

<b>University of Chemistry and Technology, Prague</b>	
<b>Title</b>	<b>DECREE No. A/V/961/21/2025</b>
Subject	Stabilisation premium for selected academic workers
Applicability	All university
Effective from	01.01.2026
Effective to	Indefinite
Revision	-
Cancelled	A/V/961/27/2024
Prepared by	Personnel Department
Issued by	Prof. Ing. Pospíšil Milan, CSc., Rector

*This translation is provided for convenience only. The Czech version is the legally binding version. In case of any inconsistency or ambiguity, the Czech version shall prevail.*

### **Introductory provisions**

This Decree regulates the rules and conditions for granting a stabilisation premium (hereinafter referred to as the 'premium') for employees as defined in Article I of this Decree. The purpose of granting the premium is to support those employees at UCT Prague who have recently completed their Doctoral studies and are expected to continue working at the university. The premium should support the professional development and stabilisation of the academic career of these selected employees, both in the field of education and in the field of science and research.

#### **I.**

### **Conditions for granting stabilisation premium**

- 1) The premium may be granted to an employee who meets all the conditions for granting the premium listed below:
  - a) they are an employee of UCT Prague whose employment relationship is based on a valid employment contract;
  - b) they are assigned an academic worker position in accordance with provisions of Section 70 of Act No. 111/1998 Coll., the Higher Education Act;

- c) and as on 30 November of the relevant calendar year<sup>1</sup> no more than 5 years have passed since the employee was awarded the PhD degree, or the employee will be awarded the PhD degree by 31 December of the relevant calendar year<sup>2</sup>,
  - d) the Dean of the relevant faculty of UCT Prague where the employee works as an academic worker, or the Rector of UCT Prague in case of employees at central departments has approved the UCT Prague's employee application for the premium.
- 2) To assess whether the condition for granting the premium under Para 1), letter c) has been met, the time spent caring for a minor child, ie the period spent taking maternity and parental leave, shall be taken into account.
  - 3) The decisive date for granting the premium is set at 1 January of the following calendar year following the fulfilment of the conditions listed in Article I, Para 1 of this Decree.
  - 4) The premium may be granted to an employee who has fulfilled the conditions for granting the premium pursuant to provisions of Para 1) and Para 2) of this Article for a maximum period of one year, no later than until 31 December of the year for which the premium was granted to the employee. In the event of loss of entitlement to the period during the period for which the period was granted, for example, by the expiry of the period of 5 years from the award of the PhD degree, the entitlement to the premium shall expire on the last day of the month in which this decisive event occurred. The entitlement to the premium cannot be applied retroactively (eg for the period when the employee has not yet been awarded the PhD degree).

## **II.**

### **The amount of stabilisation premium**

- 1) The amount of the premium is set at CZK 5,000/month for a specified weekly working time pool, ie 1.0 FTE.
- 2) In case of a lower FTE, the premium will be reduced in proportion to the actual FTE of the employee agreed in the valid employment contract.
- 3) The premium is reduced in proportion to the number of worked hours.
- 4) The premium constitutes part of the income of the calendar quarter for the purpose of determining the average or probable income.

## **III.**

### **Final provisions**

- 1) The proposal to grant the premium to the employee is always presented by the head of the workplace for approval to the Dean of the relevant faculty in case of faculty employees, or to the Rector in case of employees at central departments.

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<sup>1</sup> ie the year in which fulfilment of conditions for granting the premium is assessed before the premium is actually granted

<sup>2</sup> ie the year in which fulfilment of conditions for granting the premium is assessed before the premium is actually granted

- 2) The grant of the premium is conditioned upon the employee's commitment to actively perform the activities of an academic worker specified in the job description at an excellent level.
- 3) The premium may be withdrawn from the employee based on a proposal of the Dean of the relevant faculty of UCT Prague or, in case of employees at central departments, based on a decision made by the Rector.
- 4) There is no legal entitlement to the grant of the premium.
- 5) The premium will be fully covered from university financial resources.

Prof. Ing. Pospíšil Milan, CSc.  
Rector