



# **SALARY, TAXES AND RELOCATION INFORMATION**

2024



# THANK YOU FOR CONSIDERING US!

Thank you for considering a job at the International Paralympic Committee (IPC) at our headquarters in Bonn, Germany.

We strive to be a truly great employer. Our international workforce is hugely talented and committed to making our bold vision a reality. Not only do we organise great high-performance sport events that excite billions, but we organise sport events that ultimately change the world by transforming attitudes towards persons with disabilities and driving social inclusion.

By providing you with the information below, our aim is to be transparent about our pay bands, German tax requirements and how we can support your move to Bonn, should you be successful with your application.

## HOW MUCH CAN WE PAY YOU?

Our salary ranges are based on several criteria, which include (but are not limited to) commonly prescribed tasks, level of responsibility, supervisory duties, required knowledge and required competencies.

### Matrix of salary levels according to job groups

Job level	Salary level (monthly gross in EUR, full-time (40 hours/week))
Mini- / Midi-Job	Max. 538 (Mini) / 538,01 - 2,000 (Midi)
Assistant, Co-ordinator	2,550 - 3,185
Manager, Executive Assistant	3,185 - 4,035
Senior Manager	4,035 - 4,670
Head of Department	4,670 - 6,370
Director, Chiefs	higher than 6,370



# THE GERMAN TAX SYSTEM AND SOCIAL SECURITY

As with most countries, taxes are automatically deducted through payroll from a staff member's gross salary each month. The tax amount is determined by German law and depends both on the gross salary (progressive tax system) and personal factors, such as marital status (reflected through the tax classes below) and affiliation to a German state church.

In addition to salary, the IPC provides each staff member with statutory social security benefits, which include medical insurance, unemployment insurance, accident insurance (on the way to and from work and during work) and a retirement pension. General public health and dental care for required and emergency procedures are included in the medical insurance through payroll and do not have to be paid separately by the employee. The contributions to the various insurances are based on the gross monthly salary (20-21%).

If you want to calculate how much you will eventually take home each home, please use the [Gross/net calculator](#). This will allow you to review the structure of payable tax, social security contributions, and the resulting calculation of net salary.

Should you join the IPC, then this [Cost of living](#) website can help you compare Bonn with your current city of residence.

## TAX CLASSES IN GERMANY

Tax Class	Description
I	Single.
II	Single and separated, with a child, entitling them to a child's allowance.
III	Married, main bread winner.
IV	Married, both receive similar income.
V	Married, spouse has tax class III due to higher income.
VI	Secondary job.



# RELOCATION SUPPORT

We appreciate that packing your bags and moving your life to Bonn requires both effort and energy.

That's why, for international employees, the IPC provides a relocation package, consisting of the following components<sup>1</sup>:

- Reasonable costs of the first (one-time) economy airfare from current residence to Bonn, Germany
- One-time relocation stipend of 1,500 EUR gross
- Reimbursement allowance of 1,500 EUR (upon invoice)
- Transition housing for up to 6 weeks
- Loan for apartment deposit
- Support with administrative matters (e.g. registration at the City of Bonn, liaison with the International Office for work permits, apartment search, opening a bank account and general assistance).

For relocating staff members with children, the amount of the one-time stipend and reimbursement allowance can be increased.

<sup>1</sup> Each of the components of the relocation package involve specific tax-related requirements. For example, recipients of transition housing receive free rent but must nonetheless pay German tax on the amount of rent they receive. These tax payments will be deducted from the employee's monthly salary through payroll, as required.

