EPHA salary scales 2025

Structured by education, experience and demonstrated performance

EPHA Salary Scales 2025. This table presents EPHA's gross monthly salary ranges for the year **2025**, structured by job title, formal education level, and years of relevant professional experience. Each salary band reflects progression based on skill, responsibility, and performance, in line with EPHA's internal appraisal and career development framework. All salaries are expressed in **EUR (gross, per month)** and are **subject to annual indexation** according to the Belgian health index (*indice santé lissé / afgevlakte gezondheidsindex*). Progression within a salary band is performance-based and not automatic.

Title & formal education level	Years of relevant experience															
Officer	0.5 – 3y	2800	3000	3200	3400											
Bsc - Msc	2 – 4y+		3000	3200	3400	3600	3800									
Manager	2 – 6y			3200	3400	3600	3800									
Bsc – Msc – PhD	4 – 8y+				3400	3600	3800	4000								
Senior Manager	5 – 10y					3600	3800	4000	4300							
Msc – PhD	8 – 15y+						3800	4000	4300	4700						
Head / Director	10 - 15y									4700	5000	5500	6000			
Msc – PhD	12 - 20y+										5000	5500	6000	6500		
DG	15 - 20y													6500	7000	7500	8750	
Msc – PhD	18 - 25y+														7000	7500	8750	10000

Disclaimer

The salary scale presented in this document reflects EPHA's commitment to fairness, transparency, and non-discrimination in employment. It is part of EPHA's approved Staff Retention Strategy and Salary Alignment Plan 2025–2029.

Salaries are determined based on objective and consistent criteria including level of formal education, years of relevant professional experience, responsibilities of the role and demonstrated skills, performance, and contribution to EPHA's mission.

EPHA applies this framework in line with Belgian labour legislation and collective agreements under Joint Committee 337, and in compliance with EU principles on **equal pay for equal work and work of equal value**.

To prevent direct or indirect discrimination, EPHA recognises equivalent non-linear career paths, including unpaid, voluntary, or non-traditional experience. EPHA acknowledges competences acquired through diverse educational or professional routes and ensures that staff in comparable roles with similar skills and responsibilities are treated equitably, regardless of gender, age, origin, disability, or other protected characteristics.

Progression within each salary band is not automatic or solely tied to years of service. Advancement depends on individual performance, acquisition of new skills, contribution to EPHA's sustainability, and team needs, in accordance with EPHA's internal career development and appraisal systems.

All salaries listed are monthly gross amounts in EUR, valid for the year **2025**. They are subject to **Belgian mandatory annual indexation**, based on the smoothed health index (*indice santé lissé / afgevlakte gezondheidsindex*), as well as regular review by EPHA in light of legal, financial, and organisational developments.