

Agreement
19 November 2021

PARTIES

Employer: Swedish Agency for Government Employers

Employee: Public Employees' Negotiation Council (OFR)'s union
areas within combined government negotiating area

Saco-S

Agreement on fixed-term postdoc employment

Article 1:

The agreement applies to higher education institutions or other employers within the government contractual area that conduct research.

The agreement applies to employees who are employed as postdocs and who will mainly conduct research. Teaching may also be included in the duties, but up to a maximum of one-fifth of the working time.

The purpose of the position is to give the employee an early opportunity to develop his or her independence as a researcher and to create the conditions for further acquisition of qualifications after completing the doctoral degree. The position is part of efforts to underpin the future supply of skills.

The application of this agreement is subject to the condition that the employee has not previously been employed as a postdoc researcher under this agreement for more than one year in the same or a related subject area with the same employer.

Article 2:

To be eligible for employment under this agreement, a doctoral degree or a foreign degree deemed to be equivalent to a doctoral degree is required. This eligibility requirement must be fulfilled at the latest at the time of the employment decision.

To be eligible for employment under this agreement, candidates should primarily have obtained a doctoral degree as referred to in the first paragraph of this article not more than three years previously. For the purpose of calculating the three-year framework period, the starting point is the deadline for applications.

If there are special reasons, such a doctoral degree may have been received earlier than as referred to in the second paragraph. Special reasons include leave due to illness, parental leave, trade union duties, military service, or other similar circumstances, as well as clinical service or service/assignments relevant to the subject area.

Article 3:

Beyond the provisions of the Employment Protection Act (1982:80), a postdoc may be employed for an indefinite period, but not for less than two or more than three years.

The employment referred to in the first paragraph may be extended if this is necessary to achieve the purpose of the employment. However, the total period of employment may not exceed three years.

The parties' starting point is that employment as a postdoc refers to full-time work.

Article 4:

In addition to the provisions of Article 3, the employment may be extended if there are special reasons. Special reasons include leave due to illness, trade union duties, military service, or other similar circumstances, as well as clinical service or service/assignments relevant to the subject area.

Special reasons also include parental leave during employment. In the case of such parental leave, the employee shall be offered the possibility of an extension at least equivalent to the duration of the leave.

Article 5:

If, pursuant to the acquisition of the qualification, the employer decides to post the employee abroad¹, the employee shall be on leave from employment under this agreement without a specific decision.

Article 6:

This agreement is valid as of 1 February 2022 and until further notice. The agreement replaces the agreement on fixed-term postdoc employment dated 4 September 2008 and applies to employment contracts entered into after its coming into force.

The notice period is six months. However, in the event of termination of this agreement due to notice being given, any fixed-term employment commenced during the period of validity of this agreement shall continue in force.

¹ For government agencies, posting abroad is carried out under the terms of the agreement on posting abroad (URA).

Provisional regulations

For employees who are employed under a fixed-term postdoc agreement dated 4 September 2008, that agreement applies as worded.

If an employee has been employed before the entry into force of this agreement and the employment continues beyond 1 October 2022, the employment may be extended pursuant to Article 3 Paragraph 2 of this agreement, but not beyond a total period of three years. In the event of such an extension, this agreement shall otherwise apply in its entirety.

Stockholm 19 November 2021

Swedish Agency
for Government
Employers

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