



**Written notice that fixed term employment will not be continued and information about priority entitlement to re-employment**

**Personal information**

Personal identification number	
First- and last name	
Address	
Postcode and postal address	

You are hereby notified pursuant to Section 15 of the Employment Protection Act (1982:80) that the following employment will not be continued.

Current employment (function/role)	
Organisational placement	
End date of employment	

**The position has been limited in time as follows:**

- 5 § p.1 LAS (special fixed-term employment/SÄVA)
- 5 § p 1 LAS (general fixed-term employment/ALVA)
- 5 § p.2 LAS (temporary employment)
- 5 § p.3 LAS (seasonal work)
- Collective agreements (student employees)
- Collective agreement (postdoc, adjunct teacher)
- Chapter 4 Higher Education Ordinance (HF) (teacher/professor, assistant lecturer)

**Priority for re-employment**

If you have reached the prerequisites for priority for re-employment as described below, you must notify Lund University an interest in receiving priority for re-employment in order for it to apply. You can find the application on Staff Pages.

[Benefits | Staff Pages \(lu.se\)](#)



If you choose to apply for an interest of re-employment, you will be considered as a candidate for the vacancies corresponding to the information in your notification if you have the sufficient qualifications. Please note that in the case of public-sector employers the basis for appointments is governed by legislation. This means that if another candidate is more qualified (on the basis of merit and skills), this candidate may be recruited ahead of you.

- You have attained the qualifications to be able to claim the general preferential right to re-employment under the provisions of sections 25-27 of the LAS in conjunction with the provisions of the agreement on the rotation system for state employees (TurA-S).

You have achieved the qualifications to be able to claim a preferential right to re-employment for a new employment with SÄVA as a time limitation basis in accordance with the provisions of sections 25-27 of the LAS in conjunction with the provisions of the agreement on the rotation system for state employees (TurA-S).

You have achieved the qualifications to be able to claim preferential re-employment rights for a new seasonal position under the provisions of Sections 25-27 of the LAS in conjunction with the provisions of the Agreement on the Rotation of State Employees (TurA-S).

You do not have a preferential right to re-employment. This applies to the fixed-term positions of postdoc and assistant professor. Teacher by virtue of a collective agreement, fixed-term employment by virtue of Chapter 4 HF (e.g. teacher/professor, assistant lecturer), and for employees who have reached the age of 69 (Section 33 b LAS).

### Right to deliberation

You and your workers' organisation have the right to deliberation with the employer about the announcement that the fixed-term employment will not be continued (Section 30a (2) LAS).

### The Social Security Foundation (Trygghetsstiftelsen)

Lund University is covered by the national collective agreement on security issues. If you fulfil the qualification requirements, you will be notified to the Social Security Foundation so that you can receive support for new employment.

You fulfil the eligibility requirements to receive support from the Social Security Foundation and the employer will register you with the Social Security Foundation. Read more at <http://www.tsn.se/>

[You do not fulfil the eligibility requirements to receive support from the Social Security Foundation.](#)

**Claiming an indefinite duration of employment.** If you believe that your employment has been wrongly limited in time and you wish to bring an action for the employment to be declared valid until further notice, you must notify the employer no later than one month after the end of the employment period. If your employee organisation has requested negotiations with the employer within one month of the end of the employment period regarding the question of the employment being wrongly limited in time, the action must be brought within two weeks of the conclusion of the negotiations. In other cases, the action must be brought within two weeks of the expiry of the time limit for notification under the first subparagraph. Failure to give notice or to bring an action within the specified time limits shall result in the loss of the right to bring an action for employment of indefinite duration. An action for permanent employment shall be brought in accordance with the Act (1974:371) on legal proceedings in labour disputes.

**Action for damages.** If you believe that your employment has been wrongly limited in time and therefore wish to claim damages, you must notify the employer within four months of the end of the employment period. If your workers' organisation has called for negotiations on damages within four months of the end of the employment period, the action must be brought within four months of the conclusion of the negotiations. Otherwise, the action must be brought within eight months of the end of the period of employment. Failure to give notice or to bring an action within the specified time limits shall result in the loss of the right to bring an action for damages. An action for damages shall be brought in accordance with the Act (1974:371) on proceedings in labour disputes.

Date	Signature of manager/employer	Name clarification of manager/employer
Date	Signature of administrator	Name clarification of administrator

I have been informed that fixed-term employment will not be continued.

Date	Signature of employee	