



Methodology of the Faculty of Science to the Wage Regulations of the USB setting out the principles of negotiating contractual wages with employees successful in highly competitive grant competitions as amended on 6 November 2023

Article I

Introductory Provisions

In the case of highly competitive, prestigious and demanding grant competitions, such as ERC, GAČR JUNIOR STAR, GAČR EXPRO, etc., successful investigators (further on referred to as "employees") and their wages cannot be compared only within the University of South Bohemia in České Budějovice (further on referred to as "USB"), but it is necessary to compare them throughout the research environment and the corresponding labour market of the Czech Republic and foreign developed economics and create adequate conditions for them.

This methodology is issued by the Faculty of Science USB (further on referred to as "FSci") to set up the general principles for negotiating contractual wages with employees. The methodology is based on the Wage Regulations of the USB effective from 1 January 2024, especially its Article 2 para. 7.

Article II

Determination of the amount of salary

The amount of contractual salary for academic and non-academic staff of the Faculty of Science USB involved in projects obtained in highly competitive, prestigious and demanding grant competitions (further on referred to as the "project") will be negotiated considering the following principles:

- 1) The contractual wage will be agreed only for the duration of the project and only for the duration of the working time related to the project.
- 2) The amount of the contractual wage will be agreed only for the work capacity that the employee participates in the solution of the relevant project, as determined by the main researcher of the project. The amount of wages related to the remaining work capacity of the employee is governed by the



latest valid Methodology of the Faculty of Science to the Wage Regulations of the USB.

- 3) The limits of the maximum agreed contractual wage for individual types of projects and types of work or agenda performed by
- 4) employees at FTE 1.0 (full-time equivalent) are set as follows:

Principal investigator	
ERC Starting, GAČR JUNIOR STAR and similar projects	
postdoc	Increase in the wage category by up to 100%, i.e. contractual wage up to 200% of the tariff wage
Associate Professor or Professor	Increase in the wage category by up to 120%, i.e. contractual wage up to 220% of the tariff wage
ERC Consolidator	
	Increase in the wage category by up to 120%, i.e. contractual wage up to 220% of the tariff wage
ERC Advanced, Synergy	
	Increase in the wage category by up to 150%, i.e. contractual wages of up to 250% of the tariff wage
All types of projects – members of the research team	
senior	Increase in the wage category by up to 100%, i.e. contractual wage up to 200% of the tariff wage
Postdoc	Increase in the wage category by up to 80%, i.e. contractual wages of up to 180% of the tariff wage
Ph.D. student	Increase in the wage category by up to 50%, i.e. contractual wages of up to 150% of the tariff wage
technician	Increase in the wage category by up to 30%, i.e. contractual wages of up to 130% of the tariff wage



- 5) In exceptional cases worthy of special consideration, it is possible to exceed the limit set out in the previous paragraph.
- 6) In addition to the contractual wage, the employee may be awarded additional bonuses, allowances, and remuneration, under the conditions set out in the Wage Regulations of the USB or another internal regulation of the USB or FSci.

Article III

Other provisions

This methodology comes into effect from 1. 10. 2025.

In České Budějovice