



Understanding your benefits

This brochure is purely for information purposes. It must be read in conjunction with the relevant rules and cannot therefore per se create entitlements in respect of current or future staff members of the European Investment Fund (EIF).

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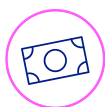
As the European Investment Fund, we are committed to EU objectives and values. We are an equal opportunity employer who believes that diversity and inclusion are good for our people and our business. We promote the inclusion of qualified and experienced staff without regard to their gender, age, racial or ethnic origin, religion or beliefs, sexual orientation/identity, disability or neurodiversity.

Your Compensation Package



The EIF offers a competitive employment and remuneration package composed of base salary, variable remuneration benefits as well as health and pension schemes.

Base Salary



- Your base salary corresponds to your positioning within the salary band corresponding to your grade. The base salary takes into account the functional grade of the position and the individual's years of professional experience and level of expertise as assessed during the hiring process.
- Salaries are paid around the 15th of the calendar month. For example: if you join the EIF mid-month, your first salary will be paid on 15th of the next calendar month and will reflect an amount corresponding to 1.5 months.

Performance-related awards



Salary increase and promotion to higher responsibilities are based on performance and professional development. Evaluation of merit is expressed in a performance profile following an annual performance evaluation exercise conducted by management for all staff members. In addition to successful probation and minimum six months of active service in the year, specific eligibility criteria are applied to each type of reward as detailed in the annual Performance Management guidelines.

Other benefits (financial and non-financial)



The EIF offers a comprehensive range of benefits and advantages, subject to eligibility, including:

- Installation allowance and relocation assistance
- Expatriation allowance
- Family allowance
- Child assistance allowance
- Geographical mobility allowance
- Centre of interest allowance
- EU tax
- Pension scheme (with the possibility to subscribe to an Optional Supplementary Pension Scheme)
- Health insurance scheme
- Life insurance
- Subsidised housing loans (subject to conditions)
- Training and development
- Career development opportunities
- Annual leave (e.g.. 24 days per calendar year, 17 EIB Group bank holidays, special leave for family events as well as additional annual leave entitlements subject to eligibility)
- Flexible working arrangements (teleworking, part-time)

For staff based in Luxembourg

- European School, free of cost (for dependent children)
- Subsidised sports facilities via membership of the EIB Group Cercle (an umbrella organisation for individual clubs (e.g. sport, fitness, arts, music, recreation))
- Subsidised staff restaurants
- Access to the conciergerie on the EIB campus
- VAT exemption on cars or household items (subject to conditions)

Benefits explained

1. Your expatriate benefits package



When you join the EIF

- Moving and travel expenses to your place of employment unless reimbursed by another source.
- Installation allowance to help you settle at your place of employment, to be qualified for this allowance you must comply with the rule of having settled less than 50km from your place of employment as the crow flies.
- Expatriation allowance, subject to conditions.

If you are transferred to another place of employment

- Relocation assistance to help meet housing needs and comply with certain administrative formalities.
- Moving and travel expenses to new place of employment.
- Installation allowance to help you settle at your new place of employment.
- Geographical mobility allowance and flat-rate monthly meal and sports allowances in the absence of available EU facilities.
- Review of expatriation allowance and entitlements.

If you are on secondment at the EIF's request

- Moving and travel expenses to your new place of employment.
- Installation allowance to help you settle at your new place of employment.
- Geographical mobility allowance, dependent on nature and location of secondment.
- Review of expatriation allowance and entitlements.

If you take leave of absence on personal grounds (unpaid leave)

- End of all allowances.

If you leave the EIF

- Moving and travel expenses to your new place of residence (within the European Union) payable within three years of leaving the EIF, and subject to conditions.
- Provided that you have completed three years' service, resettlement allowance to help you settle at your new place of residence, unless dismissed for misconduct.

When you retire from the EIF

- Moving and travel expenses to your new place of residence (within the European Union).
- Resettlement allowance to help you settle at your new place of residence, unless dismissed for misconduct.

2. Your family benefits



When you join the EIF

- Travel expenses for spouse/registered partner and dependent children to place of employment.
- Additional installation allowance for family members.
- Family allowance (5% of base salary) subject to conditions.
- Subject to conditions, Child Assistance Allowance (CAA) for each child, generally to age 18 (or up to age 26 if the child remains in full-time education).
- Possibility to enrol your children, aged between 4 and 18 at the European School, free of charge.
- After-school care for children aged 3 to 13, for a fee, subject to availability and conditions.

If you are transferred to another place of employment

- Travel expenses for spouse and dependent children to your new place of employment.
- Additional installation allowance for family members.
- Continuation of family and child assistance allowance on the same terms.

- Reimbursement of education expenses (up to a ceiling) for children attending primary or secondary school if the new place of employment does not have a European School.

If you are on secondment at the EIF's request

- Travel expenses for spouse and dependent children to your new place of employment.
- Additional installation allowance for family members.
- Continuation of family and child assistance allowance on the same terms.
- Possibility for your children to continue their education at a European School subject to availability (or reimbursement of expenses up to a ceiling for children attending primary or secondary school if the new place of employment does not have a European School).

If you take leave of absence on personal grounds (unpaid leave)

- End of all family-related allowances.
- Possibility of enrolment to the European School, subject to availability and to payment of tuition fees (plus day-care and after-school care, for a fee), for any child already enrolled.

If you leave the EIF

- Travel expenses for your family (spouse and/or dependent children) to your new place of residence, where applicable (within the European Union).
- Resettlement allowance to help your family settle in at your new place of residence.

When you retire from the EIF

- Subject to conditions, continuation of family allowance.
- Subject to conditions, continuation of Child Assistance Allowance (CAA) for each child to age 18 (or age 26 if still in full-time education) in the form of an child's pension .

3. Your health care benefits



When you join the EIF

- Subject to condition, primary health care insurance for you, your non-working spouse/registered partner and children for whom you receive a child assistance allowance.
- Cover begins on your first day of service. For this insurance, you contribute 2.07% of base salary and the EIF contributes twice that amount.
- Supplementary/complementary healthcare cover free of charge for an employed spouse (and any dependent children) who has their own primary health insurance.
- Freedom to consult any doctor or choose any health care facility worldwide, subject to reimbursement rates and ceilings.
- Insurance against work-related diseases.

If you are transferred to another place of employment

- Your health care benefits continue unchanged.

If you are on secondment at the EIF's request

- Your health care benefits continue unchanged.

If you take leave of absence on personal grounds (unpaid leave)

- Continuation of your healthcare cover provided that you make the appropriate contributions.

If you leave the EIF

- Continuation of your health care cover for up to six months after termination of employment if you are not otherwise covered, provided that you make the appropriate contributions.

When you retire from the EIF

- Subject to conditions, continuation of health care cover available at the same cost (minimum 2.07% of your retirement pension).

4. Your insurance benefits



When you join the EIF

- Insurance cover, at no cost to you, to protect you from the financial consequences of:
 - Occupational diseases & work related health conditions
 - Medical expenses during mission/posted outside EU
 - Death, funeral and loan

If you are transferred to another place of employment

- Your insurance cover remains unchanged.

If you are on secondment at the EIF's request

- Your insurance cover remains unchanged.

If you take leave of absence on personal grounds (unpaid leave)

- Option for a continuation of your insurance cover provided that you make the appropriate contributions.

If you leave the EIF

- Your insurance cover ends.

5. Your pension benefits provide



When you join the EIF

- Automatic participation in the Staff Pension Scheme, which provides financial income to you or your beneficiaries when you retire or if you become disabled or die. You contribute

10.1% of your pensionable salary to this plan and the EIF contributes twice that amount, the contribution rates are subject to review every 5 years.

- Optional participation in the Supplementary Provident Scheme to finance additional income, through your own contributions, for you or your beneficiaries when you retire or die.

If you are transferred to another place of employment

- Continued participation in the Staff Pension Scheme and the Optional Supplementary Provident Scheme (if applicable).

If you are on secondment at the EIF's request

- Continued participation in the Staff Pension Scheme and the Optional Supplementary Provident Scheme (if applicable).

If you take leave of absence on personal grounds (unpaid leave)

- Option to continue participation in the Staff Pension Scheme and the Optional Supplementary Provident Scheme (if applicable) during absence if you make the appropriate contributions.

If you leave the EIF

- From the Pension Scheme a capital sum equivalent to the value of your accrued pension entitlements is paid if you have less than five insurance years'; otherwise, your accrued entitlements will be maintained under the plan and paid in the form of a pension at retirement age. In both cases, you may transfer your accrued entitlements to another pension scheme.
- From the Optional Supplementary Provident Scheme you will be paid a supplementary retirement pension or a capital sum in lieu of pension. If you have less than five years' service, the accrued capital sum will be paid to you.

When you retire from the EIF

- From the Pension Scheme a pension will be paid to you at age 65 (or an early retirement pension from the age of 55), plus a child's pension for each dependent child.
- From the Optional Supplementary Provident Scheme you will be paid a supplementary retirement pension, or a capital sum in lieu of supplementary pension.

6. Other benefits



When you join the EIF

- 24 days' annual leave.
- Subject to conditions, additional days off for specific family events and age.
- 17 public holidays a year.
- Subject to conditions, paid time off and travel expenses, on a flat-rate basis, for you and eligible family members to travel to your centre of interest twice a year, calculated according to the distance involved.
- Subject to conditions, housing loan interest subsidy.
- Subject to conditions, opportunity to take parental, family, sabbatical (unpaid leave) or study leave.
- Subject to conditions, opportunity to work part-time.
- Subject to conditions, opportunity to telework.
- Access to the EIB Group's subsidised restaurants and cafeterias.
- Access to the EIB Group's sports, conciergerie and library facilities.
- Access to the BCEE branch in the EIB main building.

If you are transferred to another place of employment

- Continuation of all above benefits under certain conditions (an allowance to contribute towards sports club membership may be offered in the case of certain external offices that do not have sports facilities).
- Flat-rate meals allowance, except for staff transferred to Brussels or Luxembourg.

If you are on secondment at the EIF's request

- Travel expenses, on a flat-rate basis, for you and your eligible family members to travel to your centre of interest twice a year.
- Leave and public holidays according to the policy of your host organisation.

If you take leave of absence on personal grounds (unpaid leave)

- Continued access to the EIB Group's buildings and facilities.
- Continuation under certain conditions of housing loan subsidy (for up to three years in the case of leave on personal grounds).

If you leave the EIF

- Most benefits end, unless otherwise indicated.
- If you leave at the end of a fixed-term contract, a termination allowance is payable, subject to certain conditions.

When you retire from the EIF

- Benefits end, unless otherwise indicated.
- Continued access to the EIB Group's buildings and facilities.

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