



Negotiation Minutes

Matter: Annual Revision of the PhD Salary Ladder for Civilian PhD Students

Parties

Employer's

representatives: Christoffer Svensson, förhandlingsansvarig, Camilla Sävmarker, bitr.
förhandlingsansvarig, Moa Ellsén, HR-praktikant

Employee's

representatives: Saco-S Niklas Wikström, ordförande, Nina Gemvik, vice ordförande,
Rusudan Zabakhidze och Moa Peldán Carlsson, studentrepresentanter

The employer has called for collective agreement negotiations with Saco-S regarding Sections 2 and 6 of the local collective agreement on salary setting for civilian PhD students at the Swedish Defence University.

1 § The parties agree to separate the PhD student ladder from the local collective agreement and to append the PhD student ladder as an appendix to the agreement.

2 § The parties agree that the amounts in Appendix 1 shall apply from 1 October 2025 and that retroactive payment shall be made with the regular salary payment in February 2026.

3 § The parties agree that the employer shall obtain information from the directors of studies at the PhD programmes regarding any promotions between the different levels that have taken place during the period 1 October 2024 – 1 October 2025. If a move up has been missed, the move up to the next level shall be made retroactively from the date on which the PhD student reached that level.

At the minutes
Camilla Sävmarker

Christoffer Svensson
HR-partner

Niklas Wikström
Chairman Saco-S

Signed electronically. In the event of any disagreement between the English and the Swedish versions of these minutes, the Swedish version takes precedence.