VolkswagenStiftung

Information on funding for personnel

Average pay rates, contract terms

1 Employment of research staff on permanent contracts

The Foundation allows for the employment of researchers (and other personnel) who are on permanent contracts as part of funded projects. This entails that universities can use the Foundation's funding for the duration of the project to pay the salary of the employee involved for the hours that she / he works on the project.

2 Employment of PhD Candidates

At German institutions, the Foundation only funds full-time positions for PhD candidates. Within the expenditure plan, doctoral positions at German institutions must thus be calculated as 100% positions without exception. In justified exceptional cases, it is possible to fill a doctoral candidate position with an employment share of less than 100% (for example, to better accommodate work-family balance). However, such reduced staffing can only be applied for **after approval** and therefore does not change the requirement to calculate doctoral candidate positions as 100% positions in the expenditure plan. The personnel funds released by a part-time filling of a doctoral candidate position (i.e., the difference between the approved 100% position and the actual part-time position) cannot be used for other project expenses and are therefore no longer available for the project.

The requirement for doctoral students to be employed full-time does not apply to foreign institutions.

The term of PhD candidates' first contract has to be at least three years.

3 Average pay rates for personnel

3.1 Average pay rates for research staff

The average pay rates depend on the respective pay scale classification. Personnel must be classified based on their qualifications and the project requirements.

Usually, research staff funded by the Volkswagen Foundation should be regularly employed. **Stipends** can sometimes be granted for short research stays. If this is the case, stipends must be in line with the rules of the respective applicant's institution. Please consult the funding initiative's "information for applicants" for specific information that may apply.

The following average pay rates should serve as reference point when applying for funding for personnel at German institutions. They include non-wage labor costs such as the employer's contribution to social security as well as foreseeable / already agreed upon pay rate increases. If the person who is to be employed on a position is already known, personnel costs for this position should be estimated in coordination with the administration of the applicant's institution.

If funds for personnel need to be increased due to legal changes or changes in collective wage agreements while the project is running, this should at first be done by reallocating funds within the project. If this is not possible, grantees may apply for additional funds.

Type of personnel	**Pay scale classification**	**Euro/year**
Professorial substitution („*Professurvertretung*“)	Depending on the classification of the professorship to be represented: W3 W2 W1	 130,000 120,000 110,000
Partial teaching substitution (teaching buy-out)	local classification and level of renumeration	Teaching assignments / Lectureships without proper social security employment conditions are not funded
Principal investigator (PI) / Project leads, employees with habilitation, fellowship salaries for postdoctoral researchers (in some initiatives), comparable positions	TVL E 15 (or TVöD E 15) TVL E 14 (or TVöD E 14)	107,000 103,000
Postdocs, comparable positions	TVL (TVöD) E 13	95,000
PhD candidates	100 % TVL (TVöD) E 13	85,000
Research assistants (with a university degree)	University rates apply; with 19 hours per week	ca. 28,000
Student assistants	University rates apply; with 10 hours per week	ca. 12,000

In international cooperation projects, local classifications and rates apply unless the funding initiative specifies otherwise.

3.2 Average pay rates for other personnel

The average pay rates depend on the respective pay scale classification. Personnel must be classified based on their qualification and the project requirements. If the project requirements can be met with part-time employees or additional hours for already existing positions, please calculate a proportional rate accordingly.

The following average pay rates should serve as reference point when applying for funding for personnel at German institutions. They include non-wage labor costs such as the employer's contribution to social security as well as foreseeable / already agreed upon pay rate increases. Here too it holds that if funds for personnel need to be increased due to legal changes or changes in collective wage agreements while the project is running, this should at first be done by reallocating funds within the project. If this is not possible, grantees may apply for additional funds.

Type of personnel	**Pay scale classification**	**Euro/year**
Employees with a (bachelor) degree from a(n) (applied) university that does not entitle them to pursue a PhD degree, comparable positions	TVL E 9 to E 12 (or TVöD E 9 to E 12), depending on qualifications	max. 67,200
Non-research staff with technical or administrative tasks, lab assistants, workshop personnel, comparable positions	TVL (TVöD) E 2 to E 9, depending on qualifications	max. 60,000

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