

The Ministry of Education, Youth and Sports has registered, in accordance with Section 36 (2) and (5) of Act No. 111/1998 Coll., on Higher Education and on Amendments and Supplements to Other Acts (Act on Higher Education), under No. MSMT-15992/2025-3 IV. amendment to the Internal Wage Regulation of the Silesian University in Opava as of the date of signing the registration.

*Mgr. Vojtěch Tomášek
Director of the Department of Higher Education*



IV. Change

Internal Wage Regulation of the Silesian University in Opava of 24 June 2025

IV. Amendment of the Internal Wage Regulation of the Silesian University in Opava of 24 June 2025

Article 1

The Internal Wage Regulation of the Silesian University of Opava, as amended by Amendment No. I of 22 July 2019, Amendment No. II of 31 December 2021 and Amendment No. III of 14 March 2024, is hereby amended as follows:

1. In Article 1, paragraph 1) is deleted and replaced by a new paragraph 1), which reads as follows:
 - "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 Additions to Other Acts (the Higher Education Act), as amended, (hereinafter referred to as "the Act") and Act No. 262/2006 Coll., the Labour Code, as amended, (hereinafter referred to as "the Labour Code")."
2. In Article 3, paragraphs 1) - 3) are deleted and replaced by new paragraphs 1) - 3), which read as follows:
 - "1) All employees shall, on the basis of the type of work agreed in the contract of employment, be classified in pay grades according to the most demanding work activity performed. For each grade, qualifications and a salary scale shall be laid down. No account shall be taken of the attainment of qualifications higher than those prescribed for the type of work agreed.
 - 2) The characteristics of the job functions of academic, scientific and teaching staff are defined in Annex 1 and are based on the difficulty of the work and the prescribed qualifications. The prescribed qualifications, pay grade and pay scale for the various job functions of academic, scientific and teaching staff are set out in Annex 2.
 - 3) For other staff, the pay grades and pay rates are set out in Annex 3, based on the general characteristics of the work, the type of workload and the qualification requirements. Within the individual grades, the Rector shall determine by internal standard the range of specific job functions of other employees for each type of work activity."

3. In Article 10, paragraph 5) is deleted and replaced by a new paragraph 5), which reads as follows:

"5) Academic, scientific and teaching staff may, depending on the intensity of their work, have their hourly pay increased by up to 200 % of the hourly pay calculated in accordance with paragraph 4. For other employees, the hourly wage may be determined in a similar way, depending on the difficulty of the work, when the employee is classified as:

a) Grades 1 to 2 by up to 100 %;
b) in pay grades 3 to 4 by up to 150 %;
c) up to 200 % in pay grade 5.'"
4. In Article 11, paragraph 2) is deleted without replacement. The existing paragraphs 3) to 10) shall be renumbered as paragraphs 2) to 9).
5. In Article 12(3), the title of Annex 3 shall be changed to Pay grades, pay scales and job characteristics of other staff
6. The existing Annex 2 is deleted and replaced by a new Annex 2.
7. The existing Annex 3 is deleted and replaced by a new Annex 3.

Article 2

Final provisions

- 1) Amendments to this Internal Regulation shall be notified to staff members at least 15 days before the date of its entry into force.
- 2) The amendments to the internal regulations were discussed with the Basic Organisation No. 1451 of the University Trade Union of the Faculty of Business and Economics in Karviná on 29 April 2025.
- 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 the Silesian University of Opava on 6 May 2025.
- 4) These amendments come 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 changes shall come into force on 1 July 2025.

Ing. Lucie Kamrádová, Ph.D.
Chair of the Academic Senate

doc. Mgr. Tomáš Gongol, Ph.D.
Rector

Annex No. 2*to the Internal Wage Regulations of the University***Pay grades and pay rates for academic, scientific and teaching staff**

Salary grade	Job function			Prescribed qualification	Salary tariff in CZK
	Academic	Scientific	pedagogical		
I	Assistant (R1)	Research Assistant (R1)	teaching assistant	higher education in a master's degree programme	29 000
II	Research Assistant - Postdoctoral Fellow (R2)	Research Assistant - Postdoctoral Fellow (R2)	Teaching Assistant	higher education in a doctoral programme	34 000
	Assistant Professor (R2)	Research Assistant (R2)			
III	Associate Professor (R3)	Independent researcher (R3)	---	university degree, habilitation and appointment as associate professor*	43 000
IV	Professor (R4) Extraordinary Professor (R4)	Senior Research Fellow (R4)	---	higher education, habilitation and appointment as professor or associate professor*	53 000

* for staff who have attained comparable status abroad, to be applied mutatis mutandis

Annex 3
to the University's Internal Salary Regulations

Pay grades, pay scales and job characteristics of other staff

Pay grade	General characteristics Work	Typical characteristics of work intensity	Qualifications	Wage rate in CZK
1	Simple, auxiliary and less skilled work	decision-making within pre-set work procedures and guidelines, responsibility for the resources entrusted to them	basic education	minimum wage*
2	technical-operational or economic-administrative activities within a comprehensive agenda or work of a technical or administrative nature	independent decision-making in dealing with routine situations, following established procedures or instructions, and responsibility for the performance and coordination of the work activities entrusted to them	secondary education or secondary education with an apprenticeship	25 000
3	Professional work or independent professional tasks of an economic or administrative nature, or specialised craft work	independent decision-making, independent handling of complex tasks including sub-problems, management of processes which directly affect economic or administrative results or outputs, responsibility for work organisation and sub-outputs	secondary education with a school-leaving certificate or higher vocational education	31 000
4	complex administrative, specialised and professional activities, professional, systemic, methodological and coordination activities within specialised agendas, systemic work, management and coordination activities	independent decision-making and solving complex tasks and problems using specialised knowledge, setting standards for activities, high level of responsibility for planning and organising complex processes with significant impact on outputs	university degree in a bachelor's or master's degree programme	37 000
5	system related activities management and coordination of systems	Developing comprehensive and methodical solutions, concepts and strategies with accountability for the operation of systems, the use of budget allocations and the material damage that may arise from the activities of directly managed and downstream systems	a university degree in a master's programme	45 000

* as laid down in Act No 262/2006 Coll., Labour Code, as amended