

MSCA RISE/Staff Exchanges InfoDay

CONCLUSIONS on selected implementation issues

Olomouc, 29. March 2023


 [RECORDING of the general infoday part](#)

Implementation Q&As

→Eligibility of the seconded staff (see recording 01:02:30)


According to the MGA, seconded staff may be (among others) “*administrative, managerial, or technical staff supporting research and innovation activities under the action.*”

CONCLUSION 1: Pure management activities as such are not supported/eligible under MSCA RISE/SE. Non-scientific personnel may participate, provided they implement activities related to the project (e.g., dissemination activities, technology transfer, knowledge valorization, etc.). Qualification of the seconded staff should be described in the project proposal and will be checked in case of an audit. Seconded staff must have the appropriate qualification to implement the project.

 [See Guide for Applicants](#), p. 7: “Staff members shall have appropriate competence to implement the project and R&I work packages and deliverables. Moreover, those with purely administrative roles (e.g., accountants) are not considered to be actively involved in the R&I activities of the organisation. Therefore, they are not eligible for secondments.”

→Salary of the seconded staff (see recording 01:09:07)

CONCLUSION 2: The grant does not cover the salary of the seconded staff. However, the nature of the MSCA RISE/SE project foresees synergies with other grants (national and EU) as long as this does not entail double funding, the rules of these grants allow that, and the spirit (content) of the grants is the same or similar. In these cases, hours and personnel costs can be declared to these other grants and the top-up allowance of the seconded staff to the MSCA RISE/SE.

 [See Guide for Applicants](#), p. 4. “Projects can be implemented together with other related R&I activities funded by another EU grant (e.g., Horizon Europe grants other than the MSCA, Erasmus+, Structural Funds, etc.) as long as this does not entail double funding.”

→Normal remuneration of the seconded staff (see recording 01:11:38)



According to H2020 [AGA](#), p. 529: “Beneficiaries and partner organisations must not penalize the staff members or reduce their rights due to the participation in the action and in particular, since their normal remuneration is not covered by the grant (which is only a top-up allowance to cover the travel, accommodation, and subsistence costs of the secondment), continue to pay them as before, according to their internal practices.”

CONCLUSION 3: If it is a usual practice of the beneficiary that the remuneration of the seconded staff fluctuates depending on the involvement in specific projects, REA respects that. Amendments to the salary statement (Annex to the employment contract) for the period of secondment are acceptable.

- REA checks the existence of the contract. A contract must be in place at least one month before the secondment.
- REA does not check the remuneration levels of seconded staff before, during, or after the project. However, REA expects that the beneficiary provides seconded staff sufficient support in terms of salary during the secondment.

Example: A student is employed by the beneficiary and works (0,5 FTE) on a project funded from Structural Funds (PSF). From the first day of secondment under MSCA SE, the working hours of the student are increased to 1,0 FTE to comply with the MSCA SE rules.

During the MSCA SE secondment, the salary of the secondee is financed as follows:

0,5 FTE is financed from PSF → hourly rate: 30 EUR/hour

0,5 FTE is financed from beneficiary's institutional sources → hourly rate: 25 EUR/hour

→ During the secondment, the average hourly rate of the student is lower than his hourly rate paid immediately before the secondment. This can be accepted by REA, since this is compliant with the beneficiary's usual remuneration practice.

→ Institutional contributions (see recording 01:13:16)

CONCLUSION 4: Institutional contributions (RTN contribution and Management and indirect contribution) are administered by beneficiaries.

- REA/audit does not control what individual items were covered by these contributions. The items may vary depending on the specific needs of the projects.
- REA/audit control eligibility of PM and of the secondee declared by the beneficiary.

→ Split secondment (see recording 01:14:52)

CONCLUSION 5: Annual paid leaves (*dovolená*) may not be claimed as secondments and require a secondment split (in the Mobility Declaration). Bank/public holidays (*státní svátky*) do not require a split.

→**Reintegration after the secondment** (see recording 01:16:39)

CONCLUSION 6: Secondments aim to enable the transfer of knowledge (during and after the secondment). There is no minimum legal requirement for the duration of the reintegration phase.

REA generally does not accept: If the beneficiary decides to terminate the contract with the secondee immediately after the project. Individual cases are assessed case by case.

REA accepts: If the secondee decides to terminate the contract immediately after the project.