



Local collective agreement on salary setting for doctoral students

Section **Scope of application**

- 1 The provisions of this agreement apply to all employees who have a doctoral studentship and begin their third-cycle degree programme on or after 1 August 2023.

Section **Salary setting**

- 2 Doctoral student salaries are to be set so that:
- for the individual, a third-cycle degree programme is a competitive alternative to working outside the University immediately upon completion of a first and second-cycle degree
 - they promote completion rates for third-cycle degree programmes
 - they promote the recruitment of people suitable for third-cycle degree programmes
 - the various needs of the different faculties are met

Section **Salary setting for new appointments**

- 3 In the case of a new appointment of a doctoral student, a minimum monthly salary is applied, which is fixed for each faculty. A higher salary may be applied if there are special reasons to do so.
The faculty decides in consultation with the faculty's HR manager/equivalent which criteria are relevant for setting a higher salary.

Section **Doctoral student salary review**

- 4 Salary reviews for doctoral students follow the schedule for salary reviews at Lund University, if no other agreement has



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been reached by the parties. The doctoral student's monthly salary is generally increased by an amount agreed by local parties in negotiations performed in connection with the salary review.

Section 5 Salary increase in stages

5 The faculty decides if each third-cycle degree programme is divided into two or more stages and what proportion of the salary increase is given as each stage is completed. These stages are to be designed with regard to the second point of section 2 of this agreement. The total salary increase across all stages is to come to SEK 3,500.

Each stage is to comprise objectives that demonstrate development in the doctoral student's third-cycle degree programme and are connected to the doctoral student's individual study plan. For each stage completed of the third-cycle degree programme, the doctoral student is to receive a salary increase in accordance with the faculty's salary increases in stages without the need for an individual application.

Section 6 Faculty procedures for salary increases

6 The faculty is to have procedures in place to follow up each doctoral student's individual study plan and the regular reporting of the proportion of the third-cycle degree programme completed in Ladok. The faculty decides on the salary increase for the doctoral student after the proportion of the third-cycle degree programme completed has been registered in Ladok.

The doctoral student is to be informed about the faculty's salary increases and how these are handled in practical terms as part of their introduction.

Section 7 Period of validity

7 This agreement enters into force on 1 August 2023 and is applicable until further notice according to the period of validity set out in the agreements on pay and benefits for government employees (Vilkorsavtalet and Villkorsavtal-T) and with three months' notice in accordance with Chapter 2 Section 5 paragraph 2 of the agreements on pay and benefits



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for government employees, Vilkorsavtalet (OFR/S and Seko) and Villkorsavtal-T (Saco-S).