

Policy for remunerated position of trust

Background

Student union Malmö's daily activities are organized through remunerated position of trust and employees. Remunerated is the person elected to the following positions in the Malmö Student Union's board, president, vice president and studentombud. The purpose of the remuneration is that the person receiving the remuneration should be able to make time to fulfil their position of trust in the best way. The remunerated is not covered by collective agreements and other common labour law rules such as working hours, holidays, job security, etc. because it is not a matter of employment. This policy therefore aims to regulate conditions in the assignment for the remunerated. This policy covers all positions of trust that are remunerated by the Student Union Malmö.

Time and availability

The remuneration for full-time is intended to compensate for the execution of the position of trust and not as compensation for time spent. The tasks of remunerated are described in separate task descriptions, as well as in the statute and other governing documents, and these must be implemented and maintained. Remunerated must be available to students and the organization to the greatest extent possible.

Remuneration

The remuneration for full-time should not be considered as wages for work, but should be seen as compensation for the assignment which affects the possibility of other engagements as the assignment requires high availability. Remuneration is paid during the mandate period 1 July – 30 June, for newly elected remunerated, remuneration is also paid during handover. The remuneration is paid on the 25th of the current month, if the 25th falls on a holiday, the remuneration is paid on the immediately preceding banking day. The remuneration is determined by the council and is based on the price base amount (prisbasbelopp). The size of the remuneration must be based on the conditions in the Student Union Malmö's budget.

Illness, care for a sick child and parental leave

In the event of illness, the remunerated must notify the president, remuneration is paid for sick days. In the event of an illness which means that position of trust cannot be carried out and which extends over 14 days, the remunerated must contact the Social Insurance Agency (Försäkringskassan) for sick pay in accordance with their rules from day 15. The remuneration is not paid from day 15. When caring for a sick child, the same rules apply as for illness. In case of parental leave, the remunerated is referred to the Social Insurance Agency, during parental leave no remuneration is paid because the position of trust cannot then be carried out.

Leave

In order for remuneration to be paid, the remunerated must fulfil their position of trust and be available to the students. The remunerated therefore plans themselves, together with the president and other remunerated, the organization of the assignment and is responsible for the fulfilment of the position of trust.

Dismissal

If a remunerated resigns from the remunerated position on the Student Union Malmö board, no continued remuneration is paid. If a remunerated is dismissed from their position of trust for other reasons such as a vote of no confidence, no continued remuneration will be issued with immediate effect from the decision.