

**Institute of Communication and Computer Systems**  
**Indicative (maximum) budgeted hourly rates for 2018**  
**with effect from 1/1/2018**

ANNUAL PRODUCTIVE HOURS	
(1) Calendar days per year minus weekends	261
(2) Annual holidays	25
(3) Statutory holidays	15
(4) Other (i.e. illness, etc)	6
To specify	
(5) Productive days per year: (1) - (2) - (3) - (4)	215
(6) Working hours per day	8
(7) Annual working hours: (1) x (6)	2.088
(8) Productive hours per year: (5) x (6)	1.720
(9) Productive hours per month - Man Month: (8) / 12	143,33

**RESEARCHERS**

Categories	Senior Researcher	Researcher	Assistant Researcher	Junior Researcher, Technician & Admin. Staff
<b>Hourly rate in €</b> (Total annual gross salary + employer's cost) / (total productive hours)	49,23	41,85	33,48	26,78
Total annual gross salary + employer's cost in € for each person / category (including social charges, etc.)	84.679,78	71.977,81	57.582,25	46.065,80

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 2017 + employer's cost of the most senior permanent researcher A' x 90% / 1720 (Total productive hours)
researcher	Total annual gross salary + employer's cost of a senior researcher x 85% / 1720 (Total productive hours)
assistant researcher	Total annual gross salary + employer's cost of a researcher x 80% / 1720 (Total productive hours)
technician, admin. Staff	Total annual gross salary + employer's cost of an assistant researcher x 80% / 1720 (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 / 860 hours
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**PROFESSORS**

Categories	Professor	Associate Professor	Assistant Professor	Lecturer
Maximum hours annually	946	946	946	946
<b>Hourly rate in €</b>	(gross annual salary of 2017 + employer's cost) / 774 hours			