

Overview of pay and benefits for staff members at EMBL-EBI

This overview is for information only and does not represent any legal commitment – if you attend interview there will be the opportunity to discuss terms and conditions in more detail as they relate to the role you have applied for and your circumstances.

- EMBL-EBI HR Team 1 July 2016

1. Appointment

The contract is for a fixed-term duration, and is subject to successful completion of the 6-month probation period.

Further contracts may be offered and the maximum total period of employment as a staff member is 9 years.

2. Basic salary

The basic salary offered is determined by the job grade and your qualifications and experience.

Monthly salaries **after tax** paid 12 x per year start at

Grade 4	£2326.43
Grade 5	£2507.71
Grade 6	£2805.45
Grade 7	£3193.19
Grade 8	£3662.98

Each month 10.47% of the basic salary is deducted as a contribution to EMBL social security, including pension, health insurance and death benefits.

3. Monthly Allowances

Family Allowance If you are married or in a legally recognised union, or you have a dependent child, you will be paid a Family Allowance of £211.72 per month

Children Allowance For each dependent child under the age of 18, or up to 25 years of age and in full-time education or apprenticeship, you will be paid an allowance of £255.40 per month (this will be adjusted if you are also receiving any government-paid child benefit).

Non-resident allowance If you are not a UK national and join us from outside the UK, and you meet the criteria to be classified as Non-resident, you will receive an allowance of 9% of basic salary, or 12% if you are also being paid Family Allowance.

The above allowances are paid net each month after tax and free from social security deductions.

4. Benefits

Health insurance EMBL provides a generous and comprehensive medical insurance to staff and their families, including dental and optical benefits.

Pension scheme Each month you will pay 7.4% of your salary to the EMBL Pension Scheme and EMBL will contribute double that amount. When you leave the organisation you will be paid a lump sum comprising (i) repayment of the contributions you have made plus 4% compound interest, and (ii) a Leaving Allowance of 1.5 x your final monthly salary per year of service.

Death benefit insurance In the case of death while employed by EMBL your nominated beneficiary will receive a lump sum payment of 12 x your last monthly basic salary. There is the option to include your spouse/partner in the insurance.

5. Relocation and joining benefits

If you move house to within 50 km of campus to join EMBL-EBI we will reimburse the cost of the removal of your furniture and belongings and you will receive an Installation Grant lump sum allowance ranging from one to three months' salary, depending on your family circumstances.

6. Other benefits

Annual leave

You will be entitled to 30 days of paid leave per year in addition to UK public holidays.

Home leave

Staff classified as non-resident may claim reimbursement of the costs of family travel to their home base every second year.

Education grant

Non-resident staff may receive an education grant of up to 75% of school fees for each child attending school on a full-time basis.

Childcare

There is a well-regarded nursery on campus which provides full day-care for children aged 4 months to 3 years. This is available to all staff employed on the Genome Research Campus and to local families so places cannot be guaranteed.

7. Taxation

Because of EMBL's status as an international organisation and under the agreement with the UK government, your EMBL pay and benefits are not subject to UK taxation or social security.