

**Compilation of Conditions for the Employment of a Researcher in
A Research Team of the Research Authority (as at 1st October 2009)**

1. General

Researchers in a research team are employees who are employed as researchers by the Research Authority for a full or part-time job. Researchers are members of a research team sponsored by researches of an academic staff member.

2. Research Team Members will be Employed under the following Terms of Employment –

2.1. Grading of Research Team Researcher

Senior researcher A (European Community).

2.2. Ancillary Conditions

a. Leave

A research team member will be allowed a leave quota in accordance with the Extension Order Concerning the Introduction of a Short Week in the Business Sector and in accordance with the following table (the quotas are for full time) -

Length of Employment by the Technion R&D Foundation	Actual Days' Work Per Annum
For the first to the fifth year	12
For the sixth, seventh and eighth year	17
For the ninth year and thereafter	23

All rights relating to leave (accrual, redemption etc.) will be in accordance with the Annual Leave Law.

In exceptional cases, as necessary and after obtaining special authority, a starting quota that is greater than appearing in the table, but not more than 23 days, may be approved.

A research team member shall report his absences due to leave in accordance with the Technion R&D Foundation Ltd's usual procedures.

Every employee must take seven days' leave a year.

Please note - the Foundation is closed on the intermediate days of Passover and Sukkot. During these days, days' leave should be used. If a researcher wishes to work on these intermediate days, he must receive a written approval from his employer and from the HR.

b. Jewish Holidays

A research team member is entitled to ~13 days' of holiday a year in respect of Jewish festivals as set out below:

<u>Festival</u>	<u>Number of Days</u>
New Year	2
Eve of Day of Atonement	1
Day of Atonement	1
Sukkot (first and eighth day)	2
Hanukkah (Family Day)	1
Purim	1
Passover (first and seventh day)	2
Memorial Day	1
Independence Day	1
Shavuot	1

Holidays celebrated on Friday or Saturday do not qualify for additional absence.

c. Illness

1. The sick leave quota and its accrual will be in accordance with the Sick Pay Law. The Law allows an annual quota of 18 days in full-time employment (1.5 days a month). The right of accrual is to a maximum of 90 days of the working period.
2. A research team member who reports absence from work because of illness must submit a doctor's note to the HR.
3. A research team member may be absent by reason of illness without submitting a doctor's note not more than two working days during a single working year. Absence

without a doctor's note shall not exceed two successive days.

d. Recuperation

After the first year of employment a research team member is entitled to recuperation allowance in accordance with the quotas and tariffs fixed and adopted by the Technion R&D Foundation Ltd.

Set out below is the up-to-date table for full-time employment (in accordance with the Extension Order of 24th December 1995).

Years' Employment	Number of Days' Recuperation
For the first year	5
For the second to third year	6
For the fourth to 10th year	7
For the 11th to 15th year	8
For the 16th to 19th year	9
For the 20th year and thereafter	10

There may be no exceptions to this table.

At the time of this publication, the recuperation day tariff is 420 NIS per day. The tariff will be revised as customary in the State Service.

e. Riziko Insurance

A research team member who holds at least 50% employment, may be insured by the life insurance "Riziko". The premium is paid half by the Technion R&D Ltd. and half by the employee.

3. **The Working Week and Overtime**

- (a) The working week of a research team member in the Technion R&D Foundation Ltd is five days, 40 hours a week.
- (b) (1) A research team member will not receive a global supplement or overtime remuneration for research work beyond the ordinary working hours.
- (2) A research team member whose research is conducted in the field or in outside work and may have to work extra hours, which have to be approved in advance, shall submit a report of exceeded hours

which will be paid following the procedure of the Technion R&D Foundation Ltd.

- (3) A research team member will not be entitled to overtime remuneration for attending meetings, even if they are held in the afternoon and evening.
- (c) The work of a research team member is an academic endeavour by nature. Accordingly, it is not possible to supervise the work hours and he is therefore not required to report his attendance as required from Israeli academic staff members.
- (d) A research team member shall report his absence for reasons of illness / leave / reserve duty, etc., by completing a Foundation's Standard Absence form following standard procedures.

4. **Nature of Employment**

- (a) Since the employment of a research team is temporary and dependent on budget and funding, and since outside funding is involved, the worker's employment will be possible so long as there is appropriate outside financing from research and/or project funds and so long as his employment is necessary. Management may terminate his employment during the appointment period on giving one month's notice. Appropriate notice thereof will be given to the M3 Organisation. Management may also modify the terms of employment on renewing the appointment, giving notice to the M3 Organisation.
- (b) A research team member who resigns must give at least one month's notice thereof, to complete his obligations and to transfer the position insofar as is necessary.

5. **Other Work**

During his work at the Technion R&D Foundation, the research team member may not engage in any other work without obtaining prior consent from the Technion Foundation Management. In this case, he must give notice to the Technion Foundation immediately and without delay of any subject or matter in respect of which he has a direct or indirect personal interest and/or which might cause a conflict of interest with his position with the Technion Foundation.

6. This employment compilation contains the researcher's rights and obligations and no agreement or arrangement applying in the Foundation, including the research team's compilation of employment conditions or the pension charter will apply to the researcher's employment.

Without derogating from the foregoing, the researcher will not be entitled payments or benefits such as: sabbatical, International Science Network Foundation, the special grant in respect of criteria and the devotion of full time, exemption from study fees at the Technion or any recognised institute of higher education, vehicle expense reimbursement, rent expense reimbursement, payment of research supplement B'.