

**GERMANY - Salary Scale for AAS - Grille Salariale du PAS - Gehaltsskala für V.D.P.**

**From 1 May 2026**

| Grade | Function EN   | Function FR  | Function DE   | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | # of Month |
|-------|---|--|---|----------|----------|----------|----------|----------|------------|
| AST 7 | Head Accountant/Accounting Correspondent –<br>HR Assistant – Executive Assistant to Director – DPO  | Comptable principal/Correspondant comptable<br>Assistant RH – Assistant de direction du Directeur – DPD –  | Hauptbuchhalter/in<br>/Rechnungsführer/Korrespondent/in –<br>Personalassistent/in – Direktionsassistent/in des/der Direktor/s/in – DPO –  | 7.468,00 | 7.723,05 | 7.978,12 | 8.233,17 | 8.488,21 | 12.90      |
| AST 6 | Head Accountant/Accounting Correspondent –<br>HR Assistant – Executive Assistant to Director – DPO –<br>Psychologist – ICT Assistant  | Comptable principal/Correspondant comptable –<br>Assistant RH – Assistant de direction du Directeur – DPD –<br>Psychologue – Assistant informatique  | Hauptbuchhalter/in<br>/Rechnungsführer/Korrespondent/in –<br>Personalassistent/in – Direktionsassistent/in des/der Direktor/s/in – DPO –<br>Psychologe/ Psychologin – IKT-Assistent/in  | 6.539,61 | 6.771,71 | 7.003,81 | 7.235,90 | 7.468,00 | 12.90      |
| AST 5 | Head Accountant/Accounting Correspondent –<br>HR Assistant – Executive Assistant to Director secretary– DPO –<br>Psychologist – ICT Assistant –<br>Librarian – Accountant – Secretary – Technician – Nurse – Security Officer – ICT Technician –<br>Science Laboratory Technician | Comptable principal/Correspondant comptable –<br>Assistant RH – Assistant de direction du Directeur – DPD –<br>Psychologue – Assistant informatique –<br>Bibliothécaire – Comptable – Secrétaire – Technicien – Infirmier – Responsable sécurité – Technicien informatique –<br>Technicien de laboratoire scientifique | Hauptbuchhalter/in<br>/Rechnungsführer/Korrespondent/in –<br>Personalassistent/in – Direktionsassistent/in des/der Direktor/s/in – DPO –<br>Psychologe/ Psychologin – IKT-Assistent/in<br>Bibliothekarin – Rechnungsführer/in – Sekretär/in – Techniker/in – Krankenpfleger/in – Sicherheitsbeauftragte/r – IKT-Techniker/in –<br>Laborant/in | 5.703,11 | 5.912,22 | 6.121,36 | 6.330,49 | 6.539,61 | 12.90      |
| AST 4 | Psychologist – ICT Assistant –<br>Librarian – Accountant – Secretary – Technician – Nurse – Security Officer – ICT Technician –<br>Caretaker – Nursery Assistant – Science Laboratory Technician – Educational Support Assistant  | Psychologue – Assistant informatique –<br>Bibliothécaire – Comptable – Secrétaire – Technicien – Infirmier – Responsable sécurité – Technicien informatique –<br>Concierge – Assistant maternelle – Technicien de laboratoire scientifique – Assistant au Soutien éducatif   | Psychologe/ Psychologin – IKT-Assistent/in –<br>Bibliothekarin – Rechnungsführer/in – Sekretär/in – Techniker/in – Krankenpfleger/in – Sicherheitsbeauftragte/r – IKT-Techniker/in –<br>Hausmeister/in – Kindergarten-assistent/in – Laborant/in – Assistenten-innen für pädagogische Unterstützung –   | 4.953,63 | 5.141,00 | 5.328,37 | 5.515,73 | 5.703,11 | 12.90      |
| AST 3 | Librarian – Accountant – Secretary – Technician – Nurse – Security Officer – ICT Technician –<br>Caretaker – Nursery Assistant – Science Laboratory Technician – Educational Support Assistant –<br>Workman – Other ancillary staff   | Bibliothécaire – Comptable – Secrétaire – Technicien – Infirmier – Responsable sécurité – Technicien informatique –<br>Concierge – Assistant maternelle – Technicien de laboratoire scientifique – Assistant au Soutien éducatif –<br>Ouvrier – Autre personnel de service   | Bibliothekarin – Rechnungsführer/in – Sekretär/in – Techniker/in – Krankenpfleger/in – Sicherheitsbeauftragte/r – IKT-Techniker/in –<br>Hausmeister/in – Kindergarten-assistent/in – Laborant/in – Assistenten-innen für pädagogische Unterstützung –<br>Arbeiter/in – Sonstiges Dienstpersonal   | 4.301,40 | 4.464,04 | 4.627,23 | 4.790,44 | 4.953,63 | 12.90      |
| AST 2 | Caretaker – Nursery Assistant – Science Laboratory Technician – Educational Support Assistant –<br>Workman – Other ancillary staff  | Concierge – Assistant maternelle – Technicien de laboratoire scientifique – Assistant au Soutien éducatif –<br>Ouvrier – Autre personnel de service  | Hausmeister/in – Kindergarten-assistent/in – Laborant/in – Assistenten-innen für pädagogische Unterstützung –<br>Arbeiter/in – Sonstiges Dienstpersonal   | 3.733,63 | 3.872,53 | 4.015,29 | 4.158,34 | 4.301,40 | 12.90      |
| AST 1 | Workman – Other ancillary staff   | Ouvrier – Autre personnel de service   | Arbeiter/in – Sonstiges Dienstpersonal  | 3.224,35 | 3.351,67 | 3.478,99 | 3.606,32 | 3.733,63 | 12.90      |