

Salaries and other compensations of employees in the BiH Ministry of Communications and Transport

Base salary is determined by multiplying the salary calculation base and the corresponding coefficient. Pay grade and coefficient are defined by the Law on Salaries and Remunerations in the Institutions of Bosnia and Herzegovina can be found, together with the amendments, on the website of the BiH Ministry of Finance and Treasury (<https://mft.gov.ba/Content/OpenAttachment?id=312a5e47-a402-41f1-ac62-e2d780e1c01c&lang=bs>).

Coefficient of elected and appointed persons

- Minister – 8.50
- Deputy Minister – 7.50
- Head of administrative organisation – Director of the BiH Regulatory Board of Directors – 5.51
- Head of Minister’s Cabinet – 4.50
- Head of Deputy Minister’s Cabinet – 3.55
- Advisor to Minister/Deputy Minister – 3.55

Coefficient of civil servants

- Secretary of the Ministry – 4.50
- Assistant Minister – 4.20
- Head of Internal Audit Unit – 3.55
- Head of Department – 3.25
- Internal Auditor – 2.73
- Expert Advisor – 2.73
- Senior Expert Associate – 2.35
- Expert Associate – 2.10

Coefficient for employees

- Independent Clerk – 1.70.
- Clerk-Specialist (secondary education) – 1.60
- Senior Clerk (secondary education) – 1.40
- Clerk (secondary education) – 1.29

The coefficients given in the salary overview for civil servants and employees relate to the zero pay grade. As of 1 September 2020, civil servants and employees may be promoted within the pay grade in accordance with the Amendments to the Methodology for deployment of employees within a pay grade published on the website of the BiH Ministry of Finance and Treasury (<https://mft.gov.ba/Content/OpenAttachment?id=461ac1f3-01b0-4520-932e-91e05abeedd4&lang=bs>).

The Decision of the BiH Council of Ministers provided for the salary calculation base of employees in the institutions of Bosnia and Herzegovina that was 475.69 KM in 2021. The

salary is increased based on length of service (0.5% addition to base salary for each year of effective length of service started, up to 20% of the basic salary) and on the basis of special working conditions (complex IT-related jobs - up to 50% of base salary, internal audit functions 20% of the base salary).

In parallel, the amount of daily food compensation in the amount of 6.00 KM was defined for each day spent at work for the Minister, Deputy Minister and Director of the BiH Railway Regulatory Board and 8.00 KM for other civil servants and employees.

The Decision on the method and procedure for exercising the rights of employees in the institutions of Bosnia and Herzegovina to compensation of accommodation costs, family separation and temporary deployment compensation defines that the head of institution is entitled to monthly accommodation costs in the amount of salary base whereas its assistants are entitled to 400.00 KM, with monthly compensation for family separation in the amount of 300.00 KM, provided that their place of residence is more than 80km from the place of work.