

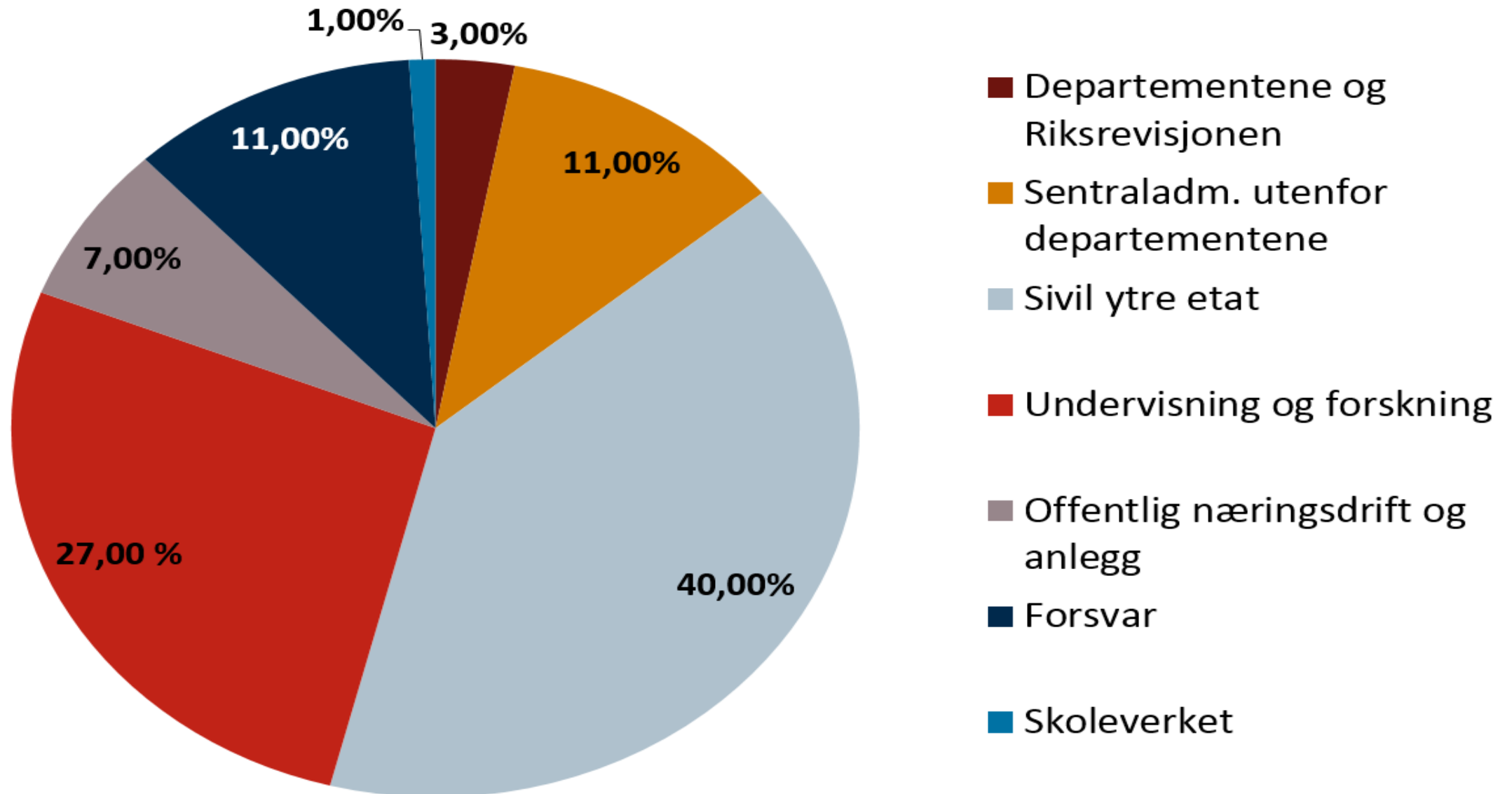
The remuneration system in the Civil service (Government sector) in Norway



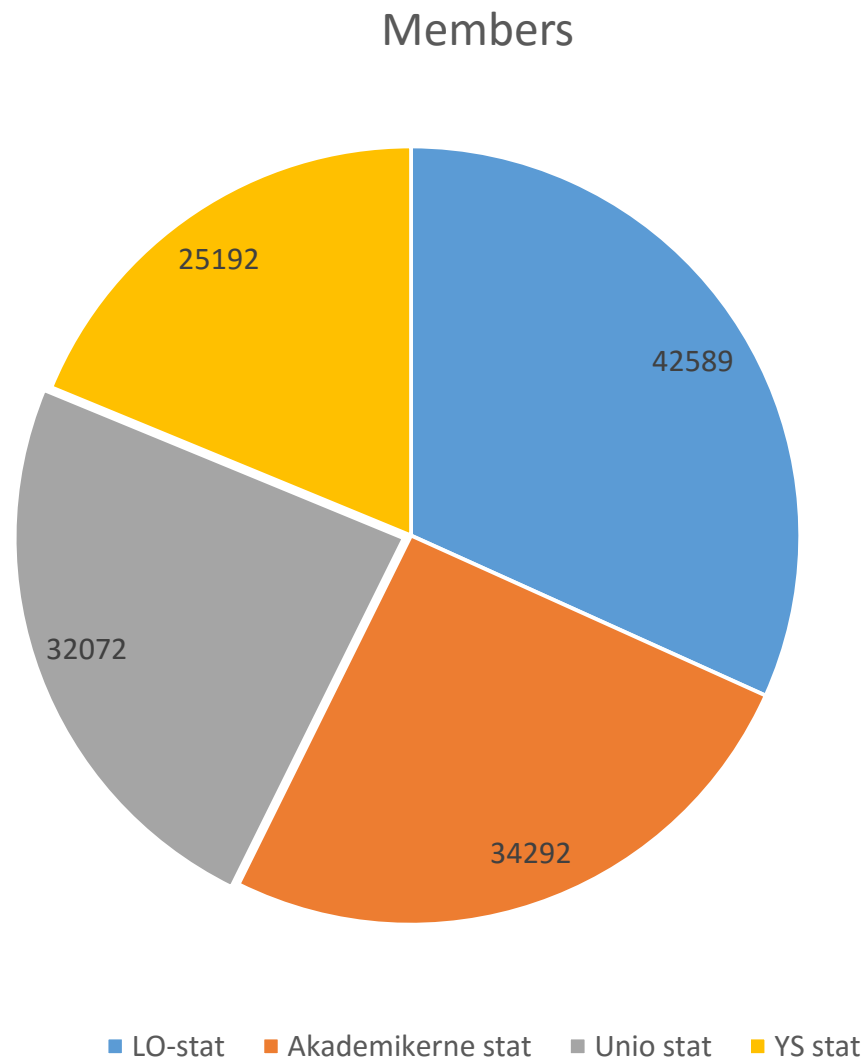
Nordic meeting - Gotland

- Marianne Kringlebotn
- Samfunnsøkonomene

The Government sector



The unions



The Main collective agreement

- Every second year
- Ministry of Local Government and Modernisation/Unions
- Regulation of the Civil Service Pay Grades
- Central negotiations, local negotiations
- Frame decided centrally
- Benefits



akademikerne

NITO NORGES STØRSTE ORGANISASJON
FOR INGENIØRER OG TEKNOLOGER



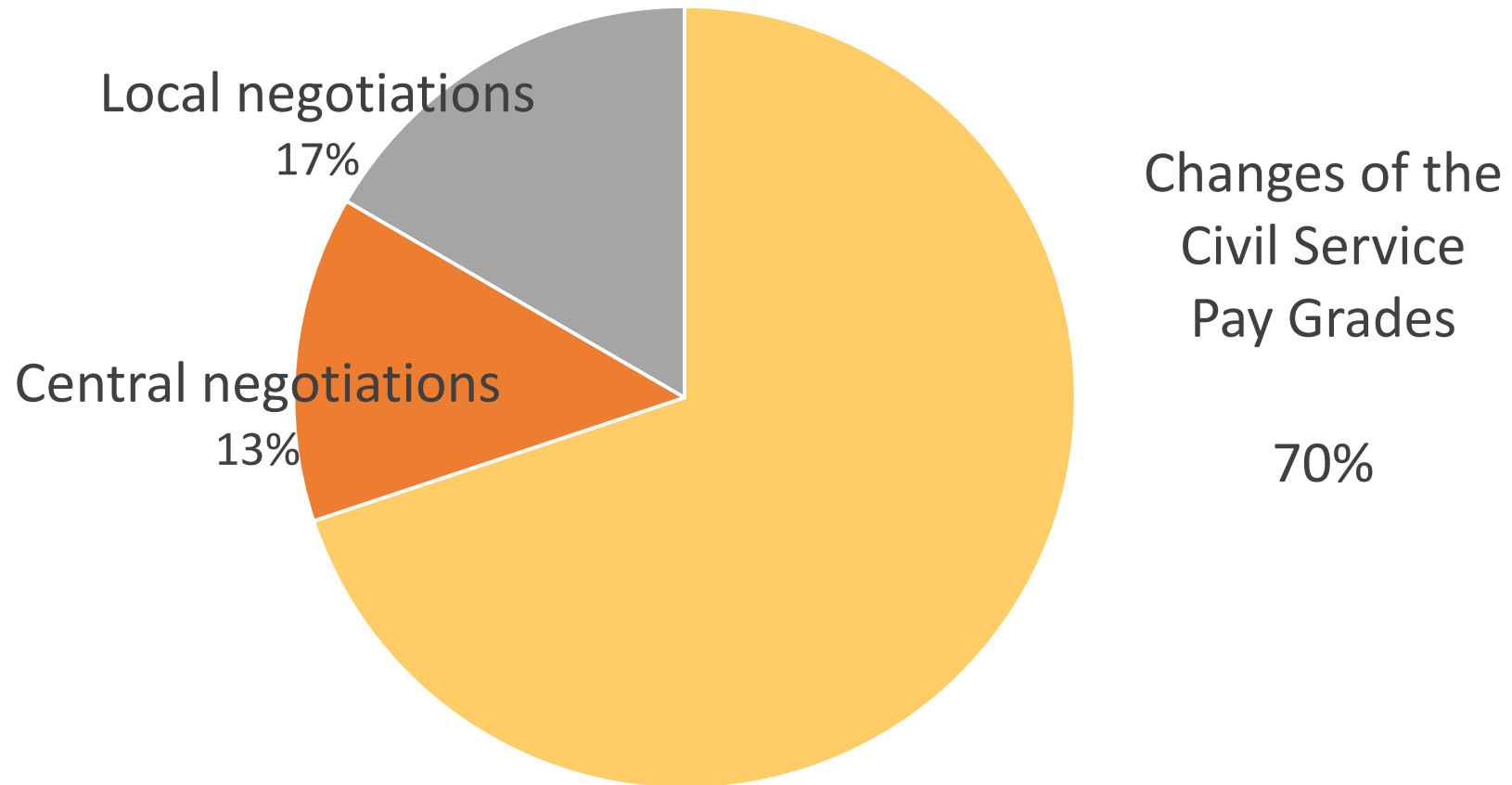
Stat



Naturviterne



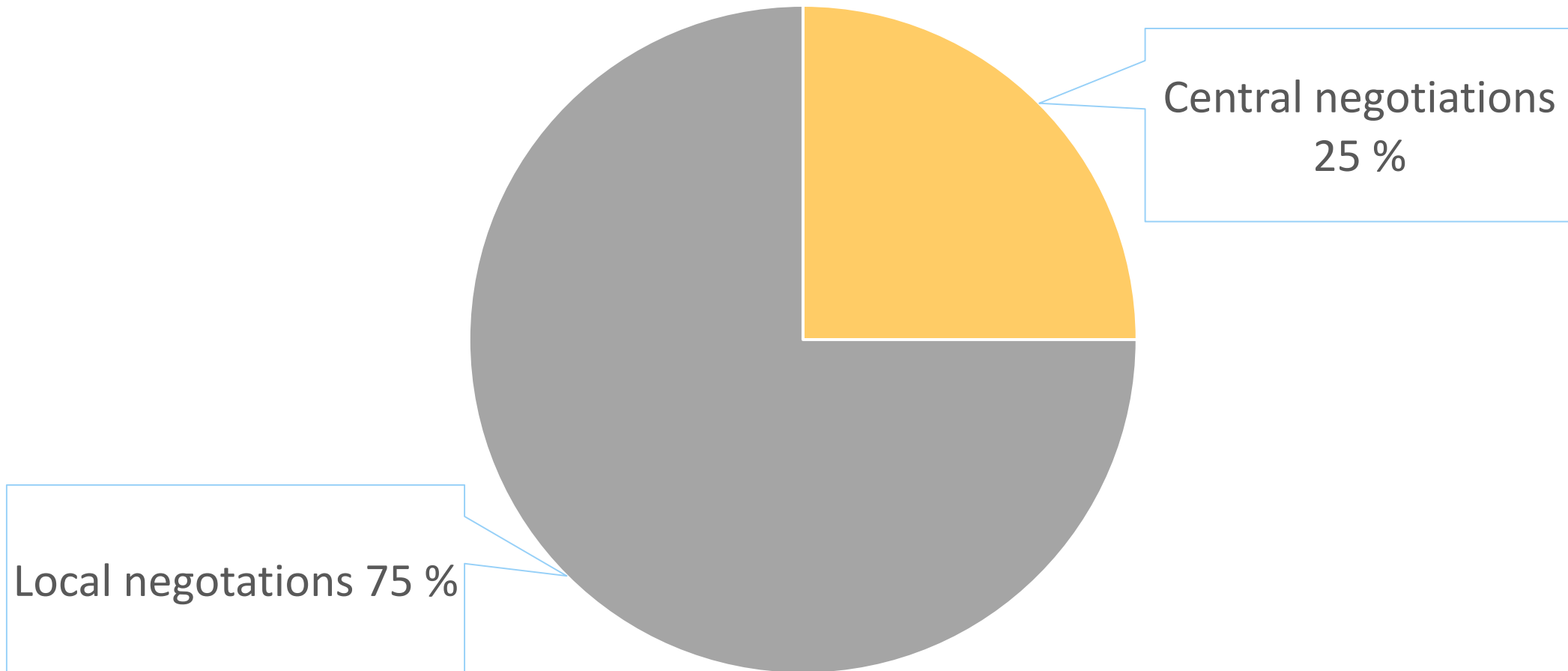
Negotiation results 2006 - 2015



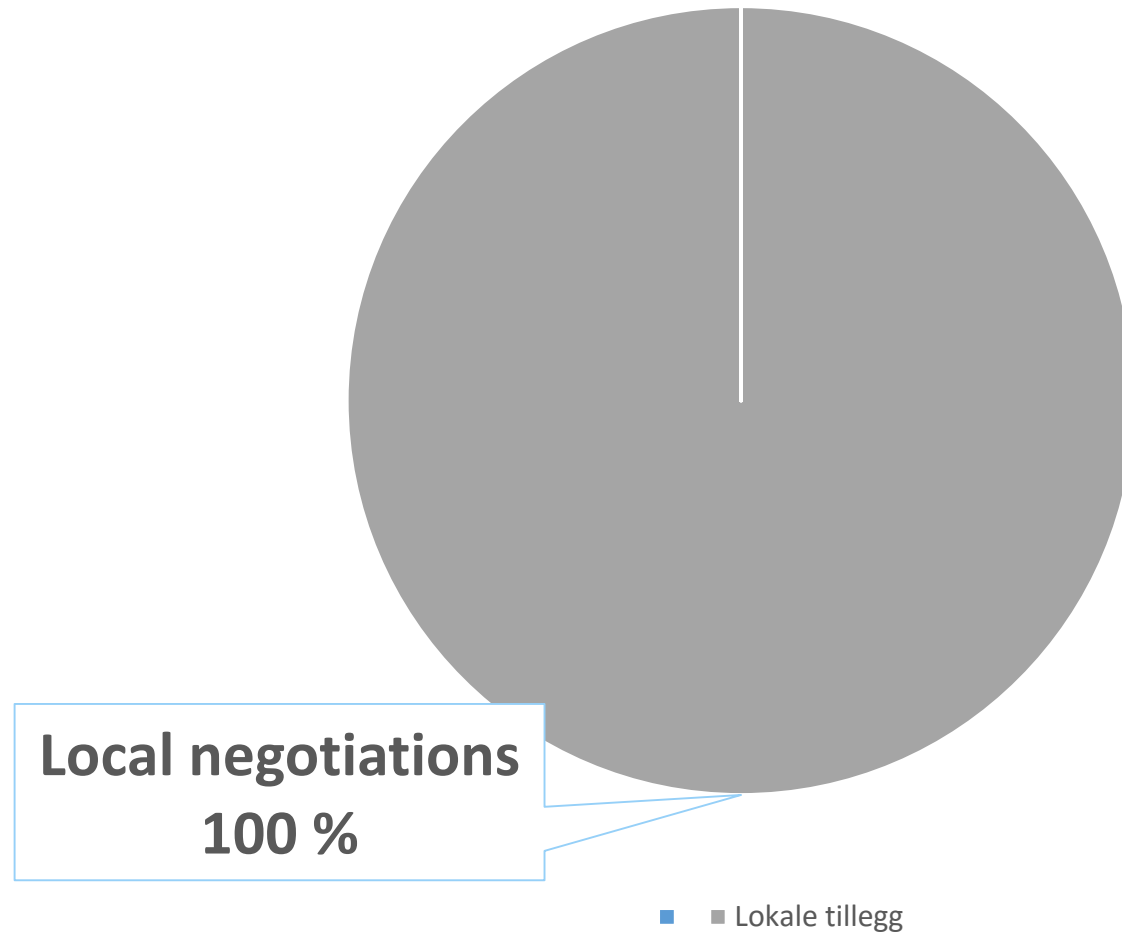
The main collective agreement in 2016 – Breakthrough for Akademikerne!!!!



Negotiation results for Akademikerne 2016

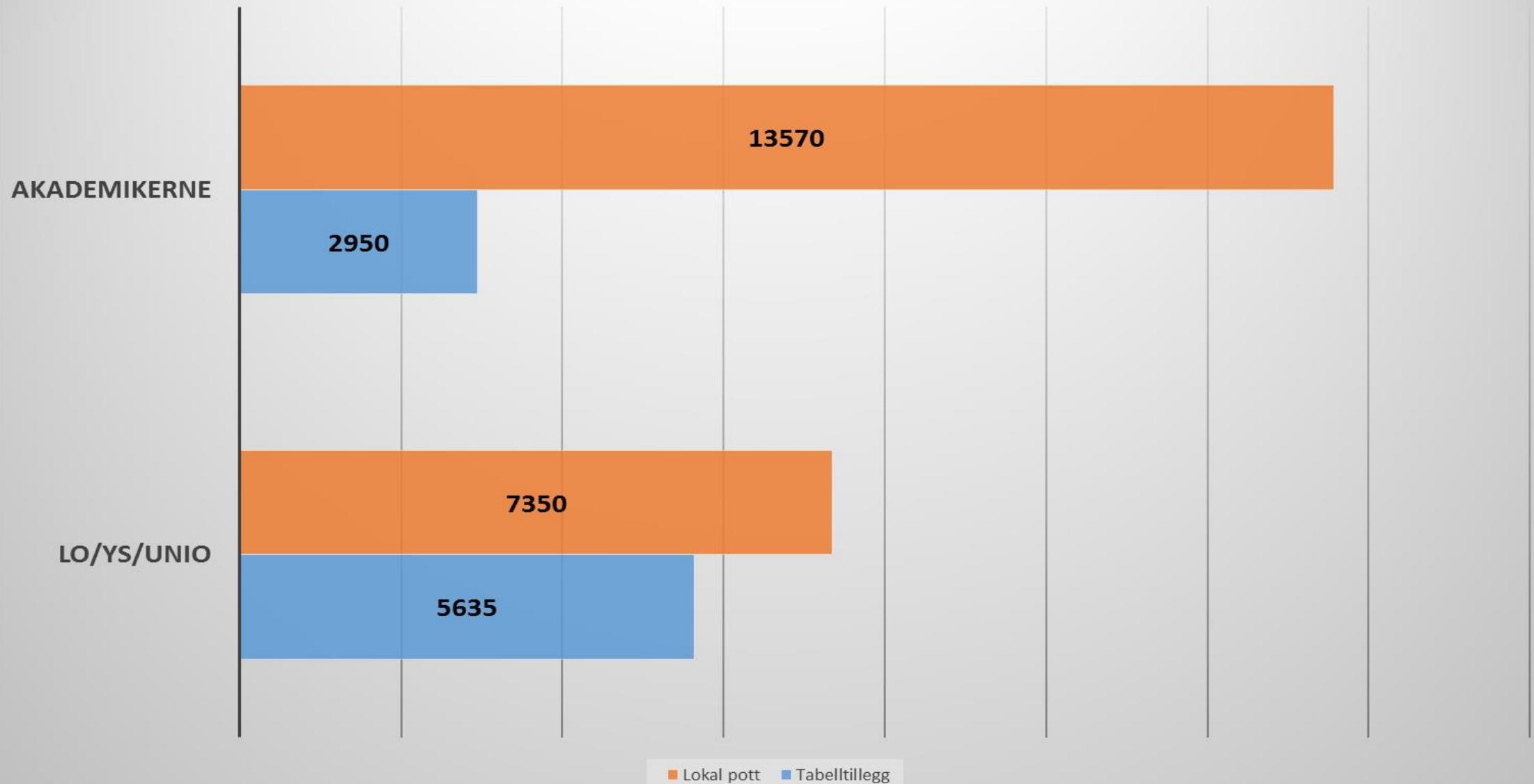


From 2017 onwards



Fordeling av økonomi pr. 1. mai 2016

Effekt av høyere gjennomsnittslønn i Akademikernes avtale



The remuneration system 2017

Elements	Former HTA	HTA fom 2017
Economic frame	Central negotiations	Central negotiations
Joint provisions (benefits)	Central negotiations	Central negotiations
Contractual early retirement pension (AFP)	Central negotiations	Central negotiations
Changes in paygrades	Central negotiations	Local negotiations
Group negotiations	Central negotiations	Local negotiations
Individually decided negotiations	Local negotiations	Local negotiations

Joint Provisions

- Place in pay structure
- Granting of seniority
- Working hours
- Compensations for travel in Norway
- Pay during illness, childbirth, adoption, care of a sick child, compassionate leave and occupational injury
- Overtime
- Group life insurance
- Occupational injury