



**RESOLUTION  
OF THE COUNCIL  
OF VILNIUS UNIVERSITY**

**ON THE AMENDMENT TO RESOLUTION OF THE COUNCIL OF VILNIUS  
UNIVERSITY NO. TPN-25 OF 15 DECEMBER 2021 “ON THE APPROVAL OF THE  
DESCRIPTION OF THE REMUNERATION PROCEDURE FOR VILNIUS UNIVERSITY  
EMPLOYEES”**

No. TPN-3 of 25 February 2026

In accordance with Article 38(1)(21) of the Statute of Vilnius University and taking into account Proposal from the Rector of Vilnius University No. RTK-11 of 18 February 2026 “On the Amendment to Resolution of the Council of Vilnius University No. TPN-25 of 15 December 2021 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees””, the Council of Vilnius University

hereby decides:

1. To amend Resolution of the Council of Vilnius University No. TPN-25 of 15 December 2021 “On the Approval of the Description of the Remuneration Procedure for Vilnius University Employees” (as subsequently amended) (hereinafter the ‘Resolution’):

1.1. To repeal Item 6.

1.2. To amend Item 36(5) of the Description of the Remuneration Procedure for Vilnius University Employees approved by the aforementioned Resolution (hereinafter the ‘Description of the Remuneration Procedure for Vilnius University Employees’) and recast it as follows:

“36.5. bonuses, the percentage of which is calculated from the sum of the official salaries of the CAU academic staff, hourly wages and allowances to the official salaries:

36.5.1. for research achievements – no less than 4 per cent. The funds provided for in this sub-Item are also used to pay the bonuses for non-academic employees specified in Item 51(2) of the Description;

36.5.2. for contribution to the quality of studies – no less than 2.5 per cent.

36.5.3. for expert activities, research and study communication carried out in the name of the University – no less than 1 per cent.

36.5.4. The sum of bonuses provided for in Items 36(5)(1) to 36(5)(3) of the Description may not exceed 12 per cent of CAU academic staff’s official salaries, hourly wages, and allowances to the official salaries.”

2. To determine that:

2.1. In the implementation of Item 36(5) of the Description of the Remuneration Procedure for Vilnius University Employees, when calculating the amount allocated for bonuses for core academic units of Vilnius University (hereinafter the ‘CAU’), pending a separate decision of the Council, the sum of the CAU academic staff’s official salaries, hourly wages, and allowances to the official salaries, excluding appropriations from the State budget to increase the remuneration in 2025 and later years, shall be applied.

2.2. In 2026, the University and CAU procedures for incentives detailed in Items 31(1), 31(2), and 31(3) of the Description of the Remuneration Procedure for Vilnius University Employees shall

be reviewed, combining them into one procedure dedicated to awarding bonuses for research achievements, contribution to the quality of studies, and expert activities, as well as for research and studies communication carried out in the name of the University in order to avoid duplication of activities eligible for bonuses, and closely linking the grounds for bonuses with the goals, directions, and measures of the Vilnius University Strategic Plan for 2026–2030.

2.3. The implementation of the norms for awarding bonuses set out in Item 36(5) of the Description of the Remuneration Procedure for Vilnius University Employees shall be ensured at CAU by encouraging the adoption of best practices of other CAU, through the procedure of annual interviews with the heads of CAU, as well as, in accordance with Item 5 of the Resolution, upon the Rector's decision, providing for a temporary exception regarding the bonus percentage in the case of individual CAU, but only on reasonable grounds and subject to financial control measures.