

# Staff costs in Interreg



**30 August 2018**

**Staff costs in Interreg – Theory and practice**

Venue: Hotel Monopol, Mannheimer Str. 11-13,  
60329 Frankfurt (Main), Germany





## **Staff costs in Interreg–theory and practices**

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**Frankfurt (Main), Germany**

### **Outlines**

In most Interreg projects staff costs constitute the largest part of the budget, which also seems to reflect the challenges faced and variety of approaches applied by programmes for this budget line.

With the Delegated Regulation 481/2014, the legal frame for this programming period 2014-2020 presented significant changes with regard to staff cost for Interreg. The detailed rules for staff costs and different calculation methods meant new opportunities, but also new challenges and uncertainties. For instance, the concept of timesheets was abandoned for some staff cost methods, off-the shelf simplified cost options were established and other new options were introduced. In light of those opportunities and challenges, Interact organises a one-day event for experience programme staff to exchange on practices, to analyse the challenges and maybe to develop joint solutions for still existing problems.

### **Objectives**

The event will provide programmes the opportunity to actively exchange and explore different practices. Practical exercises and small group discussions should help to gain knowledge and new perspectives.

The event does not target to communicate “right” or “wrong” approaches, but to provide a platform for exchanging practises and allow for new insights in what the other Interreg programmes do.



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**Thursday, 30 August 2018**

**08.30 – 09.00** Registration and Welcome Coffee / Tea

**09.00 – 09.15** **Welcome & expectations overview**  
*Interact*

**09.15 – 09.45** **The theory**  
*Interact*

- Legal frame
- Changes from the previous programming period to today and changes to come (Omnibus)

With this session, participants are provided with an reminding overview on the legal frame.

**09.45 – 10.30** **The practice: SCOs - what is available and what do programmes do?**

*Programme examples and exchange of experience*

- 20% flat rate
- standard scale of unit costs
- Lump sums(?)

After this session, participants will have increased their knowledge on available simplified cost options and their application. Challenges and potential solutions will be discussed.

**10.30 – 11.00** Coffee break

**11.00 – 12.00** **The practice: Fixed percentage – simplification?!**  
*Programme examples and exchange of experience*

- How does it work?
- How is it applied?
- What challenges remain?

This session will allow participants to focus on general issues, but also on details like “mission statement/letter”, monitoring practices of the fixed percentage method and the risk of gold plating.

**12.00 – 13.00** **The practice: Hourly rate calculations –keep the overview?!**  
*Programme examples and exchange of experience*

- What is available?
- How is it applied?
- What challenges remain?

In this session participants will have the opportunity to learn about and discuss issues like, how to deal with different staff costs



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methods for the same employee, risks of overcompensation, eligibility of holidays and sick-leave.

**13.00 – 14.00** Lunch break

**14.00 – 15.00** **How do you calculate staff costs?**

*Practical calculation exercises in small groups*

The objective of this session is to show the complexity of calculating staff costs and to compare the different calculation methods.

**15.00 – 15.30** Coffee break

**15.30 – 16.15** **It's all clear, isn't it?** Addressing the question marks and still existing gaps.

*Plenary discussion*

With this session, participants can exchange on issues for which solutions are still to be found and learn how colleagues are tackling them, e.g. SMEs and remuneration/compensation of CEOs & staff costs, Staff costs or external expertise? Holidays & staff costs.

**16.15 – 17.00** **What does the future bring?** Taking a look at the proposed Regulations.

*Plenary discussion/group exchange*

After this session, participants will have had a chance to exchange and reflect on the proposed legal frame for the next programming period.



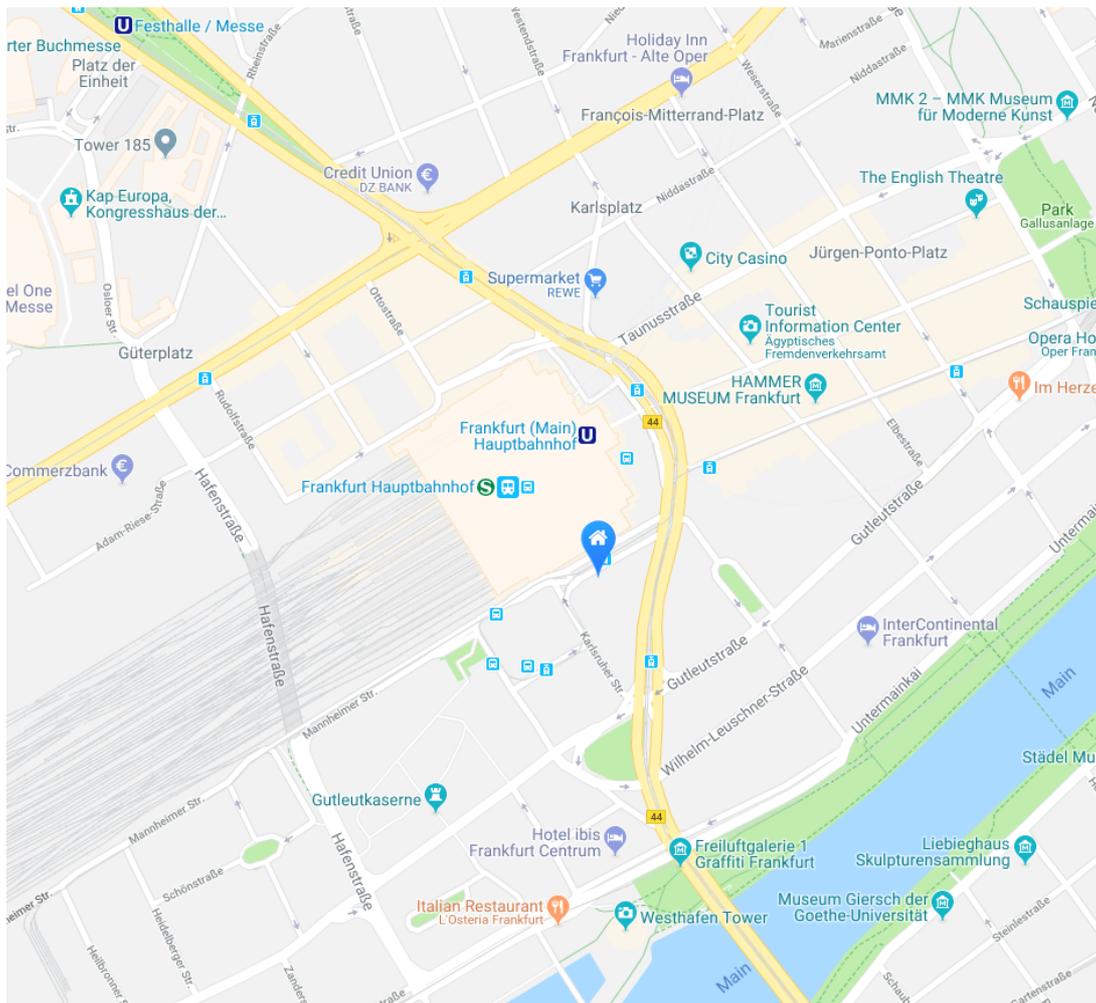
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### Practicalities

### Venue

The event will be organised in Hotel Monopol, Mannheimer Str. 11-13, 60329 Frankfurt (Main), Germany. <https://www.hotelmonopol-frankfurt.com/>



The venue is located close to Frankfurt's central station which allows for easy access by train or plane. The airport is connected to the central station by regional and urban trains. More information can be found here: <https://www.frankfurt-airport.com/en/travel/transfer.detail.suffix.html/article/travel/directions/local-public-transportation.html>