

The Ministry of Education, Youth and Sports has registered in accordance with Section 36(2) of the Act 111/1998 Coll., on Higher Education Institutions and on Amendments and Additions to Other Acts (Act on Higher Education Institutions), on 18 December 2018 under no. MSMT-41370/2018 Internal Wage Regulation of the Silesian University in Opava on 18th December 2018.

Amendments to the Internal Wage Regulations of the Silesian University in Opava were registered by the Ministry of Education, Youth and Sports pursuant to Section 36(2) of the Higher Education Act on 22 July 2019 under No.: MSMT-24531/2019-1, on 31 December 2021 under No.: MSMT-267/2022-2, and on 18 March 2024 under No.: MSMT-4774/2024-2.



III.

Full text

Internal wage regulations of the Silesian University in Opava of 18 March 2024

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Internal wage regulations of the Silesian University in Opava of 18 March 2024

Article 1 Introductory Provisions

- 1) This internal regulation regulates the wage conditions of the employees of the Silesian University in Opava, (hereinafter referred to as "the University") and implements Act No. 111/1998 Coll., on Higher Education and on Amendments and Supplements to Other Acts (the Higher Education Act), as amended (hereinafter referred to as "the Act"), Act No. 262/2006 Coll, Labour Code, as amended (hereinafter referred to as the "Labour Code"), Government Regulation 567/2006 Coll., on minimum wages, on the lowest levels of guaranteed wages, on the definition of difficult working environment and on the amount of wage supplement for working in a difficult environment, as amended.
- 2) The category of academic staff is defined in Section 70 of the Act. For the purposes of these Internal Regulations, staff members who perform only creative or only teaching activities are hereinafter referred to as researchers or teaching staff. The framework characteristics of the work activities and job descriptions of the various functions of academic, scientific and teaching staff are laid down in an internal standard of the Rector. Staff who are not academic, scientific or teaching staff belong to the category of other staff.

Article 2 Wages

- 1) Employees shall be paid for work performed.
- 2) Wages means monetary remuneration for work performed, provided in accordance with the Labour Code and other legal regulations. In accordance with Section 76 of the Act, academic staff shall be paid a salary even during periods of creative leave.
- 3) Employees may be paid on a monthly basis pursuant to this bylaw, based on a wage assessment, wage agreement or written decision and on a regular monthly basis:
 - a) wage tariff or contractual wage,

- b) performance bonus,
 - c) surcharge for management.
- 4) Depending on the fulfilment of other conditions, according to the Labour Code, other legal regulations and these Internal Regulations, employees shall be paid:
- a) surcharges,
 - b) extraordinary rewards,
 - c) other wages.

Article 3

Classification of staff in pay grades and fixing of pay scales

- 1) All employees are classified into pay grades based on the type of work agreed in their employment contract, in accordance with the qualification requirements (degree of education, scientific and pedagogical rank) and according to the most demanding work activity performed. No account shall be taken of the attainment of qualifications higher than those prescribed for the type of work agreed. Accordingly, they are set a salary scale, which is the basic salary component.
- 2) Academic, scientific and teaching staff are classified according to the difficulty of their work and the qualifications they have attained into salary grades in accordance with Annex No. 1 - Characteristics of the job functions of academic, scientific and teaching staff (hereinafter referred to as "Annex No. 1"), which contains the basic characteristics of the job functions of academic, scientific and teaching staff and Annex No 2 - Salary grades and salary rates for academic, scientific and teaching staff (hereinafter referred to as 'Annex No 2'), which sets out the salary grade, the prescribed qualification and the salary rate for each job function.
- 3) Other employees are classified into pay grades according to Annex 3 - Pay Grades, Pay Rates and Framework Characteristics of Job Functions of Other Employees (hereinafter referred to as "Annex 3"), which sets out the framework characteristics of job functions of other employees, the prescribed qualifications and the pay rate for each pay grade. In order to specify how other staff members are to be classified in pay grades, the Rector shall issue a list of jobs and functions in the form of an internal standard, based on the framework job description of other staff members' job functions, and shall specify the specific job title(s) and corresponding pay grades as follows the complexity of the work activities performed.
- 4) The wage scales set out in Annexes 2 and 3 are fixed on a monthly basis for a fixed working week of 40 hours. If shorter weekly working hours are agreed, the pay scale shall be reduced proportionately.
- 5) Exceptionally, staff may be placed in a pay grade for which they do not meet the qualification requirements. Exceptions shall be approved or withdrawn in justified cases by the senior staff member authorised to act in the employment relationship.

Article 4

Contractual wage

- 1) Contract pay is an individually negotiated wage with employees who perform excellently or have a high level of responsibility. A contractual wage may also be negotiated in cases where, for objective reasons, the employee cannot be classified into wage grades and the wage determined by a wage scale. Where a contractual salary is agreed, no performance or management bonuses shall be granted.
- 2) Contractual hourly wages may also be agreed under agreements on work performed outside the employment relationship for the reasons set out in paragraph 1.

Article 5

Performance bonus

- 1) The performance bonus is an optional component of pay and may be awarded depending on the employee's assessment of the quality of work performed and the overall long-term effectiveness and stability of work performance. The amount of the performance increment is based on the results achieved, the difficulty of the work activities, work commitment, contribution to the tasks and commitments related to all the activities of the University and its units. It may also take into account the employee's abilities, knowledge, skills and experience and the fulfilment of the prerequisites for career growth or professional and personal development. The level of performance increments at individual units of the University is also determined by the economic situation of the unit or the University as a whole.
- 2) The performance bonus is fixed for a pre-defined period of time (quarterly, half-yearly or annual), during which it is paid on a monthly basis in an amount proportionally reduced according to the time worked.
- 3) In the event of a breach of work duties or for other serious reasons related to the quality of work and the employee's performance, the head of staff authorised to act in labour relations may decide to withdraw or reduce the performance bonus during a specified period. The decision to withdraw or adjust the performance increment shall take effect at the earliest on the date on which it is notified to the employee.

Article 6

Leadership allowance

- 1) Management allowance is paid to employees according to the level of management, the difficulty of the management work and the specific scope of their responsibilities.
- 2) There is a minimum amount of additional pay for each level of management:

Degree of control	Circle of staff to whom the supplement is granted	Minimum amount of management surcharge
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1.	an employee who is not a manager but who is authorised, at the discretion of the relevant manager, to direct and control the work of other employees	1 500 CZK
2.	a senior employee who manages the work of subordinate employees within the assigned organisational unit	3 000 CZK
3.	a senior member of staff who manages other senior members of staff or manages the work of several organisational units	8 000 CZK

- 3) A staff member who performs more than one management function shall be entitled to only one of the management allowances, whichever is more advantageous to the staff member if the conditions laid down are met.
- 4) In addition to the staff member referred to in paragraph 3, a management allowance shall be payable to a staff member who:
- a) permanently represents the Rector or a senior employee of a given unit of the University within the scope of the function entrusted to him/her,
 - b) shall cover the full duties of a temporarily absent staff member in respect of whom a management allowance is payable for at least 3 weeks in a given calendar month, unless such cover is part of his normal duties, during which time the management allowance may not be paid to the staff member being covered.
- 5) A management allowance may also be granted to the staff member responsible for coordinating or leading the programme or project implementation team, including part of it.

Article 7

Extraordinary remuneration

An employee may be granted an exceptional remuneration for:

- a) successful performance of work tasks (exceptional remuneration),
- b) the achievement of pre-determined written work objectives or tasks or the required results (target extra remuneration),
- c) providing assistance in preventing, dealing with or recovering from fires or natural disasters or emergencies that may endanger property or life (emergency gratuity),
- d) long-term service, on the occasion of 50 years of age and on the occasion of the first departure retirement or full disability pension (hereinafter referred to as the "jubilee award"); the amount of the jubilee award and the specific conditions for its payment are set out in the Rector's directive.

Article 8

Additional pay

- 1) When the long-term goals of the University set for a given period are met, additional salary may be paid to tenured employees meeting the criteria in paragraphs 2 to 4, i.e. '13th pay' or '14th pay' as appropriate.
- 2) The Rector decides on the award of additional wages, their number and the date of payment in a given calendar year, while a necessary condition for the decision on the payment of additional wages is the achievement of such economic results of the University that will allow sufficient financial coverage for their payment.
- 3) Additional wages may be paid if:
 - a) the employee works at least 65 days in the relevant half-year of the calendar year, where a day worked is defined as a day on which the employee has worked the majority of the prescribed working time (for example, if the working time is 8 hours, the employee has worked at least 4.5 hours); days worked do not include time missed due to important personal obstacles to work pursuant to Section 191 of the Labour Code or time spent on creative leave;
 - b) on the last day of the month in which the additional salary is paid, the employment relationship of the employee continues, the notice period of the employment relationship does not expire and no agreement on its termination is concluded;
 - c) the employee has not committed a serious breach of employment law or the University's internal regulations (in particular, unexcused absences, working under the influence of alcohol or other addictive substances) in the calendar year in which the additional pay is awarded.
- 4) For the purpose of determining the number of days worked in the case of unevenly distributed working hours (for example, 12-hour shifts for property and personal protection staff), the working time worked in a fixed working week shall be treated as worked in five working days.
- 5) No additional pay shall be due to an employee in the context of an employment relationship for which he is remunerated by a contractual wage in accordance with Article 4.

Article 9

Wages when taking creative leave

During the period of creative leave pursuant to Section 76 of the Act, the employee shall be paid a salary equivalent to the salary scale and may also be granted a performance bonus in accordance with this Internal Regulation. No management allowance shall be granted during the period of sabbatical leave.

Article 10

Hourly pay

- 1) Hourly remuneration is used for work performance agreements or work activity agreements to determine the total remuneration for the performance of the work or work activity.

- 2) The hourly wage is determined on the basis of the wage rates set out in Annexes 2 and 3, depending on the type and manner of work or activity performed as specified in the work performance agreement or work activity agreement, in a manner similar to the classification of employees into wage grades.
- 3) When negotiating the amount of remuneration for the performance of work or work activity, the same principles must be observed as for the classification of pay grades.
- 4) The hourly rate of pay shall be calculated by dividing the appropriate rate of pay determined in accordance with Annex 2 or 3 by the average number of working days in a calendar month (21) and the number of working hours per calendar working day (8).
- 5) Academic, scientific and teaching staff may be paid a performance bonus of up to 200% of the calculated hourly wage. For other employees, a performance bonus of % of the calculated hourly wage may be set on top of the hourly wage when the employee is classified as:
 - a) 1st - 3rd pay grades up to 100%;
 - b) Grades 4 to 6 up to 150 %;
 - c) 7th - 8th pay grades up to 200%.

Article 11

Payment of wages and other arrangements

- 1) Wages are paid in Czech currency.
- 2) The guaranteed wage in accordance with Section 112 of the Labour Code is the wage to which the employee is entitled; under the conditions laid down in this Internal Regulation, it shall consist of the aggregate of the wage entitlements agreed under the wage components referred to in Article 2(3).
- 3) The salary is payable at once in the month following the month for which the salary is due, on the pay date agreed in the Collective Agreement; if the pay date is not set by the Collective Agreement, the Rector shall set it by decision.
- 4) The provision of other monetary benefits not covered by these internal regulations is governed by the Labour Code and other generally binding legal regulations or other legally binding acts.
- 5) The determination of average earnings for employment law purposes is carried out in accordance with Sections 351 to 362 of the Labour Code.
- 6) In accordance with this internal regulation and generally binding legal regulations, the wage matters of the University's employees are decided by senior employees authorised to act in labour relations, i.e. the Rector, the Deans of Faculties and other senior employees on the basis of their authorisation, in accordance with the provisions of Section 24 of the Act. In particular:
 - a) they are responsible for the correct classification of staff into pay grades and the setting of pay rates,
 - b) decide on the negotiation of the contractual wage and set its amount,
 - c) determine the amount of performance bonuses, management bonuses and exceptional remuneration and are authorised to decide on their withdrawal,

- d) determine the amount of remuneration for agreements on work performed outside the employment relationship.
- 7) Upon written agreement with the employee, the amount of wages calculated by the employer or determined by the employee after making the appropriate deductions from wages shall be sent without cash to a single account at a money institution designated by the employee. No other transfers without consideration or for a consideration shall be made except for the deduction from wages for payment of the University-contributed pension plan and other mandatory deductions from the employee's wages.
- 8) In determining the types, extent and order of deductions from wages and their implementation, the Labour Code, the Code of Civil Procedure and the implementing legislation to these laws shall be followed.
- 9) The Minister of Education, Youth and Sports determines the salary of the Rector pursuant to Section 10(5) of the Act.
- 10) The salary of the dean of the faculty and the director of the higher education institute is set by the rector.

Article 12

Final and transitional provisions

- 1) The Internal Wage Regulation of the Silesian University in Opava registered by the Ministry of Education, Youth and Sports on 3 April 2017 under No. MSMT-7574/2017.
- 2) All decisions on the determination of performance-related remuneration shall expire on the date of entry into force of this Internal Regulation. The senior managers authorised to act in the employment relationship on that date shall decide on the amount of the performance increment for each staff member in accordance with Article 5.
- 3) The following appendices are part of these internal regulations of the University:
 - Annex 1 - Characteristics of job functions of academic, scientific and teaching staff
 - Annex 2 - Pay grades and pay rates for academic, scientific and teaching staff
 - Annex 3 - Grades, salary scales and job descriptions of other staff
- 4) Employees shall be informed of changes to this Internal Regulation at least 15 days before the date of its entry into force.
- 5) This by-law was discussed with the University's Trade Union Coordinating Council on 30 November 2018.
- 6) This Internal Regulation was approved under Section 9(1)(b)(3) of the Act by the Academic Senate of the University on 4 December 2018.
- 7) This internal regulation 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.
- 8) This Internal Regulation shall enter into force on 1 January 2019.

The amendments to the Internal Wage Regulations of the Silesian University in Opava were approved by the Academic Senate of the Silesian University in Opava on 18 June 2019 pursuant to Section 9(1)(b) of Act No.111/1998 Coll., on Higher Education and on Amendments and Additions to Other Acts (Act on Higher Education), as amended.

Amendments to the Internal Wage Regulations of the Silesian University in Opava come into force pursuant to Section 36(4) of the Act on Higher Education on the date of registration by the Ministry of Education, Youth and Sports.

The amendments to the Internal Wage Regulations of the Silesian University in Opava come into force on 1 August 2019.

II. Amendments to the Internal Wage Regulations of the Silesian University in Opava were approved pursuant to Section 9(1)(b) of Act No. 111/1998 Coll., on Higher Education and on Amendments and Supplements to Other Acts (Act on Higher Education), as amended, by the Academic Senate of the Silesian University in Opava on 7 December 2021.

Amendments to the Internal Wage Regulations of the Silesian University in Opava come into force pursuant to Section 36(4) of the Act on Higher Education on the date of registration by the Ministry of Education, Youth and Sports.

The amendments to the Internal Wage Regulations of the Silesian University in Opava will come into force on 1 January 2022.

III. Amendments to the Internal Wage Regulations of the Silesian University in Opava were approved pursuant to Section 9(1)(b) of Act No. 111/1998 Coll., on Higher Education and on Amendments and Supplements to Other Acts (Act on Higher Education), as amended, by the Academic Senate of the Silesian University in Opava on 14 March 2024.

Amendments to the Internal Wage Regulations of the Silesian University in Opava come into force pursuant to Section 36(4) of the Higher Education Act on the date of registration by the Ministry of Education, Youth and Sports.

The amendments to the Internal Wage Regulations of the Silesian University in Opava will come into force on 1 April 2024.

Annex 1

to the Internal Wage Regulations of the University

Characteristics of job functions of academic, scientific and teaching staff

I. Basic characteristics of academic staff job functions

Assistant

- Supervision of studies, conducting exercises and other basic forms of teaching, including in lifelong learning programmes; participation in the provision of other forms of teaching activities.
- Management of bachelor theses.
- Participation in the solution of partial research or development or artistic tasks or participation in a publication activity for educational purposes.
- Involvement in creative activities to the extent supporting the enhancement of professional erudition and further application to teaching activities.
- Abstracts or annotations from professional or scientific literature.
- A staff member in the position of assistant professor usually prepares to complete a doctoral programme and obtain the academic degree of doctor.

Assistant Professor - Postdoctoral Fellow

- Acquiring research experience, developing expertise and deepening scientific erudition, which is limited in time. The aim is to promote further career development and broaden the opportunities for employment in research and development.
- Work in a scientific team under the guidance of experienced scientists.
- Independent implementation of specialised research and development work within a specific project or solving own research project, which is in line with the research axis of the department. Optimisation/innovation of procedures and solutions.
- Publication of results independently and as part of a creative team, presentation of research results in the form of scientific publications and participation in conferences.
- Applying for grants or seeking opportunities for contractual cooperation, in line with the needs of the workplace and career development plans.
- Participation in organizational support of pedagogical activities. Participation in the conduct of lectures and the implementation of other forms of pedagogical activity in the Bachelor's or Master's degree programme, namely also in lifelong learning programmes. The scope of teaching duties is usually determined by 4-8 hours of contact teaching per week in Bachelor's and Master's degree programmes. Supervision of studies, including supervising or advising or opposing theses, including thesis or bachelor's theses, unless the work is at a faculty or other unit where, due to accredited study programmes, the defence of these theses does not take place.

A staff member may be assigned to this position:

- no more than 6 years have elapsed since the award of the Ph.D. or equivalent, or in cases where the post is established within the framework of a specific project, the period specified in the terms and conditions of the provider,
- in a fixed-term employment contract for a period of 1-3 years, with a maximum of 3 consecutive postdoctoral positions.

Professional assistant

- Participation in the organizational support of research or teaching activities.
- Participation in lecturing and other forms of teaching activities in Bachelor's or Master's degree programmes, including lifelong learning programmes.
- Supervision of studies, including supervising or consulting on thesis and bachelor's theses.
- After approval by the relevant disciplinary board, he/she may act as a consultant in doctoral study programmes.
- Independent solution of research and development tasks or artistic activities, active publishing, active participation in scientific conferences and professional meetings and presentation of research or artistic results.
- As a rule, he/she prepares to meet the conditions for appointment as associate professor.

Associate Professor

- Creative application of the results of scientific research or artistic activities to teaching activities, in particular to the guidance of students in a doctoral or master's degree programme; lectures and seminars, in particular in a master's or doctoral degree programme; guidance supervising and opposing theses and dissertations.
- He/she can act as a supervisor of study fields and study programmes and as a supervisor in doctoral study programmes. Conducting professional scientific seminars, supervising doctoral students, or other academic and managerial activities related to teaching.
- Serving on committees for state doctoral examinations and dissertation defenses, membership membership of state final examination committees or state rigorosum examinations.
- Opponent assessment of dissertation or habilitation theses.
- Solving demanding tasks of basic or applied research or development or artistic activity, the results of which are published in peer-reviewed journals or in scientific monographs or peer-reviewed proceedings.
- Leading or coordinating research projects or relatively independent parts of such projects at least at national level. Review and refereeing activities at national level in the assessment of projects within the relevant field.
- Active participation in scientific conferences and professional meetings and presentation of research or artistic results.

Professor, Professor Extraordinary

- Creative application of the results of scientific research or artistic activities to teaching activities, especially to the guidance of students in the doctoral programme. Conducting specialised lectures,

seminars or other forms of teaching in doctoral and master's degree programmes, or other academic and managerial activities related to teaching.

- Serving as a study programme guarantor or as a member of the doctoral study programme board.
- Serving on committees for state doctoral examinations and dissertation defences, membership of committees for state final examinations or state rigorous examinations.
- Opponent assessment of dissertations or opposing activities in habilitation or appointment procedures.
- Solving challenging tasks of basic or applied research or development or artistic activity of decisive importance for the development of the relevant scientific or artistic field, the results of which are published in internationally important peer-reviewed journals or internationally important scientific monographs or internationally important peer-reviewed proceedings.
- Leading or creatively coordinating international or key national research projects. Expertise at national or international level, review and refereeing work in the assessment of major projects within the relevant field.
- Active participation in scientific conferences and professional meetings and presentation of research or creative activity results.

All academic staff except:

- They can participate in the self-government of the university - within this they can participate in the establishment or the activities of self-governing academic bodies.
- They carry out the preparation and implementation of administrative and related professional acts in the admission procedure for studies in accredited study programmes.
- They may perform the functions of senior employees under the direct management authority of the self-governing academic bodies of the University and their units to which they are appointed by law (Vice-Rector, Vice-Dean), or of senior employees at lower levels of management.
- They perform a service to society, in particular by promoting the transfer of knowledge and technology and the dissemination of knowledge in their field to the general public.
- They perform other activities according to the rules and needs of the unit.

II. Basic characteristics of scientific staff job functions

Research assistant

- Solving auxiliary/partial scientific or research or development or artistic tasks in the relevant field as directed by the supervisor and within the research group, work working as part of a research team.
- Involvement in publishing activities, possibly also in research presentation.

Research Associate

- Independent performance of specialized research and development work; work within a research group; optimization of procedures and methods of solution.
- Active publishing and presentation of research results.
- Applying for grants or seeking contractual cooperation opportunities.

Research Fellow - Postdoctoral Fellow

- Acquiring research experience, developing expertise and deepening scientific erudition, which is limited in time. The aim is to promote further career development and broaden the scope for employment in research and development.
- Work in a scientific team under the guidance of experienced scientists.
- Independent performance of specialised research and development work or artistic activity within a specific project or the solution of one's own research project, which is in line with the research axis of the Institute. Optimisation/innovation of procedures and methods.
- Publication of results independently and as part of a creative team, presentation of research results in the form of scientific publications and participation in conferences.
- Applying for grants or seeking opportunities for contractual cooperation, in line with the needs of the workplace and career development plans.

A staff member may be assigned to this position:

- no more than 6 years have elapsed since the award of the Ph.D. or equivalent, or in cases where the post is established within the framework of a specific project, the period specified in the terms and conditions of the provider,
- in a fixed-term employment contract for a period of 1-3 years, with a maximum of 3 consecutive postdoctoral positions.

Independent Researcher

- Independent performance of specialised research and development work or artistic activities and the solution of complex scientific or research or development or artistic tasks in the relevant field. Work in a research team, including collaboration with foreign researchers.
- Optimization/innovation of procedures and methods of solutions, coordination of activities within the implemented projects (co-investigator/principal investigator), supervision of researchers.
- Active publishing and presentation of research or artistic results.
- Reviewing and opposing activities in the assessment of projects within the relevant field.
- Applying for grants or seeking contractual cooperation opportunities.

Senior Research Fellow

- Independent implementation of complex conceptual research and development work, solving tasks of basic or applied research or development or artistic activities of fundamental importance for the development of the relevant scientific or artistic field.
- Leading or coordinating challenging international research projects or relatively independent parts of such projects at least at national level, coordinating activities within ongoing projects (co-investigator/principal investigator), supervising researchers.
- Active publishing and presentation of research or artistic results.
- Review and opponent work in the assessment of major projects within the relevant field.
- Applying for grants or seeking opportunities for contractual cooperation at national/international level.

All of the scientific staff, except..:

- They may perform the functions of senior employees under the direct management authority of the self-governing academic bodies of the University and their units to which they are appointed by law (Vice-Rector, Vice-Dean), or of senior employees at lower levels of management.
- They perform a service to society, in particular by promoting the transfer of knowledge and technology and the dissemination of knowledge in their field to the general public.
- They perform other activities according to the rules and needs of the unit.

III. Basic characteristics of the job functions of teaching staff

Teaching assistant

- Implementation of supporting forms of pedagogical activities in a bachelor's or master's degree programme or in lifelong learning programmes, or implementation of pedagogical activities not directly related to the main focus of the study programme.
- Conducting study control.
- Participation in publishing activities, especially for educational purposes.

Specialist teaching assistant

- Conducting lectures and implementing other forms of teaching activities in bachelor's or master's degree programmes, including lifelong learning programmes.
- The supervision of studies, including the supervision or consultation or opposition of bachelor's or master's theses, unless the work is at a faculty or other unit where, due to accredited study programmes, defences of these theses are not held.
- Publication activities, especially for educational purposes.

All teaching staff except:

- They may perform the functions of senior employees under the direct management authority of the self-governing academic bodies of the University and their units to which they are appointed by law (Vice-Rector, Vice-Dean), or of senior employees at lower levels of management.
- They perform a service to society, in particular by promoting the transfer of knowledge and technology and the dissemination of knowledge in their field to the general public.
- They carry out other activities according to the rules and needs of the unit.

Annex 2

to the Internal Wage Regulations of the University

Pay grades and pay rates for academic, scientific and teaching staff

Pay grade	Job functions			Prescribed qualification	Wage tariff in CZK
	Academic	Scientific	Pedagogical		
I	Assistant (R1)	Research Assistant (R1)	pedagogical worker	higher education in a master's degree programme	27 000
II	Assistant Professor - Postdoctoral Fellow (R2)	researcher - postdoctoral fellow (R2)	professional teaching assistant	higher education in a doctoral programme	31 000
	Assistant Professor (R2)	Research Associate (R2)			
III	Associate Professor (R3)	Independent Researcher (R3)		higher education, habilitation and appointment as associate professor*	40 000
IV	Professor (R4) Extraordinary Professor (R4)	Senior Research Fellow (R4)		higher education, habilitation and appointment as professor or associate professor*	50 000

* for workers who have attained comparable status abroad, apply mutatis mutandis

Annex 3*to the Internal Wage Regulations of the University***Pay grades, pay scales and framework characteristics of the job functions of other staff**

Pay grade	Framework characteristics of the work function	Prescribed qualification	Wage tariff in CZK
1	simple, ancillary and less skilled work of the same type to a precise specification and with precisely defined outputs	basic education	minimum wage*
2	work of a technical or administrative nature following standard procedures or framework instructions, with defined outputs and links to other processes	secondary education	guaranteed wage for job group 2*
3	craft, technical-operational or economic-administrative activities within a comprehensive agenda	Secondary education or secondary education with a school-leaving certificate	guaranteed wage for job group 3*
4	specialised professional work or independently ensuring professional agendas of an economic or administrative nature	Secondary education with a school-leaving certificate or higher vocational education	24 000
5	complex administrative, specialised and technical activities or sub-activities in support of research and development, with broadly defined inputs, framed outputs, considerable variation in solutions and procedures	a university degree in a bachelor's degree programme	27 000
6	professional, systemic, methodological and coordination activities in the field of specialised agendas or support for teaching, research and development, with broad links to other processes	higher education in a master's degree programme	31 000
7	complex systems work, management and coordination activities with possible links to a wide range of other activities, with a high level of responsibility for material damage, with significant demands on the ability to deal with complex situations		37 000
8	system activities related to the management and coordination of systems, with responsibility for material damage that may arise from the activities of directly managed and downstream systems		45 000

- * established by Government Decree No. 567/2006 Coll., on minimum wages, minimum levels of guaranteed wages and work in difficult working environments