

## Local salary rates - a 2002 survey of indicative rates

The table below is the result of a survey conducted in 2002 with the help of several local services together with the National Tempus Offices and the National Contact Points.

The table aims at providing indicative staff cost rates which are in keeping with the spirit of the Tempus Programme.

Local rates indicated refer to the gross monthly salary in various geographic zones; the data in the table should act as reference points to enable projects to better plan and define staff costs.

Salaries and fees paid from a project should remain within the ranges indicated below. Any divergence from those limits will only be eligible if prior approval in writing has been received from the European Commission.

|                |                                       | <b>GROSS MONTHLY SALARY (in Euro)</b> |                  |                               |                  |
|----------------|---------------------------------------|---------------------------------------|------------------|-------------------------------|------------------|
|                |                                       | <b>average Academic</b>               |                  | <b>average Administrative</b> |                  |
|                |                                       | <b>Low Rate</b>                       | <b>High Rate</b> | <b>Low Rate</b>               | <b>High Rate</b> |
| <b>EU</b>      | Austria                               | 1500                                  | 4000             | 1000                          | 2500             |
|                | Belgium                               |                                       |                  |                               |                  |
|                | Denmark                               |                                       |                  |                               |                  |
|                | Finland                               |                                       |                  |                               |                  |
|                | France                                |                                       |                  |                               |                  |
|                | Greece                                |                                       |                  |                               |                  |
|                | Germany                               |                                       |                  |                               |                  |
|                | Ireland                               |                                       |                  |                               |                  |
|                | Italy                                 |                                       |                  |                               |                  |
|                | Luxembourg                            |                                       |                  |                               |                  |
|                | The Netherlands                       |                                       |                  |                               |                  |
|                | Portugal                              |                                       |                  |                               |                  |
|                | Spain                                 |                                       |                  |                               |                  |
|                | Sweden                                |                                       |                  |                               |                  |
| United Kingdom |                                       |                                       |                  |                               |                  |
| <b>CARDS</b>   | Albania                               | 400                                   | 1200             | 200                           | 600              |
|                | Bosnia and Herzegovina                |                                       |                  |                               |                  |
|                | Croatia                               |                                       |                  |                               |                  |
|                | former Yugoslav Republic of Macedonia |                                       |                  |                               |                  |
|                | Federal Republic of Yugoslavia        |                                       |                  |                               |                  |
| <b>Tacis</b>   | Armenia                               | 150                                   | 500              | 100                           | 300              |
|                | Azerbaijan                            |                                       |                  |                               |                  |
|                | Georgia                               |                                       |                  |                               |                  |
|                | Kazakhstan                            | 100                                   | 350              | 50                            | 250              |
|                | Kyrgyzstan                            |                                       |                  |                               |                  |
|                | Mongolia                              |                                       |                  |                               |                  |
|                | Tajikistan                            |                                       |                  |                               |                  |
|                | Turkmenistan                          |                                       |                  |                               |                  |
|                | Uzbekistan                            |                                       |                  |                               |                  |
|                | Belarus                               | 200                                   | 800              | 100                           | 600              |
|                | Moldova                               |                                       |                  |                               |                  |
|                | Russian Federation                    |                                       |                  |                               |                  |
| Ukraine        |                                       |                                       |                  |                               |                  |