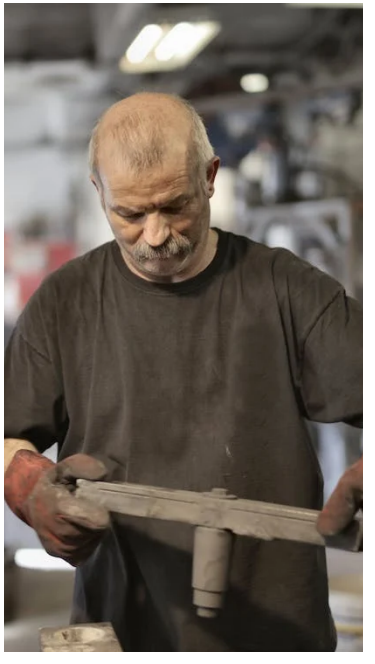
WORK WITH US AT WUT!

CATALOGUE ABOUT BENEFITS
FOR WORK CANDIDATES









Work with us at WUT! Catalogue about benefits for work candidates

Publication as part of a study entitled “WUT as a good employer”, conducted as one of the elements of "The Excellence Initiative - Research University” programme (in Polish: Inicjatywa Doskonałości – Uczelnia Badawcza – IDUB) as part of the Efficient University programme.

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“The Warsaw University of Technology is first and foremost about people who value the unique atmosphere, shared academic standards and the chance to perform important tasks that build a common future, above and beyond the usual professional motivations. The unique and inimitable organisational culture is built by creating patterns of cooperation, a creative atmosphere, a sense of awareness of goals and satisfaction from joint achievements.”

Development Strategy of the Warsaw University of Technology until 2030

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How to read this catalogue

The publication is **interactive**, and links can be found everywhere in the text, marked by the icon:
By clicking on the given link, you will have a chance to access additional details of the issues being discussed in this publication, and the contact details to units responsible for individual initiatives.

The order is not relevant – You may read the whole contents or focus on chapters of your choice.

Introduction

Are you thinking about working at the Warsaw University of Technology? Learn more on WUT employee benefits!

Our University is one of the most reputable academic centres in Poland. We are aware that well-being of our employees has a positive effect on their efficiency and work satisfaction. That is why we offer a number of benefits to help them take care of their health, develop their careers and enjoy life.

Our proposal includes medical schemes, insurance, financial allowances, training courses, just to name a few.

In this brochure, we present our proposal in detail. We believe that our benefits will help everyone achieve success in their work and pursue their personal goals.

We encourage you to apply for our offers!

Prof. Mirosław Karpierz, DSc PhD Eng.
Vice-Rector for General Affairs

Warsaw University of Technology

- is an organisation with an over a century-long tradition, employing over 5 000 people;
- has over 300 active research teams and is a place where innovations are being created;
- garners major distinctions, for example the Research University title, or the HR Excellence in Research logo;
- enters into strategic partnerships as part of the European University Association, the ENHANCE consortium and CESAER;
- is implementing multiple domestic and international projects in collaboration with universities, business, and public institutions;
- continues to expand its infrastructure of advanced research equipment;
- provides an extensive network of administrative support;
- brings together a diverse team: scholars representing various domains, administrative staff with comprehensive qualifications – from accounting, through student support and science promotion to strategic projects, as well as service personnel supporting the day-to-day operations of the University, security guards, and even employees responsible for culture.

01

FINANCE AND ALLOWANCE

Every person employed with the Warsaw University of Technology, regardless the position they hold, is eligible to benefits, allowances, and other types of financial support. The extensive social offering of our University includes, among others, additional annual salary, salary benefits, assistance in emergency situations or renovation loans.



Thirteenth additional salary

for persons who have worked at WUT for at least six months – the rules have been defined in §39 of the WUT Remuneration Regulations

The possibility to gain salary allowances

and a lot of other allowances described in the Remuneration Regulations

Incentive bonus

for employees other than teaching staff members

Academic teacher identity card

entitles, i.a., to a 33% discounts on train tickets, and discounts in cultural institutions

Financial support

- for persons and families in a difficult living, financial, and health situation;
- in relation to childbirth;
- for persons affected by chance contingencies (natural disaster, death of an eligible person, his or her spouse or child) – the amount depends on a given financial, health and family situation;
- in extraordinary circumstances, in-kind support financed by WUT.

Loans

- for renovation;
- for building upgrades;
- for making contributions to housing cooperatives;
- for the purchase and lease purchase of aparments, and the purchase or construction of a single-family house;
- for the repayment of housing bank loans or interest on the housing loan;
- for the adaptation of apartments or houses to the needs of persons with reduced mobility and the conversion of non-residential premises for housing purposes.

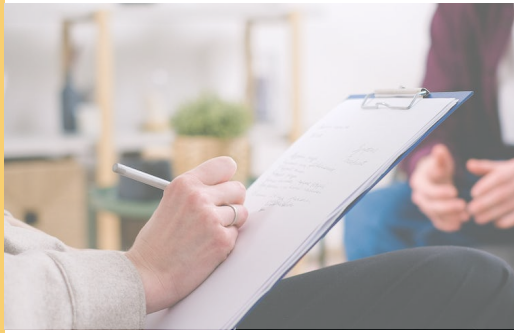
Social Benefits and Loans Fund

Anyone gainfully employed with WUT may join – members are authorised to make deposits, take out loans at low interest rates or receive benefits in emergency situations

02

HEALTH

In addition to a standard offering that is provided by every employer, the Warsaw University of Technology gives you additional possibilities to take care of your health. Thanks to the cooperation with the nearby CenterMed outpatient clinic, the University may offer to its employees discounts for medical services provided at the establishment. Also, the team of psychologists ensures free psychological support at WUT.



Free psychological support

- in Polish, English, and Russian;
- support and motivational conversations, counselling;
- assistance in addressing traumatic and crisis situations;
- psychological education;
- consultations and information about other possibilities in respect of specialist help.

Glasses allowance

allowance to cover a part of costs of purchasing glasses or contact lenses

Preventive vaccinations

possibility to vaccinate, for example against COVID-19 or influenza, especially for working persons

Life insurance

additional offering from PZU insurance company for WUT employees

CenterMed services

- CenterMed commercial services with a discount of 20% valid for an indefinite term;
- additional health-prevention programmes.

03

DEVELOPMENT

Continuous efforts to pursue development and excellence are explicitly stated in the values adopted at the Warsaw University of Technology. We support our employees in this respect, by offering training courses, exploring the related needs, and continuously expending the portfolio of post-graduate courses or co-financing expert courses. The unit that is to a large extent responsible for the training proposal is the Training Department, supported by other departments and offices.

Rich training offer of the Training Department

courses and training to improve skills, individual offer and for entire teams

Training needs research

course offerings tailored to the diagnosed needs

Subsidiess for language courses

- Polish language classes for foreigners;
- group foreign language classes: English, German, French, Russian, Italian, Spanish, and other languages, provided that a group of at least 10 candidates is willing to participate;
- possible course financing from the unit;
- courses lasting one academic semester with the option to continue;
- proficiency level verification before the course to match an appropriate group.

Individual free language consultations

Free verification of grammar accuracy of short texts and presentations (in English, German, and Russian)

Methodological and language support

- observation and discussion of classes conducted in English;
- methodology classes related to teaching in English for faculty employees.

University Translation Office

translation services available
for employees

Training on preventing discriminatory treatment and workplace bullying

including online meetings and the ones held in English

Possibility of continuous education

- post-graduate courses;
- courses and training sessions to raise qualifications.

Psychological education

classes and workshops on mental health

First aid

taking into account procedures for persons with disabilities

Education related to accessibility and persons with disabilities



State-of-the-art education methods

Subsidies for foreign courses, internships, and study visits for academic staff (with particular emphasis on Research Based Education)

Support in obtaining grants

- assistance in obtaining external funds
- assistance in preparing the application and implementation of the project
- support in applying for ERC grants
- materials to help build a scientific career
- Project Mentoring programme



Best of Best WUT programme

Individual actions for the research staff and teaching staff to support their growth at the beginning of their careers

Access to a shared training proposal of selected European universities

This opportunity is available thanks to the partnership with ENHANCE Alliance

Programmes for supporting the preparation of publications in reputable scientific journals

- Best Paper programme;
- monograph support programme;
- programme supporting the preparation and publications of review papers;
- Open Science programme.

04

CHILDREN

Parents working at WUT will be able to find something for their entire family here.
This includes both the possibility to obtain financial support and additional days off for child care. In addition, there are plenty of attractive ongoing events, such as theatre plays and parties for Children's Day and Santa Claus Day, and summer holiday picnics on the WUT Main Campus.

Subsidies for holiday trips for children and teenagers

Employees may count on subsidies for the children's holiday trips

- twice a year - organised holiday;
- once a year - holiday arranged independently.

Summer camps for children and teenagers

Summer camps for children and teenagers from families of persons working at WUT, co-organised by the University



Childcare subsidy

Parents working at WUT may receive subsidies for childcare

- in nurseries and children's clubs;
- in pre-schools;
- in the event of hiring a nanny.

Additional days off for childcare

Working parents may use 2 days (16 hours) of care over a healthy child, to which they are entitled under the provision of the Polish Labour Code

Subsidies for cultural and artistic events for children

Persons working at WUT may receive subsidies for cultural and artistic events for their children amounting to 50% or 60% of the costs incurred, up to the limit indicated for a given calendar year

Family events

During the year, the Warsaw University of Technology takes part in organising events for the families of WUT employees

Pomarańczowa Ciuchcia Bilingual Pre-School

- preferential terms for parents working at the Warsaw University of Technology;
- joint organisation of events for children.



05

LEISURE ACTIVITIES

The leave you have been waiting for is coming? WUT's holiday proposal includes four holiday resorts where the stay, vacation and trips may be subsidised from the social benefits fund. And if you are going elsewhere, you are entitled to a holiday allowance. You are also invited to Koliba Studencka mountain hostel, currently managed by a franchisee who offers attractive discount for WUT's staff and students. Don't forget to take accessories with WUT logo with you - a handy backpack, a thermos and warm socks. To get them, visit our WUT Store!

Subsidies for a stay at holiday resorts belonging to the Warsaw University of Technology

Employees may count on subsidies for their stay at 4 holiday resorts in various parts of Poland

- 25% higher subsidy for staying between 6 and 13 days;
- 35% higher subsidy for at least 14 days.

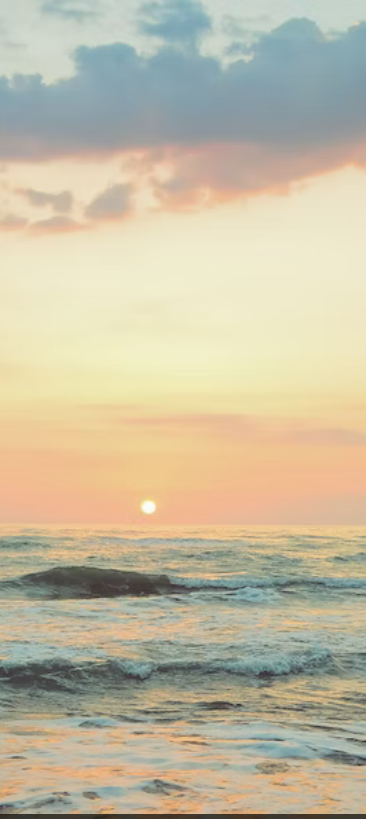
Koliba Studencka WUT mountain hostel

although this mountain hostel does not belong to WUT's holiday resorts, our employees can count on a 30% discount

offer of holiday resorts - p. 17

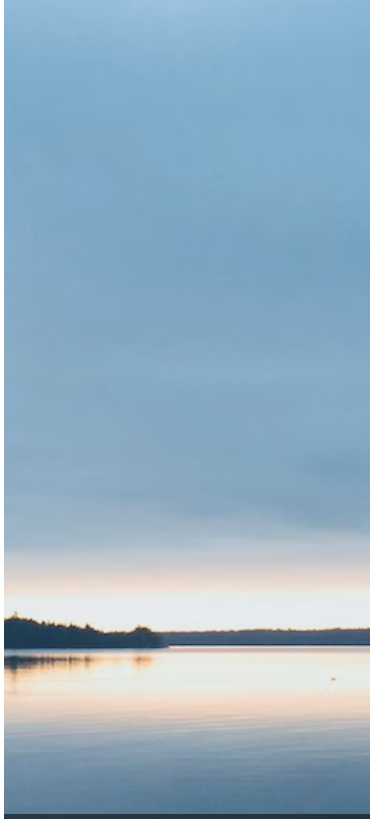
Booking at the Social Department	Booking at the holiday resorts





A peaceful, seaside resort, perfect for sunbathing and relaxation enthusiasts

Sarbinowo



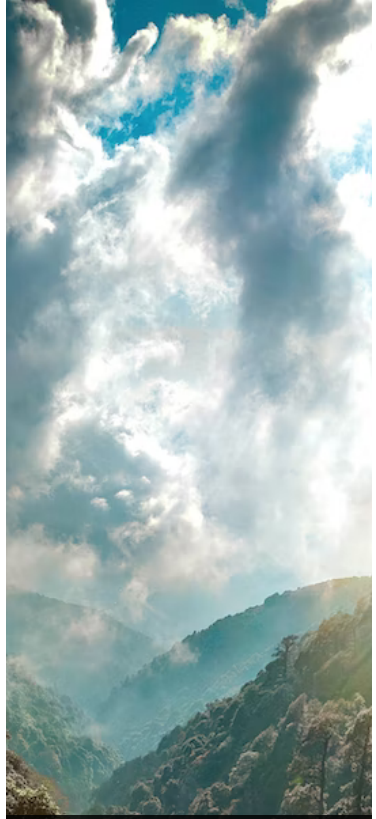
A paradise for anglers and sailors in a picturesque place by lake Ublik

Ublik



A perfect haven for those who love trekking, cycling and horse riding, just60 km away from Warsaw

Wilga



Active holiday in a beautiful and peaceful place amidst the natural surroundings of Beskid Sądecki mountains

Grybów



A mountain hostel with a breathtaking view of the highest parts of the Bieszczady mountains

Koliba Studencka WUT

Subsidies for holiday trips arranged independently (holiday allowance)

- the amount of the subsidy depends on the income level;
- it is necessary to file a statement of the planned holiday leave - at least 14 calendar days at a time.

Additional days off

Rector's days as additional days off during the academic year



06

SPORTS AND CULTURE

Referring to ancient traditions of caring for your body and your mind, the Warsaw University of Technology invites its employees to take up sports classes. Trainers from the WUT Physical Education and Sports Centre and the Society for the Promotion of Physical Culture (TKKF) will take care of your fitness. We also offer subsidies for other sports and leisure classes and cultural events. Moreover, WUT has its own cultural proposal – a folk ensemble, a theatre, a choir, and a band!



Free sports classes

- healthy body
- swimming
- volleyball
- tai-chi
- nordic walking

Subsidies for sports and leisure activities

the subsidies amount to 50% or 60% of the costs incurred

Sports classes at TKKF

a possibility to receive a subsidy of 50 - 60% of the costs incurred for:

- volleyball
- healthy spine classes
- gym - functional training
- aqua aerobic
- swimming

Subsidies for the MultiSport card

Events at WUT

A selection of cultural events:

- Grand Music at the Small Auditorium ("Wielka Muzyka w Małej Auli") - classical music concerts;
- concerts by the Academic Choir of the Warsaw University of Technology;
- concerts by the Engineers Band;
- performances by the WUT Folk Song and Dance Ensemble;
- plays by the Warsaw University of Technology Theatre.

The recruitment to art sections is also open to our employees.

Subsidies for cultural events

Subsidies of 50% or 60% of the costs incurred, up to the limit defined for a given calendar year

A pool of tickets for cultural events at WUT

Juwenalia Student Festival at WUT

discounts every year for tickets for WUT employees



07

COMMUNITY AND INITIATIVES

We are a community whose members support each other.
We take joint efforts to create a place everyone would like to return to.
Thanks to the synergy of persons working at WUT, numerous initiatives have been launched, we join numerous charity campaigns, and provide further ideas that have influence on our surroundings.
We also take care of seniors who have devoted their professional life to WUT.



Socially Responsible University

The Warsaw University of Technology is a socially responsible organisation, which is reflected in:

- signing the Declaration on University Social Responsibility;
- developing the University Social Responsibility Strategy;
- implementing projects resulting from the Strategy.

Independent and impartial Ombudsperson

- support in the sphere of solving conflicts in academic circles;
- activities related to counteracting unequal treatment, bullying and harassment;
- Ombudsperson operates on the basis of standards developed by the Polish Mediation Centre.

Support for persons with special needs

- an assistant for research staff members with disabilities;
- workplace adaptation (software, adjustment of materials);
- subsidies for equipment (at the University's request)
- care for students with disabilities supports and takes some burden off teachers (assistance for students);
- Polish sign language interpreters at events.

Equipment rental

- portable induction loop
- voice recorders
- electronic magnifying glass
- adjusted printed materials

Language tandems as part of ENHANCE

foreign language learning through direct contacts with persons representing partner universities

Polish language course

for families from Ukraine who came to live in WUT dormitories during the war



Initiatives addressed to retired employees

- all benefits remain available the employees of the Warsaw University of Technology during retirement;
- Seniors' Club;
- support in the course of retirement procedures (WUT Personnel Office).

Cooperation with trade unions

- Independent Self-Governing Trade Union "Solidarity"at the Warsaw University of Technology;
- Polish Teachers Union at the Warsaw University of Technology.

1.5% tax fund-raising campaigns for employees

the possibility to disseminate information about fund-raising campaigns run by our employees



Notable community initiatives:

- WUT Participatory Budget;
- Accessible WUT Day;
- fund-raising campaigns for Warsaw-based animal shelters (several editions);
- fund-raising campaigns in exceptional circumstances for persons who have been affected by armed conflicts or natural disasters (Ukraine, Turkey, Syria);
- annual engagement in the Great Orchestra of Christmas Charity event, together with organising charity auctions.

08
INFRASTRUCTURE

The premises of the Warsaw University of Technology include both historic and modern buildings. Our employees have classrooms and laboratories at their disposal, equipped with advanced research devices.
The highlights of the Warsaw campus also include places where WUT staff can catch some breath: open space, cafés, a canteen, a quiet patio surrounded by greenery, and even a historic stack.



Possibility of transport

for persons with special needs

Car parks

for employees

A bike shelter and bike stands across the Campus

Parent rooms

- the Faculty of Electronics and Information Technology (WEiTI) building (ul. Nowowiejska 15/19)
- Rektorska 4 building

Rental of housing units

owned by the Warsaw University of Technology

Service desk

IT help for employees

Constant improvement of accessibility for persons with disabilities

Space adaptation in the context of the needs of persons with disabilities and guidelines related to the issue of accessibility, e.g., tactile markings, assigning parking spaces for persons with disabilities


POLITECHNIKA WARSZAWSKA
WARSAW UNIVERSITY OF TECHNOLOGY