



Royal Institute of Art's Salary Policy

Salary Policy objectives

The Salary Policy should be well-known and anchored within the Royal Institute of Art (RIA) and contribute to RIA achieving its operational goals. The policy shall support the process to recruit the competence and skills that are crucial for an efficient and well-functioning operation.

The Salary Policy shall:

- be factually grounded
- contribute to achieving the school's operational goals
- contribute to a good supply of staff
- encourage commitment and willingness to develop both the school's operations and one's own competence
- contribute to a salary structure that is differentiated according to responsibility, the difficulty of the tasks and the employee's skills and performance

The salary setting should be individualised and contribute to commitment and good performance.

Salary Policy responsibilities

The Vice-Chancellor and Head of Administration are responsible for the implementation of the Salary Policy and for an overall assessment of the salary structure. The HR manager is responsible for ensuring that the salary setting, salary audit and salary negotiations are conducted in accordance with the current Salary Policy. The Vice-Chancellor, Head of Administration, Heads of Departments and Unit Managers have a responsibility to ensure that the Salary Policy is put into practice and well known by the employees.

Salary survey

Employers and employees' representatives must work together to carry out an annual pay survey in order to detect, remedy and prevent unjustified differences in pay and other employment conditions between the sexes.

Salary setting occasions:

- **New recruitment**
When setting the salary of a new employee, an assessment is made of the degree of difficulty and responsibility of the tasks and the experience and competence of the new employee in relation to the position in question. RIA must be able to recruit the expertise that is crucial in the short and long term and be able to offer competitive salaries. At the same time, the internal salary structure must also be taken into account.
- **Change of position**
When an employee moves from one position to another within the RIA, the same principles apply as for new recruitment.

- **Salary increases on special occasions**

A salary increase may occur between pay reviews if an employee's duties have changed significantly.

Salary audit

RIA's salary audit work is based on the Framework Agreement on Salaries for Employees in the State Sector (RALS). These framework agreements - RALS 2023-2025 for OFR/S and RALS 2010-T for SACO-S - specify how the preparatory work and implementation of salary audits should take place and contain the overall criteria for individual salary setting. The framework agreements have been adapted at authority level through pay principles and clarification of salary criteria. It is the employer's task to realise the intentions of this salary policy established for RIA, which covers all employees, both members of employee organisations and non-members. The RIA's overall operational objectives must be broken down at the individual level and assessed on the basis of the salary criteria.

A good quality pay review requires a constructive dialogue between the employer and the employee organisations and between managers and employees.

Salary criteria for salary audits

The following salary criteria shall be taken into account at RIA:

- Work results
- Developing one's own competence
- Ability to co-operate
- Contribute to a positive work environment
- Development and taking initiative

The salary criteria are listed in no particular order.