



One off bonus payments, additional research funds and salary top up for participation in Competitive Calls for Research and Internationalization Projects

Ca' Foscari promotes and encourages participation in European and international competitive calls for proposals for research and internationalization projects through various incentive mechanisms:

1. **One off bonus payments/** **ERC relocation grant** (subject to taxation) to Principal Investigators (PI) of funded projects and by providing **Additional Research Funds** to researchers participating in competitive calls and whose proposals are positively evaluated but not funded by granting authorities. These kinds of awards are given as a one-time payment;
2. **Salary top-up** (subject to taxation): by paying a portion of the reimbursed permanent staff costs on research projects directly in the paycheck;
3. ***Reducing Teaching Loads.***

1. One off Bonuses and Additional Research Funds for project proposals

ARIC office collects requests for Awarding bonuses and Incentives twice a year, through the Research office within the Structure managing the project.

A) One off bonus payments

These are intended for PIs who secure funding for projects submitted to competitive calls. The winners of a project can request a bonus in the form of compensation added to their paycheck, subject to the legal tax, social security, and welfare deductions. The amounts depend on the type of funding programs, the role of the University in the project, and the budget and indirect costs (overheads).

Eligible PIs can choose to share such bonus with other members of the research group or convert it into research funds, which will be managed by their department or the Structure managing the project.

To verify eligibility, refer to Article 9 of the *Regulations for the Incentivization of Faculty, Researchers, Technical Administrative Staff, and Language Collaborators and Experts*¹/
[Regolamento per l'incentivazione del personale docente, ricercatore, tecnico amministrativo e collaboratore ed esperto linguistico.](#)

B) Additional research funds

These are for faculty and researchers who participated in competitive calls by submitting project proposals that, despite not receiving funding, achieved a score above the minimum approval

¹ All regulations are only available in Italian

threshold set by the call (e.g., a score >10/15 in the Horizon Europe collaborative calls). These additional funds are provided as **research funds** available for up to 3 years within the Structure managing the project and can be shared with other members of the research group as well².

The allocation of Additional research funds refers to Article 7 of the *Regulations for the Support Fund for Research and Internationalization Activities*/ [Regolamento Fondo per il supporto alle attività di ricerca e internazionalizzazione where eligibility and details can be found](#)².

It is recommended to read the [FAQs](#) on the one off bonus payments and additional research funds for initial information on the topic.

2. Salary top-up from Reporting Permanent Staff cost

PIs of funded projects can receive additional compensation as a *Salary top-up* in their paycheck, up to a maximum of 45% of the amount of permanent staff costs reported on the project.

The PI can choose to extend this *reward* to other team members who actively contribute to the project activities and/or to Technical Administrative Staff who supported the project's submission or management³.

The recognition of *Salary top-up* follows different timelines, depending on the type of funding:

- Generally, for collaborative projects, following each financial report (usually after the 18th or 24th month from the start of the project, but it depends on the project);
- At the end of the project and upon approval of the final report for projects under "lump sum" scheme.

Furthermore, ERC grant PIs can request an increase in their salary share on a monthly basis. Details can be found in the Circular *Incentive Regulation Amendments: monthly ERC incentive accrual, new provisions for 'lump sum' scheme, and incentives for curriculum coordinators*/ [Modifiche Regolamento Incentivazione: rateazione mensile incentivi ERC, nuove disposizioni per schema 'lump sum' e incentivi ai coordinatori e coordinatrici di corsi di studio](#).

The allocation of *salary top-up* is governed by the *Regulations for incentive to teaching, research, administrative technical and language associate and expert personnel*/ [Regolamento per l'incentivazione del personale docente, ricercatore, tecnico amministrativo e collaboratore ed esperto linguistico](#).

² Additional research funds can only be used for conducting research activities, such as: co-financing research projects, co-financing research grants; co-financing doctoral scholarships; scientific publications; organization of conferences and seminars; conference registrations; membership in scientific societies; scientific missions; costs related to the purchase of research equipment; proofreading; linguistic revisions; expenses connected to the development of new project proposals (participation in meetings, personnel expenses, etc).

³ For instance: €100,000 of personnel costs have been reimbursed at the end of a project: therefore the project PI can request up to a maximum €45,000 as salary top-up either for themselves or for other members of the research team or supporting administrative and technical staff (PTA).

For further details, please refer to:

- The [Circular](#) that governs the *One off bonus payments, Additional research funds* and *Salary top up* mechanisms;
- The [summary table](#) showing how these forms of compensations are reflected in different funding programs.

3. Teaching Load Reductions

Furthermore, PI who are permanent personnel as well, can benefit from reductions in teaching loads. Such reductions are listed in the *Table 2 - Reductions in Self-Certification Regulation assignments and verification of teaching and service duties/ [Tabella 2 - Riduzioni incarichi](#)* del Regolamento Autocertificazione e verifica compiti didattici e di servizio.

The costs for substitute teaching can be covered by the above mentioned Incentives (see point 1.B).