



KWF Wage & Salary Policy

Version: May 2025

1. Introduction

KWF Dutch Cancer Society funds projects that contribute to its mission, supported by donor contributions. This funding is governed by the Project Conditions (see also [Figure 1](#) in the Funding Conditions), which include this KWF Wage & Salary Policy. KWF reviews the policy annually and makes updates where needed, publishing the most recent version on the KWF website.

This policy outlines the maximum wages, salaries and fees for Personnel, Freelance and Contracted Personnel, and Patient Participation in the Project. A distinction is made between Research Projects and Other Projects in accordance with the [Funding Conditions 2025](#).

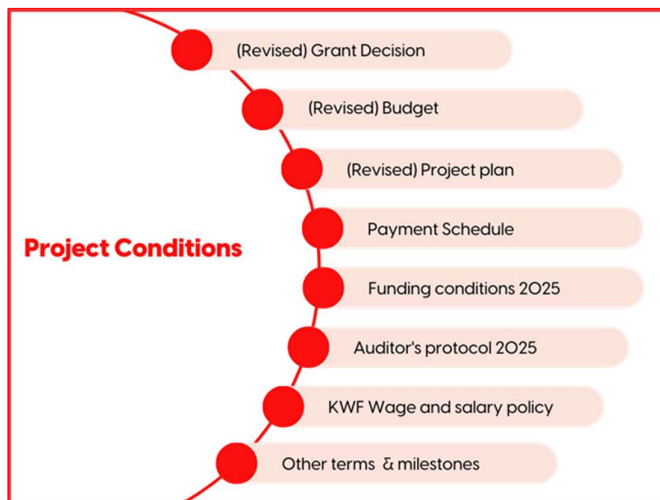


Figure 1: Project Conditions

2. Definitions

The definitions used in this policy have the same meaning as in the [Funding Conditions 2025](#). Other relevant definitions for this policy include:

Personnel

Employees with an employment contract at the Lead Organisation or Participating Organisation who are (temporarily) involved in the execution of the Project.

Freelance and Contracted Personnel

Individuals who are not employees of the Lead or Participating Organisation but are hired temporarily to contribute to the execution of the Project.

Patient Participation

The involvement of patients or patient representatives to provide input during the Project. This is typically done via patient organisations or other participation initiatives.

3. Funding for Personnel

As described in the *Funding Conditions 2025*, the Personnel category includes salary costs for personnel employed or temporarily hired by the Lead Organisation or Participating Organisations and who are actively involved in the Project during the Project Duration.

3.1. Research Projects

KWF uses the *salary tables of the Netherlands Federation of University Medical Centres (NFU)* as the basis for salary costs, effective as at the date of the Grant Decision. Future Collective Labour Agreement (CLA) updates do not apply retroactively. From 2025 onwards, salaries will be calculated using year 3 of the relevant NFU scale, starting in year 1 of the Project.

3.2. Other Projects

3.2.1. Employees with Employment Contracts

For Other Projects, KWF applies the maximum rates listed in *Table 1* (see annex) for Personnel employed by the Lead Organisation or Participating Organisations. These rates are exclusive of VAT.

The rates used are based on KWF's internal compensation system and include a multi-year indexation, enabling applicants to request the full salary costs for the entire Project Duration at the time of application. Salary costs are determined based on the current version of the KWF Wage & Salary Policy at the date of the Grant Decision.

KWF reviews these rates annually, taking into account:

- Changes in KWF's internal compensation system, and/or

- Indexation linked to expected wage developments published in the *Central Economic Plan (CEP)* by the Netherlands Bureau for Economic Policy Analysis (CPB).

If an adjustment is deemed necessary, KWF will publish a new version of this policy on its website. This version shall apply to new Grant Decisions only and will not affect the Budget of previously awarded Projects.

If the Project requires specialist expertise at additional cost, a request may be submitted with the Funding application to deviate from the maximum rates. This request must include a substantive and financial justification and at least two quotations from comparable providers that demonstrate the justification for and competitiveness of the higher rate.

Three roles (subcategories) are distinguished in Other Projects, based on the nature of the work performed:

- Project support staff
- Project employee / advisor
- Project Leader / Senior advisor

These roles are determined by the level and nature of the responsibilities, not by educational qualifications.

The Financial Report for the Project must disclose actual salary costs based on actual personnel expenses. These costs may never exceed the maximum salary costs as specified in the Grant Decision.

3.2.2. Freelance and Contracted Personnel

Freelance and contracted personnel can be temporarily hired to ensure Project continuity and quality or to bring in specialist expertise that is not available internally. This subcategory is for temporary external staff.

KWF encourages the use of in-house Personnel over freelance or contracted staff to ensure that donor funds are spent as efficiently as possible.

[Table 2](#) (see annex) lists the maximum hourly rates KWF will fund for freelance and contracted personnel, per role category. These rates are inclusive of VAT and cover all related expenses (e.g. travel expenses, parking fees, travel time).

The rates are fixed for multiple years and may be requested and granted for the full Project Duration.

KWF reviews these rates annually based on relevant market developments or indexation using the methodology outlined in § 3.2.1 (e.g. based on CPB's [Central Economic Plan \(CEP\)](#)).

New versions of this policy will be published and will apply only to new Grant Decisions. Previously approved Budgets remain unaffected.

The Financial Report for the Project must disclose actual salary costs based on actual personnel expenses. These costs may never exceed the maximum salary costs as specified in the Grant Decision.

4. Funding for Patient Participation

KWF distinguishes between different levels of expertise and input provided by patients (or their representatives) who contribute to the Project, in accordance with the classification used by the Dutch Patient Federation (Patiëntenfederatie Nederland). **Basic input** reflects personal experiences, shared by participating in focus groups or giving a personal presentation, for example. **Advanced input** reflects the collective patient perspective, as provided by an informed and expert discussion partner. The applicable rates are listed in [Table 3](#) (see annex).

Disclaimer

This document is a translation of the Dutch "KWF Tarievenbeleid 2025 version May 2025". KWF Dutch Cancer Society cannot be held accountable for the content of this translation. In case of any substantive discrepancies between these two documents, the Dutch version will prevail over the translation.

Annexes

Table 1: Maximum salary rates for Employees with Employment Contracts

Main Category 1: Personnel	Maximum hourly rate							
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Subcategory 1.1 Internal - Project support staff	€ 55,00	€ 57,30	€ 59,40	€ 61,40	€ 63,40	€ 65,40	€ 67,50	€ 69,70
Subcategory 1.2 Internal - Project employee / advisor	€ 75,00	€ 78,10	€ 80,90	€ 83,70	€ 86,40	€ 89,20	€ 92,10	€ 95,00
Subcategory 1.3 Internal - Project Leader / Senior advisor	€ 105,00	€ 109,30	€ 113,20	€ 117,00	€ 120,70	€ 124,60	€ 128,60	€ 132,70

Table 2: Maximum salary rates for Freelance and Contracted Personnel

Main Category 1: Personnel	Maximum hourly rate (excl. 21% VAT)	Maximum hourly rate (incl. 21% VAT)							
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Subcategory 1.4 External - Project support staff	€ 70,00	€ 84,70	€ 88,20	€ 91,40	€ 94,50	€ 97,50	€ 100,60	€ 103,80	€ 107,10
Subcategory 1.4 External - Project employee / advisor	€ 100,00	€ 121,00	€ 126,00	€ 130,50	€ 134,90	€ 139,20	€ 143,70	€ 148,30	€ 153,00
Subcategory 1.4 External - Project Leader / Senior advisor	€ 135,00	€ 163,30	€ 170,00	€ 176,10	€ 182,10	€ 187,90	€ 193,90	€ 200,10	€ 206,50

Table 3: Maximum hourly rates for Patient Participation

Experiential knowledge	Maximum hourly rate (incl. 21% VAT)
Basic input	€ 50,00
Advanced input	€ 100,00