

Pursuant to Article 63 of the Statute of the Faculty of Organization and Informatics of the University of Zagreb, Ordinance on the Bases of Financing of the University of Zagreb, Article 31, paragraph 1 of the Collective Agreement for Science and Higher Education, approval of the Trade Union Branch of the Faculty of Organization and Informatics, the Faculty Council of the Faculty of Organization and Informatics, at its session held on 14 June 2022, adopted the amendments to the Regulations on the Distribution of Own Revenues and Revenues for Special Purposes of the Faculty of Organization and Informatics, and the Dean of the Faculty, on 14 June 2022, issued the consolidated text of the Regulations on the Distribution of Own Revenues and Revenues for Special Purposes of the Faculty of Organization and Informatics.

## **REGULATIONS ON THE DISTRIBUTION OF OWN REVENUES AND REVENUES FOR SPECIAL PURPOSES OF THE FACULTY OF ORGANIZATION AND INFORMATICS**

### **General Provisions**

#### Article 1

These Regulations govern the distribution of own revenues generated on the market from the performance of the activities of the Faculty of Organization and Informatics, and revenues for special purposes (hereinafter: assigned revenues) of the Faculty of Organization and Informatics (hereinafter: the Faculty), the manner of distribution of these revenues and the criteria and procedure for obtaining incentives and other compensations that can be paid to Faculty employees based on their work results.

Own revenues are revenues generated outside the funds by which the core activity of the Faculty is financed at the expense of the state budget, and revenues for special purposes are revenues from student participation in expenses, tuition fees for the doctoral study, and other assigned revenues. Sources of funding are stipulated by the Ordinance on Budgetary Classifications (Official Gazette, nos. 26/10, 120/13 and 1/20).

#### Article 2

The gender-specific terms used in these Regulations shall be taken to refer to both the masculine and feminine gender regardless of whether they are used in the masculine or feminine form.

### **Method of Acquiring Revenues Generated in the Market and Assigned Revenues**

#### Article 3

Own revenues together with assigned revenues shall include:

- participation in tuition fees and other fees in full-time and part-time undergraduate and graduate university studies and vocational studies,
- participation in tuition fees and other fees in postgraduate studies,
- revenues from various forms of lifelong learning,
- revenues from scientific, professional and development projects,

- revenues from publishing activity,
- revenues from renting premises and equipment,
- other revenues generated in the market.

## **Distribution of Own and Assigned Revenues**

### Article 4

(1) The subject of the distribution within the meaning of these Regulations may exclusively be the charged amount of own and assigned revenues, after the execution of legally prescribed dues and obligations arising from a project contract and internally determined obligations (contract, decision, and similar.).

(2) If the revenue is generated on the basis of a special contract or jobs performed according to a special financing scheme (international projects, etc.), then own revenues and the subject of distribution within the meaning of these Regulations shall be deemed to refer exclusively to the amount allowed by the contract or financing scheme for which no other purpose has been determined.

(3) Revenues from donations and other strictly assigned revenues (e.g. subsidies for equipment and other capital investments) shall be distributed and used exclusively in the manner determined by the donor or other source of revenue.

(4) The basic assumption of the distribution of own and assigned revenues, and the application of the provisions of these Regulations, is that the Faculty generates its own and assigned revenues through its operations, which enables its liquidity and solvency during the current, as well as the next business year to an extent that can be estimated based on available indicators.

(5) Decisions on the distribution of the Faculty's own and assigned revenues shall be made by the Dean of the Faculty in accordance with these Regulations, and in situations that are not determined in detail by these Regulations, the decisions shall be made by the Dean at the proposal of the Faculty Management.

### Article 5

Own and assigned revenues which are the subject of distribution within the meaning of these Regulations shall be allocated for the following purposes:

- development and improvement of the activities of the Faculty,
- material operating costs related to the performance of own and dedicated activities,
- royalties, salary supplements and other fees related to the performance of own and dedicated activities,
- development and improvement of the scientific research activity,
- stimulating scientific research, teaching and professional work of employees,
- augmentation of employee salaries from revenues generated on the market and assigned revenues,
- encouraging projects of interest to the Faculty,

- and other purposes specified in these Regulations.

## **Calculations and Payments**

### Article 6

(1) These Regulations, among other matters, determine the relationships between various forms of incentives (financial stimulations) to employees, whose absolute gross amount is calculated by multiplying the incentive coefficient (IC) and the gross point value (GPV). The decision on the gross point value is made by the Dean, at the proposal of the Faculty Management. All incentive payments are subject to the valid gross point value at the time of payment, regardless of when the conditions and reasons for the payment of incentives arose.

(2) If an employment contract with the Faculty is a condition for the employee's right to salary augmentation, royalties or other incentives, the fact that the employment contract is concluded for a fixed or indefinite period shall not affect the exercise of the employee's right.

(3) If they are based on the delivery of author's work, payments stipulated by these Regulations shall be made after they have been calculated and after the author's work has been delivered. The delivered author's work shall be stored in the digital repository of author's contracts.

(4) If they are not based on delivery, but on an increased scope of work, increased effort, etc., payments stipulated by these Regulations shall be paid in the form of a salary augmentation, after the work has been completed.

(5) Payments based on these Regulations must be based on credible documentation (contracts, orders, decisions, calculations, reports, invoices, etc.), and shall finally be approved by the Dean or another member of the Faculty Management authorized by the Dean. Payments based on a conducted public procurement procedure must previously be certified by the person in charge of public procurement at the Faculty. Payments charged to a particular project must be certified by the project manager. All payments are subject to the prescribed procedure of accounting liquidation and bookkeeping.

## **Project Revenues and Their Distribution**

### Article 7

(1) If the Faculty's own or assigned revenues are generated by a project of limited duration (scientific or professional project, full-time and part-time undergraduate, graduate university study and vocational study, commercial educational project, scientific or professional conference, publishing project, etc.), and if this project has a project manager and is recorded as a cost centre in bookkeeping, the own or assigned revenues of the project in question shall be calculated as follows:

- in case of a joint project with the participation of a co-contractor, the amount belonging to the co-contractor shall be deducted from the total revenue of the project;
- the amount of twenty per cent (20%) shall be deducted from the gross amount of the Faculty's revenue from the project, and allocated for the improvement of the Faculty's activities and the augmentation of the salaries based on the revenues generated on the market;

– the rest of the project's own or assigned revenue referred to in the previous paragraph shall be allocated to the material costs of the project, as well as to royalties and other compensations to persons who have effectively and directly participated in the project activities, according to the bookkeeping extract and the calculation prepared by the project manager and approved by the Dean or another member of the Faculty Management authorized by the Dean.

(2) The budget of the project at the stage of application or submission of the project bid shall be approved by the Dean or another member of the Faculty Management authorized by the Dean. The development of the financial plan of the project shall be mandatory.

## **Revenues and Distribution of Revenues from the Rental of Premises and Equipment**

### Article 8

(1) The own revenue from renting premises and equipment shall serve to improve the activities of the Faculty.

(2) A salary augmentation may be paid to employees whose scope of work or effort has been directly increased by the rental of premises and equipment from the own revenues generated by this rental.

## **Tuition and Revenues from Tuition**

### Article 9

Twenty per cent (20%) of own and assigned revenues from paid tuition fees, fees and other revenues from postgraduate, full-time and part-time undergraduate and graduate university studies and professional studies, and revenues from various forms of lifelong learning, shall be allocated for the development and improvement of the Faculty's activities and the augmentation of salaries based on revenues generated on the market.

## **Fees for Improving Curricula and Instructional Materials**

### Article 10

(1) Teachers may be compensated from the Faculty's own and assigned revenues for special improvement of the curricula of courses, curricula of exercises, and instructional materials. The decision on the payment of compensation shall be made by the Dean at the proposal of the Faculty Management.

(2) At the proposal of the Faculty Management, the Dean may, for the current teaching year, make a decision on the gross amount of the fee for the preparation of instructional materials related to the courses from the curriculum that are performed in English in that particular academic year.

(3) The fees referred to in this Article shall be paid based on author's contracts containing provisions according to which the Faculty, after the payment of a one-time royalty fee, acquires

a permanent and non-exclusive right to use the author's work that is the subject of the author's contract, as well as based on the Dean's decision on payment through a salary or a reward.

(4) The course teacher, in agreement with the authorized Vice-Dean, shall determine the relations and activities within the course and the distribution of fees between the course teacher and co-teachers, and other deliverers of classes and exercises in a given course.

### **Incentives for Authors and Editors of University Textbooks, Faculty Textbooks, Monographs and Other Publications**

#### Article 11

(1) This Article establishes the criteria and financial amounts of fees paid from the Faculty's own and assigned revenues which encourage the publication of scientific instructional literature authored by the Faculty teachers in scientific-teaching, teaching and associate titles, and published or co-published by the Faculty. The Faculty shall encourage the publication of titles that have passed the prescribed review procedure and have been reviewed as scientific instructional literature, and as such have been accepted by the competent authorities of the Faculty and the University, provided that they carry the appropriate categorization that it is scientific instructional literature.

(2) The Faculty shall encourage the publication of textbooks (university and faculty), handbooks (university and faculty), and monographs as complete reference works of research or synthetic character. Scientific instructional literature shall be defined in accordance with the Regulations on Publishing Activity of the Faculty of Organization and Informatics, that is, in accordance with the Ordinance on University Instructional Literature of the University of Zagreb.

(3) The publication of a new university textbook of the Faculty, authored by the Faculty teachers in scientific-teaching, teaching and associate titles, shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC= 3.0.

(4) The publication of a new faculty textbook of the Faculty, authored by the Faculty teachers in scientific-teaching, teaching and associate titles, whose publisher or co-publisher is FOI, shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=1.0.

(5) The publication of a university monograph, authored by the Faculty teachers in scientific-teaching, teaching or associate titles, shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=1.0.

(6) The publication of a faculty monograph authored by the Faculty teachers in scientific-teaching, teaching or associate titles, whose publisher or co-publisher is FOI, shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC= 0.5.

(7) The publication of a university handbook (collections of exercises, tool manuals, etc.) which has been reviewed as university instructional literature shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=2.0.

(8) The publication of a faculty handbook (collections of exercises, tool manuals, etc.) which has been reviewed as faculty instructional literature and published by FOI, shall be stimulated

by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=1.0.

(9) The Faculty Management may decide that another publication, which carries the logo and the official name of the Faculty, is of particular interest to the Faculty and significantly contributes to its promotion or improvement, will be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=1.0.

(10) If a faculty publication for which royalties have been paid to authors and editors becomes a university publication, the difference between the amount of royalties previously paid and the full amount of royalties for the university edition shall be paid.

(11) The right to royalties shall be exercised by the author, co-author or editor of a university textbook of the Faculty, or another publication referred to in this Article, provided that he or she is employed by the Faculty based on an employment contract, or that he or she has retired as an employee of the Faculty, or has been appointed to the post of an official of the state or a position at the University (Vice-Rector or Rector).

(12) If a university textbook of the Faculty or another publication from this Article has more authors, co-authors and/or editors, the total amount of incentives stipulated in this Article shall be divided by the total number of authors and co-authors and/or editors, unless they reach a different agreement based on the actual contribution of each individual.

### **Incentives for Authors and Editors of Reprinted Editions of University Textbooks, Faculty Textbooks, Monographs and Other Publications**

#### Article 12

(1) The publication of a reprinted edition of a university textbook of the Faculty shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.9, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

(2) The publication of a reprinted edition of a faculty textbook of the Faculty shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.7, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

(3) The publication of a reprinted edition of a university monograph of the Faculty shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.7, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

(4) The publication of a reprinted edition of a faculty monograph of the Faculty shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.3, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

(5) The publication of a reprinted edition of a university handbook (collections of exercises, tool manuals, etc.) which has been reviewed as university instructional literature shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.7, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

(6) The publication of a reprinted edition of a faculty handbook (collections of exercises, tool manuals, etc.) which has been reviewed as a faculty instructional literature shall be stimulated by a one-time royalty fee, the total amount of which shall be calculated by multiplying GPV and IC=0.3, provided that there is a special review for the reprinted edition from which it is evident that at least 30% of the content has been changed in the edition in question compared to the previous edition.

### **Royalties of the Editor of JIOS**

#### Article 13

(1) This Article stipulates the fee to the editor of the Journal of Information and Organizational Sciences (JIOS), which is paid from the Faculty's own and assigned revenues.

(2) For editing JIOS, the editor shall be entitled to a fee, the total amount of which shall be calculated by multiplying GPV and IC=0.45 on a monthly basis.

(3) If a particular issue of JIOS has more than one editor or a guest editor, the payment of the total amount referred to in paragraph (2) of this Article shall be made based on the proposal of the editor of JIOS.

### **Incentives for Authors of Scientific Papers that are Referenced in the SCI Expanded (SCI-E), Social Science Citation Index (SSCI) or Current Contents (CC) Database**

#### Article 14

(1) This Article stipulates the criteria and financial amounts of fees paid from the Faculty's own and assigned revenues which encourage the publication of scientific papers in journals authored by the Faculty teachers in scientific-teaching, teaching and associate titles, which are referenced in the SCI Expanded (SCI-E), Social Science Citation Index (SSCI) or Current Contents (CC) database

(2) The publication of a scientific paper shall be stimulated by payment of a one-time monetary compensation, the value of which shall be calculated according to the formula:

Amount of fee =  $GPV \cdot IC \cdot \frac{\text{number of authors from the Faculty}}{\text{total number of authors}}$ , where GPV = the gross point

value, and the value of IC (IC= incentive coefficient) shall be determined with regard to paragraphs 3-5.

The first author (principal researcher) from the Faculty shall propose the distribution of the amount of compensation based on the actual contribution of each author.

(3) For publication of a scientific paper in a journal classified in the first quartile (Q1) and referenced in the SCI-E, SSCI or CC database, coefficient IC=1.5 shall be applied.

(4) For publication of a scientific paper in a journal classified in the second quartile (Q2) and referenced in the SCI-E, SSCI or CC database, coefficient IC = 1.3 shall be applied.

(5) For publication of a scientific paper in a journal classified in the third and fourth quartile (Q3, Q4) and referenced in the SCI-E, SSCI or CC database, coefficient IC= 1.0 shall be applied.

(6) Only authors who are employed by the Faculty based on an employment contract or appointed to the post of an official of the state or a position at the University (Vice-Rector or Rector) shall be entitled to compensation for work under paragraphs 3-5 of this Article, provided that the Faculty is listed among the data on the author's affiliation with the organization in which he or she operates.

(7) The right to payment of compensation shall be determined after the paper has been published in a specified database, based on a printout from the database and the approved request.

### **Incentives Related to the Application of Projects**

#### Article 15

(1) The application of projects in which the Faculty's share exceeds 25,000 euros shall be stimulated by financial compensation, the amount of which shall be determined by multiplication product between GPV and IC, where IC shall be determined according to the following table:



Status	FOI is the project holder	FOI is the project holder	FOI is a project partner	FOI is a project partner
Project category	The project has received funding	The project has been positively reviewed but has not received funding	The project has received funding	The project has been positively reviewed but has not received funding
International competitive research projects  HORIZON Europe / Marie Skłodowska-Curie / ERC etc.	6.00	4.50	4.00	2.50
National research projects:  Croatian Science Foundation (Hrvatska zaklada za znanost – HRZZ)	3.50 (research) <hr/> 2,50 (installation research)	0	0	0
International research networks  COST	3.00	0	0	0
International research projects  Development projects  Eureka / Erasmus+	4.00	3.00	2.00	1.00

(2) The list of projects and the amount of incentives referred to in paragraph (1) of this Article may be supplemented by the decision of the Faculty Council at the proposal of the Dean.

(3) The table contains the coefficients for the application holder, but the total amount can be divided among members of the project team, according to the instructions of the project manager. A part of the total gross amount must be paid as a royalty fee for author's work, or as a salary augmentation of a project associate for jobs that do not have the characteristics of author's work but are related to the application.

(4) The subject of incentives may also be other scientific research and development projects funded by governments, foundations, associations, etc., as well as projects in which the share of the Faculty is less than 25,000 euros if the Dean determines that the projects are of great importance for the Faculty since they are aligned with the measures from the Guidelines of Scientific Research Work of FOI. The incentive shall be paid with respect to the categorization of the project according to the table (project category and status).

(5) The right to payment shall be exercised after the applicant enters all the data on the status of the project into the project database and submits the document indicating the status of the project, and a request for the payment of incentives to the central registry book of the Faculty.

(6) A repeated similar application may receive an incentive only if the project is accepted for financing, and the difference between the amount of a previously paid incentive and the full amount of the incentive for the project for which the financing has been accepted shall be paid.

### **Incentives Based on Increased Scope of Work, Effort and Work Results**

#### Article 16

(1) An incentive is an augmentation of the salary paid to employees who, during the month for which the salary is paid or over a longer period, have:

- performed tasks of an increased scope for which overtime and other forms of compensation have not been paid,
- performed out-of-the-ordinary work which could not have been foreseen, and which required an increased effort of the workers due to the intensity of work and deadlines for its completion,
- performed jobs and tasks that correspond to a higher coefficient of complexity than the one assigned to the employee's position,
- improved a business process or have otherwise contributed to the improvement of the business,
- performed the work that entails increased responsibility (operational supplement),
- otherwise contributed to the development and increase of the reputation, as well as the business, teaching and scientific research results of the Faculty.

(2) A proposal for the payment of incentives referred to in paragraph (1) of this Article may be made by members of the Faculty Management and heads of particular services of the Faculty, as well as the heads of the Faculty's laboratories and particular projects at FOI.

The proposal referred to in this paragraph should be justified in writing, indicating the amount of the incentive expressed as a percentage of the amount of the employee's basic salary, or an increase in the coefficient of complexity based on which the basic salary is paid, and submitted to the central registry book of the Faculty. The proposal must contain a period for which the incentive is proposed, which cannot exceed one year. If after one year the conditions for the incentive from this Article remain unchanged, a new proposal and decision shall be necessary.

(3) The operational supplement of the members of the Faculty Management shall be decided upon by the Faculty Council.

(4) The total monthly amount of augmentation of an employee's salary, on all the grounds specified in this Article, may not exceed 30 % of the basic salary.

(5) The salary slips based on which the payment of the incentives referred to in this Article is carried out shall be certified by the Dean or a member of the Faculty Management authorized by the Dean.

### **Fees for Work on the Projects of the Faculty**

(1) To achieve the set development, organizational and other goals, or solve the problems of the Faculty that require a project approach, the Dean of the Faculty may propose to the Faculty Council the initiation of its own Faculty project. The Dean's proposal shall contain the project task, composition of the project team, project manager, duration of the project and the budget. If the Faculty Council accepts the Dean's proposal, the Faculty Council shall decide to launch the project.

(2) The decision referred to in paragraph (1) of this Article shall contain a statement as to whether the work on the project or participation in the work of the project team shall be carried out within the regular workload, or for a special fee, and what the compensation shall be in that case, and how it shall be paid.

(3) If the results of work on a project or a project team referred to in paragraph (1) of this Article have the characteristics of author's work, associates on the project or members of the project committee shall be entitled to royalties, which shall be paid based on author's contracts containing provisions according to which the Faculty acquires a permanent and non-exclusive right to use the author's work that is the subject of the author's contract after the payment of a one-time royalty fee.

### **Salary Augmentation from Revenues Generated on the Market and Assigned Revenues**

#### Article 18

(1) Salary augmentation from revenues generated on the market and assigned revenues shall be paid during the current year in the annual amount of at least 10% of the Faculty's own revenues from work for the market in the previous business year, after deducting the costs related to the execution of the work.

(2) The gross amount of salary augmentation from market revenues and assigned revenues shall be determined for each month by the Dean's decision, based on the current liquidity and the general business situation.

(3) The distribution of salary augmentation from revenues generated on the market and assigned revenues shall be carried out in such a way that at least 50% of the total amount intended for payment for the previous month is distributed in the same amount to all employees participating in the distribution, and the remaining amount as a percentage of the basic salary determined by the basic coefficient for a given employment position.

(4) An employee of the Faculty shall be entitled to augmentation of the salary from revenues generated on the market and assigned revenues after the expiry of a period of 6 (six) months from the conclusion of the employment contract. The right to salary augmentation shall cease with the termination of employment of the employee of the Faculty.

(5) Employees who do not directly participate in the work for the market (professional services, administrative and support staff), but whose amount of work has been increased due to the Faculty's work for the market and its dedicated activities shall be entitled to salary augmentation from revenues generated on the market and assigned revenues.

(6) The right to an augmentation of the salary from market revenues and assigned revenues shall not be exercised:

- when an employee has been granted the use of paid or unpaid leave for scientific or professional development, participation in the work of scientific institutions or international organizations for more than 3 months by a decision of the Dean or the Faculty Council,
- when the responsibilities and work tasks to be performed by an employee are precisely defined in the employment contract and he or she is not included in the activities of the Faculty that generate revenues on the market and assigned revenues, and earns a salary exclusively from project funds, as a rule for a fixed period,
- when an employee uses a sick leave continuously for more than 42 days,
- when a female employee uses a maternity leave continuously for more than 42 days after giving birth,
- during the use of a collective annual leave (August),
- if an employee has been pronounced a disciplinary measure imposing a financial penalty.

(7) Salary supplements from revenues generated on the market and assigned revenues shall be paid by augmenting the basic salary of employees. A certain part of a salary augmentation can be paid in the form of a non-taxable reward, food allowance, and similar.

## **Other Forms of Financial Grants and Co-financing**

### Article 19

(1) The Faculty may grant its employee a reduction of 50% of the amount of tuition for a study, which shall not apply to other fees at postgraduate, undergraduate, graduate university studies and vocational studies conducted at the Faculty, and co-financing of the remaining 50% of tuition if it is in the interest of the Faculty. In this case, the approved amount of co-financing shall be transferred to the sub-account of the study, at the expense of the funds generated by the

Faculty's own revenues. A scholarship agreement regulating mutual rights and obligations shall be concluded with the employee.

(2) The interest of the Faculty referred to in paragraph 1 of this Article shall be substantiated in such a way that the employee and the head of the department or another organizational unit to which the employee belongs shall submit a request to the Faculty Management in which they are obliged to explain the personal motive of the employee and the benefit for the development of the institution. The employee shall be obliged to justify the funds invested in his or her education through teaching and scientific research and helping in the organization and performance of postgraduate studies. To protect the interests of the Faculty, the Faculty shall conclude a scholarship agreement with the employee regulating mutual rights and obligations in terms of completion of studies or an educational/training programme, the minimum duration of employment at the Faculty after successful completion of studies and possible reimbursement of the invested amount.

(3) The Faculty may grant a child of its employee, or of an employee who has retired from the Faculty or has been appointed to the post of an official of the state or a position at the University (Vice-Rector or Rector) a reduction of 50% of the amount of tuition for a study, but not of other fees, at the undergraduate, graduate, postgraduate or vocational study conducted at the Faculty. For employees to be eligible for this grant, they must have been employed at the Faculty for at least 5 years.

(4) The Faculty may, at the expense of its own and assigned revenues, also finance employees' studies at another higher education institution or study at home or abroad, as well as other forms of education, if it is in the interest of the Faculty. To protect the interests of the Faculty, and in the event of a larger amount, the Faculty may conclude a scholarship agreement with the employee regulating mutual rights and obligations in terms of completion of studies or an educational/training programme, minimum duration of employment at the Faculty after successful completion of the study and possible reimbursement of the invested amount.

(5) The Faculty may, at the expense of its own and assigned revenues, co-finance programmes to increase and maintain the psychophysical abilities of employees and develop organizational culture and relationships among the staff of the Faculty.

(6) Decisions on grants and co-financing referred to in this Article shall be made by the Dean, based on a reasoned request of employees, the Trade Union organization or the Faculty Management.

(7) Grants and co-financing referred to in this Article relating to education, increasing and maintaining psychophysical abilities of employees, and the development of organizational culture and relationships among the staff of the Faculty, shall not be deemed as remuneration of employees, provided that they are based on a programme that is appropriate for a particular type of activity.

## **Transitional and Final Provisions**

### Article 20

(1) Questions related to salaries and other incomes and compensations not established by these Regulations shall be subject to general labour regulations and Collective Agreements.

(2) In the absence of a Branch Collective Agreement, all provisions of importance shall be regulated by the Faculty Council by its decision.

#### Article 21

The provisions of these Regulations, in addition to the right to salary augmentation from revenue generated on the market, shall also apply to an employee of the Faculty who has terminated the employment contract with the Faculty due to the appointment to the post of an official of the state or a position at the University (Vice-Rector or Rector), as well as to a retired professor in the emeritus status, if he or she participates in generating the Faculty's own revenues.

#### Article 22

Amendments to these Regulations shall be adopted in the same way as the Regulations were adopted.

#### Article 23

Upon the entry into force of these Regulations, the Regulations of 30 November 2010 and amendments to the Regulations of 21 June 2011, 27 January 2015 and 20 July 2016 shall cease to have effect.

#### Article 24

These Regulations shall enter into force on the eighth day following their publication on the notice board and the official website of the Faculty.

### ***TRANSITIONAL AND FINAL PROVISIONS OF 1. AMENDMENTS TO REGULATIONS***

#### ***Entry into force***

#### Article 25

These Regulations shall enter into force on the date of their adoption, from which they shall be applied.

**Commissioner of the Trade Union Branch:**

Ivica Gašparac, M.Inf.

**Dean of the Faculty:**

Professor Nina Begičević Ređep, Ph.D.

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