

THE UNIVERSITY OF BERGEN

SPECIAL AGREEMENT ON ASSESSMENT OF PAY CONDITIONS FOR EMPLOYEES AWARDED COMPETENCE PROMOTION TO PROFESSOR

Legal authority and scope:

The University of Bergen (UiB) and the local civil servants' organisations at UiB have, pursuant to the Basic Collective Agreement section 2.3.4 no. 2 – cf. section 2.3.6 e), entered into an agreement on assessing pay conditions for employees awarded promotion to professor within the framework of the Act relating to Universities and University Colleges' regulations on "Procedure and criteria for promotion in teaching and research positions", section 2-1. "Procedure and criteria for personal promotion to professor on the basis of competence".

History:

In circular F-15/2 of 30.04.2002 from the Ministry of Education and Research, it was established that professors who are given promotion to professor should be placed at the lowest salary grade in code 1013 professor. The Ministry of Education and Research repealed the provision in 2006, on the basis that the salary level for positions as associate professor had developed so that employees in associate professor positions could have higher salaries than the lowest salary grade in the salary range for 1013 professor. Therefore the rule was not longer practicable and, after this change, associate professors were entitled to continue on the same salary grade after competence promotion.

Assessment basis for salary increase:

Basic Collective Agreement section 2.3.4 no. 2 provides the authority for allowing a change in pay for employees who have made an extraordinary effort. The parties at UiB believe that skills development from associate professor to 1013 professor is such an extraordinary effort that it can provide the basis for a change in pay.

The faculties and subject areas have different challenges with competition for highly competent personnel. The university wishes to use pay incentives, including competitive wages, to ensure that it can recruit and retain particularly attractive expertise.

This special agreement does not give the right to an individual pay increase beyond what follows from the current promotion regulations, but in the case of competence promotion to the position of 1013 professor, an assessment of the salary shall be carried out. In the assessment, consideration should be given to the following:

- the employee's salary placement
- the recruitment situation for the subject area
- salary placement for other professors in the subject area at the university

Procedures:

The head of department provides a written assessment of the employee's salary placement. The case is sent through official channels via the faculty to the Department of Personnel and Organisation, which sends the assessment to the civil servants' organisations. If no requirement has been made for discussion of the claim within 3 working days after it has been received, the pay increase will be implemented.

Duration:

The agreement enters into force on 26.03.10 and follows the Basic Collective Agreement in the Norwegian State in terms of duration and termination.