

Salary, compensation and benefits

– what you receive as a VGR employee

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We care about you because you make a difference for others

As an employee of Västra Götalandsregionen (VGR) you are part of making a difference for people around you every day. In addition to your salary and other compensation you have access to a number of benefits and offers:

Read more
about
employee
benefits

You are **insured** not just at work, but also on your journeys to and from work.

All employees get an extra pension in the form of an **occupational pension**, regardless of their salary.

You have a right to **holidays** from your first year of employment.

Wellness benefit of at least SEK 1,800.

Keep-fit runs and inspiration days organised by **Tillsammans i VGR** (Together at VGR).

Once you turn 40 you get **more days off** – 31 days instead of 25. And an additional day once you turn 50, for a total of 32 days off.

Accessible managers. VGR managers are not allowed to line manage more than 35 employees, to make sure they are accessible to all of them.

You get special **compensation for inconvenient working hours** if your normal working hours are during evenings, nights or weekends.

If your employer needs to make **changes to your timetable** with less than ten days' notice you will receive compensation for any time that would have been time off under the earlier timetable.

If you work nights more than 20% you also get **shortened weekly hours** for rest and recuperation.

Some occupational groups in health and medical care (such as nurses and auxiliary nurses) also receive **further compensation for inconvenient working hours** at weekends and nights, in addition to the compensation in the collective agreement.



Download
VGR's employee
policy

VGR's employee policy

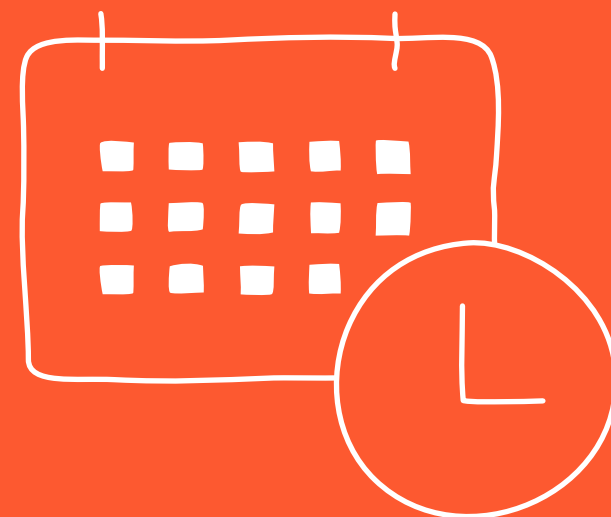
VGR defends every employee's equal rights and opportunities. Together we build workplaces where employees are happy, want to develop, and feel secure. We respect each other, and our working methods are characterised by openness, cooperation and dialogue.

At VGR we are committed to having a work environment that is equal for all and inclusive, with workplaces free of discrimination and harassment. We treat each other with respect and openness. As a VGR employee you respect others and make the best of their abilities.

As an employee you also reflect on your own and others' views, values, approaches and actions from a perspective that honours everyone's equal rights and opportunities. You take active part in defending everyone's equal rights and opportunities, and you counteract all forms of discrimination and harassment.

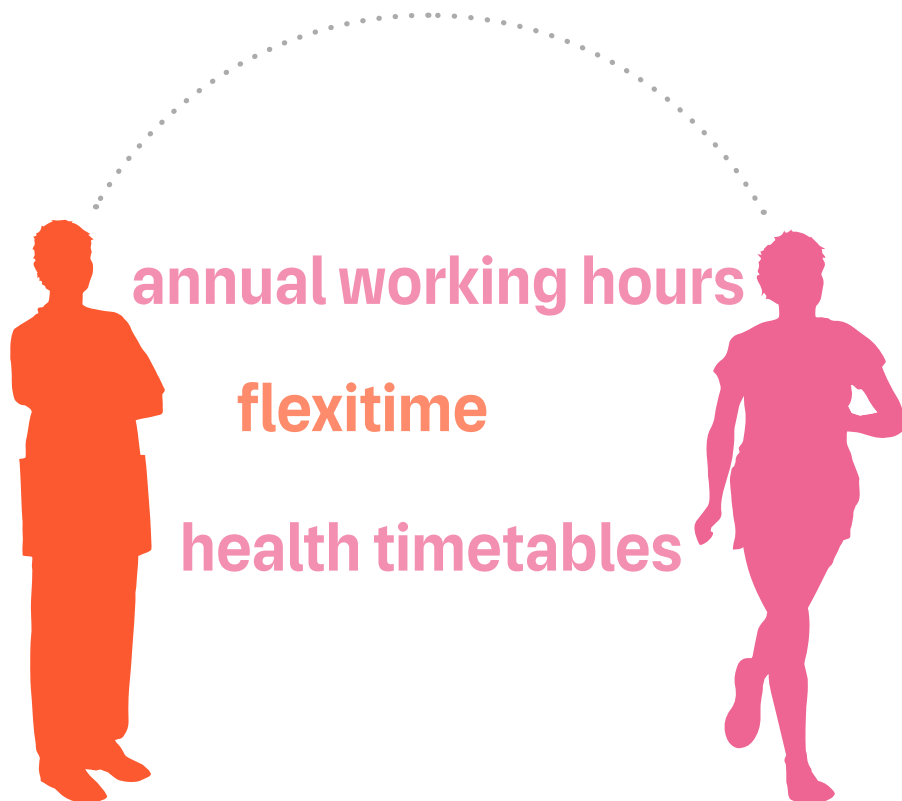
Working hours, salary and compensation

We want you to be happy in your workplace. That's why VGR supports health-promoting timetabling based on current work environment research.



Working hours benefits

VGR uses different models for setting working hours in order to facilitate the work/leisure/family balance. These models include flexitime, annual working hours and health timetables where you can partially influence your working hours.



Compensation for inconvenient working hours

You receive compensation for inconvenient working hours if you work evenings, nights or weekends. The amount of the compensation is regulated in collective agreements and depends on what time of the evening or night it is.

Additional compensation for inconvenient working hours for some occupational groups

Some occupational groups* within health and medical care receive further compensation for inconvenient working hours weekends and nights, in addition to the compensation in the collective agreement. This increase does not apply for day or night work during major national holidays. The additional compensation for inconvenient working hours in care services amounts to a 50 per cent increase in the agreed compensation for weekend work and a 100 per cent increase for night work.

*Occupational groups that receive the additional (increased) compensation for inconvenient working hours:

- Paramedics
- Midwives
- Paediatric nurses
- Biomedical analysts
- Counsellors
- Medical secretaries
- Staff in rehabilitation and preventive work
- Psychologists
- Nurses
- Psychiatric health care assistants
- Auxiliary nurses



Overtime compensation (pay or TOIL)

If you work full time you normally receive paid compensation or time off in lieu (TOIL) for hours worked overtime. If you are entitled to overtime pay you receive what is known as simple overtime pay (180 per cent of your normal hourly wage) for the first two hours worked before or after your normal working hours. After those two hours you receive maximum overtime pay (240 per cent of your normal hourly wage). There are separate rules for part-time employees.

Compensation for timetable changes and staggered working hours

You receive compensation for time you would have had off under your earlier timetable if your employer makes changes to your timetable with less than ten days' notice. Your extra pay for working on a day off is 64.4 per cent of your hourly wage. For other staggered hours you receive 32.3 per cent extra pay per hour.

Compensation for resident and non-resident on-call shifts

You receive compensation in the event of resident and non-resident on-call shifts. Resident on-call means you are at the workplace, while non-resident on-call means you have to be able to get to the workplace quickly when needed.

maximum overtime pay

+240%

of your normal hourly wage

simple overtime pay

+180%

of your normal hourly wage

Normal hourly wage

Wage setting – common wage policy

We set wages on an individual basis, which favours good work outcomes and contributes to achieving the goals set for VGR operations. Wages have to be equal and competitive and also promote career development.

Salary review and performance appraisal

At least once a year you will have a performance appraisal, followed at a later stage by a salary review with your manager. The dialogue in the performance appraisal is intended principally to be forward-looking, while the salary review takes stock of your work outcomes. During the salary review you should be told what you need to do to earn a higher salary in the future.

New salaries begin to apply, under the salary agreements, on 1 April. The new salary may be paid to you retroactively, which can occur at different times for different occupational groups, depending on which union you belong to.

Salary on the 25th of the month

Salaries are paid on the 25th of the month. If the 25th falls on a weekend salaries are paid on the last weekday before that weekend. In December salaries are always paid before Christmas Eve. If you are a monthly-paid employee the salary you receive is for the current month. If you are an hourly-paid employee the salary you receive is for the preceding month.

**Read more
about working
hours,
salary and
compensation**



Skills development and training

Expectations from citizens, customers and patients for professional and accessible care services are increasing. Skills development is therefore important, and an investment in services that offer quality and safety as well as a sustainable working life.





The size and breadth of Västra Götalandsregionen provide you with opportunities for both professional and personal development. That development occurs through learning during day-to-day work as well as by participating on courses and training programmes.

“

At VGR we develop our activities and work environment together



Further training positions

If you have basic training as an auxiliary nurse or a nurse you can apply for a further training position with us to become a specialist auxiliary nurse, specialist nurse, or midwife. If you have a medical degree you can apply for a further training position with us to become a junior doctor (*allmän-tjänstgöringsläkare*, or AT doctor, in Swedish) or a specialist trainee doctor (*specialisttjänstgöringsläkare*, or ST doctor, in Swedish). If you have a psychology degree you can apply for a further training position to become a licensed psychologist.

Our career development model provides security and lets you take active part in your professional development

VGR's career development model provides security and lets you take active part in your professional development, so you can learn more, take responsibility, and share your skills with others. There are several levels to the career development model, tracing the development from novice to experienced expert and highlighting the connection between skills, work tasks, responsibility and salary.

The career development model shows you which paths you can take in your profession and ensures that your knowledge is used and allowed to expand through your individual skills development plan. You draw up the plan together with your manager, based on the needs and circumstances of your area of work and yourself. When you develop your skills, take on greater responsibility and contribute more towards achieving targets, you can increase your salary.



Read more
about skills
development
and training

The VGR Academy – training and skills development

The VGR Academy is a region-wide further training and skills development resource. It has a training catalogue for the entire region, with all types of further training for different occupational groups and roles, such as team leader and manager.



[The VGR Academy's website](#)

Holidays and time off

There are times in life when you either cannot be at work or should not be at work. Maybe you are going on holiday, or recently became a parent. In this section you can read about what benefits you are entitled to for different types of time off work.



More days off and holidays in your first year

At VGR you get 25 days off, but once you turn 40 this increases to 31 days off. And once you turn 50 you get an additional day off, making a total of 32 days. For each day off you also get a holiday supplement, in addition to the time off. You are also entitled to paid holidays from your first year of employment.

<40 years old

25

days off

40-49 years old

31

days off

>50 years old

32

days off

Pregnancy and parental leave

Becoming a parent is among the bigger events in a person's life. It brings lots of changes, and is not a time when you should be worried about your finances. At VGR you get benefits connected with pregnancy and parental leave that supplement the allowance from Försäkringskassan. During your pregnancy you can also visit the Maternity Care Centre (Mödravårdscentralen, or MVC) twice in the same year during paid working hours, provided visits cannot be made at another time.



[Försäkringskassan's allowance levels](#)

Parental leave

When you become a parent you can be wholly off work until your child is 1½ years old. After that you can be on leave of absence for 75 per cent of your working hours, until your child turns eight. Speak to your manager about parental leave no later than three months before you want your leave to begin. Apply with Försäkringskassan for parental leave and allowance.

Supplementary parental allowance and parental pay

We want to make it easier for you to take time off together with your children. At VGR you get a supplementary parental allowance in addition to the allowance you get from Försäkringskassan. If you earn above the limit for receiving Försäkringskassan's allowance we instead offer parental pay as a supplement.

Read more
about the
supplements
and how they
affect your
compensation
under Holidays
and time off



Childcare leave with temporary parental benefit (Childcare is Vård av barn, abbreviated VAB, in Swedish)

You can stay at home to care for a sick child (VAB) for up to seven days without a doctor's certificate, and receive a temporary parental benefit. This applies until your child has turned 12. If your child needs care at home for longer than seven days you have to get a doctor's certificate.



[Childcare \(VAB\) on Försäkringskassan's website](#)

Leave for private matters

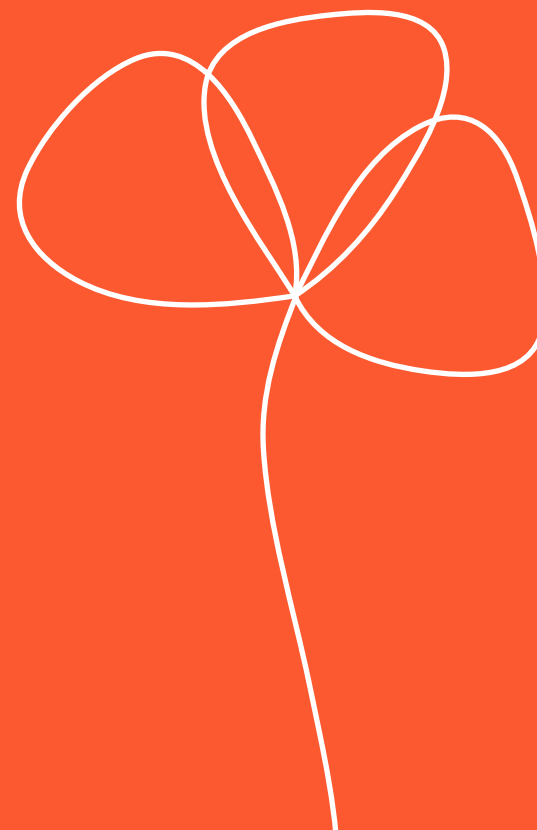
Under certain circumstances you are entitled to paid leave for one working day in the event of a close relative's serious illness, the death of a close relative, the funeral of a close relative, or if you need to make an estate inventory. Each of these situations can entitle you to one day's leave. In the event of a close relative's death and funeral you can also, if needed, be granted up to two travel days. Speak to your manager about the possibility of leave.



Sustainable working life

VGR's occupational health service, Hälsan & Arbetslivet ("Health & Working Life"), is involved in workplace health and safety, working with health promotion and preventive measures as well as with rehabilitation.

The Institute of Stress Medicine (ISM), which is financed by VGR, carries out research into what contributes to a sustainable working life. The collective knowledge from ISM's various areas of research provides unique opportunities for building a holistic view of workplace environments and health, as well as excellent conditions for turning knowledge into practice while maintaining a holistic perspective.





Wellness benefit

At VGR you get an annual wellness benefit of at least SEK 1,800 a year if you are a tenured employee. If you are on a different type of employment contract you are entitled to a wellness benefit that corresponds to your position, with a SEK 1,800 baseline. Your wellness benefit is credited to your ePassi app, which you use to pay for your wellness activities.

Tillsammans i VGR ("Together at VGR")

Activities and offers intended for your enjoyment and wellness are grouped under the banner "Together at VGR". You can take part in keep-fit runs and inspiration days, and receive offers for cultural and health-promoting activities. Many administrations have a special health inspirer to help you out.

VGR Tour – inspiration days for employees

VGR Tour is a programme of events for all employees in Västra Götalandsregionen, and includes interesting speakers, cultural activities and exhibitions around health, culture and lifestyle.

Bicycle perks

If you are a tenured employee you can lease up to two bicycles using a gross salary deduction (salary deduction before tax), with a contract period of 36 months. You can then buy the bicycle at a favourable market price or return it at no further cost.

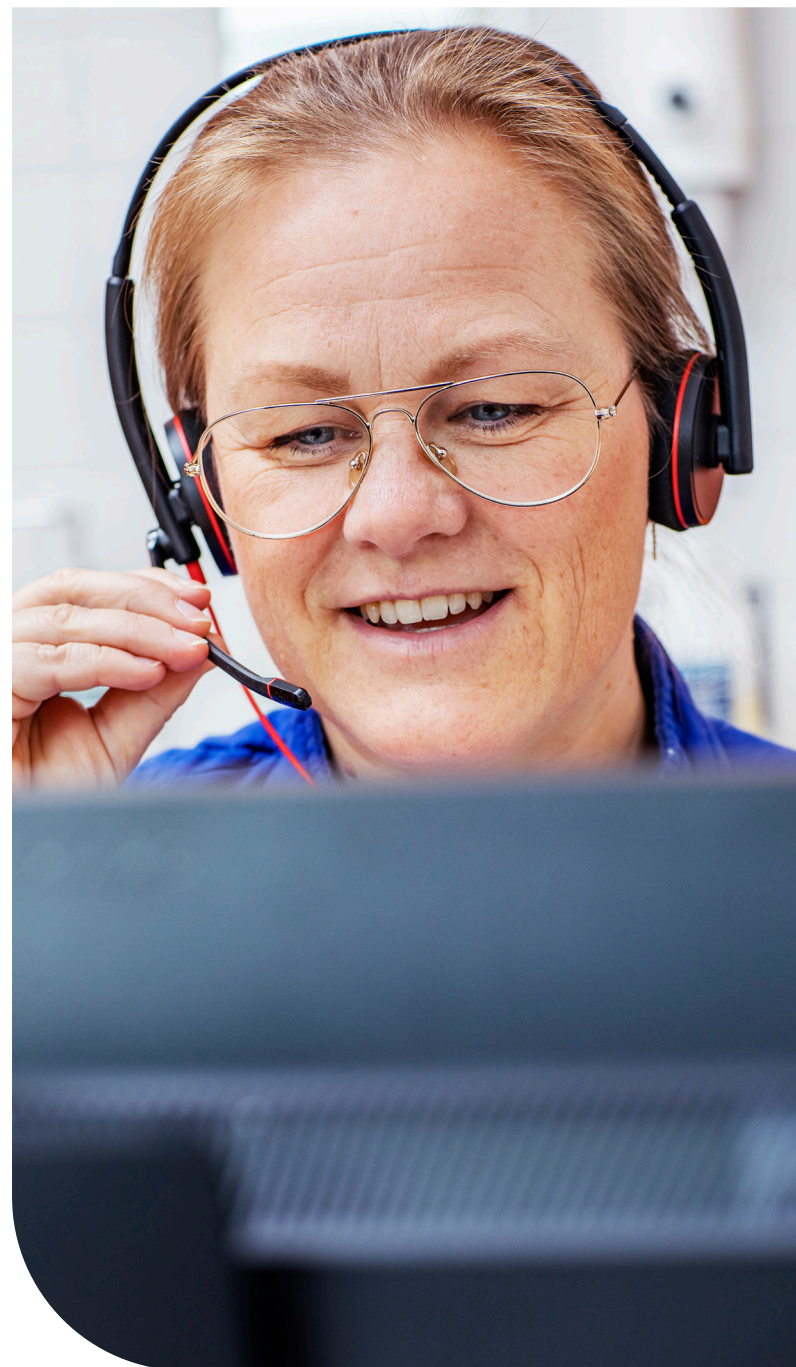
Work glasses

If you routinely work more than one hour a day in front of a computer screen, you are given a free eye test and free work glasses if the test indicates that you need them, and provided the glasses you otherwise use (your personal ones or other work glasses) are insufficient.

Health and medical care appointments – up to SEK 1,200

As an employee you get compensation for all costs covered by the high-cost protection scheme, i.e. up to SEK 1,200 (gross), for health and medical care appointments. The benefit is taxable.

Read more
about
sustainable
working life



Insurance

At VGR you are insured under several policies via collective agreements. Being insured means you have financial security if something happens, e.g. if you become ill, injured at work, or if you become injured on your way to or from work.



Occupational injuries insurance

The TFA-KL occupational injuries policy provides compensation if you sustain an injury at work. It covers loss of income, pain and suffering, incapacity or permanent harm.

Occupational group life insurance in the event of death

The TGL-KL occupational group life policy provides compensation to family members in the event of death. In some cases the policy also applies if your spouse, registered partner or cohabitant dies.

Business travel insurance

You are insured during business travel as well, i.e. when travelling or on an assignment carried out on VGR's behalf as part of your job. Travel between your residence and normal place of work does not count as business travel.



[Read more about insurance](#)

If you become ill



Urgent visits to the doctor

You are given paid time off for your first visit to a doctor or dentist in the event of an emergency or accident, if the visit has to be during working hours.

Read more
under the
section "If you
become ill".

Sick pay in addition to statutory sick pay

You will receive sick pay if you have been employed by us for at least a month before you become ill.

Day 2-14

80%

of your loss of pay

For day 2–14 you will receive 80 per cent of your loss of pay. After that we notify Försäkringskassan of your sick-listing, and you receive your sickness compensation from them.

Day 15-90

10%

of your monthly salary

For day 15-90 you will receive 10 per cent of your monthly salary in addition to your compensation from Försäkringskassan.

Day 91 and beyond you receive approx.

10%

of your monthly salary

For day 91 and beyond you have to apply for compensation from AFA Försäkring, and you will then receive approximately 10% of your monthly salary from them.

Additional supplement

If you earn more than Försäkringskassan's income ceiling for sickness benefit, you will receive an extra supplement from VGR.

Travel

VGR has operations in most localities in Västra Götaland, and ambitious environmental and sustainability targets. In order to facilitate your commuting and your travel to and from as well as in work, we offer various advantages and allowances.





Read more
under the
section
"Travel".

Travel and subsistence allowance

When you travel for work you receive a travel allowance for the cost of the journey. If you are on a business trip that includes one or more overnight stays away, you also receive a subsistence allowance.

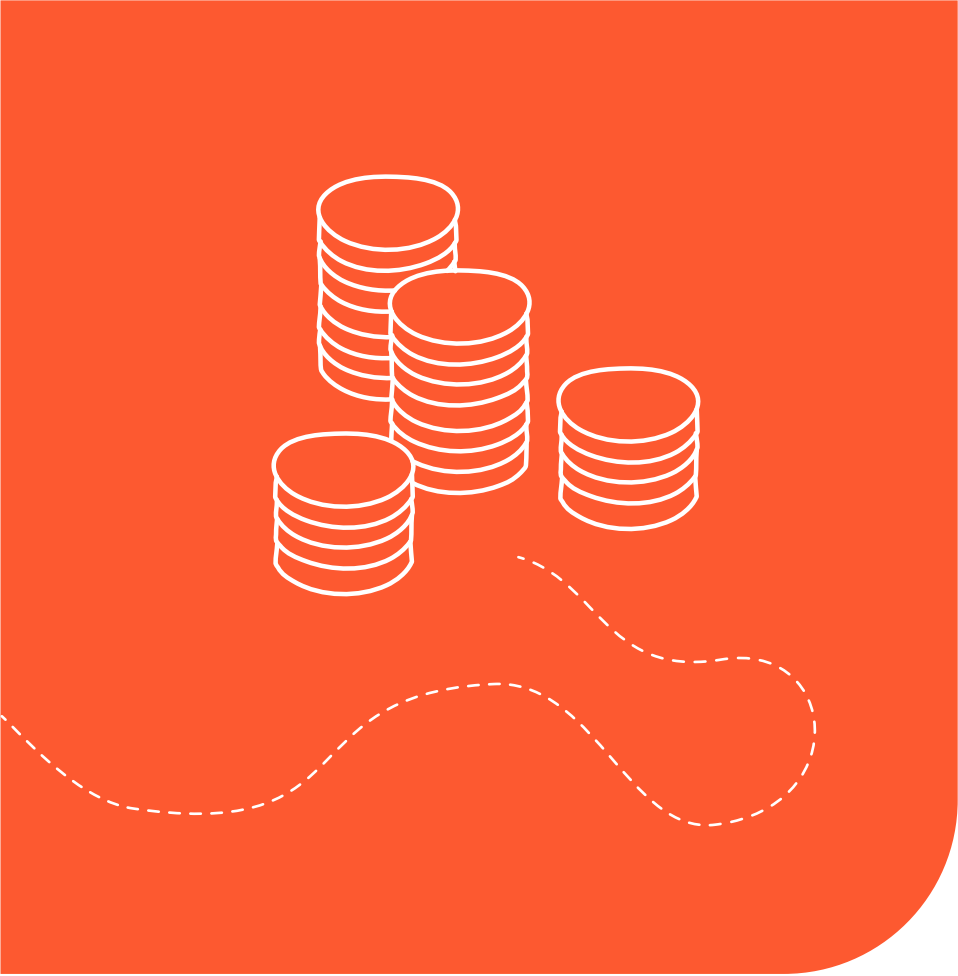
Travel time allowance

You receive a travel time allowance if you travel for work outside of normal working hours.

Annual travel pass for Västtrafik

We can offer you, as a VGR employee, the possibility of buying an annual travel pass for Västtrafik and have it paid with a monthly deduction from your salary. That gives you a year of travel for the price of ten months. The annual travel pass is valid for 365 days, on night services as well, and can be lent to another person. To have access to this offer you need to be a tenured employee or in employment with us for at least a year from the starting date of the annual pass.

Pension





Read more
under the
section
"Pension"

Pension

Your pension is made up of two or three parts: public pension, occupational pension, and any private pension savings. As your employer we make contributions towards your pension throughout your employment with us. In addition to the statutory public pension of 18.5% of your salary, we deposit 6% of your base salary towards your occupational pension.

Public pension Occupational pension
18,5% + 6%

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Our vision – a good life for everyone who lives and works in Västra Götaland

Västra Götalandsregionen (VGR) is responsible for health and medical care, culture, public transport, and regional development in Västra Götaland. Our everyday tasks are just as much about solving problems here and now as driving development in order to meet the future. That means we have many different professionals, a lot of experience, and both breadth and depth in terms of skills. As an employee you are an important member of the team.

57 000
employees

We are Sweden's biggest
employer. Sweden's
biggest team.

200
professions

From saving lives to
regional development.
With us, everybody
matters.





**VÄSTRA
GÖTALANDSREGIONEN**