

SCO help definitions

Indirect Costs	<p>Indirect costs are shared organisational costs, which are difficult to calculate in terms of the amount that can be attributed to the project:</p> <ul style="list-style-type: none"> - Management costs - premises costs - recruitment expenses - accountancy costs or cleaning costs - telephone - utility charges like water or electricity <p>Where costs (such as premises, staff, utilities for example) can be easily calculated as direct costs then these may be claimed as direct costs</p>
Direct costs	<p>Direct costs are those costs that are directly related to the implementation of the operation or project where the direct link with this individual operation or project can be demonstrated.</p>
Staff costs/ Gross Employment Cost	<p>Defined in national rules and normally the costs deriving from an agreement between employer and employee or service contracts for external staff (provided that these costs are clearly identifiable). They include:</p> <ul style="list-style-type: none"> - basic pay, including in-kind benefits in line with collective agreements, paid to people in return for work related to the operation. - taxes and employees' pension/social security contributions (first and second pillar, third pillar only if set out in a collective agreement or in the employment agreement) as well as the employer's compulsory and voluntary social contributions. - national insurance contributions <p>Staff costs can be direct or indirect costs, depending on a case-by case analysis</p>
External trainers	<p>If a beneficiary contracts the services of an external trainer for its in-house training sessions, the invoice needs to identify the different types of costs. The salary of the trainer will be considered an external staff cost. If the staff cost of the trainer is not identifiable as a distinct category from other categories of costs, for example teaching materials, then they cannot be used as the basis of flat rates, for example the 40 % flat rate as set out in Article 68b(1) CPR.</p>
Mandatory use	<p>Higher (double) threshold, We are passing from public contribution to total cost, exemption for R&I. It applies to operations under De Minimis (since 2.8.2018)</p>
What to do when there are no IC?	<p>Some ESF Direct Bid Projects may not incur indirect costs. Where this is the case, it is acceptable for that project to only claim ESF Direct Staff Costs and/or ESF Other Direct Costs</p>

