



# Bridge2HE: A transition from H2020 to HorizonEurope for NCPs

**PERSONNEL COSTS**

ONLY FOR  
HORIZON EUROPE

PROJECT-BASED REMUNERATION

*Online meeting  
25 May 2021*



# WHAT IS IT?

IS PROJECT-BASED REMUNERATION RELEVANT FOR ME?



For employees whose **level of remuneration** (daily rate, hourly rate) **increases** when and because the employee works in (EU, national or other) projects

= Usual remuneration practices of a legal entity under which a personnel receives **supplementary payments for work in projects**

RO, PL,  
HU, SI, LT,  
SK, CZ, ...

Example:

*an employee who gets a bonus or a new contract with a higher salary level for working in a project*





# HOW MUCH CAN BE DECLARED?

Actual remuneration costs paid by the legal entity for the time worked by the personnel in the action ('action daily rate') up to the remuneration that the person would be paid for work in R&I projects funded by national schemes (theoretical 'national projects daily rate')

**ACTION  
DAILY RATE**



**NATIONAL PROJECTS  
DAILY RATE**





# COMPARE THE RATES

## ACTION DAILY RATE

$$\frac{\text{actual PC on the action (reporting period)}}{\text{day-equivalents on the action (reporting period)}}$$

## NATIONAL PROJECTS DAILY RATE

1. regulatory requirements
2. written internal rules
3. fall-back option

1

2

$$\frac{\text{theoretical PC for similar work in a national project (nr. of months same as the reporting period)}}{\text{maximum declarable day-equivalents}}$$

3

$$\frac{\text{total PC (last complete year) - EU}}{215 - EU}$$





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**1N73LL1G3NC3**  
**15 7H3**  
**4B1L17Y**  
**70 4D4P7 70**  
**CH4NG3**  
**- 573PH3N H4WK1NG**

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