

GEMEINSAM MEHR ERREICHEN.  
SAMMEN NÅR VI MERE.



# Functional Groups in Interreg Germany-Denmark

as Part of an SCO  
for Staff Costs  
in Five Steps



## Step 1 – The Idea

**Period 2014-2020:** Staff costs=real costs

**Period 2021-2027:** Staff costs should be handled easier  
("administrative simplification")

Solution: Using simplified cost options (SCO) – Art. 53 (2) b CPR

The controls should be carried out as follows:

1. Check that an employee has a valid contract for the project.
2. Taking all cost or a percentage of the costs  
or count hours in time sheets.

(This is much easier than checking real personal costs.)

## Step 2: Searching for Basics

1. Browsing other programmes' homepages.
2. Using numbers from our monitoring system.
3. Asking some of our projects.
4. Asking external project management companies, which sometimes support our projects.
5. Programmes' professional judgement

## Step 3: The Results

- Projects can imagine to use SCO
- Lot of partners from the public sector
- Three types of functional groups in our projects:
  1. Head, Leader, responsibility,...
  2. Employees, co-workers, staff, scientific associates,...
  3. Assistant, simple activities,...

## Step 4: Bases for numbers

Using salaries of the public sector:

- DE: collective agreements (“TV-L”)
- DK: Statistical data, provided by the Region of Southern Denmark

Comparison with:

- national statistical databases (Germany, Denmark, EU),
- payment claims and budgets of our projects
- Regulations of other programmes
- our professional judgement

Result: The salaries of the public sector are reliable.

Consideration of inflation rate and regular income increases: 2% per year.

## Step 5: The Results

Rates per hour	Germany	Denmark
Group 1 (head,...)	62,00 €	68,00 €
Group 2 (employees,...)	46,00 €	51,00 €
Group 3 (assistants,...)	31,00 €	33,00 €

Accompanying decisions:

- The rates are valid for the whole period 2021-2027 (2029).
- Regular adjustments are not planned.

Important:

- We informed our AA and our coming MC in an early stage.
- Our AA had enough time for an early assessment.
- In the end both agreed.

## Future?

Possible Problems:

- Inflation rates or salaries increase over 2% per year.
- The rates are in some fields too low.
- Projects complain about height and method.
- The sky can fall on our heads.
- ...

**But we are positive that our way is a good way and we take the risks!**

# Thank you for your attention!

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