

REGULATIONS ON MINIMUM REMUNERATION FOR RESEARCH STAFF FUNDED THROUGH PUBLIC AND PRIVATE FUNDING CALLS WHERE MINIMUM SALARY LEVELS ARE NOT SPECIFIED

Preamble

Universidad de Burgos's mission is teaching, research and the transfer of knowledge. Its activities in these three areas are based on knowledge—its generation, preservation and dissemination—which depends on research staff and can be assessed in terms of scientific productivity and transfer to society.

Thus, there is a direct link between the quantity and quality of research carried out and the support the university provides to research staff. This is particularly evident in the case of those employed on research projects and funded by research grants. Universidad de Burgos is committed to supporting these staff members, as set out in the documents linked to the EU's HRS4R ([HR Excellence in Research](#)) label, such as the [Code of Good Practice in Research](#).

This support is evident in initiatives such as the [Regulations on Collaboration in Teaching Tasks](#), the [Guidelines for Participation in Research Projects](#), and the opportunity to take part in the ANECA Call for the Evaluation of Research Activity (to apply for the evaluation of six-year periods or research phases by the CNEAI) from the 2021 call onwards.

Furthermore, *Royal Decree-Law 32/2021 of 28 December on urgent measures for labour reform, the guarantee of job stability and the transformation of the labour market*, and *Law 17/2022 of 5 September, amending Act 14/2011 of 1 June on Science, Technology and Innovation*, enable further improvements to be made to the conditions of contracted research staff, in terms of working conditions, particularly access to permanent contracts. In this regard, Universidad de Burgos views these regulations as an opportunity, placing particular emphasis on promoting permanent, full-time contracts.

Furthermore, in accordance with Universidad de Burgos's policy on enhancing the status of research activity and its policy relating to the HRS4R seal, it is considered that the university must have a scale of minimum remuneration for research staff employed with funds from public and private funding calls which do not specify these minimums in their terms and conditions or in the calls themselves. Furthermore, in compliance with the provisions of Article 11, last paragraph, of the Second Collective Agreement for Teaching and Research Staff (PDI) employed under labour law at the public universities of Castile and León, signed on 18 March 2015, these remuneration scales have been negotiated and agreed upon with the Teaching and Research Staff Works Council, and have been aligned with comparable regulations and public calls for applications, such as the [Statute for Pre-doctoral Research Staff in Training \(EPIF\)](#) and the [State Programme to Develop, Attract and Retain Talent](#).

Article 1. Scope of application

The minimum remuneration levels set out in these regulations shall apply to all appointments made by Universidad de Burgos of research staff funded through public and private calls for applications which do not specify these minimum levels in their terms and conditions.

These regulations shall not apply to those funding calls which do provide for minimum remuneration, such as national and European funding calls aimed at attracting talent, as well as certain regional calls for project proposals that include recruitment; in such cases, the remuneration specified in the funding calls must be applied.

Article 2. Research staff profiles and minimum remuneration

2.1. Research staff profiles

For the purposes of these regulations, research staff shall be classified into professional profiles ranging from the training phase to that of independence in research (R1, R2 and R3), as set out in the [European Framework for Research Careers](#). These profiles are defined in Section F of Universidad de Burgos's [Guide to Research Careers](#).

2.2 R1 Researchers

Those recruited will be early-career research staff, usually in training. They must hold a Bachelor's or Master's degree. Applicants holding a PhD shall not be eligible.

Within this category, three sub-profiles are established, based on the date on which the undergraduate degree was completed, as of the date of publication of this call for applications:

- R1a: Undergraduate studies completed 3 years ago or less.
- R1b: Undergraduate studies completed more than 3 but less than 5 years ago.
- R1c: Undergraduate studies completed 5 years or more ago.

The minimum remuneration shall be that established for trainee research staff in Royal Decree 103/2019 of 1 March, which approves the Statute for Pre-doctoral Research Staff in Training (EPIF). Thus, the remuneration under this contract may not be less than 56 per cent of the salary set for equivalent categories in the collective agreements applicable to the R1a profile, 60 per cent for the R1b profile, and 75 per cent for the R1c profile. Nor may it be less than the national minimum wage established each year, in accordance with Article 27 of the [Consolidated Text of the Workers' Statute](#).

2.3. R2 Researchers

Those recruited shall be established researchers who have not yet reached full research independence at the postdoctoral stage. They must hold a PhD. The period since obtaining this qualification must not exceed 3 years from the date of publication of the call for applications.

The minimum remuneration shall be that established for the first phase of the Juan de la Cierva training grants under the *State Programme to Develop, Attract and Retain Talent*, or any programme replacing it, in accordance with the table included as an annex to these regulations.

2.4. R3 Researchers

Those recruited shall be established independent researchers. They must hold a PhD, and the period since obtaining this qualification must be more than three years from the date of publication of the call for applications.

The minimum remuneration shall be that established for the first phase of the Ramón y Cajal grants under the *State Programme for Developing, Attracting and Retaining Talent*, or any programme that replaces it, in accordance with the table included as an annex to these regulations.

Article 3. General provisions for all research profiles

The deadlines specified for the three profiles may be extended where any of the following circumstances apply:

1. The birth of a child, or the care of a child in cases of adoption or where the child is in foster care with a view to adoption or permanent placement, provided that the date of birth or, where applicable, the date of the court or administrative decision, falls between the date on which the qualification required for appointment was obtained and the closing date for the submission of applications. An extension of one year shall apply for each child.
2. Temporary incapacity during pregnancy due to pregnancy-related causes, suspension of the contract due to risk during pregnancy or due to risk whilst breastfeeding a child under nine months of age. An extension equal to the justified period shall apply.
3. Temporary incapacity for reasons other than those set out in the previous point, for a period of at least three consecutive months. An extension equal to the justified period shall apply.
4. Leave of absence to care for a child, to care for a relative, on grounds of gender-based violence or on grounds of terrorist violence, for a minimum period of three months. An extension equal to the justified period will apply.
5. Reduced working hours for legal guardianship, for the direct care of a family member, or for the care of a child suffering from a serious illness, for a minimum period of three months, calculated in full days. An extension equal to the justified period shall apply.
6. Care for people in a situation of dependency, in accordance with the provisions of Law 39/2006 of 14 December on the Promotion of Personal Autonomy and Care for People in a Situation of Dependency, for a minimum period of three months. An extension equal to the justified period will apply.
7. Applicants who can prove they have a disability of 33 per cent or more. An extension of 2 years shall be applied to the periods indicated.

These periods must be duly substantiated at the time of submitting the application. The application of more than one of the situations provided for in this section is permitted, and different periods may be combined, provided that the justified periods do not overlap. The extension to be applied shall be calculated by rounding up the justified period to the nearest full month or, if several periods apply, by rounding up the sum of the justified periods. For these purposes, the period justified on account of the birth of or care for a child shall be one year for each child, counted from the date of birth or from the date of the court or administrative decision.

Article 4. Minimum Remuneration Tables

On 1 January of each year, the Vice-Rector's Office responsible for research shall publish the remuneration scale for that year in accordance with the provisions of the EPIF and the most recent calls for applications published for the Juan de la Cierva-Training and Ramón y Cajal grants or any grants that replace them.

Additional Provision. Implementation

The Vice-Chancellor responsible for research is authorised to issue the necessary instructions for the implementation and interpretation of these regulations.

Transitional provision. Contracts entered into prior to the entry into force of these regulations.

The minimum remuneration levels set out in these regulations shall not apply to contracts entered into prior to their entry into force. However, the minimum remuneration levels shall apply to those contracts whose terms are amended after their entry into force, particularly in cases where a fixed-term contract for works or services is converted into a permanent contract, or where the source of funding for permanent contracts is changed.

Final provision. Entry into force

These regulations shall be published in the BOCYL and shall come into force on 1 January 2023.

ANNEX

For the year 2023, the table of minimum annual gross salary for full-time contracts shall be as follows:

R1a:	16,972 euros
R1b:	18,184 euros
R1c:	22,730 euros
R2:	25,350 euros
R3:	33,300 euros