

Pursuant to Article 26 paragraph 2 of the Act on Scientific Activity and Higher Education (Official Gazette no. 123/03, 198/03, 105/04, 174/04, 02/07 – OUSRH, 46/07, 45/09, 63/11, 94/13, 139/13, hereinafter: Act) and Article 54 paragraph 1 of the Institutions Act (Official Gazette no. 76/93, 29/97, 47/99 and 35/08), the Governing Council of The Agricultural Institute Osijek, at its meeting held on April 25, 2014, adopted the Amendments of The Agricultural Institute Osijek Statute to which the Ministry of Science, Education and Sport gave its Consent on May 13, 2008, on the basis of which the Director of The Agricultural Institute Osijek, Zvonimir Zdunić, PhD, adopts on September 1, 2014

THE STATUTE
OF THE AGRICULTURAL INSTITUTE OSIJEK
(consolidated version)

I. GENERAL PROVISIONS

Article 1

This Statute regulates: the status, name, residence, activity of The Agricultural Institute Osijek (hereinafter: the Institute), the legal position, representation of the Institute, financing, organization, bodies of the Institute, the scope of authority and method of decision-making for individual bodies of management, internal organization of the Institute, the choice of researchers and associates, other employees, general acts, property, the publicity of the Institute's work, business and professional secret, status changes and other issues relevant to perform the Institute's activities and operations.

Terms in this Statute of The Agricultural Institute Osijek that have gender meaning, are used neutral and apply equally to male and female.

II. STATUS

Article 2

The Institute is a legal person with rights, obligations and responsibilities regulated by law and this Statute.

The Institute was founded by the Resolution of the People's Board of the Osijek District, decision no. 16963 on July 16, 1956.

The Institute, as a scientific and research organization, became, upon the entry into force of the Institutions Act (Official Gazette no. 76/93), a public institution over which the Republic of Croatia acquired the founder's rights.

At the date of entry into force the Act on Scientific and Research Activity (Official Gazette no. 59/96), The Institute continued its work as a public Institute owned by the Republic of Croatia.

Entry into force on July 31, 2003, the Act on Scientific Activity and Higher Education (Official Gazette no. 123/03), The Institute continued its work as a public scientific institute.

III. THE NAME, RESIDENCE, ACTIVITY, STAMP AND SIGN OF THE INSTITUTE

Article 3

The Institute carries out its activity, does business and participates in legal transactions under the name: The Agricultural Institute Osijek.

In its legal dealings with foreign entities the Institute may use its name translated in a foreign language.

The name of the Institute shall be indicated on the Institute's building.

The residence of the Institute is in Osijek, Južno predgrađe 17 Street.

Article 4

Any change of the name and residence of the Institute shall be decided by the founder.

The founding rights over the Institute are held by the Republic of Croatia.

The Institute is subject to verification of quality and efficiency based on regulations. Mentioned regulations bring, on the basis of a preliminary opinion of the National Council for Science, Higher Education and Technological Development, the Minister.

Any change of the name and residence of the Institute shall be registered in a court register.

Article 5

The core activity of the Institute is scientific activity.

Scientific activity implies research and development, primarily in the field of the improvement, genetics and seed production of agricultural plants.

The Institute, as a public scientific institute, also has the task of realising scientific programmes of strategic interest to the Republic of Croatia, and, together with higher education institutions, establishing scientific infrastructure of interest to the entire system of scientific activity and higher education, as well as participating in the process of higher education.

Other activities of the Institute are:

- 01.11 Growing of cereals and other crops n.e.c.
- 01.12 Growing of vegetables, flowers, ornamental plants and seedlings
- 01.13.2. Growing of fruit, nuts and similar
- 51.21 Wholesale of grains, seeds and similar
- 51.22 Wholesale of flowers and seedlings
- 51.31 Wholesale of fruit and vegetables
- 51.39 Non-specialised wholesale of food, beverages and tobacco products
- 52.1 Retail sale in non-specialised stores
- 52.6 Retail sale not in stores
- 52.21 Retail sale of fruit and vegetables
- 52.48.5 Retail sale of flowers, plants and seedlings
- 73.10.2 Research and experimental development in technical and technological sciences - in agriculture
- * Foreign trade of cereals, seeds, seedlings
- * Foreign trade of fruit and vegetables
- * Laboratory analyses - including quality control of agricultural plants, human food and animal food
- * Quality control and quantity of goods control services in production and trade, and other activities related to the control of goods and issuance of corresponding documents (credentials, certificates, attestations, seed quality reports)

- * Agricultural services for plant production and educational services in the field of plant production
- * Agricultural services for animal husbandry and educational services in the field of animal husbandry
- * Wholesale and retail sale of agricultural seed of all types and categories
- * Production of surveys, studies and reports in the field of reclamation, soil management and agricultural techniques
- * Trade of agricultural planting material of all types and categories
- * Import of seed maize and lines, cereals, industrial plants (oilseeds), vegetable seeds, fodder crops, fruit seedlings, rootstocks and scions of fruit and vine planting material
- * Production of agricultural seeds with the right to produce seeds of:
 - maize and sunflower categories: single-cross (SC), double-cross (DC), three-way cross (TWC) and self-pollinated lines
 - industrial plants and cereals, categories: pre-basic seed (POS), basic seed (OS), first generation certified seed (C1) and second generation certified seed (C2).
- * - fodder plants: pre-basic seed (POS), basic seed (OS), certified seed of first, second and third (C1, C2 and C3) generation and standard seed
- * - seed potatoes of all seed categories.
- * Processing of agricultural seed categories with the right to process:
 - seed maize and sunflower categories: single-cross (SC), double-cross (DC), three-way cross (TWC) and self-pollinated lines
 - seeds of industrial plants and cereals, categories: pre-basic seed (POS), basic seed (OS), first generation certified seed (C1) and second generation certified seed (C2).
 - seeds of fodder plants: pre-basic seed (POS), basic seed (OS), certified seed of first, second and third (C1, C2 and C3) generation
- * - seeds of medicinal plants and aromatic plants
- * - seed potato of all seed categories
- * Organic production of agricultural and food products with the right to produce, process and trade organic products.
- * Sale of plant protection products.

In addition to the activities referred to in paragraph 2 of this article, the Institute may also carry out other activities in support of the activities referred to in paragraphs 1 and 2 of this article if these are carried out on a smaller scale or are typical for the described activity.

The Institute may change the activity referred to in paragraph 2 of this article.

A decision concerning the change of the activity referred to in paragraph 2 is adopted by the Governing Council of the Agricultural Institute with a prior consent of the founder.

Article 6

The Institute may establish subsidiaries, i.e. other organizational units.

A subsidiary or another organizational unit carries out a part of the Institute's activity, is not a legal person, and any rights and obligations arising from its activity and operations are acquired by the Institute.

Article 7

For its everyday operations, the Institute has a round stamp, 25 mm in diameter, containing the name and seat of the Institute.

The Institute may have multiple stamps which must be marked by ordinal numbers.

The number, proper use, keeping and destruction of stamps shall be decided by the director of the Institute.

Article 8

The Institute has a trademark: round in shape, along the border of which is written Agricultural Institute Osijek in brown colour, and below is written Osijek. At the centre of the trademark is an ear of wheat of golden-yellow colour with ten grains of ochre-coloured maize surrounding it.

IV. THE LEGAL POSITION, ACTING ON BEHALF AND REPRESENTATION OF THE INSTITUTE

Article 9

The Institute is a legal person registered in the court register and in the Registry of Scientific Organizations kept by the Ministry of Science, Education and Sports of the Republic of Croatia (hereinafter: "the Ministry").

The Institute conducts its operations autonomously and carries out its activity in the manner prescribed by law, this Statute and other general bylaws of the Institute.

Article 10

The assets of the Institute is comprised of all its fixed and movable assets and other property rights, which were until 24 August 1993, as at the date of coming into force of the Institutions Act, social assets, the rights of disposal of which were held by the Institute.

The assets of the Institute are also funds over which the Institute acquired ownership after the entry into force of the Institutions Act.

Article 11

The Institute may establish a science and technology park.

A science and technology park is a company founded for the purpose of the commercialization of scientific results, encouragement of cooperation between scientists and entrepreneurs and strengthening of a science-based economy.

Consent to use the name of a science and technology park is given by the Minister upon a proposal by the National Council for Science, Higher Education and Technological Development (hereinafter: "the National Council").

A science and technology park enjoys tax reliefs and other benefits which facilitate the realisation of its goals, in compliance with law.

The Institute may acquire shares or stocks in already formed companies, only with a prior consent of the Ministry.

Article 12

The Institute answers for obligations taken in legal dealings in the entirety of its assets - full liability.

The founder of the Institute is liable for its obligations in a solidary and unlimited manner.

Article 13

The Institute represents and acts the Director of the Institute both within the country and abroad, without any limitations within the frame of the activity registered in the court register.

The director of the Institute may authorise another person in representing the Institute.

Article 14

The director has all authorisations in legal dealings within the frame of the Institute's activity as registered in the court register.

The director of the Institute can independently enter into any transactions, including commercial and sales contracts, related to the sale of one goods and services to the value of 1.500.000,00 per month. Contracts worth more than 1.500.000, 00 HRK, the director concludes with the consent of the Governing Council.

The Governing Council of the Institute may not, without a prior consent by the Ministry as the founder, acquire, encumber or alienate any property or another asset the value of which exceeds 3,000,000.00 HRK.

V. THE METHOD OF FINANCING OF THE INSTITUTE

Article 15

The Institute is financed from:

1. resources of the founder
2. the state budget of the Republic of Croatia,
3. the budgets of counties, towns and municipalities,
4. income from scientific projects, research and professional projects, scientific and professional studies and expertise
5. foundations, donations and help
6. income from publishing activities
7. income earned in the market
8. income from assets, share in trading companies, income from legal persons under Article 66 of Law, as from the investment income from natural and legal persons
9. other sources

The Institute can be financed only from sources that do not affect its independence and dignity. Own revenue can be realized only from activities that do not harm the achievement of the basic tasks of the Institute.

The Institute also secures funds for the performance of its activity from agreements with international organizations and from bilateral cooperation, in accordance with law and international agreements, or agreements with international organizations signed by the Republic of Croatia.

Article 16

From the funds referred to in Article 15 paragraph 1, the salaries of scientists, associates, persons elected to professional titles, as well as of other employees of the Institute in accordance with

the structure of job positions, the basic costs of maintenance of buildings and equipment at the Institute, the so-called "cold standby operation", and other costs related to the work and development of the Institute shall be secured.

The material and other costs of work on scientific projects are secured according to special agreements with the Ministry, in accordance with the special programme for the funding of scientific activity.

For the purpose of working on special projects or programmes, scientists, associates and other employees may be temporarily or permanently hired, provided that the costs are secured from these projects.

Article 17

Each year, the Institute adopts a Budget for the following year.

The Budget is adopted by the Governing Council, at the proposal of the Director of the Institute and based on discussion of the Scientific Council and with the consent of the Minister.

With the consent of the contracting parties, part of the activities of the Institute can be financed in accordance with specific agreements between the Ministry and the Institute.

The Budget can be, throughout a year, amended:

- if revenues are not realised according to plan,
- if expenditures are exceeding the plan and
- if the funds within the foreseen amounts of revenues and expenses are differently allocated.

VI. THE INSTITUTE'S INTERNAL ORGANIZATION

Article 18

The internal organization of the Institute comprises these organisational units:

- Department for the Improvement and Genetics of Small Cereal Crops
- Department for the Improvement and Genetics of Maize
- Department for the Improvement and Genetics of Industrial Plants
- Department for the Improvement and Genetics of Forage Crops
- Department for Fruit-Growing
- Department for Seed Production
- Department for Agricultural Technique and Melioration
- Department - Agrochemical Laboratory
- Service for General Affairs
- Service for Financial Affairs
- Operational Unit for Basic Seed Production

Article 19

For the purpose of carrying out scientific activity, departments have been organized at the Institute as its organizational units.

The Institute may establish lower organizational units that are part of the department.

For the purpose of a more efficient performance of scientific research and development, the Operational Unit for Basic Seed Production has been established at the Institute, as a servicing operational unit for all the other organizational units of the Institute.

For the performance of tasks by the Director of the Institute, administrative and legal, technical and other general affairs, the Service for General Affairs has been organized at the Institute.

For the performance of accounting, financial and other tasks, the Service for Financial Affairs of the Institute has been established.

Article 20

The work of the departments is managed by heads of departments.

The work of the Service for General Affairs is managed by the Manager of the Service.

The work of the Institute's Service for Financial Affairs is managed by the Manager of the Service.

The work of the operational unit is managed by head of the operational unit.

Article 21

The departments, operational units and services carry out those activities of the Institute for which they have been established and participate in legal dealings, but are not legal persons, and the rights and obligations arising from their activity and operations are acquired by the Institute.

Article 22

The internal organization of the Institute is defined in more detail by a special Regulation on the internal organization and job position structure adopted by the Governing Council.

VII. THE BODIES OF THE INSTITUTE

Article 23

The bodies of the Institute are:

1. The Governing Council
2. The Director
3. The Scientific Council
4. The Scientific Board
5. The Professional Board

1. THE GOVERNING COUNCIL

Article 24

The Institute is governed by the Governing Council. The Governing Council leads financial and business policy of the Institute.

The Governing Council of the Institute has five members. The president and two board members are appointed and dismissed by the founder, one member is elected and dismissed by secret vote by members of the Scientific Council of the Institute (scientist representative), and one member is appointed and dismissed by the worker's council (employee representative).

The term of office for the Governing Council members is four years.

Article 25

A member of the Governing Council may be relieved of duty even before the expiry of his term of office:

- if he himself requests to be dismissed
- if he does not fulfil member's duties
- if he harms the reputation of the duty he is appointed to through his behaviour
- if he acts contrary to the Institute's interest.

The procedure to determine the conditions for relieving a member of duty may be initiated by any member of the Governing Council, by submitting a request to the Governing Council.

Upon receiving the request referred to in paragraph 2 of this article, the Governing Council shall appoint advisers from the ranks of its members, pursuant to whose report the founder shall decide whether to relieve of duty the member of the Governing Council it has appointed, or to decline the request by which the procedure was initiated. The Scientific Council will on the basis of the report decide whether to relieve of duty the member of the Governing Council it has elected, or to decline the request by which the procedure was initiated.

Article 26

The Governing Council of the Institute adopts:

- the Statute of the Institute and other general bylaws of the Institute
- the Budget of the Institute
- the Rules of Procedure for the Governing Council,
- the programme of work and development of the Institute and supervises its implementation.

The Governing Council of the Institute also carries out the following tasks:

- appoints and relieves of duty the director of the Institute
- proposes changes of the activity referred to in paragraph 2, Article 6 herein to the founder
- decides on the annual account
- decides on the distribution of profits
- gives its consent to the director to enter into and sign financial and other agreements

- adopts decisions on the founding of the Institute's organizational units, with a prior consent by the Ministry
- adopts individual decisions in connection with labour relations as the second instance body
- gives to the founder, director and Scientific Council proposals and opinions concerning individual matters
- carries out other tasks as stipulated by law and the Statute of the Institute
- decides on matters that have not been placed under the competence of other bodies of the Institute by the Statute or another general bylaw.

Article 27

The Governing Council of the Institute discusses and makes decisions at the Governing Council's meetings.

The meetings of the Governing Council are convened by the president of the Governing Council.

The Governing Council discusses and makes decisions in a legally valid manner when the majority of its members are present at its meeting.

The Governing Council of the Institute adopts decision by a majority vote of the total number of members.

Article 28

The Governing Council of the Institute may appoint committees to resolve certain matters within the scope of its competence.

The number of committee members and the scope of their work are determined by the decision on the appointment.

2. THE DIRECTOR

Article 29

The leader of the Institute's operations is the director.

The president of the Scientific Council is the deputy director of the Institute.

In the performance of his tasks, the director is assisted by the assistants to the director and adviser. The director appoints and dismisses the assistants and adviser from the ranks of current employees of the Institute. The director may appoint to four assistants to the director and one adviser, with defining their scope of responsibility and is obliged to inform the Governing Council.

The director organizes and leads the entire work and operations of the Institute, and particularly:

- carries out the decisions of the Governing Council
- appoints and dismisses heads and managers
- makes suggestions for the internal organization of the Institute
- proposes to the Governing Council general acts of the Institute

- them
- carries out the general bylaws of the Institute and provides instructions in connection with them
 - submits annual account statements to the Governing Council
 - proposes the distribution of profits
 - gives proposals and opinions concerning individual matters to the Governing Council
- law
- decides on establishing and cessation of labour relations with employees in accordance with law
 - decides on labour relation rights at the first instance
 - acts on behalf of and represents the Institute
 - answers for the legality of the Institute's work
 - represents the Institute in all courts proceedings, administrative and other state bodies
 - gives written consents to other parties to represent the Institute in legal dealings
 - determines persons authorised to sign financial and other documentation
 - gives consent for project tender applications
 - carries out other tasks as determined by this Statute and other general bylaws of the Institute
 - appoints committees for public procurement.

Article 30

The director of the Institute may be a person who meets the general requirements:

- that at least has an academic title of a research associate in the area of biotechnical sciences, field - agronomy,
- that no investigation is initiated against him, i.e. that no criminal proceedings are pending against him for criminal offences ensuing from official duty.

In addition to the requirements referred to in paragraph 1 of this article, a person appointed as the director of the Institute shall meet the following special requirements:

- experience in the leading or realisation of scientific and professional projects from the area of the Institute's activity,
- leadership and management experience.

Applicants are required, in addition to their application for the job competition, enclose their programme of the work and development of the Institute for the duration of their term of office.

Article 31

The director of the Institute is appointed on the basis of a public vacancy notice issued by the Governing Council of the Institute.

The vacancy notice is published in the "Official Gazette of the Republic of Croatia".

The vacancy notice contains the general and special requirements that a candidate must meet, term of office, deadline for the submission of applications and the deadline until which applicants will be notified of the results of the competition.

The deadline until which candidate's applications are admitted shall not be less than 8 days from the day of publication of the vacancy notice, and the deadline until which candidates are notified of the results shall not be later than 45 days from the expiry of the application submission deadline.

Article 32

The selection procedure for the director of the Institute is conducted by the Competition Board which is appointed by the Governing Council.

The Scientific Council of the Institute proposes candidates for the Competition Board.

The Competition Board verifies the requirements referred to in Article 30 herein and delivers a report on applicants to the Governing Council, along with an opinion of the Scientific Board about the candidates that meet the requirements of the competition.

Article 33

The director of the Institute is appointed and dismissed of duty by the Institute's Governing Council.

The director is appointed for a term of office of four years.

A same person may be re-appointed as the director.

Article 34

The Governing Council shall, within the time limit determined in the vacancy notice, notify each applicant on the outcome and advise him of his right to peruse the competition material and to, within fifteen days as of the date of receipt of such notification, seek court protection at a court competent for labour disputes.

A candidate who has submitted an application for the job competition may contend the appointment decision due to a vital breach of the procedure or because the chosen candidate does not meet the requirements published in the vacancy notice via court action.

The court action referred to in paragraph 2 of this article is filed at a competent labour relations court.

Article 35

If no one responds to the published vacancy notice or if none of the applicants is chosen, the job competition shall be repeated within ninety days.

Until the appointment of the director based on a repeated job competition, the Governing Council shall appoint and acting director, however, for a period no longer than one year.

Article 36

The director of the Institute may be relieved of duty before the expiry of his term of office.

The Governing Council shall relieve the director of duty:

- if the director himself asks to be relieved of duty in accordance with labour relation regulations

- if such reasons occur that lead to the cessation of the labour relation in accordance with labour relation regulations

- if the director fails to act according to regulations or the Institute's general bylaws, or fails to carry out the decisions of the Institute's bodies without a valid reason or acts contrary to those

- if the director's unconscientious or irregular work causes major damage to the Institute or if he neglects or unconscientiously performs his duties so that major disturbances may occur or have occurred in the performance of the Institute's activities

- if the director is convicted of criminal offenses from Article 30 of this Statute

Prior to reaching the decision on relieving the director of his duty, the director shall be given the opportunity to respond to the reasons of his dismissal.

In case that the director is relieved of duty and an acting director is appointed, the Governing Council shall publish a job competition for the vacant director's position within 30 days following the date of the appointment of the acting officer.

Article 37

To counter a dismissal decision, the director may take court action for the protection of his rights, if he argues that the prescribed procedure has been breached and that such a breach may have significantly influence the decision or that no reasons for dismissal as prescribed by the provision of Article 36 herein have existed.

The court action referred to in paragraph 1 herein is filed at a competent court within 30 days after the date of receipt of the dismissal decision.

3. THE SCIENTIFIC COUNCIL

Article 38

The Scientific Council of the Institute is a scientific and professional body of the Institute.

The Scientific Council:

- determines and carries out the scientific policy of the Institute and the scientific activities at the Institute;
- discusses and makes decisions on scientific and professional matters;
- carries out part of election procedures for scientific titles, when authorized
- carries out election procedures for scientific, associate and professional job positions
- appoints and relieves of duty its member in the Institute's Governing Council in accordance with the Statute;
- proposes candidates for the Competition Board for the appointment of the director of the Institute to the Institute's Governing Council;
- gives a prior opinion concerning the adoption of the Statute to the Governing Council of the Institute;
- considers draft Rules of Internal Organization and Job Position Structure of the Institute;
- considers draft Rules of Procedure of the Institute;

- proposes the Rules on the conditions and manner of election to scientific, professional and associate job positions to the Governing Council;
- adopts the Rules of Procedure of the Scientific Council;
- discusses the admittance, education and professional improvement of young researchers;
- submits draft consent for tender applications to the director;
- proposes and discusses the justifiability of purchasing scientific equipment;
- carries out other tasks arising from law, the Institute's general bylaws or those entrusted to it by the Governing Council of the Institute.

Article 39

The Scientific Council is comprised of: scientists and persons elected as associates or their representatives.

Article 40

Appointment of members of the Scientific Council shall be specified in the Rules of Procedure of the Scientific Council.

Article 41

The Scientific Council elects a president from the ranks of its members. The president's term of office is two years, and a same person may be elected as the president of the Scientific Council for two terms (four years).

Article 42

The membership in the Scientific Council, as well as the cessation of the term of office is confirmed at a meeting of the Institute's Scientific Council.

A representative in the Scientific Council may be revoked even before the expiry of his term of office. The revocation of representatives is carried out in the same manner and according to the same procedure as the appointment of representatives.

Article 43

The Scientific Council of the Institute carries out the tasks within its domain at its meetings.

The Scientific Council discusses and makes decisions in a legally valid manner when more than one half of the total number of members is present at its meetings.

The Scientific Council adopts its decisions by the majority of votes cast by present members.

Article 44

The Scientific Council adopts the Rules of Procedure of the Institute's Scientific Council which regulates in detail those matters that are not regulated by law and the provisions of this Statute.

The Rules of Procedure regulate in detail the organization, operation and jurisdiction of the Scientific Council and the Scientific Board, the procedure of awarding, appointing and the rights of the honorary title of "meritorious scientist", and other matters relevant to the work of the Scientific Council and the Scientific Board.

The Scientific Council may appoint committees to resolve certain issues within the scope of its competence.

The number of committee members and the scope of their work are regulated by the decision on the appointment.

4. THE SCIENTIFIC BOARD

Article 45

The Scientific Board of the Institute is an advisory body of the Scientific Council of the Institute.

The Scientific Board has seven members elected by the Scientific Council from the ranks of scientists and the most responsible bearers of scientific programmes at the Institute.

The term of office of the Board members is four years.

The Scientific Board has a president and deputy president, who are elected by the Board members among their ranks for a term of office of four years.

Article 46

The Scientific Board discusses at the request of the Scientific Council the scientific policy of the Institute, the proposal and requirements for the admission of employees (scientists and associates), education of human resources, status of human resources, scientific projects, give opinions on participations in meetings, specialisations within the country and abroad, advancements into titles, considers the procedures and actions related to market management.

Article 47

The Scientific Board adopts its opinion, proposal and position regarding other matters forwarded to it by the Scientific Council.

Opinions or attitudes are adopted by majority vote and submitted to the Scientific Council. Board members may also submit individual opinions.

An opinion and position of the Scientific Board is a recommendation to the Scientific Council, not a decision that prescribes any action.

Article 48

The task of the Scientific Board is to promote the values in science, in business actions of the Institute and in the relations towards the public.

Board members shall act in accordance with their conscience and professional knowledge, taking care of the dignity of every person and of the well-being of the Institute, of the relations among scientists, associates and other employees at the Institute.

5. THE PROFESSIONAL BOARD

Article 49

The Professional Board (hereinafter: the Board) discusses, give its opinion and recommendations on all matters relevant to the work and activity of the Institute, and in particular in relation to labour organization, conditions for the development of the Institute's activity, the dynamics of the procurement of the Institute's scientific and other equipment, matters related to current operations.

Article 50

The Professional Board is comprised of the director, deputy director, assistants of director, heads and managers.

The Board meetings may also be attended by project (programme, theme) managers, as well as certain experts and other persons invited by the director of the Institute.

Article 51

The director of the Institute convokes and leads board meetings.

In case of emergency and director's absence, a board meeting may be convoked also by the deputy director.

Board meetings are convoked by the director as needed, at least once a month.

VIII. THE INSTITUTE'S EMPLOYEES

Article 52

Employees of the Institute are: scientists, associates, persons elected to professional titles and other employees.

Scientific titles and job positions are: research associate, senior research associate, research adviser and research adviser with tenure.

Associate titles and job positions are: assistant and postdoctoral.

Professional titles and job positions are: professional associate, senior professional associate and professional adviser.

1. SCIENTISTS

Article 53

Scientists are persons who are, according to the Act on Scientific Activity and Higher Education, elected to corresponding scientific titles and registered in the Registry of Scientists.

Scientists are: research associate, senior research associate, research adviser and research adviser with tenure.

Requirements for election to scientific titles are stipulated by the Act and Ordinance adopted by the National Council for Science, and additional requirements for election to scientific job positions are stipulated by the Rules on the conditions and manner of election to scientific, associate and professional job positions.

The acquisition of a scientific title does not depend on job positions.

The competition for the election to the higher-level academic job position and all other matters in connection with rights and obligations are prescribed by the Act.

2. ASSOCIATES

Article 54

Associate titles and job positions are: assistant and postdoctoral.

The requirements for election to associate titles and associate job positions are stipulated by the Act and Rules on the conditions and manner of election to scientific, associate and professional job positions.

Each assistant has one mentor appointed by the Scientific Council of the Institute. Every year the Scientific Council evaluates the work of assistants. Rating is based on a written report of the mentor in which is evaluated candidate's success in scientific work as well as in the postgraduate university study. At least once in two years, postdoctoral shall submit a report on its work to the Scientific Council of the Institute pursuant to which the Scientific Council evaluates its success in scientific work.

If assistant or postdoctoral twice evaluated negatively, opinion about the second report brings the Governing Council of the Institute. If adopted is the second negatively report, which contains observation of the assistant or postdoctoral, the director of the Institute launches procedure for termination of employment contract. Content, criteria and procedure for the adoption of the work report of the assistant or postdoctoral shall be regulated by general act of the Institute.

At least once in two years, the Scientific Council of the Institute evaluates mentor's work based on report on its work, which mentor submits alone as well as assistant reports and ratings on mentoring scientist. Mentor who was twice negatively evaluated, can no longer be appointed mentor. Content, assessment criteria and appointment of a mentor shall be regulated by general act of the Institute.

3. PERSONS ELECTED TO PROFESSIONAL TITLES

Article 55

Professional titles and job positions are: professional associate, senior professional associate and professional adviser.

Persons in professional titles carry out at their corresponding job positions professional tasks related to scientific research.

Requirements for election to professional titles and election to corresponding job positions are stipulated by the Rules on the conditions and manner of election to scientific, associate and professional job positions

4. OTHER EMPLOYEES

Article 56

Other employees of the Institute are persons employed at the Institute in a labour relation for a limited and unlimited period of time, on jobs related to the core activity and other activities of the Institute, and shall meet the requirements stipulated by general regulations concerning labour relations and the Institute's bylaws.

The job positions of other employees, the manner and requirements for employment are stipulated by the Rules of internal organization and job position structure of the Institute.

IX. THE PROCEDURE OF ELECTION TO JOB POSITIONS

Article 57

The procedure of election to scientific, associate and professional job positions is regulated by the Act and Rules on the conditions and manner of election to scientific, associate and professional job positions.

Article 58

Elections to associate titles and job positions, assistant and postdoctoral are carried out by the Institute's Scientific Council, in accordance with the Rules on the conditions and the manner of election to scientific, associate and professional job positions.

The conditions for election to associate titles, committees, the procedure of candidate application, the method of election and deadlines are prescribed by the Act and Rules on the conditions and manner of election to scientific, associate and professional job positions.

X. HONORARY TITLE

Article 59

The Institute may award the honorary title of "meritorious scientist" to its distinguished retired research advisers.

The procedure of awarding the honorary title of "meritorious scientist" is carried out without a public competition.

The procedure of appointing, awarding and the rights of a "meritorious scientist" are regulated in more detail by the Rules of Procedure of the Institute's Scientific Council.

A meritorious scientist may, according to the needs of the Institute, participate in scientific projects and other activities.

XI. WORK OUTSIDE OF THE INSTITUTE

Article 60

The contractual relations of employees at the institute with third parties may be limited or conditioned by a consent from the director of the Institute, in case of such scientific or professional work that would negatively impact the work of the Institute, or in case of a contract with an organization which is in competition with the Institute through its activity.

XII. THE PUBLICITY OF THE INSTITUTE'S WORK

Article 61

The work of the Institute is public.

In order to inform the public the Institute may issue periodical and annual reports, bulletins, brochures, prospectuses, books and other reports related to the Institute's activity.

Article 62

Only the director and authorised employees may inform the public on the Institute's activity via the means of public information.

XIII. GENERAL BYLAWS

Article 63

The general bylaws of the Institute are the Statute of the Institute, rules and other bylaws regulating individual matters within the scope of the Institute's activity.

Article 64

The basic general bylaw of the Institute is its Statute.

The Statute is adopted by the Governing Council of the Institute.

Consent to the Statute of the Institute shall be given by the Minister at the proposal of the National Council.

Upon receiving the Minister's consent, the Statute is published on the Institute's notice board.

Article 66

The original of the Statute and the originals of all the general bylaws adopted by the Institute are kept at the director of the Institute.

Any transcripts, copies and extracts of the Statute and other general bylaws are issued by the manager of the Institute's Service for General Affairs, with a prior consent by the director.

XIV. BUSINESS AND PROFESSIONAL SECRET

Article 67

Business secret shall mean those data which are stipulated by law or another regulation as business secret, as well as documents and data the revealing or disclosure of which to unauthorised persons would be contrary to the Institute's business, or harm its business reputation, or the interest and reputation of its employees.

Article 68

The following is considered a business secret:

- documents declared to be business secret by the director,
- information revealed to the Institute as confidential by a competent body of the state authority,
- measures and manner in which to act in case that extraordinary circumstances arise,
- documents related to the defence of the Republic of Croatia,
- the plan of physical and technical security of the Institute's structures and assets,
- other documents and data the disclosure of which to an unauthorised person would be contrary to the interests of the Institute, its founder, and other bodies of state authority.

Any documents and data representing a business secret may be revealed to other persons by the director and persons authorised by him, with a prior consent by the Governing Council and a warning of the confidentiality of data.

The breach of the duty of keeping business and professional secrets constitutes a severe breach of the labour obligation. The director concerns about keeping business secret.

Article 69

A professional secret shall mean any data referring to the personal and family lives of employees and other persons learned by the Institute's employees in the performance of their tasks, or learned by the members of the Governing Council and other bodies of the Institute, unauthorised disclosure of which could harm the interest of a person to whom such information pertains or members of such person's family.

Any data that is considered professional secret may be revealed by the director of the Institute and a person authorised to do so by the director with a prior consent of the Governing Council.

Article 70

The breach of the duty of keeping business and professional secrets constitutes a severe breach of the labour obligation.

XV. TRANSITIONAL AND CLOSING PROVISIONS

Article 71

In accordance with Article 22 paragraph 3 of the Act on the Amendments to the Act on Scientific Activity and Higher Education (Official Gazette no. 94/13), a person who has completed postgraduate studies, the Institute can choose on the basis of open competition in the title postdoctoral and with that person conclude an employment contract for a definite period, for maximum of four years at the postdoctoral associate workplace.

In accordance with Article 67 paragraph 6 of the Act on the Amendments to the Act on Scientific Activity and Higher Education (Official Gazette no. 94/13), in relation to the persons elected to the associate title of assistant to the previous cases, provisions on the election to the associate title and the postdoctoral workplace enter into force two years from the entry into force of this Act.

Article 72

As of the date of entry into force of this Statute, the Statute of the Agricultural Institute Osijek (consolidated version) of June 10, 2008 shall cease to be valid.

Reg. no.:

DIRECTOR

Ph.D. Zvonimir Zdunić