

## **RULES AND REGULATIONS**

### **FINANCIAL AND SOCIAL PROVISIONS FOR THE RESEARCH FELLOW FELLOWSHIP (ASP - ASPIRANT)**

**ADOPTED BY**

**THE BOARD OF TRUSTEES OF THE F.R.S.-FNRS**

**ON 4<sup>TH</sup> OCTOBER 2017**

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## CHAPTER I: FINANCIAL PROVISIONS

### Article 1

The amount of the grant in force on 1<sup>st</sup> October is mentioned on the F.R.S.-FNRS website.

As from the month that follows the month during which Research Fellows (ASP - Aspirant) obtained the title of doctor, their grant is increased in proportion to the increase in salary given to a university assistant who obtained a Ph.D.

### Article 2

This grant is exempt from tax on income in accordance with the CI.RH.241/499.925 circular of the direct tax administration of the Ministry of Finance. The beneficiary is nonetheless subject to the employee social security scheme.

### Article 3

Fellowship holders shall be remunerated on a monthly basis and in arrears on the bank account of their choice. The bank account must be opened in a financial institution established in Belgium.

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 Research Fellow 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, Research Fellows shall give prior notice to their promoter and the F.R.S.-FNRS of the starting date of their leave.

The Fund gives the Research Fellow in the situation mentioned above an extra payment to the indemnity provided by the mutual insurance company in order to compensate for the loss of income.

To that end, Research Fellows 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.

## **CHAPTER IV: INCAPACITY - SUSPENSION OF COMPLEMENTARY SICK PAY**

### Article 6

Beyond the 1<sup>st</sup> month of the guaranteed remuneration, the F.R.S.-FNRS will not pay allowance in addition to illness benefit from the social insurance.

## **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. Periods of time are set by mutual agreement with the promoter. Research Fellows 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.