

DFG Personnel Rates for 2025

Since the introduction of flexible funding in all funding programmes, the DFG approves funding for staff in the form of standard amounts. These amounts are calculated by the DFG Head Office using the relevant pay scale criteria, based on full-time employment, and are based on gross employer costs. They include the employer contributions for social security (including supplementary provision) and capital accumulation benefits as well as the annual special payment (Christmas bonus).

The rates are neither intended nor suitable for calculating personal remuneration.

The relevant remuneration or pay group on which the DFG bases its funding calculation does not replace the evaluation of the appropriate pay scale by the employer, which is subject to the relevant DFG usage guidelines.

Personnel Cost Category	EUR/ year	EUR/ month	Pay Scale Orientation	Comment
Professorship	123,600	10,300	W Salary	
Head of independent junior re- search group Heisenberg grant	102,300	8,525	E 14 Level 5 to E 15 Level 4	
Postdoctoral researcher or comparable	88,200	7,350	E 13 Level 3 to E 14 Level 2	Postdoctoral researcher or other academic employees with no intention to undertake doctoral research with at least 3 years of professional experience (university diploma or master's degree (university or FH))
Medical research assistant	111,000	9,250	Ä 1 Level 2 to Ä 2 Level 1	Employees who are paid in accordance with the collective bargaining agreement for physicians (TVÄ) - incl. rotational "Gerok" positions
Doctoral researcher or comparable	81,600	6,800	E 13 Level 2 to E 14 Level 1	Doctoral researchers or other academic employees with no intention to undertake doctoral research with less than 3 years of professional experience (university diploma or master's degree (university/FH))
Other research assistant	67,200	5,600	E 9 to E 12	Employees with bachelor's degree (university/FH)
Non-academic staff member	60,000	5,000	E 2 Level 1 to E 9 Level 2	Other technical or administrative staff with employment contracts based on collective bargaining agreement, e.g. technical assistants, lab and workshop staff
Miscellaneous staff expenses	(Financial resources as required in accordance with customary local rates)			Student and research assistants, replacement costs