

DIRECTOR'S MEASURE 02/2020 -
FINANCIAL CONDITIONS FOR STUDENTS
OF THE PHD PROGRAM OF THE RECETOX
CENTRE

Financial conditions for students of the Environmental Health Sciences doctoral programme of the RECETOX Centre Measure (hereinafter the “Measure” and the “Centre”) are set in accordance with the relevant Masaryk University (hereinafter "MU") regulations governing salaries, the job classification of employees and the conditions for providing scholarships.

The purpose of the Measure is to support achievement of the Centre's goals in the field of young researcher development - PhD students during their studies.

All full-time students in the Czech PhD study programme are also MU employees.

Financial conditions for students of the Centre's PhD study programme are ensured by a combination of scholarships and salary obtained from the Centre's funds or projects individually obtained by students.

Part I

Regular monthly income

Article 1

Total income

(1) Within the framework of the Centre's remuneration policy, the level of a student's target total monthly income for the period of concurrence of the standard period of full-time study and employment is set at CZK 28,000 net income.

(2) This consists of:

- a) **scholarship to support studies**, according to Section 91 para. 4 letter c) of the Act
- b) **salary** on the basis of an executed employment contract
- c) **scholarship** from the RECETOX Centre resources

(3) The composition of the financial resources of the student's target total income is based on the possibilities of his / her supervisor, depending on the amount of the entrusted budget and the financial resources of one's own project resources.

(4) Project resources of the supervisor, or the student, if he/she acquires such resources, are used as the primary source of funding to cover the FTE.

Article 2

Job classification and salary

(1) When conducting an employment contract the student of the Centre's PhD programme is classified in accordance with the System of Job Positions and Job Titles of the Faculty of Science in the position of Researcher I. and his/her basic monthly salary comprises the allocated salary rate. Personal bonus is only awarded in cases enforced by specific project financing.

(2) The employment contract is executed with the student after the decision of the supervisor whose research group the student is assigned to, during the first semester of study. The employment relationship is concluded for a period of one year with a subsequent extension by one to three years, but no longer than the date of the planned completion of the standard period of study.

(3) If there are reasons for extending the study beyond this standard period, the possibility of extending the employment relationship, the amount of the FTE and the salary are agreed individually between the supervisor and the student in accordance with the salary policy of the Centre.

(4) The level of the weekly workload is determined for the period of standard study as 20 hours as a rule. It may be higher in justified cases.

Article 3

Scholarships to support study

(1) A student in the full-time form of study in a PhD study programme may be awarded a Scholarship to support study in the PhD study programme for the standard period of study (according to Section 91 paragraph 4 letter c) of the Act). The minimum amount of the scholarship is set by MU and regulated by the Measure of the Dean of the Faculty of Science, MU.

(2) A student may also be awarded a scholarship from the resources of the RECETOX Centre to achieve the set level of target total income of CZK 28,000 (according to Article 1, paragraph 1 of this Measure).

The scholarship award according to this paragraph is proposed by the relevant supervisor, or the head of the research group in accordance with the level of fulfilment of the Individual study plan and the research, development and innovation activities of the student. In the event of unsatisfactory performance, this scholarship or part of it may not be awarded, thus reducing the student's total income set out in Article 1 (1). The scholarship is always awarded for one semester.

As part of the regular annual evaluation of PhD students, the Departmental Council assesses fulfilment of the individual study plan and re-evaluates the set amount of the scholarship.

Part II

Article 4

Awarding of publication results

(1) A scholarship to support creative activities may be proposed for a MU student contributing to the publication results of the Centre as the primary author by the Director of the Centre twice a year. The amount of the scholarship is derived from the industry quartile of the magazine according to WOS, in which the publication was published, as follows:

- a) Q1 - CZK 15,000
- b) Q2 - CZK 10,000
- c) Q3 - CZK 5,000

The calculation takes place centrally in May and November.

Article 5

Award for excellence

(1) In order to reward excellent performance of students, the Director may propose up to two scholarships from the resources of the RECETOX Centre of up to CZK 40,000 once a calendar year, after approval by the Departmental Council.

(2) The Director may further nominate a student for the Dean's Award or the Rector's Award in accordance with the rules set by MU and the Faculty of Science of MU for these awards.

Article 6

Mobility support

(1) Students-employees participating in a business trip abroad shall carry out this trip in the form of a travel order; they are not entitled to pocket money for the time of the trip.

(2) Especially in the case of a long-term stay abroad (over 14 days), the student can be provided partial coverage of costs through a scholarship, in an individual amount according to the decision of the supervisor, taking into account the expected travel costs and sources of funding.

(3) For the prevention of double or ineligible financing for the duration of the trip, the performance of work within the agreed employment relationship may be interrupted for students-employees leaving for a stay abroad or an internship paid for from external scholarship sources.

Article 7

Other means of financial support

(1) During the study period, a student may also receive financial support from other means such as student projects, national and international resources to support mobility, or scholarships and awards according to the relevant rules of MU and the Faculty of Science or other sources of funding.

Article 8

Final Provisions

(1) I entrust the interpretation of this Measure and its updating to the Operations Director.

(2) Proposals for updates of this Measure are approved by the Director of the Centre, who informs the Council of the Centre about them after discussion with the Departmental Council of the PhD study programme.

(3) This Measure shall enter into force on the day of its publication and shall take effect on 1 October 2020.

In Brno on 31 July 2020

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prof. RNDr. Jana Klánová, Ph.D.
Director of the RECETOX Centre