

H2020 ITN FREQUENTLY ASKED QUESTIONS

<https://ec.europa.eu/research/participants/portal/desktop/en/support/faq.html>

FINANCIAL

Q: What is the payment mechanism in case of sick leave in an H2020 MSCA ITN project?

A: For the short-term sick leave (≤ 1 month):

- Unit is eligible (100%).

For the long-term sick leave (> 1 month) the following approach will be followed **from day 1 of the sick leave:**

- For the time period that the employer has to pay 100% of fellow's salary per national law, the units are eligible (100%).
- For the time period that the employer has to pay a percentage (e.g. 50%) of the fellow's salary per national law, units are eligible and the "working time commitment" in the Researcher Declaration will be set equal to the percentage (e.g. 50%) paid by the employer to the fellow.
- For the time period that the employer does not have to pay the fellow's salary per national law (e.g. because the fellow is paid by the national social security system), researcher's activity in the action is suspended.

The research, training and networking costs claimed during the sick leave periods of the fellows must be used to implement research / training activities within the action.

The employment contract of the fellow may then be extended for the unused units due to the sick leave within the project duration.

For both (short- and long-term sick leave) the applicable national rules must be strictly followed and the required documentation (e.g., medical certificate) must be available at the institution for any eventual verification by REA or any other EU institution.

Example 1. Fellow is recruited from 1-Jan-2015 until 31-Dec-2017. This fellow is on sick leave from 1-Mar-2016 until 20-Mar-2016.

- Researcher Declaration: no impact.
- Periodic report: mention that fellow was on sick leave from 1-Mar-2016 until 20-Mar-2016.
- Supporting documentation: medical certificates required per national law must be available at the fellow's recruiting institution.

Example 2. Fellow is recruited from 1-Jan-2015 until 31-Dec-2017. This fellow is on sick leave from 1-May-2016 until 30-Sep-2016.

Employer must pay the following amounts to the fellow per national law:

- From day 1 until day 15: 100% of the salary (0% salary covered by social security)
 - From day 16 until day 45: 40% of the salary (60% salary covered by social security)
 - From day 46 until day 500: 0% of the salary (100% salary covered by social security)
- Researcher Declaration: must be modified as follows:
 - **Period 1: start date:** 1-Jan-2015; **end date:** 15-May-2016 (*day 15*); **Work Time Commitment:** Full Time
 - **Period 2: start date:** 16-May-2016 (*day 16*); **end date:** 14-Jun-2016 (*day 45*); **Work Time Commitment:** Part Time (40%)
 - **Period 3: start date:** 15-Jun-2016 (*day 46*); **end date:** 30-Sep-2016 (*end date sick leave*); **Work Time Commitment:** Suspension
 - **Period 4: start date:** 1-Oct-2016; **end date:** 31-Dec-2017; **Work Time Commitment:** Full Time
 - Periodic report: mention that fellow was on sick leave from 1-May-2016 until 30-Sep-2016.
 - Supporting documentation: medical certificates required per national law must be available at the fellow's recruiting institution.