

# 13th EU RESEARCH Liaison Officers meeting

*Basic remuneration in Horizon 2020 -  
national schemes vs. project-based  
remuneration*

Jasmina PEŠIĆ JOTIĆ

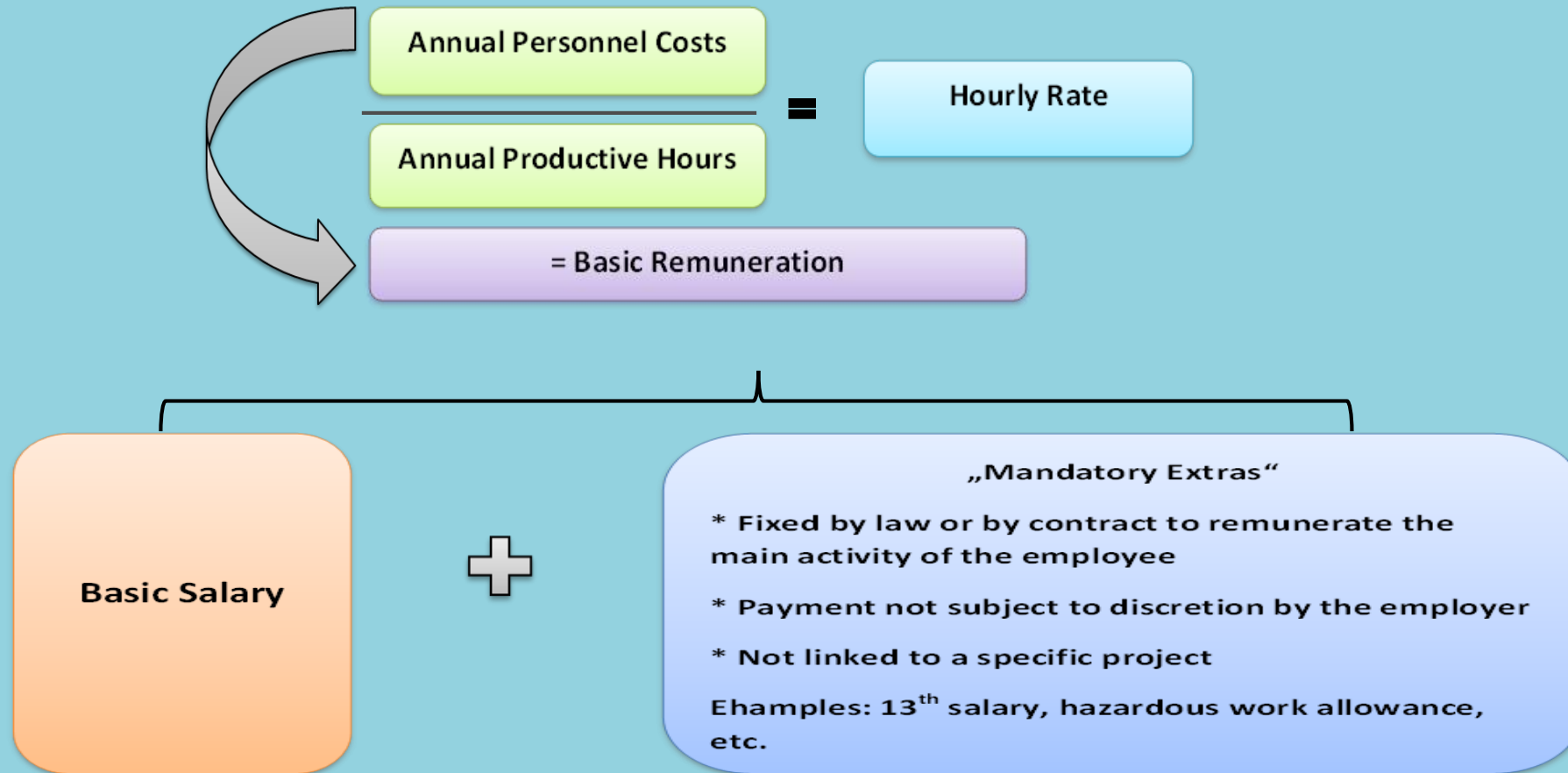
Belgrade, October 22<sup>nd</sup> 2018



UNIVERSITY OF  
BELGRADE



# Personnel costs – calculation (before 2017)





## Personnel costs – calculation (before 2017)

Hours  
worked



Hourly rate  
EUR/hour



Time records



Formula for actual costs  
& specific unit costs



Additional  
remuneration



Applies only to the the beneficiaries  
with project-based remuneration  
schemes



## Personnel costs (before 2017)

### Basic Remuneration

- ▶ If not triggered by specific project
- ▶ Under a scheme authorised by law, collective agreement or contract
- ▶ Determined using objective criteria established in the internal rules

### Additional remuneration

- ▶ Triggered by specific projects
- ▶ Paid for additional work or expertise
- ▶ Part of the usual remuneration practices of the entity
- ▶ Based on objective criteria established in the internal rules
- ▶ !!! Eligible only for non-profit legal entities

### Ineligible

- ▶ Arbitrary bonus
- ▶ Bonus based on commercial targets, fund raising targets or representing profit distribution
- ▶ Bonus applied only to EU actions

## MEMO 17

### “Commission adopts new rules for funding salaries in Horizon 2020 grants”

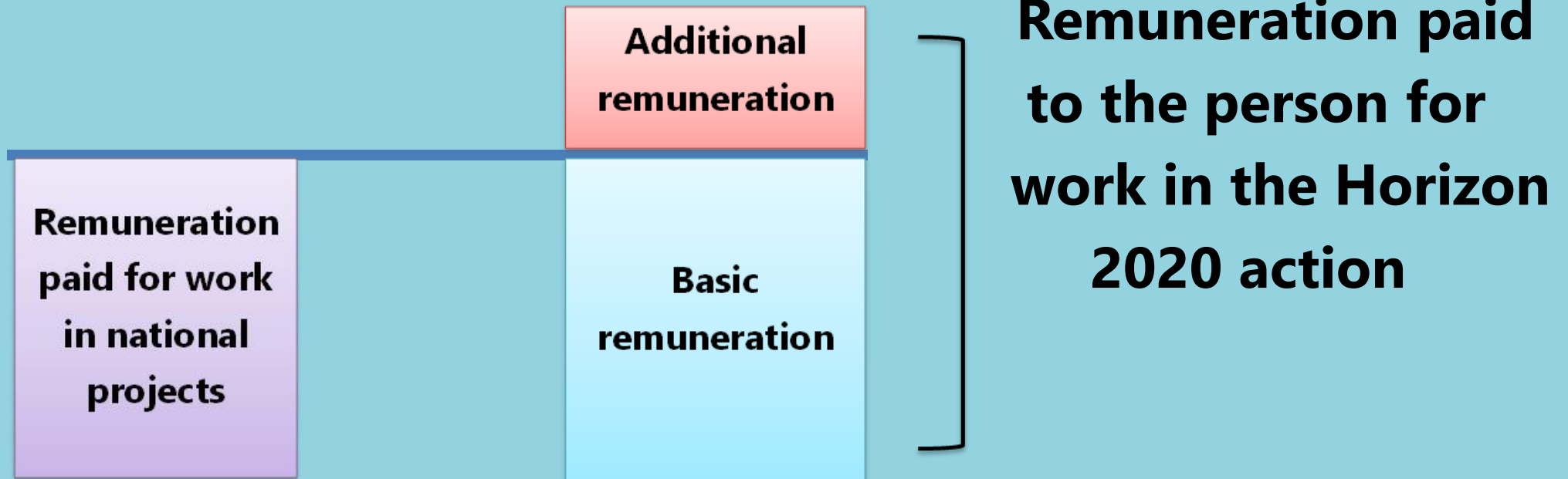
„Before the change in the Model Grant Agreements, all bonuses paid on top of the basic salary qualified as additional remuneration. After the modification, however, only the part of the bonuses that (together with the basic salary) exceeds what the person would receive for work in national projects, qualifies as additional remuneration. Below that threshold the salary paid will be considered as basic salary and will be used to calculate the personnel costs eligible for Horizon 2020 grants. The sum exceeding the threshold, if any, may also be eligible for funding but only under the specific conditions applicable to additional remuneration and only up to the €8,000 cap.”

Brussels, 27 February 2017





## Basic vs. Additional remuneration





## Internal rules for national schemes

- ▶ **Must be set before the application**
- ▶ **NPR salary must be paid at least to one employee before the application**
- ▶ **Eligible only for non-profit legal entities**





***THANK YOU***  
***FOR YOUR ATTENTION!***