

**Incentive scheme for researchers who are members of  
the Centre of Excellence Astrophysics and Astrochemistry.**

**Article 1  
General Provisions**

1. The incentive system for the staff members of the Centre of Excellence Astrophysics and Astrochemistry (hereinafter referred to as the CDAA) shall be implemented in the form of the allowance of the NCU Rector (hereinafter referred to as the Rector) or a periodic salary increase (hereinafter referred to as the periodic allowance) and task bonuses in the form of the Rector's one-off allowance (hereinafter referred to as the task bonus).
2. The budget for the incentive system for 2021-2022 is set in task 5) of the CDAA budget.

**Article 2  
Salary increase in the form of periodic allowance**

1. Periodic allowances shall be granted to all academic teachers who are members of the CDAA except for those whose post is fully funded from:
  - 1) grants of other NCU staff members (post-doctoral employment),
  - 2) CDAA funds (new tenure-track hires).
2. The periodic allowance shall be granted for the period from January to December of the year in question.
3. There shall be three categories of periodic allowances:
  - 1) 1st degree,
  - 2) 2nd degree,
  - 3) 3rd degree.
4. The amount of the allowance received shall depend on the publications affiliated at the NCU in the three years preceding the year for which the allowance is granted.
5. The criteria linking the publication record to the level of the allowance shall be determined separately for each discipline:
  - 1) astronomy
  - 2) chemistry and physics.

6. No more than 50% of the staff members of each of the groups that make up the CDAA shall receive the 1st-degree allowance.
7. No more than 20% of the staff members of each of the groups that make up the CDAA shall receive the 3rd-degree allowance.

### **Article 3**

#### **Task bonuses for publications, grants and conference organisation**

1. Task bonuses shall be awarded once a year by the CDAA Director upon the opinion of the CDAA Scientific Council based on the achievement of indicators in the preceding year.
2. Task bonuses shall be awarded at the request of a CDAA staff member.
3. All CDAA staff members may receive task bonuses.
4. The decision on the amount of the task bonus shall be taken each time by the Director of the CDAA upon the opinion of the Scientific Council.
5. The task bonus shall be awarded for:
  - 1) publications implementing CDAA indicators which, however, were not awarded with a Rector's Scholarship,
  - 2) application for funding of a scientific project from external funds (H2020, National Science Centre, National Centre for Research and Development, Foundation for Polish Science, etc.) which passed the formal assessment stage,
  - 3) obtaining a research grant (H2020, National Science Centre, National Centre for Research and Development, Foundation for Polish Science, etc.),
  - 4) organising at the NCU a school for doctoral students or a conference;
  - 5) where a conference is organised by a group of the CDAA members, the bonus shall be awarded to the organising team as a whole,
  - 6) scientific advisory provided to doctoral students in the first four years of their doctoral studies (to be shared among all supervisors who are CDAA staff members as per the statement),
  - 7) promotion of doctoral candidates (to be shared among all supervisors who are CDAA staff members as per the statement).

