

## **Parties**

*Representing the employer:* The Swedish Agency for Government Employers

*Representing the employees:* The combined association areas of the Public Employees' Negotiation Council (OFRS) in the state negotiating sector Saco-S (the Swedish Confederation of Professional Associations – Academics)  
Union of Service and Communication Employees (SEKO)

## **Conclusion of an agreement relating to temporary postdoctoral employment**

### Section 1

The parties are entering into an agreement relating to temporary postdoctoral employment, as set out in the appendix.

### Section 2

By postdoctoral employee (post doc) is meant someone employed mainly for research purposes who has a PhD or a foreign qualification deemed to be equivalent to a PhD and who has qualified up to three years before the expiry of the application period. If special reasons exist, a PhD may have been obtained prior to this. Special reasons are understood to mean leave due to illness, parental leave, clinical service, representative duties on behalf of a union, or similar situations.

The position taken by the parties is that postdoctoral employment relates to full-time work.

The parties note that the Employment Ordinance's rules governing information about vacant employment apply when a seat of learning/an authority intends to employ a post doc.

### Section 3

Section 2 of the agreement contains rules governing the duration of the employment and the possibility of extending employment as a post doc. The position taken by the parties is that the appointment shall normally be for two years. They also take the view that an employee who has been on parental leave shall be given an opportunity to extend the appointment by a period amounting to at least the period of leave.

Recorder of the protocol

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*Approved on 15 September 2008*  
The Swedish Agency of  
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*Approved on 15 September 2008*  
Saco-S

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## **Agreement relating to temporary postdoctoral employment**

### Section 1

The agreement applies to someone employed as a post doc who will mainly be doing research. Their duties may also include teaching, although this must not exceed one-fifth of their working hours.

A condition for the application of this agreement is that the employee has not previously held postdoctoral employment pursuant to this agreement for more than one year within the same or related subject area at the same seat of learning/authority.

### Section 2

Over and above what follows from the provisions of the Employment Protection Act (1982:80), a post doc may be employed until further notice, subject to a maximum period of two years. The employment may be extended if special reasons exist. Special reasons are understood to mean leave due to illness, parental leave, clinical service, representative duties on behalf of a union, or similar situations.

### Section 3

This agreement runs from 1 September 2008 until further notice. It may be terminated at six months' notice. If the agreement ceases to apply after notice has been given, however, any temporary employment that started while the agreement was in force will continue to apply.

Stockholm, 4 September 2008

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