

Governance policy outline:

For the Policy plan, see [Strategic Focus 2018-2020](#)

Board members:

Andrea B. Braidt - President	Nadia Danhash
Jørn Mortensen - Vice President	Susanne Stuermer
Marjanne Paardekooper - Treasurer	Andris Teikmanis
Mara Ratiu	

The Representative Board and other governance bodies receive no compensation or vacancy.

Director's remuneration policy:

See 'Staff budget policy' below

The staff follows:

Another or no collective agreement. See explanation below.

Explanation:

No CAO applies to employment contracts concluded with ELIA staff. However, ELIA uses an internally drawn up wage model that is derived from the collective labour agreement for art education. The following amounts apply for 2019 (min - max):

Title	Scale	Min.	Max.
Executive Director	A	5.050,16	6.784,67
Head of Membership and Communication	C	4.200,17	4.881,66
Finance Manager	D	3.456,72	4.542,77
Project/Conference Manager	E	2.695,68	3.892,84
Communication Officer	G	2.538,42	3.112,77
Office Coordinator	H	2.042,66	2.863,52
Communication Assistance	I	1.878,71	2.511,43
Tempory Assistance	J	1.675,80	2.397,07

Scale B concerns a function that no longer exists in the current organizational structure and has therefore been removed from the structure.

Indexation is based on inflation and is determined annually by the ELIA Executive Group. Scale increase takes place on the basis of performance reviews. For the remuneration of the Executive Director, ELIA falls within the Top Income Standardisation Act.