

The Ministry of Education, Youth and Sports registered, in accordance with Section 36(2) and (5) of Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Other Acts (the Higher Education Act), on xx. Xx. Xxxx under ref. no. xxxxxxxxxx.



I. Amendments

Internal wage regulations of the Silesian University in Opava dated 18 December 2018

I. Amendments

Internal Payroll Regulations of the Silesian University in Opava dated 18 December 2018

Article 1

The Internal Pay Regulations of the Silesian University in Opava are amended and supplemented as follows:

1) Article 1(2) reads as follows:

"2) The category of academic staff is defined in Section 70 of the Act. Employees who perform only creative or only teaching activities are hereinafter referred to as research staff or teaching staff for the purposes of these internal regulations. The general characteristics of the work activities and job descriptions of individual academic, research and teaching staff positions are set out in the Rector's internal regulations. Employees who are not academic, research or teaching staff belong to the category of other employees."

2) Article 3, paragraph 2 reads:

"2) Academic, research and teaching staff are classified into salary grades according to the difficulty of the work performed and qualifications, are classified into salary grades according to Annex No. 1 – Salary Grades of Academic, Scientific and Pedagogical Staff (hereinafter referred to as "Annex No. 1"), which also specifies the salary grade, prescribed qualifications and salary range are also specified for individual job functions. In connection with this, and taking into account the job requirements and the specified criteria, a specific wage rate is set for the employee.

3) Article 12, paragraph 3 reads:

"3) The following appendices form part of this internal university regulation:

Appendix No. 1 - Wage grades for academic, scientific and teaching staff

Appendix No. 2 - Salary grades and general characteristics of job positions of other employees.

- 4) The existing Appendix No. 1 is replaced by a new Appendix No. 1 – Pay grades for academic, scientific and teaching staff.

Article 2

Final provisions

- 1) Employees shall be informed of the amendments to this internal regulation at least 15 days before the date of its entry into force.
- 2) These internal regulations were discussed with the University Trade Union Coordination Council on 3 June 2019.
- 3) These amendments to the Internal Wage Regulations of the Silesian University in Opava were approved in accordance with Section 9(1)(b)(3) of the Act by the Academic Senate of Silesian University in Opava on 18 June 2019.
- 4) These amendments shall enter into force pursuant to Section 36(4) of the Act on the date of registration by the Ministry of Education, Youth and Sports.
- 5) These amendments shall take effect on 1 August 2019.

doc. Ing. Pavel Tuleja, Ph.D., v. r.

Rector

Appendix No. 1
to the University's Internal Salary Regulations

Salary grades for academic, research and teaching staff

Salary grade	Job function		Required qualifications	Salary range in CZK
	Academic	Scientific and pedagogical		
I	Lecturer	Researcher I. Teaching staff I.	University education in a master's degree programme	20,400 to 21,000
II	Assistant	Researcher II. Teaching staff II.	University education in a master's degree programme	20,400 to 22,600
III	Assistant Professor	Researcher III. Teaching staff III.	University education in a doctoral study programme	22,500 to 27,500
IV	Associate Professor	Associate professor – research worker Associate professor – teaching staff	appointment as associate professor*	25,000 to 33,000
V	Professor	Professor – research worker Professor – teaching staff	appointment as professor*	30,000 to 38,500

*for employees who have achieved a comparable position abroad, this shall apply mutatis mutandis