

Institute of Communication and Computer Systems
Indicative (maximum) hourly rates for 2019
with effect from 1/1/2019

ANNUAL PRODUCTIVE HOURS	
(1) Productive hours per year	1.720
Productive hours per month - Person Month: (1) / 12	143,33

RESEARCHERS

Categories	Senior Researcher	Researcher	Assistant Researcher	Junior Researcher, Technician & Admin. Staff
Hourly rate in €	50,04	42,53	34,03	27,22

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 'regular' gross salary of 2018 + employer's cost of the most senior permanent researcher A') / 860 x 90%
researcher	Hourly Rate of a Senior Researcher 2019 x 85%
assistant researcher	Hourly Rate of a Researcher 2019 x 80%
technician, admin. Staff	Hourly Rate of an Assistant Researcher 2019 x 80%

For Permanent Staff (Researchers) of ICCS the hourly rate is calculated on a monthly basis ('regular' gross monthly salary + employer's costs) / (860/12) hours

PROFESSORS

Categories	Professor	Associate Professor	Assistant Professor	Lecturer
Maximum hours annually	946	946	946	946
Hourly rate in €	(gross annual salary of 2018 + employer's cost) / 774 hours			