**Notice to the employee of discontinuation of temporary employment as well as notice to the employee organisation (Sections 15 and 30a, Swedish Employment Protection Act 1982:80)**

|  |  |  |
| --- | --- | --- |
| Surname and first name | Swedish national registration number | |
| Street address | Telephone | |
| Postcode and town | | |
| Department | | |
| Employed as | | |
| The employee has had the following employment:   Employment protection Act (LAS)  Higher education ordinance (HF) | | Collective agreement/other |

|  |  |
| --- | --- |
| **Your employment, which continues until and including** **will not be extended.** | |
| **DISPUTES AND DAMAGES**  As regards any action for a declaration that the employment is permanent and any action for damages, please see overleaf. | |
| **PRIORITY RIGHTS** | |
|  | **You are not entitled to any priority right**  Both the employee organisation and the employee are entitled to negotiation with the employer under Section 30a, Swedish Employment Protection Act (1982:80) [30a § lagen om anställningsskydd (1982:80)]. You must submit a request to your employer if you wish to initiate such negotiations. |
|  | **You are entitled to priority right**  The provisions of Section 25, Swedish Employment Protection Act (1982:80) [25 § lagen om anställnings-skydd (1982:80)], gives you a right, exercisable within nine months of termination of your employment, to claim a priority right in respect of recruitment of new personnel. There is no priority right until you have notified the personnel department, in writing, of your claim within the mentioned time limit. |
| **You claim preferential right to re-employment via Karolinska Institutet's website.**  [**https://staff.ki.se/claim-to-right-of-priority-to-re-employment**](https://staff.ki.se/claim-to-right-of-priority-to-re-employment?_ga=2.174801122.1561331969.1594622274-944332631.1559024051)  **Follow the instructions on the webpage.** | |

**Date and signature prefect/equivalent** **ACTION THAT THE EMPLOYMENT SHALL APPLY UNTIL FURTHER NOTICE**

If you claim that your employment has incorrectly been made temporary and wish to bring an action for a declaration that the employment is permanent, you must notify your employer of this no later than one month after expiry of the employment period.

If your employee organisation has within one month of expiry of the employment period requested negotiation with the employer concerning the matter of whether the employment has incorrectly been made temporary, any action must be brought within two weeks of conclusion of the negotiations. Any action must otherwise be brought within two weeks of expiry of the notice period referred to in the first paragraph.

You will forfeit the right to bring an action concerning permanent employment if you fail to give notice or bring the action within the stated time limits.

Actions concerning permanent employment shall be brought in accordance with the Swedish Labour Dispute Proceedings Act (1974:371) [lagen (1974:371) om rättegången i arbetstvister].

**ACTION FOR DAMAGES**

If you think that your employment has been incorrectly made temporary and therefore wish to claim damages, you must notify your employer of this within four months of expiry of the employment period.

If your employee organization has within four months of expiry of the employment period requested negotiation concerning damages, any action must be brought within four months of conclusion of the negotiations. Any action must otherwise be brought within eight months of expiry of the employment period.

You will forfeit the right to bring an action for damages if notice is not given or no action is brought within the stated time limits.

Actions concerning permanent employment shall be brought in accordance with the Swedish Labour Dispute Proceedings Act (1974:371) [lagen (1974:371) om rättegången i arbetstvister].