

Local collective agreement – Ref. No. C2025/716

## **Salary setting in doctoral employment**

This translation is made by AI, the Swedish version has juridical precedence.

### **Parties**

Employer: Karlstad University

Employee organisations: Saco-S, OFR/S, Seko

### **§ 1 Scope**

This agreement is concluded in accordance with RALS 2010-T and RALS 2025–2027, Section 5, paragraph 2. It applies to employees appointed as doctoral candidates at Karlstad University and normally entails an exemption from individual salary setting under Sections 2 and 3. Individual salary setting may, however, be applied in accordance with Section 4.

The agreement replaces the previous local agreement on salary setting for doctoral candidates (Ref. No. C2023/970) and enters into force on 1 October 2025. It applies until further notice in relation to Saco-S, and until 30 September 2027 in relation to OFR/S and Seko, subject to one month's mutual notice.

### **§ 2 Salary scale based on competence levels**

Effective 1 October 2025 / 1 October 2026

Starting salary (minimum): 32,200 / 33,100

At least 25% or 200 time units according to ISP completed: 32,900 / 33,800

At least 50% completed: 34,600 / 35,500

At least 80% completed: 37,100 / 38,000

### **§ 3 Conditions for salary progression**

The new salary applies from the month following the fulfilment of each requirement. Payment of the new salary is made once written certification has been submitted to the HR Department. Assessment of the requirements for each competence level shall be carried out no later than the month after the corresponding proportion of the planned effective study period, as specified in the individual study plan (ISP), has been completed.

#### **§ 4 Individual salary setting upon appointment**

Individual salary setting upon appointment means that a doctoral candidate may receive a higher monthly salary than stated in Section 2. This shall be applied restrictively. Where applied, it shall be specified at the time of appointment whether the doctoral candidate belongs to Category 1, Category 2, or Marie Skłodowska-Curie Actions.

##### *Category 1*

A higher starting salary than stated in Section 2 may be granted where there is competition for the candidate's expertise in the labour market and this is necessary in order to recruit the candidate. The salary differential in relation to the minimum starting salary under Section 2 shall be maintained as the doctoral candidate progresses through the salary scale.

##### *Category 2*

Individual salary setting may be applied to employees of Karlstad University who are appointed as doctoral candidates, where such appointment is of strategic importance for skills provision. This category is not covered by Sections 2 and 3. Instead, individual salary setting applies throughout the period of employment, meaning that salary is revised only during the ordinary salary review process.

The salary for Category 2 doctoral candidates shall not be lower than the levels set out in Section 2 for each competence level.

##### *Marie Skłodowska-Curie Actions*

For doctoral candidates financed by the EU Marie Skłodowska-Curie Actions programme, individual salary setting is applied in accordance with the conditions of the research grant regarding salary and benefits, but never below the levels specified in Section 2. Where the programme runs for three years, its provisions regarding salary and other benefits apply for that period. From the fourth year onwards, the doctoral candidate shall normally receive a salary in accordance with Section 2.

*Karlstad University, 2026-06-02*

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