

Remuneration and Assurances

Salary

At IMEC, the salary as well as the salary evolution is determined by the employee's role and responsibilities, rather than by his/her degree or seniority. This entails that we focus on our people's expertise, experience, performance and competences. Hence, the yearly individual performance rating is an important factor when defining or reviewing a salary. Of course, we benchmark our salaries against related sectors on the labour market and take into account the internal equity and budgetary margins.

Meal vouchers

For each performed working day, every IMEC employee receives a meal voucher.

Pension scheme

Not immediately tangible, but not less important is a decent pension scheme. IMEC provides in a supplementary pension plan on top of the legal pension scheme, free of any personal contribution, that accrues reserves during your entire period of employment at the company. The accrued reserve is either paid out as a monthly pension ensuring a life-time benefit or as a lump sum. The latter is fiscally favourable resulting in a net lump sum of 80% of the accrued pension capital. An interesting deal from financial point of view.

Medical costs

When you fall ill or need medical treatment, IMEC provides in a free hospitalisation insurance scheme. Even your family members can join the insurance plan, at a small personal contribution.

Should you be disabled for work for more than 60 days IMEC provides in a disability insurance plan that comes on top of the legal provisions. The premiums for this insurance are entirely paid by IMEC.

Additional insurances

During your employment at IMEC you might be on regular business trips. In order to insure our employees against the risks that travelling involves, IMEC provides in two extra-legal insurances: an assistance insurance and a comprehensive car insurance.

Bicycle allowance

IMEC rewards its sport-loving employees. If you usually travel to work by bicycle, you will receive a bicycle allowance. Even if you only come to work by bike during the summer months, you will benefit from this allowance.