# Institute of Communication and Computer Systems
## Indicative (maximum) hourly rates for 2025
### with effect from 1/1/2025

| 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 €** | 54,00 | 46,00 | 39,00 | 33,00 |

| | |
|---|---|
| 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 2024 + employer's cost of the most senior permanent researcher A') / 860  x 90% |
| Researcher | Hourly Rate of a Senior Researcher 2025 x 85% |
| Assistant Researcher | Hourly Rate of a Researcher 2025 x 85% |
| Technician, Admin. Staff | Hourly Rate of an Assistant  Researcher 2025 x 85% |

| |
|---|
| 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 2024 + employer's cost ) / 774 hours | | | |