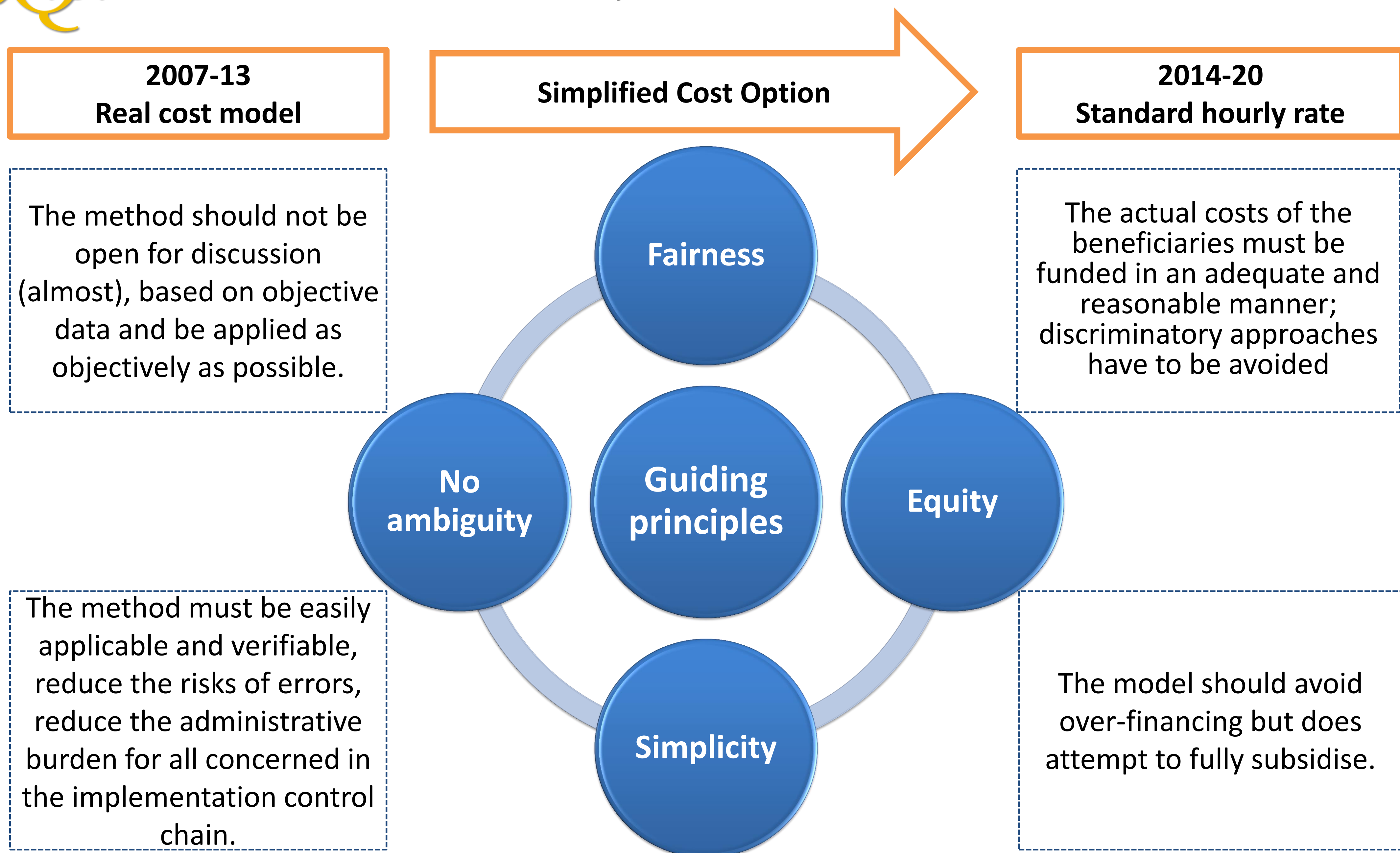


# Standard Hourly Rate (SHR) in Flanders



## Formula

**Hourly rate =  $1.2/100 \times \text{monthly gross salary}$**

**Methodology** developed by external agency (SDWORX) takes into account

- a fair and reasonable share of any salary costs on top of the gross salary;
- possible salary cost reductions for the employer/employee; and
- all non-project hours like holidays, sick leave etc.

### Examples

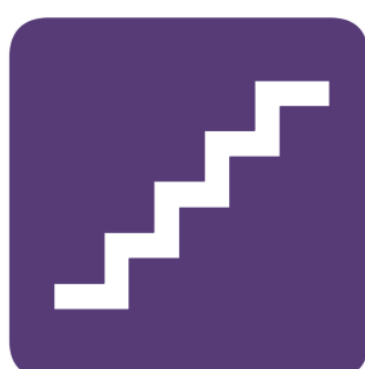
€ 3,000 gross salary =  $1.2/100 \times 3,000 = 36$  euro/hour  
 € 3,500 gross salary =  $1.2/100 \times 3,500 = 42$  euro/hour  
 € 4,000 gross salary =  $1.2/100 \times 4,000 = 48$  euro/hour



## Documentation

- Employment contract
- Time registration
- Pay slip for each calendar year
- Proof of payment or compensation of overtime

Specific rules apply in relation to timesheets, part-time working, maximum hourly rates, overtime, maximum number of working hours, employment on several ETC/ERDF projects, seconded staff, public authority staff, and temporary/interim employment.



## Learning

- Early and continued engagement with the Audit Authority ensured their support and contribution to developing the SHR. It is hoped that their endorsement and involvement will avoid any major issues during implementation.
- The contracting of an independent, external organisation to conduct an analysis of the way SHR could be implemented helped to convince the Audit Authority that the rationale and methodology for implementing a SHR was sound.
- The formula has built in a margin of error by applying a conservative percentage to avoid future audit complications. This provides a robust measure for implementing SHR and avoids it being subject to changes should the fiscal framework in Flanders change (unless there are major changes).