

UNIVERSITY OF PARDUBICE Faculty of Chemical Technology	
D I R E C T I V E No. 2/2025	
Subject:	Determination of the Amount of Personal Project Bonus and Project-related Remuneration
Scope of action:	Departments of the FChT
Effective from:	1 st July 2025
Reference No.:	UPCE/dfcht/00012245/2025
Compiled and submitted by:	Ing. Martin Šprync
Approved by:	prof. Ing. Petr Němec, Ph.D.

Article 1

Subject

- (1) The subject of this Directive is to establish a mechanism for awarding personal project bonuses and project-related remuneration to employees engaged in project implementation, in accordance with the Internal Wage Regulations of the University of Pardubice, as amended, provided that the employee is involved, within the scope of their employment, in projects related to their work activities at the University of Pardubice.

Article 2

Definition of Terms

- (1) For the purposes of this Directive, a project shall mean any time-limited activity with its own wage funding. The accounting of such a project is maintained separately within the economic system.
- (2) Percentage of the employee's wage shall mean the degree of work involvement in the activities of a given project under a single employment contract.

Article 3

General Principles

- (1) The personal project bonus is determined as a fixed amount and is generally paid from the project's funds.
- (2) The personal project bonus constitutes part of the employee's total wage, in addition to the wage rate specified in the Internal Wage Regulations of the University of Pardubice, as amended, and the basic personal bonus.
- (3) The bonus depends on the employee's full-time equivalent on the project and corresponds to 30 % of the wage rate and the basic personal bonus. The total project bonus across all projects is the sum of these individual bonuses.

- (4) In addition to the project bonus, project principal investigators may be granted remuneration based on the nature, scope of the project and its societal relevance. This remuneration is paid once during the calendar year.
- (5) For a project proposal submitted to a foreign public provider of funding for basic or applied research, the proposer may be awarded remuneration of up to CZK 20,000. If the project is accepted for implementation by the provider, the principal investigator may be awarded remuneration of up to CZK 50,000. The specific amount shall be determined by the Dean of the faculty, taking into account the significance of the project.

Article 4

Wage Compensation for Holiday Leave

- (1) Wage compensation for holiday leave may be covered in the same percentage proportion as the employee's involvement in the project.

Article 5

Final Provisions

- (1) The decision to grant a personal project bonus and to award remuneration during the course of a project shall be made by the Dean of the Faculty. The amount of remuneration for project investigators shall be determined by the Dean, taking into account the Faculty's budget.
- (2) This Directive shall come into force on the date of its signature. It supersedes Directive No. 2/2020, which is hereby repealed.

Pardubice, 17th June 2025

prof. Ing. Petr Němec, Ph.D.
Dean