

# Charles University

Rector's Directive No. 53/2023

Title:

**Framework Principles of Career Development of Members of the Technical and Economic Staff at Charles University**

To implement:

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Responsible department:

**Human Resources and Wages Department of the Rectorate of Charles University**

Effect: 1 January 2024

# **Framework Principles of Career Development of Members of the Technical and Economic Staff at Charles University**

## **Article 1 Introductory Provision**

These Framework Principles of Career Development of Members of the Technical and Economic Staff<sup>1</sup> at Charles University (“Principles of Career Development”) provide a framework for the university within which the faculties and other units of the university may operate, and create a system within this framework tailored specifically to its practice.

## **Article 2 Principles of Career Development and Evaluation**

The Principles of Career Development are attached hereto.

## **Article 3 Duties of Faculties and other Units of the University**

1. The Deans of faculties and directors of other units of the university, who have been authorised by the Rector to act in employment matters concerning employees assigned to the respective unit, provide in their directive further details in accordance with this Rector’s Directive. Further details for other units are provided by the Bursar in a directive.
2. The Deans, directors, and the Bursar must publish the directives under paragraph 1 with effect as of 1 January 2025 at the latest.
3. The first evaluation under the directives published by the Deans, directors, and the Bursar will be carried out in 2025, where the evaluated year will be 2024.

## **Article 4 Transitional Provision**

This Rector’s Directive and the directives published by the Deans, directors, and the Bursar under Article 3 (1) apply by analogy to current employees.

## **Article 5 Final Provisions**

1. This Directive was discussed by the Academic Senate of Charles University on 15 December 2023.
2. This Directive becomes effective on 1 January 2024.

In Prague on 15 December 2023

Prof. MUDr. Milena Králíčková, Ph.D.  
Rector

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<sup>1</sup> Employees placed in the pay bands for other employees under Article 4 (4) (b) of the Internal Wages Regulation of Charles University.