

The Ministry of Education, Youth and Sports registered, in accordance with Section 36(2) of Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Other Acts (the Higher Education Act), under ref. no. MSMT- /2024 III. the amendment to the Internal Wage Regulations of the Silesian University in Opava as of the date of signing the registration.

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Mgr. Karolína Gondková
Director of the Higher Education Department



III. Amendment

Internal wage regulations

of the Silesian University in Opava

dated 2024

III. Amendment

Internal Payroll Regulations

of the Silesian University in Opava

dated 2024

Article 1

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

1. In Article 3, paragraph 2) is deleted and replaced by a new paragraph 2), which reads as follows:
 - "2) Academic, scientific and teaching staff are classified into wage categories according to the difficulty of their work and their qualifications in accordance with Appendix No. 1 – Characteristics of the job functions of academic, scientific and teaching staff (hereinafter referred to as "Appendix 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 scales for academic, scientific and teaching staff (hereinafter referred to as "Annex No. 2"), which specifies the salary grade, prescribed qualifications and salary scale for individual job functions."

2. In Article 11, paragraph 6) is repealed and replaced by a new paragraph 6), which reads as follows:
 - "6) Salary matters of university employees in accordance with this internal regulation and generally binding legal regulations in accordance with the provisions of Section 24 of the Act shall be decided by senior employees authorised to act in labour relations, i.e. the rector, deans of faculties and other senior employees on the basis of their authorisation. Within this framework, in particular:
 - a) they are responsible for the correct classification of employees into wage categories and the determination of wage rates,
 - b) decide on the negotiation of contractual wages and determine their amount,
 - c) determine the amount of performance bonuses, management bonuses and extraordinary bonuses and are authorised to decide on their withdrawal,

- d) determine the amount of remuneration for agreements on work performed outside of employment.

3. In Article 8(5), the end of the sentence reading "pursuant to Article 7" is replaced by "pursuant to Article 4".

4. The existing Annexes 2 and 3 are repealed and replaced by new Annexes 2 and 3.

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) The amendments to the internal regulations were discussed with Basic Organisation No. 1451 of the University Trade Union of the Faculty of Business and Entrepreneurship in Karviná on 8 February 2024.
- 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 2024.
- 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 April 2024.

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

doc. Mgr. Tomáš Gongol, Ph.D.
Rector

Salary grades and salary scales for academic, research and teaching staff

Salary grade	Job function			Required qualifications	Salary rate in CZK
	Academic	Scientific	Teaching		
I	Assistant (R1)	Research assistant (R1)	Teaching staff	university education in a master's degree programme	27,000
II	Assistant Professor – Postdoctoral Fellow (R2) Assistant professor (R2)	research worker – postdoctoral researcher (R2) research specialist (R2)	specialist teaching staff	university education in a doctoral study programme	31,000
III	Associate professor (R3)	independent researcher (R3)		university education, habilitation and appointment as associate professor*	40,000
IV	professor (R4) associate professor (R4)	senior researcher (R4)		university education, habilitation and appointment as professor or associate professor*	50,000

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

Salary grades, salary scales and general characteristics of job positions of other employees

Salary grade	General characteristics Job function	Required qualifications	Wage rate in CZK
1	simple, auxiliary and less skilled work of the same type according to precise instructions and with precisely defined outputs	basic education	minimum wage*
2	technical or administrative work according to standard procedures or general instructions, with specified outputs and links to other processes	secondary education	guaranteed wage for work group 2*
3	Craft, technical-operational or economic-administrative activities within a comprehensive agenda	secondary education or secondary education with school-leaving examination	guaranteed wage for work group 3*
4	specialised professional work or independently performing professional tasks of an economic or administrative nature	secondary education with a school leaving examination or higher vocational education	24,000
5	Comprehensive administrative, specialised and professional activities or partial activities in support of research and development, with generally defined inputs, broadly defined outputs, considerable variability in methods and procedures	university education 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		31,000
7	complex systemic work, management and coordination activities with possible links to a whole range of other activities, with a high degree of responsibility for material damage, with considerable demands on the ability to resolve complex situations	university education in a master's degree programme	37,000
8	System activities related to management and coordination of systems, with responsibility for material damage that may arise from the activities of directly managed and related systems		45,000

- * set by Government Regulation No. 567/2006 Coll., on the minimum wage, the lowest levels of guaranteed wages and work in difficult working conditions