



Universitat
de les Illes Balears

OFFICIAL GAZETTE

No.

Agreement:

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No. 552 - Year XXXVIII - I. GENERAL PROVISIONS

Friday 28th April 2023

Executive Council

14892. EXECUTIVE AGREEMENT of 19th April 2023 that recognises salary rises for research staff under chapter 6 allocation at the University of the Balearic Islands.

Individuals are the university's main asset. In this sense, research staff play a particularly fundamental role in ensuring the University of the Balearic Islands (UIB) can fulfil its distinctive research and innovation mission, and improve competitiveness. In this regard, the UIB must not only ensure compliance with current labour and compensation regulations, but also establish and maintain mechanisms that make it a competitive institution in recruiting and retaining research talent.

The UIB's human resources comprise research staff, and technical and operational research staff recruited, on the one hand, under research projects, agreements, accords and other similar structures, and, on the other, within the framework of public programmes to recruit human resources for research.

The UIB is aware of the legitimate aspirations of research staff recruited through these arrangements, which include attaining certain working conditions and competitive compensation that is in line with the tasks assigned to them. Recently, the Spanish government has awarded several salary rises for public employees.

However, the UIB's limited resources prevent it from implementing certain procedures, making it necessary to find a sustainable balance between staff demands and budgetary availability for the best performance possible of research and innovation activities.

In view of this, the present regulation aims to govern the allocation of funds with regard to different salary rises, in accordance with the specific circumstances of funding sources for contracts under this provision.

In light of the above, and using the powers granted to it in Article 27.1.a) and h) of the university statutes, the Executive Council has, at today's meeting, agreed to recognise salary rises for research staff recruited under chapter 6 allocation at the University of the Balearic Islands as per the following terms:

Article 1. Methods and Sources of Funding

There are two common funding methods for the aforementioned contracts:

1. Contracts funded through research projects, research employment contracts under article 60 of Organic Law 2/2003 of 22nd March on the University System, and agreements, accords or similar structures which may be allocated research staff recruitment expenses
2. Contracts funded through public programmes to recruit human resources for research, where staff recruitment is the sole eligible expenditure.

Article 2. Definitions, Dates and Periods

With regard to changes to salary conditions due to the application of university, regional or national regulations, the following dates and periods must be considered:

- a. *Approval date*: date on which the legal text approving the change to salary conditions is published
- b. *Effective date*: date from which the approved change to salary conditions takes effect, often prior to the date of approval
- c. *Effective period*: implementation period for the contract, including the corresponding addenda
- d. *Start date*: date on which the implementation period for the contract or relevant addendum starts.

Article 3. Application Criteria

In line with what is set out in the articles above, it is hereby established as a general rule that research and innovation contracts agreed by the UIB under chapter 6 allocation of its budget shall also be subject to general salary regulations for public employees adopted at regional and national level. Therefore, all salary changes with an approval date after the start date of the contract shall be implemented and, where applicable, in accordance with the relevant effective dates and periods. In turn, salary changes with an approval date before the start date of the contract shall automatically be integrated into the conditions agreed therein.

These general criteria shall be applied in the following specific situations:

- a. Salary changes approved prior to the start date of the contract
- b. All measures affecting public employee compensation that are approved and come into effect during the effective period of the contract.

Article 4. Source of Funding

The necessary funds to cover expenses arising from application of the aforementioned measures shall be allocated as per the following order of priority:

1. Where possible, rises will be allocated to the grant, or direct or indirect grants linked to the research project or similar structure giving rise to the recruitment or corresponding addendum. To this effect, an allocation of funds shall be reserved for recruitment proposals or funding proposals in addenda
2. Where budgetary commitments are totally or partially unavailable through the above mechanism, the funds required for salary rises shall be allocated, where appropriate, to the corresponding specific line item that is assigned to the relevant Office of the Pro-Vice-Chancellor responsible for research staff recruitment in the UIB budget
3. Where budgetary commitments are totally or partially unavailable through the above mechanism, the funds required for salary rises shall be allocated, where appropriate, to a budget item with adequate and sufficient allocation of funds under the relevant Office of the Pro-Vice-Chancellor responsible for research staff recruitment
4. Finally, in the event that adequate and sufficient funds for general salary regulations for public employees to be applied to staff recruited under chapter 6 allocation are not available, the Executive Council shall, at its discretion, decide whether to undertake any measures it deems appropriate.

Additional Provision

Sole. Designations

All designations of governing bodies, representation, posts, duties and members of the academic community, as well as any that appear in this regulation in masculine or feminine, shall be understood as referring without distinction to the individual in question, regardless of gender.

Transitory Provisions

One. Regularised Implementation of Salary Rises

The regularised implementation of salary rises corresponding to 2022 and 2023 shall be as follows:

1. Contracts initiated in 2021 and valid in 2022 shall benefit from a 3.5% salary rise, corresponding to the two rises decreed by the Spanish government for 2022
2. Contracts initiated between 1st January and 18th October 2022 shall benefit from an additional 1.5% salary rise as decreed by the Spanish government for 2022
3. The conditions agreed in the contracts or addenda initiated after 19th October 2022 implicitly provide for the salary rises approved up to that time and, consequently, the two salary rises decreed by the Spanish government for 2022 shall not be applicable
4. Contracts initiated on or after 19th October 2022 and valid in 2023 shall benefit from the 2.5% salary rise decreed by the Spanish government for 2023

5. The conditions agreed in the contracts or addenda initiated in 2023 implicitly provide for the salary increases approved up to that time and, consequently, the salary rises decreed by the Spanish government for 2022 and up to the start date of the contract shall not be applicable throughout 2023.

Two. Payment of Salary Rises

Effective payment of salary rises awarded within the framework of this provision shall be subject to budgetary availability.

Final Provision

Sole. Effective Date

This provision shall come into effect the day after it is published in the *Official Gazette of the University of the Balearic Islands*.

In witness whereof and for all relevant purposes, I publicly circulate this document.

Palma, on the date shown in the electronic signature
The Vice Chancellor,
Jaume Carot