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National regulation of remuneration in Lithuania

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Legal basis for remuneration in Lithuania

- Labor Code of the Republic of Lithuania;
- Law on the Civil Service of the Republic of Lithuania;
- Law on Remuneration of Employees of State and Municipal Institutions;
- Law on Higher Education and Research;
- Regulation of national funder, etc...



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Structure of remuneration

Employees of budgetary institutions

Civil servants

Employees of state research institutes

- basic salary (fixed + variable parts);
- additional payments;
- supplement pays;
- bonuses...

Higher education institutions
have autonomy to approve
internal regulation of remuneration

National rules provides:

- grounds and procedures for determining basic salary and allocating additional payment (supplementary pays, bonuses, allowances)
- coefficient intervals (*range from X to Z*) for different positions to determine fixed part of remuneration
- maximum ceiling (*e.g. up to 60 %*) for additional pays

Nevertheless, final decision is up to the employer within given frames and can vary in different cases

Horizon Europe rules on project-based remuneration:

For personnel which receives project-based remuneration, the personnel costs must be calculated at a rate which is defined based on **objective criteria** allowing to determine the amount to which the person is entitled

Objective conditions means conditions which allow to identify who (e.g. what category of employees) will receive how much (e.g. 5 € extra per hour, 10 % extra salary in each month of full dedication) in what cases (e.g. time worked as lead researcher in cooperative projects; an impartial and transparent assessment procedure on performance) **[AGA, 35 p.]**

Horizon Europe rules on project-based remuneration:

If the regulatory requirements or your written internal remuneration rules:

provide for a bonus **range** (e.g. between 500 and 1000; between 10% and 50%) or a **maximum ceiling** (e.g. up to 50) rather than a precise amount per day or per hour, the remuneration to which the person would be entitled to (national project daily rate) is the average of the remuneration that the person received for work in national projects in the last complete year before the end of the reporting period (e.g. calendar, financial or fiscal year depending on the beneficiary's usual cost accounting practices)

→ “fall back option” [AGA, p. 40]



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Horizon Europe rules on written internal rules:

Written internal rules for projects funded by national schemes ('national projects reference'):

- ✓ must be objective – meaning, very detailed (no range/ceiling allowed);
- ✓ must be applied consistently – fit for all projects funded by national scheme

Otherwise, **fall back option** should be applied



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