



## Local Collective Agreement om Salary Setting for Civilian PhD Students

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

For PhD 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 PhD student at the Swedish Defence University entails salary placement according to the applicable entry-level salary in the PhD 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).

The PhD Student Salary Ladder is specified in Appendix 1.

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

The new salary for the achieved level takes effect the month after the requirements for moving up to the next level has been fulfilled.

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

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

**6 §** The PhD Student salary ladder is revised annually in connection with the regular salary review, which normally takes place on October 1<sup>st</sup>.

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

**7 §** This agreement is valid until further notice from October 1<sup>st</sup>, 2025. The mutual notice period for termination is six months. The agreement may only be terminated with effect from October 1<sup>st</sup> of any given year.

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