



# Administrative Committee

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Decision on the yearly adjustment of  
salaries 2024

Luxembourg, 14 February 2025

## EXPLANATORY NOTE

On 25 November 2024 the Budget Committee of the Unified Patent Court adopted the decision D-BC/04/25112024 containing its proposal for the 2024 adjustment of salaries under Rule 4 of the Rules on the Adjustment of the Remuneration of the Judges, the Registrar, the Deputy Registrar and the Staff of the Unified Patent Court adopted by the Administrative Committee on 16 October 2024 – D-AC/05/19072024 (hereinafter the Rules on the Adjustment of Remuneration) implementing Articles 33 of the Service Regulations and 20 of the Staff Regulations. The proposal of the Budget Committee is attached as Annex A.

The Rules on the Adjustment of Remuneration and consequently also the Budget Committee's proposal are based on the methodology laid out in the Staff regulations of officials of the European Union and in particular based on the annual report published by the Statistical Office of the European Union (Eurostat) on the changes in the cost of living and the changes in the purchasing power of salaries of national civil services in central government, formulated in a joint index and a specific indicator.

On this basis the Budget Committee has proposed that the remuneration of the Judges, the Registrar, the Deputy Registrar and the Staff of the Unified Court shall be increased by 7.3 percent with retroactive effect as from 1 October 2024 and that an additional increase of 1.2 percent shall be taken into account as from 1 April 2025. The proposal encompasses the corresponding adjustments of the education and the dependent child allowances.

The proposal was subsequently submitted by the Chairman of the Budget Committee to the Chairman of the Administrative Committee whereafter the Chairman of the Administrative Committee on 29 November 2024 invited the Presidium to comment on the proposal.

On 9 December 2024 the Presidium commented on the proposal and gave its endorsement. The comments of the Presidium are attached as Annex B.

Based on the above, the Administrative Committee is invited to adopt the following decision.

**DECISION OF THE ADMINISTRATIVE COMMITTEE OF 14 FEBRUARY 2025 ON THE ANNUAL  
ADJUSTMENT 2024 OF THE REMUNERATION OF THE JUDGES, THE REGISTRAR, THE DEPUTY  
REGISTRAR, AND THE STAFF OF THE UNIFIED PATENT COURT**

THE ADMINISTRATIVE COMMITTEE

HAVING REGARD to the Statute of the Unified Patent Court and in particular Article 12 thereof;

HAVING REGARD to the Regulations Governing the Conditions of Service of Judges, the Registrar and the Deputy-Registrar of the Unified Patent Court and in particular Article 33 thereof;

HAVING REGARD to the Staff Regulations of the Unified Patent Court and in particular Article 21 thereof;

HAVING REGARD to the Rules on the Adjustment of the Remuneration of the Judges, the Registrar, the Deputy Registrar, and the Staff of the Unified Patent Court; and

HAVING REGARD to the proposal of the Budget Committee;

HAS ADOPTED THE FOLLOWING DECISION:

**Article 1**

The gross remuneration of the Judges, the Registrar, the Deputy Registrar and the Staff of the Unified Court are increased by 7.3 percent with retroactive effect as from 1 October 2024. The corresponding adjustment shall have effect also with regard to the education and dependent child allowance. The resulting updated amounts in the Regulations Governing the Conditions of Service of Judges, the Registrar and the Deputy-Registrar of the Unified Patent Court and in the Staff Regulation of the Unified Patent Court which are to that effect amended with effect from the aforementioned date follow from Annex 1.

**Article 2**

The gross remuneration of the Judges, the Registrar, the Deputy Registrar and the Staff of the Unified Court are increased by an additional 1.2 percent with effect as from 1 April 2025. The corresponding adjustment shall have effect also with regard to the education and dependent child allowance. The resulting updated amounts in the Regulations Governing the Conditions of Service of Judges, the Registrar and the Deputy-Registrar of the Unified Patent Court and in the Staff Regulation of the Unified Patent Court which are to that effect amended with effect from the aforementioned date follow from Annex 2.

**Article 3**

This decision shall enter into force on 14 February 2025.

Done at Luxembourg on 14 February 2025

For the Administrative Committee

Signed Johannes Karcher

The Chairman

**ANNEX 1****REGULATIONS GOVERNING THE CONDITIONS OF SERVICE OF JUDGES, THE REGISTRAR AND THE DEPUTY REGISTRAR OF THE UNIFIED PATENT COURT****Article 32****Amount of basic monthly salaries**

1. Basic monthly salaries of judges are as provided in the following table:

	<i>Gross salary (EUR)</i>
Court of Appeal	<b><u>21 527</u></b>
Court of First Instance	<b><u>19 410</u></b>

2. The President of the Court of Appeal and the President of the Court of First Instance shall have a basic monthly salary equal to 105% of that of the judges at their respective instances.

3. Basic monthly salaries of the Registrar and the Deputy-Registrar are as provided in the following table:

	<i>Gross salary (EUR)</i>
Registrar	<b><u>21 527</u></b>
Deputy-Registrar	<b><u>19 410</u></b>

**Article 34****Family allowances**

1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the amount of the dependent child's allowance provided for under sub-paragraph c) below, plus 2% of the monthly net salary. It shall be granted to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar with spouse while the spouse has no employment.
- b) The education allowance shall be granted up to a maximum of **274 EUR**/child per month, to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar.
- c) The dependent child's allowance shall be set at **318 EUR**/child per month. It shall be granted to judges, the Registrar and Deputy-Registrar.

- d) Disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions as set out in Article 53 (1) of these Regulations, on the basis of the remaining amount of expenses after the deduction of any payments that have been received from any other sources and for the same purpose.

Eligible part-time judges shall receive family allowances on a *pro rata* basis in accordance with Article 27(3) of these Regulations.

2. A judge, the Registrar or the Deputy-Registrar entitled to any of the above mentioned allowances shall be required to report to the President of the Court of Appeal or, in the case of a judge of the Court of First Instance or of the Deputy-Registrar, to the President of the Court of First Instance any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.
3. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two persons employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

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## STAFF REGULATIONS OF THE UNIFIED PATENT COURT

### Article 21

#### Family allowances

##### 1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the dependent child's allowance provided for under sub-paragraph c), plus 2% of the monthly net salary. It shall be granted to expatriate staff with spouse while the spouse has no remunerated employment.
- b) The education allowance shall be granted up to a maximum of **274 EUR**/child per month, to expatriate staff.
- c) The dependent child's allowance shall be set at **318 EUR**/child per month.
- d) The disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions, as set out in Article 42(1) of these Regulations, on the basis of the remaining amount of expenses after the deduction of any payments that have been received from any other sources and for the same purpose. Only those expenses incurred with a view to providing the disabled or severely disabled child with access to an education or training programme designed to meet his needs in order to obtain the best possible functional capacity, and which are not otherwise covered by the provisions governing the education allowance, shall be eligible for reimbursement.

##### 2. Part-time staff shall receive family allowances on a pro rata basis.

3. A staff member entitled to any of the above mentioned allowances shall be required to report to the Registrar any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.

4. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two staff members employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

**ANNEX IV****TYPES OF POSTS AND REMUNERATION FOR STAFF OF THE COURT****1. Directors**

<b>Function</b>	<b>Gross salary (EUR)</b>
Director of the Mediation and Arbitration Centre	<u><b>11 367</b></u>
Director of the Training Centre	<u><b>11 367</b></u>

**2. Staff**

<b>Function</b>	<b>Gross salary (EUR)</b>								
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
Case Manager / Clerk	<u><b>5 569</b></u>	<u><b>5 722</b></u>	<u><b>5 876</b></u>	<u><b>6 031</b></u>	<u><b>6 190</b></u>	<u><b>6 348</b></u>	<u><b>6 506</b></u>	<u><b>6 669</b></u>	<u><b>6 831</b></u>
Assistant / Secretary	<u><b>4 381</b></u>	<u><b>4 491</b></u>	<u><b>4 600</b></u>	<u><b>4 708</b></u>	<u><b>4 818</b></u>	<u><b>4 929</b></u>	<u><b>5 041</b></u>	<u><b>5 153</b></u>	<u><b>5 265</b></u>
Legal Assistant Pres CoA									<u><b>10 230</b></u>
Legal Assistant Pres CFI									<u><b>10 230</b></u>

The salaries of the staff as set out in this table are gross, expressed in euros, and subject to geographical weighing determined on the basis of the correction coefficients set in Article 3 of the Regulation (EU) No 423/2014 of the European Parliament and of the Council of 16 April 2014 adjusting with effect from 1 July 2012 the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied thereto.



**ANNEX 2****REGULATIONS GOVERNING THE CONDITIONS OF SERVICE OF JUDGES, THE REGISTRAR AND THE DEPUTY REGISTRAR OF THE UNIFIED PATENT COURT****Article 32****Amount of basic monthly salaries**

4. Basic monthly salaries of judges are as provided in the following table:

	<i>Gross salary (EUR)</i>
Court of Appeal	<b><u>21 785</u></b>
Court of First Instance	<b><u>19 643</u></b>

5. The President of the Court of Appeal and the President of the Court of First Instance shall have a basic monthly salary equal to 105% of that of the judges at their respective instances.

6. Basic monthly salaries of the Registrar and the Deputy-Registrar are as provided in the following table:

	<i>Gross salary (EUR)</i>
Registrar	<b><u>21 785</u></b>
Deputy-Registrar	<b><u>19 643</u></b>

**Article 34****Family allowances**

4. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the amount of the dependent child's allowance provided for under sub-paragraph c) below, plus 2% of the monthly net salary. It shall be granted to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar with spouse while the spouse has no employment.
- b) The education allowance shall be granted up to a maximum of **277 EUR**/child per month, to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar.
- c) The dependent child's allowance shall be set at **321 EUR**/child per month. It shall be granted to judges, the Registrar and Deputy-Registrar.
- d) Disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child

allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions as set out in Article 53 (1) of these Regulations, on the basis of the remaining amount of expenses after the deduction of any payments that have been received from any other sources and for the same purpose.

Eligible part-time judges shall receive family allowances on a *pro rata* basis in accordance with Article 27(3) of these Regulations.

5. A judge, the Registrar or the Deputy-Registrar entitled to any of the above mentioned allowances shall be required to report to the President of the Court of Appeal or, in the case of a judge of the Court of First Instance or of the Deputy-Registrar, to the President of the Court of First Instance any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.
6. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two persons employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

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## STAFF REGULATIONS OF THE UNIFIED PATENT COURT

### Article 21

#### Family allowances

1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the dependent child's allowance provided for under sub-paragraph c), plus 2% of the monthly net salary. It shall be granted to expatriate staff with spouse while the spouse has no remunerated employment.
- b) The education allowance shall be granted up to a maximum of **277 EUR**/child per month, to expatriate staff.
- c) The dependent child's allowance shall be set at **321 EUR**/child per month.
- d) The disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions, as set out in Article 42(1) of these Regulations, on the basis of the remaining amount of expenses after the deduction of any payments that have been received from any other sources and for the same purpose. Only those expenses incurred with a view to providing the disabled or severely disabled child with access to an education or training programme designed to meet his needs in order to obtain the best possible functional capacity, and which are not otherwise covered by the provisions governing the education allowance, shall be eligible for reimbursement.

2. Part-time staff shall receive family allowances on a pro rata basis.

3. A staff member entitled to any of the above mentioned allowances shall be required to report to the Registrar any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.

4. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two staff members employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

**ANNEX IV****TYPES OF POSTS AND REMUNERATION FOR STAFF OF THE COURT****1. Directors**

<b>Function</b>	<b>Gross salary (EUR)</b>
Director of the Mediation and Arbitration Centre	<u><b>11 503</b></u>
Director of the Training Centre	<u><b>11 503</b></u>

**2. Staff**

<b>Function</b>	<b>Gross salary (EUR)</b>								
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
Case Manager / Clerk	<u><b>5 636</b></u>	<u><b>5 791</b></u>	<u><b>5 946</b></u>	<u><b>6 104</b></u>	<u><b>6 264</b></u>	<u><b>6 424</b></u>	<u><b>6 584</b></u>	<u><b>6 749</b></u>	<u><b>6 913</b></u>
Assistant / Secretary	<u><b>4 434</b></u>	<u><b>4 544</b></u>	<u><b>4 655</b></u>	<u><b>4 765</b></u>	<u><b>4 876</b></u>	<u><b>4 989</b></u>	<u><b>5 101</b></u>	<u><b>5 214</b></u>	<u><b>5 328</b></u>
Legal Assistant Pres CoA									<u><b>10 353</b></u>
Legal Assistant Pres CFI									<u><b>10 353</b></u>

The salaries of the staff as set out in this table are gross, expressed in euros, and subject to geographical weighing determined on the basis of the correction coefficients set in Article 3 of the Regulation (EU) No 423/2014 of the European Parliament and of the Council of 16 April 2014 adjusting with effect from 1 July 2012 the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied thereto.

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## UPC Budget Committee

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Salary Adjustment proposal

Implementing Articles 33 of the Service  
Regulations and 20 of the Staff Regulations

Submitted by the Chairman of the Budget Committee to the:

Delegates of the Budget Committee

Chairman of the Administrative Committee

Luxembourg, 25/11/2024

## Explanatory Note

The draft proposal aims to implement for the year 2025 the rules for the annual adjustment of both the remuneration of the judges, the Registrar and the Deputy Registrar according to Article 33 of the Regulations Governing the Conditions of Service of Judges, the Registrar and the Deputy-Registrar of the Unified Patent Court and the remuneration of the staff of the court according to Article 20 of the Staff regulations of the Unified Patent Court. The draft proposal is based on the implemented methodology laid down by the decision of the Administrative Committee under reference AC/05/19072024 (Rules on the Adjustment of the Remuneration of the Judges, the Registrar, the Deputy Registrar, and the Staff of the Unified Patent Court). The draft proposal assumes that the 2025 yearly adjustment will have retroactive effect from 1 October 2024, and that the 2026 yearly adjustment will have retroactive effect on 1 October 2025. The draft proposal does not take into account the ongoing issue regarding the possible impact of inflation recorded the years before 2024.

Consequently, the proposal to be adopted by the Budget Committee is based on the methodology laid out in the law of the European Union. Specifically, rule 4 references Article 65 (I) and Article I §I, 2 and 4, Article 3 §2 Annex XI of the Staff regulations of officials of the European Union ("EU Staff Regulations") as implemented and adapted by the Administrative Committee in its aforementioned decision AC/05/19072024.

The proposal of the Budget Committee is in particular based on the report published by the Statistical Office of the European Union (Eurostat) by 1<sup>st</sup> November of the concerned year on inter alia changes in the cost of living in Belgium and Luxemburg and the changes in the purchasing power of salaries in the national civil Services in central government (Article I § L Annex XI EU Staff regulations).

The proposal is a result of a mathematical operation by multiplying the Joint Index and the Specific indicator, both taken from the Eurostat report. Unlike the EU methodology which adopts intermediate updates of remuneration in July and a final one in October, the Budget Committee shall only consider the total final updates of remuneration as published by the Eurostat report.

According to the "DRAFT AMENDING BUDGET No 5 TO THE EU GENERAL BUDGET 2024" to be voted and adopted by end of October 2024, the total salary adjustment rate for 2024 is **8.5%** including **7.3%** applicable without further condition and retroactively from 1 October 2024. In accordance with the moderation clause as per EU Staff regulations Article 10 of Annex XI, which is also applied for the present proposal, 1.2% shall be indeed deferred to 1 April 2025 and subject to confirmation by the Administrative Committee in due time.

The present draft proposal has been elaborated in consistence with the assumptions made for the draft decision related to the 2025 Budget of the Court.

The proposal once adopted by the Budget Committee shall be after submitted to the Chair of the Administrative Committee by 1 December for decision by the Administrative Committee. The Presidium shall be consulted and the proposal shall take into account the adopted 2025 Budget and take retroactive effect from 1 October 2024.

**B LEBoulLENGER**

Chairman of the Budget Committee

**DECISION OF THE BUDGET COMMITTEE DATED 25 NOVEMBER 2024**  
**ON THE PROPOSAL FOR THE SALARY YEARLY ADJUSTMENT OF THE UNIFIED PATENT COURT**

THE BUDGET COMMITTEE,

HAVING REGARD to the Agreement on a Unified Patent Court;

HAVING REGARD to the Statute of the Unified Patent Court and in particular Article 12 thereof;

HAVING REGARD to Article 33 of the Regulations Governing the Conditions of Service of Judges, the Registrar and the Deputy-Registrar of the Unified Patent Court ("Service Regulation");

HAVING REGARD to Article 20 of the Staff regulations of the Unified Patent Court;

HAVING REGARD to the decision of the Administrative Committee referenced AC/05/19072024;

HAS ADOPTED THE FOLLOWING PROPOSAL:

Article 1

It is proposed **7.3%** as yearly adjustment of remunerations in the United Patent Court applicable to the year 2025 having retroactive effect as of October 1<sup>st</sup>, 2024. The resulting factual updated amounts follows from Annex 1.

Article 2

It is proposed that the decision to be taken by the Administrative Committee takes into account an additional adjustment of 1.2% applies as of April 1<sup>st</sup> 2025 unless circumstances that would require a different decision. The resulting factual updated amounts follows from Annex 2.

Done at Luxembourg on 25 November 2024

For the Budget Committee

signed Bruno LEBoulLENGER  
The Chairman

## ANNEX I

(Proposed)

**REGULATIONS GOVERNING THE CONDITIONS OF SERVICE OF JUDGES, THE REGISTRAR AND THE DEPUTY REGISTRAR OF THE UNIFIED PATENT COURT**

**Article 32**

**Amount of basic monthly salaries**

1. Basic monthly salaries of judges are as provided in the following table:

	<i>Gross salary (EUR)</i>
Court of Appeal	<b><u>21 527</u></b>
Court of First Instance	<b><u>19 410</u></b>

2. The President of the Court of Appeal and the President of the Court of First Instance shall have a basic monthly salary equal to 105% of that of the judges at their respective instances.

3. Basic monthly salaries of the Registrar and the Deputy-Registrar are as provided in the following table:

	<i>Gross salary (EUR)</i>
Registrar	<b><u>21 527</u></b>
Deputy-Registrar	<b><u>19 410</u></b>

**Article 34**

**Family allowances**

1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the amount of the dependent child's allowance provided for under sub-paragraph c) below, plus 2% of the monthly net salary. It shall be granted to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar with spouse while the spouse has no employment.
- b) The education allowance shall be granted up to a maximum of **274 EUR**/child per month, to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar.
- c) The dependent child's allowance shall be set at **318 EUR**/child per month. It shall be granted to judges, the Registrar and Deputy-Registrar.
- d) Disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions as set out in Article 53 (1) of these Regulations, on the basis of the remaining amount of expenses



after the deduction of any payments that have been received from any other sources and for the same purpose.

Eligible part-time judges shall receive family allowances on a *pro rata* basis in accordance with Article 27(3) of these Regulations.

2. A judge, the Registrar or the Deputy-Registrar entitled to any of the above mentioned allowances shall be required to report to the President of the Court of Appeal or, in the case of a judge of the Court of First Instance or of the Deputy-Registrar, to the President of the Court of First Instance any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.
3. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two persons employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

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(Proposed)

## STAFF REGULATIONS OF THE UNIFIED PATENT COURT

### Article 21

#### Family allowances

1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the dependent child's allowance provided for under sub-paragraph c), plus 2% of the monthly net salary. It shall be granted to expatriate staff with spouse while the spouse has no remunerated employment.
- b) The education allowance shall be granted up to a maximum of **274 EUR**/child per month, to expatriate staff.
- c) The dependent child's allowance shall be set at **318 EUR**/child per month.
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2. Part-time staff shall receive family allowances on a pro rata basis.

3. A staff member entitled to any of the above mentioned allowances shall be required to report to the Registrar any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.

4. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two staff members employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

## ANNEX IV

## TYPES OF POSTS AND REMUNERATION FOR STAFF OF THE COURT

## 1. Directors

Function	Gross salary (EUR)
Director of the Mediation and Arbitration Centre	<u>11 367</u>
Director of the Training Centre	<u>11 367</u>

## 2. Staff

Function	Gross salary (EUR)								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Case Manager / Clerk	<u>5 569</u>	<u>5 722</u>	<u>5 876</u>	<u>6 031</u>	<u>6 190</u>	<u>6 348</u>	<u>6 506</u>	<u>6 669</u>	<u>6 831</u>
Assistant / Secretary	<u>4 381</u>	<u>4 491</u>	<u>4 600</u>	<u>4 708</u>	<u>4 818</u>	<u>4 929</u>	<u>5 041</u>	<u>5 153</u>	<u>5 265</u>
Legal Assistant Pres CoA									<u>10 230</u>
Legal Assistant Pres CFI									<u>10 230</u>

The salaries of the staff as set out in this table are gross, expressed in euros, and subject to geographical weighing determined on the basis of the correction coefficients set in Article 3 of the Regulation (EU) No 423/2014 of the European Parliament and of the Council of 16 April 2014 adjusting with effect from 1 July 2012 the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied thereto.

**ANNEX II****(Proposed)****REGULATIONS GOVERNING THE CONDITIONS OF SERVICE OF JUDGES, THE REGISTRAR AND THE DEPUTY REGISTRAR OF THE UNIFIED PATENT COURT****Article 32****Amount of basic monthly salaries**

4. Basic monthly salaries of judges are as provided in the following table:

	<i>Gross salary (EUR)</i>
Court of Appeal	<b><u>21 785</u></b>
Court of First Instance	<b><u>19 643</u></b>

5. The President of the Court of Appeal and the President of the Court of First Instance shall have a basic monthly salary equal to 105% of that of the judges at their respective instances.

6. Basic monthly salaries of the Registrar and the Deputy-Registrar are as provided in the following table:

	<i>Gross salary (EUR)</i>
Registrar	<b><u>21 785</u></b>
Deputy-Registrar	<b><u>19 643</u></b>

**Article 34****Family allowances**

4. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the amount of the dependent child's allowance provided for under sub-paragraph c) below, plus 2% of the monthly net salary. It shall be granted to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar with spouse while the spouse has no employment.
- b) The education allowance shall be granted up to a maximum of **277 EUR**/child per month, to expatriate judges, expatriate Registrar and expatriate Deputy-Registrar.
- c) The dependent child's allowance shall be set at **321 EUR**/child per month. It shall be granted to judges, the Registrar and Deputy-Registrar.
- d) Disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions as set out in Article 53 (1) of these Regulations, on the basis of the remaining amount of expenses

after the deduction of any payments that have been received from any other sources and for the same purpose.

Eligible part-time judges shall receive family allowances on a *pro rata* basis in accordance with Article 27(3) of these Regulations.

5. A judge, the Registrar or the Deputy-Registrar entitled to any of the above mentioned allowances shall be required to report to the President of the Court of Appeal or, in the case of a judge of the Court of First Instance or of the Deputy-Registrar, to the President of the Court of First Instance any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.
6. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two persons employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

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(Proposed)

## STAFF REGULATIONS OF THE UNIFIED PATENT COURT

### Article 21

#### Family allowances

1. Family allowances shall comprise the following:

- a) The household allowance shall be set at a basic amount of half of the dependent child's allowance provided for under sub-paragraph c), plus 2% of the monthly net salary. It shall be granted to expatriate staff with spouse while the spouse has no remunerated employment.
- b) The education allowance shall be granted up to a maximum of **277 EUR**/child per month, to expatriate staff.
- c) The dependent child's allowance shall be set at **321 EUR**/child per month.
- d) The disabled or severely disabled child allowance and reimbursement for education and/or training costs that are related to the disability. The disabled child allowance shall be a monthly basic amount equal to the dependent child's allowance. The severely disabled child allowance shall be a monthly basic amount equal to double the disabled child allowance. Reimbursement of education and training expenses shall amount to 90% of the expenses defined in the Implementing instructions, as set out in Article 42(1) of these Regulations, on the basis of the remaining amount of expenses after the deduction of any payments that have been received from any other sources and for the same purpose. Only those expenses incurred with a view to providing the disabled or severely disabled child with access to an education or training programme designed to meet his needs in order to obtain the best possible functional capacity, and which are not otherwise covered by the provisions governing the education allowance, shall be eligible for reimbursement.

2. Part-time staff shall receive family allowances on a pro rata basis.

3. A staff member entitled to any of the above mentioned allowances shall be required to report to the Registrar any payments of the same nature or for similar purpose that are received from other sources by him, his spouse or the child's other parent. The amounts of any such payments shall be deducted from the benefits paid under these Regulations.

4. In case of shared or alternate custody, the payment of the allowances shall be shared equally between the two staff members employed by the Court who are the child's parents. However, the parents may decide by mutual agreement which of them will receive the allowances.

**ANNEX IV****TYPES OF POSTS AND REMUNERATION FOR STAFF OF THE COURT****1. Directors**

<b>Function</b>	<b>Gross salary (EUR)</b>
Director of the Mediation and Arbitration Centre	<u><b>11 503</b></u>
Director of the Training Centre	<u><b>11 503</b></u>

**2. Staff**

<b>Function</b>	<b>Gross salary (EUR)</b>								
	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
Case Manager / Clerk	<u><b>5 636</b></u>	<u><b>5 791</b></u>	<u><b>5 946</b></u>	<u><b>6 104</b></u>	<u><b>6 264</b></u>	<u><b>6 424</b></u>	<u><b>6 584</b></u>	<u><b>6 749</b></u>	<u><b>6 913</b></u>
Assistant / Secretary	<u><b>4 434</b></u>	<u><b>4 544</b></u>	<u><b>4 655</b></u>	<u><b>4 765</b></u>	<u><b>4 876</b></u>	<u><b>4 989</b></u>	<u><b>5 101</b></u>	<u><b>5 214</b></u>	<u><b>5 328</b></u>
Legal Assistant Pres CoA									<u><b>10 353</b></u>
Legal Assistant Pres CFI									<u><b>10 353</b></u>

The salaries of the staff as set out in this table are gross, expressed in euros, and subject to geographical weighing determined on the basis of the correction coefficients set in Article 3 of the Regulation (EU) No 423/2014 of the European Parliament and of the Council of 16 April 2014 adjusting with effect from 1 July 2012 the remuneration and pensions of officials and other servants of the European Union and the correction coefficients applied thereto.

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## **The Presidium of the Unified Patent Court**

*Written statement on the Budget Committees proposal for the annual adjustment of salaries*

*7 December 2024*

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On 25 November 2024, the Budget Committee adopted the annexed decision D-BC/04/25112024 containing its proposal for the 2024 adjustment of salaries under Rule 4 of the Rules on the Adjustment of the Remuneration of the Judges, the Registrar, the Deputy Registrar and the Staff of the Unified Patent Court (D-AC/05/19072024) implementing Articles 33 of the Service Regulations and 20 of the Staff Regulations (Rules on the Adjustment of Remuneration).

The Proposal has been transmitted to the Chairman of the Administrative Committee who, in accordance with Article 5 of the Rules on the Adjustment of Remuneration, has invited the Presidium of the Unified Patent Court (the Presidium) to submit a written statement on the Proposal.

The Presidium takes note that the Proposal follows the method laid out in Rule 4 of the Rules on the Adjustment of Remuneration and hence is based on the methodology laid out in the Law of the European Union and consequently also follows the annual report from the Statistical Office of the European Union. Furthermore, the Presidium takes note that the proposal is without prejudice to the ongoing debate in the Administrative Committee regarding establishing a new baseline salary taking into account the inflation rate between 2016 and 2023.

Against this background the Presidium endorses the Proposal.

Klaus Grabinski

President of the Court of Appeal and Chairman of the Presidium