



Employment case reference number 2021/4664

EMPLOYMENT AGREEMENT

SURNAME Tan **FIRSTNAME** Tony
BIRTHDATE 26.07.85 **NORWEGIAN IDENTITY NUMBER**
ADDRESS Olav M. Troviks vei 46, H0315, 0864 Oslo
SEX M

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

POSITION Research Fellow

POSITION CODE 1017

OCCUPATION CODE 2310113

100 % FULL TIME

PLACE OF EMPLOYMENT Centre for Educational Measurement (CEMO)

WORKPLACE University of Oslo

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

DATE OF COMMENCEMENT 01.08.21

END DATE 31.07.25

Employment as research fellow is for a fixed term of years, cf. The Civil Servant Act § 10 (1) and Act relating to universities and university colleges § 6-4 letter g.

The employment relationship is temporary and employees who are employed for a fixed term of years shall resign without notice when the time is out, cf. The Civil Servant Act § 17 (2).

PURPOSE OF POSITION/RESEARCHER TRAINING

The purpose of this graduate research fellowship is research training leading to a completed PhD. The content of the position shall be regulated by the specific agreement reached between the scholarship recipient, the local unit where they will be working, their supervisor(s), and the faculty. A condition of this employment relationship is admission to a PhD program.

Compulsory work shall represent 25 % of the base work hours.

SALARY

Gross annual income NOK 491 200,-.

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 your salary is automatically deducted and deposited into the State Pension Fund if you are entitled to membership.

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 12th 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, 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.

The Employee's right to hold part-time, second, or other positions or commissions is regulated under the UiO's Regulations Regarding Personnel and External Work:

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

The Employee shall not hold positions or commissions that are contrary to these regulations.

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 25.06.2021

Date.....

Bård Kjos

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Employer's signature

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Employee's signature

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