

## Overall time frame for salary negotiations 2014 and 2015 - revised

The local process for salary negotiations is to be scheduled within the overall time frame below.

Time	Activity
September 2014 - January 2015	Local scheduling of the salary negotiation process (preparation work in the liaison committees) including <ul style="list-style-type: none"> <li>- Discussion of the budget for salary negotiations</li> <li>- Definition of the period allocated to preparation work</li> <li>- Definition of the period allocated to negotiations</li> <li>- Discussion of any previously determined criteria from the salary negotiations 2013</li> <li>- Definition of the process for information to the employees about the result of the negotiations</li> </ul>
December 2014	The senior management team determines the budget for salary negotiations 2015. The Main Liaison Committee is informed and then the budget for salary negotiations is announced.
<b>16 February – 6 March 2015</b>	<b>Application period</b>  <b>Deadline for application: 6 March 2015</b>
<b>9 March – 15 May 2015</b>	<b>Preparation and negotiation period</b>  Sufficient time for preparation is allocated locally. When the managers and the union representatives, who are part of the negotiations, are ready, the salary negotiations can begin. The negotiation period can therefore vary from one part of the organisation to another.  <b>All negotiations must, however, be completed by 15 May 2015.</b>  The employees are informed about the result of the negotiations in accordance with the process defined by the individual local liaison committees.
May - September 2015	Evaluation of the salary negotiations including discussion and possible definition of criteria for the salary negotiations 2016.
June/July 2015	Disbursement of agreed salary increases.