



Salary setting dialogue– Saco-S
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Sacoförbunden för dig som är akademiker i staten



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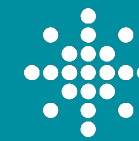
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Tjänstetandläkarna

What is Saco-S?

- Negotiation organization for governmental employee with academic education.
- Negotiation at the central level between Saco-S and Arbetsgivarverket
- Central collective bargain agreements concerning terms of employment, pension, vacation, parental leave etc.
- 18 members of the confederation Saco with approximately 90.000 medlemmar
- As a member of a Saco union, you are covered by Saco-S's negotiation activities at both central and local level.
- The work with the salary review takes place mainly at local level by your local Saco-S association with the support of the contact union (the largest union at the employer)

Finance a government agency

- The authorities' budget framework is calculated annually through a so-called price and salary recalculation (Pris- och löneomräkning, PLO); index for salary, rent and other costs.
- The purpose is to give the authority compensation for cost increases and to send a general demand for increased productivity
- About 60% of overhead costs is related to personnel costs
- In 2022, the PLO was 1.09% while many governmental agencies had salary increases of between 1.8-2.2%



Short on RALS-T

- Permanent collective bargain agreement
- No centrally specified salary sum
- Process agreement
- Individual and differentiated salary

Intentions of the collective bargain agreement

- Create conditions for local salary formation .
- Enable long-term salary formation.
- Create a local salary formation adapted to local needs.
- Using salary as a control tool for a better business.



Paus

5 minutes



Salary principals according to the agreement

”En arbetstagares lön ska bestämmas utifrån sakliga grunder såsom ansvar, arbetsuppgifternas svårighetsgrad och övriga krav som är förenade med arbetsuppgifterna, samt arbetstagarens skicklighet och resultat i förhållande till verksamhetsmålen.”

”Varje medarbetare ska informeras om på vilka grunder lönen sätts och vad han eller hon kan göra för att påverka sin lön.”

”Därför ska lönen vara individuell och differentierad.”

(5§ RALS 2010-T)



And in English...

”An employee's salary must be determined based on objective grounds such as responsibility, the degree of difficulty of the tasks and other requirements associated with the tasks, as well as the employee's skill and results in relation to the business objectives.”

”Every employee shall be informed of the basis on which the salary is set and what he or she can do to influence his or her salary.”

”Therefore, the salary shall be individual and differentiated.”

(5§ RALS 2010-T)





Salary principals continuing...

”Lönebildning och lönesättning ska medverka till att målen för verksamheten uppnås och att verksamheten bedrivs effektivt och rationellt.”

”Lönebildningen och lönesättningen ska också vara kopplad till verksamhetens resultat”

”En avgörande förutsättning för en effektiv och väl fungerande verksamhet är att arbetsgivaren kan rekrytera, motivera, utveckla och behålla arbetstagare med sådan kompetens som behövs på kort och lång sikt.”

”Lönesättningen är ett instrument för att säkerställa detta och ska stimulera till engagemang och utveckling i arbetet.”

(5 § RALS 2010-T)



And in English...

” Salary formation and salary setting shall contribute to the achievement of the objectives of the business and see to that the business is conducted effectively and rationally.”

” Salary formation and salary setting shall also be linked to the business's results”

” A decisive prerequisite for an effective and well-functioning business is that the employer can recruit, motivate, develop and retain employees with such skills that are needed in the short and long term.”

” The salary setting is an instrument to ensure this and should stimulate commitment and development in the employment.”

(5 § RALS 2010-T)



Salary setting dialogue

- The annual salary setting dialogue shall connect to the annual Performance review and the continuous dialogue between the manager and the employee about the work tasks, development, result and performance.
- This means the question of salary is an ongoing dialogue throughout the year.
- Through salary setting dialogue, your result and performance comes in clear focus.
- You and your manager are given the opportunity for a factual dialogue characterized by mutual openness and respect.
- Of course, you both have a responsibility to prepare so that the conversation is perceived as meaningful.

Process of the salary setting dialogue

The salary setting dialogue should be held on two separate occasions

- At the first occasion you'll talk about goals, your responsibilities, your tasks and your result based on your goals. These goals should be stated in your performance review.
- At the second occasion the manager shall present a salary based on what was said at the first occasion.
- Factual and clear motivations from the manager.
- Concrete measures for improvement when necessary.
- **The manager makes the assessment and the employer sets the salary!**

Process of the salary setting dialogue continuing...

- If you reach a consensus, the agreement becomes immediately binding
- If you don't come to an agreement, there is a local procedure for how the process is taken forward. Contact your local Saco-S.



How to prepare for your dialogue?

It's important that you map out your work effort in a structured way. Below are some examples of questions you can ask:

- What results have you achieved during the past year?
- Connect to your performance review and the continuous dialogue with your manager.
- Have you received more qualified tasks?

How to prepare for your dialogue? Continuing...

- Have you been given an extended responsibility?
- Have you contributed to the development of the business?
- Have you developed your skills to benefit the business??
- Have you helped your colleagues to a better result?

What does the Union do?

- Your local Saco-S representatives and your union is coaching and supporting you as you prepare for your salary setting dialogue.
- Your local trade union representatives also work to prepare and follow up the annual salary review.
- Focus is to secure the quality of the salary process and pave the way for good salary setting dialogues.



Thanks!

- Films (in Swedish)
- <https://www.saco.se/globalassets/lokala-webbplatser/saco-s/bilder/toppbilder/saco---processen-med-lonesattande-samtal.mp4>
- <https://www.saco.se/globalassets/lokala-webbplatser/saco-s/bilder/toppbilder/saco---hur-forbereder-du-dig-infor-ditt-lonesattande-samtal.mp4>

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