

Career FOR THE STAFF OF THE DEMOGRAPHIC STUDIES CENTRE SALARY TABLES

Document approved by the Governing Council at its ordinary meeting on 27 November 2024¹ . Consolidated version.

The CED consortium is a non-profit entity of the public sector (SEC95), owned by the Generalitat de Catalunya and the Autonomous University of Barcelona, which is attached to the department responsible for Research, currently the Department of Research and Universities.

The entity is designated as a CERCA centre, in accordance with Resolution ECO/2405/2015 of 21 October, recognising various research centres in Catalonia as CERCA centres. As such, it is subject to the specific legal regime characterised by full autonomy, as provided for in Law 9/2022 of 21 December on Science.

Despite the autonomy regarding the legal framework for the entity's operations, which includes the remuneration scheme for its staff, this autonomy does not preclude compliance with the basic regulations and the interpretative criteria applicable to the CERCA centres and the ICREA Foundation, jointly established by the General Directorate of Public Service, the General Inspection, the Directorate-General for Budgets and the Secretariat for Universities and Research.

In this regard, the basic budgetary regulations provide annually for the maximum cap on pay increases for public sector staff, including public sector consortia, and the aforementioned Interpretative Criteria establish, among other things, the following:

- The governing body of the CERCA and ICREA centres must approve the remuneration scheme for their staff, which includes the items and salary scales (bands) it deems appropriate for the functions to be performed and the contractual type.
- The total of the personalised and individualised remunerations in a given year (the talent retention allowance, professional promotions and annual performance incentives) must not exceed the annual credit allocated for these types of adjustments, with the exception of those actions financed with competitive or external funds. For future exercises, this credit may be increased within the framework established by the budget laws.
- Automatic growth (seniority supplements and combined seniority systems with the achievement of assessable individual objectives) will be quantified separately in the budget.
- The entity's governing body shall approve, for each financial year, the maximum budgetary credit to cover remuneration adjustments and objectives-linked remuneration, on the premise of financial sustainability and budgetary balance.

The amounts in the pay tables refer to basic salary and to consolidable and non-consolidable allowances.

The tables will apply to employment contracts entered into after their entry into force. The management of the CED will adapt previously formalised employment contracts to the newly created pay categories,

¹Approved amendments to the document at the Government Council sessions of 16 May 2025, 26 November 2025 and 19 June 2026.

incorporating the current activity allowances into the basic salary and will endeavour to do so i² t affecting the calculation of the wage mass as little as possible. Under no circumstances may the pay scales reduce the remuneration of employment contracts entered into before their effective date. If the employee decides to continue with the current remuneration system, they will forfeit the professional career system by assessment detailed in Annexes 1 and 2.

The limits of the pay tables will only apply to contracts funded through core funding or competitive funding. In such cases, the competitive funding limits of the calls will take precedence over the limits of these pay tables, as set out in Article 3 of the relevant regulations (Annex 1). Incremental growth (seniority supplement and combined seniority systems with the achievement of assessable individual objectives) must be quantified separately in the budget.

The new salary tables (which incorporate the research career) will come into force the day after their approval by the CED Governing Council; the tables in force until then will be updated annually until all staff are fully aligned with the remuneration system provided for by this regulation.

ANNEX 1.

Research staff

Salary levels, consolidable and non-consolidable supplements

Scope of application: contracted research staff of the Centre for Demographic Studies

Article 1. Levels (according to the European research staff regulations R1-R4)

- R0. Pre-doctoral collaboration agreement (maximum 12 months)
- R1. Pre-doctoral researcher (maximum 4 years or as per the call)
- R2. Senior Researcher (3 to 6 years or as per call)
- R3. Doctoral researcher with R3 certificate (no limit or as per call)
- R4. Distinguished Investigator (no limit or as per call)

Article 2. Annual gross basic salary (2024) approved at the Governing Council meeting of 15 December 2023 (base salary updates will be approved at annual meetings in line with public sector budget increases).

- R0. Annual gross remuneration 12K;
- R1. Annual gross basic salary 21K;
- R2. Annual gross basic salary 33k;
- R3. Annual gross basic salary 39K;
- R4. Annual gross basic salary 49K;

Article 3. Special positions

3.1. **Ramon y Cajal** fellows without R3 certification are considered R2 but will be equated to the annual gross basic salary of an R3 during the grant's validity, for which the necessary supplement will be added to the minimum gross basic salary established by the call. Upon the expiry of the 5 years, obtaining the R3 certificate and any subsequent award of a permanent post will entail the consolidation of the R3 level, which will entitle the individual to apply for research increments.

3.2. **Juan de la Cierva** fellows will be equivalent to level R2, and therefore the necessary supplement will be added to the minimum gross basic salary established by the call for applications for the duration of the grant.

3.3. Individuals who receive a **Beatriu de Pinós** grant without R3 certification are considered R2 but will be equated to the annual gross basic salary of an R3 for the duration of the grant, for which the necessary supplement will be added to the minimum gross basic salary established by the call.

3.4. Individuals who receive a **Marie S. Curie** grant will receive their salary as specified by the call. The same applies to all European Union mobility programmes (heading: non-cumulative call or project supplement).

3.5. Individuals awarded a grant from **the European Research Council** or an equivalent body may be remunerated as specified in their proposal, for the duration of the project.

3.6. Individuals who receive a **Researcher Training** Grant will be equivalent to level R1, provided this is higher than that specified in the call; otherwise, the terms of the call will apply.

Article 4. Types of consolidable supplements in the horizontal research career at the Centre for Demographic Studies

- Triennium for length of service (in accordance with current regulations).
- Research sexennia.

Article 5. Research career: sexennia. Annual amount and eligibility.

Meeting the requirements for the research sexennia entails a salary increase of €2,500 per annum, extendable to €4,000, depending on the objectives achieved.

All research staff with a permanent contract at the Centre for Demographic Studies are eligible. Up to a maximum of six sexennis may be accumulated. Sexennis may be applied for from the date the permanent contract takes effect. The assessment period may include all years during which the researcher has held a postdoctoral contract at the CED or at another academic institution.

5.1. Minimum conditions for applying for the research sexennia assessment:

- A minimum of 5 indexed publications in 6 years.
- Minimum of 60% certified annual face-to-face presence.
- Unpaid management appointment (minimum 3 years).
- Publication of a "Demographic Perspectives" article

Attendance will be based on monitoring the application of clock-in and clock-out entries. Occasional justifications for remote working and unjustified absenteeism will be monitored using the time and attendance tracking system.

5.2. Requirements for a positive assessment in the research sexennal evaluation:

Achieve five of the following milestones during the assessed period:

- 5 publications in demography and population or in Q1 journals from other fields. Co-authored publications count as 0.75. This milestone may be counted twice.
- 1 defended thesis or five person-years of thesis supervision during the period. For supervision years, only the first four years of the PhD student are counted. Co-supervisions count as 0.75 when there are two supervisors and 0.5 when there are three or more.
- Organisation of a conference / seminar as Principal Investigator
- Member of a national or international academic selection committee for research projects, grants, or others
- Competitive research project for 75% of the time (project time will be counted as project/year in the case of overlapping projects)
- Applied research / transfer project for 75% of the time (project time will be counted as project/year in the case of overlapping projects)
- 5 non-paid training and dissemination activities (including being an editor of a *special issue* in a journal of interest in the area of demography and population.
- 1 Demographic perspectives.
- 3 unpaid advisory, expert committee, administrative and civil society activities
- 3 ad hoc corporate activities not remunerated (research day, institutional presence of the CED at conferences, field trips, corporate activities.)

A minimum of five milestones must be met to achieve the basic sexennium, valued at €2,500 per annum. Each additional milestone will be remunerated at €300, up to a maximum of €4,000 per annum.

5.3. Clauses to ensure a transition to the new pay scale and sexenio system of the Centre for Demographic Studies.

The transition to the new system is voluntary for those researchers who already have a permanent contract at the Centre for Demographic Studies prior to the entry into force of this regulation, and they may opt into the new system at any time.

For structural research staff who opt into this regulation, a proposal will be made to convert their current salary to the salary that would correspond to them under a sexennial system. The sexennials necessary to maintain their current salary will be recognised.

The obtaining of the R3 (national) accreditation by structural research staff will entail salary equalisation to this level.

5.4. Criteria for assessing research sexennia for years worked prior to the introduction of the regulation

- **Sexennia completed** prior to the regulation:

- Publications at AQU level. To meet this criterion, five publications in indexed journals are required, two of which must be relevant.
- Active competitive research project for 5 of the 6 years.

The basic sexennium is paid at an annual rate of €2,500.

The basic sexennial award can be increased to a maximum of €4,000 per annum when the achievement of at least five of the following milestones is accredited:

- 5 publications in demography and population or in Q1 journals in other fields.
- One thesis defended or five person-years of thesis supervision during the period. For supervision years, only the first four years of the PhD candidate are counted.
- Organisation of a conference/seminar as Principal Investigator
- Member of a national or international academic selection committee for research projects, grants, or others
- 5 unpaid training and dissemination activities (including serving as editor of a special issue of a journal of interest in the field of demography and population.
- 1 Demographic perspectives.
- 3 unpaid advisory, expert committee, administrative and civil society activities.
- 3 ad hoc corporate activities not paid for (research festival, institutional presence of the CED at conferences, outings, corporate activities.)
- Unpaid management assignment (minimum 3 years).

Each accredited milestone, from the fifth onwards, will add €300 to the sexennial value. In calculating the five milestones, the two milestones required to achieve the basic sexennial will be taken into account.

- **Partial sexennia** with more than 3 years prior to the regulation (maximum 2,500 euros per year):
 - Publications at AQU level.
 - Active competitive project for 5 of the 6 years.
 - 1 thesis supervision (co-supervisions with two supervisors count as 0.75, and those with three or more supervisors count as 0.5).
 - Meet the minimum conditions to be assessed (Article 5.1.) for the years following the introduction of the regulation.

Extendable up to €4,000 based on the objectives achieved under Article 5.2. (having achieved at least 5 of the promotion milestones during the assessed period).

- **Partial sexennia** with 3 or fewer years remaining under the regulation (from €2,500 to €4,000 per year):
 - Meet the minimum conditions to be eligible for the assessment from the date the regulation comes into force.
 - Achieve 5 of the promotion milestones during the assessed period.

5.5. Achievement of an extraordinary sexennium (maximum of €2,500)

Individuals who have obtained a grant from the European Research Council or an equivalent body and execute the entire grant at the Centre for Demographic Studies may have one sexennium validated upon completion of the grant's execution.

5.6. Research sexennis assessment timetables

Opening date: October. The current year is eligible for assessment.

Decision: December.

Coming into force: Applies from 1 January of the following year.

5.7. Operational procedures and coordination

The implementation, modification and supervision of the system for the evaluation of research sexennia and temporary salary supplements will be the responsibility of the person attached to the Directorate in charge of research careers and training at the Centre for Demographic Studies. Any modifications or improvements to the system must be approved by the CED's management bodies and ratified by the institution's Governing Council.

Article 6. Types of non-consolidable supplements

- Project-based supplement
- Supplement for a temporary assignment of duties
- Variable remuneration: Annual *bonus* for fundraising

Article 7. Project-based supplement

R0. S2. Up to 1,200 Euros

R1. Up to 7,200 Euros

R2. S3. S4. Up to 4,800 Euros

R3. Up to 6,000 Euros

R4. Up to €7,200

A monthly activity allowance may be established for projects requiring specific expertise or dedication, in addition to the employee's usual duties, which must be specified when the allowance is assigned.

Members of the research team (including specialist technical staff supporting the research who are directly involved in the project) formally assigned may have their basic salary increased on a temporary basis, provided this is authorised by the Principal Investigator of the project and the necessary resources are available.

The supplement can only be paid with resources directly attributable to the project, provided they are eligible. The maximum supplement for a direct research support technician is equivalent to an R2 and must be authorised by the Principal Investigator and funded with resources directly chargeable to the project budget, or to its indirect costs (up to a maximum of 25% of the total). in the case of an incompatibility arising from the source of funding (e.g. MRR funds).

Principal Investigators who do not have a structural contract with the CED may be paid the supplement for the duration of the project and their contract with the CED.

Article 8. Temporary assignment supplement

This supplement may be paid to any person to whom the Directorate temporarily assigns certain additional functions beyond those that normally constitute their job description.

When the responsibility or assignment is no longer assigned, for any reason, the corresponding allowance will automatically cease to be paid.

The amount of the allowance shall not exceed 15% of the basic salary.

Article 9. Annual *bonus* for competitive funding acquisition.

R2. Up to €4,950

R3. Up to €9,750

R4. Up to 14,700 Euros

If the *bonus* recipient already receives a project activity supplement, the amount already received monthly will be deducted from this amount; in other words, the project activity supplement and the annual *bonus* cannot be added together.

9.1. Eligibility of Principal Investigators (PIs) for temporary annual salary *bonuses* for fundraising.

Principal Investigators (PIs) who have direct or indirect resources to fund them are eligible to receive temporary *bonuses*.

Staff seconded to the CED from other institutions will be eligible for *bonuses* on the same terms, provided that all or part of their projects are linked to the CED.

Payments will be made promptly, annually and upon budget approval, between February and March.

9.2. Origin and calculation of the amounts that IPs may receive as temporary salary *bonuses* for fundraising

The amount to fund the *bonuses* may be drawn down in the following order: (i) directly from the project budget, provided it has been included and is an eligible cost; (ii) from resources released by the project from the CED's baseline budget (up to a maximum of 40%); (iii) and, eventually, from the project's indirect costs (up to a maximum of 25%).

9.3. Exceptional modifications and/or removal of the temporary fundraising payment system

Payment under this *bonus* scheme is subject to the institution's financial capacity. The percentages may vary in the event of a substantial change in the availability of core funding provided by the consortium institutions and other unforeseen adverse economic circumstances. Any modifications must be approved by the Governing Council.

9.4. ICREA Staff

Research staff on an ICREA contract may receive a fundraising *bonus* of up to a maximum of 20% of their annual gross salary, which will be funded by the project(s) of which they are the principal investigator.

ANNEX 2

Research Support Staff

Salary levels, consolidable and non-consolidable supplements

Scope: research support staff employed by the Centre for Demographic Studies

Article 1. Levels

- SO. Administrative Assistant (Vocational Qualification II)
- S1. Junior Technician or Administrative Officer (Vocational Qualification II)
- S2. Mid-level technician or administrator (Degree)
- S3. Senior Specialist Technician/Unit Head Technician (Degree)
- S4. Service Manager (Degree + 5 years' experience or postgraduate qualification)
- S5. Head of Accounting and Finance (Degree + 5 years' experience or postgraduate qualification)

Article 2. Annual gross basic salary (January 2025) approved at the Governing Council meeting of 27 November 2024.

- SO. Annual gross basic salary 17K;
- S1. Annual gross basic salary 22K;
- S2. Annual gross basic salary 27K;
- S3. Annual gross basic salary 32K;
- S4. Annual gross basic salary 37K;
- S5. Annual gross basic salary 42K;

Article 3. Types of supplements to be consolidated in the horizontal career path at the Centre for Demographic Studies

- Ancillaries for length of service (in accordance with current regulations).
- Professional tiers.

Article 4. Professional career. Annual amount and eligibility.

Meeting the requirements for a professional advancement entails a salary increase of between €1,400 per annum. They are reviewed every five years and are consolidable.

All research support staff with a permanent contract at the Centre for Demographic Studies are eligible. Up to a maximum of four trams can be accumulated.

4.1. Minimum conditions for applying for the quinquennial evaluation.

- Compliance with the working hours.
- A minimum of 80% attendance.
- Participation in a governance committee or working group.
- Completion of an average of 12 hours of job-related training per year.

Attendance and punctuality will be based on the tracking of clock-in and clock-out times. Occasional remote working and unauthorised absences will be monitored via the time-keeping application.

4.2. Requirements for a positive assessment in the appraisal.

- Satisfactory fulfilment of the individual objectives agreed at the start of the period with management and with other members of the management team, where applicable.
- Taking on new responsibilities or an increase in the workload of the post's duties.

LTIs will be deducted from the 5-year period under review.

4.3. Band evaluation schedule

The first five years may be exceptionally assessed retrospectively upon the entry into force of this regulation, taking into account the growth of the CED in recent years.

The remaining bands will be evaluated every five years. The five-year periods will begin to run from the date the employees submit their plan of objectives.

4.4. Operation and coordination

The implementation, modification and supervision of the evaluation system for research support tiers and temporary salary supplements shall be the responsibility of the Manager of the Centre for Demographic Studies, with the support, where appropriate, of the Head of the Accounting Unit. Any modifications or improvements to the system must be approved by the management of the CED and ratified by the institution's Governing Council.

If the basic salary under the new regulations is higher than the previous one, the transition will be carried out by absorbing the current supplements into the basic salary (with the exception of seniority allowances and the distance allowance), so as to minimise the impact on the total wage bill, in order to comply with legal requirements. In the event that it is lower, the annual gross remuneration being paid at the time of conversion will be maintained.

Article 5. Types of non-consolidable allowances

Supplement for temporary assignment of duties

Variable remuneration: Annual *bonus* for competitive funding

Variable remuneration: *Bonus* for specialist technical staff for participation in research projects (see research career)

Article 6. Temporary assignment of duties supplement

This allowance may be paid to any person to whom the Management temporarily assigns certain additional duties, in addition to those that normally constitute their post.

When the responsibility or assignment is no longer assigned, for any reason, the corresponding allowance will automatically cease to be paid.

The amount of the allowance shall not exceed 10% of the basic salary.

Article 7. Maximum amounts for variable remuneration *bonuses*.

S0. Up to €1,200

S1. Up to €1,200

S2. Up to €2,400

S3 Up to €2,400

S4. Up to €3,700

S5. Up to €4,900

7.1. Origin and calculation of the amounts that support staff may receive as temporary salary *bonuses* for competitive funding receipts

The amount to fund the *bonuses* will be taken from a percentage of 2% of the total income from competitive projects received and managed during the financial year, up to the maximums established for each pay grade.

Payments will be made annually, in arrears, between March and April of the year following the one in which they are calculated.

7.2. Exceptional modifications and/or removal of the temporary payment system for the management of competitive funds

Payment under this *bonus* scheme is conditional upon the institution's financial capacity. The percentages may vary in the event of a substantial change in the availability of core funding provided by the partner institutions and other unforeseen adverse economic circumstances. Any modifications must be approved by the Governing Council.

Annex 3. Salary Tables 2026

TAULES SALARIALS I DE CARRERA PROFESSIONAL 2026
 (aprovades pel Consell de govern de 26 de novembre de 2025)

A. PERSONAL INVESTIGADOR

			BRUT ANUAL (EUROS)		
CLASSIFICACIÓ PROFESSIONAL	Nivells	Salari base actualitzat	Complements consolidables (fins a 6 avaluacions en períodes de 6 anys)	Imports màxims dels <i>bonus</i> per captació de fons o per complements de projecte	
Personal investigador doctor	Grup 4	R4	49.980,00	mínim 2.400,00	14.700,00
				màxim 4.000,00	
	Grup 3	R3	39.780,00	mínim 2.400,00	9.750,00
				màxim 4.000,00	
	Grup 2	R2	33.660,00	mínim 2.400,00	4.950,00
				màxim 4.000,00	
Triennis d'antiguitat 59,96 mensuals					
Ajut distància 35 € mensuals					
Personal investigador en formació	Grup 1	R1	21.000,00	7.200,00	
Becari/ària de col.laboració (conveni)		R0	12.000,00	1.200,00	
Triennis d'antiguitat 59,96 mensuals					

B. PERSONAL DE SUPORT A LA RECERCA

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DISTÀNCIA (EUROS)					
CLASSIFICACIÓ PROFESSIONAL	Subgrups	Salari base 2025	Complements consolidables (fins a 5 avaluacions en períodes de 5 anys)	Bonus màxims no consolidables per gestió de fons	
Tècnic responsable de servei financer	Grup 13	S5	42.000,00	1.400,00	4.900,00
Tècnic responsable de servei		S4	37.000,00	1.400,00	3.700,00
Tècnic especialista superior o tècnic responsable d'unitat	Grup 12	S3	32.000,00	1.400,00	2.400,00
Tècnic especialista mitjà o administratiu/va amb grau		S2	27.000,00	1.400,00	2.400,00
Tècnic especialista novell o administratiu/va FPII	Grup 11	S1	22.000,00	1.400,00	1.200,00
Auxiliar administratiu/va		S0	17.000,00	1.400,00	1.200,00
Triennis d'antiguitat 59,96 mensuals		Ajut distància 35 € mensuals			