# Local agreement on salary-setting for doctoral students

Section 1

The parties conclude a local agreement on salary-setting for doctoral students at Lund University, on the basis of Chapter 1 Section 4 of the General Agreement on Pay and Benefits (ALFA).

Section 2

The provisions in the present agreement cover all appointments to doctoral studentships and as research assistant with a study grant.

Section 3

Salary-setting is to be designed so that

* third cycle education becomes a competitive alternative to professional activity outside higher education for an individual immediately after completing first and second cycle studies
* it fosters a good completion rate in research studies
* it promotes the recruitment of suitable people to research studies
* the various needs of different faculties are met

Section 4

When first employing a doctoral student, the University applies a monthly starting salary that is established for each faculty.

If there are special circumstances, a higher salary may be applied. Each faculty determines, in consultation with the human resources director, what special circumstances are relevant for a higher salary.

Section 5

Employed doctoral students undergo an individual salary review whenever negotiations are conducted in connection with local salary reviews.

The following negotiation procedure applies to salary-setting for doctoral students in local salary reviews:

1. The parties agree on a review date for the doctoral students
2. The monthly salaries of doctoral students are normally increased by SEK X hundred, or Y %, rounded up to the nearest SEK 100, in case of full-time employment.
3. Salary increases are paid out within three months of the review date.
4. The parties have the right to demand a negotiation on adjustment of a doctoral student’s salary that has been increased according to b) if special circumstances apply

Section 6

After consultation with the employee organisations (ALFA, appendix 2), each faculty decides on the division of research studies into two or three stages. For each completed stage of research studies, the doctoral student receives a salary increase.

The sum total of salary increases for the total number of stages amounts to SEK 2800.

Applications for salary increases are to be submitted to the faculty board by the individual by sending in certification pursuant to the faculty’s provisions. Salary increases apply as of the month following completion of the stage, albeit no earlier than six months before the application was received by the faculty office.

Section 7

The present agreement applies as of 1 October 2006 and until further notice, with a notice period of one month. If ALFA ceases to apply, the present agreement also ceases to apply. The agreement replaces the agreement of 2 October 2002 (reg. no F85 4848/02).

Lund University OFR/S

Staffan Svensson Birgitta Olvegart

SACO-S SEKO Civil Skåne

Pehr Osbeck Ingrid Lagerborg