



No. JU/09/01509/23

Vodňany, March 20, 2023

Measure of the Dean No. 5/2023 Remunerations and Performance Bonuses of FFPW USB employees

The Measure of the Dean serves as the basis for the directors, Registrar, Dean and other responsible persons in determining the remunerations and performance bonuses of the employees of the FFPW USB and its purpose is to motivate active faculty staff. All responsible staff should follow this Measure, unless the budgetary discipline of the relevant organizational unit is at risk.

I. REMUNERATIONS

- 1) One-time remuneration for obtaining a project with finances for the FFPW USB with payment:
 - Projects with finances less than or equal to CZK 10 million for the FFPW USB – CZK 250 per every full CZK 100 thousand (e. g. the project of CZK 5 670 000 = one-time bonus 56* CZK 250);
 - Projects over CZK 10 million and less than or equal to CZK 100 million for the FFPW USB – a fixed amount of CZK 25 000 and an additional CZK 1 000 per every full CZK 500 000 (e.g. the project of CZK 10 720 000 = one-time bonus of CZK 25 000 + CZK 1 000);
 - Projects over CZK 100 million – a fixed amount of CZK 205 000 and an additional CZK 500 per every full 500 000 CZK.

The lead investigator requests payment from the Director or the Registrar after signing the contract, no later than the first year of the contract. The amounts will be paid from the budget of the respective organizational unit.

- 2) Achievement of eligible R&D result – CZK 400 per for 1 point.
The amounts will be paid from the budget of the respective organizational unit, under which the workplace, from which the remunerated persons come, belongs.
- 3) One-time remuneration for economic activity, with a limit of up to 20% of the revenues (the invoiced amount VAT excl.) including social and health insurance. The exact amount is specified by the head of the particular unit, the Registrar for the Dean's office, and the dean for Dean's collegium and the study office, taking into account mainly profitability and efficiency. The remuneration will be paid from the budget of the individual organizational unit or the contract. The remuneration will be disbursed only when the amount of remuneration will not exceed the achieved appropriate profit of the particular contract.



- 4) The remuneration of a maximum of 10% of the wages in projects where it is possible to pay remuneration as proposed by the responsible investigator. The amounts will be paid out of the project.
- 5) The remuneration for members of the research team for their active participation in the solution of the project. It is proposed by the responsible project investigator. The maximum amount to be divided depends on the performance bonus that the responsible investigator has been awarded for this project, max. half of the amount of this performance bonus. The remuneration can be awarded for a maximum period of one year (January - December) and even repeatedly - during the duration of the project. After approval by the Director of the institute, the reward is paid from the budget of the institute where the project is being solved.
The remuneration according to this paragraph will be awarded for projects starting in 2023 and later, at the earliest after signing the contract/decision to provide a subsidy.
- 6) Quarterly remunerations - their amount is proposed by the head of the workplace for his/her subordinates, in justified cases also for other employees of the FFPW USB, or even USB. It is always approved by the principal investigator of the action and the Dean of the faculty.
- 7) Bonuses for merits – the faculty will provide the bonuses:
 - a) for the appreciation after 10 years of work in the amount of CZK 5,000, after 15 years in the amount of CZK 7,000, after 20 years and every other 5 years of the main employment at the faculty amount of CZK 10,000,
 - b) upon reaching the age of 50 years (depending on the length of employment at the faculty) an amount of CZK 5,000 (from 5 to 10 years), an amount of CZK 10,000 (over 10 years),
 - c) at the first termination of employment at the faculty after the acquisition of a retirement pension or a disability pension of the IIIrd degree in the amount of CZK 6,000 (the length of employment from 1 to 10 years) and CZK 10,000 (with the length of employment over 10 years).

Any other bonuses and contributions are governed by a valid Collective Agreement concluded between the USB and the Coordination Trade Union Council of the USB.

The appropriate amounts of remunerations will be paid 50 % of the budget of the



respective organizational unit and 50 % of the budget of the Dean's Office (Center).

II. PERFORMANCE BONUSES

The amount of the performance bonus is adjusted to take into account the quality of the work performed and the work results currently achieved usually at the beginning of the calendar year. The employee has no legal entitlement to the performance bonus. The performance bonus is further defined in Section IV, Art. 11 of the Wage regulations of the USB.

a) Science and research

It does not apply to the projects of the OP Fisheries:

Responsible investigator of a project:

- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 0,5 million per year (including) – 1 000 – 2 000 CZK
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 2 million per year (including) – 2 000 – 5 000 CZK
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 3 million per year (including) – 3 000 – 6 000 CZK
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 4 million per year (including) – 4 000 – 7 000 CZK
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 5 million per year (including) – 5 000 – 8 000 CZK
- Responsible investigator of a project (or its part at the FFPW USB) over CZK 5 million per year – 5 500 – 10 000 CZK

Member of the research team:

- The director of the relevant part or the Registrar have the opportunity to propose granting of a performance bonus to employees participating with their workload (actively involved in the project implementation) in R & D projects. It is at the initiative of the principal investigator of the project in cases worthy of consideration – especially with regards to the importance of the project, its scope, contribution, budget,...(i.e. a project like “GAČR EXPRO”, “ERC”, significant EU project,..).
- The member of the research team must have at least 10% of the time workload on the project. The performance bonus may range up to the amount of the performance bonus awarded to the responsible investigator for this project.
- In the event that this possibility of awarding a performance bonus is used, it is no longer possible to grant the employee a remuneration according to Article I, paragraph 5.



The rate of the performance bonus is granted for the duration of the project/projects, the project implementation by the research team members and is funded under the budget of the appropriate organizational unit or the appropriate share of resources and organizational units, from which the person is paid a salary.

The performance bonus may be awarded at the earliest after signing the contract/grant decision for the period of the project solution at a maximum (with an annual assessment of the project's status in relation to the amount of the performance bonus).

b) Education

Appropriate rates of performance bonuses are recommended according to the number of taught hours, number of students, whether the subject is mandatory or optional, according to the evaluation of the course by students (student's evaluation of tuition), and tuition language:

- Leadership (tuition) of courses in study programs, or life-long learning – up to CZK 8 000
- Management of final theses of students – up to 5 000 CZK

c) Other

The Director of the respective part, the Dean or the Registrar also have the opportunity to propose granting of a performance bonus to appropriate staff for other activities or skills that are not listed above. It must be always given, for what the bonus is awarded.

This Measure cancels the Dean's Measure No. 14/2018.

This Dean's Measure comes into effect on 20th March 2023.

Prof. Dipl.-Ing. Pavel Kozák, Ph.D.
Dean of the FFPW USB