



Negotiation protocol*

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

Case: Local Collective Agreement on Salary Setting for Civilian Doctoral Students

Parties

Representatives from the Employers side:

Amanda Beuthan, chief negotiator, Camilla Sävmarker, HR-partner and Louise Hasslev, minute-taker.

Representatives from the Employees side:

Saco-S: Niklas Wikström, chair, Nina Gemvik vice chair, and Moa Peldàn Carlsson, student delegate

The employer has initiated collective bargaining with SACO-S regarding a local collective agreement on salary structure for civilian doctoral candidates at the Swedish Defence University. Negotiations were conducted on November 18, 2024, and December 11, 2024. A new local collective agreement was signed by the parties on March 5, 2025. Minor linguistic adjustments have been incorporated into the agreement.

The following conclusions were reached in the negotiations concerning the local collective agreement on salary structure for civilian doctoral candidates:

1 § The parties agree that this agreement applies to doctoral candidates who are not professional officers.

2 § The parties agree that the doctoral salary ladder consists of an entry level salary step upon employment, followed by three salary levels based on the doctoral candidate's progress (25%, 50%, and 80%) toward the completion of the doctoral degree.

3 § Advancement to each salary level shall be specified in advance in the doctoral candidate's individual study plan (ISP) to ensure consistency in assessments.

The ISP:s of current doctoral candidates shall be updated accordingly over time to align with this principle.

6 § The parties agree that all levels of the doctoral salary scale shall be subject to revision. A doctoral candidate who begins their studies in January and is thus on the entry-level salary shall have their salary adjusted to the new entry-level salary as of October 1, following the revision of the doctoral salary ladder. A doctoral candidate at level 1 shall receive a new salary for that level, and so forth.



If advancement occurs after October 1, the revised salary structure shall apply. Furthermore, retroactive salary adjustments shall be made from the date of revision if new salary decisions are made after this point.

7 § This agreement enters into force on October 1, 2024, and remains in effect until further notice. The parties agree that this agreement for civilian doctoral candidates replaces the previous local collective agreement (Ö 247/2016) as of October 1, 2024.

In the event of differing interpretations of the agreement, either party may request negotiations. A new negotiation protocol shall then clarify the parties' shared interpretation of the existing agreement.

Signatures

The original Swedish document was signed March 5, 2024.