

Remuneration of employees holding positions not classified as instructors, teachers, or scientific researchers, as well as those employed under indefinite employment contracts.

1. Employees holding positions not classified as instructor, teacher, or scientific researcher shall have employment terms concerning wages, working hours, and rest periods aligned with public servant employment regulations with deviations allowed in favour of the employee. These employees are subject to the same central wage policy measures as those employed by state or municipal institutions.¹⁴² Therefore, their remuneration is determined with this in mind.

2. At the College – unless otherwise agreed by the employer and the employee in the employment contract – job classification is carried out in accordance with the following rules:

2.1. An employee with higher education qualifications and professional expertise who performs independent activities and expert work (particularly the director of finance, the legal adviser registered with the chamber, the legal officer registered with the bar association, the lawyer, the economist, or the educational administration staff member with higher education qualifications), as well as the head or deputy head of a functional unit of the higher education institution who does not participate in teaching, must be classified under the administrator-expert position.

2.2. An employee with higher education qualifications and specialized training in a natural science or engineering field, who performs activities that directly support teaching and contributes to creating and developing the conditions for it, must be classified under the technical assistant position.

2.3. An employee who holds a vocational qualification requiring a secondary school diploma, or who has completed secondary education and holds a higher-level vocational qualification or a bachelor's degree, and who performs professional decision-preparatory tasks, must be classified under the administrative officer (economic, technical, or administrative) position.

2.4 An employee who performs administrative-type work and holds either primary or secondary education along with a corresponding vocational qualification based on that education, or a bachelor's degree, must be classified under the clerical position.

2.5 An employee who holds a vocational qualification requiring primary or secondary education, or a higher-level or higher education qualification, or a bachelor's degree along with specialized professional training, and who directly supports the work of instructors and researchers in teaching and research laboratories, assists in the practical training of students, and independently carries out partial research tasks, must be classified under the professional services or technical services position. For employees in this position who hold a higher-level technician qualification, their classification must be considered as a higher-level vocational qualification that does not certify a higher education degree level. In the case of technician or laboratory assistant positions, for classification purposes, the qualification of an employee who obtained a diploma from an industrial, agricultural, or other technical secondary school and has worked for at least ten years in a field relevant to their qualification must be considered equivalent to a higher-level vocational qualification.

2.6. The job classification is recorded in the employment contract.

3. At the College – unless otherwise agreed by the employer and the employee in the employment contract – employees may be classified into pay grades by appropriately applying the provisions of Act XXXIII of 1992 on the Legal Status of Public Employees (Kjt.), in accordance with the system defined in Annex 1 of Government Decree 395/2015 (XII. 12.) on the implementation of the Act in higher education and on certain issues related to employment at higher education institutions. The pay classification is included in the employment contract.

¹⁴² Section 21 of Act CCVI of 2011 on the Right to Freedom of Conscience and Religion, and on the Legal Status of Churches, Denominations, and Religious Communities §