Institute of Communication and Computer Systems
Indicative (maximum) hourly rates for 2022

ANNUAL PRODUCTIVE HOURS	
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[1] gross salary of 2021 + employer's cost of the most senior permanent researcher A') /860 x 90%
Researcher	Hourly Rate of a Senior Researcher 2022 x 85%
Assistant Researcher	Hourly Rate of a Researcher 2022 x 80%
Technician, Admin. Staff	Hourly Rate of an Assistant Researcher 2022 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 2021+ emplover's cost) / 774 hours			