Reference Guide – Doctoral students

Latest update: 2025-11-12, Carolina Ström, Human Resources Department

RULES AND REFERENCES

- Doctoral education at Karolinska Institutet

DOCTORAL STUDENTSHIP (Swedish: doktorandanställning)

	Section of law/collective agreement	Salary/amount/other information	Agreement
Doctoral studentship	***The Higher Education Ordinance Chapter 5 Section 3-7*** • First appointment no more than 1 year. • May be extended by 2 years at a time. • Employment no more than 8 years (when employed at 50 %) or no more than 4 years (when employed at 100 %). • Employment to no longer than one year after receiving a PhD.[1]	• Salary in accordance with Doctoral student ladder (salary-setting principles for Doctoral students) • Scope 50 - 100 % • Employment conditions in accordance with agreements • Deduction is made from the maximum period of employment (ie included in the total employment time) for study time when the doctoral student had other funding eg. received an external scholarship.	In Swedish: Villkors-avtal

Doctoral student ladder Valid from 1 October 2025

- The salary below applies to registered doctoral student on an active level (parental leave included).
- For doctoral students with a 5 year study plan (students with 20 % teaching and/or other department duties) the salary is increased after 15, 30 and 45 months.
- For doctoral students on part-time level (50 % of full-time) the salary is increased after 24, 48 and 72 months.
- Upon completion of dissertation, the salary is adjusted the month after the dissertation.

Month	Without medical degree	With medical degree/dental degree[2]	Medical doctor with Swedish license to practice/ Dentist with Swedish license to practice and 2 years of practice after medical school
1-12	32 100 SEK	34 800 SEK	37 200 SEK
13-24	32 600 SEK	35 300 SEK	37 700 SEK
25-36	34 300 SEK	37 000 SEK	39 400 SEK
From 37	34 700 SEK	37 400 SEK	39 800 SEK
After PhD	36 000 SEK (+ one-off payment 3 000 SEK)	38 700 SEK (+ one-off payment 3 000 SEK)	41 100 SEK (+ engångsbelopp 3 000 SEK)

[1] The term can be extended under special circumstances. Special circumstances refer to leave from work due to illness, service in the Swedish Armed Forces, commission of trust in union organizations or student organizations or maternity/paternity leave.

[2] For the interpretation of a doctoral degree regarding a foreign exam, the following applies. HR at the department is responsible for examining whether the employee has stated in the CV that he or she has a doctorate or is a registered doctor or dentist. Medical examinations/dental degree from EU and EEA countries are always considered equivalent to Swedish medical education/dental degree according to the National Board of Health and Welfare. Assessment of doctoral degrees/dental degrees from other countries is done by the head of department. If a doctoral student does not accept the prefect assessment or the prefect can not make the assessment, the doctoral candidate may apply for a foreign exam examination at the National Board of Health and Welfare. An approval will be valid from the date the decision is taken by the National Board of Health and Welfare and the salary supplement will be paid from this date. If an employee has not received salary according to the PhD student steps, he or she shall immediately inform HR at the department.

DOCTORAL STUDENT WITH EXTERNAL SCHOLARSHIP

A doctoral student who commences his education with scholarship funding shall be employed when, according to the individual study plan, there is a duration of three years of full-time doctoral education until PhD. Exceptions may be made if the grant is provided in the context of a development assistance program or if the grant is provided in the framework of a European Union-funded program or other cooperation.

Doctoral students on scholarships must have at least the same income levels as other doctoral students. If the external scholarship is too low, the doctoral student will receive an additional scholarship from KI or a supplementary employment.

Income levels change over time as they are linked to the development of other doctoral students' remuneration levels (doctoral students' salary levels).

The amounts from 1 October 2025 are calculated according to the doctoral student's levels for year 1, 2, 3 and 4, less tax deductions according to the table for Solna municipality 2025 (tax table 29 column 1) If the student rate is 50%, the amounts may be halved.

For more information on scholarships, see Scholarship regulations at KI

Income levels per month *without a medical degree* (valid **from 1 October 2025**):

- Level for year 1: 32 100 – 5 915 = 26 185
- Level for year 2: 32 600 – 6 056 = 26 544
- Level for year 3: 34 300 – 6 434 = 27 866
- Level for year 4: 34 700 – 6 528 = 28 172

- Same level all 4 years: 27 192 SEK

Income levels per month *with a medical degree* (valid **from 1 October 2025**):

- Level for year 1: 34 800 – 6 575 = 28 225
- Level for year 2: 35 300 – 6 669 = 28 631
- Level for year 3: 37 000 – 7 046 = 29 954
- Level for year 4: 37 400 – 7 141 = 30 259

- Same level all 4 years: 29 267 SEK

Income levels per month *with a medical/dental licensure* (valid **from 1 October 2025**):

- Level for year 1: 37 200 – 7 094 = 30 106
- Level for year 2: 37 700 – 7 235 = 30 465
- Level for year 3: 39 400 – 7 611 = 31 789
- Level for year 4: 39 800 – 7 717 = 32 083
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- Same level all 4 years: 31 111 SEK

Compensation for postdoctors with scholarships

KI-established scholarships for postdoctors are recommended at a maximum of 34,000 kr / month. A higher amount can be paid exceptionally and the reason must be documented in the scholarship decision. The lowest income level for postdoctors with scholarships is recommended to be the highest income levels after tax in the local collective agreements for doctoral students.

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EMPLOYMENT BENEFITS FOR DOCTORAL STUDENTS IN CASE OF ILLNESS AND PARENTAL LEAVE

	Parental leave pay and Sickness pay	Insurances	Pension	Care and medicines	Vacation	Health promotion
Doctoral studentship	Yes. See Parental leave pay and If you get ill	• Personal injury insurance • Business travel insurance • Occupational injury insurance (PSA) • Group life insurance See Insurance	Yes. • Swedish public pension • Occupational pension See Pension	Yes. See If you get ill	Yes. See Vacation.	Yes. See Health promotion
Scholarship	Yes. See HF 1 kap. 11c §. See Insurance coverage for scholarship holders	• Personal injury insurance (students) • Insurance for doctoral students with stipends that applies in the event of absence from studies, with illness or maternity leave in case of withdrawn scholarship for these reasons. See Insurance coverage for scholarship holders	No	No. See Insurance coverage for scholarship holders and Patientavgifter och högkostnadskort.	No. Scholarship holders have no formally regulated vacation since they are not employed. The scope and time of the leave should be regulated in the individual study plan.	Partially. Scholarship holders are allowed to use the KI-gym in Campus Huddinge and Campus Solna and to participate in healthpromoting workshops and courses.