


From: REP-PERS-OSP-USF-LUXEMBOURG
Cc: REP-PERS-OSP-USF-LUXEMBOURG
Subject: Salary increase by 1.2 % from April 2025 on
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**Union
Syndicale
Fédérale
Luxembourg**

Salary increase by 1.2 % from April 2025 on

Luxembourg, 09/04/2025

Dear colleagues,

The annual update of our salaries follows a methodology called "**The Method**". This **Method** constitutes **Annex XI of the Staff Regulations** and ensures that our **purchase power** follows the **purchase power** of the **national civil servants** and that our purchase power is similar in **all duty stations**. The **purchase power** evolution of the **national civil servants** is called the **Global Specific Index (GSI)**.

Following the economic crisis of 2008, there were some years of chaos with arbitrary decisions of the **Council** that were challenged in **Court** by the **Commission**. Not to reproduce such situation again, the **Method** has become automatic since 2014. The price for this automaticity was two limitation clauses: the **Moderation Clause** and the **Exception Clause**.

The **Moderation Clause** foresees that when the evolution of the **purchase power** of **national Civil Servants** is higher or lower than **2%**, then the figure taken into account for the annual salary update of 1st July year N is **limited to +/- 2% and that the remainder is either paid or subtracted on 1st April year N+1**.


For the 2024 annual update, the **GSI** was **+3.2% (1.032)**. Due to the **Moderation Clause**, the effect of the **GSI** was limited to **+2% (1.020)** for the calculation of the adaptation on 1st July 2024. Therefore, **the remaining 1.2% (1.032/1.020 = 1.012) will be paid from 1st April 2025 on**.


Consequently, the salary grid will be adjusted by:

+1.2% with effect from 1st April 2025 on

You can count on **Union Syndicale Fédérale-Luxembourg** to defend your interests where and whenever necessary.

We offer you what we really are, not more not less





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