

**Institute of Communication and Computer Systems**  
**Indicative (maximum) budgeted hourly rates for 2017**

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 + employer's cost) / (total productive hours)	50,25	42,71	34,17	27,34
Total annual gross salary + employer's cost in € for each person / category (including social charges, etc.)	80.900,33	68.765,28	55.012,23	44.009,78

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 2016 + employer's cost of the most senior permanent researcher A' x 90% / 1610 (Total productive hours)
researcher	Total annual gross salary + employer's cost of a senior researcher x 85% / 1610 (Total productive hours)
assistant researcher	Total annual gross salary + employer's cost of a researcher x 80% / 1610 (Total productive hours)
technician, admin. Staff	Total 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 2016 + employer's cost) / 840 hours			