

Parties

Representing the employer: Swedish Agency for Government Employers (SAGE)
Representing the employee: Public Employees Negotiation Council (OFR)
Saco-S
Service and communication union (SEKO)

Agreement on fixed-term employment of adjunct teachers

1

An agreement supported by the Swedish Employment Protection Act (LAS, 1982:80), Section 2, is concluded between the parties on fixed-term employment of adjunct teachers.

LAS is applicable to employment according to this agreement with the following exceptions:

2

Adjunct teacher (not adjunct professor¹) refers to part-time employment of persons whose primary employment is not in the university or higher education sector. The purpose of an adjunct position is to supply competence that is not normally present within the regular staff though necessary for a high quality education.

Joint comment by parties:

The scope of an adjunct position shall be based upon the requirements of the operation. The normal scope of such employment is currently about 20 % of a full-time position. The parties are aware that a larger scope may be justified in some cases.

An hourly wage can be used to compensate adjunct teachers. The forms for such compensation are regulated by local agreements.

¹ Employment of adjunct professors is regulated by the Higher Education Ordinance (HF), Chapter 4, Section 11.

3

An adjunct teacher may be employed until further notice, though for no longer than two years. Such employment may be renewed.

Prior to a decision to employ an adjunct teacher, as of 2012 the employer must assess the scope of future adjunct positions. This assessment shall be reported to relevant employee organizations within the framework of the local order of negotiations according to the Swedish Co-determination Act or local collective agreement on co-determination at the school.

As of the fiscal year 2012/2013 and in conjunction with the assessment report on future adjunct positions, the employer is also to report the outcome of the employment positions according to this agreement for the first half of 2012. Such reports are then to be made on an annual basis for the previous fiscal year.

Local parties can agree to other forms for accounting this information.

4

Employment according to Section 1 above does not give preferential rights according to LAS, Section 25, to employment at the school. Nor does such employment entitle one to greater scope of employment (higher level of occupation) according to Section 25 of LAS.

5

The provisions of the Higher Education Ordinance (HF), Chap. 4, Section 2, should be applied if possible when employing senior lecturers/associate professors.

This agreement is not applicable in cases where Chapter 4, Section 10 of the Higher Education Ordinance is applicable.³

6

In paragraph 1 of the minutes⁴ of the negotiations, dated 14 December 2011, the central parties have given local parties the task of following up the manner and extent of compliance with this agreement at the school.

This follow-up shall cover the last four-year period, beginning on 1 January 2012. This means that the first evaluation shall be completed no later than 1 April 2016 and reflect the period beginning in 2012 and ending at the close of 2015. Follow-up of the next four-year period will then be done within an equivalent time frame, i.e. no later than 1 April.

² Combined employment is regulated through the Higher Education Ordinance (HF), Chap. 4, Section 2.

³ Employment of teachers who work in artistic disciplines is regulated through Chapter 4, Section 10 of the Higher Education Ordinance.

⁴ Agreement on contracts concerning fixed-term employment of adjunct teachers

The follow-up by local parties shall include review and documentation of:

- the way the agreement was applied during the period,
- any steps that need to be taken concerning compliance, and
- whether or not the parties agree on the evaluation

In cases where local parties do not agree on the outcome of the evaluation, they must report this to their central party.

In such a situation, central parties must draw joint conclusions and take measures which the parties deem necessary.

7

For Chalmers University of Technology and Jönköping University, neither of which is covered by the Higher Education Ordinance, this agreement can be applied for the employment of adjunct professors as well as adjunct teachers in artistic disciplines. The total term of employment for adjunct teachers in artistic disciplines, however, may not be longer than 10 years.

If a previous local agreement regulating issues according to this agreement is still valid at a college or university, then it may be applicable alongside this agreement until it expires.

8

This agreement is applicable as of 1 January 2012 and until further notice, subject to six months' notice by either party as of 30 June of each year.

If this agreement is terminated due to a notice, a fixed-term position that was begun during the valid term of this agreement will still be applicable.

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Swedish Agency for Government
Employers (SAGE)

Public Employees Negotiation Council
(OFR)

Monica Dahlbom

Åsa Erba-Stenhammar

Saco-S

Service and communication union (SEKO)

Robert Andersson

Lars Johansson