

Salary criteria

2021-09-20

Reg. No.: MIUN 2018/1756

Salary criteria

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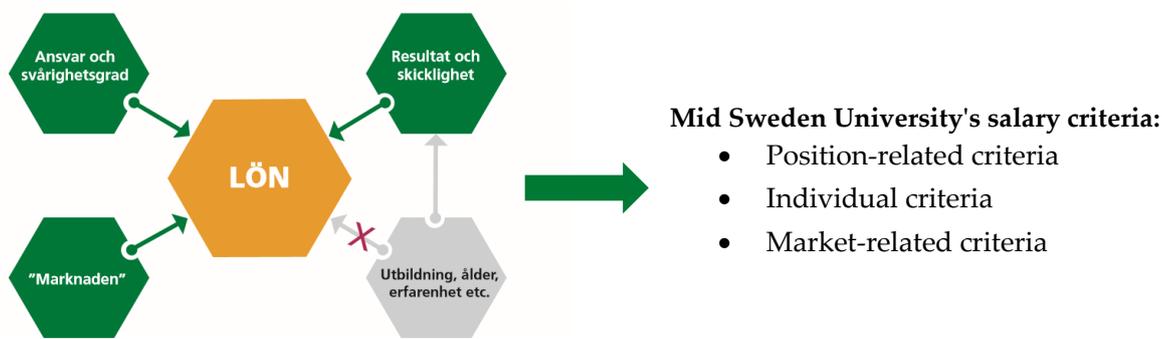
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Mid Sweden University's salary criteria

Mid Sweden University's salary criteria are used as the basis for setting salaries for employees. The salary criteria are related to position, individual, and market related. When a salary is set, an overall assessment is made of all salary criteria.

Individual salaries are set according to level of responsibility and difficulty of the work assignment, and the employee's results and skills. Competition on the job market can contribute to there being differences in salaries. Education, age and experience are factors that usually affect responsibility, level of difficulty, results and skills in the work. During salary review, results and proficiency are valued rather than education, age or experience in themselves. This is illustrated in the image below.



Common salary criteria for all employees and managers at Mid Sweden University

There are salary criteria that employees and managers have in common, regardless of a person's role. In addition to the common salary criteria, there are special salary criteria according to the role that an employee has. There are special criteria for researchers and instructors, T/A staff and managers.

Position-related salary criteria

Position-related criteria are connected to the degree of responsibility an employee has in his or her work and the level of difficulty the work involves.

Type of work duties and level of difficulty

Level of difficulty refers to the required knowledge, qualifications, experience and ability that are needed in order to perform the duties involved in holding the position.

Responsibility at work

This refers to the degree of responsibility that the position involves.

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Individual salary criteria

Individual criteria involve an employee's work performance and how they contribute to achieving the objectives of the organisation.

Active participation

Take responsibility for duties by contributing to the development of the organisation, deliver with quality and on time, and take responsibility for personal skills development. Take responsibility for work colleagues through collaboration and giving support and constructive feedback, and take responsibility for the employer by seeing one's part in the organisation as a whole.

Taking responsibility and initiative

Take responsibility for the objectives and results of the organisation. See what needs to be done and do it. Develop the organisation through innovation and problem solving, monitor the external environment in order to make changes, and develop activities and assignments.

Results

Individual performance for achieving results in accordance with established operational objectives.

Collaboration

Ability to work together within and outside of the division, within and outside of one's own discipline, and across locations.

Cooperate through relations with trade and industry and other parties external to Mid Sweden University (role-specific).

Lead without being a manager (role-specific)

Some roles at Mid Sweden University involve coordinating and leading assignments and colleagues.

Market-related salary criteria

Market-related criteria involve the supply and demand of manpower.

It is not solely an employee's work assignments and results that affect their salary. Factors such as the supply and demand of manpower and the salary level set elsewhere on the job market often influence salaries. The market salary is the price other employers are willing to pay for a certain skill. An employer needs to pay the price required in order to be able to provide the organisation with the necessary skills. This applies both during recruitment and for retaining key skills within the organisation.

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Special salary criteria for researchers and instructors

In addition to the common salary criteria, the following apply for researchers and instructors:

Successful educational work

Some of the ways this is assessed is through the results of pedagogical aptitude, involvement in educational planning, administration, and educational development work. Examples include developing courses, improving education, and contributing to colleagues on the teaching team.

Successful research efforts

Some of the ways this is assessed is according to national and international publication in reputable journals, scientific conferences, contribution towards the arrangement of national and international conferences, assignments at research organisations, application for research funding, and supervision of research students.

Third-cycle education

Successful supervision in third-cycle education that results in a licentiate or doctoral degree, such as by contributing to a good work environment for doctoral students, and helping the doctoral student to be ready on time and maintain good quality in their research work.

Academic assignments within Mid Sweden University

Demonstrated through active participation both within the division as well as within Mid Sweden University in general, such as by participating on various boards, councils or other internal bodies.

Academic assignments outside of Mid Sweden University

Scope of assignments within authorities such as, for example, special advisor, faculty opponent, member of an examination board during defence of a dissertation, or other assignments.

Special salary criteria for T/A staff

In addition to the common salary criteria, the following apply for T/A staff:

Proactive and perceptive support to the organisation

Demonstrated through being proactive and perceptive to the organisation's needs for support. Support the organisation by doing the right thing according to current regulations and legislation.

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Develop useful support processes

Develop support processes so that they become effective and simple to use for the organisation.

Special salary criteria for managers

In addition to the common salary criteria, the following apply for managers:

Serve as a representative of the employer

Lead by seeing the whole picture and standing up for the common task, and having the ability to lead during changes.

Representing and working to strengthen Mid Sweden University's image of being an attractive employer in various forums.

Leadership

Lead and direct in a way that effectively achieves objectives, which includes the ability to organise the work, delegate and follow up, and being able to communicate and engage in discussions. A manager must promote active participation and ensure a good work environment. The manager's role includes living up to the requirements for equal opportunities at work and the Discrimination Act.