

SALARY GUIDELINE

Afrikagrupperna practices a solidarity salary system where staff enters at the same salary. The salary increases with set salary steps during the employment, or if the employee is part of the management group and/or have staff responsibility. The salaries increases each year in accordance with the collectively agreed upon revision negotiated between the union Unionen and employer association KFO.

The salary steps are set like this:

Step			Management Group	Staff Responsibility
0	entrylevel	X	+ 7%	+ 7%
1	after 1 year	+ Y*	+ 7%	+ 7%
2	after 2 years	+ Y*	+ 7%	+ 7%
3	after 5 years	+ Y*	+ 7%	+ 7%
4	after 8 years	+ Y*	+ 7%	+ 7%
5	after 12 years	+ Y*	+ 7%	+ 7%

*This is a set sum which increases each year with the collectively agreed revision of salaries.

Employees in southern Africa receive 13 salaries á year, according to local praxis. The salaries are paid in local currency and are based on the same salaries as Sweden and calculated with the UN Index.

If an employee is fully on leave (tjänstledig) the salary will be frozen on the current step. If an employee is on parental leave the salary will continue to follow the salary steps.

The Secretary General's salary is set by the Board of Afrikagrupperna.

Accepted by the Management Group 2018-06-28