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Centro Nacional de Investigación
sobre
la Evolución Humana

INFORMATION ON REMUNERATIONS AND SEVERANCE PAY 2023

Pursuant to article 8.1 f) of the Act 19/2013, of December 9th, on transparency, access to public information, and good governance, it is declared that:

1. The remunerations authorized in 2023 for senior officers and managers of the CENIEH to which the Royal Decree 451/2012, of March 5th, regulating the remuneration regime of senior officers and managers of the public business sector and other entities, is applicable, were as follows;

	DIRECTOR	
Year 2023 (*)	Basic Remuneration:	€48,292.49
	Post Complement:	€28,975.49
	Variable Complement**:	€19,317.00
	TOTAL:	€96,584.98

(*) These amounts include the salary increase of article 19.Dos of the Act 31/2022, of December 23rd, on the National General Budget for 2023, set for 2023 as a fixed increase of 2.5%. Similarly, article 19.dos.2.a) of the same Act 31/2022 envisages an increase of 0.5%, with effect from January 1st 2023, linked to the evolution of the Harmonized Consumer Price Index ("IPCA"), and which incorporates an additional fixed increase of 2.5% authorized for the year 2023. On October 5th 2023, the "Boletín Oficial del Estado" published the Agreement of the Council of Ministers of October 3rd 2023, which approved an increase of 0.5% in the remuneration of staff in the service of the public authorities.

In addition, article 19.dos.2.b) of the cited Act 31/2022 envisages an increase of 0.5%, with effect from January 1st 2023, linked to the evolution of the nominal Gross Domestic Product ("PIB") for the year 2023. On February 7th 2024, the "Boletín Oficial del Estado" published the Agreement of the Council of Ministers which approved a complementary salary increase of 0.5% linked to the evolution of the PIB envisaged in article 19.Dos.2.b) of the Act 31/2022, of December 23rd, on the National General Budget for 2023.

(**) Entitlement to draw the variable complement is dependent upon the achievement and degree of compliance with objectives approved in advance by the Subsecretaría de Ciencia e Innovación, through the Order dated February 15th 2023, issued by the Ministerio de Ciencia e Innovación, which set the objectives for those managers of the Consorcio CENIEH for the year 2023 who are subject to the Royal



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Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.

The Objectives set in advance for the year 2023 were met in their entirety and this was approved by the Subsecretaría de Ciencia e Innovación, through the Order dated April 26th 2024, issued by the Ministerio de Ciencia, Innovación y Universidades, which approved the compliance with their objectives for the year 2023 by those managers of the Consorcio CENIEH who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.

Pursuant to the Twenty-Fifth Additional Provision of the Act 31/2022, of December 23rd, on the National General Budget for 2023, these data have been reported and appear in the Register of Management Staff, and taking into account the provisions of articles 19.Dos and 21.Tres as provided for thereunder.

2. It is declared that no severance pay has been conceded to any senior officer or manager on the occasion of their relinquishment of their position.

Information updated on May 14th 2024



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Pursuant to article 8.1 f) of the Act 19/2013, of December 9th, on transparency, access to public information, and good governance, it is declared that:

- The remunerations authorized in 2022 for senior officers and managers of the CENIEH to which the Royal Decree 451/2012, of March 5th, regulating the remuneration regime of senior officers and managers of the public business sector and other entities, is applicable, were as follows:

	DIRECTOR	
Year 2022 (*)	Basic Remuneration:	€46,659.41
	Post Complement:	€27,995.65
	Variable Complement**:	€18,633.76
	TOTAL:	€93,318.82

(*) These amounts include the salary increase of article 19.Dos of the Act 22/2021, of December 28th, on the National General Budget for 2022, set for 2022 at 2%, and the additional increase of 1.5% provided for by the "Royal Decree-Act 18/2022, of October 18th, which approved measures to reinforce the protection of consumers of energy and to contribute to reducing the consumption of natural gas pursuant to the Enhanced Energy Security Plan ("Plan +SE"), as well as measures relating to the remuneration of staff at the service of the public sector, and to protect casual agricultural workers affected by the drought".

(**) Entitlement to the variable complement was dependent upon the achievement and degree of compliance with objectives approved in advance by the Subsecretaría de Ciencia e Innovación, through the Order dated February 21st 2022, issued by the Ministerio de Ciencia e Innovación, which set the objectives for those managers of the Consorcio CENIEH for the year 2022 who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.

The Objectives set in advance for the year 2022 were met in their entirety and this was approved by the Subsecretaría de Ciencia e Innovación, through the Order February 15th 2023, issued by the Ministerio de Ciencia, Innovación y Universidades, which approved the compliance with their objectives for the year 2022 by those managers of the Consorcio CENIEH who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.



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Pursuant to the Fourth Additional Provision of the Royal Decree-Act 8/2010, of May 20th, which adopted extraordinary measures for the reduction of the public sector deficit, as amended by the Twentieth Final Provision of the Act 3/2017, of June 27th, on the National General Budget for 2017, these data have been reported and appear in the Register of Management Staff, as provided for in the same Royal Decree-Act, and taking into account the provisions of articles 19.Dos and 24.Dos of the Act 22/2021, of December 28th, on the National General Budget for 2022.

4. It is declared that no severance pay has been conceded to any senior officer or manager on the occasion of their relinquishment of their position.

Information updated on February 20th 2023



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INFORMATION ON REMUNERATIONS AND SEVERANCE PAY 2021

Pursuant to article 8.1 f) of the Act 19/2013, of December 9th, on transparency, access to public information, and good governance, it is declared that:

- The remunerations authorized in 2021 for senior officers and managers of the CENIEH to which the Royal Decree 451/2012, of March 5th, regulating the remuneration regime of senior officers and managers of the public business sector and other entities, is applicable, were as follows:

	Director	
Year 2021	Basic Remuneration:	€45,081.55
	Post Complement:	€27,048.93
	Variable Complement**:	€18,032.62
	TOTAL:	€90,163.10

(*) Entitlement to the variable complement is dependent upon the achievement and degree of compliance with objectives approved in advance by the Subsecretaría de Ciencia e Innovación, through the Order dated March 9th 2021, issued by the Ministerio de Ciencia e Innovación, which set the objectives for those managers of the Consorcio CENIEH for the year 2021 who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.

The Objectives set in advance for the year 2021 were 97% met, and this was approved by the Subsecretaría de Ciencia e Innovación through the Order dated February 21st 2022, issued by the Ministerio de Ciencia e Innovación, which approved the compliance with their objectives for the year 2021 by those managers of the Consorcio CENIEH who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.

Pursuant to the Fourth Additional Provision of the Royal Decree-Act 8/2010, of May 20th, which adopted extraordinary measures for the reduction of the public sector deficit, as amended by the Twentieth Final Provision of the Act 3/2017, of June 27th, on the National General Budget for 2017, these data have been reported and appear in the Register of Management Staff, as provided for in the same Royal Decree-Act, and taking into account the provisions of articles 18.Dos, 20.Tres and 23.Dos of the Act 11/2020, of December 30th, on the National General Budget for 2021.



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6. It is declared that no severance pay has been conceded to any senior officer or manager on the occasion of their relinquishment of their position.



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INFORMATION ON REMUNERATIONS AND SEVERANCE PAY 2020

	DIRECTOR	
Year 2020	Basic Remuneration:	€44,679.44
	Post Complement:	€26,807.67
	Variable Complement**:	€17,871.78
	TOTAL:	€89,358.89

(*) Entitlement to draw the variable complement is subject to the achievement and degree of compliance with a series of objectives. The Objectives set in advance for the year 2020 were met in their entirety and this was approved by the Subsecretaría de Ciencia e Innovación through the Order dated March 9th 2021, issued by the Ministerio de Ciencia e Innovación, which approved the compliance with their objectives for the year 2020 by those managers of the Consorcio CENIEH who are subject to the Royal Decree 451/2012, of March 5th, which regulates the remuneration regime for senior managers in the public business sector and other entities.