

RULES AND REGULATIONS

**FINANCIAL AND SOCIAL PROVISIONS FOR THE
POSTDOCTORAL RESEARCHER FELLOWSHIP (CR -
CHARGÉ DE RECHERCHES)**

ADOPTED BY

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

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CHAPTER I: REMUNERATION AND CALCULATION OF THE PECUNIARY SENIORITY

Article 1

The salary scale of the French-speaking Community of Belgium related to Postdoctoral Researchers (CR - Chargé de recherches) is 11/6 (assistant professor). Further information about it can be found on the F.R.S.-FNRS website.

The salary is linked to 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 a Postdoctoral Researcher (CR - Chargé de recherches) 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 recognised by a public authority of an European Economic Area member state or Switzerland;
4. the duration of the scientific work recognised by the Board of Trustees of the F.R.S.-FNRS, 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

The fellowship holder is 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

The 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 abroad. Travels by private vehicles are covered. The fellowship holders can also travel by any common transportation (sea, air or road transport), authorized for people transportation, 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.

For this purpose, the fellowship holder must previously inform her/his promoter and the F.R.S.-FNRS about the starting date of the said leave.

In addition to the indemnity provided by the mutual insurance company, the Fund gives the fellowship holder, in the situation mentioned above, an extra payment in order to compensate for the loss of income.

To this 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 received.

CHAPTER IV: INCAPACITY - SUSPENSION OF COMPLEMENTARY SICK PAY

Article 6

Beyond the 1st 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 HOLIDAY

Article 7

The duration of the annual holiday is equivalent to the one established by the regulations of the host institution and the periods of time are set by mutual agreement with the promoter. The persons who benefit from a Research Fellow (CR - Chargé de recherches) fellowship must advise 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.