

**Institute of Communication and Computer Systems**  
**Indicative (maximum) budgeted hourly rates for 2016**

ANNUAL PRODUCTIVE HOURS	
(1) Calendar days per year minus weekends	261
(2) Annual holidays	21
(3) Statutory holidays + Others	10
To specify	
(4) Productive days per year: (1) - (2) - (3)	230
(5) Working hours per day	7
(6) Annual working hours: (1) x (5)	1.827
(7) Productive hours per year: (4) x (5)	1.610

**Man-Month calculation: 1610 hours / 12 = 134,17**

**RESEARCHERS**

Categories	Senior Researcher	Researcher	Assistant Researcher	Junior Researcher, Technician & Admin. Staff
<b>Hourly rate in €</b> (Total annual gross salary) / (total productive hours)	44,57	35,66	28,52	22,82
Total annual gross salary in € for each person / category (including social charges, etc.)	71.756,06	57.404,85	45.923,88	36.739,10

senior researcher	University Degree & 12 years of experience or Phd Degree & 9 years of experience
researcher	University Degree & 7 years of experience or Phd Degree & 4 years of experience
assistant researcher	University Degree & 3 years of experience or Phd Degree
junior researcher, technician, admin. Staff	University Degree (only for junior researcher)

Calculation of hourly rate for researchers

senior researcher	Total (annual gross salary of 2015 + employer's cost) of the most senior permanent researcher A' x 80% / 1610 (Total productive hours)
researcher	Total annual gross salary of a senior researcher x 80% / 1610 (Total productive hours)
assistant researcher	Total annual (annual gross salary + employer's cost) of a researcher x 80% / 1610 (Total productive hours)
technician, admin. Staff	Total annual (annual gross salary + employer's cost) of an assistant researcher x 80% / 1610 (Total productive hours)

For <b>Permanent Staff (Researchers)</b> of ICCS the hourly rate is calculated as follows: (gross monthly salary + employer's costs) x 12 months / 1610 (Productive hours per year)
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**PROFESSORS**

Categories	Professor	Associate Professor	Assistant Professor	Lecturer
Maximum hours annually	840	840	840	840
<b>Hourly rate in €</b>	(gross annual salary of 2015 + employer's cost) / 840 hours			