

AMENDMENT NO. 3 TO THE BUT WAGE RULES

Header

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Registration

The Ministry of Education, Youth and Sports registered, pursuant to Section 36, Paragraphs 2 and 5 of Act No. 111/1998 Coll., on Higher Education Institutions and on Amendments and Supplements to Other Acts (Higher Education Institutions Act), as amended, under ref. MSMT-2544/2025-4, Amendment No. 3 to the Wage Regulations of the Brno University of Technology as of the date of signing the registration.

Mgr. Vojtěch Tomášek
Director of the Higher Education Department

Article 1

Subject of the amendment

1. The current wording of **Article 2, paragraph 2** of the Wage Rules is repealed and replaced by the following wording:

If the employee's wage does not reach the minimum wage, the employer is obliged to provide the employee with a wage supplement in the amount of the difference between the wage he achieved in the calendar month and the relevant monthly minimum wage.

2. The current wording of **Article 2, paragraph 3** of the Wage Rules is repealed.
3. The current wording of **Article 4, paragraph 1** of the Wage Rules is repealed and replaced by the following wording:

For the purposes of classifying an employee into a wage grade, the following groups of employees are distinguished:

- a) academic staff member, who is professor, associate professor, extraordinary professor, assistant professor, assistant, lecturer and scientist and researcher, who perform both pedagogical and creative activities in their employment relationship according to the agreed type of work,*
- b) scientist and researcher who is not academic staff member,*
- c) technical and economic staff member,*
- d) blue-collar staff member.*

4. The current wording of **Article 5, paragraph 1, letter d)** of the Wage Rules is repealed and replaced by the following wording:

*d) meeting the education requirement in the case of a group of scientists and researchers who are not academic staff, according to **Article 4, paragraph 1, letter b)**.*

5. The current wording of **Article 5, paragraph 5** of the Wage Rules is repealed and replaced with the following wording:

In justified cases, it is possible to exceptionally classify an academic scientist and researcher who does not meet the required qualifications according to the Job Catalogue into wage grade A1 or A2. Such an exception is proposed by the immediate superior manager and, after the opinion of all other managers in the direct line, is approved by the dean at the faculty, the director at the university institute, and the rector elsewhere.

6. The current wording of **Art. 9 para. 1** of the Wage Rules is repealed and replaced by the following wording:

Extraordinary remuneration may be granted to an employee in particular for

- a) extraordinary work performance,*
- b) significant contribution to BUT or an unit thereof,*
- c) provision of assistance in emergencies that may endanger life, health or property of BUT,*
- d) performance of mentoring activities during the period of adaptation of a new employee to the agreed work, including the transfer of the mentor's experience and knowledge, familiarization of the new employee with labour law processes and IT systems for the purpose of orienting the employee in the workplace and integrating him into the team; the adaptation period is three months, unless otherwise determined by the immediate superior of the senior employee.*

7. The current wording of **Article 15, para. 1** of the Wage Rules is repealed and replaced by the following wording:

A bonus for performing a function is provided to

- a) the chairman of the academic senate,*
- b) a member of the academic senate,*
- c) the guarantor of the study program,*
- d) the vice-rector,*
- e) the vice-dean,*
- f) the guarantor of a strategic area, i.e. an employee who is designated by the employer as a guarantor and is a significant expert in the given area and provides expert support,*
- g) the coordinator of a strategic area, i.e. an employee who is designated by the employer as a coordinator to ensure synergy, coordination and cooperation between individual units and teams operating in the given area.*

8. The current wording of **Art. 15 paragraph 2** of the Wage Rules is repealed and replaced with the following wording:

The award and amount of the bonus for the performance of a function or its change or withdrawal shall be proposed to

- a) the chairman of the academic senate and a member of the academic senate by the rector or dean, depending on which senate he/she is the chairman or a member of,*
- b) the guarantor of the study programme by the rector or dean, depending on who appointed the guarantor of the study programme,*
- c) the vice-rector by the rector,*
- d) the vice-dean by the dean,*
- e) the guarantor of the strategic area and the coordinator of the strategic area by the rector, dean or director of the BUT unit, depending on who appointed the guarantor or coordinator of the strategic area.*

9. A new paragraph 5 is inserted into **Article 15** of the Wage Rules, as follows:

One person may be appointed as the guarantor of the strategic area and the coordinator of the strategic area, in which case he or she shall be entitled to only one of the bonuses for the performance of these functions.

10. The current wording of **Article 24** of the Wage Rules is repealed and replaced by the following wording:

During the sabbatical leave, an academic staff is entitled to a wage in the amount of

- a) the wage tariff set by the wage assessment,*
- b) the negotiated individual wage.*

11. The current wording of **Article 28, paragraph 2** of the Wage Rules is repealed and replaced by the following wording:

If the employee's agreed remuneration does not reach the minimum wage, the employer is obliged to provide the employee with a supplement to the agreed remuneration in the amount of the difference between the amount of the agreed remuneration per 1 hour and the relevant hourly minimum wage.

12. The current wording of **Article 30, paragraphs 1 and 2** of the Wage Rules is repealed and replaced by the following wording:

Employees assigned to the position of lecturer in wage grade A1 shall, with the effect of the amendment to the Wage Rules pursuant to its Amendment No. 3 are classified in wage grade A2, which includes the position of Lecturer I.

13. **Annexes No. 1, 2 and 3** to the BUT Wage Regulations are repealed and replaced by new Annexes No. 1, 2 and 3, which are part of this Supplement No. 3.

Article 2

Transitional provisions

1. As of the effective date of Amendment No. 3 to the BUT Wage Rules, employees in the position of Academic Staff – Lecturer (wage grade A1) shall be considered employees in the position of Academic Staff – Lecturer I (wage grade A2).

Article 3

Final provisions

1. This Amendment No. 3 to the Wage Rules of the Brno University of Technology was discussed with the Coordination Trade Union Council of BUT on 20 January 2025.
2. This Amendment No. 3 to the Wage Rules of the Brno University of Technology was approved pursuant to Section 9, Paragraph 1, Letter b) of Act No. 111/1998 Coll., on higher education institutions and on amendments and supplements to other acts (the Higher Education Act), by the Academic Senate of the Brno University of Technology on 14 January 2025.
3. This Amendment No. 3 to the Wage Rules of the Brno University of Technology shall enter into force pursuant to Section 36, Paragraph 4 of the Act on Higher Education Institutions on the date of registration by the Ministry of Education, Youth and Sports.
4. This Amendment No. 3 to the Wage Rules of the Brno University of Technology shall enter into force on 1. 4. 2025.

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