

Deputy Secretary - OSPAR Commission

Remuneration

Remuneration of staff members is guided by the salary scales of remuneration of the Co-ordinated Organisations for staff serving in the United Kingdom. Remuneration comprises basic salary, plus any allowances which may be payable depending on the personal circumstances of the staff member. A summary of the allowances which may be payable is given below. (Rates are from 1 January 2026).

Basic Salary

The basic salary of approx. £78 000 per annum is after deduction of Commission tax and rises by annual increments.

Allowances

Basic family allowance: payable to staff members who:

- (a) are married;
- (b) are widowed, divorced, legally separated or unmarried with dependent child or children;
- (c) by special reasoned decision of the Executive Secretary based on supporting documents, to a staff member who, while not fulfilling the conditions laid down in (a) or (b), nevertheless actually assumes family responsibilities;
- (d) do not qualify under (a) or (b) but have one or more dependants within the meaning of the Staff Regulations.

Rate: £336.38

Expatriation allowance: payable to staff members who are not UK nationals and who are resident abroad at the time of their appointment.

Rate: 10% of basic salary for all officials based on the first step in the grade of recruitment for the first 5 years reducing to 8% of the basic salary thereafter;

Children's allowance: payable for each dependent child within the meaning of the Staff Regulations. A deduction will be made for any allowances which either parent receives from other sources from the total amount which the staff member is entitled to.

Rate: £336.38 per month per child.

Allowance for children with disabilities: payable for any dependent child who is disabled within the meaning of the Staff Regulations.

Rate: £336.38 per month per child, additional to the children's allowance.

Education Allowance: normally payable only to staff members who are entitled to the expatriation allowance and payable in respect of each dependent child, within the meaning of the Staff Regulations, regularly attending an educational establishment on a full time basis.

Rate: subject to the current system in use in the Co-ordinated organisations but normally 70% of eligible expenditure subject to a maximum of 2.5 times the children's allowance (further details available on request to the Secretariat).

Installation allowance: payable to a staff member whose place of residence was more than 100 kilometres or 60 miles from London at the time when he/she accepted employment with the Commission. The allowance will be calculated according to the method in use in the Co-ordinated Organisations

Pension Arrangements

Each staff member is required to contribute 7% of basic salary towards a pension fund; the Commission's contribution amounts to 14% of basic salary.

Income Tax

Staff members are subject to a tax imposed by, and for the benefit of, the Commission on salaries and emoluments paid by the Commission. Such salaries and emoluments are exempt from United Kingdom income tax, but the UK Government retains the right to take these salaries and emoluments into account for the purpose of assessing the amount of taxation to be applied to income from other sources.

The salaries and emoluments paid by the Commission may not be exempt from taxation in countries other than the UK.

Permanent Health Insurance

The Commission has established a permanent health insurance scheme (non-contributory) to safeguard staff members' incomes in the case of long-term sickness or disablement.