



Directive S2020-01

30 January 2020

**Maternity Allowance
Update No. 1
Effective as of 01 January 2020 (complete)**

Article 1

Preamble

IOCB supports mothers with young children who wish to maintain ties with scientific research and their careers. The goal of IOCB is to make it possible for mothers to pursue both their family and professional lives. The maternity allowance is intended for women returning to the workplace from maternity or parental leave before their child reaches four years of age.

The maximum monthly allowance remains unchanged at CZK 13,600 (gross).

Article 2

Conditions for Provision of the Allowance

The allowance is provided upon meeting the following conditions:

1. the mother is an employee of IOCB and a parent caring for an underage child;
2. a maternity allowance application form has been properly completed and signed;
3. the age of the child in the month of payment of the allowance does not exceed four years;
4. eligibility for the allowance ends no later than the child's fourth birthday;
5. the allowance may be provided for each child individually.

Article 3

Allowance Amount and Taxation

The amount of each allowance is calculated as follows:

- eligible applicants are entitled to CZK 272 per month (gross) for every 1% of full-time equivalent (FTE) for up to 50% FTE;
- at 50% FTE and higher, the amount of the allowance is CZK 13,600 per month (gross).

Article 4

Payment of the Allowance

The allowance is paid together with the salary for the given month on the pay day stipulated by IOCB internal policies.

Article 5
Interim Provisions

Mothers whose allowance per Directive S2017-05 has already ended but whose child has not yet reached four years of age will be eligible to receive the allowance again beginning 01 January 2020 until their child reaches four years of age.

A condition for resuming payment of the allowance is the maternity allowance application form submitted for payment of the allowance based on Directive S2017-05.

Article 6
Final Provisions

This directive comes into effect on 01 January 2020 and replaces Directive S2017-05.



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