

**Ordinance No. 1/12/2021 of the
Managing Director
of the University of Economics and Human Sciences in Warsaw
of 2 December 2021
on the adoption of the “Principles for Determining the Remuneration of Employees at the
University of Economics and Human Sciences in Warsaw”**

Based on §13 sec. 3 points 2 and 5 of the Statutes of the University of Economics and Human Sciences in Warsaw, art. 78 of the Labor Code, and §34 of the Work Regulations at the University of Economics and Human Sciences in Warsaw, the following shall apply:

§1.

1. The “Principles for Determining the Remuneration of Employees at the University of Economics and Human Sciences in Warsaw” are hereby adopted.
2. The “Principles for Determining the Remuneration of Employees at the University of Economics and Human Sciences in Warsaw” constitute an appendix to this Ordinance.

§2.

The regulation shall enter into force on the date of its signing.

A handwritten signature in blue ink, reading "M. Górecki", is written over a horizontal dotted line. The signature is cursive and stylized.

**PRINCIPLES FOR DETERMINING THE REMUNERATION OF EMPLOYEES
AT THE UNIVERSITY OF ECONOMICS AND HUMAN SCIENCES IN WARSAW**

The following principles for determining the remuneration of employees at the University of Economics and Human Sciences in Warsaw are established:

- 1) An employee's remuneration shall be no less than the minimum wage amount established under the Act of 10 October 2002
on the Minimum Wage (consolidated text, Journal of Laws of 2020, item 2207).
- 2) the amount of remuneration should correspond to the type of work performed, its volume and quality, as well as the qualifications necessary to perform it.
- 3) all decisions regarding remuneration, as well as any differences in the treatment of individual employees, must always be supported by a rational justification; in particular, when determining the amount of remuneration, the employee's competencies, length of service, experience, and skills are taken into consideration.
- 4) the amount of remuneration corresponds to market criteria, meaning that the salary is aligned with the compensation offered for similar positions on the local labor market.
- 5) the employee's age, gender, nationality, religion, beliefs, gender identity,
or any other circumstances related to their personal situation shall have no impact on the amount of remuneration.
- 6) when determining the amount of remuneration, the applicable legal provisions are taken into account, in particular art. 78 and subsequent articles of the Labor Code.

