



Narodowe Centrum
Badań i Rozwoju

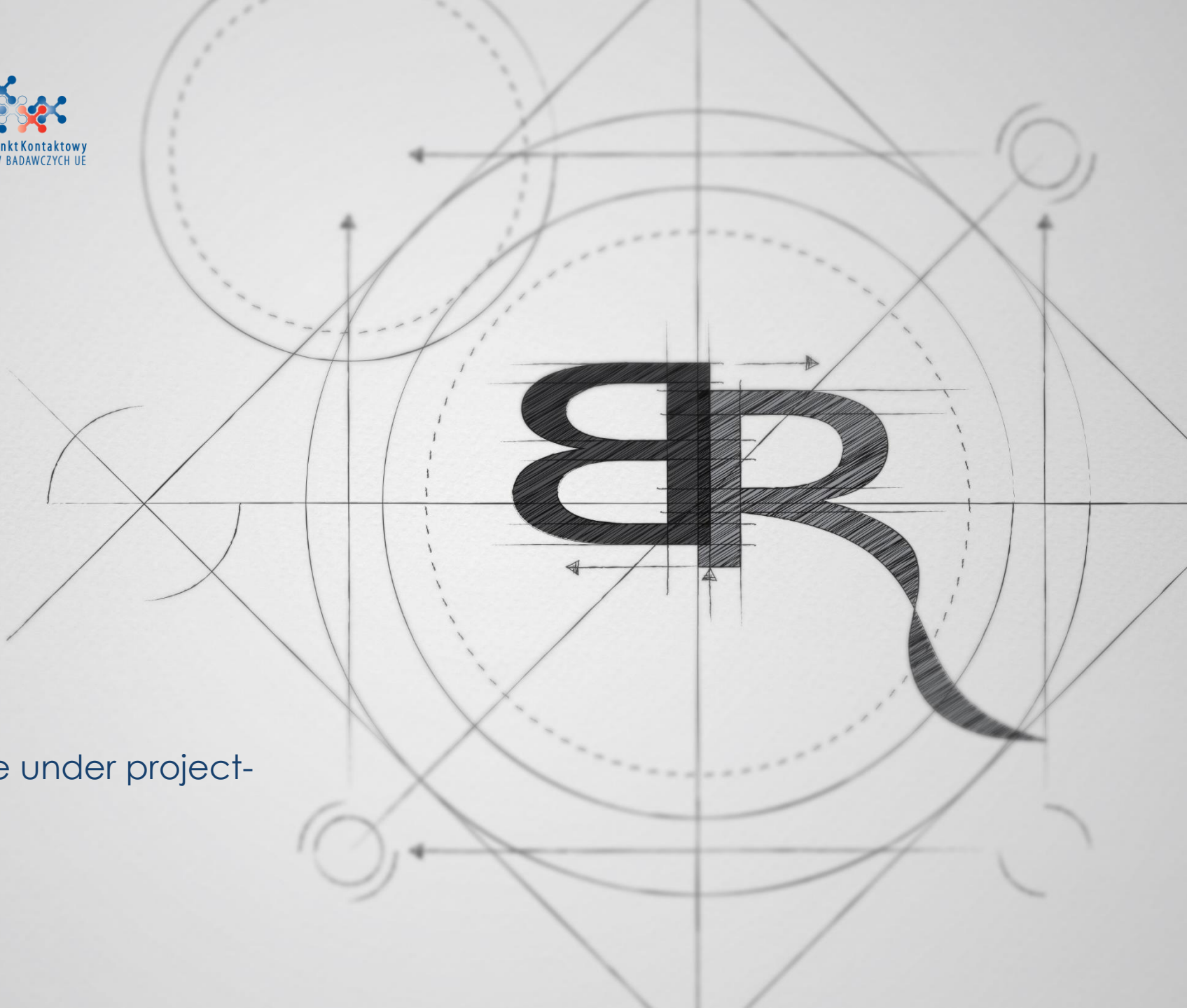


Personnel costs for Legal & Financial NCPs

POLAND

Identifying national reference rate under project-
based remuneration

21st April 2022



SITUATION IN POLAND

Normal practice of many beneficiaries –
to pay additional amounts
in nationally funded
projects

Additional amounts in nationally funded
projects were usually paid not based on
regulations/objective conditions



no possibility to define national project
reference

Different rules of national grant providers

ACTIVITIES

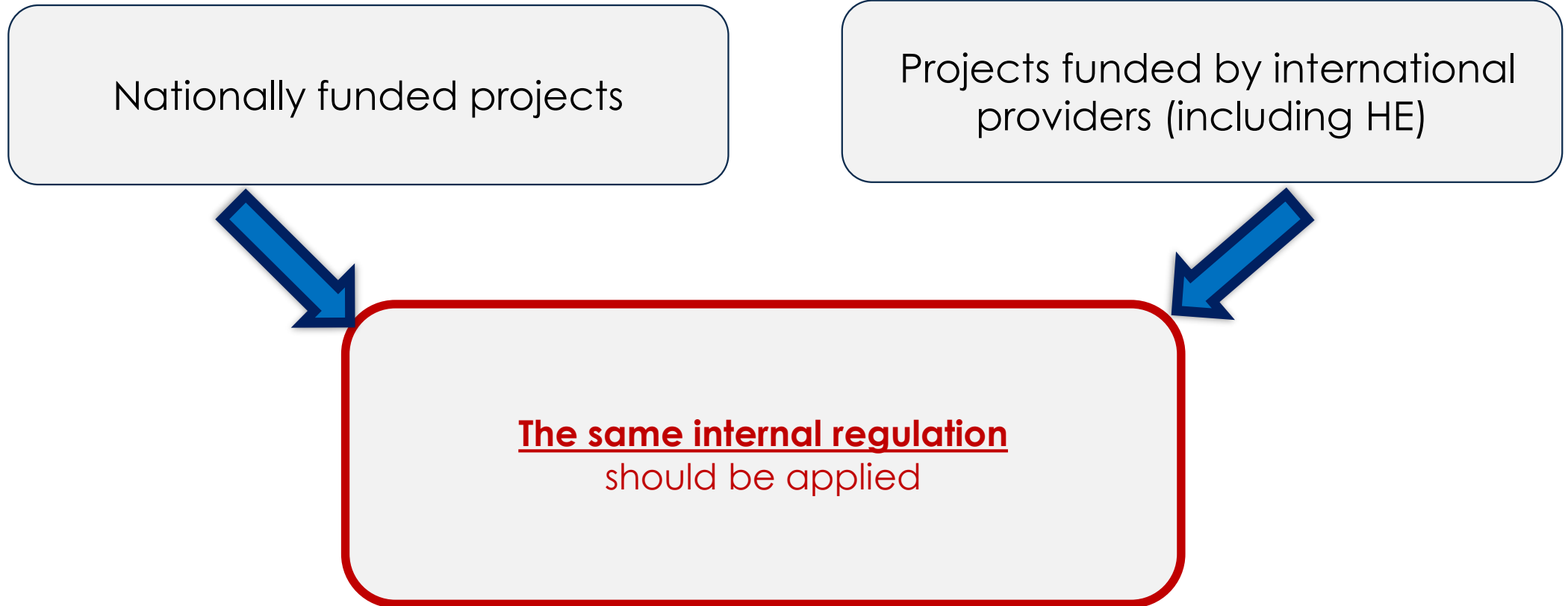
- Series of consultations with the European Commission in order to clarify the details on how to apply project-based remuneration in Poland
- Engagement of Ministry of Education and Science in discussion on how to adopt the project based remuneration rules into Polish organisations

The national projects reference should be defined in:

~~national law,
collective labour
agreement~~

written internal
rules of the
beneficiary

TO UNIFY THE RULES ON BONUSES IN PROJECTS - at the level of each organisation



ON VOLUNTARY BASIS

ACTIVITIES OF THE POLISH MINISTRY

- Providing the beneficiaries with examples of concrete solutions and entries which may be included into their internal regulations - intended to be used as a template to guide institutions on the development of their own internal rules for the payment of additional project-based remunerations
- The template was assessed by EC services on the compliance with Horizon Europe rules
<https://www.gov.pl/web/edukacja-i-nauka/propozycje-zalozen-nowego-systemu-wynagrodzen-pakt-z-akceptacja-komisji-europejskiej>
- Consultations with the Polish grant providers aimed to ensure that the new rules may be applied also to nationally funded projects



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Krajowy Punkt Kontaktowy
PROGRAMÓW BADAWCZYCH UE

THANK YOU

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