TEACHING AND RESEARCH STAFF TO BE AWARDED SPECIFIC BONUSES IN CONNECTION WITH EXTERNAL FUNDING AND IN FEW OTHER SPECIAL CIRCUMSTANCES

The University of Helsinki wishes to encourage its teaching and research staff to attain productive results that will guarantee the University’s economic status also in the external funding sector.

On 17 June 2011 (Decision 103/2011), the Rector set up a working group to make a proposal for a bonus system that would act as an incentive for funding procurement as well as a reward for the exceptional workload that running and managing a large project entails over and above a person’s standard teaching and research duties. The bonus system was to take into account distinctive features of each discipline and their varying possibilities to acquire external funding. It also had to be compatible with the universities’ salary system and the total working time system for teaching and research personnel.

Vice-Rector Ulla-Maila Forsberg was proposed as Chair for the working group and the other members were: Dean Keijo Hämäläinen, Dean Antti Sukura, Department Head Arto Mustajoki, Department Head Esa Korpi, Senior Researcher Pirkko Hölttä, Director of Finance Soili Vasikainen and Director of Human Resources Kira Ukkonen. Head of Personnel Management Jaana Sirkiä acted as a secretary to the group.

The working group handed their proposal to the Rector, who has approved the attached guideline for bonus system as proposed by the working group.

Rector Thomas Wilhelmsson

Director of Human Resources Kira Ukkonen

Attachment: Guideline for Specific Bonus System