

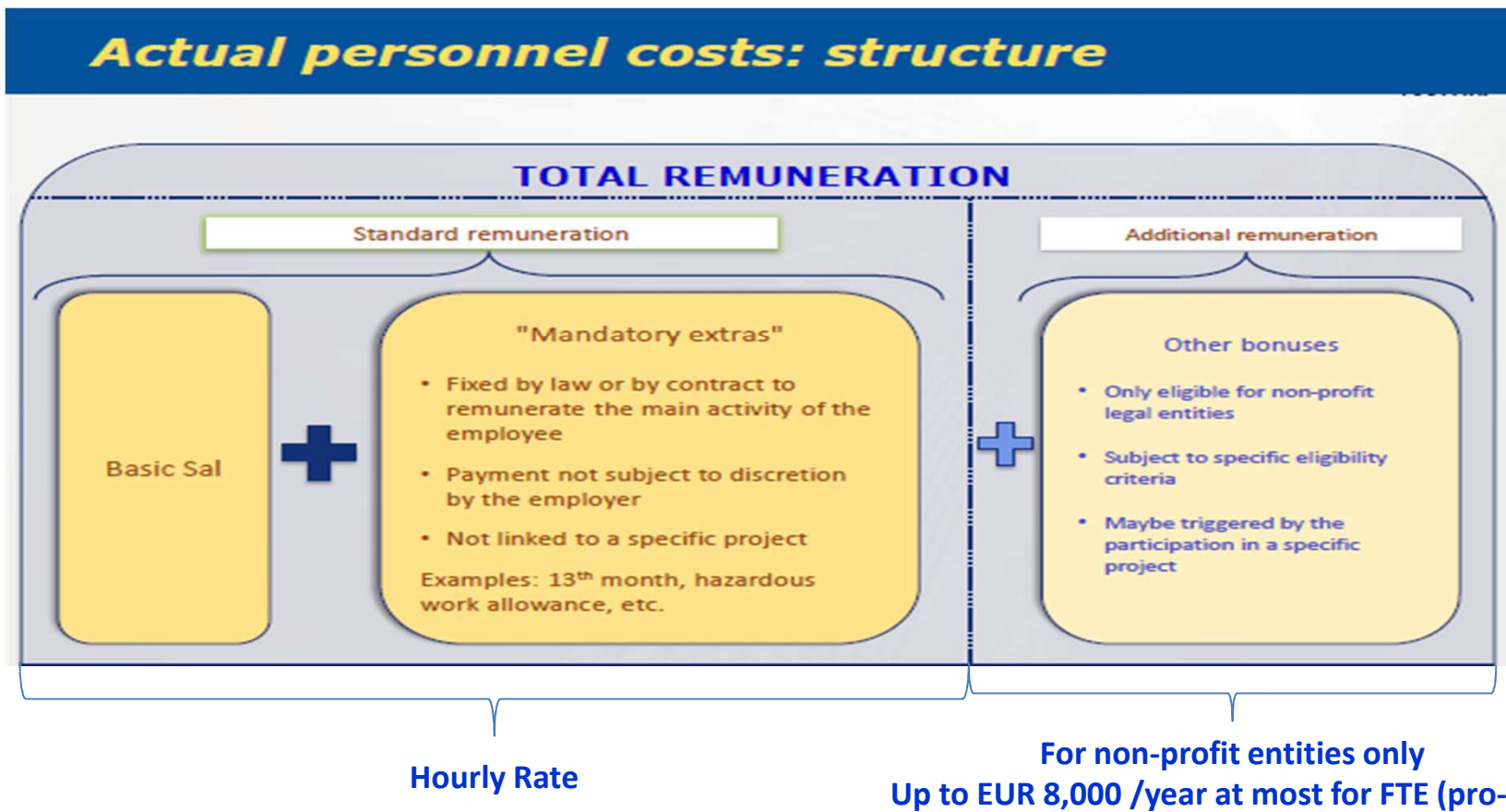


# **Personnel Costs: Best Practices For Additional Remunerations at Koç University**

Sixth Meeting of the WG 2 Finance  
COST Targeted Network TN1302: BESTPRAC

Authors

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# General Additional Remuneration

## Common Remunerations in Turkey

- Social Security Charges
- Taxes
- Overtime
- Income from Revolving Funds (universities)
- Family Tax Benefits



# Fringe Benefits

- ✓ Private Health Insurance
  - Pension Contribution
  - ✓ Allowance for Religious Holidays
  - ✓ Education Support for children
  - ✓ Childcare Support (Ages between 0-6)
  - ✓ Paid Vacation
  - Transport Service (Personnel shuttle)
  - ✓ Food Allowance
  - Corporate Mobile Phone
  - ✓ Housing Benefits
  - Gas Allowance (for cars)
  - ✓ Housing Allowance
  - Relocation Fee
  - Life Insurance
- 
- ✓ **Used in our calculations**
  - **Not used in our calculations**





## SUPPORTS for KOC UNIVERSITY FACULTY MEMBERS

**All supports schemes are provided by KOC University resources**

KOC University supports R&D Scientific Activities for all faculty member:

- Travel, attendance to the conferences/seminars
- Laboratory equipment and consumable

ALL  
PROJECTS

- Discretionary Research Fund for All Projects: 2% of the total grants of the PI
- Up to 20% additional salary bonus per year for the time spent on the projects
- Course reduction or additional Research Fund

Extra for  
ERC  
PROJECTS

- Discretionary Fund for ERC Projects: 2,000 € per year
- Additional monthly bonus payment by KOC University for all ERC grant holders during the lifetime of the projects



# Thank you for your attention

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