

Tariff Scales for Personnel Services

(excluding VAT)

valid from 01.01.2023

I Hourly fees

1. Planning, advisory service, implementation of realisation investigations, programmes, laboratory tests, acceptance tests including quality tests and checks for plants and systems and similar engineering activities. EUR 195,00
2. Commissioning, maintenance, fault clearing and other service tasks
 - 2.1 Commissioning engineer EUR 195,00
 - 2.2 Technician EUR 125,00
 - 2.3 Trained fitter EUR 105,00
 - 2.4 If daily flat rates have been agreed, these are independent of the number of employees employed. However, there may be additional flight or other travel costs.

II Working time and overtime

1. As Normal working time consists of at present 40 hours regular weekly working time within the scope of the 5-day week (Monday to Friday) as defined in the tariff framework labour agreement.
2. Extra working hours beyond the regular daily working time of at present 8 hours on workdays as well as any working hours on normally work-free Saturdays, Sundays and other non-working days count as overtime. The following tariff surcharges apply for overtime:
 - 2.1 For the first 10 overtime hours in the week
25%
 - 2.2 For further overtime in the week and as from the third daily overtime hour as well as for work or travelling on Sundays as well as on 24.12 and 31.12 and on Saturdays as from 12.00 noon
50%
 - 2.3 For work or travelling on wage payment obligatory non-working days which lie on a normally work-free workday of the company or on a Sunday
100%
 - 2.4 For work or travelling on wage payment obligatory non-working days which fall onto a normal workday of the company or on Easter Sunday, on Whitsun Sunday or on the two Christmas days
150%

3. Time involved for waiting, preparations, report-back and execution is treated as working time.
4. A discount of 10% is subtracted from the above tariff scales for travelling time.

III Redemptions and Expenses

1. The following redemption rates are charged:

Charge per day (EU)	EUR 70,00 / per calendar day
Charge for overnight stay (EU)	EUR 115,00/ per calendar day

other countries on demand.
2. Travelling expenses will be charged as follows:

- for travel by rail	1st class fare
- for travel by plane	Economy and direct flight if possible Flights longer than 5 hours: Business Class.
- for travel by car	EUR 1,20 / km
- other vehicle on demand	
3. Ancillary travel costs (e.g. vignettes, toll fees, parking fees or hygiene measures such as health tests), long-distance calls and similar expenses will be charged additionally at cost.

IV Special equipment or instruments

The tariff scales include the costs for provision of working equipment in a simple basic form with customary tools, equipment units and measuring devices. However, if special instruments, equipment units or measuring devices are required beyond the scope mentioned above for carrying out the tasks, we will charge corresponding rental rates. The rental rates usually amount to 1% of the respective new procurement value for each commenced week.