



# Project-based remuneration

Personnel costs - for Legal and Financial NCPs  
ON-LINE TRAINING – APRIL 21ST 2022



EURÓPSKA ÚNIA  
Európsky fond regionálneho rozvoja  
OP Integrovaná infraštruktúra 2014 – 2020



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# factors to be taken into account

- Project-based remuneration:
  - Private sector was/is in general not interested in PBR, but public sector is very motivated (wage discrepancies + motivate the best researchers not to leave)
  - PBR existed in public organisations (H2020), but was not an eligible cost:
    - almost in all cases without any support in the internal directives - based on arbitrary decision of the supervisor
    - usually paid only if savings in project budget as bonuses (usual practise)
- Time recording system:
  - TS in hours well established for both national and international projects
    - ESIF, H2020 and other programmes
    - ESIF – project TS + cumulative TS that includes all activities of the employee (projects and non-project activities)
- My internal motivation
  - Establish a transparent system of remuneration of researchers (everybody should know what s.he is paid for) = avoid fall back option

# what I propose and advocate? a simple solution

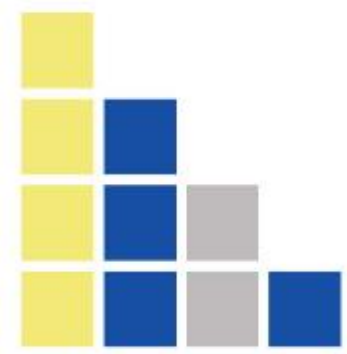
- PBR paid as a top up bonus based on each hour worked on the project
- Matrix defining different rates per hour worked on the project (TS) according to various internally defined criteria
- + define different matrices for researchers based on their general performance

# possible problems/shortcomings?

- Identification of national project reference – different research areas may have different requirements
- Agreement on the amount of the top up bonus within organisation
- In general, acceptance of the introduction of the transparent remuneration system



# NÁRODNÁ KANCELÁRIA HORIZONTU



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