	6.763,20
14	4.340,78	4.692,32	4.962,86	5.371,94	5.998,76	6.178,72
13	4.002,26	4.329,43	4.560,37	5.009,04	5.629,26	5.798,14
12	3.607,11	3.880,76	4.421,81	4.896,88	5.510,50	5.675,81
11	3.490,32	3.742,20	4.012,72	4.421,81	5.015,65	5.166,12
10	3.367,04	3.612,23	3.880,76	4.151,27	4.665,96	4.805,94
9b	2.997,21	3.227,32	3.374,65	3.781,78	4.124,89	4.248,65
9a	2.997,21	3.227,32	3.276,44	3.374,65	3.781,78	3.895,24
8	2.815,53	3.037,04	3.159,79	3.276,44	3.405,35	3.485,15
7	2.646,84	2.862,50	3.024,75	3.147,52	3.245,75	3.331,67
6	2.601,42	2.814,88	2.933,94	3.055,46	3.135,24	3.221,18
5	2.497,60	2.707,73	2.826,79	2.939,89	3.030,89	3.092,28
4	2.382,59	2.594,64	2.743,45	2.826,79	2.910,14	2.963,70
3	2.351,55	2.558,91	2.618,44	2.713,68	2.791,07	2.856,55
2	2.190,12	2.386,27	2.445,81	2.505,33	2.642,24	2.785,13
1	Je 4 Jahre	1.987,44	2.017,18	2.052,90	2.088,63	2.177,92

Germany

Fig.2.2: Base salaries of the federal remuneration system W (*Bundesbesoldungsordnung W*). Pay grades W1, W2 und W3 apply to *Juniorprofessor*, *Universitätsprofessor* and *Universitätsprofessor / Lehrstuhlinhaber*, respectively. Table provided by *Der Deutsche Hochschulverband* [GE20].

Besoldungstabelle W-Besoldung mit Stand: Juli 2020 (Monatsgrundgehälter brutto in Euro)

Besoldung	W 1	W 2	W 3
Bund ¹⁾	4.898,68	6.085,88	6.801,88
Baden-Württemberg	5.228,25	6.583,53	7.473,55
Bayern ²⁾	4.844,63	6.013,53	7.118,08
Berlin	4.607,77 *	6.091,76	6.985,72
Brandenburg **	4.725,07	5.377,18	6.498,69
Bremen **	4.647,68	5.291,02	6.397,38
Hamburg **	4.683,86	5.328,48	6.437,08
Hessen ³⁾	4.494,23	5.642,27	6.256,08
Mecklenburg-Vorpommern	4.584,29	5.942,22	6.926,61
Niedersachsen	4.697,72	6.095,99	6.631,59
Nordrhein-Westfalen	4.726,83	6.220,62	6.871,22
Rheinland-Pfalz	4.903,19	5.970,62	6.775,06
Saarland	4.613,18	5.912,70	6.888,82
Sachsen ⁴⁾	4.832,95 ***	5.924,60	6.674,59
Sachsen-Anhalt	4.710,02	6.197,22	6.879,51
Schleswig-Holstein	4.642,92	6.087,44	6.893,05
Thüringen	4.733,10	6.076,57	6.495,05

Zu den Grundgehältern können je nach Besoldungsgruppe Berufungs- resp. BleibeLeistungsbezüge, besondere Leistungsbezüge, FunktionsLeistungsbezüge und die sog. Lehr- und Forschungszulagen hinzutreten.

* W 1-Grundgehalt in Höhe von 4.607,77 Euro zzgl. Zulage von 200 Euro in erster Beschäftigungsphase nach Bundesbesoldungsgesetz – Überleitungsfassung Berlin – Anlage II Bundesbesoldungsordnung W – Vorbemerkungen Nr. 1 Abs. 3.

** W 2- und W 3-Grundgehälter werden um monatlichen GrundLeistungsbezuges in Brandenburg in Höhe von 795,96 Euro, in Bremen in Höhe von 717,92 Euro und in Hamburg in Höhe von 718,50 Euro ergänzt.

*** In W 1 wird mit der ersten Verlängerung des Beamtenverhältnisses auf Zeit gemäß § 35 Abs. 2 Sächsisches Besoldungsgesetz eine 2. Stufe erreicht. Das Grundgehalt beträgt dann 5.218,15 Euro.

Fig.3.1: Salaries table for Assistant Professors (*Ricercatore Universitari*). Numbers and system progression valid after the 2011 reform [IT4].

Allegato 3 - art. 3, comma 6

Trattamento economico annuo lordo - Ricercatori a tempo determinato assunti secondo il nuovo regime

Tempo pieno

Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo
20375,31	3.868,22	10.654,53	34.898,06

Fig.3.2: Salary table for Assistant Professors (*Ricercatore Universitari*) showing a comparison of the old system for salary progression, based on biennial increase steps and the new system based on triennial increase steps [IT4].

Allegato 1 - art. 2, comma 1

c) Rimodulazione trattamento economico annuo lordo - Ricercatori Universitari
Tempo Pieno

Progressione economica per classi e scatti biennali					Rimodulazione progressione economica per classi triennali					Importi differenziali alla transizione		
Progressione economica per classi e scatti biennali	Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo (B)	Progressione economica per classi triennali	Stipendio tabellare (13 mensilità) alla transizione (C)	Stipendio tabellare (13 mensilità) a regime (D)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo regime triennale (E)	Variazione stipendio alla transizione (A-D)	Variazione lordo alla transizione (E-B)
0	20.375,31	3.868,22	10.654,53	34.898,06	0	20.375,31	20.375,31	3.868,22	10.654,53	34.898,06	0,00	0,00
0	20.375,31	3.868,22	10.654,53	34.898,06	0	20.375,31	20.375,31	3.868,22	10.654,53	34.898,06	0,00	0,00
1	22.005,34	4.512,92	10.654,53	37.172,79	0	22.005,34	20.375,31	4.512,92	10.654,53	37.172,79	1.630,03	0,00
1	22.005,34	4.512,92	10.654,53	37.172,79	1	22.005,34	23.635,35	4.512,92	10.654,53	37.172,79	-1.630,02	0,00
2	23.635,35	4.512,92	10.654,53	38.802,80	1	23.635,35	23.635,35	4.512,92	10.654,53	38.802,80	0,00	0,00
2	23.635,35	4.512,92	10.654,53	38.802,80	1	23.635,35	23.635,35	4.512,92	10.654,53	38.802,80	0,00	0,00
3	25.265,39	5.157,62	10.654,53	41.077,54	2	25.265,39	25.265,39	5.157,62	10.654,53	41.077,54	0,00	0,00
3	25.265,39	5.157,62	10.654,53	41.077,54	2	25.265,39	25.265,39	5.157,62	10.654,53	41.077,54	0,00	0,00
4	26.895,42	5.157,62	10.654,53	42.707,57	2	26.895,42	25.265,39	5.157,62	10.654,53	42.707,57	1.630,03	0,00
4	26.895,42	5.157,62	10.654,53	42.707,57	3	26.895,42	28.525,43	5.157,62	10.654,53	42.707,57	-1.630,02	0,00
5	28.525,43	5.802,32	10.654,53	44.982,28	3	28.525,43	28.525,43	5.802,32	10.654,53	44.982,28	0,00	0,00
5	28.525,43	5.802,32	10.654,53	44.982,28	3	28.525,43	28.525,43	5.802,32	10.654,53	44.982,28	0,00	0,00
6	30.155,45	6.447,03	10.654,53	47.257,01	4	30.155,45	30.155,45	6.447,03	10.654,53	47.257,01	0,00	0,00
6	30.155,45	6.447,03	10.654,53	47.257,01	4	30.155,45	30.155,45	6.447,03	10.654,53	47.257,01	0,00	0,00
7	31.964,79	6.447,03	10.654,53	49.066,35	4	31.964,79	30.155,45	6.447,03	10.654,53	49.066,35	1.809,34	0,00
7	31.964,79	6.447,03	10.654,53	49.066,35	5	31.964,79	33.774,12	6.447,03	10.654,53	49.066,35	-1.809,33	0,00
8	33.774,12	6.447,03	10.654,53	50.875,68	5	33.774,12	33.774,12	6.447,03	10.654,53	50.875,68	0,00	0,00
8	33.774,12	6.447,03	10.654,53	50.875,68	5	33.774,12	33.774,12	6.447,03	10.654,53	50.875,68	0,00	0,00
9	35.583,44	6.447,03	10.654,53	52.685,00	6	35.583,44	35.583,44	6.447,03	10.654,53	52.685,00	0,00	0,00
9	35.583,44	6.447,03	10.654,53	52.685,00	6	35.583,44	35.583,44	6.447,03	10.654,53	52.685,00	0,00	0,00
10	37.392,78	6.447,03	10.654,53	54.494,34	6	37.392,78	35.583,44	6.447,03	10.654,53	54.494,34	1.809,34	0,00
10	37.392,78	6.447,03	10.654,53	54.494,34	7	37.392,78	39.202,09	6.447,03	10.654,53	54.494,34	-1.809,31	0,00
11	39.202,09	6.447,03	10.654,53	56.303,64	7	39.202,09	39.202,09	6.447,03	10.654,53	56.303,64	0,00	0,00
11	39.202,09	6.447,03	10.654,53	56.303,64	7	39.202,09	39.202,09	6.447,03	10.654,53	56.303,64	0,00	0,00
12	41.011,43	6.447,03	10.654,53	58.112,98	8	41.011,43	41.011,43	6.447,03	10.654,53	58.112,98	0,00	0,00
12	41.011,43	6.447,03	10.654,53	58.112,98	8	41.011,43	41.011,43	6.447,03	10.654,53	58.112,98	0,00	0,00
13	42.820,75	6.447,03	10.654,53	59.922,31	8	42.820,75	41.011,43	6.447,03	10.654,53	59.922,31	1.809,33	0,00
13	42.820,75	6.447,03	10.654,53	59.922,31	9	42.820,75	44.630,07	6.447,03	10.654,53	59.922,31	-1.809,32	0,00
14	44.630,07	6.447,03	10.654,53	61.731,63	9	44.630,07	44.630,07	6.447,03	10.654,53	61.731,63	0,00	0,00
14	44.630,07	6.447,03	10.654,53	61.731,63	9	44.630,07	44.630,07	6.447,03	10.654,53	61.731,63	0,00	0,00
14	45.745,83	6.447,03	10.654,53	62.847,39	10	45.745,83	45.745,83	6.447,03	10.654,53	62.847,39	0,00	0,00
14	45.745,83	6.447,03	10.654,53	62.847,39	10	45.745,83	45.745,83	6.447,03	10.654,53	62.847,39	0,00	0,00
14	46.861,59	6.447,03	10.654,53	63.963,15	10	46.861,59	45.745,83	6.447,03	10.654,53	63.963,15	1.115,76	0,00
14	46.861,59	6.447,03	10.654,53	63.963,15	11	46.861,59	47.977,35	6.447,03	10.654,53	63.963,15	-1.115,76	0,00
14	47.977,35	6.447,03	10.654,53	65.078,90	11	47.977,35	47.977,35	6.447,03	10.654,53	65.078,90	0,00	0,00
14	47.977,35	6.447,03	10.654,53	65.078,90	11	47.977,35	47.977,35	6.447,03	10.654,53	65.078,90	0,00	0,00
14	49.093,10	6.447,03	10.654,53	66.194,66	12	49.093,10	49.093,10	6.447,03	10.654,53	66.194,66	0,00	0,00
14	49.093,10	6.447,03	10.654,53	66.194,66	12	49.093,10	49.093,10	6.447,03	10.654,53	66.194,66	0,00	0,00
14	50.208,86	6.447,03	10.654,53	67.310,42	12	50.208,86	49.093,10	6.447,03	10.654,53	67.310,42	1.115,76	0,00
14	50.208,86	6.447,03	10.654,53	67.310,42	13	50.208,86	51.324,62	6.447,03	10.654,53	67.310,42	-1.115,76	0,00
14	51.324,62	6.447,03	10.654,53	68.426,18	13	51.324,62	51.324,62	6.447,03	10.654,53	68.426,18	0,00	0,00
14	51.324,62	6.447,03	10.654,53	68.426,18	13	51.324,62	51.324,62	6.447,03	10.654,53	68.426,18	0,00	0,00

Fig.3.3: Salary table for Associate Professors (*Professore Associati*). Numbers and system progression valid after the 2011 reform [IT4].

Allegato 2 - art. 3, comma 2

**b) Prospetto Trattamento Economico - Professori Associati (II fascia)
assunti secondo il nuovo regime**

Tempo Pieno

Progressione economica per classi triennali	Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo
0	33.089,44	6.447,03	11.294,95	50.831,42
0	33.089,44	6.447,03	11.294,95	50.831,42
0	33.089,44	6.447,03	11.294,95	50.831,42
1	35.371,47	7.368,04	11.294,95	54.034,47
1	35.371,47	7.368,04	11.294,95	54.034,47
1	35.371,47	7.368,04	11.294,95	54.034,47
2	39.935,55	7.982,04	11.294,95	59.212,54
2	39.935,55	7.982,04	11.294,95	59.212,54
2	39.935,55	7.982,04	11.294,95	59.212,54
3	42.217,55	9.210,04	11.294,95	62.722,55
3	42.217,55	9.210,04	11.294,95	62.722,55
3	42.217,55	9.210,04	11.294,95	62.722,55
4	47.283,68	9.210,04	11.294,95	67.788,67
4	47.283,68	9.210,04	11.294,95	67.788,67
4	47.283,68	9.210,04	11.294,95	67.788,67
5	49.816,73	9.210,04	11.294,95	70.321,72
5	49.816,73	9.210,04	11.294,95	70.321,72
5	49.816,73	9.210,04	11.294,95	70.321,72
6	54.882,82	9.210,04	11.294,95	75.387,81
6	54.882,82	9.210,04	11.294,95	75.387,81
6	54.882,82	9.210,04	11.294,95	75.387,81
7	57.415,88	9.210,04	11.294,95	77.920,87
7	57.415,88	9.210,04	11.294,95	77.920,87
7	57.415,88	9.210,04	11.294,95	77.920,87
8	62.482,00	9.210,04	11.294,95	82.986,99
8	62.482,00	9.210,04	11.294,95	82.986,99
8	62.482,00	9.210,04	11.294,95	82.986,99
9	64.044,05	9.210,04	11.294,95	84.549,04
9	64.044,05	9.210,04	11.294,95	84.549,04
9	64.044,05	9.210,04	11.294,95	84.549,04
10	67.168,14	9.210,04	11.294,95	87.673,13
10	67.168,14	9.210,04	11.294,95	87.673,13
10	67.168,14	9.210,04	11.294,95	87.673,13
11	68.730,19	9.210,04	11.294,95	89.235,18
11	68.730,19	9.210,04	11.294,95	89.235,18
11	68.730,19	9.210,04	11.294,95	89.235,18
12	71.854,28	9.210,04	11.294,95	92.359,28
12	71.854,28	9.210,04	11.294,95	92.359,28
12	71.854,28	9.210,04	11.294,95	92.359,28

Fig.3.4: Salary tables for Associate Professors (*Professore Associati*) showing a comparison between the old system for salary progression, based on biennial increase steps and the new system, based on triennial increase steps [IT4].

Allegato 1 - art. 2, comma 1

b) Rimodulazione trattamento economico annuo lordo - Professori Associati (II fascia)

Tempo Pieno

Progressione economica per classi e scatti biennali					Rimodulazione progressione economica per classi triennali					Importi differenziali alla transizione		
Progressione economica per classi e scatti biennali	Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo (B)	Progressione economica per classi triennali	Stipendio tabellare (13 mensilità) alla transizione (C)	Stipendio tabellare (13 mensilità) a regime (D)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo regime triennale	Variazione stipendio alla transizione (A-D)	Variazione lordo alla transizione (E-B)
0	28.525,38	5.526,04	11.294,95	45.346,37	0	28.525,38	28.525,38	5.526,04	11.294,95	45.346,37	0,00	0,00
0	28.525,38	5.526,04	11.294,95	45.346,37	0	28.525,38	28.525,38	5.526,04	11.294,95	45.346,37	0,00	0,00
1	30.807,41	6.447,03	11.294,95	48.549,39	0	30.807,41	28.525,38	6.447,03	11.294,95	48.549,39	2.282,03	0,00
1	30.807,41	6.447,03	11.294,95	48.549,39	1	30.807,41	33.089,44	6.447,03	11.294,95	48.549,39	-2.282,03	0,00
2	33.089,44	6.447,03	11.294,95	50.831,42	1	33.089,44	33.089,44	6.447,03	11.294,95	50.831,42	0,00	0,00
2	33.089,44	6.447,03	11.294,95	50.831,42	1	33.089,44	33.089,44	6.447,03	11.294,95	50.831,42	0,00	0,00
3	35.371,47	7.368,04	11.294,95	54.034,47	2	35.371,47	35.371,47	7.368,04	11.294,95	54.034,47	0,00	0,00
3	35.371,47	7.368,04	11.294,95	54.034,47	2	35.371,47	35.371,47	7.368,04	11.294,95	54.034,47	0,00	0,00
4	37.653,50	7.368,04	11.294,95	56.316,50	2	37.653,50	35.371,47	7.368,04	11.294,95	56.316,50	2.282,03	0,00
4	37.653,50	7.368,04	11.294,95	56.316,50	3	37.653,50	39.935,55	7.368,04	11.294,95	56.316,50	-2.282,04	0,00
5	39.935,55	8.289,04	11.294,95	59.519,54	3	39.935,55	39.935,55	8.289,04	11.294,95	59.519,54	0,00	0,00
5	39.935,55	8.289,04	11.294,95	59.519,54	3	39.935,55	39.935,55	8.289,04	11.294,95	59.519,54	0,00	0,00
6	42.217,55	9.210,04	11.294,95	62.722,55	4	42.217,55	42.217,55	9.210,04	11.294,95	62.722,55	0,00	0,00
6	42.217,55	9.210,04	11.294,95	62.722,55	4	42.217,55	42.217,55	9.210,04	11.294,95	62.722,55	0,00	0,00
7	44.750,63	9.210,04	11.294,95	65.255,62	4	44.750,63	42.217,55	9.210,04	11.294,95	65.255,62	2.533,07	0,00
7	44.750,63	9.210,04	11.294,95	65.255,62	5	44.750,63	47.283,68	9.210,04	11.294,95	65.255,62	-2.533,05	0,00
8	47.283,68	9.210,04	11.294,95	67.788,67	5	47.283,68	47.283,68	9.210,04	11.294,95	67.788,67	0,00	0,00
8	47.283,68	9.210,04	11.294,95	67.788,67	5	47.283,68	47.283,68	9.210,04	11.294,95	67.788,67	0,00	0,00
9	49.816,73	9.210,04	11.294,95	70.321,72	6	49.816,73	49.816,73	9.210,04	11.294,95	70.321,72	0,00	0,00
9	49.816,73	9.210,04	11.294,95	70.321,72	6	49.816,73	49.816,73	9.210,04	11.294,95	70.321,72	0,00	0,00
10	52.349,79	9.210,04	11.294,95	72.854,78	6	52.349,79	49.816,73	9.210,04	11.294,95	72.854,78	2.533,06	0,00
10	52.349,79	9.210,04	11.294,95	72.854,78	7	52.349,79	54.882,82	9.210,04	11.294,95	72.854,78	-2.533,03	0,00
11	54.882,82	9.210,04	11.294,95	75.387,81	7	54.882,82	54.882,82	9.210,04	11.294,95	75.387,81	0,00	0,00
11	54.882,82	9.210,04	11.294,95	75.387,81	7	54.882,82	54.882,82	9.210,04	11.294,95	75.387,81	0,00	0,00
12	57.415,88	9.210,04	11.294,95	77.920,87	8	57.415,88	57.415,88	9.210,04	11.294,95	77.920,87	0,00	0,00
12	57.415,88	9.210,04	11.294,95	77.920,87	8	57.415,88	57.415,88	9.210,04	11.294,95	77.920,87	0,00	0,00
13	59.948,93	9.210,04	11.294,95	80.453,92	8	59.948,93	57.415,88	9.210,04	11.294,95	80.453,92	2.533,05	0,00
13	59.948,93	9.210,04	11.294,95	80.453,92	9	59.948,93	62.482,00	9.210,04	11.294,95	80.453,92	-2.533,07	0,00
14	62.482,00	9.210,04	11.294,95	82.986,99	9	62.482,00	62.482,00	9.210,04	11.294,95	82.986,99	0,00	0,00
14	62.482,00	9.210,04	11.294,95	82.986,99	9	62.482,00	62.482,00	9.210,04	11.294,95	82.986,99	0,00	0,00
14	64.044,05	9.210,04	11.294,95	84.549,04	10	64.044,05	64.044,05	9.210,04	11.294,95	84.549,04	0,00	0,00
14	64.044,05	9.210,04	11.294,95	84.549,04	10	64.044,05	64.044,05	9.210,04	11.294,95	84.549,04	0,00	0,00
14	65.606,09	9.210,04	11.294,95	86.111,09	10	65.606,09	64.044,05	9.210,04	11.294,95	86.111,09	1.562,05	0,00
14	65.606,09	9.210,04	11.294,95	86.111,09	11	65.606,09	67.168,14	9.210,04	11.294,95	86.111,09	-1.562,05	0,00
14	67.168,14	9.210,04	11.294,95	87.673,13	11	67.168,14	67.168,14	9.210,04	11.294,95	87.673,13	0,00	0,00
14	67.168,14	9.210,04	11.294,95	87.673,13	11	67.168,14	67.168,14	9.210,04	11.294,95	87.673,13	0,00	0,00
14	68.730,19	9.210,04	11.294,95	89.235,18	12	68.730,19	68.730,19	9.210,04	11.294,95	89.235,18	0,00	0,00
14	68.730,19	9.210,04	11.294,95	89.235,18	12	68.730,19	68.730,19	9.210,04	11.294,95	89.235,18	0,00	0,00
14	70.292,24	9.210,04	11.294,95	90.797,23	12	70.292,24	68.730,19	9.210,04	11.294,95	90.797,23	1.562,05	0,00
14	70.292,24	9.210,04	11.294,95	90.797,23	13	70.292,24	71.854,28	9.210,04	11.294,95	90.797,23	-1.562,05	0,00
14	71.854,28	9.210,04	11.294,95	92.359,28	13	71.854,28	71.854,28	9.210,04	11.294,95	92.359,28	0,00	0,00
14	71.854,28	9.210,04	11.294,95	92.359,28	13	71.854,28	71.854,28	9.210,04	11.294,95	92.359,28	0,00	0,00

Fig.3.5: Salary table for Full Professors (*Professore Ordinari*). Numbers and system progression valid after the 2011 reform [IT4]

Allegato 2 - art. 3, comma 2

**a) Trattamento Economico annuo lordo - Professori Ordinari (I fascia)
assunti secondo il nuovo regime**

Tempo Pieno

Progressione economica per classi triennali	Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo
0	49.808,74	10.525,78	12.096,12	72.430,64
0	49.808,74	10.525,78	12.096,12	72.430,64
0	49.808,74	10.525,78	12.096,12	72.430,64
1	56.235,67	11.402,92	12.096,12	79.734,71
1	56.235,67	11.402,92	12.096,12	79.734,71
1	56.235,67	11.402,92	12.096,12	79.734,71
2	59.449,13	13.157,21	12.096,12	84.702,46
2	59.449,13	13.157,21	12.096,12	84.702,46
2	59.449,13	13.157,21	12.096,12	84.702,46
3	66.583,04	13.157,21	12.096,12	91.836,37
3	66.583,04	13.157,21	12.096,12	91.836,37
3	66.583,04	13.157,21	12.096,12	91.836,37
4	70.149,99	13.157,21	12.096,12	95.403,32
4	70.149,99	13.157,21	12.096,12	95.403,32
4	70.149,99	13.157,21	12.096,12	95.403,32
5	77.283,88	13.157,21	12.096,12	102.537,21
5	77.283,88	13.157,21	12.096,12	102.537,21
5	77.283,88	13.157,21	12.096,12	102.537,21
6	80.850,82	13.157,21	12.096,12	106.104,15
6	80.850,82	13.157,21	12.096,12	106.104,15
6	80.850,82	13.157,21	12.096,12	106.104,15
7	87.984,73	13.157,21	12.096,12	113.238,06
7	87.984,73	13.157,21	12.096,12	113.238,06
7	87.984,73	13.157,21	12.096,12	113.238,06
8	90.184,35	13.157,21	12.096,12	115.437,68
8	90.184,35	13.157,21	12.096,12	115.437,68
8	90.184,35	13.157,21	12.096,12	115.437,68
9	94.583,59	13.157,21	12.096,12	119.836,92
9	94.583,59	13.157,21	12.096,12	119.836,92
9	94.583,59	13.157,21	12.096,12	119.836,92
10	96.783,21	13.157,21	12.096,12	122.036,54
10	96.783,21	13.157,21	12.096,12	122.036,54
10	96.783,21	13.157,21	12.096,12	122.036,54
11	101.182,46	13.157,21	12.096,12	126.435,79
11	101.182,46	13.157,21	12.096,12	126.435,79
11	101.182,46	13.157,21	12.096,12	126.435,79

Fig.3.6: Salary tables for Full Professors (*Professore Ordinari*) showing a comparison between the old system for salary progression, based on biennial increase steps, and the new system, based on triennial increase steps [IT4].

Allegato 1 - art. 2, comma 1

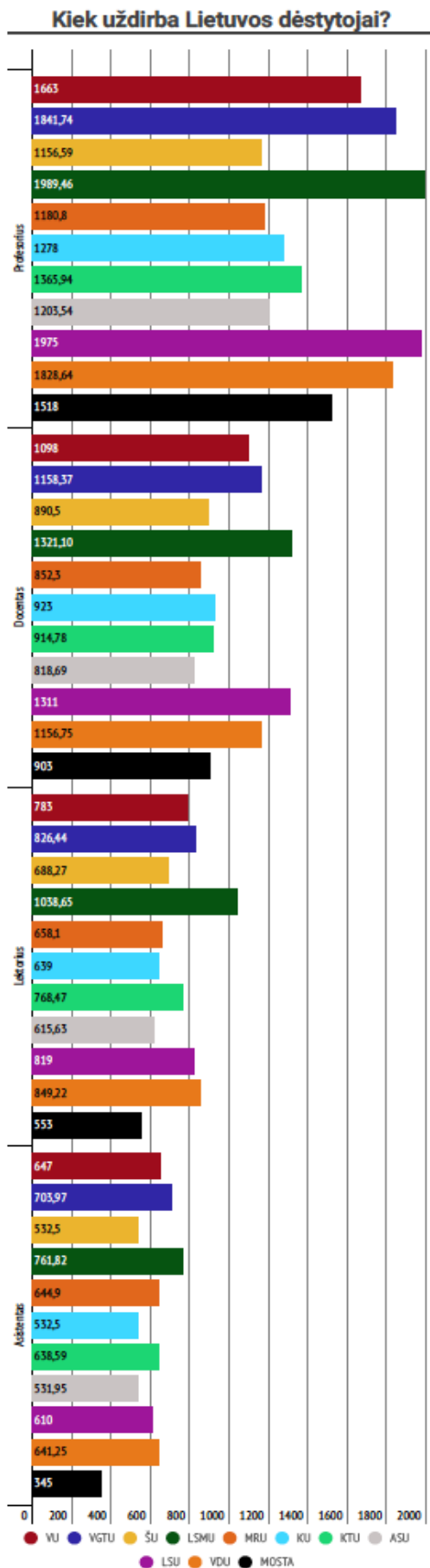
a) Rimodulazione trattamento economico annuo lordo - Professori Ordinari (I fascia)

Tempo Pieno

Progressione economica per classi e scatti biennali					Rimodulazione progressione economica per classi triennali					Importi differenziali alla transizione		
Progressione economica per classi e scatti biennali	Stipendio tabellare (13 mensilità)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo (B)	Progressione economica per classi triennali	Stipendio tabellare (13 mensilità) alla transizione (C)	Stipendio tabellare (13 mensilità) a regime (D)	Assegno aggiuntivo (12 mensilità)	Indennità integrativa speciale (13 mensilità)	Totale annuo lordo regime triennale (E)	Variazione stipendio alla transizione (A-D)	Variazione lordo alla transizione (E-B)
0	40.168,34	7.894,33	12.096,12	60.158,79	0	40.168,34	40.168,34	7.894,33	12.096,12	60.158,79	0,00	0,00
0	40.168,34	7.894,33	12.096,12	60.158,79	0	40.168,34	40.168,34	7.894,33	12.096,12	60.158,79	0,00	0,00
1	43.381,82	9.210,04	12.096,12	64.687,98	0	43.381,82	40.168,34	9.210,04	12.096,12	64.687,98	3.213,48	0,00
1	43.381,82	9.210,04	12.096,12	64.687,98	1	43.381,82	46.595,27	9.210,04	12.096,12	64.687,98	-3.213,45	0,00
2	46.595,27	9.210,04	12.096,12	67.901,43	1	46.595,27	46.595,27	9.210,04	12.096,12	67.901,43	0,00	0,00
2	46.595,27	9.210,04	12.096,12	67.901,43	1	46.595,27	46.595,27	9.210,04	12.096,12	67.901,43	0,00	0,00
3	49.808,74	10.525,78	12.096,12	72.430,64	2	49.808,74	49.808,74	10.525,78	12.096,12	72.430,64	0,00	0,00
3	49.808,74	10.525,78	12.096,12	72.430,64	2	49.808,74	49.808,74	10.525,78	12.096,12	72.430,64	0,00	0,00
4	53.022,20	10.525,78	12.096,12	75.644,10	2	53.022,20	49.808,74	10.525,78	12.096,12	75.644,10	3.213,46	0,00
4	53.022,20	10.525,78	12.096,12	75.644,10	3	53.022,20	56.235,67	10.525,78	12.096,12	75.644,10	-3.213,47	0,00
5	56.235,67	11.841,49	12.096,12	80.173,28	3	56.235,67	56.235,67	11.841,49	12.096,12	80.173,28	0,00	0,00
5	56.235,67	11.841,49	12.096,12	80.173,28	3	56.235,67	56.235,67	11.841,49	12.096,12	80.173,28	0,00	0,00
6	59.449,13	13.157,21	12.096,12	84.702,46	4	59.449,13	59.449,13	13.157,21	12.096,12	84.702,46	0,00	0,00
6	59.449,13	13.157,21	12.096,12	84.702,46	4	59.449,13	59.449,13	13.157,21	12.096,12	84.702,46	0,00	0,00
7	63.016,08	13.157,21	12.096,12	88.269,41	4	63.016,08	59.449,13	13.157,21	12.096,12	88.269,41	3.566,95	0,00
7	63.016,08	13.157,21	12.096,12	88.269,41	5	63.016,08	66.583,04	13.157,21	12.096,12	88.269,41	-3.566,96	0,00
8	66.583,04	13.157,21	12.096,12	91.836,37	5	66.583,04	66.583,04	13.157,21	12.096,12	91.836,37	0,00	0,00
8	66.583,04	13.157,21	12.096,12	91.836,37	5	66.583,04	66.583,04	13.157,21	12.096,12	91.836,37	0,00	0,00
9	70.149,99	13.157,21	12.096,12	95.403,32	6	70.149,99	70.149,99	13.157,21	12.096,12	95.403,32	0,00	0,00
9	70.149,99	13.157,21	12.096,12	95.403,32	6	70.149,99	70.149,99	13.157,21	12.096,12	95.403,32	0,00	0,00
10	73.716,92	13.157,21	12.096,12	98.970,25	6	73.716,92	70.149,99	13.157,21	12.096,12	98.970,25	3.566,93	0,00
10	73.716,92	13.157,21	12.096,12	98.970,25	7	73.716,92	77.283,88	13.157,21	12.096,12	98.970,25	-3.566,96	0,00
11	77.283,88	13.157,21	12.096,12	102.537,21	7	77.283,88	77.283,88	13.157,21	12.096,12	102.537,21	0,00	0,00
11	77.283,88	13.157,21	12.096,12	102.537,21	7	77.283,88	77.283,88	13.157,21	12.096,12	102.537,21	0,00	0,00
12	80.850,82	13.157,21	12.096,12	106.104,15	8	80.850,82	80.850,82	13.157,21	12.096,12	106.104,15	0,00	0,00
12	80.850,82	13.157,21	12.096,12	106.104,15	8	80.850,82	80.850,82	13.157,21	12.096,12	106.104,15	0,00	0,00
13	84.417,79	13.157,21	12.096,12	109.671,12	8	84.417,79	80.850,82	13.157,21	12.096,12	109.671,12	3.566,96	0,00
13	84.417,79	13.157,21	12.096,12	109.671,12	9	84.417,79	87.984,73	13.157,21	12.096,12	109.671,12	-3.566,94	0,00
14	87.984,73	13.157,21	12.096,12	113.238,06	9	87.984,73	87.984,73	13.157,21	12.096,12	113.238,06	0,00	0,00
14	87.984,73	13.157,21	12.096,12	113.238,06	9	87.984,73	87.984,73	13.157,21	12.096,12	113.238,06	0,00	0,00
14	90.184,35	13.157,21	12.096,12	115.437,68	10	90.184,35	90.184,35	13.157,21	12.096,12	115.437,68	0,00	0,00
14	90.184,35	13.157,21	12.096,12	115.437,68	10	90.184,35	90.184,35	13.157,21	12.096,12	115.437,68	0,00	0,00
14	92.383,97	13.157,21	12.096,12	117.637,30	10	92.383,97	90.184,35	13.157,21	12.096,12	117.637,30	2.199,62	0,00
14	92.383,97	13.157,21	12.096,12	117.637,30	11	92.383,97	94.583,59	13.157,21	12.096,12	117.637,30	-2.199,62	0,00
14	94.583,59	13.157,21	12.096,12	119.836,92	11	94.583,59	94.583,59	13.157,21	12.096,12	119.836,92	0,00	0,00
14	94.583,59	13.157,21	12.096,12	119.836,92	11	94.583,59	94.583,59	13.157,21	12.096,12	119.836,92	0,00	0,00
14	96.783,21	13.157,21	12.096,12	122.036,54	12	96.783,21	96.783,21	13.157,21	12.096,12	122.036,54	0,00	0,00
14	96.783,21	13.157,21	12.096,12	122.036,54	12	96.783,21	96.783,21	13.157,21	12.096,12	122.036,54	0,00	0,00
14	98.982,83	13.157,21	12.096,12	124.236,16	12	98.982,83	96.783,21	13.157,21	12.096,12	124.236,16	2.199,62	0,00
14	98.982,83	13.157,21	12.096,12	124.236,16	13	98.982,83	101.182,46	13.157,21	12.096,12	124.236,16	-2.199,62	0,00
14	101.182,46	13.157,21	12.096,12	126.435,79	13	101.182,46	101.182,46	13.157,21	12.096,12	126.435,79	0,00	0,00
14	101.182,46	13.157,21	12.096,12	126.435,79	13	101.182,46	101.182,46	13.157,21	12.096,12	126.435,79	0,00	0,00

Lithuania

Fig.4: Monthly salaries paid to different professor positions before taxes at 11 state Universities. DELFI informal poling [LT6].



The Netherlands

Fig.5: CAO table of salaries defined by the Collective Agreement of Dutch Universities (CAO) set by the Association of Universities in the Netherlands (VSNU) [NE7]. Numbers valid from June 2020.

Tabel 4.1 Salaristabel per 01-06-2020													Functieschalen											
Salarisschalen per 01-06-2020																								
trede	1	2	3	4	5	6	7	8	9	10	11		12	13	14	15	16	17	18	H2	H1	P	SA	TOIO
0	1.731	1.767	1.803	1.845	1.914	2.052	2.329	2.656	2.920	2.790	3.746		4.538	5.190	5.453	5.912	6.405	6.940	7.623	5.749	6.405	2.395		1.970
1	1.803	1.845	1.845	1.880	1.997	2.110	2.395	2.790	3.061	2.920	3.886		4.670	5.325	5.584	6.075	6.577	7.162	7.864	5.912	6.577	2.790		
2	1.880	1.914	1.914	1.956	2.110	2.260	2.526	2.920	3.217	3.061	4.012		4.800	5.453	5.749	6.238	6.756	7.390	8.113	6.075	6.756	2.920	2.110	
3	1.914	1.997	1.997	2.052	2.260	2.395	2.656	3.061	3.353	3.217	4.139		4.934	5.584	5.912	6.405	6.940	7.623	8.371	6.238	6.940	3.061	2.260	
4	1.956	2.052	2.110	2.186	2.329	2.462	2.723	3.144	3.491	3.353	4.262		5.058	5.749	6.075	6.577	7.162	7.864	8.641	6.405	7.162		2.462	
5	1.997	2.110	2.186	2.260	2.395	2.526	2.790	3.217	3.619	3.491	4.402		5.190	5.912	6.238	6.756	7.390	8.113	8.912	6.577	7.390			
6	2.052	2.186	2.260	2.329	2.462	2.591	2.853	3.283	3.746	3.619	4.538		5.325	6.075	6.405	6.940	7.623	8.371	9.197	6.756	7.623			
7		2.260	2.329	2.395	2.526	2.656	2.920	3.353	3.886	3.746	4.670		5.453	6.238	6.577	7.162	7.864	8.641	9.491	6.940	7.864			
8			2.395	2.462	2.591	2.723	2.989	3.427	4.012	3.886	4.800		5.584	6.317	6.756	7.390	8.113	8.912	9.793	7.162	8.113			
9			2.462	2.526	2.656	2.790	3.061	3.491	4.139	4.934			5.749	6.940	7.623	8.371	9.197	10.106	7.390	8.371				
10			2.591	2.723	2.853	3.144	3.548			5.058			5.826						7.623	8.641				
11										4.262	5.127									7.864	8.912			
12										4.402										8.113	9.197			
13																				8.371	9.491			
14																					9.793			
15																					10.106			

Fig. 6.1: Single Salary Scale for the Public Administration [PT7]. Valid from March 2020.

Tabela Remuneratória Única

Níveis remuneratórios	Valor atual do montante pecuniário (€)	Níveis remuneratórios	Valor atual do montante pecuniário (€)
1	a)	59	3 477,53 €
2	a)	60	3 529,18 €
3	a)	61	3 580,82 €
4	b)	62	3 632,46 €
5	693,13 €	63	3 684,12 €
6	740,26 €	64	3 735,76 €
7	791,91 €	65	3 787,41 €
8	840,11 €	66	3 839,05 €
9	895,21 €	67	3 890,70 €
10	946,85 €	68	3 942,35 €
11	998,50 €	69	3 994,00 €
12	1 050,14 €	70	4 045,64 €
13	1 101,80 €	71	4 097,29 €
14	1 153,44 €	72	4 148,93 €
15	1 205,08 €	73	4 200,58 €
16	1 256,73 €	74	4 252,23 €
17	1 308,37 €	75	4 303,87 €
18	1 360,03 €	76	4 355,52 €
19	1 411,67 €	77	4 407,16 €
20	1 463,32 €	78	4 458,82 €
21	1 514,96 €	79	4 510,46 €
22	1 566,61 €	80	4 562,11 €
23	1 618,26 €	81	4 613,75 €
24	1 669,90 €	82	4 665,39 €
25	1 721,55 €	83	4 717,05 €
26	1 773,19 €	84	4 768,69 €
27	1 824,84 €	85	4 820,34 €
28	1 876,49 €	86	4 871,98 €
29	1 928,14 €	87	4 923,63 €
30	1 979,78 €	88	4 975,28 €
31	2 031,43 €	89	5 026,93 €
32	2 083,07 €	90	5 078,57 €
33	2 134,73 €	91	5 130,21 €
34	2 186,37 €	92	5 181,86 €
35	2 238,01 €	93	5 233,51 €
36	2 289,66 €	94	5 285,16 €
37	2 341,30 €	95	5 336,80 €
38	2 392,96 €	96	5 388,45 €
39	2 444,60 €	97	5 440,09 €
40	2 496,25 €	98	5 491,75 €
41	2 547,89 €	99	5 543,39 €
42	2 599,54 €	100	5 595,03 €
43	2 651,19 €	101	5 646,68 €
44	2 702,83 €	102	5 698,32 €
45	2 754,48 €	103	5 749,98 €
46	2 806,12 €	104	5 801,62 €
47	2 857,77 €	105	5 853,27 €
48	2 909,42 €	106	5 904,91 €
49	2 961,07 €	107	5 956,56 €
50	3 012,71 €	108	6 008,21 €
51	3 064,36 €	109	6 059,86 €
52	3 116,00 €	110	6 111,50 €
53	3 167,65 €	111	6 163,14 €
54	3 219,30 €	112	6 214,79 €
55	3 270,94 €	113	6 266,44 €
56	3 322,59 €	114	6 318,09 €
57	3 374,23 €	115	6 369,73 €
58	3 425,89 €		

Notas:

Atualizada nos termos do Decreto-Lei n.º 10-B/2020, de 20 de março.

a) - Consumida pela Retribuição Mínima Mensal Garantida (RMMG)

b) - Consumida pela Base Remuneratória da Administração Pública (€645,07 em 2020)

Fig. 6.2: Salary Scales for different professor positions [PT7]. Valid from March 2020.

Carreiras Especiais sem Aplicação da Tabela Remuneratória Única (TRU)

1	2	3	4	5	6	7	8	9	10
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DOCENTE UNIVERSITÁRIO

Reitoria

Reitor	i)	375
	n)	[110 e 111]
	r)	6 156,52
Vice-Reitor	i)	360
	n)	[106 e 107]
	r)	5 910,27

Docente Universitário

Professor Catedrático	i)	285	300	310	330
	n)	[82 e 83]	[87 e 88]	[90 e 91]	[96 e 97]
	r)	4 678,96	4 925,22	5 089,39	5 417,74
Professor Associado c/agregação	i)	245	255	265	285
	n)	[69 e 70]	[72 e 73]	[75 e 76]	[82 e 83]
	r)	4 022,26	4 186,44	4 350,61	4 678,96
Professor Associado	i)	220	230	250	260
	n)	[61 e 62]	[64 e 65]	[71 e 72]	[74 e 75]
	r)	3 611,83	3 776,00	4 104,36	4 268,53
Professor Auxiliar	i)	195	210	230	245
	n)	[53 e 54]	[58 e 59]	[64 e 65]	[69 e 70]
	r)	3 201,40	3 447,65	3 776,00	4 022,26
Leitor	i)	140	145	155	
	n)	[36 e 37]	[37 e 38]	[40 e 41]	
	r)	2 298,43	2 380,52	2 544,70	

Fig.7: Salary scale and grade structure for academic positions at the University of Edinburgh.

National Spinal Point	Full-Time Salary from 1st November 2021	University of Edinburgh Grade Structure	
		Normal Grade Point Contribution Point	Normal Grade Point Contribution Point
3	£18,068		
4	£18,068	UE01	
5	£18,068	UE01	UE02
6	£18,212		UE02
7	£18,529		
8	£18,852		
9	£19,209	UE03	
10	£19,623		
11	£20,092		
12	£20,600	UE03	
13	£21,135		UE04
14	£21,686		
15	£22,254		
16	£22,847		
17	£23,487		UE04
18	£24,174		
19	£24,871	UE05	
20	£25,627		
21	£26,341		
22	£27,116		
23	£27,924	UE05	
24	£28,756		UE06
25	£29,614		
26	£30,497		
27	£31,406		
28	£32,344		
29	£33,309		
30	£34,304		UE06
31	£35,326		
32	£36,382	UE07	
33	£37,467		
34	£38,587		
35	£39,739		
36	£40,927		
37	£42,149	UE07	
38	£43,434		UE08
39	£44,706		
40	£46,042		
41	£47,419		
42	£48,835		
43	£50,296		
44	£51,799		UE08
45	£53,348	UE09	
46	£54,943		
47	£56,587		
48	£58,279		
49	£60,022		
50	£61,818	UE09	UE10
51	£63,668		
52	£65,559		
53	£67,689		
54	£69,809		
55	£72,074		
56	£74,336		
57	£76,747		
58	£79,158		
59	£81,924		
60	£84,687		
61	£87,644		
62	£90,086		
63	£94,247		
64	£97,885		
65	£100,797		
66	£103,709		