

Göta studentkår's policy for full-timers.





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Background

The purpose of this policy is to ensure a safe working environment and create clarity in the full-timers. Being an elected representative full-time is not the same as being employed, therefore there are no labour union agreements and other common labour laws such as which hours full-timers are required to work, holidays etc. It is therefore important that Göta studentkår has a policy for its full-timers that regulates working conditions and conditions in the assignment.

The design and purpose of the emolument

The emolument received as a full-timer is not to be regarded as salary for work, but should rather be seen as compensation for the assignment affecting the possibility of other employment. The assignment requires a high level of availability, which means that it extends over weekdays and to some extent also weekends. The emolument is determined by the Representative Assembly and is directly linked to the price base amount.

In addition to the daily work, full-timers must run and develop the organization and represent its members and students vis-à-vis the University of Gothenburg.

Working environment

Göta studentkår shall strive to provide a good working environment for its elected full-timers. They are jointly responsible as a group for the joint work environment according to Göta studentkår's work environment policy.

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gotastudentkar.se
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Time

The emolument is intended to provide compensation for the performance of a position of trust and is not a compensation for a specific amount of hours worked. As full-timers, there are a number of tasks stated in the separate job descriptions for each full-timer that must be carried out. The assignment extends over weekdays and to some extent also weekends. In addition to this, all full-timers have a joint responsibility for running and developing the organisation.

Availability

The availability of the full-timers is governed both by the needs of Göta studentkår, as well as the partner and umbrella organizations associated with it. Accessibility is not only about being able to be reached when students demand it, it also means being available to support others within the organization. A full-timer must be available via jointly agreed communication channels to the best of their ability. In some cases, the assignment may include tasks that require participation in meetings or the performance of tasks that require privacy, which means that it can sometimes be considered reasonable not to be available.

If a full-timer for some reason cannot be available for a shorter period of time, they should receive help from the group of full-timers. If several full-timers intend to be absent for a short period of time, this should take place in dialogue with each other and communicated to others in the organisation.

Absence due to illness

If a full-timer becomes ill, the manager for full-timers in the Union management, colleagues and staff must be notified every sick day. If a full-timer needs help to prioritize among their tasks and/or receive new tasks, this is notified to the manager for full-timers. If necessary, the Union board can elect a new person who will then receive an emolument during the period. The emolument is then temporarily removed for the absent full-timer, who is then instead referred to the Swedish Social Insurance Agency to receive sick leave pay according to the Agency's rules.

Dismissal

In the event of dismissal from an assignment that gives an emolument that is due to the full-timer resigning from their assignment, no further payment of emolument takes place. In the event of dismissal from an assignment that gives an emolument due to reasons other than one's own request, the remuneration is paid for an additional month or at most until the determined period expires.

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Other positions of trust

Göta studentkår's full-timers must always act with good judgment and represent the organisation in a way that does not risk damaging the organisation's independence and trust.

Other circumstances

In cases where a full-timer is being sued, the Union board and the Representative Assembly in dialogue with the person should settle any costs. Each case should be examined by the Union board..

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