



ÚOCHB ^{AV}
IOCB PRAGUE

Meeting with Group Leaders

Zdenek Hostomsky | Nov 13, 2017

Agenda

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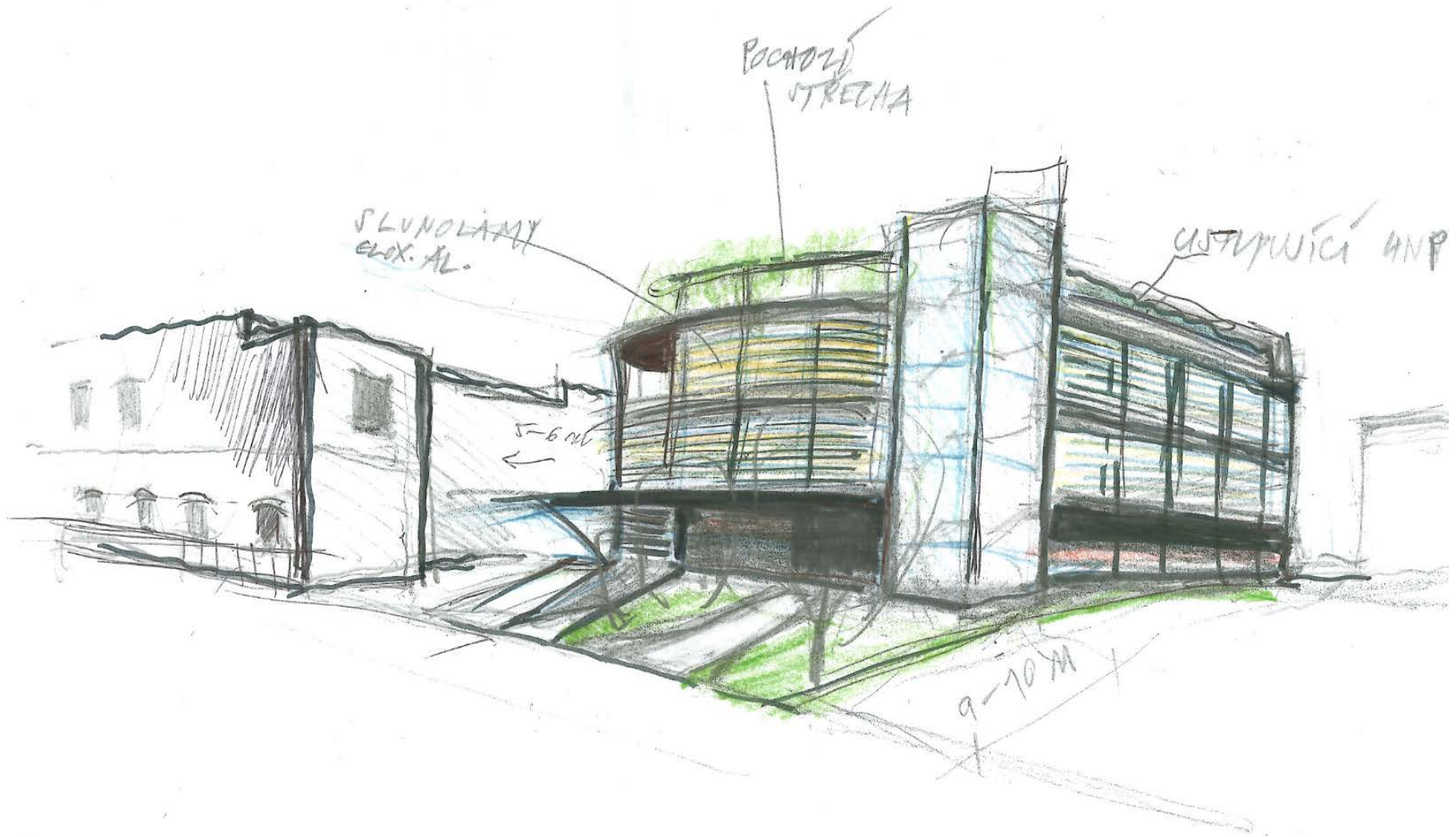
- Papírenská update
- Salary increases and group financing
- Internal grants update
- Miscellanea

IOCB Development Center and Laboratories₃ at Papírenská Street

- Development center workshops
- Standard chemistry and biochemistry labs and offices in modular arrangement, suitable for:
 - Incubator and Spin-off companies
 - Support services (e.g. Large-scale syntheses, selected core facilities)
 - Rental potential
 - Seat of i&i Prague
- 1 underground floor, 4 above ground, with recessed 4th floor
- Completed in early 2020

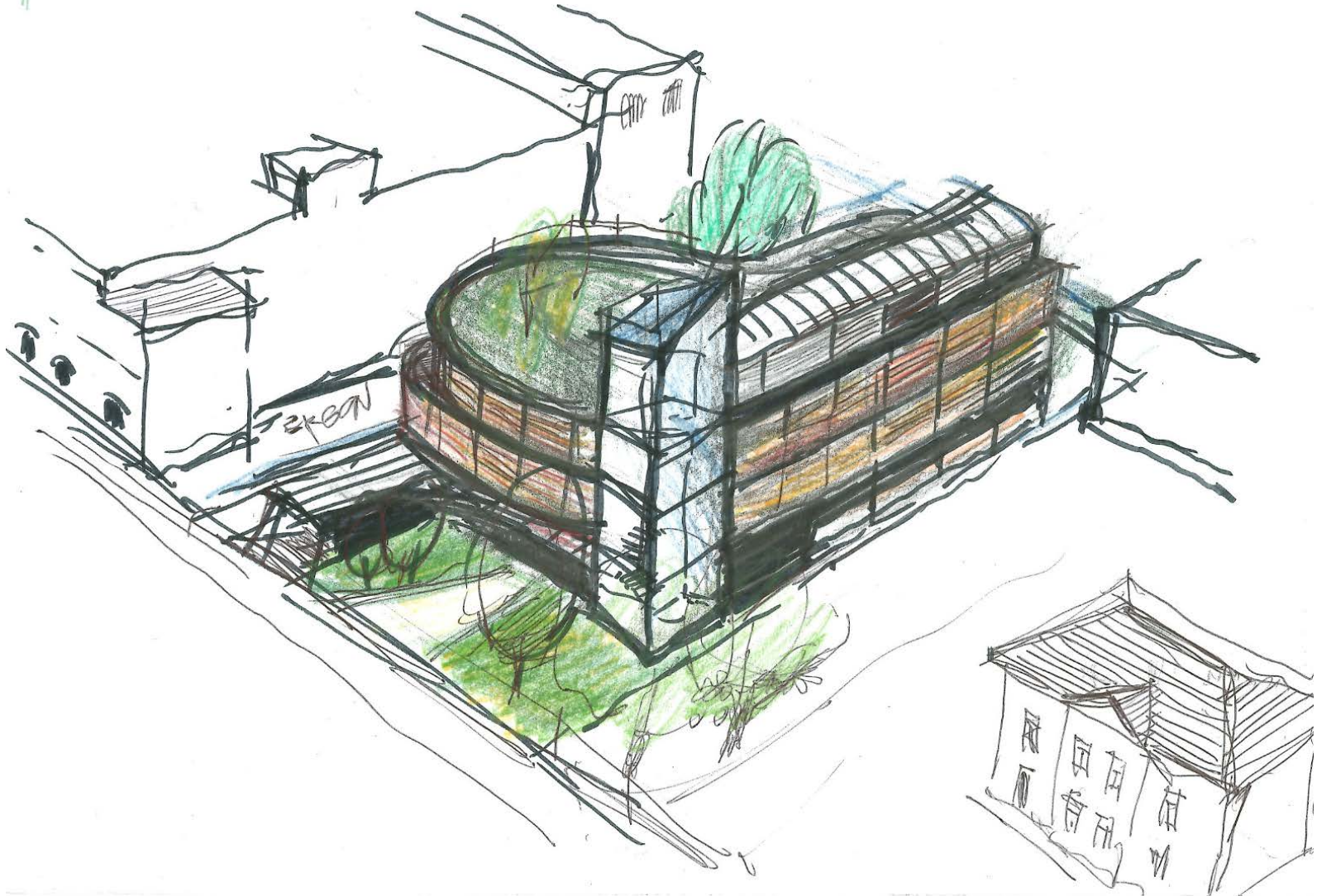
Papírenská – Architectural concept, sketch 1

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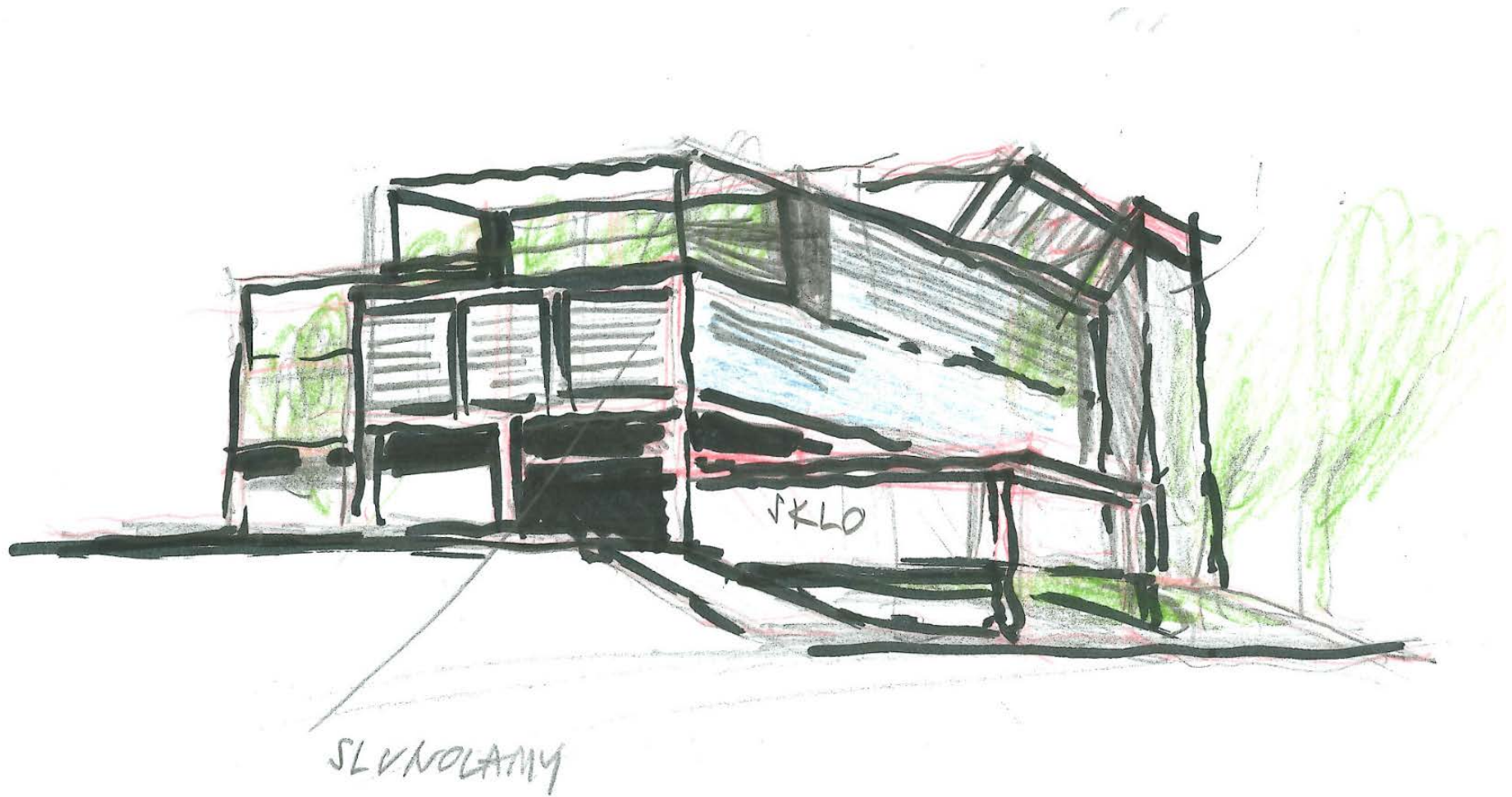


Papírenská – Architectural concept, sketch 2

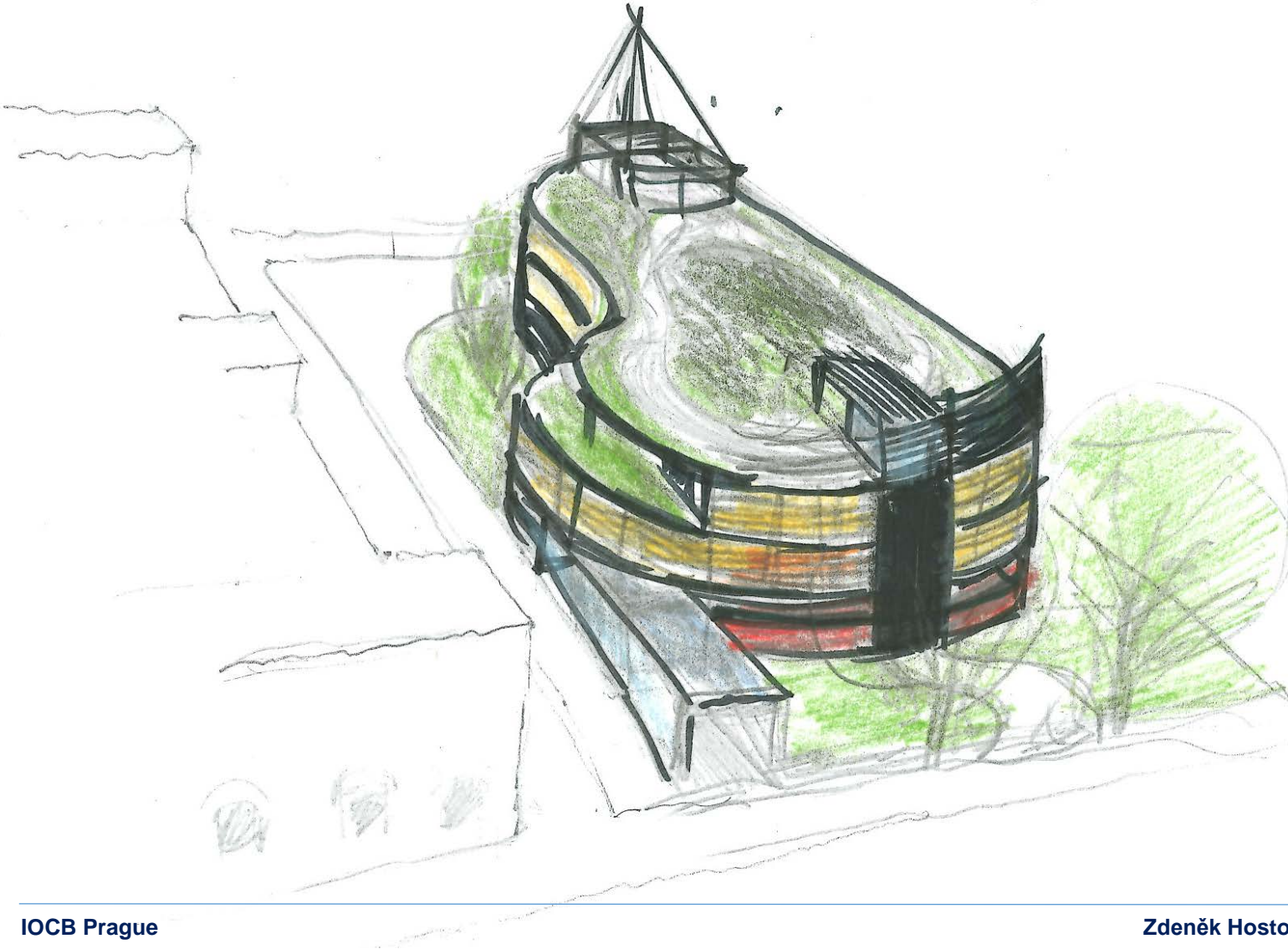
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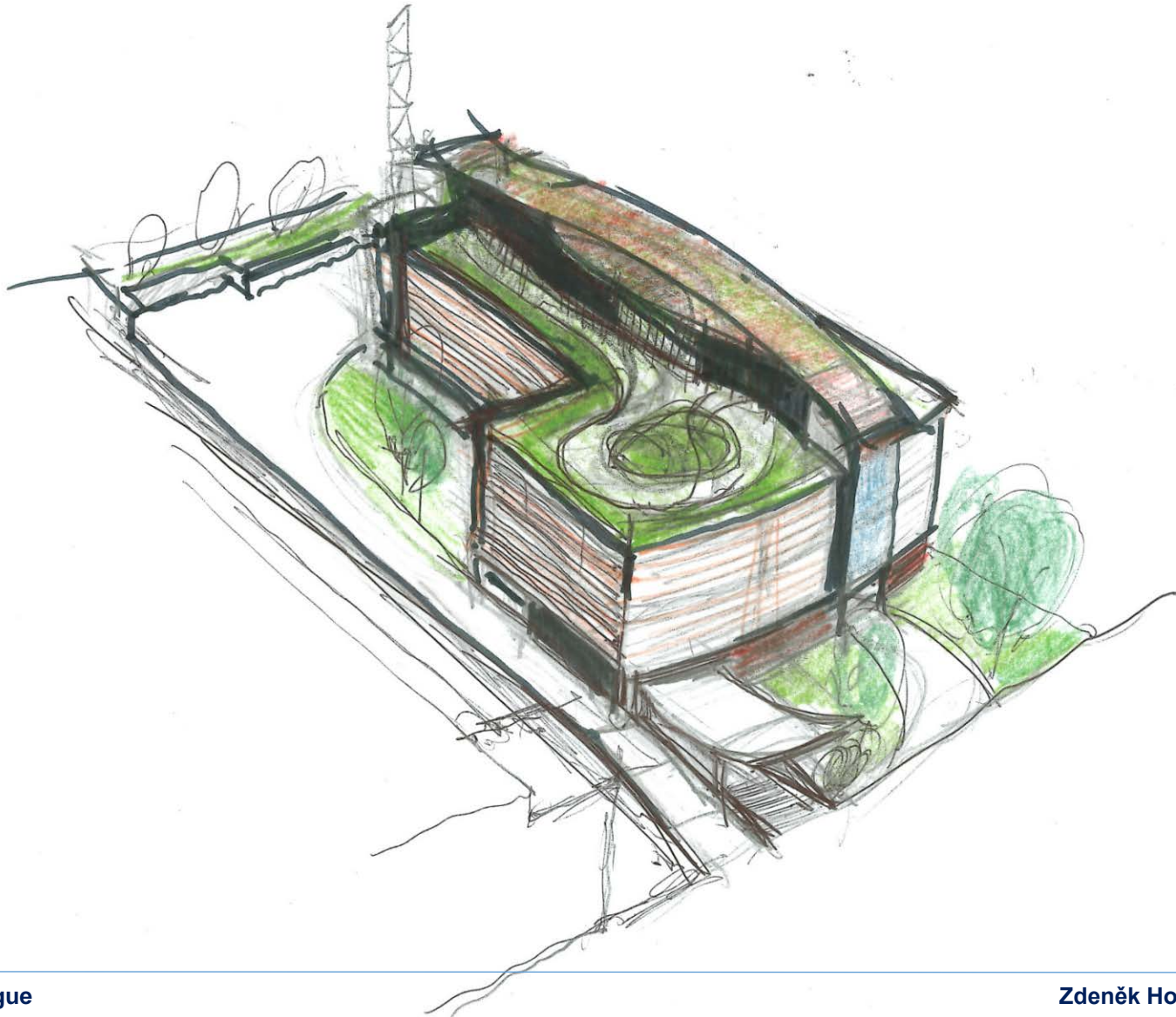
Papírenská – Architectural concept, sketch 3 ⁶



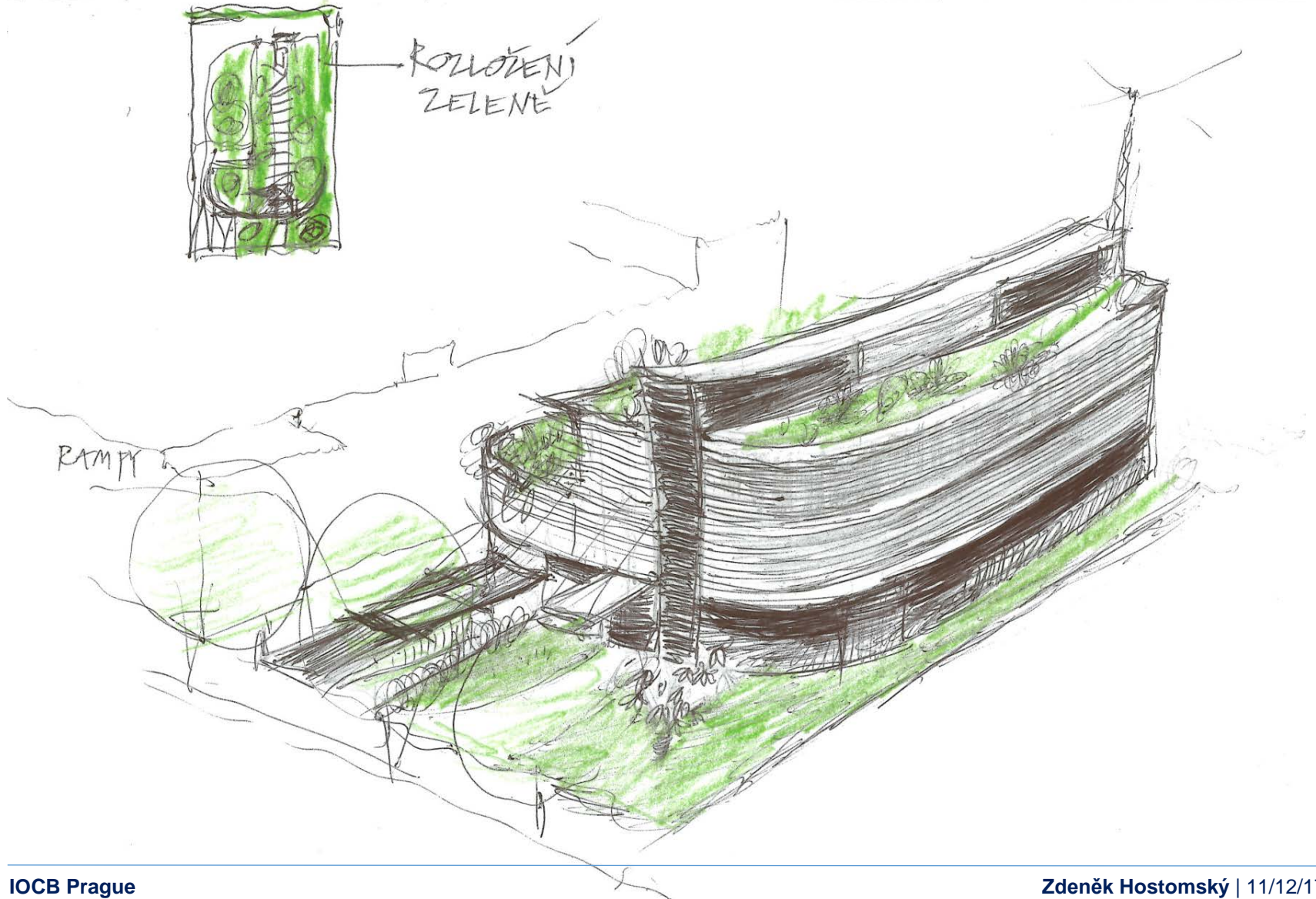
Papírenská – Architectural concept, sketch 4 ⁷



Papírenská – Architectural concept, sketch 5 ⁸



Papírenská – Architectural concept, sketch 6 ⁹



Papírenská – Architectural concept, sketch 7 ¹⁰



ŽLATÝ PAVILÓN
ŽLTÉ LAMELY (AL.)

IOCB Employee Salary Increase

- Joint initiative of
 - IOCB management
 - IOCB Board
 - IOCB Labor Union

To reflect improved economic situation locally and to reward good performance

Salary changes effective from 1.1.2018



- Increase of salary tariff for all categories except V7, V8 and contractual salaries
- Minimal amount for increase is 1 000 CZK (top up where 6% is not equal or more then 1 000 CZK)
- Salary review every 2 years with increase (%) depending on an annual inflation and financial results of IOCB
- Salary increase (tariff increase) after 5 years of employment (salary categories O1 – O12) by 300 CZK will be cancelled from 1.1.2018.

Salary changes - logistics



- Each employee (except V6, V7, and SM categories) will receive a new salary statement effective from 1.1.2018.
- Salary increase will be compensated in the 2018 groups salary limits (VEJ)
- Salaries with increased tariffs by 300 CZK after 5 years of employment will be adjusted accordingly (these tariff increases will be moved into the personal salary component).

New salary tariffs from 1.1.2018



Salary Category	Tariff - current (CZK)	Tariff – from 1.1.18 (CZK)	Increase (CZK)
O1	8 490	9 490	1 000
O2	9 220	10 220	1 000
O3	10 000	11 000	1 000
O4	10 850	11 850	1 000
O5	11 780	12 780	1 000
O6	12 770	13 770	1 000
O7	13 850	14 850	1 000
O8	15 030	16 030	1 000
O9	16 310	17 310	1 000
O10	17 700	18 770	1 070
O11	19 200	20 360	1 160
O12	20 500	21 730	1 230
			0
V1	16 000	17 000	1 000
V2	16 000	17 000	1 000
V3	18 000	19 100	1 100
V4	18 000	19 100	1 100
V5	20 000	21 200	1 200
V6	21 500	22 800	1 300
V7	21 500	21 500	0
V8	21 500	21 500	0

Salary increases

- A question from a group leader:

I would be happy to increase salaries of my group members, but where should I find the money for it?

The IOCB will change the constants in the Salary Limit formula, to inject more money into the groups.

While retaining the concept of economic autonomy of research groups, it is expected that each member of a research group will have his/her salary increased by at least the amount of what the tariff salary has been increased by.

New formula for science groups, salary limits

- Since 1. 1. 2018 **higher tariff** level for all IOCB employees;
- Increase **about 6 %**, **minimum 1 000 CZK** (per month);
- Ensuring **financial autonomy** of group leaders;
- Possibility of **transferring financial benefits** to employees;

Currently used formula

$$150 \times \text{FTE} + 600$$

SG: 2 250 000 CZK (11, 00 FTE)

JG: 1 125 000 CZK (3,50 FTE)



NEW formula

2018

$$165 \times \text{FTE} + 700$$

SG: 2 515 000 CZK (11 FTE)
(+ 265 000 CZK)

JG: 1 280 000 CZK (3,50 FTE)
(+ 155 000 CZK)

PhD student salaries

- There are discrepancies among various groups in how much they pay for comparable positions.
- Example: PhD students.
Their average salaries in individual groups vary from 16,300 CZK to 29,827 CZK per month (cf next slides).
- The average PhD student salary at IOCB overall is 20,901 CZK per month.
- Our objective is to retain economic autonomy of the Research Groups, while allowing free market and peer pressure to work.

PhD Student Salaries 1



Vedoucí	JMENO / počet PhD ve skupině	PhD od	TARIF	OSOBNÍ	RIZIKO	CELK dle úvazku	UVAZEK	Při 100% úvazku
Group Leader 1	PhD Student 1	2013	16 000	0	300	16 300	1,00	16 300
	PhD Student 2	2014	16 000	0	300	16 300	1,00	16 300
	PhD Student 3	2014	16 000	4000	300	20 300	1,00	20 300
	PhD Student 4	2015	16 000	0	300	16 300	1,00	16 300
	PhD Student 5	2017	16 000	0	300	16 300	1,00	16 300
	PhD Student 6	2017	16 000	0	300	16 300	1,00	16 300
GL 1 Celkem	6		průměr dle úvazku:			16 967	prům. při 100%	16 967
Group Leader 2	PhD Student 1	2013	16 000	0	300	16 300	1,00	16 300
	PhD Student 2	2011	16 000	0	300	16 300	1,00	16 300
	PhD Student 3	2012	16 000	0	300	16 300	1,00	16 300
	PhD Student 4	2010	16 000	0	300	16 300	1,00	16 300
	PhD Student 5	2015	16 000	0	300	16 300	1,00	16 300
	PhD Student 6	2015	16 000	0	300	16 300	1,00	16 300
	PhD Student 7	2015	16 000	0	300	16 300	1,00	16 300
	PhD Student 8	2016	16 000	0	300	16 300	1,00	16 300
	PhD Student 9	2017	16 000	0	300	16 300	1,00	16 300
	PhD Student 10	?	16 000	0	300	16 300	1,00	16 300
	PhD Student 11	2017	16 000	0	300	16 300	1,00	16 300
	PhD Student 12	2017	16 000	0	300	16 300	1,00	16 300
GL 2 Celkem	12		průměr dle úvazku:			16 300	prům. při 100%	16 300

PhD Student Salaries 2



Vedoucí	JMENO / počet PhD ve skupině	PhD od	TARIF	OSOBNÍ	RIZIKO	CELK dle úvazku	UVAZEK	Při 100% úvazku
Group Leader 3	PhD student 1	2013	1 600	570	30	2 200	0,10	22 000
	PhD student 2	2012	8 000	8650	150	16 800	0,50	33 600
	PhD student 3	2011	8 000	1850	150	10 000	0,50	20 000
	PhD student 4	2016	8 000	3850	150	12 000	0,50	24 000
	PhD student 5	2009	16 000	23700	300	40 000	1,00	40 000
	PhD student 6	2010	16 000	15700	300	32 000	1,00	32 000
	PhD student 7	2013	16 000	11700	300	28 000	1,00	28 000
	PhD student 8	2015	16 000	7700	300	24 000	1,00	24 000
	PhD student 9	2017	16 000	8700	300	25 000	1,00	25 000
GL 3 Celkem	9		průměr dle úvazku:			21 111	prům. při 100%	27 622
Group Leader 4	PhD student 1	2015	16 000	9700	300	26 000	1,00	26 000
	PhD student 2	2013	16 000	9700	300	26 000	1,00	26 000
	PhD student 3	2012	16 000	9700	300	26 000	1,00	26 000
	PhD student 4	2015	16 000	9700	300	26 000	1,00	26 000
	PhD student 5	2011	16 000	9700	300	26 000	1,00	26 000
	PhD student 6	2012	16 000	9700	300	26 000	1,00	26 000
	PhD student 7	2017	16 000	15700	300	32 000	1,00	32 000
GL 4 Celkem	7		průměr dle úvazku:			26 857	prům. při 100%	26 857
Group Leader 5	PhD student 1	2014	14 400	10287	270	24 957	0,90	27 730
	PhD student 2	2012	16 000	17380	300	33 680	1,00	33 680
	PhD student 3	2011	16 000	19370	300	35 670	1,00	35 670
	PhD student 4	2017	16 000	8700	300	25 000	1,00	25 000
GL 5 Celkem	4		průměr dle úvazku:			29 827	prům. při 100%	30 520

Internal financing update

- IOCB Proof of Concept grants
- IOCB Interdisciplinary grants
- IOCB Bridging support

Posted on Grant office web site



- Lab safety
- Status of Research at IOCB Booklet
- Invited speakers from Czechia
- International scouting outreach

Head of laboratory is responsible for ...

- that work in the laboratory is carried out by staff in a way meeting the prescribed qualification requirements,
- for the allocation of prescribed protective work clothes to employees;
- for the equipment of the laboratory established by the protective work clothes and for familiarization with the use of these resources;
- for the safe condition of the laboratory, including its (their) prescribed equipment, for the technical condition of the laboratory equipment;
- for safe storage of material, chemical substances, pressure bottles, etc.,
- compliance with prescribed workflows,
- compliance with specified prohibitions,
- for the decommissioning of equipment, in the event that such deficiencies, which directly threaten the life or health of employees, have been identified,
- for carrying out prescribed inspections, expert inspections, inspections and maintenance of equipment and laboratory equipment;
- for the timely elimination of defects discovered during inspections and revisions of individual devices;
- for a continuous survey, what specific risks of injury or danger to the health of people occur at work in the laboratory.

Overview of Research at IOCB Booklet

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- Intended to be a complement to the yearbook
- Two-page summary as a handout
- Loose for each group and bound for all
- Only ~15 groups interested and delivered so far
- Should we make it compulsory?

Invited speakers from Czechia

- To identify and invite prominent speakers from the local scene
- Program coordinator: Luboš Rulíšek

Scouting Outreach

- To identify and invite prominent speakers and potential collaborators from abroad, keeping IOCB open to new ideas
- Program coordinator: Radek Pohl, Luboš Rulíšek

Important Reminders



- Invited lecture
 - **Wednesday, Nov. 15** **10:00 a.m.**
- PhD Science Club
 - Wednesday, Nov. 22** **3:00 p.m.**
- Dream Chemistry Award Lectures
 - Monday, Dec. 4** **9:00 a.m.**
 - Tuesday, Dec. 5** **10:00 a.m.**
- IOCB Christmas party
 - Friday, Dec. 15** **5:00 p.m.**
- Next meeting with Group Leaders
 - Monday, Dec. 18, 2017** **10:00 a.m.**



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Institute of Organic Chemistry and Biochemistry
of the Czech Academy of Sciences