



**Institute of Communication and Computer Systems  
Indicative (maximum) hourly rates for 2024**

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

**RESEARCHERS**

Categories	<b>Senior Researcher</b>	<b>Researcher</b>	<b>Assistant Researcher</b>	<b>Junior Researcher, Technician &amp; Admin. Staff</b>
<b>Hourly rate in €</b>	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' <sup>1</sup> gross salary of 2023 + employer's cost of the most senior permanent researcher A') /860 x 90%
Researcher	Hourly Rate of a Senior Researcher 2023 x 85%
Assistant Researcher	Hourly Rate of a Researcher 2023 x 80%
Technician, Admin. Staff	Hourly Rate of an Assistant Researcher 2023 x 80%

<b>For Permanent Staff (Researchers)</b> of ICCS the hourly rate is calculated on a monthly basis (“regular”* gross monthly salary + employer's costs) / (860/12) hours
<b>RETIRED TEACHING STAFF</b> Retired Teaching Staff maintain the hourly rate they had during the year of their retirement

**PROFESSORS**

Categories	Professor	Associate Professor	Assistant Professor	Lecturer
Maximum hours annually	946	946	946	946
<b>Hourly rate In €</b>	(gross annual salary of 2023+ employer’s cost) / 774 hours			