



HÖGSKOLAN  
DALARNA

# Wage Policy

The wage policies relate to human resources policies. Along with other related decisions related to human resources policies, the policies will serve to support the recruitment, development and retention of personnel, all of which are essential for the running and development of the organisation and for the meeting of set goals.

Wages are one of the factors that along with other conditions for employment allow for the formation of a competitive university. As well, the Wage Policy must be such that the quality and competitiveness of the University are maintained within the national and international academic system.

Central to the setting of wages at Dalarna University are its wage policy, central agreements and the financial situation of the University.

## **Personnel will be familiar with the criteria for wage setting**

The University is heavily reliant on its personnel and their competence and skills: therefore, the ability of personnel to develop professionally is of key strategic importance. The wages of all personnel will be set individually. Staff will know what they can do to receive a higher wage: this is why all personnel are to be familiar with the criteria for wages. Managerial staff at all levels shall fully understand the wage policy so that it plays a central role in the setting of wages and, consequently, is made clear to personnel.

Where all conditions are the same, men and women shall receive the same wage. The Wage Policy must be neutral and must promote equality.

## **Basis for the setting of wages**

The principles and criteria that are in place for the setting of wages, in accordance with contracts and the Wage Policy at the University, must be implemented with all types of wage setting. The wage level decided upon in the employment of a new staff member must be based on the level of performance the employee is determined to have post-introduction.

For staff members who already hold positions, a change in wage during wage reviews shall be in accordance with central and local agreements. This is the case for both permanent and non-permanent employees, unless there is another agreement to the contrary. A new wage can also be determined upon changes in position of employment if the new position involves great change or if the change in work duties is substantial.

The manager of the staff member is responsible for and has the task of setting wages in relation to work duties in terms of responsibility and level of difficulty; formal competence; expertise; results; and market-related factors. The evaluation is collective based on the given criteria. Individual setting of wages requires annual discussion between the manager and the employee.

Wages for doctoral students are set using an established wage scale.

