



Local Collective Agreement on Salary Setting for Civilian Doctoral Students*

**This is a translation of the Swedish agreement and was carried out by ChatGPT. In case of any questions, the Swedish version applies*

1 § Based on RALS 2010-T, the parties enter into a local collective agreement on salary setting and the doctoral salary ladder for employees holding a doctoral position at the Swedish Defence University.

For doctoral students who are professional officers with a primary employment at the Swedish Armed Forces, the conditions are regulated in a separate local collective agreement.

2 § Employment as a doctoral student at the Swedish Defence University entails salary placement according to the applicable entry-level salary in the doctoral salary ladder. The amounts stated correspond to the monthly salary for full-time employment. For part-time employment, the monthly salary is proportionally adjusted according to the employment rate. The amounts are stated before tax (gross salary).

Doctoral Salary Ladder

Entry-level salary		31,500 kr
Level 1	25% of the requirements for a doctoral degree fulfilled	32 100 kr
Level 2	50% of the requirements for a doctoral degree fulfilled	33 500 kr
Level 3	80% of the requirements for a doctoral degree fulfilled	35,500 kr

3 § The salary of a doctoral student shall follow their progress according to the individual study plan (ISP), which is continuously updated based on performance and timeline. The doctoral student's ISP must clearly indicate how each level in the doctoral salary ladder is to be achieved.

The new salary for an attained level takes effect the month after the requirements for advancement to the next level have been met.



4 § When recruiting doctoral students within particularly competitive fields and subject areas, salary supplements to the doctoral salary ladder may be applied. Such exceptions must be approved, in connection with the announcement of a doctoral position, by the research director. These salary supplements shall not be based on individual performance and competence.

5 § Doctoral positions are not subject to salary increases based on the acquisition of new qualifications, such as obtaining a doctoral degree. Upon completion of the doctoral degree, the salary remains at Level 3.

6 § The doctoral salary ladder is revised annually in connection with the regular salary review, which normally takes place on October 1.

Salary adjustments are made based on the level the doctoral student is at at the time of the salary review.

7 § This agreement is valid until further notice from October 1, 2024. The mutual notice period for termination is six months. The agreement may only be terminated with effect from October 1 of any given year.

Signatures

The original Swedish document was signed March 5, 2024.