

# Mid Sweden University's salary criteria

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**Summary:** Mid Sweden University's salary criteria are used as a starting point for salary setting of employees. The salary criteria are job-related, individual and market-related. When setting wages, an overall assessment of all salary criteria is made.

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## Mid Sweden University's salary criteria

Mid Sweden University's salary criteria are used as a starting point for salary setting of employees. The salary criteria are job-related, individual and market-related and are the same for all employees, regardless of position. When setting wages, an overall assessment of all salary criteria is made.

The individual salary setting is based on responsibility and difficulty in the work as well as the employee's performance and skill. Competition in the labour market can help justify wage differentials. Education, age and experience are factors that most often affect responsibility, difficulty, results and skill at work. In the salary audit, results and skills are valued but not education, age and experience in itself.

### Individual salary criteria

Individual criteria are about the employee and their contribution to the business.

#### **Active employeeship**

Take responsibility for tasks by contributing to the development of the business, delivering with quality and on time and responsible for personal skills development. See what needs to be done and do it. Take responsibility for work colleagues and the work environment by collaborating, providing support and feedback in a constructive way and taking responsibility for the employer and the goals and results of the business by seeing their part in the business as a whole.

Develop business through innovation and problem-solving, monitor the world to change and develop operations and assignments.

#### **Results**

Individual performance to achieve results in accordance with established business objectives.

For example, for researchers and teachers:

Successful teaching work that is assessed through, among other things, results of pedagogical skills, commitment to educational planning, administration and pedagogical development work. Examples may include developing courses, developing pedagogy and contributing to colleagues in the teaching team.

Successful research work assessed by, among other things, the existence of national and international publication in reputable journals, scientific conferences, contributing to the organisation of national and international conferences, assignments in research organisations, application for research funding and supervision of research students.

Successful supervision in doctoral education leading to a licentiate or doctoral degree, for example contributing to a good working environment for doctoral students, that the doctoral student is completed in time and is of good quality in their research work.

For example, for TA staff:

Proactive and responsive support to the business by providing support so that the business can act in line with current regulations and legislation. Deliver assignments according to set goals and on time. In addition, develop support processes to make them efficient and easy to use for the business.

For example, for managers:

Lead and control to effectively achieve set goals, which includes the ability to organise work, delegate and follow up, as well as the ability to communicate and conduct dialogue. A manager must work for an active employeeship and

ensure a good working environment. The managerial role includes living up to the requirements that apply to equal conditions in employment and under the Discrimination Act.

To act as employers' representatives and lead by seeing the whole and standing up for the joint mission and having the ability to lead in change.

### **Collaboration**

Ability to interact within and outside the department/institution, within and outside its own subject and between locations. Collaborate through contacts with industry and other actors outside Mid Sweden University. Represent and work to strengthen the image of Mid Sweden University as an attractive employer in various forums.

For example, for researchers and teachers:

Active participation both within the department and at Mid Sweden University in general, for example through participation in various boards, councils or other internal bodies. Scope of assignments within authorities such as expert, faculty opponent, member of the grading board at the dissertation or other assignments.

### **Job-related salary criteria**

Job-related criteria are about how much responsibility the employee has in their work and the difficulty of the work.

### **Content and severity of tasks**

Difficulty means the requirements for knowledge, eligibility, experience and ability required to perform the duties in the position.

## **Responsibility at work**

This refers to the degree of responsibility within the framework of the position.

## **Market-related salary criteria**

Market-related criteria relate to labour supply and demand. It is not only the employee's tasks and results that affect the salary. Factors such as labour supply and demand, as well as the wage situation in the rest of the labour market, in many cases have an influence on wages. The market wage is the price other employers are willing to pay for a certain skill. An employer needs to pay the price required to provide the business with the necessary skills. This applies both when recruiting and retaining key competence in the organisation.