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Vodňany, April 13, 2026

Dean's Measure No. 5/2026

Remunerations, Incentive Bonuses and Performance Bonuses of FFPW USB employees

The Dean's Measure serves as the basis for the directors, Registrar, Dean and other responsible persons in determining the remunerations, incentive bonuses and performance bonuses of the employees of the FFPW USB and its purpose is to motivate active faculty staff. All responsible staff should follow this Measure, unless the budgetary discipline of the relevant organizational unit is at risk.

I. REMUNERATIONS

1) One-time remuneration for obtaining a project with finances for the FFPW USB with payment:

- **Projects with finances less than or equal to CZK 10 million for the FFPW USB** – CZK 300 per every full CZK 100 thousand (e. g. the project of CZK 5,670,000 = one-time bonus 56* CZK 300);
- **Projects over CZK 10 million and less than or equal to CZK 100 million for the FFPW USB** – a fixed amount of CZK 30,000 and an additional CZK 1,200 per every full CZK 500,000 (e.g. the project of CZK 10,720,000 = one-time bonus of CZK 30,000 + CZK 1,200);
- **Projects over CZK 100 million** – a fixed amount of CZK 250,000 and an additional CZK 600 per every full CZK 500,000.

The reward for obtaining a project is usually paid for a project resulting from a public competition outside the USB. This includes international projects (e.g. Horizon Europe, Interreg, etc.) and national projects (e.g. "GAČR", "NAZV", "TAČR", "OP JAK", etc.), except for OP Fisheries projects, where rewards are handled differently.

In the case of a competitive project within the USB (projects such as the GAJU team, TACR managed by the Technology Transfer Office of the USB, FSP, PPSŘ, etc.), there is no automatic right to a reward. The reward must always be approved in advance by the Director of the Institute/Centre and the Dean of the Faculty.

In unclear cases, the Dean of the Faculty decides on the granting of the reward. The Dean of the Faculty will not award the reward without the agreement of the person from whose budget the reward is to be paid.

The lead investigator requests payment from the Director or the Registrar and then from the Dean after signing the contract, no later than the first year of the contract.

The amounts will be paid from the budget of the respective organizational unit.



2) Achievement of eligible science and research result – CZK 400 per for 1 point.

The amounts shall be paid from the budget of the organizational unit under which the workplace of the awarded employees falls.

3) One-time remuneration for economic activity, with a limit of up to 20% of the revenues (the invoiced amount VAT excl.) including social and health insurance. The exact amount is specified by the Head of the unit, the Registrar for the Dean's office, and the Dean for Dean's Board and the Department of Study Affairs, considering mainly profitability and efficiency. The remuneration will be paid from the budget of the individual organizational unit or the contract. The remuneration will be disbursed only when the amount of remuneration will not exceed the achieved appropriate profit of the particular contract. Remuneration for economic activities does not include remuneration for renting accommodation in the FFPW USB and the vehicle fleet. The remuneration for these activities is paid by the Dean once a year (usually at the end of the year) and in a significantly lower amount.

4) Bonuses for members of the project team and other persons involved in project implementation for their active participation are proposed by the responsible principal investigator. The maximum amount of the bonus depends on the incentive allowance granted to the principal investigator for the project, up to a maximum of one half of that allowance.

This bonus may be granted for a maximum period of one year (January–December) and may be granted repeatedly for the duration of the project. After approval by the director of the institute, the bonus is paid from the budget of the institute where the project is implemented.

Bonuses under this provision shall be granted no earlier than from the first day of the month following the signing of the contract. If, for objective reasons, the contract is signed after the project start date stated in the contract, the principal investigator may request retroactive payment of the bonus for the relevant months. This provision applies to projects starting on or after January 1, 2026.

5) A one-off bonus of CZK 5,000 for supervisors from FFPW USB for each doctoral student in a full-time doctoral study programme implemented at FFPW USB who successfully defends their dissertation. The bonus is proposed automatically by the Vice-Dean for Study Affairs after the successful defence.





6) Quarterly bonuses - their amount is proposed by the manager for his/her subordinates and, in justified cases, also for other employees of the FFPW USB or the USB. Quarterly bonuses are always approved by the Operation Commander and the Dean of the Faculty. The Dean ensures that the amount of quarterly bonuses within the organisational units is commensurate with the number of their employees, considering the total volume of other bonuses and the nature of the activities of these units.

7) Bonuses for merits the faculty will provide the bonuses:

- a) for the appreciation after 10 years of work in the amount of CZK 5,000, after 15 years in the amount of CZK 7,000, after 20 years and every other 5 years of the main employment at the faculty amount of CZK 10,000,
- b) upon reaching the age of 50 years (depending on the length of employment at the faculty) an amount of CZK 5,000 (from 5 to 10 years), an amount of CZK 10,000 (over 10 years),
- c) at the first termination of employment at the faculty after the acquisition of a retirement pension or a disability pension of the III degree in the amount of CZK 6,000 (the length of employment from 1 to 10 years) and CZK 10,000 (with the length of employment over 10 years).

The appropriate amounts of remunerations will be paid 50 % of the budget of the respective organizational unit and 50 % of the budget of the Dean's Office (Center). For employees with less than a 100% workload, the bonus is reduced proportionally to the workload at the time of payment.

Any other bonuses and contributions are governed by a valid **Collective Agreement** concluded between the USB and the Coordination Trade Union Council of the USB.

II. PERFORMANCE BONUSSES

The amount of the performance bonus is adjusted to consider the quality of the work performed and the employee work results currently achieved usually at the beginning or middle of the calendar year. The employee has no legal entitlement to the performance bonus. The performance bonus is further defined in Part IV, Art. 11 of the Wage regulations of the USB.

- a) **For a comprehensive and regular evaluation of the activities of scientific and academic staff**



According to the newly introduced system of evaluation of academic staff including the following parameters: 1) number of hours taught, 2) number of students in taught subjects, 3) nature of the subject (taught regularly or irregularly), 4) role of guarantor within the taught subject, 5) guarantorship of study programs, 6) coordination of student internships, 7) number of defended final BSc., MSc. and dissertation theses, 8) number of supervised Ph.D. students in the standard period of study and 9) other activities of academic and scientific staff such as: achieved RIV points, frequency of first and last authorship, number of solved projects and volume of economic activity, it is possible to adjust the amount of performance bonus for individual staff based on regular annual evaluation of employees of the FFPW USB.

b) For other activities

The employee's immediate supervisor, the Head of the unit, the Registrar or the Dean of the Faculty may also propose the award of a performance bonus to employees for other activities or skills not listed above. It must always be clearly stated what the performance bonus is being proposed for. A change in the performance bonus must always be approved by the Dean of the Faculty. The award of a performance bonus must be preceded by a discussion of the proposal, usually during the regular annual appraisal of faculty staff.

III. INCENTIVE BONUSES

The incentive bonus is adjusted regarding the quality of work performed and the current work results achieved by employees, usually at the beginning or in the middle of the calendar year. There is no legal entitlement to a performance premium. The performance premium is defined in more detail in Part IV, Article 11 of the USB Wage Regulations.

a) For the project solution

Responsible investigator of a project:

- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 0,5 million per year (including) - CZK 1,000 – 1,500
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 2 million per year (including) - CZK 2,000 – 6,000
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 3 million per year (including) - CZK 5,000 – 9,000
- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 4 million per year (including) - CZK 7,000 – 12,000





- Responsible investigator of a project (or its part at the FFPW USB) up to CZK 5 million per year (including) - CZK 10,000 – 15,000
- Responsible investigator of a project (or its part at the FFPW USB) over CZK 5 million per year - the amount of the performance bonus is decided by the Dean's Board on the initiative of the Director of the Institute, the Registrar or the Dean of the Faculty.

Member of the research team:

- The Director of the relevant part or the Registrar, after approval by the Dean, can propose granting of a performance bonus to employees participating with their workload (actively involved in the project implementation) in R & D projects. It is at the initiative of the principal investigator of the project in cases worthy of consideration – especially with regards to the importance of the project, its scope, contribution, budget etc. (i.e. a project like “GAČR EXPRO”, “ERC”, significant EU project etc.).
- A project team member must have at least a 10% workload on the project. The total incentive allowance for project team members may not exceed the incentive allowance granted to the principal investigator for the project.
- If this possibility of awarding a performance bonus is used, it is no longer possible to grant the employee a remuneration according to Article I, paragraph 4.

The incentive bonus for the principal investigator is usually granted upon the proposal of the secretary, after approval by the head of the laboratory (if the principal investigator is a member of the laboratory), the institute director, and the dean (in all cases). This incentive allowance applies to projects resulting from public calls outside USB, such as international projects (e.g. Horizon Europe, Interreg, etc.) and national projects (e.g. GAČR, NAZV, TAČR, OP JAK, etc.), except for OP Fisheries projects, where bonuses are handled differently.

If the project was awarded within USB, there is no automatic entitlement to the incentive allowance. The granting of the incentive allowance must always be approved in advance by the director of the institute/centre and the dean of the faculty (e.g. GAJU Team projects, TAČR projects administered by the USB Technology Transfer Office, FSP, PPSŘ, etc.).

In unclear cases, the granting of the incentive allowance shall be decided by the dean of the faculty. The dean shall not grant the incentive allowance if the authorizing officer whose budget is to cover the allowance does not agree.

The incentive allowance is granted for the duration of the respective project(s) or for the duration of the team member's participation in the project. The incentive allowance is funded from the budget of the relevant organizational unit or from the corresponding share of funds and organizational units from which the employee's salary is paid.



The incentive bonus under this provision shall be granted no earlier than from the first day of the month following the signing of the contract. If, for objective reasons, the contract is signed after the project start date stated in the contract, the principal investigator may request retroactive payment of the amount corresponding to the incentive allowance for the relevant months. If approved by the institute/centre director and the dean of the faculty, the amount shall be paid in the form of a one-off bonus. This provision applies to projects starting on or after January 1, 2026.

If it is not possible to grant an incentive allowance to the principal investigator or a project team member, the allowance shall be replaced by a performance premium under the same rules as the incentive allowance.

For all projects for which a performance premium was granted to the principal investigator or other team members under the previous Dean's Measure No. 1/2025, this performance premium is converted into an incentive allowance with effect from April 1, 2026.

This Measure cancels the Dean's Measure No. 1/2025.

This Dean's Measure comes into effect on April 13, 2026.

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Dean of FFPW USB