



File No: OE-RH/1415/2023.

Done at Budapest, 15 June 2023.

**12/2023 (VI.15.) Rector's Instruction
on the release of employees of the University of Óbuda from their obligation to be available and work**

As a result of the model change of the University of Óbuda on 1 August 2021, the legal relationship of the employed public employees was transformed into an employment relationship, to which the provisions of Act I of 2012 on the Labour Code (hereinafter: Labour Code) shall apply.

As civil servants, those working as teachers in higher education were granted additional leave to their basic leave, a benefit not available to employees in employment covered by the Labour Code. In order to compensate for this, our University, in accordance with Rector's Instruction 1/2023 (I.16.), has been granting the following benefits from 6 February 2023 and 6 February 2023 19 days, it has already exempted teaching staff, i.e. lecturers, academic researchers and teachers, from their work duties for 10 working days.

Appreciating and acknowledging the effort and work that the teaching staff make for the development and the ever better image and evaluation of our University, as an employer - on the basis of the authorisation contained in the Labour Code - I hereby exempt lecturers, academic researchers and teachers from their on-call and work duties for 5 working days between 24 July and 18 August 2023, in addition to the exemption at the beginning of the year and the leave guaranteed in the Labour Code. This exemption from work will not be treated as additional leave and will not affect the payment of salary (i.e. the number of days of leave will not change, as salary will be paid for this period).

This instruction shall enter into force on 15 June 2023 and shall remain in force until revoked.

Prof. Dr. Levente Kovács s.k.
Rector