

The Research Fellow as an Employee of UiB

presented by

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Presentation Outline

- **Official channels**
- **Conditions of employment**
- **Miscellaneous links**



Official Channels

- **University of Bergen**
Rector / Governing Bodies / University Director
- **Faculty of Mathematics and Natural Sciences**
Dean / Governing Bodies / Faculty Director
- **Departments**
Head of Department / Head of Administration



The Research Fellow

Dual Contracts

- Employee
- PhD Student
 - Quota PhD students



Salary, bonus and holiday - 1

- **Salary – starts at grade 48**
- **Bonus for research fellows**
- **Holidays and Holiday Pay**



Leave of absence - 2

- **Parental leave** (57 weeks – 80 % salary or 47 weeks – 100 % salary)
- **Welfare leave**
- **Sick leave and sick pay**
(own sickness, child or child minder's sickness)



Extensions, pension and insurance - 3

- **Extension of the fellowship period - when?**
- **Pension and insurance schemes (casualty and collective life insurance)**
- **Travel insurance**



Conditions of Employment - 4

- **Probation** (six months)
- **Termination of Employment**
(notices)



The duties of a PhD student - 5

- **A 4-year fellowship - 25 pct duties**
- **A 3-year fellowship - no formal duties**
- **Presence / absence**
- **Complete the PhD training**



Useful Links - 1

- Official sites giving information about living in Norway
<http://www.norway.no>
- NAV – Norwegian Labour and Welfare Administration
<http://www.nav.no>
- Norwegian Public Service Pension Fund /
Statens pensjonskasse
<http://www.spk.no/>
- Norwegian State Educational Loan Fund / Lånekassen
<http://www.lanekassen.no/>



Useful Links - 2

- The University's portal for foreign employees and visiting researchers
<http://www.uib.no/info/english/Guests>
- Sickness absence check list / Huskeliste ved sykefravær
<http://www.uib.no/matnat/ressurser/helse-miljo-og-sikkerhet-hms/sykefravaer/huskeliste-ved-sykefravaer>
- UiB's Collection of Rules and Regulations (Regelsamlingen) (basically in Norwegian)
<http://regler.uib.no/>





Thank you for your attention

