

**Annex No. 2**  
**to the Organisational and Operational Regulations of HUN-REN FI to the**  
**Organisational and Operational Regulations of HUN-REN FI**  
Adopted: 25 March 2026

**The HUN-REN FI Director General's Delegation of Certain Employer Rights**

The following table contains, by job group, in accordance with the HUN-REN FI Organisational and Operational Regulations of HUN-REN FI and the decision of the Director General of HUN-REN FI employees, the order of delegation of certain employer rights of the Director General.

From the perspective of the delegation of employer rights, the primary and secondary employer rights are as follows:

Primary employer rights

- a) establishment, termination and modification of employment
- b) definition/modification of job duties
- c) determination of remuneration and benefits
- d) determination of working schedule
- e) decision on performance pay/bonus based on performance appraisal
- f) imposition of sanctions
- g) employment deviating from the employment contract
- h) decision on training and further training

Secondary employer rights\*

- a) professional direction, supervision and monitoring of daily work
- b) proposal for the definition/modification of job duties
- c) performance appraisal and, on this basis, proposal for performance pay
- d) proposal for bonus or imposition of sanctions
- e) scheduling of working hours
- f) instructions relating to rest periods, stand-by and on-call duty,
- g) ordering of extraordinary work,
- h) granting of leave,
- i) determination of the order of substitution,
- j) proposal for training and further training

\* The Director General may, in respect of a given employee, at any time, by individual decision, withdraw the delegated employer rights in respect of a given employee by individual decision, provided that the Director General notifies the employee concerned and the previous holder of the employer rights in writing in advance, or – in urgent cases – without delay thereafter.

The following table summarises the order of exercise of employer rights for each job group:

<b>Job title</b>	<b>Holder of primary employer rights</b>	<b>Holder of secondary employer rights</b>
(1) Deputy Director General, (2) Head of Finance, (3) heads of thematic area clusters (4) senior scientific advisors		

(5) head of the Director General's Secretariat and Operations Division (6) staff of the institute's thematic area clusters	Director General	Director General
(7) staff of the Finance Division	Director General	Head of Finance
(8) staff of the Director General's Secretariat and Operations Division	Director General	Head of the Director General's Secretariat and Operations Division