



EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR RESEARCH & INNOVATION
Directorate J - Common Support Centre

The Director

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By e-mail only

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Subject: Your questions on the implementation of the new provisions on additional remuneration.

Dear Ms Trammer,
Dear Mr Majewski,

I am writing you regarding your e-mail of 30 March addressed to Liliane De Wolf whereby you sent us a number of questions concerning the implementation of the new Horizon 2020 provisions on additional remuneration.

First of all I would like to thank you for your collaboration in this analysis and the comprehensive information you provided. The assessment of the Polish remuneration schemes is particularly complex due to the wide variety of national practices. Among public entities there are several different ways into which participation in projects can be remunerated. But even within a single entity such participation can often be paid to the researchers following different schemes. Your support and contribution for this complex analysis has been indeed particularly valuable.

Overall our assessment showed the substantial improvement in the eligibility of personnel costs for Polish beneficiaries resulting from the new provisions. It is correct to say, however, that not every single remuneration practice is compatible with the new rules on additional remuneration. We have observed that a few of those remuneration schemes are not fully in line with the Horizon 2020 rules. I refer here, in particular, to the cases where the project work is remunerated by civil law contracts remunerating deliverables or when the bonuses paid are not based on objective conditions. We would like to suggest that, when possible, other remuneration schemes are used for the work on Horizon 2020 actions. We noted in the examples you sent to us that such alternative schemes are already available in some cases.

I am sending you in annex the replies to your questions, which I am confident will clarify the issues you raised to our attention. Some of those explanations will also be included in future updates of the AGA. Where possible, we also advance suggestions and examples

about how to make the conflicting remuneration schemes compatible with the Horizon 2020 rules.

I hope this information will support the participation of Polish beneficiaries in Horizon 2020, while preventing financial errors in the calculation of their eligible personnel costs.

Yours sincerely,



Anna Panagopoulou