

# MATEJ BEL UNIVERSITY IN BANSKÁ BYSTRICA



**PRINCIPLES FOR DETERMINING THE NUMBER  
AND STRUCTURE OF JOB POSITIONS  
AT MATEJ BEL UNIVERSITY IN BANSKÁ BYSTRICA**

REK/245/2023/109-SR  
REK/68/2023/MS  
REK/1759/2023

August 2023

Matej Bel University Banská Bystrica (hereinafter referred to as "MBU"), after the approval by the Academic Senate of MBU on the proposal of the Rector of MBU pursuant to Article 4 (3) the Statute of MBU, pursuant to Section 9 (1)(a), point 1 of the Act No.131/2002 Coll., the Act No.131/2002 Coll. on Higher Education and on Amendments and Additions to Certain Acts, as amended (hereinafter referred to as the "Higher Education Act") on 12 September 2023, issues the following Principles for Determining the Number and Structure of Job Positions at Matej Bel University in Banská Bystrica (hereinafter referred to as the "Principles") in accordance with Section 15(1)(n) of the Higher Education Act.

## **PART I PRELIMINARY PROVISIONS\***

### **Article 1 Subject of modification**

1. These Principles specify methods of determining the number and structure of job positions at Matej Bel University in Banská Bystrica.
2. These Principles shall be followed in determining the number and structure of job positions at MBU and its units.<sup>1</sup>
3. The Principles are approved by the Academic Senate of MBU on the proposal of the Rector of MBU.

## **PART II THE NUMBER AND STRUCTURE OF JOB POSITIONS**

### **Article 2 General provisions**

1. The number and structure of job positions at MBU and its components is related to the need to ensure the performance of tasks at MBU and its components and at the same time the necessity to ensure the orderly and economical operation of MBU and its components.
2. The number and structure of job positions is determined by the Rector of MBU.<sup>2</sup>
3. In determining the number and structure of job positions, the Rector of MBU bases his decision in a relation to major activities of Matej Bel University in Banská Bystrica.<sup>3</sup>

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\*For the sake of clarity, consistency and fluency of the text, the generic masculine is used in this document for all genders.

<sup>1</sup> Article 3(1) of the Statute of MBU

<sup>2</sup> Article 4(2) of the Statute of MBU

<sup>3</sup> Article 2(3) and (4) of the Statute of MBU

### **Article 3**

#### **Number and structure of teaching, research and artistic job positions**

1. The number and structure of job positions through which MBU provides, organises and ensures higher education, scientific research, artistic and creative activities within accredited and new study programmes in all three levels of study and in accredited or new fields of habilitation and inauguration proceedings, as well as within further education, is based in particular on the need to provide educational activities, such as lectures, seminars, exercises, final theses, project work, laboratory work, internships, excursions, professional practice, teaching practice, field work, state examinations, scientific, research, artistic and creative activities and combinations thereof, as well as other pedagogical activities by the relevant employees of MBU (hereinafter referred to as 'pedagogical, scientific and artistic employees').
2. In determining the number and structure of job positions for pedagogical, scientific and artistic employees, the decisive criterion is, in particular, providing accredited study programmes in terms of the number and working capacity of pedagogical, scientific and artistic employees, so that these correspond to the number of students and the staffing requirements of the educational activities provided within the respective accredited study programme, as well as the requirements of scientific, research, artistic and creative activities. At the same time, other criteria resulting from the valid Standards for the Study Programme and the Standards for the Internal Quality Assurance System for Higher Education issued by the Slovak Accreditation Agency for Higher Education are also taken into account. In case of creating new study programmes, the criteria resulting from the applicable study programme standards are decisive, and in the case of accrediting new fields of habilitation and inauguration proceedings, the standards for habilitation and inauguration are decisive criteria.

### **Article 4**

#### **Number and structure of job positions of non-teaching staff**

1. The number and structure of jobs through which MBU does not implement higher education, scientific research, artistic and creative activities and other pedagogical activities, but through which MBU implements the performance of administrative, operational and support activities pursuant to Article 3 of these Principles, is based on the need to ensure the proper and economical operation of MBU and its components by

relevant MBU employees (hereinafter referred to as "non-teaching staff").

2. When determining the number and structure of non-teaching job positions, the decisive criterion is mainly efficiency of work, taking into account available funding resources of MBU and the capacity of MBU and its components.

## **Article 5**

### **Change in the number and structure of job positions**

1. The Rector of MBU is authorised to decide regarding changes in the number and structure of job positions under Articles 3 and 4 of these Principles, depending on changes related to the economic situation at MBU, i.e. the growth/decline in:
  - a) economic results of MBU<sup>4</sup>,
  - b) changes in endowment policy of MBU<sup>5</sup>,
  - c) results of personnel audit carried out in the conditions of MBU,
  - d) the initiative of the MBU Board of Directors<sup>6</sup>,
  - e) changes to the Standards issued by the Slovak Accreditation Agency for Higher Education, or
  - f) changes in legislative regulations affecting the number and structure of job positions.
2. When changing the number and structure of job positions pursuant to Paragraph 1 of this Article of the Principles, the Rector of MBU is obliged to proceed in accordance with provisions of the relevant employment legislation.

## **PART III**

### **FINAL PROVISIONS**

#### **Article 6**

1. These Principles were approved by the Academic Senate of MBU pursuant to Article 9(1)(a) point (1) of Higher Education Act at its meeting dated 12 September 2023.

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<sup>4</sup> Article 34 (13) of the Statute of MBU.

<sup>5</sup> Article 34 of the Statute of MBU.

<sup>6</sup> Article 16(19) of the Statute of MBU.

2. The Principles may be amended in the form of numbered supplements, which are subject to approval by the Academic Senate of MBU.
3. These Principles come into force and effect on the date of their approval by the Academic Senate of MBU.

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Ing. Barbora Mazúrová, PhD.  
The Chairperson of the Academic Senate of MBU

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doc. Ing. Vladimír Hiadlovský, PhD.  
The Rector of MBU

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