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# Salary guidelines

Factsheet 2

## Salary guidelines

We are currently conducting a survey on salaries amongst our members and we will update this sheet with more information about salaries from different disciplines and teams shortly.

### Women's world tour teams - salary benchmarks

UCI Women's World tour teams are entitled to a fixed minimum salary, of which the annual gross amount is fixed as follows for 2023-2025:

Season	Employee		Self-employed (164%)	
	New Professional	Other	New Professional	Other
2023 season	€26,849	€32,102	€44,032	€52,647
2024 season	€29,270	€35,000	€47,986	€57,400
2025 season	€31,768	€38,000	€52,100	€62,320

Bonuses or prize money are additional to the above and they **cannot** be taken into account by teams as salary. **Please check this in your contract.**

The team must **also cover travel costs** incurred by the riders as a result of their work. We have seen that 86% of riders have been required to reimburse travel costs. **Please check this in your contract, and know your rights if you are asked to reimburse travel expenses. The more you know about your own contract, the better.**

Salaries can be divided across a team contract (as a 'salary') and an additional commercial contract, if a rider represents a commercial value clearly distinct from their sporting value as a part of the team e.g. individual appearances and usage by a sponsor. **However, if you are joining a Women's World Tour Team, your team contract must include the minimum salary stated above.**

**Other teams / disciplines**

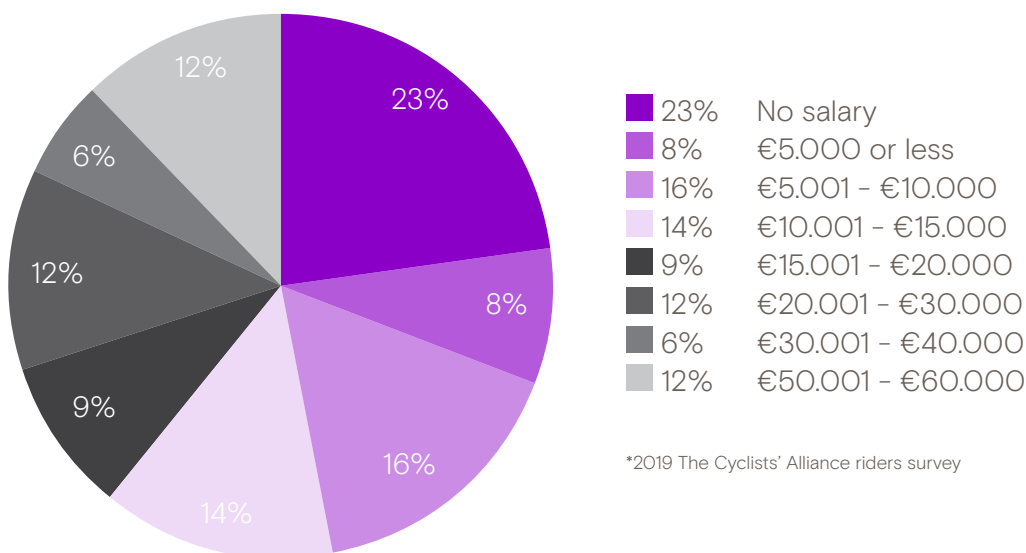
Outside of the UCI World Tour Teams there is no guidance on salary or a mandatory minimum salary, so salary is entirely at the team's discretion. We will be updating this section shortly, when we have the results of our salary survey.

Please ask what sort of salary they can offer, or are offering other riders as a starting point.

**Please see below for salaries amongst the professional peloton in 2019 and refer to the TCA's contract guidelines for more information.**

Is the team offering anything else of value – travel expenses, accommodation and food in a team house, insurance cover etc. Can you work out from this what would be a fair salary expectation for you depending on experience, results, UCI points etc?

Please also refer to the **TCA Accountancy Fact Sheet** for further information regarding your salary and tax implications **[this is in progress and will follow shortly]**.



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