

Fee Structure of international and local Experts / Specialists

The Donor's / Implementing agencies should provide provisions in the Procurement Document about **minimum remunerations for Consulting firms and Construction companies for the Personnel**. Free lancers have to request usuall 65% on top of an employee's salary to cover all their medical aid, social costs, acquisition costs, tools/equipment, wear & tear of equipment, holidays not paid, sickness not paid, insurances, pension fund contributions with the equilibrium:

10.000 Euro Salary = 16.500 Euro Freelance Basic Fee

Consultant's Remuneration Categorie Structure Cat 1 - Cat 4

Qualification	Minimum Requirement		Profit consideration, discretio by Consultant
Categorie No.: professional experiences in Years	Buying Rate per month Employee = Salary	Buying Rate Free Lance (fac 1,65)	Sales Price / Contract Price per month inclusive surcharges of the "client"
Cat1 : over 20 years	Min 10.000 Euro	Min 16.500 Euro	Ca 20.000 – 25.000
Cat 2 : 10-20 years	Min 8.500 Euro	Min 14.00	Ca 17.000 – 22.000
Cat 3 : 5-10 years	Min 7.000 Euro	Min 11.550	Ca 14.000 – 19.000
Cat 4 : up to 5 years	Min 5.000 Euro	Min 8.250 Euro	Ca 10.000 – 15.000

These four Categories does not consider e.g. the additional payment of the EU per diem rate 2020 for the presence in the beneficiary country. Internatioal qualified Expert Services are offered up to 40.000 Euro per month inclusive per diem. Arbitrators of course more: 3.000 Euro per day plus Incidental Exp.

Work Force : A similar structure should be prepared for the works like Superintendence Cat 1 + Cat 2, Cat 3, Cat 4, minimum wages for operators, skilled labours, unskilled labours, administraton employees.

This would help, that people will not get exploited and **international competition** is not only reduced on the financial **exploitation** of the "employed" / "free lance" work force.

An European Member of Parliament receives all the same "income" – without thinking about the purchase power in the single state. An EU-MP from Bulgaria get the same "EU-income" as a German MP- with the huge difference of minimum wage of a labours (1,50 Euro per hour) and in Germany (12 Euro per hour), means the **MP of Bulgaria is 8 times overpaid**.

But EU-legislation presses / squeeze out the EU-specialists / serive providers with the EU-consulting firms abroad, e.g. not providing per diem against local residents. In principle, the political cast want to save monies for accommodation and food allowance of approx. 200 Euro per presence day times 30 days = 6000 Euro per service month on the back of the EU-service providers. He can live under circum-stances, which may even jeopardize his health status, because he cannot afford a proper accommo-dation standard with the Fee only. Maybe the quality of the services is not of essence. The matter of all EU investmenst are based – res ipsa loquitor - on financial management and political objectives.

Apparently **EU-tax payers should request negative adaptions / deductions** of "EU-income plus EU per diems rates" of all EU-Bureaucrats and EU-political functionaires. The EU Service providers are recognized as lazy and idle to change the system. The question will arise, why should the service provider on the field mission fight against corruption, if he receives an **unfair and unjust treatment** by the political cast. If the objective of equal treatment of the **working class** shall be introduced worldwide, then the EU-political cast shall lead by example.

Digital Contract Administration – Application www.GuB21.de/DCA_APP.pdf

www.ppe61.de/06.1+Engagement.pdf www.ppe61.de/S+Fee www.ppe61.de/S+RFP-FinancialProposal.pdf

A _ Service Force without social support by their Employers

Lot of experts **work below the market price**, because they have no other choices or they have not enough international experiences as “technicians”, miserable contract language knowledge and poor computer skills/lack of EDP-applications. Hence the system has to be changed to competent “engineering” experts by audits for “**social operation licenses**” for Consultants and Contractors, to pay sufficient FEE for capable and competent “professional” - experts & all **social charges** (medical aid, pension fund, sick leave, paid holidays, EU per diem rates, proper cover of insurance for the Employees / Free lancers / others. **Financial management shall prevail as an option without workmanship. Social operation licenses + proof of real educational background** must be a **pre-condition** (pay social international standards + proven educational background) **to allow** “Employers” to take part in Procurement/Tendering.

B _ Why shall an “international” engineer (or technician with fake CV) from a neighboring country with less purchase power, **similar experiences, not conversant in English**, gets a different wages or different Fee **as a local expert?** The EU–bureau-cracy does not pay their Members of Parliament (MEP) in a **discriminating** manner.

All MEP (e.g. Bulgarian or German MEP) - out of the EU27 states - are paid equal.

C _ The Donor’s / Implementing agencies should provide provisions in the Procurement Document about minimum **remunerations for Consulting firms and Construction companies for the Personnel**. Free lancers have to request usually 65% on top of an employee’s salary to **cover ALL their overheads** like medical aid, social costs, acquisition costs, tools/equipment, wear & tear of equipment, paid holidays, paid sickness leave, insurances, pension fund contributions.

Realistic equilibrium: 10.000 Euro Salary = 16.500 Euro Freelance Basic Fee. Plus extra **compensation**: Return flight, Transport + Driver, per Diem rate, **night shift 25% plus, overtime surcharge**). **Consultant’s Remuneration Category Structure Cat 1 - Cat 4**

Qualification of Professionals	Minimum Requirements		Profit consideration, discretion by Consultant
Category No.: professional experiences in Years	Buying Rate per month Employee = Basic Salary	Buying Rate Free Lance Basic Fee 1,65 * Salary	Sales Price / Contract Price per month inclusive surcharges
Cat1 : over 20 yrs	Min 10.000 Euro	Min 16.500 Euro	Ca 20.000 – 25.000
Cat 2 : 10-20 yrs	Min 8.500 Euro	Min 14.00	Ca 17.000 – 22.000
Cat 3 : 5-10 years	Min 7.000 Euro	Min 11.550	Ca 14.000 – 19.000
Cat 4 : up to 5 years	Min 5.000 Euro	Min 8.250 Euro	Ca 10.000 – 15.000

These four Basic Salary / Fee - Categories **does not consider** e.g. the **additional payment of EU per DIEM RATE 2020 for the presence in the beneficiary country**. Services for International qualified experts’ **sales** up to 40.000 Euro per month inclusive per diem (e.g. **Georgia 198 Euro per diem rate * 30 presence days = 5.940 Euro per month for housing + food allowance + sundries**). Arbitrators of course more:

Fee 3.000 Euro per day plus Incidental Expenditures. www.ppe61.de/S+Fee.pdf
Price Escalation > www.ppe61.de/S+PriceEscalation-FC+LC.pdf

The exploitation of **Untalented Academics** (Technicians declared via CVs as Engineers) & **Talented Parties** to reach Agreements for UNJUST ENRICHMENT [validate!]

Proposal - OFFER / PLANNING to pay to TALENTED Expert / Professionals >>> www.ppe61.de/S+RFP-FinancialProposal.pdf				ACTUAL payment towards the UNTALENTED Employees		
Com-ponents	%	i.e. Georgia (GEL/month =	Talented employed experts. More talented, if they work as Project-Employee with a factor of 1,65.	%	i.e. Georgia (GEL per DAY)	untalented / EXPLOITED experts maybe with less competence
Salary	100%	4.651 GEL plus Field allowances / minimum 1.163 GEL/month = 5.800 GEL p m.	employed talented expert / minimum basic Salyery GEL/month; professional free lancers 10.000 Euro or Talented Employee minimum 4.651 GEL per month plain	100%	120	Actual payment for employed - UNTALENTED - experts instead to work for a project as an professional free lancer with 1,65 FACTOR. International Free Lancer = 454 Euro plain value - no coverage for pension fund / to be poor at pension AGE.
social charges	35%		medical aid, pension fund, insurance	35%	???	maybe no social charges are provided
Overheads for all company P&G costs	30%			30%	36	overheads for the Employer to cover his overheads in the office / administration
Employer pays	165%	7.674	Employoer pays for employed TALENTED expert; professional free lancers 16.500 €	165%	198	employed untalented expert; professional free lancers 16.500 Euro/22 wd = 750 Euro per day without per diem.
Profit basic salary	25%		Profit	25%	30	Profit on basic income acceptable, GEL/22 service DAYS per month
Home-based cost	190%	8.837	home based earing	190%	228	home based 2.500 Euro profit for Freelance
Field allowances for long terms missions, min. for the Employee	25%	1.163	field allowance : employed expert; professional free lancers 2.500 Euro for ling missions, short-/medium terms : EU per diem rates 2020	25%	30	employed untalented expert; 30 GEL per 22 workingd ays per month. Professional free lancers 2.500 Euro for ling missions, short-/medium terms : EU per diem rates 2020

Total Sales Price	215%	10.000 GEL	proposed sales price for Award of Contract	215%	258	Actual Costs (GEL/day) for untalented professional with coverage of indirect cost plus profit for the Employer
planned expenditures, BID / Awar Price		455	455 - 258 = 196,5 GEL per DAY day remains for Bakschesch.		258	actual expenditure for experts, overheads, Employers's profit
PLANNED Expenditures		10.000	ACTUAL EXPENDITURES to cover up bribes	215%	5.676	Monthly Demand to cover costs plus profit for 22 service days
Savings for Contribution for Friendship/Courtesy to get the Award of Service Contract ONLY . Works Contract is a different game for extra income. www.ppe61.de/S+ByPassCompetition.pdf					4.324	GEL per month due to untalented underpaid servants. The remained share serves as unjust enrichment for the Parties.
Allegedly Shares between CLIENT / Governmental official and Service Contractor (Consult - Engineer)						
Surplus between PLANNED and ACTUAL COST for untalented Academics/Technicians declared as Engineers						
for DAY-shift say		20	expert		95.128	GEL/month (day Shift) to share
for NIGT shift		15	additional expert; 50% surcharge for night shift NOT considered		64.860	GEL/month (night shift)
Sum for day and night shift SURPLUS to share for "one" month. The Contractor expects a recovery of such Costs by "instructed" VARIATIONS paid by Provisional Sums and Contractor : www.ppe61.de/01.15+Audit-Success.pdf					159.988	GEL / month
Why : Implementing Agency officials have executed a proper "negotiation" system to get awarded the Service Contract. Here is the intelligent system to "negotiate"the Contract Award by unjust enrichment: www.ppe61.de/S+ByPassCompetition.pdf						
This is the reason why the working hours are diluted in the MDB2010/PCC by "individual labour law" . A clearly defining "shift times of OPERATIONS" within a 24-hours per day are purposefully not expressively fixed . Contractors will be intimidated or "conniving" . The Contractor pays separately for the increased SERVICE resources (Local+Expatriates) - which helps to improve earnings for the Employer's Personnel for night shift contribution with the purpose of unjust enrichment and increase of Contract Price due to "instructed" Variations. Such costs for Engineer's Supervisions are not included in his basic Tender Bid. www.ppe61.de/04.4+Subcontractor-Omission+ContractPriceIncrease.pdf						
www.ppe61.de/HUB123.pdf (without 0+)				File: www.ppe61.de/S+UnjustEnrichment.pdf		