

Salary setting in doctoral employment

Salaries of employees who are employed as doctoral students are exempted from individual salaries and governed by a local agreement on wages in student positions. The following is a summary of the agreement.

The agreement is valid from October 1, 2023.

Salary scale based on level of competence

- The monthly salary for new doctoral students is SEK 30,200 at full-time employment. This is the lowest salary.
- When at least 25 percent of the requirements for the doctoral degree have been met, or when 200 time units of activity have been accumulated according to the Individual Study Plan (ISP), the monthly salary shall be SEK 30,900 at full-time employment.
- When at least 50 percent of the requirements for the doctoral degree have been met according to the ISP, or when the licentiate degree has been rewarded, the monthly salary shall be SEK 32,500 at full-time employment.
- When at least 80 percent of the requirements for the doctoral degree have been met according to the ISP, the monthly salary shall be SEK 34,800 at full-time employment.

Requirements for new salaries and salary increases

The new salary is valid from the month after the applicable requirements have been met. The new salary is paid when a written certificate has been given to the HR Office. At the latest the month after the accumulated percentage of the planned effective study time has been reached according to the current ISP, the student's fulfillment of the requirements for the next level of competence is assessed.

Individual pay setting at new appointment

Individual pay setting at new appointment means that a doctoral student receives a higher monthly salary than indicated by the salary scale. Individual pay setting shall be applied restrictively. If individual pay setting is to be used, it must be stated at the time of appointment whether a doctoral student belongs to Category 1 or Category 2 below.

Category 1

At new appointment, a higher monthly salary than stipulated in the salary scale may be decided as there is competition for skills in the labour market and when it is a condition for employing an applicant. The difference between the individually set salary and the minimum salary for new doctoral students on the scale is retained when the doctoral student advances up the salary scale.

Category 2

Higher monthly salaries than stipulated in the scale may also be given to Karlstad University employees who are appointed as doctoral students, if appointment is necessary for the university's

skills supply. Category 2 students are not included in the salary scale agreement. Instead, their salaries are determined individually throughout their term of employment as doctoral students, which means these students' salaries are only revised at the regular payroll date.

However, the salaries paid to Category 2 doctoral students may not be lower than the salaries indicated for the appropriate level of competence on the doctoral student salary scale.

Transitional measure – salary increase after completing a course in teaching and learning in higher education

Based on previous local agreements on salary agreement for doctoral students, the following transitional measure applies. Doctoral students who have received a salary increase of SEK 300 after completing a course in teaching and learning in higher education, or equivalent training of at least five weeks, retains the salary supplement in addition to the salary stipulated in the salary scale throughout their period as a doctoral students.