

Regulations for the remuneration

Based on:

- 1) the Act of June 26, 1974, Polish Labor Code,
- 2) of the Act of 30.04.2010 on the Polish Academy of Sciences, the following is established:

“Regulations for the Remuneration of Employees of the Mossakowski Medical Research Institute, Polish Academy of Sciences, based in Warsaw”

Article 1

The regulations for the remuneration set out the rules for the remuneration of the employees, the rules for granting additional remuneration components, and benefits related to their work.

Article 2

The provisions of these regulations apply to all employees working at the Institute, on the basis of an employment contract, regardless of the type of work performed, position held, and working hours.

Article 3

The rules of remuneration for the Director, their deputy directors, and the chief accountant are defined by the Act of March 3, 2000, on remuneration of persons managing certain legal entities.

Article 4

Employees are entitled to remuneration for work, including the base salary specified in the employment contract and additional components of remuneration, including:

- 1) seniority allowance,
- 2) jubilee award,
- 3) overtime allowance,
- 4) night time allowance,
- 5) allowance for work on Sundays and holidays,

and the following may be granted:

- 1) position-related allowance,
- 2) allowance for work in harmful conditions,
- 3) scientific bonus,
- 4) discretionary bonus,
- 5) cash award,
- 6) task bonus for performing additional activities,
- 7) annual award,

Annex 7

THE AMOUNT AND RULES FOR GRANTING AN ALLOWANCE FOR WORK PERFORMED IN CONDITIONS THAT ARE HARMFUL TO HEALTH OR UNCOMFORTABLE, AND A LIST OF SUCH WORKS

1. An employee shall be entitled to a cash allowance for work performed in conditions that are harmful to health or uncomfortable, hereinafter referred to as “the allowance.”
2. The allowance shall be paid monthly in the amount of PLN 144 gross.
3. List of positions where there are special health hazards and accident hazards:
 - Workplaces with exposure to toxic agent poisoning,
 - Work with radioactive isotopes,
 - Scientific research and experimentation on experimental animals—exposure to zoonotic diseases,
 - Work performed in contact with human blood and human specimen,
 - Workplaces with exposure to electromagnetic fields,
 - Workplaces with exposure to ultrasounds.
4. The allowance shall be due to employees who perform the work referred to in Clause 3 for at least 40 hours per month and be paid in arrears.
5. In the event of an improvement in the working conditions, the allowance shall be withdrawn without notice.
6. The Occupational Health and Safety Inspector shall keep records of workplaces where employees are provided with the allowance and the time spent working in conditions that are harmful to health or uncomfortable.