

*The Ministry of Education, Youth and Sports has registered the 5th Amendment to the Internal Wage Regulations of the University of Pardubice under Ref. No. MSMT-22056/2024-2, as of the date of signing the registration, pursuant to Section 36 (2) and (5) of Act No. 111/1998 Sb., on Higher Education Institutions and Amendments to Other Acts (Higher Education Act), as amended.*

*Mgr. Vojtěch Tomášek  
Head of Higher Education*

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**5th  
AMENDMENT  
TO THE INTERNAL WAGE REGULATIONS  
OF THE UNIVERSITY OF PARDUBICE**

**Article 1**

The Internal Wage Regulations of the University of Pardubice are hereby amended as follows:

1. Article 18, including its heading, shall now read as follows:

**"Article 18  
Minimum Wage**

1. The minimum wage is the lowest allowable remuneration for work performed under employment or agreements outside of an employment relationship. Its amount is determined by Section 111 of the Labour Code and Government Regulation No. 567/2006 Sb. ("Government Regulation") specifying the minimum wage. For part-time work or incomplete months of employment, the minimum monthly wage shall be proportionally reduced as outlined in the Government Regulation.
2. The wage or (gross) remuneration under the agreement must not be less than the minimum wage. For this calculation, the following are excluded from the wage or remuneration under the agreement: overtime pay, holiday pay, nightwork pay, bonus for work in a difficult working environment, Saturday and Sunday pay, and any benefits not directly tied to work performance.
3. If an employee's wage or remuneration under the agreement for work in the basic employment relationship does not meet the minimum wage amount, the employer is obliged to provide the employee with a supplement to the wage or to remuneration under the agreement under the conditions stipulated in Section 111, Subsection 2 of the Labour Code.
4. According to Section 111, Subsection 2, Clause a) of the Labour Code, the employer stipulates by these Internal Wage Regulations that the current amount of monthly minimum pay set by the Government Regulation shall be applied concerning the supplement to the wage for employees working in an employment relationship, as referred to in the previous paragraph.
5. In the case of supplementary remuneration under the agreement, the current level of the hourly minimum wage set by the Government Regulation shall be applied in accordance with Section 111, Subsection 2, Clause b) of the Labour Code."

2. Article 18. 2 Guaranteed Wage is hereby repealed.

3. Annexe 3 to the Internal Wage Regulations of the University of Pardubice shall now read as follows:

**"WAGE BANDS**

**BY OCCUPATIONAL GROUPS AND WAGE BAND CLASSES**

**Occupational Group 1 (academic staff, research and development staff, and technical staff involved in teaching and research)**

<b>Wage Band Class</b>	<b>Wage Band in CZK</b>	<b>Wage Band Class</b>	<b>Wage Band in CZK</b>
<b>1</b>	<b>20 800</b>	<b>4</b>	<b>37 400</b>
<b>2</b>	<b>22 300</b>	<b>5</b>	<b>44 700</b>
<b>3</b>	<b>31 900</b>	<b>6</b>	<b>55 600</b>

**Occupational Group 2 (technical-economic and administration staff)**

<b>Wage Band Class</b>	<b>Wage Band in CZK</b>	<b>Wage Band Class</b>	<b>Wage Band in CZK</b>
<b>16</b>	<b>20 800</b>	<b>19</b>	<b>30 300</b>
<b>17</b>	<b>22 400</b>	<b>20</b>	<b>36 100</b>
<b>18</b>	<b>25 900</b>	<b>21</b>	<b>41 900</b>

**Occupational Group 3 (manual workers, service staff, and auxiliary staff )**

<b>Wage Band Class</b>	<b>Wage Band in CZK</b>	<b>Wage Band Class</b>	<b>Wage Band in CZK</b>
<b>33</b>	<b>20 800</b>	<b>36</b>	<b>22 200</b>
<b>34</b>	<b>21 100</b>	<b>37</b>	<b>24 300</b>
<b>35</b>	<b>21 600</b>		

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**Article 2**

1. This Amendment to the Internal Wage Regulations of the University of Pardubice was approved by the Academic Senate of the University of Pardubice on 26 November 2024 pursuant to Section 9(1)(b)(3) of Act No. 111/1998 Sb., on Higher Education Institutions and on Amendments to Other Acts (Higher Education Act), as amended.
2. This Amendment to the Internal Wage Regulations of the University of Pardubice shall enter into force pursuant to Section 36(4) of the Higher Education Act on the date of its registration by the Ministry of Education, Youth and Sports.
3. This Amendment to the Internal Wage Regulations of the University of Pardubice shall take effect on 1 January 2025.

prof. Ing. Libor Čapek, Ph.D., m.p.

Rector