

SALARY DISCUSSION

at Umeå University



Umeå University's salary criteria are based on the organisational goals and are to be used to assess your results in connection with a salary review.

Before your salary discussion you and your manager can prepare yourself by assessing your results with the support of this matrix. The assessments can be your support in the dialogue about your results.

When a review on your salary is made it is based on an overall assessment taking into account; the salary structure of the university, decided direction of the salary review, the salary survey and other strategic considerations. These factors affect all salaries in a salary review.

Umeå University has four salary criteria. Each salary criterion is accompanied by a clarification that aims to assist the manager and employee to reach a consensus on the interpretation of the criteria.

Date

Employee

Chief/leader



UMEÅ UNIVERSITY

Matrix for self assessment

Contributes to achieving goals

The employee works, based on the prevailing situation, in such a way that the goals of the University and the workplace are achieved, or helps to create the conditions required for colleagues to work to achieve the goals. In addition, the employee works to achieve individual goals set in dialogue with the manager.

Needs further
development

Satisfactory

Exceptional

Actively contributes to organisational development

The employee continually works to improve, with the needs of the organisation in focus. The employee enriches the organisation through their problem solving and suggestions for improvements and contributes to creating a learning organisation. The employee contributes to continually adapting the processes to new requirements.

Needs further
development

Satisfactory

Exceptional

Applies their skills in their work

The employee uses their knowledge and skills to generate results.

Needs further
development

Satisfactory

Exceptional

Demonstrates good employeeship

The employee contributes to a healthy work environment and a collaborative climate that creates the conditions required to achieve the organisational goals. In addition to good employeeship, managers are also expected to demonstrate good leadership skills.

Needs further
development

Satisfactory

Exceptional