



University budget, principles, resources and employee benefits

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In the Slovak Republic, higher education institutions are differentiated by funding:

- 1. State universities** - funded exclusively from the state budget - subsidy resources (including Structural Funds)
- 2. Public universities** – various sources of funding
 - ▶ from the state budget (90%)
 - ▶ other sources
- 3. Private universities**

Finance from the state budget:

The funding of Universities from subsidy sources is based on a methodology determined by the Ministry of Education of the Slovak Republic. Finance is tied to university performance: in education and science.

Education:

- ▶ Number of students by degree (I., II.),
- ▶ Scientific School (PhD students),
- ▶ Publishing,
- ▶ Internationalization of studies (foreign students),
- ▶ Projects,
- ▶ Foreign grants.

Science: results are transferred to education

Other sources of funding at SUA in Nitra

business activity (rental of premises, scientific activity for external organizations),

own resources

- ▶ paying students for external study,
- ▶ parallel study,
- ▶ above standard education,
- ▶ for education in English language,
- ▶ lifelong education)

Rewarding of employees:

- ▶ In accordance with Act no. 552/2003 on working in the public sector, Act no. 553/2003,
- ▶ Act no. 131/2002 Law on higher education institutions, related laws, and in accordance with internal university documents.

Employees working in the public administration are included in four salary scales in accordance with Act no. 553/2003 Z.z as follows:

1. *Basic scale of salary rates of employees in the performance of work in the public interest, craft and administrative activities of university staff*
2. *Special scale of salary rates of selected groups of employees (library staff)*
3. *Special scale of salary rates for research and development staff and health care workers*
4. *Special scale of salary rates for university teachers*

The Work Activities Catalog

Employees are assigned to pay grades and they are linked to the Work Activities Catalog.

The Work Activities Catalog serves as a basis for the inclusion of employees in pay grades.

The following are required for each grade:

- *Qualification requirements – The level of education achieved*
- *Special qualification requirement – If intended*
- *Specification of work activities required to perform a particular job*

At the same time, employees are also ranked in salaries - taking into account the number of years worked - professional practice. **The Ministry does not specify the number of teachers, but for the sustainability of high quality teaching, there shouldn't be more than 20 students per one teacher.**

1. Basic scale of salary rates of employees in the performance of work in the public interest, craft and administrative activities of university staff

(v eurách za mesiac)

Platový stupeň	Počet rokov praxe	Stupnica platových taríf podľa platových tried a platových stupňov													
		Platová trieda													
		1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	do 2	292,00	299,00	308,00	321,00	343,00	368,00	397,00	427,50	468,00	495,00	524,00	554,00	590,50	633,50
2	do 4	303,00	309,00	318,50	333,00	356,00	382,00	412,50	444,50	486,00	513,00	544,00	576,50	615,00	659,00
3	do 6	312,00	318,50	330,50	344,00	368,50	396,50	427,50	462,00	504,50	534,00	565,00	599,00	639,00	683,50
4	do 9	321,00	330,00	341,50	356,50	381,50	410,50	443,50	478,50	522,50	552,50	585,00	620,00	661,50	709,50
5	do 12	331,00	340,00	350,50	368,00	394,00	424,50	458,50	495,50	540,00	571,50	606,50	642,00	684,50	735,00
6	do 15	341,00	349,50	362,00	380,50	406,00	438,50	474,50	511,50	560,00	590,50	626,50	664,00	708,50	760,50
7	do 18	349,50	360,00	373,00	391,50	420,50	452,50	489,50	529,00	577,50	612,00	647,00	685,00	732,50	785,50
8	do 21	360,00	369,50	384,50	402,00	432,50	466,00	505,00	544,50	596,50	630,50	668,50	708,50	755,00	810,00
9	do 24	369,50	380,50	394,50	415,00	445,50	480,50	520,00	562,00	614,00	650,00	688,50	730,00	778,50	835,50
10	do 28	378,50	390,00	405,00	426,00	458,50	495,50	536,00	578,50	632,00	669,50	709,00	751,50	802,00	861,50
11	do 32	388,00	400,00	416,00	438,50	471,50	509,00	551,50	596,00	651,00	688,50	730,00	774,00	826,50	886,50
12	nad 32	397,50	410,50	426,00	450,50	484,00	523,00	567,50	613,00	669,50	708,50	750,50	795,00	848,50	911,50

2. Special scale of salary rates of selected groups of employees (library staff)

(v eurách za mesiac)

Platový stupeň	Počet rokov praxe	Stupnica platových taríf podľa platových tried a platových stupňov													
		Platová trieda													
		1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	do 2	275,50	282,50	292,00	305,00	328,50	360,00	404,00	446,00	495,50	538,00	560,00	598,00	641,50	692,50
2	do 4	284,00	292,00	303,00	316,00	342,00	374,00	417,00	457,50	510,00	553,50	581,00	621,00	667,50	720,00
3	do 6	293,00	302,00	312,00	327,00	353,00	387,50	425,50	469,00	521,50	566,50	604,50	644,50	692,50	748,00
4	do 9	303,50	310,50	322,00	338,00	365,00	400,50	439,50	485,50	539,50	587,50	625,50	668,50	718,50	775,00
5	do 12	310,50	320,00	332,50	349,00	377,00	414,00	455,00	503,00	559,00	607,00	647,00	692,50	742,50	802,00
6	do 15	320,00	328,50	343,00	360,00	389,00	427,00	470,50	519,00	578,00	627,50	670,00	716,00	768,50	830,00
7	do 18	328,50	339,50	352,00	371,50	401,00	440,00	485,50	536,00	597,50	648,50	692,00	738,50	793,00	857,50
8	do 21	338,00	348,00	362,00	382,00	413,50	454,00	500,00	553,00	616,00	670,00	713,00	762,00	818,50	885,50
9	do 24	346,00	357,50	373,00	393,50	426,00	467,50	515,50	569,50	634,50	691,00	735,00	786,50	844,00	912,50
10	do 28	355,00	367,00	382,50	404,00	437,50	480,50	531,00	587,00	653,50	711,50	757,50	809,50	870,00	941,00
11	do 32	364,00	376,00	392,50	415,50	449,50	495,00	545,00	604,00	673,00	732,00	779,50	833,00	895,00	967,50
12	nad 32	374,00	386,00	402,00	426,00	462,50	507,00	560,50	620,00	692,50	752,50	801,00	856,00	920,50	996,00

3. Special scale of salary rates for research and development staff and health care workers

(v eurách za mesiac)

Platový stupeň	Počet rokov praxe	Stupnica platových taríf podľa platových tried a platových stupňov													
		Platová trieda													
		1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	do 2	248,00	255,50	267,50	343,00	368,00	396,50	427,50	493,50	567,50	661,50	709,50	759,00	814,50	879,00
2	do 4	255,00	264,50	276,50	355,00	381,50	412,00	444,50	512,00	589,50	687,00	737,00	789,00	847,00	913,50
3	do 6	263,50	273,00	285,50	368,00	395,50	426,50	462,00	532,00	613,50	714,50	766,00	818,50	880,00	949,00
4	do 9	271,50	282,00	294,50	380,50	409,50	441,50	478,50	551,00	634,50	740,50	793,00	848,50	912,00	983,00
5	do 12	279,00	290,50	305,00	392,50	423,50	457,00	495,50	570,00	657,50	767,00	822,50	880,50	944,00	1018,00
6	do 15	287,00	298,50	314,50	404,50	436,50	472,50	511,00	589,50	680,00	793,00	849,50	909,50	977,00	1053,00
7	do 18	294,50	306,50	322,50	418,00	450,50	487,00	529,00	609,50	702,00	820,00	879,00	940,50	1009,00	1089,00
8	do 21	303,50	315,50	332,50	430,00	464,00	503,00	544,50	628,00	724,00	846,00	905,50	970,00	1043,00	1124,50
9	do 24	310,50	323,00	342,50	443,50	478,50	517,50	562,00	647,50	747,00	872,00	935,00	1000,50	1074,00	1159,50
10	do 28	319,00	332,50	350,50	455,00	492,00	532,50	578,00	668,00	769,50	899,00	963,00	1031,50	1107,00	1194,00
11	do 32	326,50	342,00	360,00	468,00	506,00	548,00	595,00	686,00	791,50	924,00	991,50	1061,00	1139,50	1229,50
12	nad 32	334,50	349,50	369,00	480,00	519,50	563,50	612,00	706,50	814,50	951,50	1018,50	1091,50	1171,50	1265,00

4. Special scale of salary rates for university teachers

(v eurách za mesiac)

Platový stupeň	Počet rokov praxe	Stupnica platových taríf podľa platových tried a platových stupňov					
		Platová trieda					
		9	10	11	12	13	14
1	do 2	578,50	674,50	723,00	773,50	830,00	896,00
2	do 4	600,50	700,50	751,50	804,50	863,00	931,00
3	do 6	625,00	728,50	781,00	834,50	897,00	967,50
4	do 9	647,00	755,00	808,50	864,50	929,50	1002,00
5	do 12	670,00	782,00	838,00	897,50	962,00	1037,50
6	do 15	693,00	808,50	865,50	927,00	995,50	1073,50
7	do 18	715,50	835,50	896,00	958,50	1028,50	1110,00
8	do 21	738,00	862,00	923,00	988,50	1063,00	1146,00
9	do 24	761,50	888,50	953,00	1020,00	1094,50	1181,50
10	do 28	784,00	916,00	981,50	1051,00	1128,00	1217,00
11	do 32	807,00	941,50	1010,50	1081,50	1161,50	1253,00
12	nad 32	830,00	969,50	1038,00	1112,50	1194,00	1289,00

Part of the salary has got also the motivational aspects from the law as follows:

Personal allowance

- ▶ to appraise extraordinary personal abilities and work results achieved,
 - ▶ to perform work beyond the scope of work obligations
- (up to 100% of the highest salary grade of the grade in which the employee is assigned)

Extraordinary rewards

- ▶ for quality performance of work activities,
- ▶ for fulfilling an extraordinary work task,
- ▶ for publishing.

Benefits for employees resulting from the SUA

Collective Agreement in Nitra:

Resulting from the Higher Collective Agreement for Employers Adhering to Payroll under Act No. 553/2003 Col. agreed in the tripartite (ministry, university management, and trade union):

- ▶ Less hours worked: **from 40 hours to 37.5 hours,**
- ▶ **Agreed % increase in the salaries** of employees working in the public administration over a certain period of time,
- ▶ **Higher vacancy leave 5 days** above the statutory/law framework (45 days in total)
- ▶ **At termination of employment and payment of severance - reward paid over the amount stipulated by the law** (additionally the amount equal to the salary for one month),
- ▶ **Increased compensation in case of incapacity for work** at 75% of the employee's assessment base from 1st day of incapacity for work,
- ▶ **Employee rewards at jubilee 50, 60, 70, years of age.**

Benefits from the Social Fund

- ▶ Provided compensation for the transport of employees (low-income groups)
- ▶ Provision of a food supplement,
- ▶ Social assistance for employees who have been in need, an unforeseen life event,
- ▶ Contribution to recreation,
- ▶ Recreational center - used reciprocally,
- ▶ Organizing sports days for employees.

Thank you for your attention!

