



# Development incentive programme

Police Academy of the Czech Republic in Prague as  
research organisations

Prague 2024

**Development incentive programme**  
**Police Academy of the Czech Republic in Prague as**  
**research organisations**

**Updated**

**7. Instruction of the Rector of the Police Academy of the Czech Republic in  
Prague of**

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## LIST OF ABBREVIATIONS

CEEOL	Central and Eastern European Online Library
GA CZECH REPUBLIC	Grant Agency of the Czech Republic
ISF	Internal Security (ISF)
JSTOR	Security Studies Collection
M17+ methodology	Methodology for the evaluation of research organisations and programmes of special-purpose support for research, development and innovation of the Government of the Czech Republic
Motivational programme Czech Republic in Prague as	Motivational programme for the development of the Police Academy of the research organisations
ORCID	Open Researcher and Contributor ID ( <a href="https://orcid.org">orcid.org</a> )
Q1 - Q4	quartiles indicating the international scientific reputation and quality of the periodical
RIV	Index of information on results
SVOC	Student scientific professional activity
TA ČR	Technology Agency of the Czech Republic
V4	Visegrad Four

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# MOTIVATIONAL PROGRAM DEVELOPMENT POLICE ACADEMY CZECH

## THE REPUBLIC OF PRAGUE AS A RESEARCH ORGANISATION

The Motivational Development Programme of the Police Academy of the Czech Republic in Prague (hereinafter referred to as "Motivational Programme") represents an initial targeting, simple reasoning, system of necessary conditions and mechanisms etc., which are intended to **harmoniously and motivationally support the** development of science, research, outputs, awards and overall prestige of the Police Academy of the Czech Republic in Prague. It is linked to the Development Programme of the Police Academy of the Czech Republic in Prague as a research organisation for the years 2021 - 2026 and at the same time to the Methodology for the Evaluation of Research Organisations and Programmes of Special Purpose Support for Research, Development and Innovation of the Government of the Czech Republic (Methodology M17+).

The mission of the Motivation Programme is **to encourage, support and subsequently reward** academic, research, professional and administrative staff for their above-average results, in the areas of projects, publications, citations, education and applications, as well as in the area of management, development and maintenance of creative processes, dissemination and sharing of new knowledge to the wider public and stakeholders, strengthening the image and improving the position of the Police Academy of the Czech Republic in Prague. Its intention is to recognise the high quality work and committed efforts of all those who contribute to the fulfilment of the tasks and requirements set for the Police Academy of the Czech Republic in Prague as a research organisation through their working behaviour and outputs.

For these reasons, the Incentive Programme is primarily oriented towards achieving three basic objectives. All three **strategic objectives** are interlinked and support each other in terms of their effectiveness:

1. Improving science and research
2. Creation and improvement of publication and application results
3. Developing and maintaining the reputation of the Police Academy of the Czech Republic in Prague as a research organizations

In order to achieve the strategic goals, the Motivation Programme includes both non-financial appreciation and recognition tools and active support tools from the individual departments of the Police Academy of the Czech Republic in Prague, as well as financial appreciation tools (monetary rewards).

# 1 IMPROVING SCIENCE AND RESEARCH (strategic objective 1)

In order to improve the quality of science and research at the Police Academy of the Czech Republic in Prague, the Motivation Programme focuses on the following sub-objectives:

- Expanding the range of science and research projects
- Increasing the involvement of academics in projects

These objectives are again interlinked. The positive or negative achievement of each goal affects positively or negatively the achievement of all the other goals. Their contents are elaborated in the following text.

## 1.1 Expanding the range of science and research projects

In order to strengthen the overall image of the Police Academy of the Czech Republic in Prague in the field of scientific research, it is advisable to focus on four basic groups of projects:

- I. Projects of the Ministry of the Interior of the Czech Republic and other ministries
- II. International scheme projects (Norway Grants, V4)
- III. Projects of the Grant Agency of the Czech Republic (GA ČR), the Technology Agency of the Czech Republic (TA ČR) and other grant agencies
- IV. Horizon Europe, Internal Security Fund (ISF) and Transatlantic projects

Ad I (a). **Security research projects under public tenders and public contracts announced by the Ministry of the Interior of the Czech Republic.** Given the position of the Police Academy of the Czech Republic in Prague as a state university and its close relationship with the Ministry of the Interior of the Czech Republic, the orientation towards these types of projects is the closest and most natural for our institution. The Ministry of the Interior of the Czech Republic concentrates in the announced projects the requirements of the state in the field of security research, i.e. the requirements of security practice, with which the Police Academy of the Czech Republic in Prague as a higher educational institution is at the same time interconnected and by its nature represents a consolidation and supplementation within its theoretical academic position.

Ad I (b). **Security research projects under the responsibility of other ministries.** These projects represent active involvement in public tenders and public contracts announced by other ministries/departments of the Czech . The importance is seen in particular in the implementation of research for the state, in areas where the Police Academy of the Czech Republic in Prague is thematically focused. These projects may also arise from current security requirements in practice (e.g. cooperation between the police and the army, security and other relevant issues and requirements of the state falling under other ministries).

Re II. **Projects of the international scheme** (international scientific cooperation) are the natural fulfilment of working contacts and existing cooperation with foreign partners. Thanks to the personal involvement of international partners, important scientific findings or even discoveries can be made. Success in such projects greatly enhances the credit and competitiveness of the university internationally.

Re III. **Projects of GA CR, TA CR and other grant agencies** represent a high added value in terms of objective - broader - assessment of the University. Although they mean a higher complexity of designing and combining scientific potential into creative teams, projects of this type ensure real pushing of the boundaries of science and bring to the research teams the desired respect primarily in the field of basic research. In addition to success in international projects, the Ministry of Education, Youth and Sports requires that the university be active in this category of projects as a priority for accreditation.

Re IV. **The Horizon Europe, ISF and Transatlantic projects** capture the true essence of the advanced scientific endeavour: team building on a European scale and the transnational dimension of science development. The successful co-/co-solving of the European and Transatlantic projects brings an extremely high professional reputation to the University.

Valuable publications can only come from valuable scientific endeavour. It is scientific articles containing empirical research that have a chance of being published in impacted or other scientifically important journals. At the same time, valuable publications can increase the chances of being awarded a project in future calls for proposals, as the evaluators always take into account the professional prestige and publication record of the researchers in the field in question when awarding projects.

To increase the number of projects awarded, the following **incentives** will be implemented **and support mechanisms**:

- Challenges to internal research efforts and joining creative teams
- Assistance with project administration ( administration and storage system)
- Project financial awards categorised by project level

The effort in the conception and overall development of the submitted project is considerable and therefore deserves special recognition in recognition of the effort. This award could further motivate other University staff to submit projects.

## 1.2 Increasing the involvement of academics in projects

In terms of achieving synergies, the involvement of all academic staff and PhD students in research projects will be strongly encouraged. The benefits from the participation of all staff the Police Academy of the Czech Republic in Prague in scientific research activities will be positively reflected in the following areas:

- in the increased quality and novelty of the knowledge transmitted to students,
- in the satisfaction felt from discovering or confirming the validity of new knowledge,
- in the possibility of self-fulfilment and achieving one's own creative ambitions and usefulness,
- in creating a great base for publishing in impacted journals and proceedings,
- in the improved reputation of the Police Academy of the Czech Republic in Prague in the national and international society.

In addition, mutually shared scientific endeavours increase the sense of cohesion between the project investigators and add an important dimension of acceptance by members. Also, the positive results of one project can be an inspiration for the researchers of another project, to overcome possible barriers and obstacles together, to implement original ideas into practice more easily, etc.

In addition to all these effects, the possibility of receiving financial rewards for the project is considered an important motivation. As shown in Table 1, project rewards will be allocated at three levels:

- **The rewards for a submitted and registered project**, i.e. a project that has been properly developed and officially registered, are due to all members of the project team as detailed in Table 1.
- **The rewards for an approved project**, i.e. a project that has been accepted by the relevant evaluation agency and approved for a solution and funding, will entitle all members of the project team to an additional part of the reward, as set out in the more detailed breakdown in Table 1.
- **Rewards for a successfully completed project**, i.e. a project that has been positively assessed by the final evaluators, i.e. the final audit of the project has been successful, all members of the project team are entitled to an additional part of the reward, set out in the more detailed breakdown in Table 1.

For submitting and registering the project, the first part of the total target remuneration will be paid to the project team in due time. Subsequently, once the project has been accepted for funding, a further part of the target award will be paid to each project team in due course and the final (last) part of the target will be paid to each team in due course for a successfully completed project.

One of the important measures for the overall strengthening of scientific research, publication and overall development activities of the Police Academy of the Czech Republic in Prague will be precise work with students of doctoral studies, aimed at their active involvement in the creative processes of the University. In this way, it will not only be possible to combine acquired experience with new perspectives, but also to ensure the desired continuity of the university.

In view of the different demands of the different categories of scientific projects, the structure of financial rewards will be implemented for each member of the research team and the project administrator as shown in Table 1. The payment of remuneration is only possible for team members who are working on the project on behalf of the Police Academy of the Czech Republic in Prague and within the scope of their employment. The reward is paid only to the current research team, regardless of any changes in the team.

Requests for project rewards for the entire research team are made by the responsible (principal) investigator, indicating in the requests the research positions of all members of the entire team with a precise indication of the requested reward. The responsible (principal) investigator, who prepares the application for remuneration according to the Incentive Scheme, decides on the amount of the remuneration according to the work actually done on the project proposal. The approval of the remuneration for the entire research team, including the project administrator, is fully within the competence of the responsible researcher.

Projects must be formally set up correctly and properly registered through the Science and Department. The correct classification and registration of projects in the specified categories is assessed and approved by the heads of the relevant departments or units.

Table 1: Rewards for submitted, approved and successfully completed projects

Type of project	Role of a member of the research team	Total target reward for each team member			
		Reward for the submitted project	Reward for an approved project	Reward for successful completion project	Total remuneration for the member Team
Projects of the Ministry of the Interior of the Czech and other ministries	Responsible researcher	20 000 CZK	5 000 CZK	20 000 CZK	45 000 CZK
	Individual researcher	10 000 CZK	5 000 CZK	10 000 CZK	25 000 CZK
	Administrator project	10 000 CZK	5 000 CZK	10 000 CZK	25 000 CZK
International scheme projects (Norway Grants, V4, etc.)	Responsible researcher	30 000 CZK	15 000 CZK	30 000 CZK	75 000 CZK
	Individual researcher	15 000 CZK	10 000 CZK	15 000 CZK	40 000 CZK
	Administrator project	15 000 CZK	10 000 CZK	15 000 CZK	40 000 CZK
Projects of GA CR, TA CR and other grant agencies	Responsible researcher	40 000 CZK	20 000 CZK	40 000 CZK	100 000 CZK
	Individual researcher	20 000 CZK	10 000 CZK	20 000 CZK	50 000 CZK
	Administrator project	20 000 CZK	10 000 CZK	20 000 CZK	50 000 CZK
Horizon Europe, ISF and Transatlantic projects	Responsible researcher	50 000 CZK	25 000 CZK	50 000 CZK	125 000 CZK
	Individual researcher	30 000 CZK	15 000 CZK	30 000 CZK	75 000 CZK
	Administrator project	30 000 CZK	15 000 CZK	30 000 CZK	75 000 CZK

The responsible (principal) investigator submits applications to the heads of the relevant departments or units on the prescribed forms no later than 20 February (spring term) and 25 September of the given year (autumn term). Completed forms must be sent electronically to the Research and Department for a preliminary formal check and subsequent confirmation of accuracy by 15 February (spring deadline) and 20 September (autumn deadline) of the year in question.

Summary proposals for the allocation of rewards for projects of a given department or unit are prepared by the heads of the respective departments or units and submitted to the Vice-Dean for Science and Research no later than 28 February or 30 September of a given year. The Vice-Deans for Science and Research shall submit the completed faculty proposals to the Deans of their faculties no later than 5 March or 5 October of the year in question and shall subsequently submit the comprehensive proposals to the Vice-Rector for Science and Research no later than 10 March or 10 October of the year in question. The Vice-Chancellor for Science and Research shall make the final assessment for the University on 15 March and 15 October of the year in question. The deadline for payment of the awards shall be 10 April or 10 November of the year in question.

## 2 CREATION AND IMPROVEMENT OF PUBLICATION AND APPLICATION RESULTS

### (Strategic Objective 2)

To achieve the second strategic objective, a series of appropriate sub-objectives are defined. Some of have already been covered in previous sections of this document and others will be progressively developed into appropriate methodologies and functional mechanisms in the following text. The sub-objectives mentioned are:

- Informing about institutionally relevant publishing opportunities
- Substantive support for institutionally significant publishing
- Supporting collaborative publishing
- Recognition for creating an academic profile and for publications, results and citations
- Creation of an experience database

#### 2.1 Informing about institutionally relevant publishing opportunities

The content of the first sub-objective is the creation and continuous updating of the list of conferences and journals, with the definition of individual thematic areas where the results of scientific research can be published.

Institutionally significant publications are considered to be publications in journals, monographs and proceedings that are published in the Web of Science and Scopus citation databases or are considered scientifically or professionally significant by the academic community and social (security) practice. It is a condition that the publication source (journal, proceedings, monograph) and all publications contained therein are assessed through an unbiased and objective peer review process. The award-winning publication must correspond to the vision and mission of the Police Academy of the Czech Republic in Prague and its overall scientific, research and educational profile.

All academic and research will be approached to initially create a database of suitable publication opportunities. Ongoing additions or updates to the databases will be initiated by the Science and Research Department.

#### 2.2 Substantive support for institutionally significant publishing

In the case of articles in foreign journals or contributions to major international conferences, the Science and Research Department will provide a qualified translation of the text into English or another foreign language. Such assistance is particularly useful when the journal or scientific event is more rigorously judged. The authoring team can concentrate fully on the quality of the scientific dimension of the article and its original contribution, and does not have to deal with translation into a foreign language.

Some experience shows that many foreign journals require a high level of foreign language grammar and syntax. Thus, many articles are rejected precisely on the basis of a lower level of English or another language, and not because of a lower scientific contribution, which is very unpleasant for the authors and our institution. Such an experience has a negative impact on the publication motivation of our staff and should be avoided.

If the author team is able to translate the article into a foreign language themselves, proofreading of the already translated text is possible.

## 2.3 Supporting collaborative publishing

In the sense of open scientific and research collaboration, the combination of research and innovation potentials of academics will be more strongly encouraged and enabled. Co-authorship of multiple authors on major publications can significantly increase the quality of forthcoming publications. For example, such collaborations may include:

- division of work on the publication among the individual,
- sharing competences in the survey (survey preparation, pre-survey, addressing respondents, anonymous collection of responses),
- cooperation in statistical processing and interpretation of the results obtained, etc.

In addition to the higher quality of articles or conference papers, this co-authorship can also increase the overall number of publications, in the sense of reciprocal authorship. What is needed is the willingness of authors to share their ideas and develop them together. The definition and assignment of co-authoring team roles can be very diverse and individualised according to the composition and will of each colleague.

## 2.4 Recognition for creating an academic profile and for publications, results and citations

As a university-type institution of higher education, it is essential for the Police Academy of the Czech Republic in Prague to present itself with the highest quality publication results that reflect the professional expertise of individual academic staff. The quality of representation of our institution is also related to the image of the Police Academy of the Czech Republic in Prague in the scientific community. For this reason, it is essential that academic staff present themselves in a uniform manner. The ORCID identifier serves this purpose.

Creating a profile on world-renowned scientific portals allows perfect addressability and attribution of achievements, publications, citations, reviews, etc. to the academic/staff member. This makes the academic/staff member more identifiable in the national and especially international scientific community, which allows more effective international networking with new partners, joint and newly conceived preparation of unique projects, research, conferences, etc. However, the benefits are also institutional: the professional reputation of all academic staff is attributed to the entire Police Academy of the Czech Republic in Prague, thus strengthening its reputation.

On the one hand, citing the works of the staff of the Police Academy of the Czech Republic in Prague, especially in impacted outputs (mainly in Web of Science and Scopus) or in internationally and nationally recognized periodicals, proceedings or monographs, increases the awareness of our University. This increases the chances of our university in accreditations, various evaluations, allocation of funds, etc. On the other hand, each such citation received is highly satisfying for each author, each author or author team.

In order to amplify the effect that can potentially be achieved by creating academic profiles, publications and results, and keeping track of the citations received for the published work of our staff, the Motivation Programme includes the following tools and assistance:

1. **Free access to the** Web of Science, Scopus, JSTOR and CEEOL **databases** for all staff and the staff of the Police Academy of the Czech Republic in Prague.

2. **Explanation of how to search for publications and citations** of our staff in Web of Science, Scopus or Research Gate (instructional assistance from the Information Technology Department and staff of the library of the Police Academy of the Czech Republic in Prague).
3. **Financial rewards** for creating an academic profile, institutionally significant publications and results and citations in an institutionally significant publication source.

The amount of remuneration for publications and citations listed in Table 2 shall be paid in full to the academic, research or administrative staff member in case he/she was the sole author of the publication and/or the sole author of the publication from the Police Academy of the Czech Republic in Prague. In the case of multiple co-authors from our institution, the amount of the total award is divided among these co-authors according to the number of authors from the Police Academy of the Czech Republic in Prague.

In order to maintain absolute accuracy and fairness in the allocation of awards, it is essential that all results are formally recorded correctly. The correct classification and recording of publications and other results in the specified categories submitted by individual staff members shall be assessed and approved by the Heads of the relevant Departments or Units. Potential predation of publishers, journals and results will be verified by the Science and Research Department according to the Bealls List of Potential Predatory Journals and Publishers ([beallslist.net](http://beallslist.net)).

Table 2: Rewards for creating an academic profile and for publications, results and citations

<b>Publication Category</b>	<b>Amount of reward</b>
Creating an ORCID* academic profile	2 000 CZK
Professional book B**	20 000 CZK
Foreign trade book B**	30 000 CZK
Publications in Scopus (without inclusion in Q1 - Q4)**	30 000 CZK
Publications in Scopus category Q4**	40 000 CZK
Publications in Scopus category Q3**	50 000 CZK
Publications in Scopus category Q2**	60 000 CZK
Publications in Scopus category Q1**	70 000 CZK
Publications in Web of Science (without inclusion in Q1 - Q4)**	40 000 CZK
Publications in Web of Science category Q4**	50 000 CZK
Publications in Web of Science category Q3**	60 000 CZK
Publications in Web of Science category Q2**	70 000 CZK
Publications in Web of Science category Q1**	80 000 CZK
Citation in Scopus***	2 500 CZK
Citation in Web of Science***	5 000 CZK
Development of a methodology, utility or industrial design, prototype, functional sample, result reflected in legislation and standards and other non-publication results defined according to Methodology M17+**	50 000 CZK

\* The Police Academy of the Czech Republic in Prague must be listed as the workplace in the profile (it is recommended to always consult the library for accuracy).

\*\* Must meet the requirements for inclusion in the RIV database according to the Definition of Types of Results (separate Annex 4 of the M17+ Methodology) and must be published under the affiliation of the Police Academy of the Czech Republic in Prague.

\*\*\* Self-citations (citations of own works) are not reported and not rewarded.

Applications for awards shall be submitted by applicants to the heads of the relevant departments or units on prescribed forms no later than 20 February (spring term) and 25 September of the year in question (autumn term). As a condition, the completed forms must be sent electronically to the library of the Police Academy of the Czech Republic in Prague for a preliminary formal check and subsequent confirmation of the correctness of completion, no later than 15 February (spring term) and 20 September of the given year (autumn term).

Summary proposals for the allocation of rewards for the departments or departments in question are prepared by the heads of the respective departments or departments and submitted to the Vice-Dean for Science and Research no later than 28 or 30 September of that year. The Vice-Deans for Science and Research shall submit the processed faculty proposals to the Deans of their faculties no later than 5 March or 5 October of the year in question and shall subsequently submit comprehensive proposals for the allocation of publication awards for the faculty in question to the Vice-Rector for Science and Research no later than 10 March or 10 October of the year in question. The Vice-Chancellor for Science and Research makes the final assessment for the University on 15 March and 15 October of the year in question. The deadline for payment of the awards shall be 10 April or 10 November of the year in question.

## 2.5 Creation of an experience database

The creation of a database of publishing experience will support the enrichment of publishing activities. This will include both positive and negative experiences of academics with individual journals or conferences. Specifically, it will be a simple electronically accessible file. This file will be based on experiences of publishing in specific journals and/or conference proceedings, which academics can send directly (by e-mail) to the electronic address of the Research and Science Department. The S&R staff will maintain and continuously update this document. This will prevent lengthy searches for further information on a periodical that may be new to a member of staff, or not yet known to a member of staff, but which another colleague has already gained some knowledge or experience of. As an alternative to this experiential database, workshops will also be organised on these topics.

In addition, publishing in well-established journals or conference proceedings helps prevent fraud by predatory journals. The behaviour of predatory journals is very well camouflaged and can sometimes only be detected with . By correctly and early identification of a predatory journal or publishing house, author disappointment and unwarranted expenditure of publication or conference fees can be avoided.

### 3 DEVELOPMENT AND MAINTAINMENT OF THE RENOMATED POLICE ACADEMY OF THE CZECH REPUBLIC IN PRAGUE AS A RESEARCH ORGANIZATION (strategic objective 3)

Strengthening and consolidating the position of the Police Academy of the Czech Republic in Prague in the domestic and foreign academic environment is extremely necessary. The motivation programme is therefore aimed at improving the quality of science, research, publications and citations, in addition to the overall willingness of all staff. It is also important to strengthen the institution so that it can build its excellent results to date and become a sustainable institution that will be able to compete successfully in the future.

For this reason, the Motivation Programme also contains other tools that can be used to enhance the motivation of University staff, i.e. academic, research, professional and administrative staff, to work beyond their job responsibilities. In particular, the motivation is intended to contribute in an extraordinary way to strengthening the name of the Police Academy of the Czech Republic in Prague in a wider context. The results and extraordinary efforts listed Table 3 will be rewarded:

Table 3. Rewards for activities enhancing the reputation of the Police Academy of the Czech Republic in Prague

<b>Rewarded activity</b>	<b>Amount of reward</b>
Membership of the Grant Institutions Expert Review Panel	10 000 CZK
Membership in the program committee of foreign scientific conferences, contributing to the promotion of the institution's name as a research organization	5 000 CZK
Membership in the editorial board of foreign major scientific journals, presenting the name of the institution as a research organization	5 000 CZK
Organisation of a scientific conference or scientific symposium, defined according to the RIV database	5 000 CZK
Guiding a student in the SVOČ culminating in a professional presentation at an expert panel	2 000 CZK
Supervision of a student in doctoral studies culminating in the successful defence of the dissertation	10 000 CZK
Management of the Institutional Research Project	10 000 CZK
Obtaining a Ph.D.	20 000 CZK
Obtaining the title of Associate Professor	40 000 CZK
Obtaining the title of professor	60 000 CZK

Applications for University enhancement awards shall be submitted to the heads of their departments or units on prescribed forms no later than 20 February (spring term) and 25 September of the year in question (autumn term). Completed forms must be sent electronically to the Research and Science Department for a preliminary formal check and subsequent confirmation of their accuracy no later than 15 February (spring term) and 20 September of the year in question (autumn term).

Summary proposals for the allocation of rewards for enhancing the University's reputation by the staff a given department or unit are prepared by the heads of the relevant departments or units and submitted to the Vice-Dean for Science and Research no later than 28 February or 30 September of a given year. The vice-deans for science and research shall submit the faculty proposals to their faculty deans no later than 5 March or 5 October of the year in question and shall subsequently submit comprehensive proposals for the award of faculty enhancement awards to the vice-rector for science and research no later than 10 March or 10 October of that year. The Vice-Chancellor for Science and carries out the final assessment on behalf of the University.

15 March and 15 October of that year. The deadline for payment of the awards is 10 April or 10 November of the in question.

## GENERAL CONDITIONS FOR THE PROVISION OF TARGET AND DISCIPLINARY REWARDS UNDER THE INCENTIVE SCHEME

Each proposal for an award must be made by filling in an application form on the appropriate website of the Police Academy of the Czech Republic in Prague, under "Science and Research". The proposal shall also include a justification for the award of the specific reward. For each of the results to be rewarded, a complete copy of the result in question must be provided as evidence (e.g. basic documentation for the project; evidence of the creation of a profile on the ORCID portal; a published article, including the introductory pages and the contents of the journal or proceedings in the case of a request for a publication or citation reward; a record in Web of Science or Scopus; a list of members of the editorial board of the journal or conference committee; the conference programme with an indication of the organiser; a list of supervised students, etc.).

The payment of remuneration is possible only for who report the given result for the Police Academy of the Czech Republic in Prague and within the framework of their main employment (it does not apply to the improvement of qualifications when obtaining the titles of Ph.D., associate professor and professor at other universities). The remuneration can only be paid within the framework of the main employment relationship with the Police Academy of the Czech Republic in Prague.

Exceptional remuneration is a non-reward component of pay. Their payment is subject to approval by the Rector of the Police Academy of the Czech Republic in Prague.

The payment of the award is conditional on the achievement or fulfilment of the contemplated result in 2025 and subsequent years, until the period of the new, updated version of the Incentive Plan. Research performance for the years 2021, 2022, 2023 and 2024 is rewarded on the basis of previous versions of the Incentive Scheme. The current version of the Incentive Scheme takes effect 01.01.2025, replacing in its entirety the previous version of the Motivational Programme for the Development of the Police Academy of the Czech Republic in Prague as a Research Organisation according to the Rector's Instruction No. 8 September 2023.