



**Rector's Order No. 6/2022 (II.14)/R  
on the exercise of employer's rights**

**Pursuant to Article 13 and 13/A of Act CCIV of 2011 on National Higher Education (hereinafter referred to as the National Higher Education Act) and the provisions of sections II.7 and II.8 of the Founding Charter of Károli Gáspár University of the Reformed Church in Hungary (hereinafter referred to as the University) I hereby issue the following order:**

**1. Purpose of the order**

The purpose of this order is to set out the rules for the exercise of the employer's rights over the University's employees.

**2. Organisational and Operational Rules, Part II. Procedure for the exercise of the employer's rights by the Rector**

2.1.1. The Maintainer of the University shall be entitled to exercise the employer's rights over the Rector.

2.1.2. The Rector shall be entitled to exercise the employer's rights over the Director General for Economic Affairs, with the proviso that the Maintainer's prior consent shall be required for the appointment and revocation of the appointment of the Director General for Economic Affairs.

**2.2. Rules for the exercise of the employer's rights over the Dean**

2.2.1. The Rector shall be entitled to exercise the employer's rights over the Dean.

**3. The procedure for exercising the employer's rights over the executive officers under Article 37 of the National Higher Education Act and the University's employment requirements**

3.1. The **Rector** shall be entitled to exercise the employer's rights (primary employer's rights) over the vice-deans, general directors, faculty directors and heads of dean's offices and organizational units, including heads of departments and institutes, employed by the faculties in relation to the establishment, modification and termination of employment relationships. The **Dean** shall be entitled to exercise all other employer's rights over these employees.

**3.2. Procedure for the exercise of employer's rights over the executive officers employed in central organisational units**

3.2.1. The **Rector** shall be entitled to exercise the employer's rights over the executive officers, vice-rectors, general directors, rector's senior advisers and heads of (central) organizational units directly assigned to the Rector.

3.2.2. The **General Director for Economic Affairs** shall be entitled to exercise the employer's rights over the managers employed by the Directorate for Economic Affairs.

#### **4. Procedure for the exercise of employer's rights over non-managerial staff of the University**

4.1. The procedure for exercising the employer's rights over lecturers, researchers and teachers employed by the faculties

4.1.1. The **Rector** shall be entitled to exercise the employer's rights (primary employer's rights) over the lecturers, researchers and teachers of the faculties related to the establishment, modification and termination of employment relationships. The **Dean** shall be entitled to exercise all other employer's rights over these employees.

4.1.2. The **Rector** shall be entitled to exercise the employer's rights over the lecturers, researchers and teachers employed in the (central) organizational units directly assigned to the Rector.

4.2. Procedure for the exercise of the employer's right over non-academic staff in faculties and central organisational units

4.2.1. The **Dean** is entitled to exercise the employer's rights over the employees of the faculties not specified in sections 3.1 and 4.1.1.

4.2.2. The **Rector** shall be entitled to exercise the employer's rights over employees in (central) organisational units, not specified in section 3.2.1, who are directly assigned to the Rector.

4.2.3. The **General Director for Economic Affairs** shall be entitled to exercise the employer's rights over the employees of the Directorate for Economic Affairs not defined in point 3.2.2.

#### **5. Rules for the exercise of employer's rights over employees in public education institutions maintained by the University**

5.1. The Rector shall be entitled to exercise the employer's rights over the head of the public education institution maintained by the University.

5.2. The head of the public education institution shall be entitled to exercise the employer's rights over the employees in public education institutions maintained by the University, with the exception of decisions concerning payroll management taken by the Rector and the Director-General for Economic Affairs, with the proviso that the Rector shall exercise the maintainer's right of consent in the appointment of deputy heads of institution.

#### **6. Other provisions**

6.1. In matters not covered by this order, the provisions of the National Higher Education Act shall apply, while the provisions of Act CXC of 2011 on National Public Education shall apply to public education institutions maintained by the University.

6.2. The Joint Order No. 1/2021(III.24) of the Rector and the Chancellor on the exercise of employer's rights shall be repealed simultaneously with the entry into force of this Order.

Budapest, 14 February 2022

Dr. László Henrik Trócsányi  
Rector