

Information for Employees Regarding the Salary Settlement Effective from May 1, 2025

Akademikerne/Unio:

For employees covered by the collective agreements with Akademikerne and Unio, the entire salary pool for local negotiations has been distributed and negotiated locally. In the agreements with Akademikerne and Unio, negotiations have taken place within a framework of 3.3% of the total salary base.

- The parties have locally agreed to grant a group supplement of 2.6% to employees covered by the settlement.
- The remaining portion of the salary pool has been used for individual supplements.

LO Stat:

In the agreement with LO Stat, all employees have received a general central fixed supplement of NOK 6,600 and an equal percentage supplement of 1.5% of base salary. This has already been paid.

Local negotiations have taken place within a framework of 1.35% of the total salary base.

- The parties have locally agreed to grant a group supplement of 0.35% to employees covered by the settlement.
- The remaining portion of the salary pool has been used for individual supplements.

YS Stat:

In the agreement with YS Stat, a general central supplement of 1.05% of base salary has been granted to all employees. This has already been paid.

Local negotiations have taken place within a framework of 2.7% of the total salary base.

- The parties have locally agreed to grant a group supplement of 1.5% to employees covered by the settlement.
- The remaining portion of the salary pool has been used for individual supplements.

Exclusions from the Settlement:

The parties have locally agreed on who is and is not covered by the settlement. Those not covered include:

- Employees who have received a salary increase on special grounds (HTA sections 2.5.3 and 2.5.5) from May 1, 2025, are not included in the local settlement.

- Employees who, at the time of negotiation, are registered with an end date/expiration of employment within the year are not included in the local settlement. For the Akademikerne/Unio agreement, this applies to those ending employment by December 31, 2025. For the LO agreement, the date is October 31.
- Employees who have entered into new employment after May 1, 2025, are not included in the local settlement (neither group nor individual supplements). Employees who have received extensions under the same terms are included, as far as the parties are aware at the time of negotiation.
- Secondary positions/additional assignments (confirmed with DFD/DFØ) are included, except for Professor II.

Minimum Starting Salary:

The university has the option to contribute additional funds to the salary pool. This year, the university chose to add NOK 4 million to the salary pool. The local parties have agreed to use this contribution to adjust salaries toward the minimum starting salary for certain job categories.