

THE REPUBLIC OF CROATIA
THE RUĐER BOŠKOVIĆ INSTITUTE
A Public Scientific Institute of the Republic of Croatia

BYLAWS

Zagreb, June 2015

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Pursuant to Article 54 of the Law on Institutions (*Narodne novine* [Official Gazette of the Republic of Croatia], Nos. 76/93, 29/97, 47/99 and 35/08) and Article 26, Paragraph 2 of the Law on Scientific Activity and Higher Education (*Narodne novine*, Nos. 123/03, 198/03, 105/04, 174/04 and 02/07—Decisions of the Constitutional Court of the Republic of Croatia 46/07, 45/09, 63/11, 94/13, 139/13 and 101/14—Decisions and Rulings of the Constitutional Court of the Republic of Croatia), the following were adopted by the Board of Governors of the Ruđer Bošković Institute at its fourth meeting held on March 26, 2015:

BYLAWS

I. GENERAL PROVISIONS

Article 1

- (1) These Bylaws shall regulate the status, name, address, activities, seal, organization, bodies, authorities and decision-making of individual bodies, the prerequisites and procedure for appointments to scientific, assistant and professional ranks and positions, honorary titles, participation in the process of higher education and other issues important for the activities and operations of the Ruđer Bošković Institute (henceforth: Institute).

Article 2

- (1) The Institute was founded on June 8, 1950.
- (2) The Institute as a scientific research organization became a public institution when the Law on Institutions went into effect, over which the Republic of Croatia acquired the founding rights (henceforth: founder), which exercises founding rights via the Ministry of Science, Education and Sports (henceforth: Ministry).
- (3) When the Scientific Research Activity Act (*Narodne novine*, Nos. 96/93, 34/94 and 29/96) and the Scientific Activity and Higher Education Act went into effect, the Institute continued to operate as a public institute under the ownership of the Republic of Croatia.

Article 3

- (1) The Mission of the Institute is excellence in scientific research in the natural, biomedical and technical sciences, contributing to higher education and cooperation with the economy.

- (2) The vision of the Institute is to become recognized as a leading European centre of scientific excellence.

Article 4

- (1) The Institute shall carry out its activities, operate and participate in legal transactions under the name of "Institut Ruđer Bošković." The abbreviation of the name of the Institute shall be IRB.
- (2) The name of the Institute in the English language shall be the "Ruđer Bošković Institute." The abbreviation of the English name of the Institute shall be RBI.
- (3) The headquarters of the Institute shall be located at Bijenička cesta 54, Zagreb. The Institute shall carry out its activities at the headquarters, the division located in Rovinj, Giordano Paliaga 5, and the Martinska Research Station, Šibenik.
- (4) Any change in the name and headquarters of the Institute shall be decided by the founder. Changes in the name and headquarters of the Institute shall be entered into the court register of institutions.
- (5) The Institute is a legal entity registered in the court register and in the register of scientific organizations kept by the Ministry.

Article 5

- (1) The Institute shall have a round seal, 30 mm in diameter, which shall be used in legal transactions. Around the perimeter of the seal, the following text shall be inscribed: "Republika Hrvatska" and "Institut Ruđer Bošković" in the upper part, and "Zagreb" and "Javni institut RH" in the lower part. If the Institute uses several seals, they shall be marked with ordinal numbers.
- (2) The ordering, use and replacement of seals shall be performed in the manner prescribed by law.
- (3) The number, use, storage and destruction of seals shall be decided by the Director General of the Institute.

Article 6

- (1) The Institute shall operate independently and conduct its activities in the manner prescribed by law, the Bylaws and other general acts of the Institute.
- (2) For obligations undertaken in legal transactions, the Institute shall be liable with all its assets.
- (3) The founder of the Institute shall assume joint and unlimited liability for its obligations.

Article 7

- (1) The Institute may establish a company or other legal entity, or acquire stocks or shares in previously established companies with the prior approval of the founder.

Article 8

(1) The activities of the Institute shall be as follows:

1. Research and experimental development in the natural, technical and technological sciences;
2. Research and experimental development in the biomedical, biotechnical and biotechnological sciences;
3. Computer programming, consulting and related activities;
4. Data processing, server services and related activities; Internet portals;
5. Veterinary medicine;
6. Library and archive activities;
7. Book publication, periodical publication and other publication activities;
8. Specific laboratory and field measurements and monitoring of the chemical, physical and biological factors in work and living environments;
9. Expert measurement and evaluation of the composition of water, soil, sedimentation, air and sea;
10. Expert measurement of the age and composition of hydrological, archaeological and geological samples;
11. Preparation of expert studies and surveys of marine and environmental protection;
12. Expert work related to monitoring the state of the sea and environment, air quality and emissions into the air;
13. Expert work in the preparation and development of studies on the impact of plans, programs and undertakings on nature, the sea and the environment;
14. Expert work for the protection of the sea and environment;
15. Expert work for protection from ionizing radiation;
16. Consulting and expert work with the application of nonionizing radiation on various materials;
17. Expert work with the application of radiation procedures for the remediation of biological contamination (sterilization, microbiological contamination);
18. Testing of materials and specific expert work on modifying materials with ionizing and nonionizing radiation;
19. Spectroscopic and microscopic analysis of natural, structural and functional materials;
20. Identification of asbestos fibers in building materials and samples of air, water and soil;
21. Sterilization and modification of materials with ionizing radiation;
22. Expert measurement of radioactivity in working and living environments;
23. Expert measurement and forecasting of waves, the dynamics of the movement of water and substances in the sea and fresh waters;
24. Research and expert work in the field of freshwater and marine fisheries and the ecology of inland waters;
25. Expert work in the measurement of solar radiation, the testing of solar collectors and photovoltaic modules;
26. Expert work in the calibration of instruments and the testing of various industrial measuring devices and gas mixtures;

27. Expert work on optical, optomechanical, optoacoustic and optoelectronic systems;
 28. Toxicological and preclinical pharmacological testing and expertise for biologically active substances and preparations thereof;
 29. Development and application of analytical and diagnostic methods;
 30. Expert work and services using genetic and tissue engineering methods;
 31. Diagnosis, prevention and containment of infectious and other diseases in organisms that live in the water, soil and air;
 32. Technical testing and analysis—measurements related to the purity of water or air, measurements of radioactivity etc., and analysis of potential pollutants such as smoke or waste water;
 33. Higher education in undergraduate, graduate and postgraduate (doctoral) studies in collaboration with universities in the Republic of Croatia and elsewhere;
 34. Expert chemical synthesis, analysis and structural determination of chemical and biological substances;
 35. Scientific and expert studies of seawater and freshwater using marine vessels;
 36. Development of technical and technological solutions for installations related to integrated environmental protection requirements;
 37. Preparation of reports on safety and damage assessment in the environment;
 38. Preparation and verification of studies and projections for components of the environment and the environmental pollution register;
 39. Development of environmental protection programs, action plans and reports on the state of the environment;
 40. Aquarium activities and experimental studies on related model organisms.
 41. Organization of scientific and professional conferences, schools and workshops;
 42. Development and testing of scientific and measuring equipment;
 43. Expert analysis and study of materials using vibrational spectroscopy (Raman and infrared spectroscopy) and electron microscopy;
 44. Development of devices for the needs of national security;
 45. Expert analysis and testimony for the registration of the scientific research and highly professional activities of the Institute;
 46. Raising and use of laboratory animals.
- (2) In addition to the activities from Paragraph (1) of this Article, entered into the court register, the Institute may also perform other activities that serve in the performance of the activities entered into the court register if they are to a lesser extent or ordinarily performed together with the activity entered.
- (3) A decision on a change in activities shall be adopted by the Board of Governors with the prior approval of the founder and after obtaining the opinion of the Scientific Council.

II. ORGANIZATION OF THE INSTITUTE

Article 9

- (1) The Institute shall be organized as follows:
 1. Divisions and laboratories;
 2. Scientific support centres;
 3. Administrative, professional and technical services.
- (2) The organization of the Institute shall be specifically defined by the Regulations on the Organization of the Institute.

A. DIVISIONS

Article 10

- (1) A division is an organizational unit of the Institute that consists of two or more laboratories and has been established for efficient work on scientific research projects. Work on other projects and expert commercial work shall also be performed in the divisions.
- (2) The names of the divisions need not include the word "Division" (*Zavod* in Croatian)

Article 11

- (1) A decision on the establishment of a division shall be adopted by the Board of Governors at the proposal of the Director General, after obtaining the opinion of the Scientific Council.
- (2) A decision on the termination or partitioning of a division, or the merging of two or more divisions shall be adopted by the Board of Governors at the proposal of the Director General, after obtaining the opinion of the Scientific Council and the Divisional Council(s) affected by the said decision.

1. Divisional Council

Article 12

- (1) Within a division, the Divisional Council shall operate as an expert body of the division.
- (2) The composition, responsibilities and manner of operations of a divisional council shall be governed by the Regulations on the Organization of the Institute.

2. Divisional Head

Article 13

- (1) A divisional head shall implement the scientific policy of the division, organize the work of the division, be responsible for the legality of the work of the division and report to the Director General.

Article 14

- (1) A person appointed as a divisional head shall be an employee of the Institute who holds the position of senior scientist.
- (2) Notwithstanding Paragraph 1 of this Article, a senior research associate who is an internationally affirmed scientist may be appointed as a divisional head.
- (3) A divisional head shall be appointed for a term of office of three years, according to the procedure prescribed by an internal act.
- (4) A divisional head shall be appointed by the Board of Governors at the proposal of the Director General, after obtaining the opinion of the Committee for the Appointment of the Divisional Head and the Divisional Council.
- (5) An individual shall be reappointed as a divisional head for not more than two consecutive terms of office.
- (6) The procedure for the appointment, dismissal and authority of a divisional head shall be governed by the Regulations on the Organization of the Institute.

B. LABORATORIES

Article 15

- (1) A laboratory is the basic organizational unit of a division, where work takes place on one or more related projects that use shared space and equipment.
- (2) A laboratory shall consist of employees in scientific, assistant and professional positions and technical personnel.
- (3) Laboratories shall be subject to evaluation according to the criteria for evaluation adopted by the Board of Governors, at the proposal of the Scientific Council.
- (4) The procedures for the evaluation of laboratories, issuing permits and other matters related to the establishment or closing of a laboratory shall be governed by the Regulations on the Organization of the Institute.
- (5) A laboratory shall be managed by the head of the laboratory. The head of a laboratory shall be appointed by the Director General on the basis of the results of the laboratory evaluation. The head of a laboratory shall be responsible to the head of the division.
- (6) The procedure for the appointment and authority of the head of a laboratory shall be governed by the Regulations on the Organization of the Institute.

C. SCIENTIFIC SUPPORT CENTRES

Article 16

- (1) A scientific support centre is an organizational unit of the Institute that, owing to its specific nature, shall be organized as a separate unit, independent of the divisions.

- (2) The decision to establish or terminate a scientific support centre shall be adopted by the Board of Governors at the proposal of the Director General, with the requested opinion of the Scientific Council.
- (3) The work of a scientific support centre shall be organized by its head. The head of a scientific support centre shall be appointed by the Director General.
- (4) A scientific support centre shall not contain laboratories.
- (5) The organization and operations of a scientific support centre shall be governed by the Regulations on the Organization of the Institute.

D. ADMINISTRATIVE, PROFESSIONAL AND TECHNICAL SERVICES

Article 17

- (1) In the administrative and professional services, administrative, professional and general work shall be performed that is of interest to all the organizational units of the Institute. In the technical services, tasks shall be performed in connection with the maintenance of the infrastructure and facilities of the Institute, and providing technical services to the entire Institute.
- (2) The organization and operation of the administrative, professional and technical services shall be governed by the Regulations on the Organization of the Institute.

III. BODIES OF THE INSTITUTE

Article 18

- (1) The bodies of the Institute shall be as follows:
 1. Board of Governors
 2. Director General
 3. Scientific Council
 4. Council of Young Scientists
 5. International Scientific Advisory Board
 6. Other bodies as stipulated by these Bylaws and the general acts of the Institute.

A. BOARD OF GOVERNORS

Article 19

- (1) The Board of Governors shall manage the Institute, conduct the financial and business policy, and decide on the allocation of major assets, pursuant to the Bylaws, and decide on all matters not placed under the authority of other bodies by the Bylaws.

Article 20

- (1) The Board of Governors shall have nine members:
 1. The Ministry shall appoint and dismiss five members of the Board of Governors;
 2. The Scientific Council shall appoint and dismiss three members of the Board of Governors;
 3. One member of the Board of Governors, the workers' representative, shall be elected and dismissed by the Workers' Council.
- (2) If the Workers' Council has not been established at the Institute, the workers' representative on the Board of Governors shall be elected from among the employees of the Institute by the employees during free and direct elections by secret ballot, in the manner prescribed for the election of the Workers' Council, which shall have one Board member. Dismissal of the workers' representative shall follow the same procedure.
- (3) A member of the Board of Governors appointed by the Scientific Council or elected by the Workers' Council shall not simultaneously serve as the Director General, Assistant Director, chairperson of the Scientific Council or Head of a division or a scientific support centre.

Article 21

- (1) The chairperson of the Board of Governors shall be appointed by the Ministry. The deputy chairperson of the Board of Governors is appointed by a majority of the members of the Board of Governors. The deputy chairperson shall have all the rights and obligations of the chairperson when performing the duties of the chairperson of the Board of Governors.
- (2) The term of office for the members of the Board of Governors shall be four years. The Scientific Council or the Work Council may reappoint the same individual as a member of the Board of Governors but for no more than two consecutive terms of office.

Article 22

- (1) A member of the Board of Governors may be dismissed or recalled from office prior to the expiration of his or her term of office under the following circumstances:
 1. failure to fulfill the duties of a member;
 2. circumstances arise which, according to special regulations or regulations governing labor relations, lead to the termination of employment (of members chosen by the Scientific Council or the Work Council);
 3. failure to comply with the regulations or general acts of the Institute;
 4. if the negligent or improper work of a member has brought about major harm to the Institute or if the member has negligently performed his or her duties so that major interference has occurred or could occur in the operations of the Institute;
 5. if the member's conduct has damaged the reputation of the office he or she holds;
 6. if the member becomes unable to perform his or her duties.
- (2) Members of the Board of Governors may be dismissed only by the body who appointed/elected them (Ministry, Scientific Council, Workers' Council).

Article 23

- (1) The Bylaws of the RBI shall be adopted by the Board of Governors, after obtaining the opinion of the Scientific Council. The Ministry shall issue approval of the Bylaws. The procedure for the adoption or amendment of the Bylaws may be initiated at the request of the Scientific Council or the Director General.
- (2) The Board of Governors, at the proposal of the Director General, shall adopt the following regulations:
 1. Organizational Regulations and Regulations on Job Classification, after obtaining the opinion of the Scientific Council and the Workers' Council, subject to the approval of the Ministry;
 2. Regulations on Supplementary Prerequisites for Appointments to Scientific Positions, after obtaining the opinion of the Scientific Council;
 3. Regulations on the Salaries of Institute Employees, after obtaining the opinion of the Workers' Council;
 4. Rules of Procedure, after obtaining the opinion of the Workers' Council;
 5. Regulations on Occupational Safety, after obtaining the opinion of the Workers' Council;
 6. Regulations on Intellectual Property;
 7. Regulations on the Operations of the Scientific Support Centres.
- (3) The Board of Governors shall also adopt other general acts necessary for the operations of the RBI.
- (4) In addition to the duties prescribed in the aforementioned laws, Bylaws and general acts, the Board of Governors shall also perform the following:
 1. adopt a strategy for the development of the Institute, at the proposal of the Director General and the Scientific Council;
 2. adopt a program for the work and development of the Institute, at the proposal of the Director General and after obtaining the opinion of the Scientific Council;
 3. adopt a budget for the Institute, at the proposal of the Director General, based on discussions by the Scientific Council, with the prior approval of the competent minister;
 4. rule on the annual financial statement;
 5. decide on the allocation of surplus revenues or the coverage of revenue shortfalls, at the proposal of the Director General, after obtaining the opinion of the Scientific Council;
 6. adopt criteria for the evaluation of laboratories, at the proposal of the Scientific Council;
 7. issue permit for the operation of laboratories, at the proposal of the Director General;
 8. decide on the awarding of the honorary scientific rank of scientist emeritus, at the proposal of the Scientific Council;
 9. appoint a Selection Board for the Appointment of the Director General of the Institute;

10. appoint the Director General of the Institute, after obtaining the opinion of the Selection Board and Scientific Council, and the dismissal of the Director General after obtaining the opinion of the Scientific Council;
11. determine the policies for recruitment and professional advancement at the proposal of the Director General, after obtaining the opinions of the Scientific Council and Workers' Council;
12. appoint and dismiss the Assistant Directors at the proposal of the Director General;
13. adopt an opinion on a resubmitted report on the work of a scientist in the procedure for reappointment to a scientific position;
14. adopt Rules of Procedure stipulating the work the Board of Governors in detail.

B. DIRECTOR GENERAL

Article 24

- (1) The leader and head of the Institute shall be the Director General.
- (2) The Director General shall represents the Institute and undertake all legal activity on its behalf.
- (3) The Director General shall be liable for the legality of the work of the Institute.
- (4) The Director General of the Institute shall have all authority in legal transactions, in accordance with the law, these Bylaws and the general acts of the Institute.
- (5) The Director General of the Institute shall be authorized in the name and on behalf of the Institute to enter independently into contracts in legal transactions of a value not to exceed 1,000,000.00 HRK.
- (6) The Director General may enter into legal transactions of a value not to exceed 1,000,000.00 HRK with the prior approval of the Board of Governors.
- (7) In the case of a contract of a value exceeding 4,000,000.00 HRK, the Board of Governors shall obtain the approval of the Ministry.

Article 25

- (1) Without specific authorization from the Board of Governors, the Director General shall not act as a second contracting party and enter into a contract with the Institute in his or her own name and on his or her behalf, in his or her name and on the behalf of other parties, or in the name and on the behalf of other parties.

Article 26

- (1) The Director General shall be appointed and dismissed by the Board of Governors.
- (2) The Director General of the Institute shall be appointed upon the basis of a public competition announced by the Board of Governors.

- (3) A competition for the appointment of the Director General shall be published in the media, in *Narodne novine* [The Official Gazette of the Republic of Croatia], and on the website of the Institute, and may also be published in foreign media.
- (4) A competition for the appointment of the Director General shall be announced three months prior to the expiration of the term of office of the previously appointed Director General.

Article 27

- (1) A person shall be appointed as the Director General of the Institute who meets the following prerequisites:
 1. must be a prominent scientist who has achieved the scientific rank of senior research associate, senior scientist or senior scientist with tenure or an appropriate scientific-teaching rank in the area of the operations of the Institute, with an international reputation and experience in leading major projects;
 2. must have experience in human resources management and the ability to communicate with colleagues; and propose a program for the operations and development of the Institute.
- (2) The required prerequisites shall be evidenced by the following:
 1. scientific papers published in prestigious journals;
 2. prestigious positions in respected scientific institutions;
 3. successful leadership of national and international scientific projects;
 4. leadership positions in respected scientific institutions;
 5. experience in leading research units;
 6. experience in guiding doctoral and postdoctoral candidates;
 7. a written program for leading the Institute, with proposals for its development and concrete measures to be undertaken to meet these goals for the duration of the term of office, which shall be presented before the Board of Governors and the Scientific Council.

Article 28

- (1) In the process of the appointment of the Director General, based upon the proposal of the Scientific Council, the Board of Governors shall appoint a selection board for the election of the Director General of the Institute. The Board of Governors shall appoint five senior scientists to the selection board, of whom the majority shall be candidates proposed by the Scientific Council. The selection board shall convey its opinion to the Board of Governors about whether a candidate meets the prerequisites specified by these Bylaws.
- (2) The Board of Governors, after obtaining the opinion of the selection board and Scientific Council, shall render a decision on the appointment of the Director General.
- (3) The Board of Governors shall notify each registered candidate of the selection and provide instruction on the candidate's rights, pursuant to the Law on Institutions.

Article 29

- (1) If no one applies for an advertised competition or none of the registered candidates are chosen, the competition shall be repeated.
- (2) Until the appointment of a Director General on the basis of a repeated competition, the Board of Governors shall appoint an acting Director General, for a period of no longer than one year.

Article 30

- (1) The Director General shall be appointed for a term of four years.
- (2) The same person may be reappointed as the Director General but for not more than two consecutive terms.

Article 31

- (1) The Director General may be dismissed prior to the expiration of his or her term, pursuant to the Law on Institutions.
- (2) The dismissal of the Director General may also be proposed by the Scientific Council, with a majority vote of all the members.
- (3) Prior to the adoption of a decision on dismissal, the Director General shall be given the opportunity to speak before the Board of Governors about the reasons for his or her dismissal.
- (4) In the event of the dismissal of the Director General, at the same meeting the Board of Governors shall appoint an acting Director General. The competition for the position of Director General shall be published by the Board of Governors within a period of 30 days from the day of the appointment of the acting Director General.

Article 32

- (1) The Director General shall organize and manage the overall operations of the Institute, particularly the following:
 1. together with the Scientific Council, propose the Institute strategy to the Board of Governors;
 2. propose a program for the work and development of the Institute to the Board of Governors, after obtaining the opinion of the Scientific Council;
 3. propose a program for employment and advancement to the Board of Governors, after obtaining the opinion of the Workers' Council;
 4. execute the decisions of the Board of Governors;
 5. propose the initiation of proceedings for the adoption or amendment of the Bylaws and other general acts to the Board of Governors;
 6. propose the budget for the Institute to the Board of Governors, after obtaining the opinion of the Scientific Council;
 7. submit the annual financial report to the Board of Governors;
 8. propose the allocation of surplus revenue or a way to cover revenue shortfalls to the Board of Governors

9. propose the issuance of permits for the operations of laboratories to the Board of Governors, after obtaining the opinion of the Scientific Council;
 10. implement the general acts of the Institute and issue instructions in connection with the implementation of the general acts;
 11. propose the appointment and dismissal of an assistant director;
 12. propose the appointment and dismissal of a divisional head,
 13. appoint and dismiss the heads of scientific support centres, heads of laboratories and heads of other organizational units, pursuant to the Organizational Regulations;
 14. decide on the establishment and termination of employment;
 15. issue individual decisions related to labor relations;
 16. issue decisions on the disciplinary responsibilities of the workers at the Institute and decisions on the procedure for the safeguarding of worker dignity;
 17. represent the Institute in all proceedings before courts, administrative and other state bodies and legal persons with public authorities;
 18. give other persons written authorization to represent the RBI in legal transactions;
 19. designate persons authorized for the signing of financial and other documentation;
 20. sign and process project registrations;
 21. grant approval for an employee to work outside the Institute;
 22. decide on the effective use of space and equipment;
 23. organize and coordinate the work of the administrative, professional and technical services;
 24. also perform other tasks prescribed by these Bylaws and other general acts of the Institute.
- (2) The Director General may appoint permanent and temporary committees and advisory working bodies, and define the scope and mode of their operations.

Article 33

- (1) The Director General may have up to three Assistant Directors from the ranks of employees in scientific positions.
- (2) The scope of authority and duration of the term of office of an Assistant Director shall be determined by the decision on appointment. An Assistant Director shall be appointed for a period of no longer than up to the expiration of the term of office of the Director General.
- (3) In the event of the absence or incapacity of the Director General, he or she shall be replaced by the Assistant Director authorized by the Director General.
- (4) An Assistant Director shall not be a member of the Board of Governors, chairperson of the Scientific Council or a divisional head.

C. SCIENTIFIC COUNCIL

Article 34

- (1) The Scientific Council shall be the professional council of the Institute.
- (2) The Scientific Council shall perform the following duties:
 1. establish and implement the scientific policy of the Institute;
 2. discuss and decide scientific and professional issues;
 3. conduct part of the appointment procedures for scientific, assistant and professional positions;
 4. conduct the procedures for appointments and reappointments to scientific positions and the procedures for appointments to assistant and professional positions;
 5. propose the initiation of procedures for the adoption or amendment of the Bylaws to the Board of Governors;
 6. provide the Board of Governors with a prior opinion on the procedure of the adoption of the Bylaws, Organizational Regulations, Regulation on Job Classification; Regulations on Supplementary Prerequisites for Appointments to Scientific Positions and other general acts, in accordance with the provisions of these Bylaws;
 7. propose the adoption of general acts under the authority of the Scientific Council to the Board of Governors;
 8. propose criteria for the evaluation of laboratories to the Board of Governors;
 9. adopt Rules of Procedure that govern the operations of the Scientific Council and the scope and operations of the expert scientific councils;
 10. adopt Rules of Procedure for the Council of Young Scientists at the proposal of the Council of Young Scientists;
 11. adopt Rules of Procedure for the work of scientists emeriti;
 12. adopt a Code of Ethics and Regulations on the manner and scope of the work of the Bioethics Committee;
 13. adopt criteria for awarding the honorary scientific rank of scientist emeritus;
 14. appoint members of the Ethics and Bioethics Committees;
 15. appoint members of the International Scientific Board at the proposal of the expert scientific councils.
 16. provide the Director General with opinions and proposals on scientific and professional issues;
 17. appoint and dismiss three members of the Board of Governors;
 18. propose candidates to the Board of Governors for the Selection Board for the appointment of the Director General;
 19. in the process of the election of the Director General, provide the Board of Governors with an opinion on the candidates for Director General, and may also propose the dismissal of the Director General;
 20. propose candidates for members of the national bodies responsible for science and education;
 21. propose candidates to the Board of Governors to be awarded the honorary scientific rank of scientist emeritus;

22. perform other duties, pursuant to the law, general acts of the Institute or entrusted to it by the Board of Governors.
- (3) The Scientific Council may have permanent or temporary commissions or committees, whose scope of work shall be determined in the decision on the appointment of the committees.

Article 35

- (1) The Scientific Council shall elect a chairperson and deputy chairperson from the ranks of the members of the Scientific Council. Scientists to be elected as the chairperson and deputy chairperson of the Scientific Council must hold the scientific position of senior scientist, but must not serve as Director General, Assistant Director and Divisional Head.
- (2) The term of office of the chairperson and deputy chairperson of the Scientific Council shall be for three years. The same individual may be re-elected as the chairperson and deputy chairperson of the Scientific Council for not more than two consecutive terms.

Article 36

- (1) The Scientific Council shall consist of the following:
 1. divisional heads;
 2. chairpersons of the expert scientific councils;
 3. Director General;
 4. divisional representatives;
 5. representatives of the expert scientific councils;
 6. representatives of assistants.
- (2) Meetings of the Scientific Council shall also be attended by the heads of the scientific support centres, who shall not have the right to vote.
- (3) Each divisional council may elect one additional representative to the Scientific Council per each twenty employees in scientific positions in the respective division.
- (4) Divisional representatives shall be elected by the divisional council by a majority vote of the total number of the members of the divisional council.
- (5) Each expert scientific council may elect one additional representative to the Scientific Council per each additional forty employees in scientific positions in the respective expert scientific council.
- (6) Representatives of expert scientific councils shall be elected by a majority vote of respective council members.
- (7) In electing representatives, a divisional council and expert scientific council should respect the criteria of excellence and the scientists' participation in international or internationally evaluated projects. All the scientists chosen for the Scientific Council shall be active scientists, in accordance with the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions.

- (8) Two representatives of the assistants shall be elected by the Council of Young Scientists from the ranks of employees in assistant positions according to the Rules of Procedure for the Council of Young Scientists.

1. Expert Scientific Councils

Article 37

- (1) Expert scientific councils shall be advisory bodies to the Scientific Council.
- (2) Expert scientific councils shall be composed of all the scientists in scientific positions who are engaged in a given scientific expert area.
- (3) The members of the expert scientific councils shall also include three representatives from the ranks of employees in assistant positions, who shall be elected by the employees in assistant positions from the given scientific fields by majority vote.
- (4) The expert scientific councils and the scope and mode of their operations shall be governed by the Rules of Procedure for the Scientific Council.

Article 38

- (1) The Director General shall be a member of the Scientific Council during the period of his or her term of office.
- (2) The terms of office for representatives of divisions and expert scientific councils and the representative of assistants on the Scientific Council shall be for three years. These representatives may be re-elected to the Scientific Council for not more than two consecutive terms of office.

2. Ethics and Bioethics Committees

Article 39

- (1) The Ethics Committee shall oversee the implementation and promotion of the ethical standards of the Institute and the implementation of the Code of Ethics.
- (2) The Bioethics Committee shall consider issues related to the ethical acceptability of biomedical research studies performed on materials of human or animal origin and on experimental animals.
- (3) The Ethics Committee and the Bioethics Committee shall each have five members appointed by the Scientific Council. The members of the Ethics Committee and the Bioethics Committee shall elect chairpersons from the ranks of their members.
- (4) The term of office of the members of the committees shall be for three years. The same individual may be reappointed as a member for unlimited number of terms.
- (5) The Scientific Council shall issue regulations that govern the scope and operations of the committees.

3. Collegium of Scientists Emeriti

Article 40

- (1) The Collegium of Scientists Emeriti shall be an advisory body to the Scientific Council.
- (2) The Collegium of Scientists Emeriti shall be made up of all the active scientists emeriti of the Institute. The scope and operations of the Collegium of Scientists Emeriti shall be governed by the Rules of Procedure for Scientists Emeriti.

D. COUNCIL OF YOUNG SCIENTISTS

Article 41

- (1) The Council of Young Scientists shall discuss issues related to the rights, obligations and interests of employees of assistant rank and in assistant positions.
- (2) The Council of Young Scientists shall consist of one employee representative of assistant rank who holds an assistant position from each of the divisions and one additional member for every fifteen division employees of assistant rank in assistant positions. The scope and operations of the Council of Young Scientists shall be governed by the Rules of Procedure adopted by the Scientific Council at the proposal of the Council of Young Scientists.
- (3) The Council of Young Scientists shall be an advisory body to the Scientific Council.

E. INTERNATIONAL SCIENTIFIC BOARD

Article 42

- (1) The International Scientific Board shall consist of prominent scientists engaged in the scientific fields of activity pursued at the Institute. The International Scientific Board shall have up to twenty-five members.
- (2) For each of the scientific fields of activity pursued at the Institute, members of the International Scientific Board shall be appointed by the Scientific Council at the proposal of the corresponding expert scientific council.
- (3) The members of the International Scientific Board shall be convened by the Director General.
- (4) The main tasks of the International Scientific Board shall be to evaluate the quality and significance of scientific research studies, initiate new lines of international cooperation and propose strategic directions for research.

- (5) The term of office for members of the International Scientific Board shall be for four years. An individual may be reappointed as a member of the International Scientific Board.

IV. PREREQUISITES AND PROCEDURE FOR APPOINTMENTS TO SCIENTIFIC RANKS

A. Prerequisites for Appointments to Scientific Ranks

Article 43

Scientific ranks and the prerequisites for appointments to scientific ranks shall be governed by the Law on Scientific Activity and Higher Education, as well as other general acts.

B. The Procedure for Appointments to Scientific Rank

Article 44

- (1) The acquisition of scientific rank shall not depend upon the position of employment.
- (2) The procedure for appointments to scientific ranks shall be initiated by a person considered to meet the prerequisites for appointment to a specific scientific rank. For a person who is employed at the Institute, the procedure may also be initiated by the Institute.
- (3) An application for appointment to a scientific rank shall be submitted to the Scientific Council, together with proof of eligibility for the given scientific rank.
- (4) The Scientific Council shall appoint a selection committee for appointment to a scientific rank within 30 days of receiving an application for appointment to a scientific rank, at the proposal of the corresponding expert scientific council. The committee shall consist of three members who must be of the same or higher scientific rank as the rank sought by the candidate. At least one member of the committee shall not be an employee of the Institute.
- (5) In a joint report, the committee shall evaluate whether the prerequisites for appointment have been met and propose that the candidate should or should not be appointed to the scientific rank. A member of the committee may also submit a separate report. Each proposal shall be substantiated. The committee shall submit a report to the Scientific Council within a period of 30 days from the day of the nomination.
- (6) On the basis of the report by the committee, within a period of 30 days the Scientific Council shall render its opinion and make a proposal to the authorized national scientific board for a given scientific field.

V. THE PREPREREQUISITES AND PROCEDURE FOR APPOINTMENTS TO SCIENTIFIC POSITIONS

A. Prerequisites for Appointments to Scientific Positions

Article 45

- (1) Scientific positions and the general prerequisites for appointment to a scientific position shall be governed by the Law on Scientific Activity and Higher Education. Supplementary prerequisites of the Institute for appointments to scientific positions shall be governed by the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions.
- (2) A scientist appointed to a scientific position shall not be required to seek a promotion to a higher scientific position but shall be required to seek reappointment.

B. The Procedure for Appointments to Scientific Positions

Article 46

- (1) Three months prior to the expiration of the five-year period since a scientist's previous appointment to a scientific position, the scientist shall submit an application to the head of the division or scientific support centre for appointment to a higher scientific position or an application for reappointment.
- (2) Appointment to a scientific position at the Institute shall be carried out on the basis of a public competition announced by the Scientific Council.
- (3) The divisional head, along with the requested opinion of the divisional council, or the head of scientific support centre, with the approval of the Director General, shall send the Scientific Council a proposal for the announcement of a public competition.
- (4) The proposal for the announcement of a public competition for the scientific position a divisional head shall be submitted to the Scientific Council by the Director General, together with the requested opinion of the divisional council.
- (5) The proposal for the announcement of a public competition for the scientific position of a head of scientific support centre shall be submitted to the Scientific Council by the Director General.
- (6) The proposal for the announcement of a public competition for the scientific position the Director General shall be submitted to the Scientific Council by the chairperson of the Scientific Council.
- (7) A public competition shall be published in *Narodne novine* [The Official Gazette of the Republic of Croatia], the daily press, on the official website of the Institute and on the official Internet portal of the European Research Area (Euraxess Jobs Portal). A competition shall be open for a minimum of 30 days.
- (8) A candidate shall submit an application for a hiring competition to the Scientific Council.

Article 47

- (1) No later than within a period of 15 days after the application deadline for a competition, the Scientific Council shall name a selection committee for making an appointment to the position, at the proposal of the corresponding expert scientific council. The same committee shall evaluate all the candidates who have entered the competition for said position.
- (2) The selection committee for making an appointment to a position shall consist of three members who shall be of the same or higher scientific rank and hold suitable positions, in relation to the position to be filled. At least one member of the committee shall not be an employee of the Institute.
- (3) As a rule, a divisional head and one member of the division are chosen as members of the selection committee for making an appointment to a position in a division, if they are appointed to the same or higher scientific rank and occupy corresponding positions in relation to the position to be filled.
- (4) As a rule, the head of the scientific support centre and one member of the scientific support centre are chosen as the members of the selection committee for appointment to a higher office in a scientific support centre, if they are appointed to the same or higher scientific rank and occupy corresponding positions in relation to the position to be filled.
- (5) In the event that the head of a division or scientific support centre enters a competition for a scientific position, as a rule the Director General and one member of the division or scientific support centre are chosen as members of the selection committee, if they are appointed to the same or higher scientific rank and occupy corresponding positions in relation to the position to be filled.
- (6) In addition to the competition application, a candidate shall submit proof of meeting the general and supplementary prerequisites for appointment and a list of foreign scientists who could provide recommendations for the candidate's appointment. On the list, it is necessary to propose twice as many foreign scientists as the number of letters of recommendation required for the scientific position, in accordance with the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions. The committee shall request the foreign scientists selected from the list to submit their letters of recommendation for the candidate within a period of 20 days.
- (7) The selection committee, within a period of 40 days from the day of their appointment, shall submit a report to the election board, with an opinion on whether the prerequisites for the scientific position have been met as prescribed by the Law on Scientific Activity and Higher Education and the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions, with a proposal of whether or not to choose the candidate for the position. The selection committee shall submit a joint report but a member of the committee may also submit a separate report. The report on each candidate shall be substantiated.

- (8) The election board shall consist of the Director General, chairperson of the Scientific Council, chairperson of the corresponding expert scientific council and the divisional heads who are in the same scientific field as the candidates. In the event of an appointment to a scientific position in a scientific support centre, instead of the head of the division, the head of the scientific support centre shall serve on the election board.
- (9) The election board, on the basis of the report by the committee, shall recommend the appointment of the candidate who best meets the criteria for the position to the Scientific Council.
- (10) The Scientific Council shall render a decision on the appointment of a candidate to a position.
- (11) The Institute shall inform all the candidates about the outcome of the competition within a period of 15 days from the day that the appointment has been decided.

Article 48

- (1) In the event of a competition for an appointment to a scientific position, within the framework of the same procedure it is also possible to make appointments to a scientific rank if some of the candidates have not been appointed to the corresponding rank.
- (2) In the event of the previous paragraph of this Article, all the candidates who meet the prerequisites for the corresponding rank but have not been previously appointed to it shall undergo the appointment procedure.
- (3) After the procedure for appointment to scientific rank has been completed, the Institute shall complete the procedure for appointment to the position within a period of 90 days.

VI. PREREQUISITES AND PROCEDURE FOR REAPPOINTMENTS TO SCIENTIFIC POSITIONS

A. Prerequisites for Reappointments to Scientific Positions

Article 49

- (1) The minimum prerequisites for reappointments to scientific positions shall be prescribed by the National Council for Science, Higher Education and Technological Development.
- (2) Additional prerequisites for reappointments to scientific positions shall be prescribed by the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions.

B. Procedure for Reappointments to Scientific Positions

Article 50

- (1) Reappointment to a scientific position may be performed without a public competition.
- (2) The head of the division or scientific support centre shall submit a proposal to the Scientific Council for the reappointment of a candidate to a scientific position.
- (3) A proposal for reappointment to the scientific position of the head of a division or facility head shall be submitted to the Scientific Council by the Director General.
- (4) A proposal for reappointment to the scientific position of Director General shall be submitted to the Scientific Council by the chairperson of the Scientific Council.
- (5) The Scientific Council, within a period of 30 days from the receipt of a proposal for reappointment to a scientific position, shall appoint a selection committee for reappointment to the position, at the proposal of the head of the division or the scientific support centre, and at the proposal of the corresponding expert scientific council.
- (6) Regarding the composition of the selection committee, the provisions on the composition of a selection committee in the procedure for appointment to a scientific position shall be applied.
- (7) The selection committee, within a period of 40 days from its appointment, shall submit a report to the Scientific Council on its work that contains an opinion on whether the candidate meets the prerequisites for reappointment to the scientific position prescribed by the National Council for Science, Higher Education and Technical Development and the prerequisites prescribed by the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions, as well as a proposal for the scientist to be reappointed or not to the scientific position. The selection committee shall submit a joint report but a member of the committee may submit a separate report. The report for each candidate shall be substantiated.
- (8) The Scientific Council shall render a decision regarding the reappointment of a scientist to a position.
- (9) If the Scientific Council does not accept a positive report on the work of a scientist or if it accepts a negative report on the work of a scientist during the reappointment procedure, the reappointment procedure shall be repeated two years after the date of the decision, in accordance with the provisions of this Article.
- (10) An opinion on a resubmitted report on the work of a scientist shall be issued by the Board of Governors. If the Board of Governors does not accept the report or if the opinion of the Board of Governors is negative, the Director General shall initiate the procedure for the termination of the employment contract (termination due to the misconduct of the employee).
- (11) The obligation to submit reports on the work of a scientist from this Article shall cease after the employee has been appointed to the scientific position of a senior scientist with tenure.

VII. ASSISTANT RANKS AND POSITIONS

Article 51

- (1) The assistant ranks and positions and the prerequisites for appointment to an assistant position shall be governed by the Law on Scientific Activity and Higher Education.
- (2) Appointment to assistant ranks and positions shall be conducted on the basis of a public competition.
- (3) In the procedure for appointment to assistant ranks and positions, the provisions of these Bylaws that govern the procedure for appointments to scientific positions shall apply, *mutatis mutandis*.
- (4) Notwithstanding the provisions of Paragraph 3 of this Article, the selection committee for appointment to an assistant rank and position in a division shall consist of the divisional head, one member of the division in a scientific position and one member from the corresponding field of science in a scientific position. The selection committee for appointment to an assistant rank and position in a scientific support centre shall consist of the head of the scientific support centre, one member from the scientific support centre in a scientific position and one member from the corresponding field of science in a scientific position.
- (5) In the procedure for appointments to assistant ranks and positions, recommendations shall not be sought from foreign scientists and the election board shall not participate.
- (6) Evaluation of the work of assistants, postdoctoral candidates and mentors shall be governed by special regulations that shall be adopted by the Board of Governors at the proposal of the Scientific Council.

VIII. PROFESSIONAL RANKS AND POSITIONS

Article 52

- (1) Professional ranks and positions shall be prescribed by the Law on Scientific Activity and Higher Education.
- (2) A person may be appointed to the professional rank and professional position of professional associate who has completed graduate studies.
- (3) A person may be appointed to the professional position of senior professional associate who has completed graduate studies and has six years of service in professional work or the academic degree of master of science or the rank of specialist in a particular area and three years of service in professional work or who has the academic degree of doctor of science.
- (4) A person may be appointed to the professional rank and professional position of professional advisor who has completed graduate studies and has twelve years of service in professional work or the academic degree of master of science or the rank of specialist in a particular area and nine years of service in professional work or who has the academic degree of doctor of science and six years of service in professional work.

- (5) In the procedure for appointment to professional ranks and positions, the provisions of these Bylaws that govern the procedure for appointments to scientific positions shall apply, *mutatis mutandis*.
- (6) Notwithstanding the provisions of Paragraph 5 of this Article, the selection committee for appointment to a professional rank and position in a division shall consist of the divisional head, one member of the division in a scientific position and one member from the corresponding scientific field in a scientific position. The selection committee for appointment to a professional rank and position in a scientific support centre shall consist of the head of the scientific support centre, one member from the scientific support centre in a scientific position and one member from the corresponding scientific field in a scientific position.
- (7) In the procedure for appointment to a professional rank and position, a recommendation shall not be sought from competent foreign scientists and the election board shall not participate.

IX. HONORARY SCIENTIFIC RANK

Article 53

- (1) The Institute may award the honorary scientific rank of scientist emeritus to its prominent retired senior scientists with tenure, who must be active scientists, in accordance with the Regulations on the Supplementary Prerequisites for Appointments to Scientific Positions.
- (2) The criteria for awarding the honorary scientific rank of scientist emeritus shall be adopted by the Scientific Council.
- (3) A proposal for awarding the honorary scientific rank of scientist emeritus may be made by the Director General, the council of the division in which the proposed scientist spent the most years of service at the Institute or the relevant expert scientific council.
- (4) A proposal for awarding an honorary scientific rank shall first be approved by the council of the division in which the proposed scientist spent the most years of service at the Institute or the relevant expert scientific council, the Collegium of Scientists Emeritus and the Scientific Council.
- (5) The decision for awarding the honorary academic rank of scientist emeritus shall be made by the Board of Governors.

Article 54

- (1) An honorary scientific rank shall be permanent but the activity of a scientist emeritus at the Institute shall end at seventy-five years of age.
- (2) Scientists emeriti may, according to the needs of the Institute, participate in scientific projects and other activities.
- (3) At the invitation of the Director General, Scientific Council or Board of Governors, scientists emeriti may participate in special tasks of importance to the Institute.

- (4) The Institute shall provide a scientist emeritus with a place to work and the use of the Institute infrastructure necessary for carrying out scientific activities, in accordance with the Rules of Procedure on the Work of Scientists Emeriti. The divisional head shall be responsible for organizing the working conditions of scientists emeriti within the framework of their activities.

X. WORK OUTSIDE THE INSTITUTE AND CONFLICT OF INTEREST

Article 55

- (1) Approval for an employee to work for third parties, inside or outside the Institute, shall be granted by the Director General.
- (2) The work of an employee outside the Institute and financial or any other personal interest issuing from such work shall not be in conflict with the obligations from his or her position at the Institute or the general interests of the Institute.
- (3) Without the prior approval of the Director General, an employee shall not enter into transactions on his or her own behalf or the behalf of others involving the activities that the Institute performs, in accordance with these Bylaws.
- (4) The areas of work outside the Institute and conflicts of interest shall be specified in detail by the Regulations on Work.

XI. INTELLECTUAL PROPERTY

Article 56

- (1) The intellectual property and intellectual property rights of the Institute, as well as the application and commercialization of research results achieved at the Institute, shall be specified in detail by the Regulations on Intellectual Property.

XII. BUSINESS SECRET

Article 57

- (1) A business secret refers to information that is treated as confidential by law, other regulations or a general act of the Institute.
- (2) All the employees of the Institute who learn directly or indirectly about information that is a business secret shall keep said business secret confidential.
- (3) The safeguarding of confidential information shall be specified in detail by separate regulations.

XIII. EQUIPMENT AND SPACE

Article 58

- (1) The Director General shall oversee the optimal use of the space, infrastructure and capital scientific equipment of the Institute.
- (2) The Director General shall designate a responsible person, group of scientists or laboratory for every capital instrument. Capital equipment on the premises of the RBI shall be available to the broader academic community.
- (3) The criteria and procedure for the allocation of space and equipment management shall be specified in more detail by separate regulations.

XIV. PARTICIPATION IN THE HIGHER EDUCATION PROCESS

Article 59

- (1) The Institute shall collaborate with institutions of higher education in scientific work and the conducting of study programs in accordance with the scientific program of the Institute and the scientific and study programs of institutions of higher education.
- (2) The collaboration from Paragraph 1 of this Article shall be specified in detail by a contract between the institution of higher education and the Institute.
- (3) The Institute shall negotiate with other institutes and institutions of higher education regarding the establishment of a scientific infrastructure of interest to the overall system of scientific activity and higher education.

XV. PUBLIC NATURE OF ACTIVITIES

Article 60

- (1) The activities of the Institute shall be of a public nature.
- (2) The Institute shall inform the public in a timely and accurate manner about the activities for which it was established.
- (3) The Institute shall inform the public about its activities via the mass media, scientific publications, periodical bulletins, the submission of reports on its activities or in additional appropriate manners.

Article 61

- (1) Only the Director General, chairperson of the Board of Governors and employees authorized by the Director General shall inform the public about the activities and operations of the Institute via the media in the name of the Institute.

XVI. GENERAL ACTS

Article 62

- (1) The general acts of the Institute shall be the Bylaws, regulations and rules of procedure governing individual issues concerning the activities of the Institute.
- (2) Amendments to general acts shall be adopted by the same procedure as for general acts.
- (3) General acts shall enter into effect 8 days from their publication, and in exceptional and particularly justified cases, on the day of their publication.

XVII. TRANSITIONAL AND FINAL PROVISIONS

The Board of Governors and the Director General

Article 63

- (1) The members of the Board of Governors appointed before these Bylaws enter into effect shall continue with their work until the expiration of their terms of office.
- (2) The Director General appointed before these Bylaws enter into effect shall remain in the same position until the expiration of his or her term of office.

DIVISIONS

Article 64

- (1) The divisional councils shall continue their work until the constitution of the new divisional councils after the completion of the evaluation of laboratories, in accordance with the provisions of the Organizational Regulations.
- (2) The heads and acting heads of divisions appointed before these Bylaws enter into effect shall continue working until the appointment of new divisional heads. The heads and acting heads shall initiate the procedure for the evaluation of laboratories within a period of one month from the day that the Organizational Regulations enter into effect and the adoption of the Evaluation Criteria.
- (3) After the constitution of the divisional councils, the Director General shall initiate the procedure for the appointment of the divisional heads, in accordance with the provisions of these Bylaws and the Organizational Regulations. The new divisional heads shall be appointed within a period of two months from the deadline for the submission of applications. The heads and acting heads of divisions appointed before these Bylaws enter into effect, who have served continuously for six years in the position of head or acting head of a division, may not apply in this procedure. The term of office of a newly appointed divisional head shall be considered the first term of office as divisional head under the provisions of these Bylaws.
- (4) Heads of laboratories and acting heads of laboratories appointed before these Bylaws enter into effect shall continue working until new laboratory heads are appointed,

after the completion of the procedure for the evaluation of the laboratories, in accordance with the provisions of the Organizational Regulations.

Assistants

Article 65

- (1) The Council of Young Scientists shall be constituted within a period of two months from the adoption of the Rules of Procedure for the Operations of the Council of Young Scientists, in accordance with the provisions of these Bylaws. The head and deputy head of the Council of Young Scientists appointed before these Bylaws enter into effect shall continue working until the constitution of a new Council of Young Scientists.

Expert Scientific Councils

Article 66

- (1) The expert scientific councils in the fields of physics, chemistry, biology, biomedicine and oceanology shall be constituted as the expert scientific councils for physics, chemistry, biology, biomedicine and interdisciplinary natural sciences within a period of 30 days from the day of the adoption of the Rules of Procedure for the Work of the Scientific Council, in accordance with the provisions of these Bylaws.
- (2) The expert scientific council for other fields shall be constituted within a period of 30 days from the day of the adoption of the Rules of Procedure for the Work of the Scientific Council, in accordance with the provisions of these Bylaws.

Scientific Support Centres

Article 67

- (1) The Library, NMR Centre, Centre for Informatics and Computing, Administration and the Maintenance and Technical Services shall be coordinated with the provisions of these Bylaws within a period of three months from the adoption of the Organizational Regulations and the Regulations on Job Classification.
- (2) The head of the Library, the head of the NMR Centre, the head of the Centre for Informatics and Computing, and the head of the Administration shall continue their work until the establishment of the scientific support centres and the administrative, professional and technical services, in accordance with the provisions of these Bylaws, the Organizational Regulations and the Regulations on Job Classification.

Scientific Council

Article 68

- (1) The Scientific Council shall continue its work until the constitution of the new Scientific Council, in accordance with the provisions of these Bylaws.
- (2) The new convocation of the Scientific Council shall be constituted after the appointment of the representatives of the divisions, the representatives of the expert scientific councils and the representatives of assistants in the Scientific Council, no later than four months after the adoption of the Organizational Regulations according to the provisions of these Bylaws. The term of office of the newly appointed chairperson of the Scientific Council shall be considered his or her first term of office as chairperson of the Scientific Council, in accordance with the provisions of these Bylaws.

Other Transitional Provisions

Article 69

- (1) The members of the Ethics and Bioethics Committees shall continue their work until the expiration of their terms of office.
- (2) The members of the International Scientific Board appointed before these Bylaws enter into effect shall continue their work on the International Scientific Board until the expiration of their terms of office.
- (3) The Board of Trustees shall terminate operations on the day that these Bylaws enter into effect. The terms of office of the members of the Board of Trustees shall expire on the day that these Bylaws enter into effect.
- (4) Appointments to scientific, assistant and professional ranks and the corresponding positions shall be made in accordance with the provisions of the general acts that were in effect before these Bylaws enter into effect and shall be completed in accordance with the provisions of these general acts.
- (5) The general acts of the Ruđer Bošković Institute adopted before these Bylaws enter into effect shall be applied until the adoption of the general acts in accordance with these Bylaws, unless they are contrary to the provisions of these Bylaws.
- (6) The Board of Governors shall adopt the Organizational Regulations, the Regulations on Job Classification and the Regulations on Supplementary Prerequisites for Appointments to Scientific Positions within a period of three months from the day these Bylaws enter into effect.
- (7) The Board of Governors shall coordinate the general acts of the Institute with the provisions of these Bylaws within a period of six months from the day that these Bylaws enter into effect.

Article 70

- (1) When these Bylaws enter into effect, Bylaws No. 10-9367/4-2008, which entered into effect on July 9, 2009, shall no longer be in effect, as well as the Amendments to Bylaws No. 01-02-2695/5-2011, which entered into effect on December 27, 2011.

Article 71

- (1) These Bylaws shall enter into effect after receiving the approval of the founder, 8 days from the day they are displayed on the bulletin board of the Institute.

No.: 010-6305/4-2014.is

In Zagreb, March 26, 2015

Chairperson of the Board of Governors:

Prof. Boris Labar

It is hereby confirmed that on June 1, 2015, the Ministry of Science, Education and Sports approved the Bylaws of the Ruđer Bošković Institute.

It is hereby confirmed that the Bylaws of the Ruđer Bošković Institute were displayed on the bulletin board of the Institute on June 10, 2015, and shall enter into effect on June 18, 2015.

Director General:

Dr. Tome Antičić