

**Regulation on labor remuneration of employees in FSAEI HE “SPbPU”
approved by order dated 09.11.2018 No. 2548**

The system of labor remuneration of the university employees is formed according to the labor law of the Russian Federation, agreements, local regulations, including the collective agreement, and this Regulation.

The Regulation provides:

- the total order for forming the payroll;
- the amounts of base salaries by professional qualification group, multiplying factors, salaries (position salaries), personal coefficients, salaries (position salaries) considering the personal coefficient;
- the order and terms of stimulation payments (including bonuses, payments for honorable distinctions in the realm of education, science and other fields of activity);
- the order and terms of providing and the amounts of compensation payments;
- the order and terms of paying hourly rates of labor remuneration.

The system of labor remuneration of SPbPU’s employees is established taking into consideration:

- the single wage rate book of jobs and professions;
- the professional standards;
- the state guarantees on labor remuneration;
- the list of the types of compensation payments in federal state institutions;
- the exemplary regulations on labor remuneration of employees in institutions by types of economic activity, approved by federal state bodies and institutions – main administrators of the federal budget funds;
- the recommendations of the Russian trilateral commission on regulation of social-labor relations;
- the opinion of the employee representative body.

The labor remuneration fund of the University’s employees is formed for a calendar year at the expense of:

- the means of the subsidy for financial provision of a state assignment for rendering state services (executing work);

- the means of the subsidy for other purposes;

- the grants, presented on a charge-free and non-repayable basis by natural persons, non-government organizations, including the Russian Fund of Fundamental Research, the Russian Scientific Fund of Humanities, etc., foreign and international organizations;

- the means for statutory activities provided free of charge by natural persons and legal entities, including the means of the budgets of the Russian Federation constituent entities and (or) local budgets;

- the means obtained from providing services, executing work and handing over in-house goods on a fee-paid basis;

- the means obtained from the allowed types of commercial activities.

The University approves the payroll plan annually. The University's employees and the employees of other organizations can be hired for vacancies in addition to their other duties.

The conditions of labor remuneration, including an employee's amount of salary (position salary) given his or her personal coefficient and the fixed salary (general financial remuneration) must be included in the labor agreement.