Text consolidated by Valsts valodas centrs (State Language Centre) with amending laws of:

10 December 2009 [shall come into force from 1 January 2010];

14 January 2010 [shall come into force from 23 January 2010];

15 April 2010 [shall come into force from 28 April 2010];

10 June 2010 [shall come into force from 23 June 2010];

14 October 2010 [shall come into force from 1 December 2010];

16 December 2010 [shall come into force from 1 January 2011];

16 June 2011 [shall come into force from 1 August 2011];

15 December 2011 [shall come into force from 1 January 2012];

15 November 2012 [shall come into force from 1 January 2013];

13 December 2012 [shall come into force from 29 December 2012];

28 February 2013 [shall come into force from 27 March 2013];

19 September 2013 [shall come into force from 1 January 2014];

6 November 2013 [shall come into force from 1 January 2014];

28 November 2013 [shall come into force from 30 November 2013];

12 December 2013 [shall come into force from 1 January 2014];

19 December 2013 [shall come into force from 1 January 2104];

9 October 2014 [shall come into force from 1 January 2015];

30 October 2014 [shall come into force from 29 November 2014];

17 December 2014 [shall come into force from 1 January 2015];

30 November 2015 [shall come into force from 1 January 2016];

15 September 2016 [shall come into force from 4 October 2016];

23 November 2016 [shall come into force from 1 January 2017];

20 April 2017 [shall come into force from 24 May 2017];

26 October 2017 (Constitutional Court Judgment) [shall come into force from 26 October 2017];

23 November 2017 [shall come into force from 1 January 2018];

20 September 2018 [shall come into force from 1 January 2019];

6 December 2018 [shall come into force from 1 January 2019];

6 March 2019 (Constitutional Court Judgment) [shall come into force from 8 March 2019];

2 May 2019 (Constitutional Court Judgment) [shall come into force from 7 May 2019];

14 November 2019 [shall come into force from 1 January 2020].

If a whole or part of a section has been amended, the date of the amending law appears in square brackets at the end of the section. If a whole section, paragraph or clause has been deleted, the date of the deletion appears in square brackets beside the deleted section, paragraph or clause.

The *Saeima*1 has adopted and

the President has proclaimed the following law:

**Law on Remuneration of Officials and Employees of State and Local Government Authorities**

**Chapter I**

**General Provisions**

**Section 1. Purpose of this Law**

The purpose of this Law is to attain that equal conditions are conformed to in determination of remuneration for officials (employees) of State and local government authorities.

**Section 2. Application of this Law**

(1) The Law, in conformity with that laid down in Paragraphs two, three, four, and five of this Section, shall apply to the following officials (employees) of State and local government authorities:

1) the Cabinet;

2) the *Saeima*, including the Administration of the *Saeima* and other units of the *Saeima*;

3) the Chancery of the President;

4) the State Audit Office;

5) the Office of the Ombudsman;

6) the Central Election Commission;

7) the Central Land Commission;

8) the Public Utilities Commission;

9) the National Electronic Mass Media Council;

10) the Council of Higher Education;

11) the Service of Prevention of Money Laundering;

12) the institutions of direct administration;

13) the institutions of indirect administration;

14) local governments;

15) State-founded higher education institutions;

16) scientific institutes of the State-founded higher education institutions (hereinafter – the scientific institutes);

17) planning regions;

18) public foundations;

19) the Financial and Capital Market Commission;

20) the court institutions;

21) the Office of the Prosecutor;

22) [20 September 2018].

(2) This Law shall apply also to those officials (employees) who regardless of their occupation in the authorities referred to in Paragraph one of this Section are:

1) [16 December 2010];

2) [16 December 2010];

3) members of the port authorities;

4) medical practitioners who are employed in local government institutions, State and local government capital companies, or public-private capital companies, who have entered into an agreement regarding a health care service to be provided, and who provide health care services paid from the State or local government budget, or medical practitioners who provide health care services paid from the local government budgets in local government educational institutions.

(3) Only Section 3, Paragraphs eight and nine and also Section 19, Paragraph four and Section 22 of this Law shall apply to the President. Only Section 3, Paragraphs eight and nine of this Law shall apply to teachers according to the list of positions of teachers, persons employed in academic positions of the scientific institutes, administrators of the ports, and other employees of ports. Other norms of this Law shall be applied to the abovementioned officials (employees) in the cases and amount specified in laws.

(4) The Law shall not apply to officials (employees) of *Latvijas Banka*, however, this authority shall ensure that the information on the criteria for the determination of remuneration of officials (employees) thereof and the amount of work remuneration in division by position groups in accordance with the procedures laid down in laws and regulations is published on the website of *Latvijas Banka*. Taking into account the economic development cycle of the State, *Latvijas Banka* shall also conform to the principle of solidarity and may review remuneration during economic growth by increasing it, but shall reduce it solidarily with other State authorities during recession.

(41) Only this Paragraph shall apply to the State or local government capital companies, public-private capital companies, and capital companies in which the State, local government, or public-private capital company owns all the capital shares, except for the capital companies referred to in Paragraph two, Clause 4 of this Section. Other norms of this Law in respect of the abovementioned capital companies shall be applied in the cases and amount specified in other laws. The information on these capital companies, except for credit institutions, the criteria for the determination of remuneration of officials (employees), and the amount of work remuneration in division by position groups in accordance with the procedures laid down in laws and regulations are published on the website of the relevant capital company or shareholder, if at least one of the following conditions exists:

1) the capital company receives State budget resources, State budget subsidy, or payment for provided service for the carrying out of the functions delegated by the State or the implementation of a government order (public or national remit) or compensation for losses providing a universal service, except for an instrument of European Union policies and financial assistance of other foreign states;

2) the capital company does not receive the State budget resources, but carries out the tasks of the State administration delegated to it or the activity thereof is related with administration of payments into the State budget;

3) the capital company carries out the functions assigned to it by the law to administer and manage State property or to organise privatisation of the State property;

4) the capital company receives resources from local government budgets, subsidy of local government budgets, payment for provided services for performance of local government tasks or the State administration tasks delegated thereto or a local government has increased the equity capital of this capital company or provided a guarantee for a loan thereof, except for an instrument of European Union policies and financial assistance of other foreign states;

5) the capital company has been established in order to participate in carrying out of the autonomous functions of a local government.

(42) The obligations specified in Paragraph 4.1 of this Section shall apply also to associations and foundations which ensure implementation of a government order (public and national remit) and the financing resources of which in the amount of more than 50 per cent are made by State budget financing, other than the resources of instruments of European Union policies and financial assistance of other foreign states.

(5) This Law shall not apply to national guardsmen, employees of joint technical secretariats of the programmes of the Objective 3 “European Territorial Co-operation” of the European Union Structural Funds, and employees of the secretariat of the spatial planning initiative of the countries around the Baltic Sea VASAB, and also to convicted persons employed at the places of imprisonment.

(6) The persons referred to in Paragraph two of this Section or employed in the authorities referred to in Paragraph one of this Section on the basis of an employment contract, who perform civil service, have been elected, approved, or appointed to the position or who otherwise perform certain office (service, work) duties in a State or local government authority shall be considered as officials (employees) of State or local government authorities within the meaning of this Law. The norms of this Law which apply to State and local government authorities shall also be applicable to capital companies, insofar as the persons referred to in Paragraph two of this Section are employed therein.

(7) Employment relationships, position legal relationships, or norms of the laws and regulations governing the course of the service shall be applied to officials (employees) insofar as it is not determined in this Law.

(8) If an official (employee) in a State or local government authority (with one employer) is also concurrently performing the duties of the employees referred to in Paragraph three or five of this Section, such norms of this Law shall be applicable to him or her which govern the conditions for the disbursement of remuneration in case of combination of offices (jobs) or additional work, including Section 4.1, Section 5, Paragraphs three and four, Section 14, Paragraph one. If such official (employee) has the right to an annual paid leave of different length or to a supplementary leave, the possibility of using the longer leave is ensured, however, only such average earnings shall be disbursed for the part of the longer leave which have been earned in an office (job) giving the right to a leave that is longer than specified in this Law. If office (service, employment) relationships are terminated, the unused leave shall be reimbursed in money according to the length of the unused leave in the office in which the official (employee) has not used the leave granted, calculating the payment to be disbursed from the average earnings earned in this office.

[*14 January 2010; 15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 November 2012; 23 November 2016; 20 April 2017; 23 November 2017; 20 September 2018*]

**Chapter II**

**Remuneration System**

**Section 3. Compensation**

(1) Within the meaning of this Law, work remuneration, social guarantees, and leave shall form the remuneration of officials (employees) of State and local government authorities. Within the meaning of this Law, work remuneration shall be the monthly salary, supplements, bonuses, and extra payments. Within the meaning of this Law, social guarantees shall be benefits, compensations, insurance, and covering of the expenditures specified in this Law.

(2) A State or local government authority shall, upon developing laws and regulations and collective agreements, consult the representatives of officials (employees) regarding remuneration in accordance with the laws and regulations governing employment relationships, position legal relationships, or course of the service.

(3) A State or local government authority shall not disburse and shall not provide for another remuneration for an official (employee) in internal legal acts, binding regulations of the local government, collective agreements, and employment contracts other than that which is specified in this Law, except for the cases provided for in this Section.

(4) A State or local government authority may, within the scope of the financial resources granted thereto in internal legal acts, binding regulations of the local government, collective agreements, or employment contracts, only provide for the following measures related to additional remuneration for officials (employees):

1) shortening of the length of a working day for not more than one hour before public holidays;

2) one paid holiday on the first day of school due to commencement of school-time of a child in Grade 1-4;

3) not more than three paid holidays due to entering into marriage;

4) one paid holiday on the day of graduation when an official (employee) or his or her child is graduating from an educational institution;

5) an extra payment which, within the scope of a calendar year, does not exceed the amount of the monthly salary specified for the official (employee), due to an achievement (event) that is important to the official (employee) or State or local government authority, taking into account the contribution of the official (employee) to achieving the objectives of the relevant authority;

6) [16 June 2011];

7) a benefit of up to 50 per cent of the monthly salary once a calendar year for an official (employee) for each dependent disabled child under up to 18 years of age;

8) a benefit of up to 50 per cent of the monthly salary once a calendar year when going on annual paid leave, taking into account the length of employment in the State or local government authority, the work performance results, and other criteria stipulated by the State or local government authority and also that the leave benefit is not transferred to the next calendar year and, upon terminating office (service, employment) relationships, it is not reimbursed in case when the current leave has not been used;

9) remuneration for the time period which is not spent by the official (employee) at the working place or another place indicated by the authority and which is used by the official (employee) at his or her own discretion, however, he or she arrives at the indicated place upon a relevant request and commences the performance of the duties without delay.

(41) Judges have the right to the additional holidays referred to in Paragraph four, Clauses 2, 3, and 4 of this Section. Three holidays shall be granted in the case referred to in Paragraph four, Clause 3 of this Section. Holidays shall be granted by the competent official of the State authority on the basis of a submission. The benefits referred to in Section 3, Paragraph four, Clauses 7 and 8 of this Law shall be disbursed to the judges of the relevant court level in an equal (fixed) amount which is determined (calculated) by the competent official of the State authority, taking into account the financial resources available for the disbursement of benefits and the number of judges.

(42) The remuneration per hour referred to in Paragraph four, Clause 9 of this Section for the officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration shall be determined in the amount of 25 per cent of the hourly salary rate corresponding to the minimum monthly salary of the lowest group of monthly salaries of the officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration.

(5) Paragraph three of this Section shall not apply to cases when:

1) the Latvian Academy of Sciences, a State-founded higher education institution, or the scientific institute, or institutions established by them disburse a remuneration to officials (employees) from the resources obtained for the performance of scientific activity, or a remuneration (except for bonuses and social guarantees) is not disbursed from the State budget resources;

2) a remuneration is not disbursed from the State or local government budget resources to medical practitioners who provide health care service paid from the State or local government budget and who are employed in State and local government capital companies or public-private capital companies which have entered into a contract for the health care service to be provided;

3) a local government uses a possibility provided for in this Law to decide by itself on granting of a part, amount or disbursement of the relevant remuneration;

4) a local government or planning region determines a remuneration specified for an official (employee) employed in the authorities referred to in this Law in a lesser amount or decides to not apply the relevant element of the remuneration. This Clause shall not apply to the general additional supplements specified in this Law, annual paid leave, and severance pay;

5) taking into account the restrictions specified in this Law:

a) a sick-pay is disbursed in the cases specified in the law;

b) a remuneration is disbursed in the cases specified in the law for a period of time when an employee does not perform work or does not perform his or her office (service) due to justified reasons;

c) expenditures necessary for the performance of office (service, work) are reimbursed;

d) expenditures in relation to sending of an official (employee) to carry out a health examination are covered in cases specified in the law;

e) a remuneration is disbursed in the cases provided for in the law or Cabinet regulations in order to conform to the labour safety requirements or to take labour safety measures;

f) the previous work remuneration or average earnings in relation to amendments to the employment contract are disbursed in the cases specified in the law;

g) a compensation for forced absence from work or for performance of work of lower pay is disbursed in the cases specified in the law;

6) [30 November 2015];

7) a State or local government authority pays for the work performed from the resources which have been obtained from cooperation agreements with the authorities of the European Union or its Member States and also from international cooperation agreements (a contract entered into by and between a State or local government authority and another foreign body or body governed by international law) to such officials (employees) who are directly involved in the execution of the relevant cooperation agreements;

71) [13 December 2012];

72) [13 December 2012];

8) a remuneration for officials with special service ranks of the institutions of the system of the Ministry of the Interior, officials of State security institutions, civil experts, and soldiers participating in international missions and operations is determined in the cases provided for and in the amount specified in the law and Cabinet regulations;

9) a remuneration for members of the privatisation commission of the local government is determined in accordance with Cabinet regulations;

10) a remuneration for the participation in implementation of development cooperation projects is disbursed in accordance with the International Assistance Law.

(6) A State or local government authority shall, in the cases referred to in Paragraphs four and five of this Section, itself determine the conditions and procedures for the disbursement of the abovementioned remuneration part, insofar as it is not in contradiction with external regulatory enactments. The remuneration provided for in Paragraph five, Clause 7 of this Section may be determined, providing for a supplement for additional work, dividing the performance of office (service, work) duties in accordance with Section 4.1 of this Law and determining a corresponding remuneration, or, in accordance with the laws and regulations governing public procurements, entering into a work performance contract with a person who is not in office (service, employment) relationships in the relevant authority. If a supplement for additional work is determined for an official (employee), then the amount of a supplement determined in Section 14, Paragraph one of this Law need not be conformed to.

(61) A member of a local government city council who does not hold a paid position in the city council shall receive a monthly salary in accordance with Section 5 of this Law and he or she has the right only to the compensations determined in Sections 27, 29, 32, and 33 of this Law and the insurance specified in Sections 38, 39.

(62) A member of a local government city council who holds a paid position in the city council, and also the officials referred to in Section 6 of this Law do not have the right to the general supplements determined in Section 14, Paragraphs four and six of this Law. The officials referred to in Section 6, Paragraph one and Paragraph two, Clauses 1, 3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, and 15 of this Law also do not have the right to the general supplements determined in Section 14, Paragraph one of this Law, except for members of the Cabinet.

(63) If it is useful and the financial resources are available for this purpose, an official (employee) who is not employed permanently in the relevant State or local government authority, but is appointed to, elected, or approved in the position (for example, commissions, advisory councils, working groups) for the performance of certain duties and he or she does not enter into employment or service relationships for the performance of these duties, a monthly salary may be determined in proportion with the time period worked. Expenditures related to an official trip may be reimbursed for such official (employee), however, he or she does not have the right to another remuneration specified in this Law, and the amount of his or her monthly salary per month may not exceed the amount of the average work remuneration which has been rounded up to full euros, applying the coefficient of 0.5, except for members of election commissions and polling stations for whom the remuneration is disbursed and catering expenditures are compensated in accordance with the procedures provided for in Cabinet regulations. An official (employee) employed permanently in the relevant State or local government authority, if the law allows for combination of offices, if the office duties to be combined do not include the duties of his or her permanent office (service, work) and he or she is appointed to, elected, or approved in the positions referred to in the first sentence of this Paragraph as a private individual or a representative of the organisation, is entitled to receive both monthly salaries without conforming to the restrictions specified in Section 14, Paragraph one of this Law.

(64) During the time period when a diplomat, an official (employee) of the diplomatic and consular service, a specialised attaché, a liaison officer, a soldier, an official (employee) of an institution of direct administration, or an official (employee) of a State security institution is performing service (work) in foreign countries in such international organisation where the Republic of Latvia is a Member State or with which the Republic of Latvia collaborates, or in an authority of the Member State of such international organisation, the forwarding institution shall disburse only such part of the remuneration to the relevant person which is not covered by the international organisation or the authority of such Member State. If it is mutually beneficial, the State authority and the official (employee) may agree that the State authority does not disburse also such part of the remuneration which is not covered by the international organisation or the authority of such Member State.

(65) The officials referred to in Sections 6.1 and 6.2 of this Law do not have the right to the general supplements determined in Section 14, Paragraphs four and six of this Law.

(66) The officials referred to in Section 5.1 of this Law do not have the right to the general supplements determined in Section 14, Paragraphs one, four, and six of this Law and the remuneration determined in Sections 16, 19, 20, 26, 27, 29, 30, 31, and 33 of this Law, but in relation to leaves they have the right only to the leaves referred to in Section 40, Paragraph five and Section 43, Paragraph four of this Law.

(67) The head of a State or local government authority shall ensure that the remuneration determined in Section 3, Paragraph four, Clause 5, Section 14, Paragraph twelve, Section 16, Paragraph three of this Law and Paragraphs 8.9 and 8.10 of Transitional Provisions is not disbursed for the same achievement, event, or accomplishment.

(7) State and local government authorities shall review the remuneration determined for officials (employees), taking into account the economic development of the State, the principle of solidarity and also assessing the economic situation in the State (changes in gross domestic product, changes in productivity, inflation, deflation) and other justified criteria.

(71) The Cabinet shall, not less than once in four years, assess the remuneration system of officials and employees of State and local government authorities and also judges and prosecutors and, if necessary, submit proposals for the improvement thereof to the *Saeima*.

(8) The Cabinet shall determine the system (database) for the registration of remuneration of officials (employees) of State institutions of direct administration and persons and also the system (database) for the registration of remuneration of officials (employees) of other State and local government authorities and the capital companies referred to in Section 2, Paragraph two, Clause 4 of this Law.

(9) A State or local government authority shall publish the following information on its website in accordance with the procedures laid down in laws and regulations:

1) on the criteria for the determination of remuneration of officials (employees) and the amount of work remuneration in division by position groups;

2) on the special supplements referred to in Section 15, Paragraph eleven of this Law, indicating their amount and essential function or objective of strategical importance within the scope of which such supplement has been determined.

(91) In addition to that specified in Paragraph nine of this Section, other information on the amount of work remuneration disbursed to the official (employee) shall be available on the website of the State and local government authority in the amount stipulated by the Cabinet. In order to protect the rights of officials (employees) to private life or national security, the Cabinet is also entitled to stipulate information on the disbursed amount of work remuneration and the relevant official (employee) that is not published on the website of the State and local government authority.

(92) In order to ensure conformity with and efficient implementation of the human right to freedom of expression, including the freedom of information, enshrined in Article 100 of the Constitution in as convenient way possible for private individuals, the remuneration of all State and local government employees shall be completely open to the society according to the following procedures:

1) [declared invalid from the time it came into force by the decision of the Constitutional Court of 6 March 2019];

2) [declared invalid from the time it came into force by the decision of the Constitutional Court of 6 March 2019];

3) the Cabinet shall determine those State administration institutions and also officials and employees thereof whose remuneration and the sums of money to which they are entitled are not subject to publishing due to national security considerations and also the final term upon expiration of which such information shall become openly and generally available in the National Archives of Latvia.

(10) Information on the remuneration to be disbursed to a member of the *Saeima* (monthly salary and compensations) shall be available to anyone in the general public.

(11) The Cabinet shall determine the procedures by which the information specified in Section 2, Paragraphs four, 4.1, and 4.2, and also Section 3, Paragraph nine of this Law is published and also the amount of the information referred to in Paragraph 9.1 of this Section and the procedures for publishing it.

[*10 December 2009; 14 January 2010; 15 April 2010; 10 June 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 December 2011; 13 December 2012; 15 November 2012; 19 September 2013; 30 November 2015; 23 November 2016; 20 April 2017; 23 November 2017; 20 September 2018; 6 December 2018; judgment of the Constitutional Court of 6 March 2019; 14 November 2019*]

**Section 3.1 Average Earnings**

(1) In all cases when the average earnings are to be disbursed to an official (employee), it shall be calculated from the work remuneration for the last six calendar months. If the official (employee) has performed the office (service, work) duties for less than six months after appointing to the position (recruiting for service, hiring), the average earnings shall be calculated from the work remuneration for the period during which the official (employee) has performed the office (service, work) duties. If the official (employee) has been employed for less than six months after an extended justified absence of at least 12 months, the average earnings shall be calculated from the work remuneration for the period during which the official (employee) has performed the office (service, work) duties.

(2) The average hourly earnings shall be calculated by dividing the total sum of work remuneration of the last six calendar months by the number of hours worked in this period.

(3) The average daily earnings shall be calculated by dividing the total sum of work remuneration of the last six calendar months by the number of days worked in this period. If the aggregated working time has been specified for an official (employee), the average daily earnings shall be calculated by multiplying the average hourly earnings by the average number of hours worked per working day which is calculated by dividing the number of hours worked during the last six months by the number of calendar working days (except for justified absence) within the last six months.

(4) The average monthly earnings shall be calculated by multiplying the average daily earnings by the average number of working days in a month during the last six calendar months (adding up the working days during the last six calendar months and dividing such total sum by six).

(5) If, within the last six or more months, an official (employee) has not performed the office (service, work) duties and work remuneration has not been disbursed to him or her, the average earnings shall be calculated from work remuneration for the performance of the office (service, work) duties during the six calendar months prior to this period. If prior to the beginning of the period of justified absence the official (employee) has worked for less than six months, the average earnings shall be calculated from the work remuneration for the period during which the official (employee) has worked.

(6) [17 December 2014]

(7) The number of days worked shall not include the days of temporary incapacity for work, leave days, days when an official (employee) has not performed the office (service, work) duties in the cases of justified absence specified in Section 3, Paragraph four, Clauses 2, 3, and 4, Section 26, Paragraph one of this Law, Section 74, Paragraphs one and six of the Labour Law, or other external regulatory enactments and also in cases referred to in Section 3, Paragraph 4.2 and Paragraph five, Clause 7 of this Law. Work remuneration from which the average earnings are calculated shall not include the sick-pay, payment for leave disbursed by the employer, the remuneration in the cases referred to in Section 3, Paragraph four, Clauses 2, 3, 4, 7, and 8, Paragraph 4.2, Paragraph five, Clause 7, Section 26, Paragraph one of this Law, Section 74, Paragraphs one and six of the Labour Law, or in other cases of justified absence specified in external regulatory enactments.

(8) The average earnings to be disbursed shall be calculated by multiplying the average daily (hourly, monthly) earnings by the number of those days (hours, months) for which the average earnings should be disbursed to an official (employee).

(9) The payment to be disbursed for the period of the annual paid leave or paid supplementary leave shall be calculated by multiplying the average daily or hourly earnings by the number of working days or hours during the leave.

(10) In all cases when the average monthly earnings calculated for an official (employee) for the performance of the office (service, work) duties within the scope of normal working hours is less than the minimum monthly salary in force, the average monthly earnings calculated shall be considered equivalent to the minimum monthly salary.

[*14 October 2010; 16 June 2011; 13 December 2012; 15 November 2012; 6 November 2013; 17 December 2014; 30 November 2015; 23 November 2016*]

**Section 3.2 Procedures for the Payment for Additional Holidays**

(1) If an additional paid holiday (rest day) is granted to an official (employee) in accordance with Section 74 of the Labour Law or Section 3, Paragraph four of this Law, the monthly salary and a food rations compensation and also supplements, except for the supplements referred to in Section 14, Paragraph three of this Law, shall be retained for the official (employee). The average earnings shall be disbursed to an employee for whom a piecework salary is determined.

(2) The norms of the Labour Law shall be applied in the relevant case to a soldier who donates blood at a medical treatment institution, in conformity with the provision that the monthly salary is disbursed, the soldier’s food rations are issued or a compensation thereof and also supplements, except for the supplements referred to in Section 14, Paragraph three of this Law, are disbursed to him or her.

[*16 June 2011; 15 December 2011*]

**Chapter III**

**Monthly Salary**

**Section 4. General Principles for the Determination of the Amount of Monthly Salary in Division by Position Groups**

(1) The amount of the monthly salary for officials (employees) of a State authority shall be determined so that the monthly salary does not exceed the monthly salary determined for the Prime Minister, except for the case referred to in Paragraphs seven, eight, nine, ten, eleven, thirteen, fourteen, and fifteen of this Section and also in Section 5.1 of this Law. The amount of the monthly salary for officials (employees) of local government authorities shall be determined so that the monthly salary does not exceed the maximum monthly salary determined in this Law for the chairperson of the local government city council.

(2) In the cases provided for in this Law the monthly salary shall be determined for officials (employees) by rounding up to full euros, applying a coefficient corresponding to the amount of the base monthly salary. The amount of the base monthly salary shall be determined as follows:

1) the increase in percentage of the amount of the average monthly work remuneration of the year before that of persons employed in the State as published in the official statistical notification of the Central Statistical Bureau against the previous year shall be added to the inflation in percentage of the year before that against the previous year and the relevant sum shall be divided by two;

2) the base monthly salary of the current year shall be indexed with a number obtained in accordance with Clause 1 of this Paragraph.

(21) The State Chancellery shall, by 1 May of the current year, publish the amount of the base monthly salary of the following year, the amount of the base monthly salary of the finance and insurance field, and the amount of the base monthly salary of the sector of electronic communications and energy on the website of the State Chancellery.

(3) The amount of the monthly salary for officials (employees) of a State institution of direct administration shall be determined by classifying the positions in accordance with the catalogue of positions of the State and local government authorities stipulated by the Cabinet and taking into account the group of monthly salaries corresponding to the position.

(4) The amount of the monthly salary for officials (employees) of the Central Election Commission, the Central Land Commission, the National Electronic Mass Media Council, the courts and Office of the Prosecutor, the Chancery of the President, the Administration of the *Saeima*, and other units of the *Saeima*, the State Audit Office, the Ombudsman’s Office, public foundations, local governments, the Latvian Academy of Sciences, the Council of Higher Education, planning regions, institutions of indirect administration, for the general personnel of the State-founded higher education institutions who do not hold the positions specified in the list of positions for educators, and for persons employed in the scientific institutes who do not hold academic positions shall be determined, taking into account the value of the position (the level and complexity of responsibility) and also the assessment of the individual qualification and skills of the particular official (employee).

(41) The amount of the monthly salary for officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration shall be determined by classifying the positions in accordance with the catalogue of positions of officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration stipulated by the Cabinet and taking into account the group of monthly salaries corresponding to the position.

(5) The amount of the monthly salary for soldiers shall be determined according to the service rank and length of service.

(6) The amount of the monthly salary for medical practitioners who are employed in local government institutions, State institutions, State and local government capital companies, or public-private capital companies which have entered into a contract for the health care service to be provided and who provide health care services paid from the State or local government budget, and for medical practitioners who provide health care services paid from the local government budgets in local government educational institutions and also for drivers of operational medical vehicle of a team of emergency medical assistance of the State Emergency Medical Service shall be determined according to the assessment of the position.

(7) The amount of the monthly salary for the members of the board of the port shall be determined according to the division of ports.

(8) The monthly salary of the officials (employees) of *valsts aģentūra “Civilās aviācijas aģentūra”* [the State agency Civil Aviation Agency] which is not determined in accordance with Paragraph three of this Section and Sections 7 and 7.1 of this Law shall be determined so that it could ensure the fulfilment of the requirements of the European Union and International Civil Aviation Organisation.

(9) The monthly salary of a judge shall be determined by linking it to the base monthly salary with a corresponding coefficient. The monthly salary of a prosecutor shall be determined by linking it to the monthly salary of a district (city) prosecutor with a corresponding coefficient.

(10) The monthly salary of the officials (employees) of the Financial and Capital Market Commission shall be determined, taking into account the amount of the base monthly salary of the finance and insurance field calculated as follows:

1) the increase in percentage of the amount of the average monthly work remuneration of the year before that of persons employed in the finance and insurance field as published in the official statistical notification of the Central Statistical Bureau against the previous year shall be added to the inflation in percentage of the year before that against the previous year and the relevant sum shall be divided by two;

2) the base monthly salary of the current year shall be indexed with a number obtained in accordance with Clause 1 of this Paragraph.

(11) The monthly salary of the officials (employees) of the Public Utilities Commission shall be determined, taking into account the amount of the base monthly salary of the sector of electronic communications and energy calculated as follows:

1) the increase in percentage of the amount of the average monthly work remuneration of the year before that of persons employed in the sector of electronic communications and energy as published in the official statistical notification of the Central Statistical Bureau against the previous year shall be added to the inflation in percentage of the year before that against the previous year and the relevant sum shall be divided by two;

2) the base monthly salary of the current year shall be indexed with a number obtained in accordance with Clause 1 of this Paragraph.

(12) The maximum amount of the monthly salary for the officials with special service ranks of the institutions of the system of the Ministry of the Interior upon whom a duty to conduct an investigation in complex cases of serious or especially serious crimes of interregional or international nature has been imposed shall be determined according to the monthly salary of a district (republic city) prosecutor.

(13) The monthly salary of the officials (employees) of the Competition Council shall be determined, taking into account the amount of the base monthly salary.

(14) The monthly salary of the officials (employees) of the Data State Inspectorate shall be determined, taking into account the amount of the base monthly salary.

(15) The monthly salary of the officials (employees) of the Service of Prevention of Money Laundering shall be determined, taking into account the amount of the base monthly salary of the finance and insurance field.

[*15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 13 December 2012; 28 February 2013; 19 September 2013; 12 December 2013; 23 November 2016; 24 April 2017; judgment of the Constitutional Court of 26 October 2017; 23 November 2017; 20 September 2018; 6 December 2018*]

**Section 4.1 Special Features for the Determination of the Monthly Salary in Case of Part-time Working Hours**

If an official (employee) is employed in several positions in one State or local government authority for which different duties have been specified and for part-time in each position, but not exceeding normal working hours altogether, the monthly salary for him or her in accordance with this Law and other laws and regulations shall be determined separately for each position according to the time worked. Such official (employee) also has the right to the payment of overtime determined in the law. The restrictions for employment in several State or local government authorities are specified in other laws, but Section 14 of this Law determines the restrictions for the payment of other additional duties.

[*15 April 2010*]

**Section 4.2 Review of the Monthly Salary**

The monthly salary shall be reviewed for an official (employee) in accordance with this Law and other laws and regulations, also taking into account changes in laws and regulations, in the amount of the financial resources approved for remuneration, the classifications results of positions, and the assessment of individual qualification and skills.

[*16 June 2011*]

**Section 5. Monthly Salary of Members of a Local Government City Council**

(1) The monthly salary of members of a local government city council may not exceed the amount of the base monthly salary (Section 4, Paragraph two) to which the following coefficient has been applied:

1) for the chairperson of a local government city council – up to 3.64;

2) for the deputy chairperson of a local government city council – up to 3.2;

3) for the chairperson of a committee of a local government city council – up to 2.55;

31) for the deputy chairperson of a committee of a local government city council – up to 1.9;

4) for the member of a local government city council – up to 1.2.

(2) A local government city council shall regulate the procedures for the determination of the monthly salary referred to in Paragraph one of this Section and the amount thereof, without exceeding the restrictions indicated in Paragraph one of this Section. If the official referred to on Paragraph one, Clauses 2, 3, and 4 of this Section does not hold a paid position in the local government city council, his or her monthly salary shall be determined in proportion to the time worked.

(3) A member of a local government city council who does not hold a paid position in the city council shall receive a monthly salary determined in accordance with Paragraphs one and two of this Section for the performance of the duties of a member in the city council and other positions. Such member shall receive a monthly salary for the performance of other duties of office (work) in the local government according to the relevant duties of office (work).

(4) A member of a local government city council who holds a paid position in the city council and at the same time performs other duties of office (work) which are to be considered as additional work in local government, shall receive, according to his or her choice respectively, one of the monthly salaries and the supplement to the monthly salary in accordance with the provisions of Section 14 of this Law.

[*15 April 2010; 19 September 2013; 20 April 2017; 6 December 2018*]

**Section 5.1 Monthly Salary of a Member of the *Saeima***

(1) The monthly salary of a member of the *Saeima* shall be determined by applying the coefficient of 3.2 to the amount of the base monthly salary (Section 4, Paragraph two).

(2) In addition to that specified in Paragraph one of this Section, also the part of the monthly salary for the performance of the relevant offices shall be disbursed to members who are performing any of the offices referred to in this Paragraph, and it shall be determined by applying the following coefficient to the amount of the base monthly salary (Section 4, Paragraph two):

1) for the Speaker of the *Saeima* – 1.73;

2) for the Deputy Speaker of the *Saeima* – 1.48;

3) for the Secretary of the *Saeima* – 1.48;

4) for the Deputy Secretary of the *Saeima* – 1.39;

5) for the Chairperson of the committee of the *Saeima*– 1.39;

6) for the Chairperson of the parliamentary group of the *Saeima* – 1.39;

7) for the Deputy Chairperson of the committee of the *Saeima* – 0.35;

8) for the Deputy Chairperson of the parliamentary group of the *Saeima* – 0.35;

9) for the Secretary of the committee of the *Saeima* – 0.35;

10) for the Chairperson of the sub-committee of the *Saeima* – 0.27;

11) for the Secretary of the sub-committee of the *Saeima* – 0.17.

(3) The representation expenditures of the Speaker of the *Saeima* per month shall not exceed 95 per cent of the representation expenditures of the President per month specified in the annual law on the State budget.

[*16 December 2010; 19 September 2013; 30 November 2015; 6 December 2018*]

**Section 6. Monthly Salary of Officials Elected, Approved, and Appointed by the *Saeima*, Except for the Head of the Corruption Prevention and Combating Bureau**

(1) The monthly salary of the members of the Cabinet and parliamentary secretaries shall be determined by applying the following coefficient to the amount of the base monthly salary (Section 4, Paragraph two):

1) for the Prime Minister – 4.93;

2) for the Deputy Prime Minister – 4.68;

3) for a Minister, Minister for Special Assignments – 4.68;

4) for a parliamentary secretary – 3.63.

(2) The monthly salary for officials elected, approved, and appointed by the *Saeima* – the Auditor General and members of the Council of the State Audit Office, the Ombudsman, the Chairperson and members of the National Electronic Mass Media Council, the Chairperson of the Central Election Commission, his or her Deputy, Secretary and members of the Commission, the Chairperson of the Central Land Commission, the Chairperson of the Council of Higher Education – shall be determined by applying the following coefficient to the amount of the base monthly salary (Section 4, Paragraph two):

1) for the Auditor General – 4.05;

2) for a member of the Council of the State Audit Office – 3.32;

3) [13 December 2012];

4) [13 December 2012];

5) for the Ombudsman – 4.05

6) for the Chairperson of the National Electronic Mass Media Council – 2.78;

7) for the Deputy Chairperson of the National Electronic Mass Media Council – 2.64;

8) for a member of the National Electronic Mass Media Council – 2.31;

9) for the Chairperson of the Central Election Commission – 3.32;

10) for the Deputy Chairperson of the Central Election Commission – 2.82;

11) for the Secretary of the Central Election Commission – 2.82;

12) for a member of the Central Election Commission – 2.12;

13) for the Chairperson of the Central Land Commission – 0.80;

14) for the Chairperson of the Council of Higher Education – 2.33;

15) for a member of the Council of Higher Education – 0.22.

(3) The officials referred to in Paragraph two, Clauses 12 and 15 of this Section shall receive the monthly salary in proportion to the time worked.

(4) A member of the Cabinet shall receive a supplement in the amount of 50 per cent of the monthly salary determined for him or her, if, in addition to his or her direct duties of the office, he or she replaces an absent member of the Cabinet and also replaces a member of the Cabinet who has terminated the performance of his or her duties before another person is approved in the office of the relevant member of the Cabinet.

(5) The representation expenditures of the Prime Minister per month shall not exceed 95 per cent and the representation expenditures of a Minister per month shall not exceed 90 per cent of the representation expenditures of the President per month specified in the annual law on the State budget.

[*15 April 2010; 14 October 2010; 13 December 2012; 15 November 2012; 19 September 2013; 9 October 2014; 30 November 2015; 20 September 2018; 6 December 2018*]

**Section 6.1 Monthly Salary of a Judge**

(1) [Recognised as invalid from 1 January 2019 under the judgment of the Constitutional Court of 26 October 2017]

(11) The monthly salary of a judge of a district (city) court shall be determined by applying the coefficient of 2.91 to the amount of the base monthly salary (Section 4, Paragraph two).

(2) The monthly salary of judges shall be determined by applying the following coefficient to the monthly salary of a judge of a district (city) court:

1) for the Deputy President of a district (city) court and the Chairperson of a courthouse of a district (city) court – 1.1;

2) for the President of a district (city) court – 1.2;

3) [6 December 2018 / See Paragraph 45 of Transitional Provisions];

4) [6 December 2018 / See Paragraph 45 of Transitional Provisions];

5) [6 December 2018 / See Paragraph 45 of Transitional Provisions];

6) for a judge of a regional court – 1.2;

7) for the Deputy President and the Chairperson of a collegium of a regional court and the Chairperson of a courthouse of a regional court – 1.28;

8) for the President of a regional court – 1.35;

9) [12 December 2013];

10) for a judge of the Supreme Court – 1.42;

11) for the Chairperson of a department of the Supreme Court – 1.55;

12) for the President of the Supreme Court – 1.77;

13) for a judge of the Constitutional Court – 1.8;

14) for the Vice-President of the Constitutional Court – 1.98;

15) for the President of the Constitutional Court – 2.25.

(3) A judge who, in the cases specified in laws and regulations, is transferred to the position of a higher level judge or who replaces a higher level judge shall receive the monthly salary of the judge to be replaced and the service supplement which has been determined for him or her prior to the transfer or replacement of a higher level judge. A judge who, in the cases specified in laws and regulations, is transferred to the position of a lower level judge or who replaces a lower level judge, or who transfers to the position of a lower level judge shall receive the monthly salary and service supplement which has been determined for him or her prior to the transfer, replacement of a lower level judge, or transferring to the position of a lower level judge.

(4) If a judge of a regional court replaces a judge of the Supreme Court in the cases specified in laws and regulations, the remuneration referred to in Paragraph three of this Section for the replacement of a judge shall be disbursed from the State budget resources granted to the Supreme Court.

(5) A judge who, with his or her consent and the permission of the President of a court, has been appointed for work in another court (also a higher court), the Ministry of Justice, the Court Administration, or an international organisation for a specific period of time, shall receive the monthly salary and service supplement of the judge, unless the authority to which the judge has been appointed has taken over the liability of paying the remuneration to him or her.

(6) A candidate for the position of a judge shall, for the duration of apprenticeship, receive the monthly salary in the amount of 80 per cent of the monthly salary of a judge of a regional court, district (city) court accordingly.

[*16 December 2010; 16 June 2011; 28 February 2013; 12 December 2013; judgment of the Constitutional Court of 26 October 2017; 6 December 2018 /* *Amendment regarding the deletion of Clauses 3, 4, and 5 of Paragraph two, and also amendment regarding the deletion of the words “or the Land Register office” in Paragraph six shall come into force on 1 June 2019.* *See Paragraph 45 of Transitional Provisions*]

**Section 6.2 Monthly Salary of a Prosecutor**

(1) The monthly salary of a district (city) prosecutor shall be determined by applying the coefficient of 2.85 to the amount of the base monthly salary (Section 4, Paragraph two).

(2) The monthly salary of prosecutors shall be determined by applying the following coefficient to the monthly salary of a district (city) prosecutor:

1) for the deputy chief prosecutor of the Office of the Prosecutor of a district (city) – 1.07;

2) for the chief prosecutor of the Office of the Prosecutor of a district (city) – 1.16;

3) for the prosecutor of a judicial region – 1.1;

4) for the deputy chief prosecutor of a judicial region – 1.17;

5) for the chief prosecutor of a judicial region – 1.24;

6) for the prosecutor of the Office of the Prosecutor General – 1.24;

7) for the chief prosecutor of a division of the Office of the Prosecutor General – 1.45;

8) for the chief prosecutor of a department of the Office of the Prosecutor General – 1.55;

9) for the Prosecutor General – 1.75.

(3) A candidate for the position of a prosecutor shall, for the duration of apprenticeship, receive the monthly salary in the amount of 80 per cent of the monthly salary of a district (city) prosecutor.

[*6 December 2018*]

**Section 7. Catalogue of Positions of State and Local Government Authorities and Groups of Monthly Salaries**

(1) The catalogue of positions of State and local government authorities is a systematised summary of the functions determined for the positions in these authorities. The functions corresponding to the positions shall be arranged in functional groups – families of positions. The families of positions, sub-families, and their descriptions shall be determined by Annex 1 to this Law.

(2) A family of positions shall contain the basic functions of the positions, namely, similar work assignments and basic duties. Positions shall be divided according to levels in a family of positions which characterise the main differences between the positions of one family, taking into account the complexity of duties, responsibility, and administration functions. The catalogue of positions shall contain the description of the families of positions and sub-families, the characterisation of levels of the families of positions and sub-families and also the description of basic duties corresponding to the relevant positions.

(3) The Cabinet shall determine:

1) a catalogue of positions of State and local government authorities;

2) a uniform system for the classification of positions and the procedures for the classification of positions in State and local government authorities and also the system for the supervision of the classification results of positions and the authority responsible for the performance of the relevant activities. Upon detecting violations in the classification results of positions of a State authority, the responsible authority is entitled to assign the State authority to amend and update the classification of positions. The authority responsible for the supervision of the conformity of classification results of positions and its authorisation in a local government shall be determined in the by-laws of the local government.

(4) The families of positions and their levels shall be divided according to the groups of monthly salaries. The groups of monthly salaries and their maximum monthly salaries shall be determined by Annex 3 to this Law. The maximum groups of monthly salaries corresponding to the families of positions shall be determined by Annex 2 to this Law, but the division of the levels of families of positions according to the groups of monthly salaries, in conformity with Annex 2 to this Law, shall be determined by the Cabinet. A sub-group may be specified for a group of monthly salaries, without exceeding the maximum monthly salary determined for the relevant group of monthly salaries.

(5) The provisions of this Section and annexes to this Law shall not be applied fully or partly, if special procedures for the determination of monthly salary are provided for in accordance with this Law.

[*14 October 2010; 16 December 2010; 16 June 2011; 30 November 2015*]

**Section 7.1 Monthly Salary of Officials (Employees) of State Institutions of Direct Administration**

(1) The amount of the monthly salary of officials (employees) of State institutions of direct administration and the procedures for the determination thereof, taking into account the group of monthly salaries corresponding to the position, shall be governed by the Cabinet. The group of monthly salaries corresponding to the position shall be determined on the basis of the family of positions and level. The family of positions and level shall be determined in conformity with the catalogue of positions of State and local government authorities stipulated by the Cabinet.

(2) [15 November 2012]

[*14 October 2010; 15 November 2012 /* *The new wording of Paragraph one and amendments regarding the deletion of Paragraph two shall come into force on 1 February 2013.* *See Paragraph 19 of Transitional Provisions*]

**Section 7.2 Catalogue of Positions of Officials with Special Service Ranks of the Institutions of the System of the Ministry of the Interior and the Prisons Administration and Groups of Monthly Salaries**

(1) The catalogue of positions of officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration is a systematised summary of the functions determined for the positions in the institutions of the system of the Ministry of the Interior and the Prisons Administration. The functions corresponding to the positions shall be arranged in functional groups – families of positions and sub-families.

(2) A family of positions shall contain the basic functions of the positions, namely, similar work assignments and basic duties. Positions shall be divided according to levels in a family of position which characterise the main differences between the positions of one family, taking into account the office duties to be performed, the necessary level of education, and the highest special service rank specified for the position.

(3) The catalogue of positions shall contain the description of the families of positions and sub-families, the characterisation of levels of the families of positions and sub-families, the topical field of education, the name of the position, the description of basic duties corresponding to the relevant position and also the highest special service rank corresponding to the position and the necessary level of education.

(4) The families of positions and their levels shall be divided according to the groups of monthly salaries, taking into account the professional experience and level of education necessary for the position, the characterisation of work (complexity of work and reasoning, cooperation, and management), the responsibility for the course of work, results, and decisions.

(5) The Cabinet shall determine:

1) the catalogue of positions of officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration;

2) a uniform system for the classification of positions and the procedures for the classification of positions in the institutions of the system of the Ministry of the Interior and the Prisons Administration and also the system for the supervision of the classification results of positions;

3) the groups of monthly salaries corresponding to the families of positions and their levels and also the minimum and maximum monthly salaries corresponding to the groups of monthly salaries.

[*23 November 2016; 20 September 2018*]

**Section 8. Monthly Salary of Officials with Special Service Ranks of the Institutions of the System of the Ministry of the Interior and the Prisons Administration**

(1) The procedures for the determination of the amount of the monthly salary of officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration, taking into account the group of monthly salaries corresponding to the position, shall be determined by the Cabinet. The group of monthly salaries corresponding to the position shall be determined on the basis of the family of positions and level. The family of positions and level shall be determined according to the catalogue of positions of officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration stipulated by the Cabinet.

(2) [15 November 2012]

(3) The monthly salary for an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration who is appointed to the position of an employee or a civil servant of the State civil service for a specific period of time in the State and service interests shall be determined according to the relevant position of a civil servant or an employee, but its amount may not be less than the amount of the monthly salary determined previously.

[*16 June 2011; 15 November 2012; 23 November 2016; 20 September 2018*]

**Section 9. Monthly Salary of Soldiers**

(1) The amount of the monthly salary for soldiers, including professional athletes, and the procedures for the determination thereof, taking into account the service rank and length of service, shall be governed by the Cabinet.

(2) A soldier who is appointed to the position corresponding to a higher service rank shall receive a supplement in the amount of the difference between monthly salaries during the performance of such position. A soldier who is appointed to the position corresponding to a lower service rank shall receive a monthly salary according to his or her service rank during the performance of such position.

(3) A soldier who is appointed to the position of a civil servant in the State civil service or in another position for a specific period of time shall receive the monthly salary determined for a soldier and the benefits and compensations determined for a soldier during the performance of such position.

(4) If a soldier receives sickness benefit and its amount is less than the monthly salary of the soldier, such difference shall be compensated for him or her from the resources granted for remuneration.

(5) A soldier suspended from a position shall receive a monthly salary and a soldier’s food rations or compensation thereof. The soldier shall not receive a monthly salary, supplements, soldier’s food rations or compensation thereof, and a compensation for covering of expenditures for rental of living quarters and public utilities for a period of time while the soldier is away from a unit of the National Armed Forces or place of service without a justified reason or he or she has not arrived at the place of service on a specified time without a justified reason, and also for a period of time spent on arbitrary absence, and this period of time shall not be included in his or her length of service. While the soldier is under arrest, he or she shall be provided with food rations, but the monthly salary, supplements, and the compensation for covering of expenditures for rental of living quarters and public utilities shall not be disbursed for him or her.

(51) A soldier shall not receive a monthly salary, supplements, soldier’s food rations or compensation thereof, and a compensation for covering of expenditures for rental of living quarters and public utilities for the period of time when a security measure related to the deprivation of liberty has been imposed on the soldier. This period of time shall not be included in the length of service, if the soldier is not acquitted. If the criminal case is terminated or a judgment of acquittal in a criminal case enters into effect, the deducted remuneration shall be disbursed to the soldier.

(6) [1 January 2012]

[*14 January 2010; 14 October 2010; 16 June 2011; 15 December 2011 /* *See Paragraph 17 of Transitional Provisions*]

**Section 10. Monthly Salary of Officials (Employees) of State Security Institutions**

The amount of the monthly salary of officials (employees) of the State security institutions and the procedures for the determination thereof shall be governed by the Cabinet.

**Section 11. Monthly Salary of Officials (Employees) of Other State and Local Government Authorities**

(1) The monthly salary for officials (employees) of the Central Election Commission, the Central Land Commission, the National Electronic Mass Media Council, courts and the Office of the Prosecutor, the Ombudsman’s Office, public foundations, scientific institutes, the Latvian Academy of Sciences, the Council of Higher Education, local governments, planning regions, institutions of indirect administration, for the general personnel of the State-founded higher education institutions who do not hold the positions determined in the list of positions for educators, and for persons employed in the scientific institutes who do not hold academic positions shall be determined, taking into account the value of the position (the level and complexity of responsibility) and also the assessment of individual qualification and skills of the particular official (employee), but these monthly salaries may not exceed the maximum monthly salaries determined in Annexes 2 and 3 to this Law for the officials (employees) of institutions of direct administration who perform positions of similar responsibility and complexity. The positions shall be classified according to the catalogue of positions of the State and local government authorities stipulated by the Cabinet, the family of positions and level shall be determined, the classification results shall be approved by the officials (authorities) specified in the laws and regulations governing the operation of these authorities.

(2) The monthly salary of the officials (employees) of the State Audit Office, the Chancery of the President, the Constitutional Court, the Administration of the *Saeima*, and other units of the *Saeima* shall be determined by the officials (authorities) specified in the laws and regulations governing the operation of these authorities, taking into account the value (the level and complexity of responsibility) of the position and the assessment of the individual qualification and skills of the particular official (employee) and also the monthly salaries determined for the positions of officials (employees) of institutions of direct administration of similar responsibility and complexity.

[*15 April 2010; 14 October 2010; 16 June 2011; 13 December 2012; 20 April 2017; 20 September 2018; 14 November 2019*]

**Section 12. Monthly Salary of Medical Practitioners and Drivers of the Operational Medical Vehicle of the Team of Emergency Medical Assistance**

The lowest monthly salaries for medical practitioners who are employed in local government institutions, State institutions, State and local government capital companies, or public-private capital companies which have entered into a contract for the health care service to be provided and who provide health care services paid from the State or local government budget, and for medical practitioners who provide health care services paid from the local government budgets in local government educational institutions and also for drivers of the operational medical vehicle of a team of emergency medical assistance of the State Emergency Medical Service shall be determined by the Cabinet.

[*6 December 2018*]

**Section 13. Monthly Salary of Members of the Board of a Port**

The amount of the monthly salary of members of the board of a port and the procedures for the determination thereof shall be governed by the Cabinet according to the division of ports.

**Section 13.1 Monthly Salary of Officials (Employees) of the State Agency Civil Aviation Agency**

The amount of the monthly salary for the officials (employees) of the State agency Civil Aviation Agency and the procedures for the determination thereof, upon ensuring the fulfilment of the requirements of the European Union and International Civil Aviation Organisation, shall be determined by the Cabinet.

[*15 April 2010*]

**Section 13.2 Monthly Salary of Officials (Employees) of the Financial and Capital Market Commission**

The monthly salary of the officials (employees) of the Financial and Capital Market Commission in accordance with the procedures governed by such authority shall be determined, taking into account the value of the position (the level and complexity of responsibility), the assessment of the individual qualification and skills of the particular official (employee) and also the amount of the base monthly salary of the finance and insurance field (Section 4, Paragraph ten). The monthly salary of the officials (employees) of the Financial and Capital Market Commission may not exceed the amount of the base monthly salary of the finance and insurance field (Section 4, Paragraph ten) to which the coefficient of 4.95 has been applied and which has been rounded up to full euros.

[*16 December 2010; 19 September 2013; 6 December 2018*]

**Section 13.3 Monthly Salary of Officials (Employees) of the Public Utilities Commission**

The monthly salary of the officials (employees) of the Public Utilities Commission in accordance with the procedures governed by such authority shall be determined, taking into account the value of the position (the level and complexity of responsibility), the assessment of the individual qualification and skills of the particular official (employee) and also the amount of the base monthly salary of the sector of electronic communications and energy (Section 4, Paragraph eleven). The monthly salary of the officials (employees) of the Public Utilities Commission may not exceed the amount of the base monthly salary of the sector of electronic communications and energy (Section 4, Paragraph eleven) to which the coefficient of 4.05 has been applied and which has been rounded up to full euros.

[*13 December 2012; 19 September 2013; 23 November 2017; 6 December 2018*]

**Section 13.4 Monthly Salary of Officials (Employees) of the State Revenue Service**

The amount of the monthly salary for the officials (employees) of the State Revenue Service and the procedures for the determination thereof shall be determined by the Cabinet in accordance with Annex 4 to this Law.

[*15 September 2016*]

**Section 13.5 Monthly Salary of Officials (Employees) of the Competition Council**

The monthly salary of the officials (employees) of the Competition Council in accordance with the procedures governed by such authority shall be determined, taking into account the value of the position (the level and complexity of responsibility), the assessment of the individual qualification and skills of the particular official (employee) and also the amount of the base monthly salary (Section 4, Paragraph two). The monthly salary of the officials (employees) of the Competition Council may not exceed the amount of the base monthly salary (Section 4, Paragraph two) to which the coefficient of 4.05 has been applied and which has been rounded up to full euros.

[*23 November 2017; 6 December 2018*]

**Section 13.6 Monthly Salary of Officials (Employees) of the Service of Prevention of Money Laundering**

The monthly salary of the officials (employees) of the Service of Prevention of Money Laundering in accordance with the procedures governed by such authority shall be determined, taking into account the value of the position (the level and complexity of responsibility), the assessment of the individual qualification and skills of the particular official (employee) and also the amount of the base monthly salary of the finance and insurance field (Section 4, Paragraph ten). The monthly salary of the officials (employees) of the Service of Prevention of Money Laundering may not exceed the amount of the base monthly salary of the finance and insurance field (Section 4, Paragraph ten) to which the coefficient of 4.05 has been applied and which has been rounded up to full euros.

[*20 September 2018; 6 December 2018*]

**Section 13.7 Monthly Salary of the Director and Officials (Employees) of the Data State Inspectorate**

(1) The monthly salary for the Director of the Data State Inspectorate shall be determined by applying the coefficient of 4.05 to the amount of the base monthly salary (Section 4, Paragraph two).

(2) The monthly salary of the officials (employees) of the Data State Inspectorate in accordance with the procedures governed by such authority shall be determined, taking into account the value of the position (the level and complexity of responsibility), the assessment of the individual qualification and skills of the particular official (employee) and also the amount of the base monthly salary (Section 4, Paragraph two). The monthly salary of the officials (employees) of the Data State Inspectorate may not exceed the amount of the base monthly salary (Section 4, Paragraph two) to which the coefficient of 4.05 has been applied and which has been rounded up to full euros.

[*20 September 2018; 6 December 2018; 14 November 2019*]

**Chapter IV**

**Supplements**

**Section 14. General Supplements**

(1) An official (employee) shall receive a supplement in the amount of not more than 30 per cent of the monthly salary determined for him or her, if, in addition to his or her direct duties of the office (work, service), she or he replaces an absent official (employee), performs the duties of a vacant office (service, work), or performs other duties in addition to the duties specified in the position description. A medical practitioner shall receive a supplement which is not more than 50 per cent of the monthly salary determined for him or her for the performance of the duties of office of an absent medical practitioner, and also those of a vacant medical practitioner position. An official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration shall receive a supplement for additional pedagogical work in an educational institution in which the relevant official holds a position, if the duties of office of such official do not include performance of pedagogical work, and such supplement may not be more than 50 per cent of the monthly salary determined for the relevant position of a teacher, taking into consideration that the amount of pedagogical work per year may not exceed 50 per cent of the work load (in hours) corresponding to the one rate of employment specified for the relevant position of a teacher in the laws and regulations regarding work remuneration of teachers. A soldier shall receive a supplement for pedagogical work in a military educational institution, if his or her duties of office do not include performance of pedagogical work, and such supplement may not be more than 50 per cent of the monthly salary determined for a soldier. A prosecutor shall receive a supplement in the amount of not more than 30 per cent of the monthly salary determined for him or her, if he or she performs other duties in addition to his or her direct duties of office. The amount of a supplement, the substantiation for its determination, and also a period of time for which the supplement is to be determined, shall be governed by the competent official (authority) of the relevant State or local government authority.

(11) A judge who has been elected to the Judicial Council, the Judicial Disciplinary Committee, the Judicial Ethics Commission, or the Judicial Qualification Committee shall receive a supplement in the amount of three per cent of the monthly salary determined for a judge of a district (city) court for each attended meeting of the relevant judicial self-government authority. The Chairperson of the Judicial Council, the Chairperson of the Judicial Disciplinary Committee, the Chairperson of the Judicial Ethics Commission, and the Chairperson of the Judicial Qualification Committee shall receive a supplement in the amount of five per cent of the monthly salary determined for a judge of a district (city) court for each attended meeting of the relevant judicial self-government authority.

(2) If several supplements referred to in Paragraph one of this Section have been determined for an official (employee), their total sum may not exceed 30 per cent of the monthly salary. If several supplements have been determined for a medical practitioner for different work to be performed additionally, the total sum of the supplements may not exceed 50 per cent of the monthly salary. The total sum of supplements of an official with a special service rank who in accordance with Paragraph one of this Section receives a supplement for pedagogical work and another supplement referred to in Paragraph one of this Section may not exceed the monthly salary determined for the official. The total sum of supplements for a soldier who in accordance with Paragraph one of this Section receives a supplement for pedagogical work in a military educational institution and another supplement referred to in Paragraph one of this Section may not exceed the monthly salary determined for the soldier.

(3) A supplement for the replacement of an absent official (employee) or the performance of the duties of a vacant position (service, work) may be determined for not more than two officials (employees). A prosecutor, if he or she is undergoing apprenticeship in the position of a higher-level prosecutor the prosecutor appointed to which is absent or which is vacant, may receive the supplement determined in Paragraph one of this Section.

(31) A judge shall receive a supplement in the amount of the difference of the monthly salary for the replacement of the President of a court, if the Vice-President of a court has not been appointed or also has been appointed, but is temporarily absent. A judge shall receive a supplement in the amount of the difference of the monthly salary for the replacement of the Chairperson of a courthouse, the Deputy President of a regional court, the Chairperson of a department of the Supreme Court during their absence.

(4) Officials (employees), except for soldiers, shall receive a supplement for night-work in the amount of 50 per cent of the hourly salary rate determined for them.

(5) A medical practitioner for work in the provision of first aid, a medical practitioner who works in a maternity or newborn ward, and also a driver of a emergency medical assistance vehicle shall receive a supplement for night-work in the amount of 75 per cent of the hourly salary rate determined for the relevant employee.

(6) Officials (employees), except for soldiers and officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration, shall receive a supplement for overtime work or for work on holidays in the amount of 100 per cent of the hourly salary rate determined for them, or shall be compensated for overtime work by granting paid rest time on another weekday according to the number of overtime hours worked.

(7) The performance of service duties over the determined time for the performance of service duties shall be compensated for officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration by granting rest time the duration of which conforms to the time over the determined time for the performance of service duties.

(71) If for the officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration the performance of service duties over the determined time for the performance of service duties is compensated by granting rest time in accordance with Paragraph seven of this Section and it endangers the capacity of the relevant institution of the system of the Ministry of the Interior and the Prisons Administration to ensure the carrying out of service tasks, the head of the institution or his or her authorised official may decide on payment for the time of execution of the relevant service duties. In such case payment for the performance of service duties over the determined time for the performance of service duties, which cannot be compensated by granting rest time, shall be determined as follows (taking into account the number of overtime hours):

1) [declared invalid by the judgment of the Constitutional Court of 2 May 2019];

2) for the performance of service duties over the determined time for the performance of service duties – in the period of time not referred to in Clause 1 of this Paragraph – according to the hourly salary rate determined for the official and also a supplement in the amount of 100 per cent of the hourly salary rate determined for him or her shall be determined.

(72) Upon deciding on payment to be determined for the performance of service duties provided for in Paragraph 7.1 of this Section over the determined time for the performance of service duties, it shall be conformed to the condition that the performance of such service duties over the determined time for the performance of service duties which consists of the period of time referred to in Paragraph 7.1, Clause 2 of this Section shall be compensated primarily with rest time.

(8) Overtime work for an official (employee) for whom a normal weekly working time has been determined shall be paid or compensated with paid rest time for each calendar month according to the working time registration data.

(9) For an official (employee) for whom aggregated working time has been determined, his or her reporting period shall be four months, if another reporting period has not been determined in laws and regulations or collective agreement. Overtime which, during four calendar months, has been worked over the total amount of hours of normal working time in the reporting period specified in laws and regulations or collective agreement shall be paid or compensated with paid rest time. The time when work is not performed due to justified reasons shall not be included in the total amount of hours of normal working time.

(91) In order to compensate overtime work with rest time on another day of the week not later than within a year from the moment referred to in Paragraph eight or the first sentence of Paragraph nine of this Section, the State or local government authority and the official (employee) shall, by agreeing upon the performance of overtime work or agreeing thereto, also agree upon the conditions for the granting of rest time.

(10) A payment shall be determined for the performance of service duties over the determined time for the performance of service duties (taking into account the number of overtime hours) for an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration according to the hourly salary determined for him or her, and also a supplement shall be determined in the amount of 100 per cent of the hourly salary determined for him or her, if the official is involved in the performance of service duties over the determined time for the performance of service duties:

1) in order to ensure events especially significant for the State, eliminate the consequences of accidents and natural disasters, provide public order and security, or carry out other extraordinary duties, and the State budget resources have been granted in accordance with a special Cabinet decision or provided for in the annual State budget law for such purpose;

2) in order to ensure public order and security in public sports or culture events of public significance, if the payment is made from the revenues of the institution for the paid services provided;

3) in order to ensure the implementation of the projects of instruments of the European Union policies or other projects financed or co-financed by foreign financial assistance, if the payment is made from the financial resources granted for the implementation of these projects;

4) in order to ensure the carrying out of continuous or urgent, previously unforeseen tasks, if the official is involved in the performance of service duties according to a decision of the head of the institution or his or her authorised official.

(101) [23 November 2016]

(11) The hourly salary rate referred to in Paragraphs four, five, six, 7.1, and ten of this Section shall be calculated by dividing the amount of the monthly salary determined for the relevant official (employee) by the number of the relevant working hours in the particular month, but if an aggregated working time is specified for an official (employee), the hourly salary rate shall be calculated by dividing the amount of the monthly salary determined for the relevant official (employee) by the number of the average working hours of the relevant calendar month.

(12) For the purpose of ensuring the motivation of the most competent officials (employees), except for the officials (employees) referred to in Sections 5, 5.1, 6, 6.1, Section 6.2, Paragraph one, Clause 10, and Section 13 of this Law and performers of physical work, and taking into account the contribution of the particular official (employee) to the achievement of the objectives of the relevant authority, the heads of State and local government authorities may determine a supplement to such official (employee) for the personal contribution to work and the quality of work. The amount of the supplement per month may not exceed 40 per cent of the monthly salary determined for the official (employee). The supplement shall be regularly reviewed, assessing its necessity and justification, however, not less than once a year.

(13) If an official (employee) receives one or several supplements referred to in Paragraph one of this Section and concurrently also the supplement referred to in Paragraph twelve of this Section, the total sum of the supplements may not exceed 60 per cent of the monthly salary.

[*10 December 2009; 14 January 2010; 15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 November 2012; 28 February 2013; 6 November 2013; 12 December 2013; 30 October 2014; 23 November 2016; 20 April 2017; 6 December 2018; judgment of the Constitutional Court of 2 May 2019 which comes into force on 7 May 2019.* *The new wording of the first sentence of Paragraph 3.1 shall come into force on 1 June 2019.* *See Paragraph 45 of Transitional Provisions*]

**Section 15. Special Supplements**

(1) An official (employee) shall receive special supplements for work (service) related to special risk, for conditions related to the specifics of a position (service, work), for a diplomatic rank, length of service, and special service rank. Special supplements, their amounts, and the procedures for granting and disbursement shall be governed by the Cabinet.

(2) A position (service, work) which, according to the work environment risk assessment, is related to increased psychological or physical load to such extent or risk for the safety and health of the employee, that it cannot be prevented or reduced up to an admissible level, using labour protection measures, shall be considered a special risk within the meaning of this Law.

(3) Special supplements for an official (employee) of a local government for work related to special risk and for the conditions related to the specifics of the position (work), and also the list of those officials (employees) for whom such supplements are due, and the amount of such supplements shall be determined by the city council of the relevant local government. The amount of supplements may not exceed the amount of special supplements stipulated by the Cabinet for officials (employees) of institutions of direct administration.

(4) If a judge has received a positive statement in the regular assessment of the professional activity of a judge, a service supplement to the monthly salary shall be determined for the judge, except for a judge of the Constitutional Court, in the following amount:

1) after six years worked in the office – 5 per cent of the monthly salary;

2) after 10 years worked in the office – 10 per cent of the monthly salary.

(5) If a prosecutor has received a positive statement in the regular assessment of the professional activity of a prosecutor, a service supplement to the monthly salary shall be determined for the prosecutor in the following amount:

1) after six years worked in the office – 5 per cent of the monthly salary;

2) after 10 years worked in the office – 10 per cent of the monthly salary.

(6) The President of the Supreme Court or judges of the Supreme Court specially authorised by him or her shall receive a supplement for one day of being on duty in the amount of three per cent of the monthly salary of a judge determined in Section 6.1, Paragraph one of this Law for accepting the operational activities measures to be performed in accordance with the special method provided for in Section 7, Paragraph four of the Operational Activities Law and the requests for non-disclosable information at the disposal of credit institutions provided for in Section 63, Paragraph one, Clauses 6 and 7 of the Credit Institution Law.

(7) [16 June 2011]

(8) A prosecutor shall receive a supplement for one day of being on duty in accordance with the procedures and in the amount stipulated by the Prosecutor General, but not more than three per cent of the monthly salary of a prosecutor determined in Section 6.2, Paragraph one, Clause 1 of this Law, or also paid rest time on another day of the week is granted to the prosecutor.

(9) A judge shall receive a supplement in the amount of three per cent of the monthly salary of a judge determined in Section 6.1, Paragraph one of this Law for work during the weekly rest period or on a public holiday according to the work schedule of an investigating judge, or also paid rest time on another day of the week is granted to him or her.

(10) The Auditor General shall receive a supplement in the amount of 50 per cent of the monthly salary determined for him or her for the performance of the duties of the Chairperson of the Council of the State Audit Office. A member of the Council of the State Audit Office shall receive a supplement in the amount of 50 per cent of the monthly salary determined for him or her for the performance of the duties of the Director of the department of the State Audit Office.

(11) An official (employee), except for the officials and employees referred to in Sections 5, 5.1, 6, 6.1, Section 6.2, Paragraph one, Clause 10, and Section 13 of this Law and performers of physical work, may receive a special supplement for ensuring the functions that are essential for or for implementing the objectives that are of strategic importance to the State or local government authority. The amount of the special supplement shall not exceed 100 per cent of the monthly salary, and the amount of the monthly salary together with such special supplement shall not exceed the monthly salary determined for the Prime Minister. The proportion of such officials (employees) shall not exceed five per cent of the number of officials (employees) employed at the relevant derived public person, institution of direct administration, or another State authority. The special supplement shall be regularly reviewed, assessing its necessity and justification, but not less than once in six months according the number of officials (employees) employed at the relevant derived public person, institution of direct administration, or another State authority.

(12) A service supplement to the monthly salary shall be determined for an official of the Corruption Prevention and Combating Bureau in the following amount:

1) after three years worked at the Corruption Prevention and Combating Bureau – 5 per cent of the monthly salary;

2) after six years worked at the Corruption Prevention and Combating Bureau – 10 per cent of the monthly salary;

3) after nine years worked at the Corruption Prevention and Combating Bureau – 15 per cent of the monthly salary;

4) after 12 years worked at the Corruption Prevention and Combating Bureau – 20 per cent of the monthly salary;

5) after 15 years worked at the Corruption Prevention and Combating Bureau – 25 per cent of the monthly salary;

6) after 18 years worked at the Corruption Prevention and Combating Bureau – 30 per cent of the monthly salary.

[*15 April 2010; 16 December 2010; 16 June 2011; 15 December 2011; 28 February 2013; 30 October 2014; 15 September 2016; 20 September 2018; 6 December 2018 /* *See Paragraph 44 of Transitional Provisions*]

**Chapter V**

**Bonuses**

**Section 16. Bonuses**

(1) Officials (employees) may be awarded a bonus in the cases and in accordance with the procedures laid down in Paragraphs two and three of this Section. The bonus provided for in Paragraph two of this Section shall not apply to the officials referred to in Sections 5, 6, 6.1, 6.2, 8, 9, and 13 of this Law. Not more than ten per cent of the amount of resources granted for remuneration may be used during a calendar year for the disbursement of bonuses.

(2) A bonus the amount of which may not exceed 75 per cent of the monthly salary may be disbursed, once a year, to an official (employee) according to the annual assessment of activity and its results. The amount of the bonus for the State institutions of direct administration and the procedures for the disbursement thereof shall be determined by the Cabinet, but for other State or local government authorities – by the officials (authorities) determined in the laws and regulations governing the activity of these authorities.

(3) An official (employee) may be awarded a bonus, in accordance with the procedures and criteria for the awarding specified for State or local government authorities, for courageous and self-denying behaviour in performance of office (work, service) duties and also for the prevention or disclosure of such threat to national security or crime which has caused or may cause substantial damage. The total amount of bonuses for the relevant official (employee), except for officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration and officials of State security institutions, may not exceed 120 per cent of the monthly salary within a calendar year, but the amount of each time bonus – 60 per cent of the monthly salary. Several bonuses may not be disbursed for the same case.

(4) The total amount of the bonuses referred to in Paragraph three of this Section for an official with a special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration and an official of a State security institution within a calendar year may not exceed two monthly salaries, but the amount of each time bonus may not exceed 120 per cent of the monthly salary.

[*16 June 2011; 23 November 2016; 20 September 2018*]

**Chapter VI**

**Benefits**

**Section 17. Severance Pay or Retirement Allowance**

(1) A severance pay or retirement allowance shall be disbursed in the following amount for officials (employees), except for soldiers with whom position (service, employment) relationships are terminated due to the liquidation of the authority or position, the reduction of the number of officials (employees), the state of health not conforming to the requirements laid down for a position (service, work) (including temporary incapacity for work), attaining a certain age after which being in the service is not permissible, due to reaching the length of service specified for the receipt of the service pension and also in the case when the official (employee) who performed the relevant duties of office (service, work) previously is renewed in the position (service, work):

1) in the amount of the average earnings of one month, if the official (employee) has been employed in the State or local government authorities continuously for less than five years;

2) in the amount of average earnings of two months, if the official (employee) has been employed in the State or local government authorities continuously for five to 10 years;

3) in the amount of average earnings of three months, if the official (employee) has been employed in the State or local government authorities continuously for 10 to 20 years;

4) in the amount of average earnings of four months, if the official (employee) has been employed in the State or local government authorities continuously for more than 20 years.

(11) A severance pay for an official (employee) who is employed in accordance with the Labour Law shall be disbursed in the amount determined in Paragraph one, Clause 1, 2, 3, or 4 of this Section and taking into account the provisions of Paragraphs two and four of this Section, if a notice of termination of an employment contract is given in the cases referred to in Paragraph one of this Section or on the basis of Section 100, Paragraph five, Section 101, Paragraph one, Clause 6 or 11 of the Labour Law.

(12) Upon terminating employment relationships in the cases referred to in Paragraphs one and 1.1 of this Section, a severance pay for officials (employees) of the Financial and Capital Market Commission shall be disbursed in the amount referred to in Paragraph one of this Section, taking into account the period of time for which the official (employee) has continuously worked at the Financial and Capital Market Commission.

(2) Employment of an official (employee) shall be considered continuous even if the period of time from termination of position (service, employment) relationships in the State or local government authority to resuming them in the same or another State or local government authority is not longer than one month. Period of interruption shall not be included in the worked time indicated in Paragraph one of this Section.

(3) If an official (employee) who is dismissed from a position (service, work) is offered to establish or continue the performance of the office (service, work) duties on the basis of that referred to in Paragraph one of this Section in the same or another authority and if an official (employee) agrees to such offer, a severance pay or retirement allowance shall not be disbursed to him or her.

(4) If an official (employee) for whom a discharge benefit or retirement allowance has been disbursed is renewed in the position (service, work) and position (service, employment) relationships are repeatedly terminated with him or her, the severance pay or retirement allowance shall not be disbursed to him or her for the time worked for which the pay or allowance has been already disbursed.

(5) When retiring a soldier from active service, he or she shall be disbursed a retirement allowance if the retirement takes place:

1) due to the attainment of the maximum age prescribed for active service, when terminating the professional service contract before the end of the term due to the state of health (a trauma, disability or illness acquired during the time of service while performing service duties) or due to abolition (reorganisation, reduction of the number of soldiers) of the unit (sub-unit) and the soldier is not offered another position, and also when the professional service contract terminates before attainment of the maximum age prescribed for active service – in the amount of the monthly salary and supplements of the last month;

2) upon termination of the professional service contract before the end of the term due to the abolition (reorganisation, reduction of the number of soldiers) of the unit (sub-unit) and if the soldier refuses the position offered – in the amount of the salary for the previous two weeks;

(6) When retiring a soldier from active service due to other reasons, he or she shall only be disbursed the monthly salary and supplements until the day of retirement.

(7) The retirement allowance provided for in Paragraph five, Clause 1 of this Section shall be disbursed to a soldier who prior to retirement from active service took part in an international operation or has been involved in rapid response forces in the territory of Latvia, taking into account the monthly salary and supplements of the last month which were determined for him or her at the place of basic service in Latvia.

(8) [16 June 2011]

(9) A severance pay in the amount of one monthly salary shall be disbursed:

1) to an official elected, approved, or appointed by the *Saeima*, upon leaving a position by him or her after the end of the two terms of office provided that he or she is not elected, approved, or appointed in this position repeatedly;

2) to a member of the Cabinet or the parliamentary secretary after he or she has terminated the performance of the duties of office. The pay shall be disbursed within a month from the day when the relevant official has terminated the performance of the duties of office if such person has provided a certification that the restrictions for the disbursement of the pay referred to in this Clause do not apply to him or her. The pay shall not be disbursed if the member of the Cabinet or the parliamentary secretary is a member of the *Saeima* at the moment of losing the position and also if the member of the Cabinet or the parliamentary secretary has been approved as a member of the Cabinet, appointed to the office of the parliamentary secretary, or joined the composition of the *Saeima* within a month after he or she has terminated the performance of the duties of office. The pay shall also not be disbursed to the member of the Cabinet or the parliamentary secretary if he or she, after release from the office of the member of the Cabinet or the parliamentary secretary, continues the performance of the duties of an adviser of the President, an advisory official or employee of a member of the Cabinet or commences the performance thereof from the day when he or she has terminated the performance of the office of the member of the Cabinet or the parliamentary secretary;

3) to an advisory official or employee of a member of the Cabinet upon termination of the employment contract which has been entered into for the term of office of the member of the Cabinet. The pay shall be disbursed within a month from the day of terminating the employment contract if the relevant official or employee has provided a certification that the restrictions for the disbursement of the pay referred to in this Clause do not apply to him or her. If the advisory official or employee of the member of the Cabinet continues the performance of the duties of an advisory official or employee of the same or another member of the Cabinet, an adviser of the President, a member of the Cabinet, the parliamentary secretary, or a member of the *Saeima* or commences the performance thereof within a month from the day of termination of the employment contract, the severance pay shall not be disbursed;

31) to an adviser of the President upon termination of the employment contract which has been entered into for the term of office of the President. The pay shall be disbursed within a month from the day of terminating the employment contract if the official has provided a certification that the restrictions for the disbursement of the pay referred to in this Clause do not apply to him or her. If the adviser of the President continues the performance of the duties of an adviser of the President during the term of office of the same or next President, an advisory official or employee of a member of the Cabinet, a member of the Cabinet, the parliamentary secretary, or a member of the *Saeima* or commences the performance thereof within a month from the day of termination of the employment contract, the severance pay shall not be disbursed;

4) to a deputy of a local government city council who is released from a previous position (service, work) due to election in a paid position in the city council, after he or she has terminated the performance of the duties of such office upon termination of the term of office of the deputy and he or she is not ensured with a previous or equal job within two weeks. Such pay shall be disbursed also for a deputy of the city council, if he or she is released from a position due to such decision of the city council which is not substantiated by the duty specified in the law or in the by-laws of the local government, due to a decision of the relevant local government city council, non-execution of court judgements, non-conformity with the law or Cabinet Regulations;

5) to a member of the board of a port, if he or she has been withdrawn from a position, except for the cases when withdrawal is substantiated by violation of powers, non-performance or inappropriate performance of the duties, thus causing substantial damage for the port;

6) to a judge, upon him or her leaving the office due to the state of health;

7) to a prosecutor, upon him or her leaving the office due to the liquidation of the prosecutorial authority or the position of the prosecutor, the reduction of the number of prosecutors, or the state of health;

8) to the Chairperson of the Financial and Capital Market Commission or his or her deputy, if the *Saeima* releases him or her from the office because of continuous non-performance of office duties due to an illness and also if such officials are released from the office on the basis of the joint submission of the President of *Latvijas* *Banka* and the Minister for Finance, except for the case when it is substantiated by violation of powers, non-performance or inappropriate performance of the duties, thus causing substantial damage.

(10) If a person is a parliamentary secretary and advisory official or employee of a member of the Cabinet at the time of loss of the office, he or she shall receive a severance pay in the amount of that monthly salary which he or she has chosen to receive, upon performing the abovementioned duties of office (work).

(11) A member of the *Saeima* whose term of office ends alongside with the powers of the relevant *Saeima*, if he or she has not been elected to the next *Saeima*, shall receive a lump sum benefit in the amount of three monthly salaries. The benefit in full amount may not be received by a member of the *Saeima* who has joined the composition of the *Saeima* in accordance with the procedures laid down in Article 6 of the Rules of Procedure of the *Saeima* within three months after expiry of the powers of a member. In such case the benefit is disbursed to the member of the *Saeima* in an amount that is proportionate to the period which has elapsed from the day when his or her mandate has expired until the day when he or she has joined the composition of the new *Saeima*. The benefit is disbursed to the member of the *Saeima* in instalments – in the amount of not more than one monthly salary per month. The disbursement of the benefit shall be terminated with the first day of such month which follows the month when the member of the *Saeima* has repeatedly joined the composition of the *Saeima*. If the benefit is disbursed to the member, then the relevant deductions shall be made from the monthly salary of such member.

(12) A member of the *Saeima* whose mandate expires due to the renewal of the mandate for a member of the *Saeima* who gave it up during the period of the performance of the office of the Prime Minister, Deputy Prime Minister, or Minister or for the period of prenatal and maternity leave, leave to adopters and also parental leave shall receive a lump sum benefit in the amount of three monthly salaries.

(13) A severance pay shall not be disbursed upon termination of the office (service, employment) relationships upon initiative of an official (employee), except for the case specified in Section 100, Paragraph five of the Labour Law and Section 19 of the Labour Protection Law.

(14) A severance pay, upon termination of the office (service, employment) relationships upon mutual agreement, if the disbursement of the severance pay is not specified in other Paragraphs of this Section or it is not specified in this Law that another law is applicable in the relevant issue, may be disbursed in the amount of 70 per cent of the average monthly earnings. In such case the disbursement of the severance pay shall be coordinated with a higher institution or official (if any).

[*10 December 2009; 15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 December 2011; 12 December 2013; 30 October 2014*]

**Section 18. Leave Allowance**

[16 June 2011 / See Paragraph 18 of Transitional Provisions]

**Section 19. Benefit to be Disbursed in the Event of an Injury, Mutilation, or Other Damage to the Health of Officials (Employees), Except for Soldiers or in the Event of Death**

(1) In the event of the death of officials (employees), except for soldiers, a family member or a person who has undertaken the burial of an official (employee) shall receive a lump sum benefit in the amount of the monthly salary determined for the official (employee). The procedures for the granting of this benefit shall be determined by the Cabinet.

(2) In the event of the death of a diplomat, an official (employee) of the diplomatic and consular service serving in foreign states his or her family shall receive a lump sum benefit in addition to the benefit specified in Paragraph one of this Section which is equal to the benefits of 10 monthly salaries for service in foreign states.

(21) In the event of death of an official with a special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration and an official of State security institutions, except for the case referred to in Paragraph four of this Section, his or her spouse and descending relatives, but, in case of absence of descending relatives, the ascending relatives of the nearest degree shall receive a lump sum benefit in the amount of 12 monthly salaries in addition to the benefit determined in Paragraph one of this Section, but not less than EUR 10 000.

(22) If officials (employees), except for soldiers, upon performing the office (service, work) duties related to threat (risk) to the life or health, have suffered in an accident and acquired an injury of mutilation or different damage has been caused to the health of such officials (employees) (except for an occupational disease) and, within 12 months after the accident, the State Medical Commission for the Assessment of Health Condition and Working Ability has determined a disability for them for a period of time not less than one year the cause of which is the accident referred to in the act regarding an accident at work, a lump sum benefit shall be disbursed:

1) for a disabled person of Group I – EUR 71 145;

2) for a disabled person of Group II – EUR 35 573;

3) for a disabled person of Group III – EUR 14 229.

(23) If officials (employees), except for soldiers, upon performing the office (service, work) duties related to the threat (risk) to the life or health, have suffered in an accident and acquired an injury or mutilation or different damage has been caused to the health of such officials (employees) (except for occupational disease), however, a disability has not been determined for them, a lump sum benefit shall be disbursed:

1) in case of serious damage to health – EUR 10 000;

2) in case of moderate damage to health – EUR 5000;

3) in case of slight damage to health – EUR 200 if the temporary incapacity for work (service) lasts more than six days.

(24) An official with a special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration and officials of State security institutions shall receive a lump sum benefit in the amount of 50 per cent of the benefit determined in Paragraph 2.2 or 2.3 of this Section, if he or she has suffered in an accident, however, has not been performing the service (office) duties related to the threat (risk) to the life or health, has acquired an injury or mutilation or different damage has been caused to his or her health (except for occupational disease) and, within 12 months after the accident, the State Medical Commission for the Assessment of Health Condition and Working Ability has determined a disability for him or her for a period of time not less than one year, whether this official has acquired serious, moderate, or slight [the temporary incapacity for work (service) lasts more than six days] damage to health. The abovementioned benefit shall not be disbursed to the official with a special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration and the official of State security institutions if the accident occurred at time when he or she had been at the disposal of another employer and it was not related to the performance of the service duties.

(3) The procedures for the granting and disbursement of the benefits referred to in Paragraphs 2.1, 2.2, 2.3, and 2.4 of this Section, and also the damages to health due to which the benefits referred to in Paragraphs 2.2, 2.3, and 2.4 of this Section shall be disbursed, and the cases in which the benefits referred to in Paragraphs 2.2 and 2.3 of this Section shall be disbursed shall be determined by the Cabinet.

(4) If the office (service, work) duties of officials (employees), except for soldiers, are related to the threat (risk) to the life or health and they perished or died within a year after the accident due to damages to health acquired during it, such officials (employees) are buried from the State budget resources and a lump sum benefit in the amount of EUR 100 000 shall be disbursed to their spouses and descending relatives, but, in case of absence of descending relatives, the ascending relatives of the nearest degree. The procedures for the granting and disbursement of such benefit, and also the amount of burial expenses and the procedures for covering thereof shall be determined by the Cabinet.

(41) That referred to in Paragraph four of this Section shall also apply to an official (employee) who, upon performing the office (service, work) duties in a mission in a region of an international operation, has perished or acquired an injury (mutilation, concussion) as a result of which he or she has died within a year. This Paragraph shall not apply to soldiers. This Paragraph in relation to the benefit due to death within a year after acquiring an injury shall be applicable also after termination of the office (service, employment) relationships.

(5) [6 November 2013]

(6) The amounts and procedures for the granting of the benefits laid down in this Section in respect of officials (employees) of a local government, and also the amount of burial expenditures and the procedures for covering thereof shall be determined by the city council of the relevant local government. Upon assessment of the financial resources available for the local government and considering the usefulness of their utilisation, the city council of the local government may determine that the benefits referred to in Paragraphs three and four of this Section are disbursed not from the budget of the local government, but as an insurance indemnity. In such case the local government shall perform life insurance or accident insurance for the relevant officials (employees) of the local government.

[*10 December 2009; 15 April 2010; 14 October 2010; 16 June 2011; 15 December 2011; 13 December 2012; 19 September 2013; 6 November 2013; 19 December 2013; 20 September 2018*]

**Section 20. Benefit in Case of the Death of a Family Member or a Dependant**

A benefit shall be disbursed in case of the death of a family member (spouse, child, parents, grandparents, adopter or adoptee, brother or sister) or dependant in the amount of not more than one minimum monthly salary. The procedures for the granting of this benefit shall be determined by the Cabinet.

[*15 April 2010*]

**Section 21. Benefits to be Disbursed in the Event of Injury, Mutilation or Other Damage to Health or in the Event of Death of Soldier**

(1) If a disability has been determined for a soldier during the time of active service or within a year after retirement from active service due to an injury (mutilation, concussion) acquired during the performance of the service duties or due to such illness the cause of which is related to the performance of military service, a lump sum benefit shall be disbursed to him or her:

1) for a disabled person of Group I – EUR 71 145;

2) for a disabled person of Group II – EUR 35 573;

3) for a disabled person of Group III – EUR 14 229.

(2) A lump sum benefit shall be disbursed to a soldier who, while performing the service duties, has suffered damages to health, but for whom a disability has not been determined:

1) in case of serious damage to health – EUR 10 000;

2) in case of moderate damage to health – EUR 5000;

3) in case of slight damage to health if the temporary incapacity for work (service) lasts more than six days:

a) and it has been acquired in individual sports trainings or training sessions – EUR 50;

b) and it has been acquired in sporting events (competitions, championship, sports and athletic contest, sports games) – EUR 100;

c) in other cases – EUR 200.

(3) A lump sum benefit in the amount of three monthly salaries shall be disbursed for a soldier who, while performing military service, has become ill and after treatment has been recognised as unfit for future active service and therefore he or she is retired from professional service before the end of the term of service (contract).

(4) A benefit in the amount of EUR 100 00 shall be disbursed to the spouses and descending relatives of perished soldiers of active service, but, in case of absence of descending relatives, the ascending relatives of the nearest degree, if:

1) a reserve soldier or reservist has perished during active service while performing the service duties;

2) a soldier has perished, while in the composition of a National Armed Forces contingent in accordance with a mandate approved by the international organisation while participating in the international operation or in the international operation participation in which is determined by the decision of the *Saeima*, or while carrying out certain tasks determined by an order of the commander (chief) related to the use of weapons of arms and which intend real threat to the health and life of a soldier;

3) a soldier has perished, while performing service duties, or within a year after retirement from active service has died due to an injury (mutilation, concussion) or due to such illness the cause of which is related to the performance of military service.

(5) If a soldier has perished during active service, while performing service duties, or has died within a year after retirement from active service due to an injury (mutilation, concussion) or due to such illness the cause of which is related to the performance of military service, the Ministry of Defence shall cover expenditure for a course of medical rehabilitation services necessary for his or her family members (spouse, children, parents).

(6) If a soldier of active service, while performing the service duties, has suffered an injury (mutilation, concussion) or such illness the cause of which is related to the performance of military service and he or she is being treated outside Latvia, the Ministry of Defence shall cover the travel expenditures (to and from the place of medical treatment) and the hotel (accommodation) expenditures for his or her family members (spouse, children, parents, but for not more than two persons). The Cabinet shall determine the limits for the hotel (accommodation) expenditures.

(7) If a soldier of active service has perished due to negligence during the time of active service or acquired damage to health and he or she has become disabled, but the cause of death or damage to health is not related to the performance of his or her direct service duties or his or her malicious or unseemly act, he or she or his or her spouses and descending relatives, but, in case of absence of descending relatives, the ascending relatives of the nearest degree may be disbursed a part of the benefit determined in this Paragraph the amount of which shall be determined by the Minister for Defence in each individual case.

(8) The benefits determined in this Section shall not be disbursed during hostilities occurring in the territory of Latvia.

(9) The Cabinet shall determine the procedures by which accidents in which soldiers have suffered during service shall be investigated and registered.

(10) If a soldier, while participating in an international operation, has acquired damage to health or illness or has died, the benefit referred to in this Section shall be disbursed, taking into account the monthly salary which was determined for the soldier in his or her place of basic service in Latvia before being sent to perform the international operation.

(11) A soldier who has perished or died during the time of service, while performing service duties or due to reasons related to military service, shall be buried at the expense of the State. In such case a soldier’s tombstone shall be erected for him or her made according to a sample approved by the Minister for Defence. If a tombstone different than the soldier’s tombstone is erected, the Ministry of Defence shall cover that part of tombstone erection expenditures which corresponds to the value of a soldier’s tombstone. The types and amount of expenditures related to the burial of a soldier and erection of a tombstone shall be determined by the Cabinet.

[*16 June 2011; 13 December 2012; 19 September 2013; 6 November 2013; 19 December 2013*]

**Section 22. Benefit to be Disbursed in Case of an Injury, Mutilation or Other Damage to the Health of an Official (Employee) Related to Participation in an International Operation or Obtained During a Mission to the Region of an International Operation**

(1) A lump sum benefit shall be disbursed to an official (employee) who participates in an international operation or has been sent in a mission to a region of an international operation and, while performing the office (service, work) duties, has suffered an accident and acquired mutilation or other damage to health, but for whom a disability has not been determined:

1) in case of serious damage to health – EUR 10 000;

2) in case of moderate damage to health – EUR 5000;

3) in case of slight health impairment – EUR 200.

(2) A lump sum benefit shall be disbursed to an official (employee) who participates in an international operation or has been sent in a mission to a region of an international operation, while performing the office (service, work) duties, has suffered in accident and acquired mutilation or other damage to health, and for whom a disability has been determined:

1) for a disabled person of Group I – EUR 71 145;

2) for a disabled person of Group II – EUR 35 573;

3) for a disabled person of Group III – EUR 14 229.

(3) Paragraph two of this Section shall also be applicable if disability is determined within a year from the accident and the office (service, employment) relationships have already ended.

[*16 June 2011; 19 September 2013; 6 November 2013; 19 December 2013*]

**Section 23. Restrictions and Conditions for the Disbursement of Benefits**

(1) The benefits referred to in Section 19, Paragraphs 2.1, 2.2, 2.3, 2.4, and four, Sections 21 and 22 of this Law shall not be disbursed if it is detected that the cause of the accident is a suicide or an attempt thereof, the use of alcohol or other intoxicating substances, violations of laws and regulations, or an unseemly act. Upon deciding on the application of the restrictions referred to in this Paragraph to the disbursement of the relevant benefits, the State or local government authority shall assess the circumstances of the accident, including whether action under the circumstances of absolute emergency or other justifying circumstances can be detected in the relevant circumstances.

(2) The Cabinet may decide on the disbursement of the benefit referred to in Section 19, Paragraphs 2.1 and four, and also Section 21, Paragraphs four and seven of this Law to the relatives of the perished official if such official does not have a spouse, descending relatives, and ascending relatives of the nearest degree.

[*19 December 2013*]

**Section 24. Resettlement Allowance**

(1) If the acceptance of a soldier into professional service or the relocation of a soldier in the interests of the service is related to a change of his or her place of residence to another administrative territory of the Republic of Latvia, after resettlement to the place of service he or she shall be disbursed a lump sum benefit in the amount of one monthly salary and in the amount of 50 per cent of the salary determined for him or her for each family member who is resettling to the new place of residence together with him or her. The procedures for the granting and disbursement of such benefit shall be determined by the Cabinet.

(2) If an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration or an official of a State security institution is resettled in the position in the interests of the service to another administrative territory of the Republic of Latvia and he or she changes the place of residence, he or she shall receive a lump sum benefit in the amount of one monthly salary determined for the new position and in the amount of 50 per cent of the monthly salary determined for the new position for each family member who is resettling to the new place of residence together with the official and will reside permanently at the relevant place of residence. The procedures for the granting and disbursement of such benefit shall be determined by the Cabinet.

[*14 January 2010; 15 April 2010; 14 October 2010; 16 June 2011; 20 September 2018*]

**Section 25. Service Benefit**

(1) A soldier shall, after every five years of professional service, receive a lump sum benefit in the amount of the monthly salary and supplements of the last three months which has been determined for him or her in his or her place of basic service in Latvia, if the professional service contract has been extended and, upon reaching the length of service of five years, the remaining term of the professional service contract is not less than one year. If, upon reaching the length of service of five years, the remaining term of the professional service contract is less than one year, the soldier shall receive the service benefit only after extending of the professional service contract for a period of time which is not less than five years or until attaining the maximum age specified for military service, if the time period for attaining it is not less than one year.

(2) If the term of the professional service contract is longer than five years, the service benefit shall be disbursed after every five years served in the professional service, if, upon reaching the length of service of five years, the remaining term of the professional service contract is not less than one year.

(3) If after retirement from the professional service a soldier rejoins the professional service, the length of service for the receipt of a service benefit shall be calculated anew according to the professional service contract in effect.

(4) An official with a special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration shall, after every five years of continuous length of service in the system of the Ministry of the Interior or the Prisons Administration, receive a lump sum benefit in the amount of three monthly salaries according to the last position.

(5) An official of the Corruption Prevention and Combating Bureau shall, after every five years of continuous length of service in the Corruption Prevention and Combating Bureau, receive a lump sum benefit in the amount of three monthly salaries according to the last position.

[*15 November 2012; 6 November 2013; 20 September 2018*]

**Chapter VII**

**Compensations, Covering of Tuition Expenditures, and Insurance**

**Section 26. Compensation for the Covering of Tuition Expenditures**

(1) Tuition expenditures may be compensated for officials (employees), if they, upon initiative of the authority or upon mutual agreement, successfully study in a State accredited higher education institution or educational institution of a foreign state the certificates issued by which are recognised in Latvia in order to acquire the special knowledge necessary for the performance of the office (service) duties. The amount of the compensation to be disbursed to officials (employees) for the covering of tuition expenditures shall be determined by the head of the authority. If acquiring of education requires full or partial temporary interruption of the office (service, work) duties, the State or local government authority and the official (employee) shall, upon agreeing on granting of a compensation for the tuition fee, agree also on retaining of the monthly salary and conditions thereof.

(2) The Cabinet shall determine the procedures by which tuition expenditures shall be compensated to an official (employee), the conditions for the compensation and repayment of such expenditures, and also the cases when an official (employee) shall not repay expenditures related to the compensation of a tuition fee.

(3) The amount of the compensation to be disbursed for the covering of tuition expenditures for officials (employees) of local governments, the procedures, criteria for granting it, the repayment conditions and procedures, and also the cases when such expenditures shall not be repaid shall be determined by the city council of the relevant local government.

[*15 April 2010; 20 April 2017*]

**Section 27. Covering of Expenditures for Improvement of Qualification**

(1) The State or local government authority shall assess the necessity for improvement of qualification of an official (employee) and ensure the possibility for him or her to improve qualification by compensating or covering tuition expenditures and retaining the monthly salary, the food rations compensation and supplements, except for the supplement referred to in Section 14, Paragraph three of this Law.

(2) The Cabinet shall determine the procedures by which an official (employee) shall be sent to improve qualification in training courses and the conditions and procedures for the covering and repayment of expenditures related to improvement of qualification of the official (employee), and also the cases when the official (employee) shall not repay the expenditures related to improvement of his or her qualification.

(3) A local government city council shall determine the procedures by which an official (employee) shall be sent to improve qualification in training courses and the conditions and procedures for the covering and repayment of expenditures related to improvement of qualification of the official (employee), and also the cases when the official (employee) shall not repay the expenditures related to improvement of his or her qualification.

(4) The expenditures for improvement of qualification of an official (employee) in the State Administration School shall be covered in the cases and in the amount specified in laws and regulations. In relation to the performance of training for improvement of qualification in such school the restrictions for combination of offices shall not be applicable to an official (employee) who ensures such training. The State or local government authority in which the official (employee) is performing the office (service, work) duties shall retain the remuneration referred to in Paragraph one of this Section during the period of performance of training which coincides with working hours. The official (employee) who ensures the performance of training of other officials (employees) during working hours shall coordinate it with the direct manager.

[*10 December 2009; 15 April 2010; 16 June 2011; 30 October 2014*]

**Section 28. Covering of Tuition Expenditures**

(1) The State authority, after assessing the necessity for service, may send an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration or an official of a State security institution, or a soldier to an educational institution in order for this official or soldier to acquire the education necessary for the performance of the relevant service duties. If the official or soldier acquires the abovementioned education, interrupting the performance of service duties, the monthly salary, the supplement for a special service rank, the supplement for the length of service, and the food rations compensation shall be retained for him or her during this period of time.

(2) The tuition expenditures shall be financed from the State budget resources in the case referred to in Paragraph one of this Section and also for the officials with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration, officials of State security institutions, and soldiers who are studying in the educational institutions stipulated by the Cabinet.

(3) The Cabinet shall govern the conditions by which and procedures by which an official or soldier is sent to an educational institution for the acquisition of education necessary for the performance of the relevant service duties, and also which expenditures shall be considered as tuition expenditures, the conditions and procedures for the covering and repayment of such expenditures, and also the cases when official or soldier need not repay the relevant expenditures.

[*14 January 2010; 15 April 2010; 20 September 2018*]

**Section 29. Compensation of Transport Expenditures**

(1) The transport expenditures which have arisen in relation to being sent or being on an official trip shall be compensated for an official (employee) in accordance with the procedures and in the amount stipulated by the Cabinet. In other cases the transport expenditures which have arisen, using public transport for the performance of the office (service, work) duties, shall be compensated for an official (employee), but expenditures for the use of a taxi shall not be compensated. The procedures and amount in which the expenditures for public transport shall be compensated for an official (employee) shall be determined by the Cabinet.

(2) If it is not possible to use public transport or a vehicle in the possession of the authority and an official (employee) uses a vehicle owned or possessed by him or her for the performance of the office (service, work) duties, a compensation shall be disbursed to the official (employee) for the depreciation of the vehicle and for the expenditures for exploitation of the vehicle. The amount (quota) of compensation and the procedures for payment thereof shall be determined by the Cabinet.

(3) The expenditures for public transport shall be compensated for an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration, an official of the State Revenue Service the performance of office (service) duties whereof is related to the sources of ionising radiance so that he or she could get to a medical treatment institution for the performance of a health examination and return from there and also for a soldier, a reserve soldier, and a reservist who is using public transport to go to a place of medical treatment and recovery and return from there. Expenditures for the use of taxi are not compensated. The amount of compensation for the transport expenditures and the procedures for granting thereof shall be determined by the Cabinet.

(3) An official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration or an official of a State security institution who is resettled in the position in the interests of service to another administrative territory of the Republic of Latvia for a specific period of time, but who does not change the place of residence, shall receive a compensation for the covering of travel expenses. The amount of the compensation for travel expenses and the procedures for granting thereof shall be determined by the Cabinet.

[*15 April 2010; 14 October 2010; 16 June 2011; 20 September 2018*]

**Section 30. Compensation of Expenditures Related to Resettlement**

(1) Expenditures related to resettlement shall be compensated for an official (employee) who is resettled in the position in the interests of the State or service to another administrative territory of the Republic of Latvia and who therefore changes the place of residence, on the basis of the documents justifying the expenditures which include transport expenditures and expenditures for transportation of belongings owned by the official (employee) and his or her family members (dependents). This provision shall not apply to cases when the official (employee) is resettled due to the liquidation of the institution or the position of the official (employee), the reduction of the number of officials (employees), upon request of the official (employee) himself or herself, or a decision is taken on non-compliance of the official (employee) with the position held. The amount of the compensation for expenses related to resettlement and the procedures for granting thereof shall be determined by the Cabinet.

(2) If an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration, an official of a State security institution, or a soldier changes the place of residence in the interests of service to another administrative territory of the Republic of Latvia, his or her spouse loses employment due to the resettlement and does not receive an unemployment benefit, a pension, or any other regular income and has not found another job in the locality of the place of the new dislocation or place of service, the official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration, the official of the State security institution, or the soldier shall be disbursed a monthly compensation in the amount of 10 per cent of the monthly salary. The compensation shall be disbursed until the time when the spouse starts to receive regular income. The procedures for the granting of the compensation and the disbursement thereof shall be determined by the Cabinet.

(3) Expenditures related to resettlement are compensated for officials (employees) of local governments in accordance with the procedures and in the amount stipulated by the city council of the relevant local government.

[*14 January 2010; 15 April 2010; 14 October 2010; 20 September 2018*]

**Section 31. Compensation for Rental of Living Quarters and Public Utilities**

(1) A soldier shall be disbursed a compensation for the covering of expenditures for rental of living quarters and public utilities. The amount of compensation and the procedures for granting thereof shall be determined by the Cabinet and it may not exceed EUR 142.29 per month.

(2) An official (employee) who is resettled in the position to another administrative territory of the Republic of Latvia for a specific period of time shall be disbursed a compensation for rental of living quarters and public utilities. It shall not apply to officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration who have been sent to an educational institution of the system of the Ministry of the Interior or the Prisons Administration for acquisition of the necessary education. The amount of the compensation for the covering of expenditures for rental of living quarters and public utilities and the procedures for granting thereof shall be determined by the Cabinet and it may not exceed EUR 142.29 per month.

[*10 December 2009; 14 October 2010; 19 September 2013*]

**Section 31.1 Compensation for Expenditures for Transport and Rental of Living Quarters (Hotel) for a Member of the *Saeima***

Compensation for expenditures for transport and rental of living quarters (hotel) of a member of the *Saeima* shall be disbursed in accordance with the Rules of Procedure of the *Saeima* and the amount of such compensation per month may not exceed the amount of the average work remuneration which has been rounded up to full euros and to which the coefficient of 1 has been applied.

[*16 December 2010; 16 June 2011; 19 September 2013*]

**Section 32. Compensation for Communication Expenditures**

(1) Communication expenditures shall be compensated for an official (employee) for whom a mobile phone is granted for the performance of the office (service, work) duties in the amount stipulated by the State or local government authority. Communication expenditures shall be compensated for an official (employee) who uses a mobile phone owned by him or her for the performance of the office (service, work) duties in accordance with the procedures and in the amount stipulated by the State or local government authority.

(2) A soldier shall be ensured with the means of communication necessary for the performance of service duties in accordance with the procedures stipulated by the Ministry of Defence.

(3) The amount of the compensation for communication expenditures for diplomats shall be determined by the Minister for Foreign Affairs

(4) Communication expenditures for the performance of the office (work) duties shall be compensated for officials (employees) of local governments in accordance with the procedures and in the amount stipulated by the city council of the relevant local government.

**Section 33. Compensation for Losses or Damage**

The Cabinet shall determine the amount of losses caused to the property of an official (employee) or to the property of his or her family members (parents, grandparents child, grandchild, adoptee or adopter, brother, sister or spouse), or the extent of the damage caused to the health in relation to the performance of service duties of the official (employee) and the procedures for the compensation thereof. Such compensation shall be disbursed if the losses or damage has occurred as a result of action of another person.

[*16 June 2011*]

**Section 34. Compensation for the Purchase of Clothes Necessary for the Performance of Service Duties**

The purchase of clothes necessary for the performance of service duties shall be compensated for the official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration or for a soldier whose service duties are to be performed in civil clothes due to the specific nature thereof. The amount of the compensation and the procedures for granting thereof shall be determined by the Cabinet.

**Section 35. Food Rations Compensation**

(1) A food rations compensation shall be disbursed to soldiers. The amount of the food rations compensation and the procedures for the disbursement thereof shall be determined by the Cabinet.

(2) [15 November 2012]

(3) A local government city council may provide for a food rations compensation for an official of the municipality police who performs the duties specified in the law On Police. The local government city council shall determine the amount of the compensation and the procedures for the disbursement thereof.

[*15 April 2010; 15 November 2012*]

**Section 36. Allowances and Compensations for Service in Foreign States**

(1) The following allowances are determined for a diplomat, an official (employee) of the diplomatic and consular service, a specialised attaché, a prosecutor, a liaison officer, a soldier, an official (employee) of State direct administration, or an official (employee) of a State security institution while he or she is performing his or her service in a foreign state:

1) a salary allowance for service in the foreign state;

2) an allowance for the stay of the spouse in the foreign state in conformity with the provisions of Paragraph 1.1 of this Section;

3) an allowance for the stay of children in the foreign state;

4) an allowance for the purchase of household goods when resettling to the place of service in the foreign state;

5) an allowance to cover the expenses for transport used for the needs of the service.

(11) An allowance for the stay of the spouse in the foreign state may be determined for a diplomat, an official (employee) of the diplomatic and consular service, a specialised attaché, a prosecutor, a liaison officer, a soldier, an official (employee) of State direct administration, or an official (employee) of a State security institution while he or she is performing his or her service in a foreign state, if the spouse has paid employment. The allowance shall not be disbursed, if the spouse is employed, retaining the diplomatic rank, or also is employed at the diplomatic or consular mission of the Republic of Latvia.

(2) The following expenditures are compensated for a diplomat, an official (employee) of the diplomatic and consular service, a specialised attaché, a prosecutor, a liaison officer, a soldier, an official (employee) of State direct administration, or an official (employee) of a State security institution, while he or she is performing his or her service in a foreign state:

1) expenditures for rental of housing and public utilities;

2) expenditures related to entering into a contract on the rental of housing;

3) travel and resettlement expenditures (also the relevant expenditures of family members);

4) health insurance and accident insurance expenditures, and also transport expenditures in case of serious illness or death of the relevant person or his or her family members;

5) child’s school and pre-school expenditures;

6) travel expenditures (also relevant expenditures of family members), when going on leave to Latvia and returning to the place of service;

7) travel expenditures from the permanent place of service in foreign states and back to the place of service due to a visit of a family member (spouse, child, parents, grandparents, adopter or adoptee, brother or sister) or funeral of a dependant.

(3) The amounts of and procedures for the disbursement of the allowances and compensations referred to in Paragraphs one and two of this Section shall be determined by the Cabinet in conformity with the specific circumstances of the place of service in the foreign state.

(4) A local government city council shall determine the positions of officials (employees) to whom it may apply the allowances and compensations referred to in Paragraphs one and two of this Section in the amount and in accordance with the procedures stipulated thereby.

(5) The Ministry of Foreign Affairs may determine a supplement for a diplomat, an official (employee) of the diplomatic and consular service who is endangered by hostilities, violence, riot, or natural disaster at the place of service up to 50 per cent of the amount of such allowances which are disbursed to such diplomat, official (employee) of the diplomatic and consular service in accordance with Paragraph one, Clauses 1, 2, and 3 of this Section and compensate losses which the diplomat, the official (employee) of the diplomatic and consular service has suffered due to the abovementioned circumstances.

(6) The rights specified in Paragraphs one and two of this Section, except for the right to a salary allowance for service in a foreign state, shall be retained for soldiers and officials (employees) of State security institutions who are sent to serve in the North Atlantic Treaty Organisation, authorities of the European Union, multinational headquarters of the Member States to these organisations and who, on the basis of the decision of the abovementioned organisations, are sent to international operations. If family members of a soldier or an official (employee) of a State security institution reside in the foreign state from which the soldier or official (employee) of the State security institution is sent to international operation, the soldier or official (employee) of the State security institution shall receive a salary allowance for service in the foreign state up to the amount of 50 per cent. The procedures for the determination of such allowance and the amount thereof shall be determined by the Cabinet.

(7) A soldier is not granted allowances and the expenditures provided for in Paragraphs one and two of this Section are not compensated, while he or she performs service in a foreign state participating in an international operation, military training, manoeuvres or on official trip, except for the cases referred to in Paragraph 7.1 of this Section.

(71) A soldier who has been sent on a training visit to acquire a military training course of senior or higher officers the duration of which exceeds 10 months and which is included in the list of military courses approved by the Commander of the National Armed Forces or his or her authorised person is granted the allowances referred to in Paragraph one, Clauses 2 and 3 of this Section and compensated the expenditures referred to in Paragraph two, Clauses 3, 4, 5, and 6 of this Section. A soldier who is the sole guardian of a minor child is granted the allowance referred to in Paragraph one, Clause 3 of this Section and compensated the expenditures of a minor child referred to in Paragraph two, Clauses 3, 4, 5, and 6 of this Section regardless of the length of the training visit. The amount of and procedures for the disbursement of the allowances and compensations referred to in this Paragraph shall be determined by the Cabinet, taking into account the specific circumstances of the place of the training visit.

(8) An official of the institution of the system of the Ministry of the Interior who, according to the decision of the head of authority, guards the diplomatic or consular mission of the Republic of Latvia in a foreign state shall receive a salary allowance for service in the foreign state and a compensation for covering of travel expenditures.

(9) The State authority shall cover the following expenditures related to residing of the official referred to in Paragraph eight of this Section in a foreign state:

1) expenditures related to health insurance and accident insurance, while the official has been residing in the foreign state;

2) expenditures related to rental of living quarters and public utilities.

(10) The amount of the allowance, compensation, and expenditures to be covered determined in Paragraphs eight and nine of this Section, and also the procedures by which expenditures related to residing of an official of the institution of the system of the Ministry of the Interior are to be covered, shall be determined by the Cabinet.

(11) The Cabinet shall determine:

1) the procedures by which the officials (employees) referred to in Paragraph one of this Section, except for a prosecutor, shall be appointed for service (work) in an international organisation or in the authority of its Member State in a foreign state;

2) the procedures and conditions for the granting of the relevant remuneration of the officials (employees) referred to in Paragraph one of this Section insofar as it has not been laid down otherwise in other laws.

[*14 October 2010; 16 December 2010; 16 June 2011; 15 November 2012; 6 November 2013; 12 December 2013; 20 September 2018*]

**Section 37. Health Insurance and Accident Insurance**

(1) The State or local government authority may insure the health of officials (employees) according to the financial resources granted thereto, but it is mandatory for it to insure the health of officials (employees) or it is mandatory to insure officials (employees) against accidents in the cases specified in this Law, if such officials (employees), upon performing the office (service, work) duties, are subject to real life or health threat (risk). The State and local government authorities shall not insure the health of such officials (employees) for whom paid health care is specified in this Law.

(2) The premium of health insurance of an official (employee) may not exceed the amount determined in the laws and regulations regarding personal income tax. The premium of health insurance of an official (employee) not referred to in Paragraph three, 3.1, 3.2, 3.3, four, five, six, or seven of this Section may not exceed half of the amount determined in the laws and regulations regarding personal income tax. If the insurance premium exceeds the abovementioned amount, the official (employee) shall cover the difference of premiums.

(3) A State authority shall insure the health of judges, prosecutors, and such officials of the Corruption Prevention and Combating Bureau who conduct an investigation and perform an operational activity and also the health of such forensic experts who are subject to life or health threat (risk) while participating in investigative activities.

(31) A State authority shall insure the health of such officials (employees) of the State Forest Service who are subject to life or health threat (risk) while monitoring forest fire safety, discovering, restricting, and liquidating forest fires, and also supervising the conformity with the laws and regulations governing hunting and forest use.

(32) A State authority shall insure the health of such State environmental inspectors of the State Environmental Service and the Nature Conservation Agency who are subject to life or health threat (risk) while performing fishing control, the State control of environmental protection and use of natural resources, the control of protection and use of special areas of conservation of State significance, species and biotopes of special protection, microreserves and also supervision and control of radiation safety and nuclear safety.

(33) A State authority shall insure the health of such officials (employees) of the Customs Fraud Office, the Customs Board, and the Tax and Customs Police Department of the State Revenue Service who are subject to real life or health threat (risk) while conducting an investigation, performing operational activity and control.

(4) A local government city council shall determine the positions in which the officials (employees) are subject to real life or health threat (risk).

(5) The Ministry of Foreign Affairs shall insure the health of all the diplomats, officials (employees) of the diplomatic and consular service and also shall insure all diplomats, officials (employees) of the diplomatic and consular service against accidents, if their place of service is in a foreign state. Moreover, the Ministry of Foreign Affairs shall insure the health of the family members of those diplomats, officials (employees) of the diplomatic and consular service who are resettling to the relevant place of service in a foreign state. The amount of insurance shall be determined by the Ministry of Foreign Affairs according to the financial resources granted thereto.

(6) The health insurance and accident insurance of the specialised attachés shall be ensured by that State authority which has appointed them according to the financial resources granted thereto.

(7) A State authority shall insure the health of such officials (employees) of the State Probation Service who are subject to life or health threat (risk):

1) while performing measures of social behaviour correction at the places of serving a sentence, attending convicted persons at the institutions of deprivation of liberty;

2) while performing supervision of persons upon whom a suspended sentence has been imposed, persons released from punishment before completion of the term of their sentence, and also the supervision of the persons in respect of whom criminal proceedings have been terminated by conditionally releasing them from criminal liability, and while implementing probation programmes;

3) while organising and managing the execution of a criminal punishment – community service;

4) while organising execution of a compulsory measure of a correctional nature – community work.

(71) The Transport Accident and Incident Investigation Bureau shall insure inspectors against accidents which may occur during the performance of service duties at the site of civil aviation accidents and incidents, at the site of railway traffic accidents, and the site of maritime accidents and incidents.

(8) If insurance against accidents of officials (employees) has been performed in the cases specified in this Law and the Law provides for the disbursement of a benefit for the same risk which is covered by insurance, the benefit provided for in the Law from the State budget is disbursed as the difference between the amount of the benefit determined in the Law and the disbursed amount of insurance compensation. The principle specified in this Paragraph shall be applied to officials (employees) of a local government, if the local government city council has not specified that the benefits referred to in Section 19 of this Law are disbursed not from the local government budget, but as an insurance compensation.

[*10 December 2009; 14 October 2010; 16 December 2010; 16 June 2011; 15 December 2011; 15 November 2012; 6 November 2013; 30 October 2014*]

**Section 38. Insurance Related to Sending on an Official Trip**

A State or local government authority shall perform insurance of an official (employee) in the cases and in accordance with the procedures provided for in the law and the Cabinet regulations in relation to sending of the official (employee) on an official trip and insurance related to this official (employee) or shall cover the relevant expenditures.

**Section 39. Paid Health Care**

(1) Officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration, officials (employees) of the State security institutions, employees of an emergency medical assistance service, soldiers have the right to receive paid health care. The conditions for the receipt of paid health care, the types of paid services and payment procedures, and also health care services and expenditures which are not paid shall be determined by the Cabinet.

(2) The retired officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration and the retired officials (employees) of the State security institutions have the right to receive paid health care, if the relevant official has been retired from the service due to the state of health not conforming to the specified requirements the reason for which is an injury or mutilation, or different damage to health (except for an occupational disease) acquired as a result of accident related to the performance of service duties. The conditions for the receipt of paid health care for the retired officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration and the retired officials (employees) of the State security institutions, the types of paid health services and payment procedures, and also health care services and expenditures which are not paid shall be determined by the Cabinet.

(3) The retired soldier shall retain the right to receive paid health care in accordance with the Military Service Law and the relevant Cabinet regulations.

[*16 June 2011; 19 December 2013; 20 September 2018*]

**Chapter VIII**

**Leave**

**Section 40. Leave**

(1) Leave of officials (employees), the duration of and procedures for granting thereof, and also other matters related to leave shall be governed by the relevant norms of the Labour Law, insofar as it is not laid down otherwise in this Law.

(2) [16 June 2011]

(3) A compensation for a soldier’s food rations shall also be disbursed for the relevant time period to a soldier for whom prenatal leave or leave for the child’s farther, adoptee, or another person who actually cares for a child is granted. The monthly salary and supplements shall not be retained for a soldier to whom a childcare leave is granted. For taking care of each child the soldier shall be granted one undivided childcare leave.

(4) The period of such leave shall be included in the length of service of the soldier to whom a childcare leave is granted, entitling him or her to a service pension, but shall not be included in the length of service, entitling him or her to the awarding of the next service rank.

(5) The status of an employee shall be retained for a member of the *Saeima* and also a member of a local government city council who holds a paid position on the city council and has chosen to relinquish his or her authority temporarily, while on pregnancy, maternity, parental leave or on leave for the child’s farther, adoptee or another person who actually cares for a child, but for not more than the time of operation of the relevant city council.

[*10 December 2009; 15 April 2010; 16 December 2010; 16 June 2011*]

**Section 41. Annual Paid Leave**

(1) The annual paid leave shall be granted to officials (employees), except for the officials (employees) referred to in the subsequent parts of this Section. The norms of the Labour Law shall be applied to the granting of such leave. If the annual paid leave is used in parts, one of the parts of the leave may not be less than specified in the Labour Law, but, upon granting the remaining part in parts, the following provisions shall be conformed to:

1) it is prohibited to increase the number of paid working days;

2) each part may not be less than one calendar week, except for cases when the authority or official granting the annual paid leave has permitted the use of the relevant parts of the annual leave in days, without increasing the number of working days paid in accordance with the law.

(11) [16 June 2011]

(12) [16 June 2011]

(2) [15 April 2010]

(3) A soldier shall be granted an annual paid leave – 30 calendar days, not including public holidays. A pilot, a soldier serving in the crew of aircraft, a sailor serving in the crew of a ship, and a sapper blaster who actually carries out the blasting shall be granted a leave of 40 calendar days. For every five years of uninterrupted serving in active service the annual leave shall be prolonged by three days but not more than by 15 calendar days in total. It is not permitted to compensate the annual leave in money, except for the case where a soldier who has not used his or her annual leave is retired from professional service. When compensating for leave in money, the leave allowance shall not be disbursed, the food rations in kind shall not be granted and its value in money shall not be disbursed. In the year of retirement a soldier shall be calculated the leave compensation for the period from the beginning of the year until the day of retirement (for each month served – in proportion to the time served, taking into account the conditions of the first, second, and third sentence of this Paragraph), if it is not laid down otherwise in the Military Service Law.

(4) In the first year of service a soldier shall be calculated the annual paid leave for the period from the day of acceptance for the professional service until the end of the calendar year (for each month served – 2.5 days). In exceptional cases, the annual leave may be transferred to the next year but for not more than two years in succession.

(5) The annual paid leave shall be granted for an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration – 30 calendar days, not including public holidays, and the average earnings shall be disbursed for this period. After every five years of the length of service in the system of the Ministry of the Interior or the Prisons Administration, the annual paid leave shall be extended by three calendar days, but not more than by 15 calendar days in total.

(6) In the first year of service the annual paid leave for an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration shall be calculated for a period from the day when he or she is accepted in the service until the end of the calendar year and shall be granted after at least six months of uninterrupted service or transferred to the next year.

(7) The annual paid leave for officials with special service rank of the institutions of the system of the Ministry of the Interior and the Prisons Administration and soldiers may be granted in parts. One of the parts of the leave may not be less than 14 calendar days. The annual paid leave for officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration may be divided into not more than three parts.

(71) The annual paid leave shall be granted for an official of the State security institution – 30 calendar days, not including public holidays, and the average earnings shall be disbursed for this period. After every five years of the length of service in the State security institution, the annual paid leave shall be extended by three calendar days, but not more than by 15 calendar days in total. (6) In the first year of service the annual paid leave for an official of the State security institution shall be calculated for a period from the day when he or she is accepted in the service until the end of the calendar year and shall be granted after at least six months of uninterrupted service or transferred to the next year. The annual paid leave may be granted for officials of the State security institutions in parts. One of the parts of the leave may not be less than 14 calendar days.

(8) The annual paid leave shall be granted for a judge and a prosecutor – five calendar weeks, not including public holidays. The conditions contained in Paragraph one of this Section shall be applied to the division of the leave.

(9) For every five years worked in the office of a judge or a prosecutor the annual paid leave shall be prolonged for the judge and the prosecutor by three working days but not more than by 15 working days in total.

(10) In case of transfer of an official (employee) the leave shall not be compensated in money, but the unused annual leave shall be transferred for use in such authority to which the official (employee) has been transferred. The leave shall also not be compensated in money if the official (employee) terminates the office (service, employment) relationships with the State or local government authority and concurrently commences (continues) such other office (service, employment) relationships in the relevant authority which also ensure the right to the annual paid leave. If the official (employee) terminates the office (service, employment) relationships in one State or local government authority and, not later than in the following month, commences the performance of the office (service, work) duties in another State or local government authority, upon agreement of the parties involved, the unused annual leave need not be compensated in money and may be transferred for use in the relevant State or local government authority.

[*15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 December 2011; 13 December 2012; 15 November 2012; 12 December 2013; 30 October 2014; 30 November 2015; 20 September 2018*]

**Section 42. Paid Supplementary Leave**

(1) An official (employee) shall be granted supplementary leave to be granted mandatorily as specified in the Labour Law. In addition to that an official (employee), except for judges, prosecutors and also the officials (employees) referred to in Paragraphs two, three, four, five, six, seven, and eight of this Section, may be granted a paid supplementary leave for a period up to 10 working days after the use of a full annual paid leave. The supplementary leave may be used within a time period until the next annual paid leave. The Cabinet shall determine the criteria for the granting of a supplementary leave, the number of days of a supplementary leave corresponding to the criteria, and the procedures for the granting of a supplementary leave.

(2) A supplementary leave shall be granted for a soldier in the cases specified in Paragraphs three, four, five, and eight of this Section.

(3) For the purpose of outpatient medical treatment and recovery a supplementary leave shall be granted for a soldier for a time period up to six months, if he or she has suffered an injury (trauma, concussion) or a serious illness upon performance of the service duties. The supplementary leave shall be granted on the basis of an opinion of the Central Medical Expert-examination Commission of the National Armed Forces.

(4) A paid supplementary leave during an international operation may be granted for a soldier, if he or she has been taking part in it for more than four months. The supplementary leave may not exceed 30 calendar days, calculating 2.5 days per month and during the leave the soldier shall receive the monthly salary and 50 per cent of the supplement determined for him or her for taking part in the international operation in proportion to the length of the supplementary leave. The travel expenditures are covered for the soldier when he or she is going to Latvia or the place of service in a foreign state and back to the region of the international operation, and also hotel (accommodation) expenditures, if any occurred during travelling. Hotel (accommodation) expenditures are covered in accordance with the Cabinet regulations regarding the procedures by which expenditures related to official trips and business trips of employees are to be refunded.

(5) A paid supplementary leave of 20 calendar days shall be granted for a soldier after return from the international operation to the permanent place of service. During such period the soldier shall also receive the monthly salary. The soldier shall be granted the supplementary leave not later than within a month after return from the international operation. The time spent for treatment of injuries or disease obtained in the international operation and also the rehabilitation period shall not be included in the supplementary leave.

(6) A diplomat, an official (employee) of the diplomatic and consular service may be granted a paid supplementary leave the length of which shall be determined by the Ministry of Foreign Affairs depending on service circumstances.

(7) An official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration or an official of the State security institution, if he or she has three or more children at the age up to 18 years or a disabled child, shall be granted a supplementary leave of three working days, disbursing the average earnings, during a calendar year upon his or her will.

(8) A supplementary leave may also be granted for a soldier, an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration and also an official of the State security institution as an award in the cases specified in the law. The length of such supplementary leave may not exceed 10 days.

(9) The city council of the relevant local government shall determine the criteria for the granting of a paid supplementary leave, the number of days corresponding to the criteria, and the procedures for the granting of a supplementary leave for an official (employee) of the local government, taking into account the first, second, and third sentence of Paragraph one of this Section.

(10) Reimbursement of the granted supplementary leave in money is not permissible, except for cases when the office (service, employment) relationships are terminated and the official (employee) has not used the supplementary leave granted.

(11) The performance evaluation of an official (employee) provided for in laws and regulations in itself shall not result in the right to a supplementary leave. It shall be used, in the cases specified in laws and regulations, for the determination of the length of the supplementary leave until next evaluation is performed, and the relevant evaluation shall not be considered as granting of a supplementary leave within the meaning of Paragraph ten of this Section.

[*15 April 2010; 14 October 2010; 16 December 2010; 16 June 2011; 15 November 2012; 30 October 2014; 20 September 2018*]

**Section 43. Leave Without Retention of Remuneration**

(1) An official (employee) for whom it is necessary and whose circumstances of the performance of the office (service, work) duties allow it may be granted a leave without retention of remuneration and a food rations compensation. A leave without retention of remuneration shall be included in the total seniority or length of service.

(11) A leave without retention of remuneration shall be granted to an official (employee) in the case specified in Section 153 of the Labour Law.

(2) [15 April 2010]

(3) A soldier for whom it is necessary and whose circumstances of the performance of the office (service, work) duties allow it shall be granted a leave without retention of the monthly salary and supplement of a soldier or the monthly salary of a military employee and also without retention of the food rations compensation, the compensation of expenditures for the rental of living quarters and public utilities. Such leave may not exceed four months within a period of five years. The period of such leave shall be included in the length of service of the soldier, entitling him or her to a service pension, and in the length of service, entitling him or her to the awarding of the next service rank. If the soldier fails to return to active service after the end of the term of such leave, he or she shall be retired from active service.

(4) A member of the *Saeima* may be granted a leave without retention of remuneration which may not exceed one week and during which he or she may not participate in the work of the *Saeima*. The member of the *Saeima* may exercise such rights once during the session.

[*15 April 2010; 16 December 2010; 16 June 2011; 17 December 2014*]

**Section 43.1 Leave in Relation to Standing for Elections**

An official (employee) who has agreed to stand for elections of the *Saeima*, the European Parliament, or local government city council and who is not demanded by the law to leave the position held after registration of the list of candidates, until the day of elections in accordance with the procedures laid down in the law may be granted an annual paid leave and a supplementary leave, and also on the basis of a submission of the official (employee), shall be granted a leave without retention of remuneration – for the elections of the *Saeima* up to two months, but for the elections of the European Parliament and local government city council – up to one month.

[*15 April 2010*]

**Section 44. Study Leave**

(1) An official (employee) who, without interrupting the performance of the office (service, work) duties, successfully studies in a State accredited educational institution or a foreign educational institution the diplomas issued by which are recognised in Latvia, in order to acquire the knowledge necessary for the performance of the office (service, work) duties, shall be granted a study leave up to 20 working days a year for passing of final examinations of the studies and State examinations (also in order to prepare for these examinations, to develop and defend a bachelor’s thesis, master’s thesis, qualification, promotion or diploma paper), retaining the monthly salary, the food rations compensation, and the supplements, except for the supplement referred to in Section 14, Paragraph three of this Law. An employee for whom a piecework salary is determined shall be granted a study leave, disbursing the average earnings. Repeated granting of a study leave for passing of the same final examinations of the studies or passing of the State examinations shall not be permissible.

(2) If it is necessary for an official (employee) who, without interrupting the performance of the office duties, successfully studies in a State accredited educational institution or a foreign educational institution the diplomas issued by which are recognised in Latvia, in order to acquire the knowledge necessary for the performance of the office (service, work) duties, and the circumstances of office (service, work) allow it, he or she may be granted a paid study leave up to 10 working days in an academic year for passing of semester examinations or development of promotion paper, retaining the monthly salary, food rations compensation, and the supplements, except for the supplement referred to in Section 14, Paragraph three of this Law. An employee for whom a piecework salary is determined shall be granted a study leave, disbursing the average earnings.

(3) If it is necessary for an official (employee) who, without interrupting the performance of the office duties, successfully pursues internationally recognised professional certification courses and the certificates thereof, which certify a professional qualification, are recognised also in Latvia, in order to acquire the knowledge necessary for performance of the office (service, work) duties, and the circumstances of office (service, work) allow it, he or she may be granted a paid study leave up to 10 working days a year for passing of examinations of the qualification level or final examinations of the course, retaining the monthly salary, food rations compensation, and the supplements, except for the supplement referred to in Section 14, Paragraph three of this Law. An employee for whom a piecework salary is determined shall be granted a study leave, disbursing the average earnings. Repeated granting of a study leave for passing the same examinations of the qualification level or final examinations of the course shall not be permissible.

[*15 April 2010; 16 June 2011; 15 November 2012*]

**Section 45. Recall from Leave**

(1) In an exceptional case or in case of urgent necessity an official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration may be recalled from leave upon instruction (order) of such official who is entitled to appoint in the position the official to be recalled. In such case the leave shall be transferred or extended for the number of the days for which the official has been recalled and the restrictions referred to in Section 41, Paragraph seven of this Law shall not be applied.

(2) A soldier may be recalled from his or her leave only due to special service circumstances in accordance with the procedures stipulated by the Minister for Defence. If martial law, state of exception, or mobilisation is proclaimed, soldiers for whom leave has been granted, except maternity and childbirth leave, shall immediately return to their unit.

(3) In exceptional cases when the use of the annual paid leave granted to a prosecutor may unfavourably affect the carrying out of the functions of the prosecutorial institution, it is permissible to recall the prosecutor from the leave with a written consent of the prosecutor himself or herself, transferring the part of the unused leave to another time.

(4) An official of the State security institution may be recalled from a leave due to special service circumstances by an instruction (order) of the head of the relevant State security institution. In such case the leave shall be transferred or extended for the number of the days for which the official has been recalled and the restrictions referred to in Section 41, Paragraph 7.1 of this Law shall not be applied.

[*16 December 2010; 20 September 2018*]

**Transitional Provisions**

1. The Cabinet shall, by 30 June 2010, issue the Cabinet regulations referred to in this Law, except for the regulations referred to in Section 7, Paragraph three, Clause 1 of this Law which shall be issued by 15 May 2010. Until the issue of the regulatory enactments of the Cabinet provided for in this Law, but not longer than until 30 June 2010, the following regulatory enactments of the Cabinet shall be applied, insofar as they are not in contradiction with this Law:

1) [15 April 2010];

2) Cabinet Regulation No. 995 of 20 December 2005, Regulations On the System of Work Remuneration and Qualification Levels of Civil Servants, Employees and Officials of Institutions of Direct Administration and Employees of the Central Electoral Commission and the Central Land Commission, as well as Allowances and Compensation for Civil Servants;

3) Cabinet Regulation No. 960 of 23 November 2004, Regulation for Work Remuneration of Employees of Prosecutor’s Office and Courts;

4) Cabinet Regulation No. 334 of 30 July 2002, Regulation On Work Remuneration, Social Guarantees and Covering of Expenses Related to Training and Improvement of Qualification of Employees and Officials of the Corruption Prevention and Combating Bureau;

5) [10 June 2010];

6) Cabinet Regulation No. 764 of 23 December 2003, Regulations for Disbursement of Allowances and Compensations in the Diplomatic and Consular Service;

7) Cabinet Regulation No. 365 of 9 May 2006, Regulation Regarding Amounts of Allowances and Compensations and Procedures for Disbursement of Allowances and Compensations for Soldiers who are Performing Their Service Duties Outside the State;

8) Cabinet Regulation No. 103 of 3 February 2009, Regulation Regarding Amount and Procedures for Disbursement of Allowances and Compensations for Civil Servants of the State Revenue Service who are Performing Service Duties in Foreign States in the Status of Communications Officer;

9) Cabinet Regulation No. 288 of 3 June 2003, Procedures by which the Ministry of Defence Cover Expenses for Health Care Services Provided for Professional Service Soldiers;

10) Cabinet Regulation No. 329 of 17 June 2003, Procedures for Investigation of Accidents Occurred with Soldiers and Registration Thereof;

11) Cabinet Regulation No. 528 of 8 June 2004, Procedures by which Losses Caused to Soldier’s Property Due to Performance of His or Her Service Duties;

12) Cabinet Regulation No. 131 of 8 March 2004, Regulation Regarding the Service Remuneration of Soldiers;

13) Cabinet Regulation No. 46 of 13 January 2009, Regulation Regarding Amount and Procedures for Disbursement of Food Rations Compensation for a Soldier of Professional Service;

14) Cabinet Regulation No. 20 of 2 January 2007, Regulation Regarding Procedures by which a Compensation for Rental of Housing and Public Utility Expenses for Soldiers of Professional Service shall be Disbursed and Amount of the Compensation;

15) Cabinet No. 466 of 30 June 2008, Procedures for Covering and Reimbursing of Expenses for Tuition Fee and Expenses for Improvement of Qualification of the State Court Experts;

16) Cabinet Regulation No. 980 of 30 November 2006, Regulation Regarding Work Remuneration for Medical Practitioners;

17) Cabinet Regulation No. 802 of 26 September 2006, Regulation Regarding Amount and Procedures for Disbursement of Allowances and Compensations for Communications Officers who are Performing Service Duties in Foreign States;

18) Cabinet Regulation No. 859 of 17 October 2006, Procedures by which an Official with Special Service Rank of the Ministry of the Interior System Institutions and the Prisons Administration shall Receive Paid Health Care Services;

19) Cabinet Regulation No. 1089 of 22 September 2009, Regulation Regarding Remuneration of the Chair and Members of the Board of the Public Utilities Commission;

20) Cabinet Regulation No. 968 of 21 November 2006, Procedures by which Losses Caused to the Property or Health of an Official, His or Her Spouse, Relative, Adoptee or Adopter in Relation to Service Activity of the Official of the Institutions of the System of the Ministry of the Interior and the Prisons Administration with Special Service Rank shall be Reimbursed;

21) Cabinet Regulation No. 751 of 7 July 2009, Regulation Regarding Allowance, Compensation and Expenses for Rental of Housing and Public Utilities for Officials with Special Service Rank of the Ministry of the Interior System Institutions who Guard the Embassy or Representation of the Republic of Latvia in a Foreign State, as well as Procedures by which Expenses Related to Residing of the Referred to Officials in a Foreign State are Covered;

22) Cabinet Regulation No. 86 of 27 January 2009, Regulation Regarding Remuneration System of Officials with Special Service Ranks of the Ministry of the Interior System Institutions and the Prisons Administration and the Highest Special Service Ranks Appropriate to Positions;

23) Cabinet Regulation No. 84 of 27 January 2009, Regulation Regarding Allowance and Compensations for Officials with Special Service Ranks of the Ministry of the Interior System Institutions and the Prisons Administration;

24) Cabinet Regulation No. 1024 of 27 December 2005, Regulation Regarding Amount and Procedures by which Allowances shall be Disbursed to Officials and Employees of the State Security Institutions and Information Analysis Service, and Procedures for Payment of Medical Care Expenses;

25) Cabinet Regulation No. 1098 of 22 December 2008, Regulation Regarding the Work Remuneration System for Employees of the Service of Prevention of Money Laundering;

26) Cabinet Instruction Regarding Work Remuneration for Officials of the State Security Institutions.

[*15 April 2010; 10 June 2010*]

1.1 Until the issue of the regulations referred to in Section 7, Paragraph three, Clause 1 of this Law, but not more than until 15 May 2010 the Cabinet Regulation No. 310 of 3 May 2005, Regulation Regarding Position Classification System and Procedures for Position Classification in the State Direct Administration Institutions, shall be applied, insofar as it is not in contradiction with this Law.

[*15 April 2010*]

1.2 Until the day of coming into force of the regulation referred to in Section 3, Paragraph eight of this Law, but not longer than until 1 September 2010 the Cabinet Regulation No. 62 of 3 February 2004, Regulation Regarding Unified Work Remuneration Registration System in the Institutions to be Financed from the State Budget, shall be applied, insofar as it is not in contradiction with this Law.

[*10 June 2010*]

2. The Cabinet shall develop and submit to the *Saeima* the following draft laws:

1) by 15 May 2010 – a draft law on the catalogue of positions referred to in Section 7 and Section 11, Paragraph one of this Law;

2) by 1 September 2010 – draft laws on remuneration and social guarantees in the State and local government capital companies, public-private capital companies, and capital companies where the State, local government, or public-private capital company owns all capital shares, and also in legal persons governed by private law which carry out the State budget administration tasks or receive the resources from the State budget or local government budgets;

3) [16 December 2010];

4) by 1 October 2011, if, upon evaluation of the conformity with the economic situation in the State determined in this Law, it is necessary – a draft law on amendments to this Law or other laws the purpose of which is to review the relevant regulation or extend the operation of restrictions included in these transitional provisions.

[*15 April 2010; 16 December 2010*]

2.1 The Cabinet shall, by 1 September 2010, issue recommendations regarding application of Section 2, Paragraphs four, 4.1, and 4.2 of this Law.

[*15 April 2010*]

2.2 [16 June 2011]

2.3 [15 December 2011]

3. An official (employee) to whom a tuition fee compensation has been granted prior to the coming into force of this Law shall continue to receive the tuition fee compensation according to the contract (agreement) entered into and the laws and regulations which were in force on the day of entering into such contract (agreement), moreover, such official (employee) shall work for the relevant authority which has covered the tuition fee for the time provided for in the contract entered into.

3.1 Until 1 July 2016 the officials with a special service rank of the institutions of the system of the Ministry of the Interior may be granted a study leave up to 20 working days for passing of semester examinations.

[*15 April 2010*]

4. An official with a special service rank of the institution of the system of the Ministry of the Interior or the Prisons Administration who, without interrupting the performance of the service duties, studies successfully for a fee in the State accredited higher education institution, in order to acquire knowledge necessary for the performance of the service (office) duties or the education specified in the position description, and for whom a compensation has been granted until 1 July 2009 which covers a half of the annual tuition fee shall continue to receive the abovementioned compensation until completion of the studies in this educational institution. An official who is retired from the service (except for the case when the official is retired from service due to the state of health not conforming to the specified requirements, the liquidation of the institution or position of the official, or the reduction of the number of officials, attaining the age determined for service time, death or reaching his or her length of service which gives the right to receive a service pension) and who has served for the system of the Ministry of the Interior or the Prisons Administration less than five years after receipt of a tuition fee compensation, shall repay the abovementioned compensation in accordance with the procedures specified in the agreement on the compensation of tuition fee.

5. A soldier with whom a professional service contract has been entered into by 31 December 2009, during the validity period of such contract, shall be disbursed a part of a lump sum benefit which was received by the soldier every five years of the professional service in proportion to the time served until 31 December 2009.

6. The benefit determined in Section 25 of this Law shall be disbursed to a soldier starting from 1 January 2012. If the soldier has received a part of the lump sum benefit provided for in Paragraph 5 of these Transitional Provisions, it shall, upon disbursement of the lump sum benefit determined in Section 25 of this Law, be reduced by the amount disbursed.

[*6 November 2013*]

6.1 The counting of the length of service in the system of the Ministry of the Interior or the Prisons Administration for the receipt of the benefit referred to in Section 25, Paragraph four of this Law shall be started from 1 January 2014 and such benefit shall be disbursed, starting from 1 January2019.

[*6 November 2013*]

7. In 2010 and 2011:

1) an official (employee) for whom until 1 January 2010 the right to receive a childbirth allowance has been provided for in laws and regulations or an employment contract (collective agreement), it shall be disbursed in case if a child is born until 3 November 2010 and the amount of such allowance may not exceed two monthly salaries for each child, moreover, it may not exceed LVL 1000 for each child;

2) in cases when the remuneration is linked, by this Law, to the average monthly work remuneration for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau, the amount of the average monthly remuneration for work for the workforce in the State in the first half year of 2009 which is rounded up to full lats shall be applicable, namely, to LVL 471.

3) [14 October 2010].

[*14 October 2010; 16 December 2010 /* *See Paragraph 12 of Transitional Provisions*]

7.1 The procedures for the granting and disbursement of a childbirth allowance in 2010, 2011, and 2012 shall be determined by the Cabinet.

[*15 April 2010*]

7.2 In 2011, the monthly salary determined in Section 5.1, Paragraphs one and two of this Law shall be disbursed, applying the coefficient of 0.94 to it.

[*16 December 2010*]

7.3 In 2012, in cases when the remuneration is linked, by this Law, to the average monthly work remuneration for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau, the amount of the average monthly remuneration for work for the workforce in the State in the first half year of 2009 which is rounded up to full lats shall be applicable, namely, to LVL 471.

[*15 December 2011*]

7.4 In 2012, the monthly salary determined in Section 5.1, Paragraphs one and two of this Law shall be disbursed, applying the coefficient of 0.94 to it.

[*15 December 2011*]

7.5 In 2012, the coefficient specified in Section 13.2 of this Law shall be applied to the amount of the average monthly work remuneration for the workforce in the finance and insurance field as published in the official statistical notification of the Central Statistical Bureau which is rounded up to full lats.

[*15 December 2011*]

7.6In 2013, in cases when the remuneration is linked, by this Law, to the average monthly work remuneration for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau, the amount of the average monthly remuneration for work for the workforce in the State in the first half year of 2012 which is rounded up to full lats shall be applicable, namely, to LVL 474.

[*15 November 2012*]

8. In 2010 and 2011, in order to restrict expenditures related to remuneration:

1) the State and local government authorities may determine partial working time, initiate review of the functions of the authority, and other optimisation measures;

2) the State or local government authority shall not disburse bonuses, except for the case specified in Section 16, Paragraph three (brave and selfless behaviour in performing service duties), the case specified in Section 16, Paragraph four of this Law and Paragraph 8.5 of these Transitional Provisions, shall not disburse leave allowances and also, in conformity with the norms of the Transitional Provisions of this Law, shall not perform a material incentive not provided for in this Law;

3) in case of death of an official (employee) – but not a soldier – a family member or a person who has undertaken the burial may receive the benefit referred to in Section 19, Paragraph one of this Law which does not exceed 50 per cent of the monthly salary determined for the official (employee), but not less than in the amount of minimum monthly salary;

4) the State and local government authorities shall insure the health of officials (employees) provided for in Section 37, Paragraph one of this Law for whom such insurance is determined as being mandatory. The State and local government authorities, without applying the laws and regulations governing public procurements, may insure the health of officials (employees) for the financial resources of officials (employees) themselves by entering into an agreement with an insurance service provider on an offer most advantageous for persons to be insured and deducting the costs for service from the monthly salary of the officials (employees) to be insured according to the agreement. If prior to coming into force of this Law an official (employee) not referred to in Section 37, Paragraph three, four, five, or six of Section 37 of this Law is insured and the health insurance agreement has been entered regarding him or her and full payment of the sum provided for in the agreement is performed until 1 December 2009, the State or local government authority shall decide on continuation or termination of the agreement entered into, but in other cases, when prior to coming into force of this Law an official (employee) not referred to in Section 37, Paragraph three, four, five, or six of this Law is insured, the relevant State or local government authority shall terminate the insurance, if it is legally possible and does not require additional financial resources;

5) officials (employees) of the State and local government authorities, except for the officials (employees) referred to in Section 17, Paragraphs five, six, seven, eight, nine, ten, eleven, and twelve of this Law, shall be disbursed a severance pay or a retirement benefit in the following amount:

a) 95 per cent of the average monthly earnings, if the official (employee) has been employed at the relevant employer for less than five years;

b) the average earnings of one month, if the official (employee) has been employed at the relevant employer for more than five years;

6) in case of reduction of the number of officials (employees) or liquidation of a position a priority to retain the position or remain in work shall be given to those officials (employees) who have better work results and a higher qualification. If the work results and qualification of officials (employees) are not significantly different, a priority to retain the position or remain in work shall be given to those officials (employees) who do not have another permanent source of income. If officials (employees) do not have another permanent source of income, a priority to retain a position or remain in work shall be determined in accordance with the Labour Law. The following shall be considered as a permanent source of income:

a) the performance of the work or office duties at another employer, if the monthly salary (monthly post salary, wages) determined for him or her is equal to the minimum monthly salary or larger and the term for performance of the work or office duties determined in the order or agreement is longer than three months;

b) the old age pension or service pension, if a person in accordance with the Law has the right to such pension regardless whether a pension is being received.

[*14 January 2010; 15 April 2010; 16 December 2010*]

8.1 Section 3, Paragraph five, Clause 5, Sub-clauses “a”, “b”, “c”, “d”, “e”, “f”, “g”, Clause 8 of this Law, and amendment to Paragraph 6.3 regarding election commissions and polling stations and to Section 17, Paragraph one regarding the severance pay due to temporary incapacity for work and also the new wording of Paragraph 8, Sub-Paragraph 5, Sub-clause “a” of Transitional Provisions regarding the disbursement of the average monthly earnings in the amount of 95 per cent shall be applied from 1 January 2010.

[*14 January 2010; 14 October 2010*]

8.2 In 2010 and 2011, a leave without retention of remuneration shall not be included within the time period which gives the right to the annual paid leave, if it is more than eight weeks altogether during one year. The condition regarding not including a leave without retention of remuneration within the abovementioned period of time shall not apply to a leave without retention of remuneration, if it is used until the day of coming into force of this Clause, and also to the case when an official (employee) is appointed for the implementation of institutional strengthening programme projects financed by the European Union in another country.

[*15 April 2010*]

8.3 [16 June 2011]

8.4 [16 June 2011]

8.5 In 2011, an official (employee) of the State Revenue Service may be awarded a bonus for his or her contribution to the improvement of the indicators of tax collection and carrying out of activity and the implementation of the customs policy which has promoted the reduction of hidden economy and promoted fair competition, in accordance with the procedures and criteria for awarding a bonus specified in the authority. The decision to award a bonus to officials (employees) of the State Revenue Service shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on execution of the tax collection plan.

[*16 December 2010*]

8.6 In 2012, in order to restrict the expenditures related to remuneration:

1) the State and local government authorities may, in accordance with the procedures laid down in laws and regulations, specify partial working time (agree on such working time), initiate the review of the functions of the authority and other optimisation measures and also perform the material incentive provided for in this Law within the scope of the financial resources approved;

2) the bonus referred to in Section 16, Paragraph two of this Law shall not be disbursed;

3) in addition to that specified in Section 16, Paragraph three of this Law an official (employee) of the State Revenue Service may be awarded a bonus for his or her contribution to the improvement of the indicators of tax collection and implementation of activity and the implementation of the customs policy which has promoted the reduction of hidden economy and promoted fair competition, in accordance with the procedures and criteria for awarding a bonus specified in the authority. The decision to award a bonus to officials (employees) of the State Revenue Service shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on implementation of the tax collection plan;

4) in case of death of an official (employee) – but not a soldier – a family member or a person who has undertaken the burial may receive the benefit referred to in Section 19, Paragraph one of this Law which does not exceed 50 per cent of the monthly salary determined for the official (employee), but not less than in the amount of the minimum monthly salary;

5) the severance pay or retirement allowance shall be disbursed to officials (employees) of the State and local government authorities, except for the officials (employees) referred to in Section 17, Paragraphs five, six, seven, nine, ten, eleven, and twelve of this Law, in the following amount:

a) 95 per cent of the average monthly earnings, if the official (employee) has been employed at the relevant employer for less than five years;

b) the average earnings of one month, if the official (employee) has been employed at the relevant employer for more than five years;

6) in case of reduction of the number of officials (employees) or liquidation of a position a priority to retain the position or remain in work shall be given to those officials (employees) who have better work results and a higher qualification. If the work results and qualification of officials (employees) are not significantly different, a priority to retain the position or remain in work shall be given to those officials (employees) who do not have another permanent source of income. If officials (employees) do not have another permanent source of income, a priority to retain a position or remain in work shall be determined in accordance with the Labour Law. The following shall be considered as a permanent source of income:

a) the performance of the work or office duties at another employer, if the monthly salary (monthly post salary, wages) determined for him or her is equal to the minimum monthly salary or larger and the term for performance of the work or office duties determined in the order or agreement is longer than three months;

b) old age pension or service pension, if a person in accordance with the Law has the right to such pension regardless whether a pension is being received;

7) the benefit referred to in Section 3, Paragraph four, Clause 8 of this Law shall not exceed 25 per cent of the monthly salary.

[*16 June 2011; 15 December 2011*]

8.7 In 2012, officials (employees) of the authorities (the State Police, the State Border Guard, the State Labour Inspectorate, the Food and Veterinary Service, the State Forest Service, the State Plant Protection Service) involved in the implementation of the measures for combating hidden economy, in addition to that specified in Section 16, Paragraph three of this Law, may be awarded a bonus in accordance with the procedures and criteria for awarding a bonus specified in the authority, if the situation in combating hidden economy and promoting fair competition is significantly improved as a result of their activity. The decision to award a bonus to officials (employees) of the relevant authorities shall be taken by the Cabinet on the basis of the information provided by the relevant ministry.

[*15 December 2011*]

8.8 In 2013, in order to restrict the expenditures related to remuneration:

1) the State and local government authorities may initiate the review of the functions of the relevant authority and other optimisation measures and also may disburse the bonus referred to in Section 16, Paragraph two of this Law within the scope of the financial resources granted to such authority;

2) the severance pay or retirement allowance shall be disbursed to officials (employees) of the State and local government authorities, except for the officials (employees) referred to in Section 17, Paragraphs five, six, seven, nine, ten, eleven, and twelve of this Law, in the following amount:

a) in the amount of the average earnings of one month, if the official (employee) has been employed at the relevant employer for less than five years;

b) in the amount of the average earnings of two months, if the official (employee) has been employed at the relevant employer for five years and more.

[*15 November 2012*]

8.9 In 2013, the following persons may be awarded, in addition to that specified in Section 16 of this Law, a bonus in accordance with the procedures and criteria for awarding a bonus specified in the authority:

1) officials (employees) of the State Revenue Service for their contribution to the improvement of the indicators of tax collection and implementation of activity and the implementation of the customs policy which has promoted the reduction of hidden economy and promoted fair competition; The decision to award a bonus to officials (employees) of the State Revenue Service shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on implementation of the tax collection plan;

2) officials (employees) of the State Police, the State Border Guard, the State Labour Inspectorate, the Food and Veterinary Service, the State Forest Service, the State Plant Protection Service, the Service of Prevention of Money Laundering, if the situation in combating hidden economy and promoting fair competition is significantly improved as a result of their activity. The decision to award a bonus to officials (employees) of the relevant authorities shall be taken by the Cabinet on the basis of the information provided by the responsible sectoral ministry and also the Office of the Prosecutor;

3) officials (employees) of the Treasury for their contribution to the reduction of the State budget expenditures, ensuring efficient management of the State debt. The decision to award a bonus to officials (employees) of the Treasury shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on the measures taken for increasing effectiveness of the management of the State debt.

[*15 November 2012*]

8.10 In 2013, the State and local government authorities may, in addition to that specified in Section 16 of this Law, award a bonus to officials (employees) in accordance with the procedures and criteria for awarding a bonus specified in the authority, if the reduction of State or local government budget expenditures has been ensured or the indicators of implementation of the activity of the relevant authority have been improved as a result of the activity of such officials (employees). The decision to award a bonus to officials (employees) of State authorities shall be taken by the Cabinet for the actual implementation in the first nine months of 2013, on the basis of the information provided by the responsible sectoral minister or the Prime Minister. The local government city council shall take the decision to award a bonus to officials (employees) of local government authorities for the actual implementation in the first nine months of 2013. State authorities may use not more than five per cent of the amount of resources provided for the remuneration in the annual State budget law for the disbursement of bonuses, in turn, local government authorities – not more than five per cent of the amount of resources provided for the remuneration in the local government budget.

[*15 November 2012*]

8.11 From 1 July 2013 to 30 June 2014, an official (employee) may receive the supplement determined in Section 14, Paragraph one of this Law, if, in addition to his or her direct office (service, work) duties, he or she is performing the duties which are related to ensuring the preparation of the Latvian Presidency of the Council of the European Union in 2015.

[*15 November 2012; 6 November 2013*]

8.12 The following additional remuneration may be determined for an official (employee) who is involved in the preparation and course of the Latvian Presidency of the Council of the European Union in 2015:

1) a supplement for work in the preparation and course of the Latvian Presidency of the Council of the European Union from 1 July 2014 to 30 June 2015;

2) a lump sum bonus which does not exceed the amount of two monthly salaries of the official (employee) for the contribution made in the preparation and course of the Latvian Presidency of the Council of the European Union in 2015, disbursing the bonus from 1 July 2015 to 31 December 2015;

3) a supplementary leave which does not exceed 20 working days, taking into account the intensity of work of the official (employee) during the Latvian Presidency of the Council of the European Union, and which may be granted from 1 July 2015, and which may be used until 31 December 2015.

[*13 December 2012*]

8.13 An official (employee) for whom the supplement referred to in Paragraph 8.12, Sub-clause 1 of the Transitional Provisions of this Law has been determined may not receive also the supplements referred to in Section 14, Paragraphs one and twelve of this Law for the performance of the same duties. For an official (employee) for whom the supplement referred to in Paragraph 8.12, Sub-clause 1 of the Transitional Provisions of this Law and, in conformity with the restriction specified in the first sentence of this Paragraph, also the supplement referred to in Section 14, Paragraph one or twelve of this Law have been determined, the total amount of such supplements may not exceed 80 per cent of the monthly salary determined for the official (employee). An official (employee) for whom the bonus referred to in Paragraph 8.12, Sub-clause 2 of the Transitional Provisions of this Law has been awarded may not receive also the remuneration referred to in Section 3, Paragraph four, Clause 5 of this Law for the performance of the same duties.

[*13 December 2012; 6 November 2013; 30 October 2014*]

8.14 The Cabinet shall determine the amount of the remuneration referred to in Paragraph 8.12 of the Transitional Provisions of this Law, the criteria for granting it, the procedures for granting and disbursing it and also the length of the supplementary leave corresponding to the intensity of work. That referred to in the first sentence of this Paragraph in relation to employees of the Chancellery of the *Saeima* and other units of the *Saeima* who are involved in the preparation and course of the Latvian Presidency of the Council of the European Union in 2015 shall be governed by the Presidium of the *Saeima*.

[*13 December 2012; 12 December 2013*]

8.15 In 2014, 2015, 2016, 2017, and 2018, the following persons may be awarded, in addition to that specified in Section 16 of this Law, a bonus in accordance with the procedures and criteria for awarding a bonus specified in the authority:

1) officials (employees) of the State Police, the Office of the Prosecutor, the Service of Prevention of Money Laundering, the State Revenue Service, and the State Border Guard as a result of whose direct activity criminal offences in the field of State revenues and tax administration have been discovered and prevented, smuggled cargoes have been detained, and import and export of conventionally prohibited objects have been prevented, money laundering has been prevented and it has resulted in increase in the State budget revenues or a significant increase therein is projected. The amount of the bonus may not exceed the amount of 12 monthly salaries of the official (employee). The decision to award a bonus to officials (employees) of the State Police, the Office of the Prosecutor, the Service of Prevention of Money Laundering, the State Revenue Service, and the State Border Guard shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance, the Ministry of the Interior and also the Office of the Prosecutor;

2) officials (employees) of the State Revenue Service for their contribution to the improvement of the indicators of tax collection and implementation of activity and the implementation of the customs policy which has promoted the reduction of hidden economy and promoted fair competition; The decision to award a bonus to officials (employees) of the State Revenue Service shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on implementation of the tax collection plan;

3) officials (employees) of the State Police, the State Border Guard, the State Labour Inspectorate, the Food and Veterinary Service, the State Forest Service, the State Plant Protection Service, the Service of Prevention of Money Laundering, if the situation in combating hidden economy and promoting fair competition is significantly improved as a result of the activity of such officials (employees). The decision to award a bonus to officials (employees) of the relevant authorities shall be taken by the Cabinet on the basis of the information provided by the responsible sectoral ministry and also the Office of the Prosecutor General;

4) officials (employees) of the Treasury for their contribution to the reduction of the State budget expenditures, ensuring efficient management of the State debt. The decision to award a bonus to officials (employees) of the Treasury shall be taken by the Cabinet on the basis of the information provided by the Ministry of Finance on the measures taken for increasing effectiveness of the management of the State debt;

5) officials (employees) of the State and local government authorities in accordance with the procedures and criteria for awarding a bonus specified in the authority, if the reduction of State or local government budget expenditures or economies of expenditures have been ensured and also the indicators of implementation of the activity of the relevant authority have been improved as a result of the activity of such officials (employees). The decision to award a bonus to officials (employees) of State authorities shall be taken by the Cabinet for the actual implementation in the first nine months of the relevant year, on the basis of the information provided by the responsible sectoral minister or the Prime Minister. The local government city council shall take the decision to award a bonus to officials (employees) of local government authorities for the actual implementation in the first nine months of the relevant year. State authorities may use not more than five per cent of the amount of resources provided for the remuneration in the annual State budget law for the disbursement of bonuses, in turn, local government authorities – not more than five per cent of the amount of resources provided for the remuneration in the local government budget.

[*6 November 2013; 17 December 2014; 30 November 2015; 23 November 2016*]

8.16 The relevant State authority shall, on the basis of Cabinet decision, disburse a lump sum award to the officials (employees) who participated in the prevention of the consequences of the tragedy of 21 November 2013 at the trade centre at Priedaines iela 20, in the amount stipulated by the Cabinet.

[*28 November 2013*]

9. State and local government authorities shall ensure that the monthly salaries of officials (employees) conform to the requirements of this Law not later than until 1 April 2010, except for the cases referred to in Paragraphs 10 and 11 of Transitional Provisions. Until 1 April 2010 the monthly salary of officials (employees), except for the officials referred to in Section 2, Paragraph two, Clause 3 of this Law, may not exceed the monthly salary of the Prime Minister.

[*15 April 2010; 14 October 2010*]

10. The conformity with the requirements of this Law of the monthly salaries of employees of courts and the Office of the Prosecutor and also officials (employees) of scientific institutes, State-founded higher education institutions and institutions established by them to whom the norms of this Law are applied shall be ensured not later than by 1 September 2010.

[*15 April 2010; 10 June 2010; 14 October 2010*]

11. The conformity with the requirements of this Law of the monthly salaries of officials (employees) of local governments and the institutions established by them, except for the officials referred to in Section 5 of this Law, shall be ensured not later than by 1 January 2011.

[*14 October 2010*]

12. Amendments to Section 3, Paragraph one of this Law regarding extra payments and Paragraph four, Clause 5 of Section 3 and also the amendment regarding the deletion of Paragraph 7, Sub-paragraph 3 of Transitional Provisions shall come into force on 1 February 2011. Section 3, Paragraph four, Clause 6 and Section 7, Paragraph three, Clause 2 of this Law shall come into force on 1 March 2011.

[*14 October 2010*]

13. The requirements of the laws and regulations governing life, health, and accident insurance of judges and prosecutors which were in force until 1 January 2011, and the contracts entered into until 1 January 2011 shall be applicable to this issue. The relevant provisions of Sections 19, 23, and 37 of this Law shall be applicable after expiration of the abovementioned contracts.

[*16 December 2010*]

14. Until the day when the provisions referred to in Section 36, Paragraph eleven of this Law come into force, the following conditions shall be met in the issue on appointing to work in Eurojust:

1) during the period of carrying out of the relevant functions the assistant to the representative of Eurojust has the right to receive the salary allowance determined for the representative of Eurojust for service in a foreign state, a benefit for covering the expenditures of a transport to be used for service needs, a compensation of travel and resettlement expenditures, and a compensation for health insurance and insurance against accidents related to damage to health;

2) if the absence of the representative of Eurojust exceeds three weeks, his or her assistant has the right, during this period of time, to receive the compensation of expenditures for rental of living quarters and public utilities and the compensation of expenditures related to entering into a contract on the rental of housing;

3) if the absence of the representative of Eurojust does not exceed three weeks, his or her assistant has the right to receive a compensation of expenditures for the use of a hotel.

[*16 December 2010*]

15. The procedures for the determination of a remuneration for officials (employees) of the Financial and Capital Market Commission provided for in this Law shall be applicable from 1 March 2011.

[*16 December 2010*]

16. Section 41, Paragraphs one, 1.1, and 1.2 of this Law which were in force on 31 July 2011 shall be applied to the annual paid leave referred to in Section 41, Paragraph one of this Law which has been planned in the leave schedule, an agreement on the leave has been entered into, the leave has been granted or the use thereof has been commenced before 1 August 2011, unless the State or local government authority and the official (employee) agree otherwise.

[*16 June 2011*]

17. Amendments to Section 9, Section 29, Paragraph three, Section 36, Paragraph six, Section 39, Section 43, Paragraph three of this Law in relation to military employees shall come into force on 1 January 2012.

[*16 June 2011*]

18. Section 3, Paragraph four, Clauses 7 and 8 of this Law, the amendment regarding the rewording of Section 37, Paragraph two and also the amendment regarding the deletion of Section 18 of this Law and the amendment related thereto regarding the deletion of the number “18” in Section 3, Paragraph 6.6 shall come into force on 1 January 2012.

[*16 June 2011*]

19. Amendments to Section 7.1 of this Law shall come into force on 1 February 2013.

[*15 November 2012*]

20. Judges who have been granted a supplement for the qualification class until 1 January 2013 shall retain the amount of the supplement granted. If a supplement for the qualification class in the amount of 35 per cent of the monthly salary of the judge has been granted to the judge until 1 January 2013, henceforth the supplement for the time working in the office of a judge is not increased.

[*28 February 2013*]

21. Amendments to Sections 6.1 and 14 of this Law in relation to the reorganisation of the Supreme Court shall come into force concurrently with the relevant amendments to the law On Judicial Power.

[*12 December 2013*]

22. While there is such judge of the Supreme Court in the composition of the Supreme Court who is performing the duties of a judge in any of the Chambers of the Supreme Court, his or her monthly salary shall be determined by applying the coefficient of 1.35 to the monthly salary of a judge of a district (city) court, but the coefficient of 1.55 – to the Chairperson of the Chamber of the Supreme Court.

[*12 December 2013*]

23. While there is a Chamber of the Supreme Court in the composition of the Supreme Court, the judge who is replacing the Chairperson of the Chamber of the Supreme Court during his or her temporary absence shall receive a supplement in the amount of the difference of the monthly salary for replacement. While there is a Chamber of the Supreme Court in the composition of the Supreme Court and a judge of a regional court replaces a Judge of the Chamber of the Supreme Court in the cases specified in laws and regulations, the remuneration referred to in this Law for the replacement of a judge shall be disbursed from the State budget resources granted to the Supreme Court.

[*12 December 2013*]

23.1 For a judge of the Supreme Court who has been assigned to perform the office duties of a judge in a regional court by a decision of the Judicial Council in accordance with Paragraph 74.2 of Transitional Provisions of the law On Judicial Power the monthly salary shall be determined by applying the coefficient of 1.35 to the monthly salary of a judge of a district (city) court.

[*6 December 2018*]

24. The benefit referred to in Section 19, Paragraph four of this Law in the amount of EUR 100 000 shall be applicable from 21 November 2013.

[*19 December 2013*]

25. The paid health care specified in Section 39, Paragraph two of this Law shall apply to health care services which will be provided after 1 January 2014 and shall be also applicable to employees with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration (including civil servants of the specialised State civil service) who have been retired from the service due to the state of health not conforming to the specified requirements the reason for which is an injury or mutilation, or different damage to health (except for an occupational disease) acquired after 4 May 1990 as a result of accident related to the performance of service duties.

[*19 December 2013*]

26. The Cabinet shall, in relation to the officials with special service ranks of the institutions of the system of the Ministry of the Interior and the Prisons Administration starting from 1 January 2014 according to the resources available in the State budget, include medicinal products prescribed by a medical practitioner and dentistry and dental hygiene services in the amount of health care services to be paid and shall increase the limits of paid health services, thus ensuring that the amount of services of paid health care is not less than the range of services usually guaranteed by the health insurance policy referred to in the first sentence of Section 37, Paragraph two of this Law and the amount to be paid for in similar insurable events.

[*19 December 2013*]

27. If the amount of expenditures approved in the law On the State Budget for 2014 for the disbursement of the benefits referred to in Section 19 of this Law is insufficient for such purpose, the necessary additional expenditures are covered from the programme 02.00.00 “Funds for Unforeseen Events” of the budget unit “74. Funding to be Re-allocated in the Process of Implementation of the Annual State Budget”.

[*19 December 2013*]

28. In order to ensure the execution of the provisions referred to in Section 39, Paragraph two and Paragraph 26 of Transitional Provisions of this Law from 1 January 2014, the necessary additional expenditures are covered from the programme 02.00.00 “Funds for Unforeseen Events” of the budget unit “74. Funding to be Re-allocated in the Process of Implementation of the Annual State Budget”.

[*19 December 2013*]

29. In addition to the paid health care specified in Section 39 of this Law, the Ministry of Defence shall cover the health care expenditures in accordance with the same procedures and in the same amount as for soldiers who have been retired from military service upon attaining the maximum age specified for military service, for such border guards who, until 1 January 1998, have been retired from the service in the Border Guard of the Ministry of the Interior due to attaining the maximum age specified for the service and have served not less than four years in the border guard forces until transfer from the border guard forces of military service to the Border Guard of the Ministry of the Interior.

[*30 October 2014*]

30. For soldiers who have graduated from a military education institution preparing officers in foreign states and who are studying at any of the higher education institutions of Latvia in the academic year 2014/2015 with which the National Armed Forces have entered into an agreement on training of soldiers, the tuition fee for the acquisition of higher education shall be covered in the amount of 100 per cent. The decision on covering the tuition fee shall be taken by the Commander of the National Armed Forces. The Minister for Defence or his or her authorised commander (chief) shall enter into a contract with the soldier for the covering of the tuition fee in which the procedures for the repayment of the tuition fee covered from personal means of the soldier and for the covering of the tuition fee of the following semesters (academic years) until the time of entering into effect of the contract are provided for. The cases when the soldier shall repay the actually covered tuition fee stipulated by a higher education institution of Latvia to the National Armed Forces, and also the procedures for the repayment of the tuition fee shall be determined by Cabinet Regulation No. 953 of 12 October 2010, Procedures for the Sending of a Professional Service Soldier to an Educational Institution for the Acquisition of Education Necessary for the Performance of Service Duties and for the Covering of the Tuition Expenditures, and also the Procedures for the Repayment of Such Expenditures.

[*17 December 2014*]

31. The maximum amount of the monthly salary for the Group 16 of monthly salaries referred to in Annex 4 to this Law shall be determined in the amount of EUR 3771 until 31 December 2016.

[*15 September 2016*]

32. The Cabinet shall, by 31 December 2017, submit a draft law to the *Saeima* on the improvement of the remuneration system of officials and employees of State and local government authorities.

[*15 September 2016*]

33. The Cabinet shall, by 1 October 2017, issue the regulations referred to in Section 3, Paragraph eight of this Law regarding the system (database) for the registration of remuneration of officials (employees) of State institutions of direct administration and persons and also the system (database) for the registration of remuneration of officials (employees) of other State and local government authorities and the capital companies referred to in Section 2, Paragraph two, Clause 4 of this Law.

[*23 November 2016*]

34. Until issuing of the regulations referred to in Paragraph 33 of these Transitional Provisions, Cabinet Regulation No. 541 of 21 June 2010, Regulations Regarding the System for the Registration of Remuneration of Officials and Employees of State and Local Government Authorities, shall be applied.

[*23 November 2016*]

35. Amendments to Section 3 of this Law by which Paragraph nine is expressed in new wording, Section is supplemented with Paragraph 9.1, and the words “on the criteria for the determination of remuneration of officials (employees) and the amount of work remuneration in division by position groups” in Paragraph eleven are replaced shall come into force on 1 January 2018.

[*20 April 2017*]

36. The reference in Section 4, Paragraph one of this Law to Paragraph nine and also Section 4, Paragraph nine and Section 6.1, Paragraph one shall not be applied in 2018, upon determining the monthly salary of a judge and a prosecutor. The monthly salary of a judge and a prosecutor in 2018 shall be determined, taking into account that the monthly salary of a judge of a district (city) court is EUR 1966 and applying the coefficient provided for in the law.

[*23 November 2017*]

37. The Cabinet shall submit a draft law to the *Saeima* which, starting from 1 January 2019, provides for such system for the work remuneration of judges which ensures the preservation of the actual value of the work remuneration and financial security of judges according to the principle of independence of judges.

[*23 November 2017*]

38. The service benefit determined in Section 25, Paragraph four of this Law the disbursement of which is intended from 1 January 2019 shall, in 2019, also be applicable to officials of the Security Police who, until 31 December 2018, held a position with a special service rank in accordance with the Law On the Career Course of Service of Officials with Special Service Ranks Working in Institutions of the System of the Ministry of the Interior and the Prisons Administration and who are continuing service in the status of an official in the State Security Service in 2019. The period of time served in an institution of the system of the Ministry of the Interior and the Prisons Administration in a position with a special service rank shall be included for such officials in the length of service referred to in Section 41, Paragraph 7.1 of this Law.

[*20 September 2018*]

39. The supplement referred to in Section 15, Paragraph twelve of this Law shall be disbursed, starting from 1 January 2019.

[*20 September 2018*]

40. The period of time worked in the status of an employee of the Corruption Prevention and Combating Bureau, carrying out the function of combating corruption, shall be included in the length of service which gives the right to the supplement referred to in Section 15, Paragraph twelve of this Law.

[*20 September 2018*]

41. Counting of the length of service in the Corruption Prevention and Combating Bureau for the receipt of the benefit referred to in Section 25, Paragraph five of this Law shall be started from 1 January 2019 and such benefit shall be disbursed, starting from 1 January 2024.

[*20 September 2018*]

42. The allowances and compensations specified in Section 36, Paragraph 7.1 of this Law shall also be applicable to those soldiers who, in the time period from 1 October 2018 to 31 December 2018, were on a training visit for the acquisition of a military training course of senior or higher officers which is included in the list of military courses approved by the Commander of the National Armed Forces or his or her authorised person.

[*20 September 2018*]

43. In 2019:

1) the amount of the base monthly salary shall be the amount of the average monthly work remuneration of 2017 for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau (EUR 926);

2) the amount of the base monthly salary of the finance and insurance field shall be the amount of the average monthly work remuneration of 2017 for the workforce in the finance and insurance field as published in the official statistical notification of the Central Statistical Bureau (EUR 1921);

3) the amount of the base monthly salary of the sector of electronic communications and energy shall be the amount of the average monthly work remuneration of 2017 for the workforce in the sector of electronic communications and energy as published in the official statistical notification of the Central Statistical Bureau (EUR 1355).

[*6 December 2018*]

44. The service supplement determined in Section 15, Paragraph five of this Law to the monthly salary shall be determined in the following amount for a prosecutor until revocation of the levels of the office of a prosecutor:

1) for an advisor for judicial proceedings – 5 per cent of the monthly salary;

2) for a senior advisor for judicial proceedings, a State advisor for judicial proceedings, and a senior State advisor for judicial proceedings – 10 per cent of the monthly salary.

[*6 December 2018*]

45. Amendments regarding the deletion of Section 6.1, Paragraph two, Clauses 3, 4, and 5 of this Law, amendments to Paragraph six of this Section regarding the deletion of the words “or the Land Register office”, amendments regarding the new wording of the first sentence of Section 14, Paragraph 3.1, and amendments regarding the deletion of the words “Land Register offices” in Sub-paragraph 53.1 of Annex 1, Families of Positions, Sub-families of State and Local Government Authorities and Description Thereof, shall come into force on 1 June 2019.

[*6 December 2018*]

46. Upon determining the monthly salary of a member of the *Saeima* and a part of the monthly salary of a member of the *Saeima* for those members who are fulfilling any of the positions referred to in Paragraph two of Section 5.1 from 1 January 2020 until the end of the powers of the 13th *Saeima*, the amount of the base monthly salary shall be the amount of the average monthly work remuneration of 2017 for the workforce in the State as published in the official statistical notification of the Central Statistical Bureau (EUR 926).

[*14 November 2019*]

This Law shall come into force on 1 January 2010.

This Law has been adopted by the *Saeima* on 1 December 2009.

President V. Zatlers

Rīga, 18 December 2009

Law on Remuneration of Officials and Employees of State and Local Government Authorities

**Annex 1.**

**Families of Positions, Sub-families of State and Local Government Authorities and Description Thereof**

[*14 October 2010; 16 December 2010; 16 June 2011; 15 December 2011; 13 December 2012; 30 November 2015; 20 April 2017; 6 December 2018; 14 November 2019*]

**1. Administrative management**

This family shall include positions the holders of which have a duty to perform administrative management of the work of institutions: the Director of the State Chancellery, State Secretaries, heads of the institutions subordinate to a member of the Cabinet, heads of other State authorities (independent institutions), executive directors of local governments and heads of local government institutions, director of the administrative service of the Office of the Prosecutor and his or her deputies, head of the Administration of the Supreme Court. Deputies of State Secretaries, deputies of subordinate and local government institutions and also heads of territorial units of subordinate institutions and their deputies may be classified in this family, if their basic function is administrative management.

**2. Supply (purchase)**

This family shall include positions the holders of which are pursuing centralised public procurements, financial provision of the operation of the institutions, and the purchase and record-keeping of the goods or services necessary for it.

**3. Management**

This family shall include positions the holders of which are responsible for the maintenance and management of the property of an institution and the State or local government property transferred into its possession or use. The positions the duties of which include more extensive functions of administrative management (for example, the record-keeping function or other ancillary functions) may also be classified at the relevant level of the family of positions “Administrative management”.

**4. Guarding and supervision**

This family shall include positions the holders of which have the duty of guarding objects and persons.

**5. Medical treatment**

**5.1. Medical treatment services**

This sub-family shall include positions the holders of which are pursuing medical treatment and managing the medical treatment process.

**5.2. Care**

This sub-family shall include positions the holders of which have the duty of supporting the medical treatment process and ensuring care for patients (customers).

**5.3. Pharmacy**

This sub-family shall include positions the holders of which have the duty of pursuing pharmaceutical issues and managing the process of medical treatment using medication.

**5.4. Emergency medical assistance**

This sub-family shall include positions the holders of which support the medical treatment process, are pursuing medical treatment in the pre-hospital emergency medical assistance stage, and are organising it.

**6. Labour protection**

This family shall include positions the holders of which ensure the introduction, implementation, and control of the labour protection process in an institution and also the instructing and consulting of the staff in the field of labour protection.

**7. Diplomatic and consular activities**

This family shall include the positions of the diplomatic and consular service which cannot be classified in other families, including positions the holders of which have the duty of ensuring the operation of the State protocol and also organising the consignments of diplomatic bags and freights and managing their delivery in accordance with the Vienna Convention on Diplomatic Relations, the Vienna Convention on Consular Relations, and the international agreements entered into by the Republic of Latvia. The positions of specialised attachés shall be considered, according to their functions, equivalent to the levels of this family.

**8. Dispatcher services**

This family shall include positions the holders of which ensure the technical coordination of the operation of or services provided by the institution.

**9. Document editing**

This family shall include positions the holders of which edit or correct legal acts and other documents.

**10. Expert-examination**

This family shall include positions the holders of which have the duty of performing all kinds of expert-examinations.

**11. Financial administration**

**11.1. Financial markets and financial resource management**

This sub-family shall include positions the holders of which perform operations with securities and currency in order to ensure the financial resources necessary for the State budget expenditures and the placement of the free financial resources and also cooperation with partners.

**11.2. Crediting**

This sub-family shall include positions the holders of which issue State loans, organise the process of issuance of State guarantees, draft the laws and regulations governing the processes of providing, servicing, and supervising State loans and State guarantees and also ensure current information as to how the financial liabilities related to State loans and State guarantees are being fulfilled and what activities are being carried out in the recovery process of late payments and bad loans.

**11.3. Risk management (financial risks)**

This sub-family shall include positions the holders of which are pursuing the financial risk management of the government debt portfolio and the asset pool and also evaluating the financial standing and possibilities of repayment of loans of such institutions and commercial companies which are applying for State loans or State guarantees.

**11.4. State budget accounting**

This sub-family shall include positions the holders of which ensure the recording and accounting of the financial transactions performed within the scope of the State budget, government debt, and asset management.

**12. Financial analysis and management**

**12.1. Financial analysis and management in institutions or sectoral ministries**

This sub-family shall include positions the holders of which perform the analysis of the financial indicators of the institution, sector, or inter-sectoral financial indicators, draft a budget and control its implementation and also manage the financial function at different levels.

**12.2. Planning and implementation of the State fiscal policy**

This sub-family shall include positions the holders of which plan and develop the State fiscal policy, the State tax policy, the State budget policy, the public sector remuneration policy, develop the methodology for the planning and implementation of the State budget, perform the analysis of the financial indicators of the institution, sector, or inter-sectoral financial indicators, prepare the State budget and control its implementation and also manage the financial function at different levels in the Ministry of Finance or the Treasury.

**12.3. Financial accounting and analysis in a local government**

This sub-family shall include positions the holders of which analyse the performance indicators of the local government budget revenues, control its implementation, and carry out the necessary activities for increasing the local government budget revenues.

**13. Manual and skilled work**

This family shall include positions the holders of which perform physical work (manual work), for example, a cleaner, a sweeper, a cloakroom attendant, a stoker, a greenery specialist, a plumber, an electrician.

**14. Accounting**

This family shall include positions the holders of which ensure the recording and entering of the expenditures and revenues related to the operation of the institution (or other sectoral institutions).

**15. Internal audit**

This family shall include positions the holders of which have the duty of performing the internal audit and ensuring the internal and external audit and also the supervision of the introduction of the recommendations of the audits of the State Audit Office.

**16. Institution security**

This family shall include positions the holders of which ensure, plan, and organise the internal security measures in institutions. The abovementioned function shall not be related to the security guard and supervision of institutions.

**17. Institution procedures**

This family shall include positions the holders of which develop and introduce the procedures and services of institutions.

**18. Collection and analysis of information**

**18.1. Archival services**

This sub-family shall include positions the duties of the holders of which includes supervision of the management of the archival work and documents of the State, local governments, and other persons governed by public law, evaluation, accumulation, preservation, systematisation of documents, databases, and other sources of information, creation, development, and ensuring of accessibility of an inquiry system and also systematic collection of information and provision of references to private individuals.

**18.2. Library services**

This sub-family shall include positions the holders of which have the duty of providing library, bibliographical, and information services, creating and organising the information resources necessary for it, including the managers of very small libraries. The managers of larger libraries (at least 10 employees) shall be usually classified in the family “Administrative management”.

**18.3. Document management**

This sub-family shall include positions the duties of the holders of which are related to the document management (also record-keeping) function: creation, registration, classification, systemisation, evaluation, determination of direction, handling, control, sending, storage, preparation for handing over to the archives, and ensuring of accessibility until handing over to the archives and also destruction of documents.

Also the positions the holder of which are responsible for individual record-keeping shall be classified in this sub-family. The positions the duties of which, on their merits, are related to the secretariat functions and also the positions the holders of which are specialising in archiving of documents shall not be classified in this sub-family.

**18.4. Keeping of funds**

This sub-family shall include positions which are related to the technical storage and maintenance of holdings in archives and similar institutions.

**18.5. Museum services**

This sub-family shall include positions the holders of which are pursuing the supplementation, documentation, research of museum holdings, creation of expositions (exhibitions), implementation of tours, lectures, museum pedagogical programmes, and other kinds of museum communication, including the managers of very small museums. The managers of larger museums (at least 10 employees) shall be usually classified in the family “Administrative management”.

**18.6. Statistics**

This sub-family shall include positions related to the collection and analysis of information the holders of which are pursuing improvement of scientifically justified methods for statistical observation and generalisation which have been recognised in the global practice, and coordination of their use, collection, entering in databases, and analysis of information, drawing up of publications and reports.

**19. Information technologies**

**19.1. Computer graphics and WEB design**

This sub-family shall include positions the holders of which create and maintain websites of institutions.

**19.2. Data support**

This sub-family shall include positions the holders of which administer databases.

**19.3. IT and IS management**

This sub-family shall include positions the holders of which manage IT and IS units, projects, or working groups.

**19.4. Software development**

This sub-family shall include positions the holders of which create and develop software (applications).

**19.5. System administration and maintenance**

This sub-family shall include positions the holders of which administer and maintain information systems and software (applications).

**19.6. User support**

This sub-family shall include positions the holders of which provide support to end users of software.

**20. Technical engineering work**

This family shall include positions the duties of which are related to engineering technical work: solving of engineering technical problems, collection of pertinent information and data, technical research and analysis, designing and planning of work, technical supervision and control.

**21. Legal analysis, performance control and services**

This family shall include positions the holders of which ensure legal analysis of legal acts and development planning documents, control of carrying out the tasks assigned by the *Saeima*, the President, the Prime Minister, or at the meeting of State Secretaries and also provision of legal services.

**22. Maritime and air transport**

**22.1. Driving a vehicle**

This sub-family shall include positions the holders of which pilot aircrafts or floating structures. Such positions shall exist in institutions which ensure border guard, supervision, patrolling, and observation of the territorial sea and the exclusive economic zone, carriage of freights and passengers, search and rescue works, suppression of fire, medical evacuation, operation of special tasks units.

**22.2. Technical maintenance of vehicles**

This sub-family shall include positions the duty of the holders of which is the technical maintenance of aircrafts and floating structures.

**23. Customer services**

This family shall include positions the holders of which ensure customer service, coordinate or manage the work of customer service specialists, develop customer service standards and also positions the holders of which, upon request, ensure the provision of information from the registers of the institution to private individuals.

**24. Communication and public relations**

This family shall include positions the holders of which ensure public relations and communication of the institution. The positions the holders of which develop the communication strategy of the whole sector and also a large or very large institution shall be classified in the family “Implementation of policy”.

**25. Consulting**

This family shall include positions of members of the Cabinet and the advisory official of the chairperson of the local government city council and other positions the holders of which have the duty of providing advisory and administrative support to the member of the Cabinet or the chairperson of the local government city council.

**26. Control and supervision**

**26.1. Control of institutions and officials**

This sub-family shall include positions the holders of which control how the laws and regulations governing the operation of State administration institutions are observed therein and also the rule of law and usefulness of the decisions taken by public officials.

**26.2. Customs and customs control**

This sub-family shall include positions the holders of which ensure customs control measures on the external border of the European Union and at domestic customs control points and also at the sites under supervision of customs control points.

**26.3. Control of private individuals**

This sub-family shall include positions the holders of which control how private individuals are complying with laws and regulations.

**27. Quality management**

This family shall include positions the holders of which have the duty of developing, introducing, and maintaining the quality management system in different institutions.

**28. Prevention and combating of crime**

**28.1. Investigation**

This sub-family shall include positions the holders of which are pursuing pre-trial investigation of criminal offences and prepare evidence for bringing an action.

**28.2. Investigatory Operations**

This sub-family shall include positions the holders of which gather information on and evidence of criminal activities and also detain criminals.

**28.3. Prevention of money laundering**

This sub-family shall include employees of the Service of Prevention of Money Laundering who perform the duties specified in the law for the prevention of money laundering and financing of terrorism.

**28.4. Municipal police**

This sub-family shall include employees of the municipal police who carry out the tasks specified in the law On Police in everyday life.

**29. Support to pedagogical activity**

This family shall include positions which are not included in the lists of positions of teachers and the holders of which support, coordinate, or control the implementation of educational programmes, *inter alia*, the methodological management of pedagogy.

**30. Human resources management**

This family shall include positions related to the staff management function the holders of which maintain the staff files and record-keeping, develop and introduce the staff policy, pursue planning and attraction, selection, retention, evaluation, and development of the staff.

**31. Laboratory and research work**

This family shall include positions which are related to the study process, the performance of laboratory and research work, problem solving, collection of information and data, technical research and analysis, designing, planning of work, technical supervision and control, or also preservation of biological diversity, application of scientific knowledge, participation in the study and scientific research work.

**32. Project management**

This family shall include positions the holders of which ensure project management: organisation, planning, and control of execution of projects, solving of problems which have arisen during execution of projects, collection, research, and analysis of information and data corresponding to projects, drawing up of reports and also organise and manage the work of the project team.

**33. Creative work**

This family shall include positions which are related to artistic and technical creation, development and designing of premises, expositions (exhibitions), advertising materials, and websites and also organising of culture work and management of interest education groups and amateur collectives.

**34. Restoration works**

This family shall include positions the holders of which have the duty of restoring or preserving the objects which are in the museum holdings.

**35. Implementation of policy**

This family shall include positions the holders of which have the duty of supervising the introduction of the sectoral policy in a particular field, developing the procedures for the introduction of laws and regulations, aggregating and providing information and recommendations on introduction of the policy to officials who are planning the policy of the relevant sector.

**36. Policy planning**

This family shall include positions the holders of which have the duty of supervising the development of a particular sector or sub-sector in the State, developing the sectoral policy or coordinating the development of one or several sectoral policies and ensuring planning of the operation of authorities, preparing the necessary laws and regulations and amendments thereto, supervising and evaluating their introduction, maintaining communication with officials who pursue the development and introduction of the State policy in related sectors, providing opinions on the laws and regulations drafted thereby.

Within the context of this family intersectoral coordination and also carrying out of a specific function in several sectors shall be considered as an individual sector. The positions the duties of which are related to strategic planning in State institutions of direct administration and planning of the development of derived public persons shall be classified in this family.

**37. Marketing**

This family shall include positions the holders of which ensure market analysis, development and maintenance of brands, advancing of services or products on the market, and marketing activities.

**38. Secretariat functions**

This family shall include the duties related to the secretariat function: answering phone calls, their forwarding, admission of guests, technical organisation of meetings and negotiations and also official trips, preparation, drafting, and multiplication of documents, sorting and sending of written communications, ensuring of the maintenance of office premises and office equipment.

The positions the duties of which, on their merits, are related to the functions and duties of record-keeping shall not be classified in this family.

**39. Social work**

This family shall include positions which are related to social work involving individuals, groups, organisations, and communities and are helping to solve social problems, to reduce exclusion of social groups, and to improve the quality of social services in the field of social rehabilitation and social care.

**40. International relations**

This family shall include positions the holders of which have the duty of participating in the formation of external relations of the State in the relevant field of policy, also by aggregating information on cooperation with foreign authorities, preparing cooperation contracts, and cooperating with other authorities.

**41. Driving of a vehicle**

This family shall include positions the holders of which have the basic duty of driving a vehicle.

**42. Translation**

**42.1. Written translation**

This sub-family shall include positions the holders of which translate documents in writing from one language into another language.

**42.2. Interpreting**

This sub-family shall include positions the holders of which interpret conversations in oral form from one language into another language.

**42.3. Written translation and interpreting**

This sub-family shall include positions the holders of which translate legal texts, documents, conversations, course of procedural actions in writing and in oral form from one language into another language.

**43. Protection of forests against fire**

This family shall include positions the holders of which supervise fire safety of forests, detect, restrict, and liquidate forest fires, including swamp fires, attract owners (possessors) of forests to supervision of the fire site.

**44. Management of foreign financial instruments**

This family shall include positions the holders of which have the duty of preparing and coordinating the planning documents and laws and regulations necessary for ensuring the management of foreign financial instruments (including European Union funds), creating of the management system of foreign financial instruments, representation in working groups of foreign and European Union authorities, developing the criteria for the assessment of project applications, selecting and approving project applications, audit, supervision, and evaluation.

This family shall include the positions of employees of the authorities administrating financial instruments, including the Responsible Institutions, the Co-operation Institutions, the Managing Authority, the Audit Authority, and the Certifying Authority involved in the management of European Union funds.

**45. Orphan’s and Custody Courts**

This family shall include positions the holders of which ensure the function of the Orphan’s and Custody Court.

**46. Civil registry services**

This family shall include positions the holders of which ensure the civil registry services in a local government.

**47.** [13 December 2012]

**48. Organisation of sports and professional sport**

This family shall include positions which are not included in the list of positions of teachers and the holders of which perform the duties of a sports specialist and also organise sporting events. This family shall also include professional athletes.

**49. Servicing of students**

This family shall include positions the holders of which ensure servicing of students, coordinate or manage the work of the specialists servicing students, develop the standards for servicing students.

**50. Organisation of study process**

This family shall include positions the holders of which determine the basic directions of the tactics of academic activity, organise the study process, and ensure methodological assistance to implementers of the study process.

**51. Territorial planning**

This family shall include positions the duties of which are related to the drafting of the spatial development planning documents, planning and marking of administrative territories, landscapes, transport main roads, designing, planning and control of construction of buildings and structures.

**52. Risk management (operational risks)**

This family shall include positions the holders of which ensure the management of strategic risks, legal risks, risks of information technologies, risks of human resources, project risks, and other risks of the institution.

**53. Courts and Office of the Prosecutor**

**53.1. Employees of courts**

This sub-family shall include positions the holders of which ensure the operation of district (city) courts, regional courts, and the Supreme Court and provide advisory support to judges.

**53.2.** [14 November 2019]

**53.3. Employees of the Office of the Prosecutor (assistants to prosecutors)**

This sub-family shall include positions the holders of which ensure, upon assignment of a senior prosecutor and a prosecutor, the procedural actions necessary for the execution of decisions and also carry out other tasks delegated by a prosecutor for the fulfilment of which the powers of a prosecutor are not necessary.

**54. Management of State-founded higher education institutions**

This family shall include positions which are not included in the lists of positions of teachers and the holders of which perform administrative management of State-founded higher education institutions, including heads of units of higher education institutions who organise the implementation of higher education programmes in cooperation with the head of the higher education institution.

**55. Employees of the National Armed Forces**

This family shall include civil positions the holders of which ensure the operation of the National Armed Forces in accordance with the NATO standards and the collective defence system and are considered equivalent to the composition of instructors and officers in the field of knowledge and responsibility.

**56. Planning, coordination, and management of State development**

This family shall include positions the duties of the holders of which are related to long-term development planning, implementation of national interests of significance to Latvia, drafting of the development planning documents of national level, evaluation of their performance results and mutual coherence, including conforming with the planning documents of the European Union, thus promoting mutual coordination and interdepartmental supervision of sectoral policies.

**57. Organisation of tourism**

This family shall include positions the holders of which ensure the collection of information of tourism services, the provision of information on tourism objects and services and promote the development of tourism.

Law on Remuneration of Officials and Employees of State and Local Government Authorities

**Annex 2.**

**Maximum Group of Monthly Salaries Corresponding to the Family of Positions (Sub-family)**

[*15 December 2011; 13 December 2012; 17 December 2014; 30 November 2015; 14 November 2019*]

|  |  |  |
| --- | --- | --- |
| **No.** | **Number of the family of positions (sub-family)** | **Maximum group of monthly salaries** |
| 1. | 1 | 16 |
| 2. | 2 | 12 |
| 3. | 3 | 12 |
| 4. | 4 | 12 |
| 5. | 5.1 | 15 |
| 6. | 5.2 | 12 |
| 7. | 5.3 | 12 |
| 8. | 5.4 | 15 |
| 9. | 6 | 11 |
| 10. | 7 | 15. |
| 11. | 8 | 9 |
| 12. | 9 | 12 |
| 13. | 10 | 13 |
| 14. | 11.1 | 13 |
| 15. | 11.2 | 12 |
| 16. | 11.3 | 13 |
| 17. | 11.4 | 13 |
| 18. | 12.1 | 13 |
| 19. | 12.2 | 15 |
| 20. | 12.3 | 11 |
| 21. | 13 | 9 |
| 22. | 14 | 13 |
| 23. | 15 | 13 |
| 24. | 16 | 12 |
| 25. | 17 | 10 |
| 26. | 18.1 | 12 |
| 27. | 18.2 | 12 |
| 28. | 18.3 | 11 |
| 29. | 18.4 | 9 |
| 30. | 18.5 | 12 |
| 31. | 18.6 | 12 |
| 32. | 19.1 | 9 |
| 33. | 19.2 | 10 |
| 34. | 19.3 | 15 |
| 35. | 19.4 | 13 |
| 36. | 19.5 | 13 |
| 37. | 19.6 | 10 |
| 38. | 20 | 14 |
| 39. | 21 | 16 |
| 40. | 22.1 | 13 |
| 41. | 22.2 | 10 |
| 42. | 23 | 12 |
| 43. | 24 | 12 |
| 44. | 25 | 16 |
| 45. | 26.1 | 13 |
| 46. | 26.2 | 11 |
| 47. | 26.3 | 14 |
| 48. | 27 | 10 |
| 49. | 28.1 | 13 |
| 50. | 28.2 | 13 |
| 51. | 28.3 | 12 |
| 52. | 28.4 | 14 |
| 53. | 29 | 12 |
| 54. | 30 | 13 |
| 55. | 31 | 11 |
| 56. | 32 | 13 |
| 57. | 33 | 10 |
| 58. | 34 | 11 |
| 59. | 35 | 13 |
| 60. | 36 | 15 |
| 61. | 37 | 13 |
| 62. | 38 | 8 |
| 63. | 39 | 11 |
| 64. | 40 | 12 |
| 65. | 41 | 7 |
| 66. | 42.1 | 8 |
| 67. | 42.2 | 9 |
| 68. | 42.3 | 9 |
| 69. | 43 | 11 |
| 70. | 44 | 15 |
| 71. | 45 | 11 |
| 72. | 46 | 10 |
| 73. | [13 December 2012] | |
| 74. | 48 | 10 |
| 75. | 49 | 12 |
| 76. | 50 | 13 |
| 77. | 51 | 13 |
| 78. | 52 | 11 |
| 79. | 53.1 | 14 |
| 80. | [14 November 2019] | |
| 81. | 53.3 | 8 |
| 82. | 54 | 15 |
| 83. | 55 | 12 |
| 84. | 56 | 15 |
| 85. | 57 | 11 |

Law on Remuneration of Officials and Employees of State and Local Government Authorities

**Annex 3.**

**Groups of Monthly Salaries and Their Maximum Monthly Salaries**

[*17 December 2014; 30 November 2015; 23 November 2016; 23 November 2017*]

|  |  |  |
| --- | --- | --- |
| No. | Group of monthly salaries | Maximum amount of monthly salary (in euros) |
| 1. | 16 | not more than 2441 |
| 2. | 15 | not more than 2353 |
| 3. | 14 | not more than 2264 |
| 4. | 13 | not more than 1917 |
| 5. | 12 | not more than 1647 |
| 6. | 11 | not more than 1382 |
| 7. | 10 | not more than 1287 |
| 8. | 9 | not more than 1190 |
| 9. | 8 | not more than 1093 |
| 10. | 7 | not more than 996 |
| 11. | 6 | not more than 899 |
| 12. | 5 | not more than 802 |
| 13. | 4 | not more than 705 |
| 14. | 3 | not more than 608 |
| 15. | 2 | not more than 530 |
| 16. | 1 | not more than 450 |

Law on Remuneration of Officials and Employees of State and Local Government Authorities

**Annex 4**

**Maximum Monthly Salary of Officials (Employees) of the State Revenue Service**

[*15 September 2016; 23 November 2017*]

|  |  |  |
| --- | --- | --- |
| No. | Group of monthly salaries | Maximum amount of monthly salary (in euros) |
| 1. | 16 | not more than 4030 |
| 2. | 15 | not more than 3475 |
| 3. | 14 | not more than 3005 |
| 4. | 13 | not more than 2560 |
| 5. | 12 | not more than 2200 |
| 6. | 11 | not more than 1895 |
| 7. | 10 | not more than 1625 |
| 8. | 9 | not more than 1410 |
| 9. | 8 | not more than 1255 |
| 10. | 7 | not more than 1120 |
| 11. | 6 | not more than 995 |
| 12. | 5 | not more than 895 |
| 13. | 4 | not more than 775 |
| 14. | 3 | not more than 650 |
| 15. | 2 | not more than 540 |
| 16. | 1 | not more than 450 |