

Salary policy

TØI has a salary policy that forms the basis of the competence-oriented position and salary system at TØI:

1. TØI's salary policy shall provide the researcher and administrative personell with salaries and other benefits that enable TØI to recruit and retain individuals with the competencies needed to develop the Institute, while at the same time ensuring that salaries are financially justifiable.
2. TØI's salary policy shall stimulate competence development.
3. TØI's salary policy shall bolster performance in order to achieve strategic goals.
4. The salary system and the salary levels shall be transparent, predictable, in writing and comprehensible for all employees, perceived to be fair and manageable for both managers and HR.
5. The salary policy shall support the efforts towards greater equality and diversity.
6. The annual framework for salary adjustments shall be determined by the management and the researcher/trade unions, working in collaboration.