



UNIVERSITY  
OF OSLO

Yaolin Ge  
Alfred Getz' vei 1  
7034 TRONDHEIM

Date: 03.07.2023  
Your ref.:  
Our ref.: 2023/14229 SVETLATR

Exempt from public disclosure: offl § 25

**Offer of temporary employment 01.08.2023 - 31.07.2024**

Dear Mr. Yaolin Ge,

The University of Oslo is pleased to make you an offer of temporary employment as researcher position code (SKO) 1108 at Faculty of Medicine, Institute of Clinical Medicine, Division of Mental Health and Addiction, Norwegian Centre for Mental Disorders Research (NORMENT).

Enclosed with this letter, you will find your employment agreement and a supplementary information form. If you accept the offer, please sign the agreement and return with the completed supplementary information form to HR section as soon as possible and within two weeks of receipt of this letter.

**International Staff Mobility Office (ISMO)**

To be able to start working in Norway there are several steps you need to take. UiO's International Staff Mobility Office (ISMO) will assist you with matters related to living and working in Norway. You will find a lot of useful information like a step-by-step instruction on how to relocate to Norway on the ISMO website:

[Web page ISMO \(uio.no\)](https://www.uio.no/english/about/vacancies/ismo/services/request-for-assistance.html)

**You might be required to take several actions before arrival in Norway, so please explore the website thoroughly.**

If you have questions, contact ISMO by filling in their form "request for assistance":  
<https://www.uio.no/english/about/vacancies/ismo/services/request-for-assistance.html>.

You will also find relevant and updated information about working at UiO at ISMO's website: [Web page ISMO \(uio.no\)](https://www.uio.no/english/about/vacancies/ismo/services/request-for-assistance.html).

You will find information about joining the University of Oslo here:  
<https://www.uio.no/english/for-employees/employment/joining-leaving/>

Additional questions related to this offer can be directed to the officer in charge.

We look forward to hearing from you.

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**Faculty of Medicine**  
Institute of Clinical Medicine  
Human Resources Section

Postal address:  
PO Box 1171 Blindern,  
0318 Oslo

Visiting address:  
Søsterhjemmet, first floor  
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[www.med.uio.no/klinmed](http://www.med.uio.no/klinmed)  
Org. no.: 971 035 854



UNIVERSITY  
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Sincerely yours  
Kine Yttersian  
HR section manager

Svetlana Trofimova  
HR advisor

This document is approved electronically by UiO and is therefore not signed.

Officer in charge:  
*Svetlana Trofimova*  
, *svetlana.trofimova@medisin.uio.no*



Employment case reference number 2023/14229

## EMPLOYMENT AGREEMENT

**SURNAME** Ge **FIRSTNAME** Yaolin

**BIRTHDATE**

**ADDRESS** Alfred Getz' vei 1, 7034 Trondheim

**SEX** M

Has entered into the following employment agreement with the University of Oslo (UiO):

**POSITION** junior researcher **POSITION CODE** 1108

**OCCUPATION CODE** 2 310 120 **FULL TIME**

**PLACE OF EMPLOYMENT** Institute of Clinical Medicine, Division of Mental Health and Addiction, Norwegian Centre for Mental Disorders Research (NORMENT)

**WORKPLACE** Institute of Clinical Medicine, Division of Mental Health and Addiction, Norwegian Centre for Mental Disorders Research (NORMENT)

This agreement shall be subject to amendments based on changes in work duties and institutional priorities in accordance with the Civil Servant Act (statsansatteloven) § 16.

**DATE OF COMMENCEMENT** August 1, 2023

**END DATE (last date of employment)** July 31, 2024

This employment relationship is temporary, cf. The Civil Servant Act § 9 (1) letter a. Your work duties will involve big data analyses in a connection with the external funded project REALMENT – *Using real-world big data from eHealth, biobanks and national registries, integrated with clinical trial data to improve outcome of severe mental disorders* The need for these services is of a temporary nature, due UiO does not have the budget to retain this position. The employment will terminate...31.07.2024 or when the applicable temporary work is finalized, cf. The Civil Servant Act § 17 (1).

### SALARY

Gross annual income **540 000** (NOK).

The Government and the confederations of trade unions have entered into a separate agreement which determines that a deduction of NOK 400,- per year from each employee's gross annual salary shall form part of the funding for training and development, see the Central Collective Agreement, chapter 5.2.

The lowest limit for membership of the Norwegian Public Service Pension Fund is 20%.

In accordance with the Public Service Pension Fund Act (lov om Statens Pensjonskasse), 2% of the salary of eligible members is automatically deducted and deposited into the State Pension Fund.

Please note that eligibility for rights to welfare benefits from the National Insurance Scheme and the Norwegian Public Service Pension Fund normally requires membership of the National Insurance Scheme, and that this is usually only available for persons residing in Norway.

Your salary will be deposited to your bank account on the 12<sup>th</sup> of every month. In the event of an error in the amount paid in salary or vacation pay, UiO reserves the right to correct the discrepancy at a later date in accordance with the Working Environment Act (arbeidsmiljøloven) chapter 14, §14-15.

### **WORK HOURS**

Your position is regarded as “particularly independent” in nature. Thus, you are not subject to regulations regarding work hours. These exceptions are described in the Working Environment Act chapter 10, § 10-12, nr. 2 and the Basic Collective Agreement chapter 3, § 13 nr. 4. Work hours are regulated by UiO’s Administrative Guidelines Regulating Working Hours for employees in academic positions. Please see:

<http://www.uio.no/english/about/regulations/personnel/academic/regulation-working-hours.html>

### **TERMINATION**

Termination of this agreement by either party—including rights, responsibilities, and deadlines—is regulated by the Civil Servant Act §§ 19- 22.

Temporary employments terminate on the date set in the employment contract. However, the provisions in the Civil Servant Act regarding dismissal, including §§ 19-22, applies also for temporary employments.

### **PROBATIONARY PERIOD**

According to the Civil Servant Act § 15, there is a six month probationary period. As a party to this contract, you acknowledge that you have acquainted yourself with the terms of the probationary period. If the employee is absent from work during the probationary period, the employer can extend the probationary period equivalent to the period of absence. In the case of an extended probationary period, the employee must be notified in writing before the probationary period expires. The probation can not be extended if the absence is caused by the employer.

### **VACATION**

Vacation and vacation pay are allocated in accordance with the Holidays Act and the Basic Collective Agreement, chapter 6.

### **AGREEMENTS ON RIGHTS TO AND ACCESSIBILITY OF WORK RESULTS**

The parties have entered into separate agreements regarding the University’s immaterial rights as a result of the employees’ work. Employees are required to familiarize themselves with the content of the agreements. These provisions are available at:

<http://www.uio.no/english/for-employees/employment/work-results/>

#### **1. The acquisition of rights agreement – patentable inventions etc.**

A signature on the work agreement applies simultaneously as an acceptance of the acquisition of rights agreement.

## **2. Accessibility of scientific articles – Open Access**

A signature on the work agreement applies simultaneously as an acceptance of the agreement on the accessibility of scientific articles – Open Access

## **3. The accessibility of teaching material on the University's network**

A signature on the work agreement applies simultaneously as an acceptance of the agreement on the accessibility of teaching material on the University's network.

## **CONFIDENTIALITY**

By accepting employment at UiO, you acknowledge and agree to respect, and to be bound by, the Public Administration Act (chapter 3, § 13) regarding confidentiality. You have a duty to keep sensitive information confidential for an indefinite period after the termination of your employment at UiO.

## **USE OF INFORMATION TECHNOLOGY (IT) RESOURCES**

As a UiO employee, you will have access to UiO IT resources including an e-mail account and access to UiO information systems based on your particular job function. These systems are primarily provided for the purpose of completing work-related tasks and shall not, in principle, be used for private purposes. The IT resources available to the employees may include sensitive personal information as well as other information covered under the section on confidentiality mentioned above and employees are required to understand and follow UiO's rules for the use of its IT systems.

## **GENERAL**

The terms of the employment include an obligation to comply - at all times - with the provisions that are applicable to the position.

General pay and work conditions are regulated by the Basic Collective Agreements for Employees in the Service of the State (hovedtariffavtalen, henceforth referred to as "the Basic Collective Agreement").

Key provisions relating to conditions of employment are defined in the Civil Servant Act. General conditions of the employment also include sections of the following regulations:

the Act relating to Universities and University Colleges, the Working Environment Act, the National Insurance act, the State Pension Fund Act, the Act relating to the Retirement Age of Civil Servants, the Basic Collective Agreement for Employees in the Service of the State, the Service Disputes Act, the Public Administration Act, as well as UiO's Adaptation Agreement, IT regulations, UiO's ethical guidelines, Regulations Regarding Personnel and External Work, and the Regulations for Evaluating and Scoring of Pedagogical Proficiency for Employees in Permanent Academic Positions with Teaching Duties.

Employees may not hold part-time, second, or other remunerated employment that can inhibit or reduce their normal productivity unless special permission has been given—or a special request is made—by the employer in accordance with UiO's Regulations Regarding Personnel and External Work:

<http://www.uio.no/english/about/regulations/personnel/common/external-work-rules.html>

The laws, regulations, and agreements affecting employees of the University of Oslo are composed in the handbook, available at:

<https://www.uio.no/english/about/regulations/index.html>

Date 03.07.2023

Date.....

Kine Yttersian

.....  
Employer's signature

.....  
Employee's signature

This document is approved electronically by UiO and is therefore not signed.



## SUPPLEMENTAL INFORMATION FORM:

### EMPLOYMENT AGREEMENT

I accept this offer of employment

I decline this offer of employment

☐  
☐

I can begin (dd/mm/yyyy):

If you choose not to accept this employment offer, please sign the bottom of this form and post it back to the University of Oslo with the rest of materials in the envelope. If you accept this employment offer, please fill out this form and send it back with the signed copy of your UiO Employment Agreement.

The information on this form is required so that we may register your information in our personnel system.

**To be filled out by the employee:**

**(write your name as it appears in your passport)**

<b>Surname</b>							<b>Given names</b>						
<b>Norwegian ID Number</b> (11 characters):													
<b>If you do not have Norwegian ID, please enter date of birth and passport number</b>													
<b>Postal address</b>													
<b>Postal code and place</b>													
<b>Telephone number</b>	Home:						Mobile:						
<b>Email address</b>													
<b>Member of a trade union?</b>	Yes/No		If yes, name of the trade union:										
<b>Bank account number</b> For payments abroad, a <a href="#">Payment abroad form</a> must be completed.													
<b>Nationality</b>													
<b>Highest level of education</b>	Degree:			Year:			Discipline:						
<b>Emergency contact</b>								Telephone:					

Date:..... Signature: ..... (Employee)