



TECHNOLOGY  
CENTRE CAS

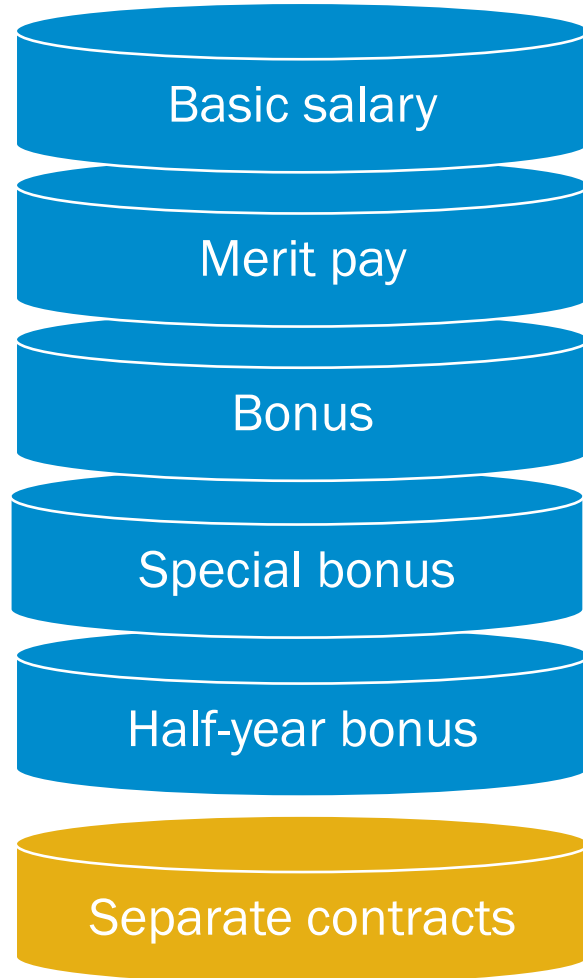
# PROJECT-BASED REMUNERATION: NATIONAL REFERENCE RATE IN THE CZECH REPUBLIC

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Personnel costs - for Legal and Financial NCPs (21<sup>st</sup> April 2022)

# CZECH USUAL STRUCTURE OF REMUNERATION



Basic salary

Merit pay

Bonus

Special bonus

Half-year bonus

Separate contracts

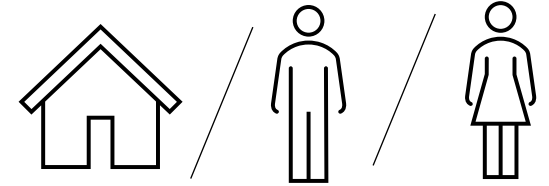
EMPLOYMENT CONTRACT

INTERNAL PAYROLL REGULATION

– No explicit amount

OBJECTIVE CONDITIONS ?

# DAILY RATE



Standard case  
(Case 1A)

?

Project-based remuneration  
(Case 1B)

■ Yes

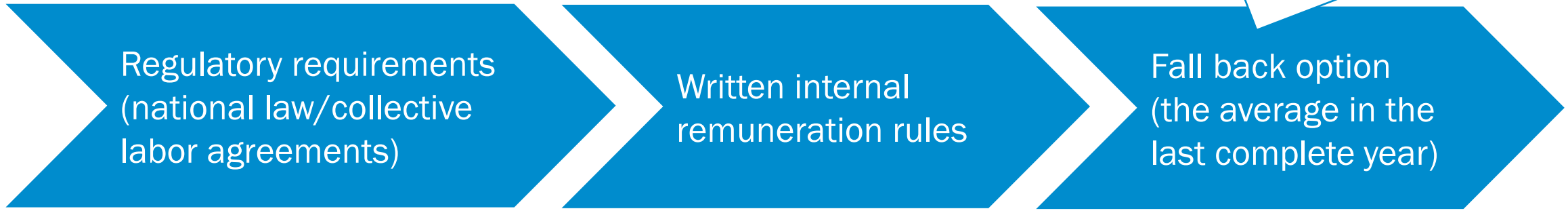
- Including **half-year bonus** and bonus paid at the end of the year (charged proportionally to all sources)

■ Yes

- Extra **bonus** for participation in a specific project
- Parallel **contracts** with different (higher) hourly rate
- Employment contract fixes a **specific hourly rate** for work in specific projects

# NATIONAL REFERENCE RATE

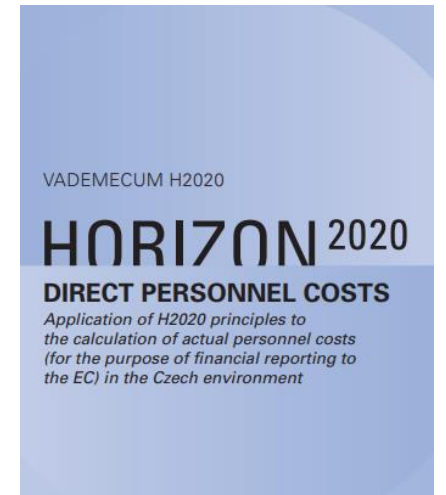
KNOWLEDGE OF AUDITORS ?



■ **No** regulation on Czech level

■ **No** objective internal written rules due to the very **heterogenous rules of Czech grant providers**

■ **Yes**





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