



The German word **Beamter** means life-time civil servant / public servant.

German law draws a distinction between two classes of public servants:

- *Angestellte* - regular public employees, subject to private sector employment laws and regulations
- *Beamte* – life-time tenure, subject to public law

Conferral of the status of Beamter does not involve any contract, but letter of appointment (*Ernennungsurkunde*). The new Beamter's first task is to swear their oath of office, including a pledge to uphold Federal laws and the Constitution, and - where the employing entity is not the federal government - the constitution and laws of the respective state.

There are three steps involved in becoming a Beamter/ Beamte with full tenure for life:

1. Trainee Beamte usually have the title "Anwärter", preceded by the official term of the position e.g. Kriminalkommissaranwärter (KKA, *trainee inspector*).
2. The trainee period is followed by a probationary period. This period usually lasts three years. The salary is based on the Salary Grade which the Beamter will hold upon achieving tenure for life. Usually, the designation of office precedes the abbreviation "z.A." (*zur Anstellung*), which means "to be employed", e.g. Kriminalkommissar z. A.
3. The official becomes a *Beamter auf Lebenszeit*, i.e. a Civil Servant with full tenure for life.

It should be borne in mind that, whether applicants undergo Steps 1, 2, or 3, they are already hold the status of Beamter, although initially in training or on probation.