

## **RULES AND REGULATIONS**

# **FINANCIAL AND SOCIAL PROVISIONS FOR THE OPEN-ENDED FELLOWSHIPS: RESEARCH ASSOCIATE (CQ - CHERCHEUR QUALIFIÉ), SENIOR RESEARCH ASSOCIATE (MR - MAÎTRE DE RECHERCHES), RESEARCH DIRECTOR (DR - DIRECTEUR DE RECHERCHES)**

**ADOPTED BY  
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# CHAPTER I: REMUNERATION AND CALCULATION OF THE PECUNIARY SENIORITY

## Article 1

The salary scales of the French-speaking Community of Belgium related to open-ended fellowship holders whose details can be consulted on the F.R.S.-FNRS website are the following:

- Research Associate (CQ - Chercheur qualifié), salary scale 13/2;
- Senior Research Associate (MR - Maître de recherches), salary scale 14/1;
- Research Director (DR - Directeur de recherches), salary scale of Lecturer.

The salary depends on the fluctuations of the Consumer Price Index applicable to the public service employees of the French-speaking Community of Belgium.

## Article 2

- § 1. The calculation of the pecuniary seniority is made according to the scientific seniority acquired by the holder of an open-ended fellowship.
- § 2. Scientific seniority includes the following:
1. the duration of the services provided as a holder of a grant or a fellowship, receiving remuneration since the beginning of the work as a staff member of the F.R.S.-FNRS;
  2. the duration of the services as a holder of a FRIA or FRESH grant;
  3. the duration of the scientific work carried out by the holder of an open-ended fellowship before the beginning of the work at the F.R.S.-FNRS as a scientific staff member of a university, a scientific institution or an institution affiliated to a university;
  4. the duration of the scientific work recognised by the F.R.S.-FNRS Board of Trustees, during which the holder of an open-ended fellowship received a remuneration or a subsidy granted by:
    - The Belgian Government, an international organisation recognised by Belgium or by a foreign country linked to Belgium by a cultural agreement, within the framework of the said agreement;
    - The regions, communities, provinces, municipalities, as well as all other services, research institutions or scientific research funding organisations, in compliance with the regulations in force.
- § 3. Scientific seniority shall be understood as any systematic activity closely linked to the creation, production, dissemination, application of technical and scientific knowledge in all fields of science and technology, especially in scientific research, experimental development, technical and scientific service, as well as preservation and presentation of cultural heritage and educational services.
- § 4. The duration of the services provided as a holder of a position including incomplete works is calculated accordingly.
- § 5. The recognition of the scientific seniority acquired by the holder of an open-ended fellowship during the beginning of the fellowship requires that s/he has provided evidence of this seniority.

### Article 3

Fellowship holders shall be remunerated on a monthly basis and in arrears on a SEPA ("Single Euro Payments Area") euro bank account of their choice.

Any change of bank account number must be reported online by the fellowship holder on their personal [e-space](#) page.

## **CHAPTER II: WORK ACCIDENTS**

### Article 4

Fellowship holders are covered by an insurance contract required by the law. This contract covers ordinary work risks during seminars or in laboratory as well as risks of accidents occurring on their way to work.

It also covers the risks incurred during temporary missions in Belgium and abroad. Fellowship holders may use any common transportation (sea, air or road transport) authorised for people transportation to travel, inasmuch as they are not members of the crew.

## **CHAPTER III: INTERRUPTION FOR MATERNITY, PATERNITY OR ADOPTION**

### Article 5

During the maternity, paternity or adoption leave, the fellowship holder receives a replacement income paid by the mutual insurance company as from the time set by the law regarding sickness and invalidity insurance. In that case, the payment of the remuneration is immediately suspended.

The fellowship holders shall give prior notice to the F.R.S.-FNRS of the starting date of their leave.

The Fund gives the fellowship holder in the aforementioned situation an extra payment to the indemnity provided by the mutual insurance company in order to compensate for the loss of income.

To that end, the fellowship holder must provide the Fund with a certificate issued by the health care insurer (the mutual insurance company), mentioning both gross and net amounts of the maternity, paternity or adoption indemnity that they have received.

## **CHAPITRE IV: INTERRUPTION FOR PROPHYLACTIC LEAVE (ANTENATAL OR BREASTFEEDING)**

### Article 6

During the prophylactic antenatal leave or the prophylactic breastfeeding leave, the fellowship holder receives a replacement income paid by the mutual insurance company as from the time set by the law regarding sickness and invalidity insurance. In that case, the payment of the remuneration is immediately suspended.

To that end, the fellowship holder shall give prior notice of the starting date of their leave to their promoter and the F.R.S.-FNRS.

The Fund gives the fellowship holder in the aforementioned situation an extra payment to the indemnity provided by the mutual insurance company in order to compensate for the loss of income.

To that end, the fellowship holder must provide the Fund with a certificate issued by the health care insurer (the mutual insurance company), mentioning the received amount of the prophylactic leave indemnity.

## **CHAPTER V: ANNUAL LEAVE**

### Article 7

The duration of the annual leave is equivalent to the calendar fixed in the hosting institution's rules of procedure. The fellowship holders shall inform the F.R.S.-FNRS Secretariat of their holiday dates.

The holiday bonus calculated according to the salary received in June is paid during the month of May.

## **CHAPTER VI: PENSION**

### Article 8

Holders of an open-ended fellowship benefit from an "extralegal pension" group insurance, to which they are affiliated via the F.R.S.-FNRS.

The purpose of this group insurance is to ensure pension benefits, in addition to those resulted from legal provisions on retirement and survival pension, by building up a supplementary retirement capital sum, an additional survival pension and a temporary orphans' pension.

The F.R.S.-FNRS takes full charge of the premiums related to the making of this extralegal pension.