



General Division  
General Director: Dr. Aldo Urru

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**REGULATIONS GOVERNING THE UNIVERSITY AWARD FUND FOR  
RECOGNISING EXCELLENCE**

**THE RECTOR,**

- HAVING REGARD TO** the current Statute of the University of Cagliari, issued by Rector's Decree No. 305 of 28.03.2022, published in the Official Gazette of the Italian general series- No. 88 of 24 April 2022;
- HAVING REGARD TO** Legislative Decree No. 165 of 30 March 2001, as amended and supplemented, containing the '*General rules on the organisation of employment in public administrations*;
- HAVING REGARD TO** Law No. 240 of 30 December 2010 concerning "*Rules on the organisation of universities, academic staff and recruitment, as well as delegation to the Government to boost the quality and efficiency of the university system*" and, in particular, Article 9, paragraphs 1 and 1-bis, on the establishment of the award fund;
- TAKING NOTE** of Ministerial Decree No. 1299 of 27 September 2023 "*Award Fund - Determination of the additional remuneration referred to in Article 9, paragraph 1-bis, Law No. 240 of 30 December 2010*";
- HAVING REGARD TO** the resolutions of 24 October 2024 with which the Board of Directors and the Academic Senate, respectively, expressed a favourable opinion and approved the issuance of the amendments and additions to the *Regulations governing the University Award Fund*;
- HAVING INFORMED** the RSU and trade union organisations by protocol note 241983 of 25 September 2024;
- HAVING REVIEWED** therefore the need to implement the present Regulation,

**ISSUES THE FOLLOWING DECREE**

- ARTICLE 1** - The "*Rules governing the University Award Fund*", as amended and supplemented in the annex that forms an integral part of this measure, is hereby enacted.
- ARTICLE 2** - The Rules shall come into force from their date of publication on the University website.

*Approved by the Director General*

The Rector  
Prof. Francesco Mola  
*(digitally signed)*



## **REGULATIONS GOVERNING THE UNIVERSITY AWARD FUND FOR RECOGNISING EXCELLENCE**

### **Article 1**

#### **Purpose and Scope**

- 1) These regulations govern the establishment of the Award Fund and the Fund for the Consolidation of Research Results, as well as the procedures for granting additional remuneration to teaching staff (professors, researchers, including those on fixed-term contracts) and technical-administrative and library staff, in accordance with article 9, paragraph 1 and 1-bis, of law no. 240 of 30 December 2010 and article 1, paragraph 16 of law no. 230 of 5 November 2005.
- 2) This regulation is in line with the University of Cagliari's policy to implement the principles of the new European Researcher's Charter through the HRS4R strategy in order to promote a competitive and attractive research environment.

### **TITLE I**

#### **AWARD FUND**

### **Article 2**

#### **Establishment and renewal of the award fund**

- 1) The Fund has been established and will be renewed and replenished using the following resources:
  - a) Savings resulting from the outcome of the procedures for the allocation of salary scales to university teachers referred to in Article 6, paragraph 14, last sentence, of Law No. 240 of 30 December 2010;
  - b) sums allocated by the Ministry of Education, Universities and Research to each university, in proportion to the evaluation of the results achieved carried out by ANVUR, referred to in the second sentence of Article 9 of Law No. 240 of 30 December 2010;
  - c) resources obtained from the recovery of remuneration for external assignments performed by staff under Article 53 para. (7) of Legislative Decree No 165 of 30 March 2001;
  - d) additional resources earmarked for bonus awards and provided for by law, University regulations or resolutions of the Board of Directors.



2) Pursuant to Article 9 para. (1) of Law No. 240 of December 30, 2010, the Fund may be supplemented with a share of resources from public or private financing, with the exception of resources from the National Recovery and Resilience Plan. The addition of public and private resources to the Fund is permissible only in the absence of provisions in the donor's regulations or in the regulations under which the resources have been provided that preclude the compensation of personnel.

### **Article 3**

#### **Guidelines for managing the award fund**

- 1) The purpose of the Bonus Award Fund is to provide additional compensation to faculty members for their commitment to research, teaching, and administrative activities in addition to their mandatory responsibilities.
- 2) Additional remuneration may be paid to teachers provided that they have been entrusted with specific assignments and that no other allowances or compensation have already been awarded in connection with those assignments.
- 3) Assignments to be given to teaching staff/lecturers and relating to teaching activities shall not relate to teaching or instructional support activities already covered by appropriate university regulations.
- 4) The types of additional teaching, research and administrative duties to be performed by lecturers shall be determined by the Academic Senate, and the amount of remuneration appropriate to the type of duties and tasks performed; the period to which they relate shall be determined by the Board of Directors.
- 5) When supplemented by public or private funds, the Fund is also intended to provide incentive compensation to university lecturers, technical-administrative and library staff who have contributed directly or indirectly to the acquisition and management of public or private funds.
- 6) The tasks assigned to the technical-administrative and library staff are those related to the implementation of the activities envisaged by the funds received and to the reporting and monitoring of expenditures.

### **Article 4**

#### **Arrangements for awarding remuneration provided for in Article 2 para. (2) to university teaching staff**

- 1) The remuneration provided for in article 2, paragraph 2 of these Regulations, which is to be paid



to the teaching staff, which forms the basis of public and private financing, shall be paid after the activities have been completed, the balance of the financing has been collected, and the available savings have been determined. In no case may the total amount to be paid exceed 40% of the savings set aside, after deduction of the amounts already assigned for regulatory provisions.

2) The individual responsible for the activity shall submit the proposal for the allocation of remuneration to the department for approval, indicating the lecturers involved and the share due to each of them, in accordance with the criteria established by the Board of Directors. The department's decision must then be forwarded to the Personnel, Organisation and Performance Directorate, which will prepare the instructions for the payment of the remuneration to be submitted to the Board of Directors for approval.

#### Article 5

##### **Procedures for the awarding of remuneration provided for in Article 2 para. (2) to technical-administrative and library staff**

1) The procedures and criteria for the payment of remuneration, as provided for in Article 2, paragraph 2 of these regulations, to technical-administrative and library staff shall be established by the Board of Directors following negotiations with the trade unions.

2) Payments shall be made after the activities have been completed, the balance of the financing has been effectively collected, and the available savings have been determined. In any case, the total amount to be disbursed may not exceed 10% of the allocated savings, less the amounts already set aside for regulatory provisions.

3) Once the funding has been received, the person responsible for the activities must identify the personnel involved in the activities and send the names, the type of work commitment and the percentage of compensation to be assigned to each of them, quantified on the basis of the criteria established by the Board of Directors, to the person responsible for the personnel's affiliated structure, who will assign the tasks by means of his/her own authority.

4) At the end of the activities, the person responsible must draw up a statement indicating the total savings available and the amounts to be paid to the staff in charge of the activities. The statement must be sent to the Personnel, Organisation and Performance Directorate, which will prepare the instructions for the payment of compensation to be submitted to the Board of Directors for approval.



## TITLE II FUND FOR THE PROMOTION OF RESEARCH

### Article 6

#### Establishment and renewal of the Research Fund

- 1) The Fund for the Promotion of Research has been set up and is supplied through resources from European or international research projects, not included in the National Recovery and Resilience Plan, approved on the basis of competitive calls for proposals, limited to a maximum of 50% of the part allocated through the application of flat rates or, in any case, not subject to precise monitoring. In no case may these funds exceed 10% of the total financing.
- 2) Identification of the projects to develop referred to in paragraph 1 shall be carried out annually by the Board of Directors, after consultation with the Academic Senate, with a list attached to the planning and budgetary acts in which the project managers and the amounts to be accepted and collected shall be indicated.
- 3) The establishment of the Research Promotion Fund and the remuneration paid under the provisions of this Title II are a separate instrument with a different and additional scope to the fringe benefits provided for in Title I of these Rules.

### Article 7

#### How the Research Promotion Fund is used

- 1) The additional remuneration of teaching staff (professors and researchers, including those on fixed-term contracts), in addition to their individual remuneration, shall be awarded taking into account their commitment to the development and implementation of the proposed and funded activities, as well as the principles of transparency, impartiality and objectivity.
- 2) The scientific and academic coordinator of the project shall be responsible for recommending the allocation of the additional compensation, specifying the teaching staff involved in the project and the share of the remuneration due to each of them. This share shall be determined by taking into account the individual commitment devoted to the project, the degree of responsibility and placement in the functional organisation of the project and within the University, the number of partners



involved in the project, the financial dimension of the project for the part allocated to the University, as well as the complexity and strategic nature of the project in relation to the annual and three-year planning of the University.

- 3) The recommendation for the allocation of the remuneration prepared by the Scientific Project Manager must be approved by the Department Council, whose membership is restricted to professors (Article 54 para. (1) letter © of the Statute).
- 4) The Department's decision is then forwarded to the Personnel, Organisation and Performance Directorate, which will prepare the file for the payment of the remuneration to be submitted to the Board of Directors for approval.

### **Article 8**

#### **Restrictions on the payment of additional remuneration**

- 1) Additional remunerations can only be paid if the funds are realistically available in cash in accordance with the project rules, in particular with regard to the eligible costs.
- 2) Additional remunerations must be in accordance with the Grant and Consortium Agreements, or similar documents signed upon acceptance of the grant.
- 3) Additional remuneration may only be paid during the period of the project in question.
- 4) In the event of payment of amounts not due, or in the event of possible causes preventing payment that are not attributable to the University, funds will be recovered by deducting the amount from salaries.

### **Article 9**

#### **Determination of additional remuneration**

- 1) The additional remuneration eligible be paid to each beneficiary in the relevant year may not exceed 30% of the individual's salary calculated on an annual basis (employee gross annual salary), even in the case of participation in several projects.
- 2) This is without prejudice to any better treatment, including those deriving from the institutions and measures aimed at attracting researchers of proven excellence to Italy.

## **FINAL PROVISIONS**

### **Article 10**



### **Restrictions on remuneration payable**

- 1) The sum of the remuneration payable annually under these Rules may not exceed 50% of the gross annual salary of the person concerned, even if the said person is involved in more than one project.
- 2) In any case, no remuneration can be paid to professors and researchers who have not published at least two research works on the IRIS platform in the last three years that are valid for the VQR (Evaluation of Research Quality) of their scientific/academic field.

### **Article 11**

#### **Entry into force and final provisions**

- 1) These regulations are issued by Rectoral decree and come into force on the date of their publication on the University's website.
- 2) For all matters not expressly provided for in these rules and regulations, the relevant laws in force, the university regulations and the provisions contained in the Statute of the University of Cagliari and in the University regulations shall apply.