

Terms for emolument

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Introduction

This document states what terms that the emolument is based on regarding elected positions of trust within the Social Sciences Student Union at Lund University.

Decision on emolument

Social Sciences Student Union representative assembly decides which elected positions of trust within the Social Sciences Student Union that shall be subject of emolument.

Background

Social Sciences Student Union has during several years been given emolument to its operative management. According to current regulations the Social Sciences Student Union has five (5) elected positions of trust which are given emolument for full-time.

The purpose of emolument

The emolument is connected to a elected position of trust within the Social Sciences Student Union and shall not be considered as salary for employment. The emolument exists for two reasons, firstly being elected to those positions of trust affects the possibility of having another occupation and secondly the those elected positions of trust are very grueling. The position extends over weekdays, weekends and evenings, and generally requires high availability. This motivates these elected positions of trust to be subject of emolument. It also means that the full-time worker should not have any secondary occupations who are by such kind that they can be considered to harm the trust of or in any other way affect the execution of the office. In case of doubt if a secondary occupation is to be considered harmful the full-time worker is obliged to report this to the board who, if they find that it breaks the terms for emolument, shall report it to the representative assembly. The full-time worker shall then follow the representative assembly's recommendation.

The purpose of giving emolument to elected positions of trust is to provide our organization with resources in the form of manpower who is able to focus solely on the student unions operations. This gives a value that is much greater than the cost of the emolument.

Retracted emolument

If a person who is given emolument decides to leave its office, or by any other means loses its confidence, the emolument shall be retracted from the day the person has announced that they

resignation will be in effect, alternatively from that day the representative assembly decides to enforces the vote for censure.

Time

Emolument is intended to constitute the compensation for completing a elected position of trust's functions who is, among other documents, stated in the Social Sciences Student Union's statutes, by-laws and action plan but also through representation of the Social Sciences Student Union. It is not a compensation for the time that has been put into the work. Social Sciences Student Union is working with "trust time"¹ which means that the worker carrying emolument is elected to complete an assignment and that the time demanded to complete the assignment is the time the elected is emolumented for. In order to maintain these functions it might be required that the work is carried out both during day- and evening time on weekdays but also during weekends. How and when the work is conducted is however to a large extent flexible and depends on temporary intensive work peaks but also more low intensive periods. How the time is divided in first hand depends on the operations extent, which is impossible to establish beforehand. Because of this flexibility it is also impossible to establish a fixed amount of working hours.

This perpetuity means that the Social Sciences Student Union at Lund University shall be the elected's primary priority during its time of mandate, To be elected to a position of trust who is a subject for emolument does not give the opportunity to leave for vacation or lieu since this, by law, is connected to employment. Instead the elected is given a large amount of freedom to on its own dispose the on, and off, time. The work is with other words steered towards goals and is regulated by the functions that the elected is supposed to fill.

Availability

As elected to a position of trust of this kind one is the Social Sciences Student Union's face outwards and inwards and it is important to be available to the Social Sciences Student Union's members but also other stakeholders. Availability is not only about being able to be reached during certain times but also to be available where active members, members and other stakeholders are and being able to communicate through different channels. Certain limitations of this availability is done automatically when the elected carrying emolument shall fulfill certain functions such as meetings, writing texts etcetera.

The elected carrying emolument should between themselves help each other out and cover for each other when their private life needs to be prioritized before the elected position of trust. Availability is though especially important during periods of extraordinary events or times of

¹ The swedish term "förtroendetid" has no english equivalent.

crisis. When needed the board members can relieve the elected persons carrying emolument in their work.

Sickness and health

If an elected person should be as long-term sick that it strongly affects the possibility to fulfil the functions it has been assigned to do, the opportunity for the board to assign a new person carrying emolument in the ordinary person's absence exists. The emolument is then retracted from the sick who instead can turn to the governmental authority Försäkringskassan to receive sickness benefit according to their rules. In such situations the Social Sciences Student Union is obliged to pay the difference between the sickness benefit and the emolument.

In order to encourage to motion and exercise the Social Sciences Student Union grants its full-time emolumented a wellness grant which every year is adjusted in accordance with the price for a gym card at Gerdahallen.

Social Sciences Student Union's board is ultimately responsible for the operative management's health and is its closest outsourcer. The decisions taken regarding the operative management's health is based on the regular reports the management leaves to the board meetings but also in the contact that exists between the board and the management. Except the responsibility as supervising responsibility it is also important that the elected persons carrying emolument between themselves encourage each other to recover.

Compensation

The amount of the emolument is decided by the representative assembly and is changed by changing the Terms for emolument. A full-time emolument at the Social Sciences Student Union at Lund University receive emolument counted on 31 % of the government base amount in July the year the term starts. Full-time emolument refers to 13 months of emolument by which two weeks is given before the terms start for hand-over and two weeks after the terms end to be available and to close current assignments. In total 4,03 governmental base amounts is given for the entire term.

Since the elected persons carrying emolument is taking a break from its studies and shortens its work life pension is paid. The payment is done once during the term and is 6 % of the emolument, which is in line with the Lund University staff.