

COLLECTIVE AGREEMENT

between

the Swedish Performing Arts Association and the Swedish Union for
Performing Arts and Film concerning employees in the independent
professional performing arts

1 April 2025 – 31 March 2027

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1 Scope of the Agreement

The Agreement applies to employers affiliated to the Swedish Performing Arts Association that operate in the independent professional performing arts.

The Agreement applies to the occupational groups represented by the Swedish Union for Performing Arts and Film.

Workers under the age of 18 (16 for dancers) are not covered by the Agreement.

2 Employment

2.1 General rules of conduct

The employer-employee relationship is based on mutual loyalty and trust.

2.2 Secondary occupation

Employees may, after notification, undertake other assignments outside their ordinary working hours. An employee may not, without the employer's permission, undertake an assignment or a secondary occupation that adversely affects their position or unduly competes with the employer's activities.

2.3 Types of employment for artistic staff

Contracts of employment for actors, dancers, circus artists, singers, musical artists, directors, choreographers, set designers, costume designers, etc. may be entered into in accordance with the types of employment specified below.

2.3.1 Permanent employment

Employment is permanent unless the employer and the employee have agreed that it will be fixed-term as outlined below.

2.3.2 Fixed-term employment

- Employment per play
- Short-term employment

A short-term contract means for at least six months

- Employment as a substitute

- Employment for one to five years

- Contractual fixed-term employment for artistic staff

Means fixed-term employment with a dance company or choreographer

- Employment per project

Employment for a specific project is permitted, provided that the project is independent of a planned performance and limited in time.

- Employment per performance

Agreement on employment per performance may be made in the case of stand-in performances and in the case of employment where individual performances are given on one or more occasions after the end of the ordinary performance period.

- Tour employment

The majority of working hours under tour employment must be on tour.

Note on employment per project

A project involves, for example, working on an artistic idea that may later result in a performance or a script or draft reading in advance of a possible production decision.

Independent means that the employment is not part of the rehearsal process for a performance and may not be conditional on the acceptance of future other employment.

2.3.3 Employment as a substitute

The provision in Section 5a of the Swedish Employment Protection Act concerning the transition from employment as a substitute to permanent employment does not apply to artistic staff.

2.3.4 Conversion rule for employment as a substitute and contractual fixed-term employment with dance groups or choreographers

Employment as a substitute or contractual fixed-term employment becomes permanent employment when a worker has been employed by a dance group or choreographer as a substitute and/or under a fixed-term contract for a total of more than 36 months over a five-year period.

For those who have reached the age specified in Section 32a of the Swedish Employment Protection Act, fixed-term employment does not become permanent employment.

2.4 Types of employment for administrative, technical and educational staff

Contracts of employment for administrative, technical and educational staff may be entered into in accordance with the types of employment specified below.

2.4.1 Permanent employment

Employment is permanent unless the employer and the employee have agreed that it will be fixed-term as outlined below.

2.4.2 Fixed-term employment

- Probationary employment

Probationary employment may be applied under the conditions set out in the Swedish Employment Protection Act

- Employment as a substitute

- Contractual fixed-term employment

The employment is for a fixed term

2.4.3 Conversion rule for employment as a substitute and fixed-term contracts

Employment as a substitute or a fixed-term contract becomes permanent employment when an employee has been employed as a substitute and/or under a fixed-term contract for a total of more than 36 months over a five-year period.

For those who have reached the age specified in Section 32a of the Swedish Employment Protection Act, fixed-term employment does not become permanent employment.

Transitional rules

For employment contracts entered into before 1 July 2023, the old conversion rules will continue to apply for general fixed-term employment and employment as a substitute.

With regard to fixed-term contracts and employment as a substitute, the following special rules apply to the calculation of the period of employment for conversion to permanent employment. The period of employment as a substitute and in general fixed-term employment entered into under older rules is taken into account when converted under the collective agreement as far as the period of employment from 1 January 2023 is concerned.

2.5 Duties

The employee must be available during ordinary working hours for the activities carried out and perform any duties that fall within the scope of their professional qualifications.

Where the employer wishes the employee to carry out duties in addition to those covered by the employee's position, a special agreement must be made. The agreement must be stated in the employment contract.

2.6 Employment contracts and information to employees

Employment must be confirmed by a contract in accordance with Appendix 5.

The employer must provide the employee with written information about conditions that are of importance for the employment. See also Section 6c of the Swedish Employment Protection Act (1982:80). This information must adequately provide a job description for the employment and any duties beyond what may normally be expected within the scope of the position.

3 Commencement and termination of employment

3.1 Commencement of employment

In the case of employment per play, it may be agreed that the employment begins within a fourteen-day period and ends within a fourteen-day period.

For a director, choreographer, set designer and costume designer, the date of the premiere must be specified in the contract.

Play contracts should not have a term shorter than three months.

3.2 Termination of permanent employment

For permanent employees, statutory termination rules apply.

A minimum notice period of one month applies to both employers and employees.

The employee is entitled to a notice period of

- two months, if the total period of employment with the employer is at least two years but less than four years,
- three months if the total period of employment with the employer is at least four years but less than six years,
- four months, if the total period of employment with the employer is at least six years but less than eight years,
- five months, if the total period of employment with the employer is at least eight years but less than ten years,
- six months, if the total period of employment with the employer is at least ten years.

Comment

In the event of termination for personal reasons, Chapter 3, Clauses 2–7, of the Main Agreement between the Swedish Performing Arts Association and PTK applies.

3.2.2 Order of priority for termination

The rules on order of priority in Sections 22–23 of the Swedish Employment Protection Act do not apply to artistic staff.

Comment

Chapter 3, Clauses 8–10, of the Main Agreement between the Swedish Performing Arts Association and PTK applies to order of priority in other respects.

3.2.3 Termination of employment on reaching the age given in Section 32a of the Swedish Employment Protection Act

Irrespective of any previous notice period, the following applies to employees reaching the age (69 years) specified in Section 32a of the Swedish Employment Protection Act:

If the employer or the employee wants the employment to end at the end of the month in which the employee reaches the age specified in Section 32a of the Swedish Employment Protection Act, the employer or the employee must give written notice of this at least two months before the employment is to end.

After the employee has reached the age specified in Section 32a of the Swedish Employment Protection Act, employment ends two months after written notice has been given.

If an employee begins employment with the company after having reached the age specified in Section 32a of the Swedish Employment Protection Act, the employment is terminated with notice in the same way as above.

Note to the minutes 1

Employers may allow employment to be terminated without the employee observing the applicable notice period.

Note to the minutes 2

Notice does not need to be given to the trade union in connection with the termination of employment on reaching the age specified in Section 32a of the Swedish Employment Protection Act. There is no right of discussion. However, it is normally appropriate to raise the issue of termination of employment with the employee concerned before giving notice as described above.

3.3 Notification of fixed-term employment

Notification when signing a fixed-term employment contract in accordance with the provisions of Section 28 of the Swedish Employment Protection Act does not apply to this Agreement if there is no local trade union representation at the workplace.

3.4 Termination of fixed-term employment

Fixed-term employment is terminated at the end of the period of employment without prior notification or notice.

In the case of a play engagement where it has been agreed that the employment is terminated within a fourteen-day period, notice of termination of the contract must be given by the theatre fourteen days before the termination.

The provisions of Sections 15 and 30a of the Swedish Employment Protection Act do not apply to this Agreement.

3.5 Preferential rights for artistic staff

The rules on preferential rights to new employment under Sections 25–27 of the Swedish Employment Protection Act do not apply to fixed-term employees.

4 Working hours

4.1 Ordinary working hours

Ordinary working hours are maximum 40 hours per week over a limitation period of two weeks.

Travel time is included in the weekly working hours total in addition to working hours up to the weekly working hours total. The week is from Monday to Sunday.

The number of performances should normally not exceed two per day. The employer must take into account its health and safety responsibilities under the Swedish Work Environment Act when scheduling performances.

Preparation time for artistic staff is included in the agreed working hours.

4.2 Ordinary working hours for dancers and choreographers

Ordinary working hours are maximum 40 hours per week without public holidays over a limitation period of two weeks.

For dancers, ordinary working hours are maximum 10 hours per day; for employment of less than one week, ordinary working hours are maximum eight hours per day.

Travel time is included in the weekly working hours total in addition to working hours up to the weekly working hours total. The week is from Monday to Sunday.

The number of performances should normally not exceed two per day or eight per week. The employer must take into account its health and safety responsibilities under the Swedish Work Environment Act when scheduling performances.

For dancers, a maximum of 6.5 hours per day may involve dancing or other equivalent physical activity, including warm-up/exercise.

Dancers must be allowed at least 1.5 hours of warm-up or exercise per day during ordinary working hours. The provision applies regardless of the degree of employment.

For choreographers, work in different fields must be carried out during working hours.

4.3 Working hours schedule

A working hours schedule covering ordinary working hours must be available two weeks before each two-week period to which it relates. Changes in the last week of the period may be made until the beginning of the period. However, temporary changes to the working hours schedule may be made owing to illness or other comparable circumstances beyond the control of the employer.

4.4 Scheduling working hours

When scheduling working hours, both the needs of the organisation and the needs and wishes of the employees must be taken into account. Working hours must be scheduled in line with artistic objectives and requirements. The aim must be, as far as possible, to take into consideration the employees' ability to combine work with family and other social life. Consequently, every effort should therefore be made to ensure continuous leave/time off. The employees are entitled to have their wishes concerning the scheduling of their working hours taken into account by the employer. If the employees' wishes cannot be accommodated, the employer must state the reasons why this is not possible. An individual's wishes must also be weighed against the needs and wishes of other employees.

4.5 Additional hours and overtime pay

For time worked in excess of the ordinary working hours schedule, additional hours and overtime pay is paid at the ordinary hourly rate plus 50 per cent of the ordinary hourly rate. If additional hours and overtime are worked between 23:00 and 07:00 on working days or on Sundays and public holidays, the additional hours and overtime pay is the

ordinary hourly rate plus 100 per cent of the ordinary hourly rate. Additional hours and overtime pay may be paid in cash or as compensatory leave.

If no agreement has been made on the scheduling of compensatory leave, it must be scheduled in consultation with the employee within three months of the additional hours/overtime having been worked. In other cases, additional hours/overtime pay is paid. The hourly rate is the monthly salary divided by 167.

4.6 Weekly rest

Weekly rest is provided by law, consisting of 36 hours of continuous leave in each seven-day period. At the time of employment, employees must be notified of at least one fixed weekly rest day per week. The rest day may be moved to the day before or after the ordinary weekly rest day if at least 15 days' notice is given.

Where weekly rest cannot be arranged during a tour or where a public holiday falls on a normal weekly rest day, the weekly rest day must instead be scheduled immediately after the end of the tour or after the public holiday, or at another agreed time. Weekly rest may be withdrawn in the week of a premiere and must then be compensated for with two extra days of annual leave.

Comment

The employer must ensure that there is also sufficient scope for daily and weekly rest for those who control their own working hours.

4.7 Daily rest

The employee must be given at least 11 hours of continuous daily rest.

5 Annual leave

5.1 Annual leave year

A theatre may use the period 1 July – 30 June or the calendar year as the year in which annual leave is accrued instead of the rules of the Swedish Annual Leave Act. The annual leave year may coincide with the accrual year. Annual leave may therefore be taken in the year in which it was accrued.

5.2 Length of annual leave

Employees are entitled to 25 days of statutory leave each annual leave year, unless longer leave has previously been agreed individually or locally.

5.3 Annual leave pay, annual leave paid in cash

Annual leave paid in cash must be paid at the rate of either 12 per cent calculated on the basis of the remuneration paid during the accrual year or the current monthly salary at the time of the annual leave plus an annual leave supplement of 0.8 per cent of the current monthly salary for each day of paid annual leave.

5.4 Scheduling annual leave

Annual leave is scheduled according to the law, unless a special agreement on the scheduling of the annual leave is made between the employee and the employer.

5.5 Deduction from salary for annual leave taken but not accrued

The following applies when the accrual year and annual leave year coincide.

If an employee has taken more annual leave than they have accrued, a gross deduction must be made from their salary. For each excess day of annual leave, 4.6% must be deducted from the fixed monthly salary for the employment at the time of the annual leave. Fixed monthly salary for employment means the salary for the full-time or part-time employment with no reduction for partial leave. The annual leave supplement paid as per sub-clause 5.3 for the excess days of annual leave must also be deducted from the salary.

No deduction as per the first paragraph must be made if the employment has been terminated on account of:

- the employee's illness
- death
- notice of termination due to lack of work
- the employee leaving their employment in circumstances specified in Section 4(3), first sentence, of the Swedish Employment Protection Act
- retirement at the initiative of the employer
- termination of the employment on the basis of Section 33 of the Swedish Employment Protection Act

Comment

Employers must provide clear information about the above rule, especially before an employee takes leave of absence of more than 30 days. In addition to the above, the provisions of the Swedish Annual Leave Act (1977:480) apply.

6 Sick pay, etc.

6.1 The right to sick pay and notification of illness

6.1.1 Sick pay periods

The employer pays sick pay during the first 14 calendar days of the sickness period as per the Swedish Sick Pay Act. How the sick pay is calculated is outlined in sub-clauses 1.3-1.6. A new sickness period that starts within 5 calendar days of the end of an earlier sickness period will be deemed a continuation of the earlier sickness period.

6.1.2 Notification

An employee who becomes ill and is therefore unable to work must notify their employer as soon as possible. The employee must also notify the employer as soon as possible about when they expect to return to work. The same applies if the employee becomes unable to work as a result of an accident or occupational injury, or must stay away from work due to the risk of transmitting a contagious disease and they are entitled to compensation under the Swedish Social Insurance Code. As a rule, sick pay will not be paid for the period before the employer has received notification of the illness (Section 8(1) of the Swedish Sick Pay Act).

6.1.3 Conditions of entitlement to sick pay

For entitlement to sick pay for the first 14 days, the following conditions apply:

If the agreed period of employment is less than one month, entitlement to sick pay only arises if the employee started employment and has subsequently been employed for 14 consecutive calendar days. If an employee is re-employed by the same employer within 14 calendar days of the end of the previous employment, the previous employment must be taken into account for the purposes of calculating the qualifying period referred to in the first paragraph (Section 3 of the Swedish Sick Pay Act), irrespective of the break in employment.

6.2 Declaration, medical certificate and notification of the social insurance office

6.2.1 Declaration

The employee must provide the employer with a written declaration that they were ill, details of the extent to which their working capacity was reduced on account of the illness and the days during which the employee would have worked (Section 9 of the Swedish Sick Pay Act).

6.2.2 Medical certificate

The employer is under an obligation to pay sick pay from the seventh calendar day after the date of notification of illness only if the employee verifies the reduction in working capacity and the duration of the period of illness with a medical certificate (Section 8(2) of the Swedish Sick Pay Act). At the employer's request, the employee must immediately provide proof of absence for the purpose of receiving sick pay by submitting a certificate from a doctor appointed by the theatre stating that the employee was unable to work from the previous day. In this case, the certificate is paid for by the theatre.

6.2.3 Notification of the social insurance office

If an illness lasts more than 14 calendar days, the employer is responsible for notifying the social insurance office. If such illness occurs during the company's main holiday period (summer break), the employee should report the illness directly to the Swedish Social Insurance Office (Försäkringskassan) to receive sickness benefit.

6.3 Amount of sick pay

6.3.1 Salary deduction

The sick pay that the employer pays the employee is calculated by making a deduction from salary as described below.

6.3.2 Illness up to and including 14 calendar days per sickness period

6.3.2.1 Definition of monthly salary

In these provisions, monthly salary means fixed monthly cash salary plus any fixed monthly salary supplements (e.g. fixed unsociable hours supplements or overtime supplements).

6.3.2.2 Calculation of qualifying period deduction and sick pay

For each hour an employee is absent as a result of illness, there is a deduction per hour as follows:

For sickness absence up to 20% of average weekly working hours (qualifying period) in the sickness period	$\frac{\text{monthly salary} \times 12}{52 \times \text{weekly working hours}}$
For sickness absence exceeding 20% of average weekly working hours, up to and including day 14 of the sickness period	$\frac{20\% \times \text{monthly salary} \times 12}{52 \times \text{weekly working hours}}$

In addition, an employee who would have been working scheduled ordinary working hours, in which an unsociable hours supplement or other variable remuneration would have been paid, receives sick pay after the qualifying period at 80% of the unsociable hours supplement or other variable remuneration that the employee has lost.

Comment

1.1.1 specifies that a new sickness period that starts within five calendar days from the end of an earlier sickness period must be deemed a continuation of the earlier sickness period. This means that a qualifying period deduction may still need to be made up to 20% of average weekly working hours in the continued sickness period.

The employee's average weekly working hours are the weekly working time in hours for a calendar week. For employees with intermittent or irregular working hours, an average is calculated over a period that is representative and comparative for the employee.

6.3.2.3 Sick pay without taking into account the qualifying period

For an employee who, in accordance with a decision by the Swedish Social Insurance Office, is entitled to sick pay without a qualifying period, a sick pay deduction applies in accordance with the provisions that apply to sick leave exceeding 20% of the average weekly working hours up to and including day 14 of the sickness period.

6.3.2.4 When ten qualifying period deductions have been made

The number of qualifying period deductions may not by law exceed ten during a twelve-month period. If, in a new sickness period, it becomes clear that the employee has had ten qualifying period deductions within the twelve months prior to the start of the new sickness period, the deduction for the first 20% of the sickness absence is calculated in accordance with the provisions applicable to sickness absence exceeding 20% of the average weekly working hours up to day 14 of the sickness period.

Comment:

All qualifying period deductions made as specified in sub-clause 1.3.2 in a total amount of no more than 20% of the average weekly working hours in the same sickness period are regarded as one deduction, even if the deductions are made for different days. 1.1.1 specifies that a new sickness period that starts within five calendar days from the end of an earlier sickness period must be deemed a continuation of the earlier sickness period.

6.3.3 Illness from the 15th calendar day

The following rules apply from 1 January 2024. In case of sickness from the 15th calendar day before 1 January 2024, Collective Group Health Insurance (AGS) rules apply.

For each day of illness (including non-working business days, Sundays and public holidays), a sick pay deduction is made per day as follows:

The sick pay deduction is calculated differently depending on whether the salaried employee's monthly salary is above or below a certain salary limit. This salary limit is calculated as:

$$\frac{10 \times \text{the price base amount for the year in question}}{12}$$

For employees with a monthly salary not exceeding the salary limit:

$$\frac{90\% \times \text{monthly salary} \times 12}{365}$$

For employees with a monthly salary above the salary limit:

$$\frac{90\% \times \frac{10 \times \text{pba}}{12} + 10\% \times (\text{monthly salary} \times 12 - 10 \times \text{pba})}{365}$$

Comment

The sick pay deduction per day may not exceed:

$$\frac{\text{Fixed monthly cash salary} \times 12}{365}$$

For the purposes of this limitation rule, the following is treated as equivalent to fixed monthly cash salary:

- *Fixed monthly salary supplements (e.g. fixed unsociable hours supplements or overtime supplements).*
- *For employees on a weekly salary, the monthly salary is calculated as 4.3 x the weekly salary.*

Note to the minutes

If there is a change in salary or weekly working hours, the following applies.

The employer must make sick pay deductions based on the old salary or working hours for the month in which the employee was notified of their new salary or changes their working hours.

6.3.4 Duration of the sick pay period

6.3.4.1 Permanent employees and others

Permanent employees and employees with the employment type Employment for one to five years are entitled to sick pay in accordance with the provisions of sub-clause 6.3.3 from the 15th calendar day of the sickness period until the 90th calendar day of the sickness period. After 90 days of sick leave, the employee may receive a sickness pension through ITP (see sub-clause 9.1).

6.3.4.2 Other employees

Fixed-term employees who have been employed by the employer for at least 12 months in the last 36 months have the same entitlement to sick pay as employees under sub-clause 6.3.4.1. For other employees, the same applies with the restriction that sick pay is paid up to the 45th calendar day of the sickness period.

Comment

It is up to the employee to prove that the qualification requirement has been met at the latest when sick pay is requested.

6.4 Certain coordination rules

6.4.1 Annuity and rehabilitation benefit

If, due to an occupational injury, an employee draws an annuity instead of sickness benefit and this occurs during the time that he or she is entitled to sick pay, the sick pay from the employer is not calculated as per sub-clause 1.3. Instead it is the difference between 85% of the monthly salary and the annuity. For salary elements up to 7.5 price base amounts, there is no entitlement to sick pay for the period when sickness benefit as per the Swedish Social Insurance Code is paid or rehabilitation benefit is paid.

6.4.2 Insurance compensation

If an employee receives compensation from insurance other than ITP or labour market no-fault liability insurance (TFA), and the employer has paid the premiums for such insurance, the sick pay must be reduced by the amount of such compensation.

6.4.3 Certain compensation from the State

If the employee receives compensation from the State other than from the Swedish Social Insurance Code, the sick pay is reduced by such compensation.

6.5 Limitations to the right to sick pay

6.5.1 Reduced sickness benefits

If an employee's sickness benefits have been reduced as specified in the Swedish Social Insurance Code, the employer must reduce the sick pay to a corresponding extent.

6.5.2 Accidents caused by third parties

If an employee suffers an accident caused by a third party and compensation is not paid according to labour market no-fault liability insurance (TFA), the employer must pay sick pay only if, or to the extent, that the employee cannot obtain damages for loss of income from the person liable for the injury.

6.5.3 Sick pay from the 15th calendar day

The employer is not under an obligation to pay sick pay from the 15th calendar day of the sickness period if:

- the employee has been excluded from health insurance benefits according to the Swedish National Insurance Act, or
- the employee's inability to work is self-inflicted, or
- the employee has been injured as a result of an act of war, unless agreed otherwise.

Comments

1. *If the sickness pension under the ITP plan starts to be paid to the employee, the right to sick pay ceases.*
2. *Concerning limitation to the right to sick pay on account of certain coordination rules, see sub-clause 6.4.*

6.6 Disease carriers

Where an employee is required to stay away from work due to the risk of transmitting disease under the Swedish Social Insurance Code and they are entitled to compensation as a disease carrier, a deduction is made as follows up to the 14th calendar day:

For each working day on which an employee is absent, a deduction is made per working day at:

<u>Monthly salary x 12</u>
Annual working period

From the 15th calendar day, deductions are made as per 1.4. However, for employees with a monthly salary above SEK 28,000, deductions are made at:

$90\% \times \frac{8 \times \text{cba}}{365} + 10\% \times \frac{(\text{monthly salary} \times 12 - 8 \times \text{cba})}{365}$

Note to the minutes on sick pay, etc.

If the rules in the Swedish Sick Pay Act or the Swedish Social Insurance Code are changed, agreement must be made on the necessary changes as a result.

7 Leave of absence

7.1 Salary deduction in connection with general leave

A deduction is made for unpaid leave of absence as shown below:

In the case of leave of absence of up to 5 (6)¹ working days, this deduction is made for each day of leave:

<u>1</u>	<u>(1)¹</u>
21	(25) of monthly salary

In the case of leave of absence of more than 5 (6)¹ working days, one daily salary is deducted for each day of leave.

Daily salary = $\frac{\text{monthly salary} \times 12^2}{365}$
--

Comment 1

¹ Figures in brackets apply to a 6-day week

² In this case, deductions are made for all days of the week

Comment 2

No salary deductions are made for participation in central negotiations and working group meetings agreed by the central parties.

If a period of leave of absence comprises one or more entire calendar months/payroll periods, the entire salary of the employee must be deducted for each of such calendar months/payroll periods.

7.2 Maternity pay

In the event of pregnancy, full pay is paid to permanent employees for the period from when the employer declares that the employment should be interrupted until the employee is entitled to receive parental benefit under the Swedish National Insurance Act. While the employee is receiving parental benefit, but no earlier than 60 days before the expected date of birth, pay is deducted as for unpaid leave.

Comment

However, for actors, musicians, singers and dancers, if the employer considers that the employee is not fit for work during a certain part of the above-mentioned period, the employer and the employee may agree on another suitable task.

Comment

If it is in the mutual interest of the employee and the employer, they may agree on reassignment to less strenuous duties during the period of pregnancy.

7.3 Parental pay

The following rules apply from 1 January 2024. In case of leave before 1 January 2024, Supplemental Parental Benefit Insurance (FPT) rules apply.

For an employee who is on leave 'in connection with' the birth or adoption of a child, is receiving parental benefit under the Swedish Social Insurance Code and has been employed by the employer for at least 12 consecutive months, salary deductions are made for a maximum of 180 days as follows:

A deduction is made for each day of absence (including non-working business days, Sundays and public holidays). The deduction is calculated differently, depending on whether the salaried employee's monthly salary is above or below a certain salary limit. This salary limit is calculated as:

<u>10 x the price base amount for the year in question</u>
12

Calculation of the deduction

For employees with a monthly salary not exceeding the salary limit:

90% x <u>monthly salary x 12</u>

For employees with a monthly salary above the salary limit:

90% x <u>10 x pba</u> + 10% x <u>(monthly salary x 12 – 10 x pba)</u>

If the employee has been employed for 12 months but not for 24 consecutive months prior to the first parental leave, parental pay consists of

- two monthly salaries minus 60 parental leave deductions calculated per day in accordance with this clause

If the employee has been employed for 24 consecutive months prior to the first parental leave, parental pay consists of

- six monthly salaries minus 180 parental leave deductions calculated per day in accordance with this clause

In the case of parental leave after parental pay has ended, salary is deducted in the same way as for unpaid leave.

Comment

The term 'in connection with' means that the leave of absence must take place within 18 months

7.4 Temporary parental benefit

In the case of leave with temporary parental benefit, the following applies because temporary parental benefit is calculated per hour, regardless of the length of the leave.

Please note that temporary parental benefit can only be paid for a full, half or quarter day.

If an employee is absent, pay is deducted per hour of absence at:

monthly salary x 12

52 x weekly working hours

If the period of leave with temporary parental benefit includes one or more full calendar months, the employee's full monthly salary must be deducted for each of the calendar months. If the payroll periods used by the company for the payment of salary do not coincide with the calendar months, the employer is entitled, when applying this provision, to replace the term 'calendar month' with 'payroll period'.

See the comments for sub-clauses 6.3.2.2 and 6.3.2.1 for a definition of the terms weekly working hours and monthly salary.

8 Salary

8.1 Salaries of artistic staff at theatres and administrative, educational and technical staff

8.1.1 Monthly salary

The minimum salary for an employee is:

As from 1 April 2025 SEK 24,223/month
As from 1 April 2026 SEK 24,901/month

The minimum salary for employees with university education or five years' professional experience or for dancers with the Royal Swedish Ballet School, Balletakademien or equivalent training, or with two years' professional experience is:

As from 1 April 2025 SEK 26,849/month
As from 1 April 2026 SEK 27,601/month

8.1.1.1 Directors, choreographers, set and costume designers

In the case of employment per play, the minimum basic amount is as per sub-clause 8.4 and the minimum monthly salary as above.

8.1.2 Salary per day or performance

Employment per performance is possible for stand-in performances or for single performances by individual agreement after the play has been performed as an ordinary play in a run. The minimum salary per day or performance is:

As from 1 April 2025 SEK 1,312
As from 1 April 2026 SEK 1,349

The minimum salary per day or performance for employees with university education or five years' professional experience or for dancers with the Royal Swedish Ballet School, Balletakademien or equivalent training, or with two years' professional experience is:

As from 1 April 2025 SEK 1,450
As from 1 April 2026 SEK 1,491

For participation in single performances in addition to previous employment, remuneration is paid at a daily rate calculated based on the agreed monthly salary (monthly salary divided by 18).

For stand-in performances by actors and dancers for whom the theatre has not ordered a preparatory rehearsal, the employee will be guaranteed remuneration corresponding to at least 6 days of rehearsal (for very small roles at least 3 days of rehearsal) based on the minimum salary as above.

When a performer is employed for a fixed term to perform programmes rehearsed by the performer outside the employer's organisation, the performer's fee will be positively affected by this.

8.2 Salaries of artistic staff employed by dance companies or choreographers

8.2.1 Monthly salary

The minimum monthly salary is:

As from 1 April 2025 SEK 25,012/month

As from 1 April 2026 SEK 25,712/month

The minimum monthly salary for employees who have five years' professional experience or have completed relevant education/training is:

As from 1 April 2025 SEK 27,457/month

As from 1 April 2026 SEK 28,226/month

The minimum monthly salary for choreographers is:

As from 1 April 2025 SEK 25,472/month

As from 1 April 2026 SEK 26,185/month

The minimum monthly salary for choreographers who have completed relevant education/training or have at least 2 years' relevant professional experience is:

As from 1 April 2025 SEK 31,488/month

As from 1 April 2026 SEK 32,270/month

8.2.2 Set and costume designers

In the case of employment per dance work, the minimum basic amount is as per sub-clause 8.3.4. The minimum monthly salary is the minimum monthly salary for dancers.

8.2.3 Weekly and daily salary for employment

Weekly salary: Agreed monthly salary divided by 4.2.

Daily salary: Agreed monthly salary plus 25% divided by 21.

$$\text{Daily salary} = \frac{\text{monthly salary} \times 1.25}{21}$$

8.2.4 Salary for part-time employment

In the case of part-time employment, the salary is equivalent to a 10% higher degree of employment than the employment in question.

8.2.5 Remuneration for more than two performances per day

If the number of performances exceeds two per day, a special salary supplement is paid for each performance in addition to the second. The amount of the salary supplement corresponds to the employee's current monthly salary divided by 21.

8.2.6 Stand-in performances

For stand-in work in a performance in which the employee has not previously appeared and for which the employer has not ordered a preparatory rehearsal, the employee must be guaranteed remuneration corresponding to at least six times the agreed monthly salary divided by 21 (for very small roles at least three times).

8.3 Directors, set designers, costume designers, choreographers, lighting designers

8.3.1 Freelance director engaged per play

When assessing the work of a director and determining the amount of remuneration, an overall assessment must be made and factors such as the scale of the production and the director's skills and experience must be taken into account. When determining the amount of remuneration, co-production with other theatres must also be taken into account (for example remuneration for the work and time needed to adapt the work to several stages and ensembles).

For the production of a play, a freelance director is entitled to a monthly salary for the rehearsal period agreed in the contract. In addition, a minimum basic amount is paid for a full evening performance (play of more than 1.5 hours) as follows:

As from 1 April 2025	SEK 91,588
As from 1 April 2026	SEK 94,152

For those who have no experience at all in the profession, the amount may be reduced.

For a play of less than 1.5 hours, the basic amount is reduced by 33.3%.

For a play of less than 45 minutes, the basic amount is reduced by 50%.

Plays of less than 30 minutes and features and arrangements are reimbursed by individual agreement.

If the preparation time coincides in full or in part with paid rehearsal time, an agreement may be made between the theatre and the director on a reduction of the above basic amounts, but by no more than 50%.

For qualification purposes, production at professional theatres is included.

For qualification purposes, two productions of less than 45 minutes are deemed equal to one production of more than 45 minutes or one of more than 1.5 hours.

8.3.2 Freelance choreographer engaged per dance work at a theatre

For the rehearsal and production of dance works, a freelance choreographer is entitled to a monthly salary for the period of rehearsal and production agreed in the contract. In addition, a minimum basic amount is paid for dance works exceeding 45 minutes as follows:

As from 1 April 2025	SEK 50,375
As from 1 April 2026	SEK 51,786

For productions of less than 45 minutes, the basic amount calculated above is reduced by 33.3%. For productions of less than 20 minutes, the basic amount calculated above is reduced by 50%.

For productions of less than 10 minutes and dance features, arrangements, etc. fees are by individual agreement.

If the preparation time coincides in full or in part with paid rehearsal time, an agreement may be made between the theatre and the choreographer on a reduction in the above basic amounts but by no more than 50%.

8.3.2.1 Acquisition of the performance rights

Dance work over 45 minutes	Premiere	Other productions
	65%	45% of the basic amount for a freelance director. See above.

For dance works of less than 45 minutes, the basic amount calculated above is reduced by 33.3%. For dance works of less than 20 minutes, the amount is reduced by 50%.

For dance works of less than 10 minutes and dance features, arrangements, etc. fees are by individual agreement.

If the choreographer does not participate or participates only partially in the rehearsal and production work, a reduction in the basic amount may be agreed. Where appropriate, daily remuneration of at least 1/21 of the agreed monthly salary must also be agreed. For production assistants, the monthly salary is by individual agreement.

For qualification purposes, rehearsal and production at professional theatres is included. For qualification purposes, two productions of less than 20 minutes are equal to one production of more than 20 minutes or one of more than 45 minutes.

8.3.2.2 Other choreographic work

From the first production, a choreographer is entitled to remuneration of a minimum of **SEK 3,105 per day** from 1 April 2025 and a minimum of **SEK 3,192 per day** from 1 April 2026.

After 15 full-evening productions or 450 days of employment as a choreographer (total time at a professional theatre), the minimum remuneration is **SEK 4,555/day** from 1 April 2025 and **SEK 4,683/day** from 1 April 2026.

In the case of employment for more than fifteen working days on a production, the parties may negotiate a monthly salary of at least fifteen times the above-mentioned amounts.

After the first production, there should be a natural increase in remuneration. The fee includes preparation, rehearsal and production, as well as performance rights.

For other choreographic work for which preparation and copyright are of no or minor importance, fees are paid by individual agreement.

If other choreographic work is carried out by another employee at the theatre, these provisions do not apply.

8.3.3 Freelance choreographer engaged per dance work by a dance company/choreographer

The choreographer is employed during the agreed preparation and rehearsal period with a monthly salary as per 8.3.1.

The preparation time before the start of the rehearsal period must be in relation to the scope and nature of the work.

8.3.3.1 Acquisition of the performance rights

Choreography created by the choreographer is remunerated per performance as follows:

Performance of no more than 30 minutes

As from 1 April 2025	SEK 438
As from 1 April 2026	SEK 450

Performance of more than 30 minutes

As from 1 April 2025	SEK 880
As from 1 April 2026	SEK 905

If there are only a few scheduled performances, the performance rights pay should be positively affected/ be higher. The performance rights pay must be stated in the employment contract. Payment must be paid as salary.

Instead of the above remuneration model, it may be agreed that sub-clause 8.3.2.2 is applied.

8.3.4 Freelance set and costume designers engaged per play or dance work

In determining the basic amount, an overall assessment must be made and factors such as the scope of the work and the skills and experience of the freelance set/costume

designer, the special nature of the production, the number of set designs, the number of costumes per performer, the nature and number of costume designs must be taken into account. When determining the amount of remuneration, co-production with other theatres must also be taken into account (for example remuneration for the work and time needed to adapt the work to several stages and ensembles).

In addition, an agreement must be made on the number of working days at the theatre, after delivery of sketches and models, and the remuneration for these working days. For set design including costumes, such remuneration must be paid at an amount equivalent to at least two months' salary. For set design excluding costumes or costumes only, such remuneration must be paid at an amount equivalent to at least 1.5 months' salary. For time spent at the theatre beyond the agreed time, daily remuneration of 1/21 of the agreed monthly salary is paid.

In the case of employment by a dance company or choreographer, the number of working days is agreed. Remuneration for these working days is 1/21 of the minimum monthly salary per day as per sub-clause 8.2.1.

Freelance set and costume designers engaged per play at theatres are entitled to a minimum basic amount as follows:

Set and costume design for 1-10 participants

As from 1 April 2025 SEK 64,112

As from 1 April 2026 SEK 65,907

Set and costume design for 11-25 participants

As from 1 April 2025 SEK 77,849

As from 1 April 2026 SEK 80,029

Set and costume design for more than 25 participants

As from 1 April 2025 SEK 91,589

As from 1 April 2026 SEK 94,153

Set design excluding costumes and costumes only

As from 1 April 2025 SEK 45,791

As from 1 April 2026 SEK 47,073

Freelance set and costume designers engaged per dance work by dance companies and choreographers are entitled to a minimum basic amount as follows:

Set and costume design for 1-10 participants

As from 1 April 2025 SEK 38,467

As from 1 April 2026 SEK 39,544

Set and costume design for 11-25 participants

As from 1 April 2025 SEK 46,709

As from 1 April 2026 SEK 48,017

Set and costume design for more than 25 participants

As from 1 April 2025	SEK 54,953
As from 1 April 2026	SEK 56,492

Set design excluding costumes and costumes only

As from 1 April 2025	SEK 27,475
As from 1 April 2026	SEK 28,244

The remuneration above does not include remuneration for the design of posters and other printed matter unless this has been agreed separately.

For set design and/or costume design tasks relating to minor engagements, a deviation from the above remuneration may be agreed. For features and arrangements, fees are paid by individual agreement.

For qualification purposes, production at professional theatres is included.

8.3.5 Sound, lighting, makeup and video designers engaged per play

In assessing the work of the designer and determining the remuneration, an overall assessment must be made and factors such as the scope of the production and the designer's skills and experience must be taken into account. When determining the amount of remuneration, co-production with other theatres must also be taken into account (for example remuneration for the work and time needed to adapt to several stages).

From the first production, minimum remuneration of **SEK 3,105 per day** is paid from 1 April 2025 and minimum remuneration of **SEK 3,192 per day** from 1 April 2026.

After 15 full-evening productions or 450 days of employment as a designer (total time at a professional theatre), minimum remuneration of **SEK 4,555 per day** is paid from 1 April 2025 and minimum remuneration of **SEK 4,683 per day** from 1 April 2026.

The fee includes preparation, implementation and copyright. Other design work for which preparation and copyright are of no or minor importance is remunerated by individual agreement.

If work as a designer is carried out by another employee at the theatre, these provisions do not apply.

For sound, lighting, makeup and video designers engaged per dance work by a dance company or choreographer, an individual agreement is made on remuneration.

The employer and the individual designer may make an individual agreement on licensing during a licence period. In these cases, derogations from the above payments may be made.

For employment in a production for more than 15 working days, an individual agreement is made.

8.4 Common provisions for freelance directors, choreographers, set designers, costume designers and sound, lighting, makeup and video designers engaged per play

For freelance directors, choreographers, set designers, costume designers and sound, lighting, makeup and video designers engaged per play, the date of the premiere must be specified in their contract. Remuneration for postponement of a premiere, follow-up, evaluation, etc. is paid per day worked at the daily rate calculated on the basis of the agreed monthly salary, increased by 50%; otherwise, the daily rate for permanent employees, increased by 50%.

Rehearsals not agreed in the original contract, necessitated by the resumption of the performance after a long break, the transfer of the performance to another stage or to touring conditions, as well as other new rehearsals or changes and the like are subject to remuneration by separate agreement, but at the minimum daily rate as above.

8.5 Payment of salary

Salary is paid no later than the 25th of each month and other remuneration is paid no later than the 25th of the following month, unless agreed otherwise.

8.6 Engagement of contractors

Under Section 38 of the Swedish Employment (Co-Determination in the Workplace) Act, the employer is obliged to negotiate with the trade union that is party to the collective agreement before engaging contractors within the scope of the collective agreement. This obligation to negotiate is deemed to have been met if the contract contains pay and working time provisions corresponding to those in this collective agreement.

8.7 Co-production

Employees within the scope of this agreement who, as part of their employment, work at a publicly owned theatre are subject to the same pay and working time conditions as for comparable professional categories at this publicly owned theatre.

9 Subsistence allowance and reimbursement of travel expenses

9.1 Travel agreement

Subsistence allowance and reimbursement of travel expenses are provided in accordance with the travel agreement in Appendix 2 between the Swedish Performing Arts Association and the Swedish Union for Performing Arts and Film. This is referred to below as the travel agreement.

9.2 Travel

The parties agree that the travel agreement does not apply within the 'usual place of work', as defined by the tax authorities' county guide (i.e. within 50 kilometres of the ordinary workplace). For work within the 'usual place of work', a subsistence allowance is paid only if the employee cannot reasonably spend the night at home or take meals at home or in the usual way.

For employment by a dance company or choreographer, the employer pays for travel from the place of residence to the place of work and from the place of work to the place of residence at the beginning and end of the employment, regardless of the employment type.

9.3 Touring abroad

When touring abroad, a subsistence allowance is paid according to the Swedish Tax Agency's recommendations. Any other subsistence allowance rules may be agreed on a case-by-case basis at least one week before the start of the tour.

9.4 Play contracts and short-term contracts

Where, pursuant to a play contract, an employee is ordered or required to reside away from their place of residence for a period not exceeding four months, the provisions set out in 1 and 2 apply. As of the 15th day a per diem allowance is payable, and a reduced travel allowance of SEK 68 from 1 April 2025 and SEK 70 from 1 April 2026. If the stay will last for more than four months but less than six months, after four months the night allowance is paid according to the travel agreement.

Travel from the place of residence to the place of the engagement and from the place of the engagement to the place of residence at the beginning and end of the engagement is paid for by the theatre. In the case of a short-term contract away from the employee's own place of residence, the employee is entitled to receive a night allowance for overnight stays at the place of work during the period of employment in accordance with the travel agreement for a maximum of six months.

9.5 Travel time allowance

For travel time within Sweden in excess of the fixed weekly working hours, travel time allowance is paid at SEK 93 per hour from 1 April 2025 and SEK 96 per hour from 1 April 2026.

9.6 Local agreement

For theatres that employ large ensembles or for productions that are particularly cost-intensive, other terms and conditions may be agreed between the theatre and the employee, subject to approval by the Swedish Performing Arts Association and the Swedish Union for Performing Arts and Film.

10 Pension and insurance

The following rules apply from 1 January 2024. For the period before 1 January 2024, the rules set out in the previous contractual texts apply.

10.1 Occupational pension

10.1.1 Occupational pension and flexpension

An occupational pension must be taken out for all employees in accordance with the agreement in force from time to time on the ITP plan section 1 between the Confederation of Swedish Enterprise and PTK and Flexpension in performing arts companies. In addition to retirement pension, ITP also includes sickness pension in case of long-term illness (more than 90 days of sick leave).

10.1.2 Employers already covered by ITP 1 and ITP 2

The following applies to employers already covered by ITP sections 1 and 2 and who, under the ITP agreement, are to remain in ITP sections 1 and 2:

For employees born in 1978 or earlier with employment lasting less than three consecutive full calendar months and thus not qualifying for ITP 2, the employer must pay the employee a special salary supplement called a 'Pension Supplement' instead of occupational pension contributions. The pension supplement consists of a percentage of the salary paid in cash corresponding to the premiums for ITP 1 and Flexpension for performing arts companies from time to time. The pension supplement is paid on final salary. The pension supplement must not be used as a basis for the payment of other pension or transition contributions or similar supplements. It must also not be taken into account in salary surveys, salary analyses or similar, or affect or change the existing salary structure.

10.2 Collective agreement insurance

Employers must take out labour market no-fault liability insurance (TFA) in accordance with the general insurance conditions for TFA approved by the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and PTK.

Employees are not entitled to bring legal proceedings against their employer or its employees for damages in connection with personal injury which constitutes occupational injury.

Employers must take out occupational group life insurance (TGL) under the agreement between the Confederation of Swedish Enterprise and PTK.

10.3 Transition agreement

Employers must join Trygghetsrådet (TRS) in accordance with the transition and skills support agreement between the Swedish Performing Arts Association, the Employers' Alliance and PTK.

11 Damages

If the theatre has given notice to terminate the contract or dismissed the employee before the end of their period of employment without a valid reason, the employee is entitled to damages corresponding to their salary until the end of their period of employment.

If the employee leaves their employment before the end of their period of notice without a valid reason, they must compensate the theatre with an amount corresponding to their salary for the number of days of notice not served. However, for performance-related staff, the minimum amount is equivalent to one month's salary.

12 Disagreements

If a dispute arises between the parties or their members concerning working conditions or their relationship in general, one party must demand negotiations. Such negotiations must be demanded within four months of the party having become aware of the circumstance to which the claim relates and at the latest within two years of the event having occurred. Disputes that cannot be resolved by local negotiations must be referred for central negotiations. Central negotiations must be convened within two months of the conclusion of the local negotiations. If a legal dispute concerning a law, a collective agreement or an individual agreement has been the subject of central negotiations without being resolved, a party may refer the dispute for judicial settlement within three months from the date on which central negotiations were concluded. If a party does not demand negotiations or does not take legal proceedings within the prescribed time, they lose the right to further legal proceedings. If the law provides otherwise, the provision of the law applies.

13 Term

After 31 March 2027, the Agreement is subject to a seven-day mutual notice period. Each Party is entitled to give notice no later than 30 September 2026 to terminate the Agreement on 31 March 2027.

APPENDICES

Appendix 1 List of agreements not included in the printed version of the Agreement

Main agreement on security, transition and employment protection between PTK and the Swedish Performing Arts Association (27 June 2022)

ITP agreement

Agreement on Flexpension in performing arts companies (2 May 2017)

Agreement on Occupational Group Life Insurance (TGL)

Labour Market No-fault Liability Insurance (TFA)

Appendix 2 Travel agreement

between the Swedish Performing Arts Association and the Swedish Union for Performing Arts and Film

§ 1 Scope of the Agreement

The Agreement applies to work-related travel within Sweden for salaried employees employed by employers affiliated to the Swedish Performing Arts Association, with the exception of the SR Group.

§ 2 Definitions

Work-related travel and other terms related to the conditions for subsistence allowances and travel allowances are defined by the Swedish Tax Agency.

§ 3 Basic provisions

The salaried employee is entitled to reimbursement of travel expenses and a travel time allowance for work-related travel. For work-related travel outside the usual place of work that involves an overnight stay, a salaried employee is entitled to a subsistence allowance and a travel allowance. For work-related travel outside the usual place of work that does not involve an overnight stay, a travel allowance is paid.

§ 4 Reimbursement of travel expenses, etc.

1 Choice of means of transport

The salaried employee must obtain the employer's approval when choosing the means of transport.

2 Reimbursement of travel expenses for travel by train, boat, bus or plane

If the employer has not provided a ticket, the actual cost of a ticket for train travel, including sleeper, and for boat, bus and air travel, will be paid on presentation of the ticket used.

When choosing a travel ticket, the most appropriate option should be chosen according to the circumstances of the work-related travel.

3 Reimbursement of travel expenses for travel by own car

Where travel by own car has been agreed, the salaried employee is reimbursed in accordance with the rules of the Swedish Tax Agency in force from time to time, plus an additional allowance in accordance with Appendix 1, unless agreed otherwise by the local parties.

4

If there is no public transport, or if the journey is made by motorcycle or other means, reimbursement is paid by agreement.

5 Exceptions from 2-4

The travel expenses reimbursement referred to in 2–4 is not payable where the employer has provided a monthly or annual travel pass or similar at no cost to the salaried employee.

6 Travel time allowance

Travel time allowance is paid in accordance with the agreement on general terms and conditions of employment.

7 Accommodation expenses

If a work-related trip involves overnight accommodation, the salaried employee is reimbursed for verified accommodation expenses. If the expenses significantly exceed local prices, the employer has the right to adjust the amount reimbursed.

§ 5 Subsistence allowance and travel allowance

1 Subsistence allowance

Subsistence allowance is paid in accordance with the Swedish Tax Agency's rules for tax-free subsistence allowance in force from time to time.

2 Travel allowance

Travel allowance in accordance with Appendix 2 is paid when subsistence allowance is paid for all or part of a day as per 1 above.

§ 6 Travel allowance for work-related travel without an overnight stay

For work-related travel that does not involve an overnight stay, travel allowance in accordance with Appendix 3 is paid.

Alternatively, the local parties may agree on different remuneration or a different form of remuneration for such work-related travel.

§ 7 Travel advance

Salaried employees are entitled to an advance on the allowance provided for in this Agreement. If the amount of the advance exceeds the amount reported by the salaried employee in their travel claim, they must repay the excess. Any such excess advance may be offset against the salary of the salaried employee in the next payment.

§ 8 Travel claim

A travel claim, signed by the salaried employee, must be submitted to the employer no later than 10 working days after the end of the work-related travel, unless otherwise agreed. The travel claim must contain the information necessary to determine the reimbursement under this Agreement. If the employer provides a special form, this must be used.

Travel tickets, receipts for other travel expenses and receipts for accommodation expenses must be attached.

Appendix 1 to the Travel Agreement

Reimbursement of travel expenses for travel by own car in addition to tax-free reimbursement of expenses for travel by car.

Supplement applies from 1 April 2024.

Supplement, SEK/10 km

For every 10 km	9.30
For travel in:	
Västernorrland	0.20
Jämtland	0.20
Västerbotten	0.30
Norrboten	0.30
For passengers with official business	0.50

Appendix 2 to the Travel Agreement

Travel allowance in addition to tax-free subsistence allowance.

Supplement applies from 1 April 2024.

1 Work-related travel in the first three months

Travel allowance	
1:1	
Full day	144.00
1:2	
Day of departure	
a) departure before 12:00	144.00
a) departure after 12:00	72.00
1:3	
Day of return	
a) return before 19:00	72.00
a) return after 19:00	144.00
1:4	
Night allowance	-

2 Work-related travel after three months

Travel allowance	
2:1	
Full day	90.00
2:2	
Night allowance	-

3 Reduction in travel allowance

If the employer provides a meal free of charge, a reduction is made as follows:

For 1:1, 1:2a) and 1:3b)	
Breakfast, lunch and dinner	130.00
Lunch and dinner	101.00
Lunch or dinner	51.00
Breakfast	29.00
For 1:2b) and 1:3a)	
Breakfast, lunch and dinner	65.00
Lunch and dinner	51.00
Lunch or dinner	25.00
Breakfast	15.00
For 2:1	
Breakfast, lunch and dinner	80.00
Lunch and dinner	62.00
Lunch or dinner	31.00
Breakfast	18.00

Appendix 3 to the Travel Agreement

Travel allowance for work-related travel without an overnight stay
Supplement applies from 1 April 2024.

1 Travel allowance

If the work-related travel lasted for more than 4 hours but no more than 10 hours	93.00
If the work-related travel lasted for more than 10 hours	186.00

2 Reduction in travel allowance

If the employer provides a meal free of charge, the travel allowance is reduced by:	
Breakfast	36.00
Lunch	52.00
Dinner	124.00
However, by no more than the travel allowance received.	

Appendix 3 Placement agreement

The provisions apply to students (cf. the staff categories in the Independent Theatre Agreement) who complete a placement on a defined course of study with an employer covered by the Independent Theatre Agreement, referred to below as the theatre.

1. Types of placement

1.1 General rules

- A placement is part of the defined course of study and must be designed according to the objectives and the syllabus of the programme.
- Training in the form of a placement in accordance with a defined course of study at a public academy of dramatic arts or other educational institutions that train the professional categories covered by the Independent Theatre Agreement that takes place at a theatre is remunerated solely through student grants.
- A contract in accordance with the template in the appendix must be made between the relevant educational institution and the theatre. The contract must specify the duties included in the placement. Students training to be singers, dancers, musical artists, mime artists or actors are normally offered the opportunity to take part in a production.
- The student's professional orientation determines the length of the placement period.
- The placement period, including rehearsals and performances, should not be outside term time.
- For work that is not covered by this agreement (for example, rehearsal work outside term time), the collective agreement's remuneration rules apply where appropriate. For example, if the student on placement takes part in rehearsals that begin before the start of the placement period or performances that are given after the end of the placement period, this is deemed to be work and is remunerated in accordance with the collective agreement.
- During the placement period, the rules of the collective agreements on working hours planning apply where appropriate, but not the applicable rules on financial remuneration.
- For placements in performing arts professions (for example actors, dancers, musical artists), the number of students on placement per ensemble must be limited to what is reasonable in relation to the number of other members of the ensemble in order to ensure a full placement in a professional environment.

2. Direction, choreography, set and costume design

For direction, choreography, set and costume design which is carried out on a placement in the form of production within the theatre's ordinary public repertoire, remuneration is paid at the applicable basic amount as for the first production in accordance with sub-clause 4.3 of the collective agreement, reduced by 30%.

3. Designers

For sound, lighting, makeup and video design carried out on a placement in the form of production within the theatre's ordinary public repertoire, remuneration is paid at the

applicable basic amount as for costume designers as above (costumes for fewer than 10 participants).

4. Supervisors

Each student must have a supervisor at the school and a supervisor/manager designated by the theatre at the workplace. The extent to which and the purposes for which the supervisor/designated manager at the workplace is to be used for the placement should be decided in consultation between the theatre and the school.

The workplace supervisor must be professionally qualified and active in the professional field of the student's placement. Furthermore, supervisors must be given and have the real possibility to allocate the time required for their task as supervisor and must take responsibility in the workplace for ensuring that the student on placement has a balanced, rewarding placement. Supervisors should not supervise more students at a time than is reasonable.

5. Introduction and evaluation

The student should undergo workplace induction during the placement period.

The forms of evaluation of the placement must be decided in consultation between the theatre and the school. The evaluation may, for example, involve giving the student an evaluation interview at the end of their placement.

6. Theatre technician students/apprentices

If a student is trained through an apprenticeship in the field of theatre technology, they will be paid 40% of the minimum salary in accordance with sub-clause 4(1)(1) of the collective agreement for the first third of an apprenticeship period of a maximum of three years, 60% in the second third and 80% in the final third. The apprenticeship period does not constitute a period of employment under the Swedish Employment Protection Act.

7. Master's degree

Students on placement on a Master's degree programme and working in theatre productions within the scope of this programme are remunerated in accordance with the remuneration rules of the collective agreement, where appropriate.

8. Observation

The student follows the work of a particular professional group, professional or ensemble at a theatre for a limited period of time. No remuneration is paid to the student.

Comments

The parties agree that this agreement does not cancel other placement agreements between training providers and the performing arts institutions concerned or the Swedish Union for Performing Arts and Film.

The parties agree to evaluate the application of this placement agreement no later than 30 June 2011.

9. Contract for a placement at a theatre covered by the Independent Theatre Agreement

The following agreement concerning placement training has been made between the Theatre Academy/University of and theatre in

The theatre undertakes to offer (Name of student) the opportunity to do a placement in the production in the role(s)/duty during the period
.....

Where a production is not performed, an equivalent role will be offered in the replacement production.

The student on placement must also be offered the opportunity to participate in the other duties of the ensemble.

The placement term starts on and ends on
Remuneration is paid at SEK in accordance with the applicable placement agreement.

For work outside the above term time, remuneration is paid according to the rules in the collective agreement between the Swedish Performing Arts Association and the Swedish Union for Performing Arts and Film.

The theatre has appointed to be the supervisor of the student on placement during the placement. The school is in continuous contact with the student on placement and the supervisor appointed by the theatre and assists the latter in educational matters.

The theatre is responsible for the supervision/training required for the student on placement to perform the tasks assigned to them. In connection with any tour, the theatre provides the usual subsistence allowance.

Special conditions

.....
.....
.....

...../..... 20..... / 20.....

For the Theatre Academy/University of
..... (Name of the theatre)
..... has read this contract.
(Name of student)

Appendix: Study plan

Appendix 4 Working environment agreement

1. Shared values

- The parties' aim with this agreement is to promote the development of the working environment at the theatre and thereby provide the conditions for stimulating work in a safe, secure working environment. A good working environment is in the common interest of the parties.
- Healthy, safe workplaces create better working conditions for employees.
- The companies' tasks include conducting efficient, cost-conscious operations while complying with rules such as applicable working environment regulations. Working environment management must be a natural, integral part of operations.
- Under the Swedish Work Environment Act, the employer has the main responsibility for working environment management at the theatre. Working environment issues are dealt with in cooperation with employees and their local trade union representatives.
- Under the Swedish Work Environment Act and applicable regulations, the employer must carry out systematic working environment management and activities involving work adaptation and rehabilitation. Occupational health services are also a valuable resource for prevention.

It is important to take a holistic approach to working environment issues, taking into account, among other things, the different types of employment that exist in the agreement area and other rules such as the Swedish Working Hours Act and the Swedish Gender Equality Act. The preventive working environment programme covers both the physical and psychosocial working environments.

Technology, work organisation and work content, which are part of the working environment, must also be designed so that employees are not exposed to stresses that could lead to ill health or accidents. Furthermore, efforts should be made to ensure that working conditions provide opportunities for personal and professional development and for self-determination and professional responsibility.

2. Local collaboration on the working environment

Working environment management must be carried out in collaboration between the employer and the employees and their trade union representatives at the workplace. This means that the employer must take measures to prevent employees from being exposed to inconvenience, ill health or accidents. The employer and employees must also contribute positively to the psychosocial working environment. Working environment and rehabilitation activities and systematic working environment management must be organised and adapted to the circumstances of the individual theatre. Objectives and working methods for working environment management are defined locally through working environment policies and action plans. Information meetings must be held with employees to implement the working environment management.

The main responsibility for the working environment and for compliance with the provisions of working environment legislation and regulations rests with the employer.

Employees and their safety representatives must be involved in improving the working environment and are an important resource for the employer in local working environment and rehabilitation management. Employers must ensure that employees are informed about the health risks that may exist in the workplace.

Comment

To support and guide local work on working environment issues, during the agreement period the parties will draw up general advice for local working environment management and joint training material.

3. Occupational health services

The employer must ensure that the occupational health services required by the working conditions are available. The parties agree that occupational health services are a valuable resource for theatres and employees in preventive working environment management to design appropriate, safe working environments. The occupational health services are also an important resource in rehabilitation work, which, under current legislation, is supposed to take place in collaboration between the employer, employee and social insurance office.

4. Education/training

The employer must ensure that the safety representative and managers receive adequate training for the task. The Parties agree to take joint responsibility for the organisation of such training. The Swedish Union for Performing Arts and Film's regional safety representatives can be a resource in this work.

5. Discrimination and victimisation

Within the framework of its activities, the employer must carry out preventive and promotional work to counteract victimisation and discrimination in accordance with the provisions of the Swedish Discrimination Act and AFS 2015:4 Organisational and Social Working Environment. Employers and employees must work together.

Employers and employees must work actively to create an inclusive working environment. Employers must therefore include a code of conduct in their working environment management.

6. Guidelines for intimate scenes

The employer must develop guidelines for intimate scenes with its employees. The guidelines must be documented in writing.

7. Consultation for projects involving intimate scenes

The employer must consult the director/choreographer and the participants concerned about whether an intimacy coordinator should be employed for projects involving intimate scenes or whether it is reasonable for other reasons.

8. Equal treatment for hair, wigs and make-up

The employer must ensure that the relevant expertise is in place to provide all employees with equal professional treatment in terms of hair, wigs and make-up.

Appendix 5 Contract

Contract for employment at independent professional theatres

Surname.....
 First name.....
 Personal identity number.....
 Address.....
 Phone.....
 Occupation.....

Tour employment: From.....to.....
 Permanent employment: From.....
 One to five-year employees: Fromto
 Short-term employment: From to
 The minimum period of employment is six months

For the play:
 Employment is effective from the first day of rehearsals to be held
 no earlier than and no later than.....and applies until the last
 performance date, which must be no earlier than and no later than.....
 Employment per performance: From to
 Employment per performance may be for stand-in performances or single performances after the play is
 not performed as an ordinary play in a run.
 Employment as a substitute: From to no later than during.....
 absence owing to

Employment type for administrative and technical staff:
 Permanent employment: From.....
 Fixed-term employment: Fromto
 General fixed-term employment: Fromto
 The minimum period of employment is one month.

Employment as a substitute: From to no later than during
 absence owing to.....
 Salary

Refers to all professional categories
 Salary at the time of employment:.....

Other terms of employment: Under the collective agreement in force from time to time between
 Teatercentrum and the Swedish Union for Performing Arts and Film regarding employees at independent
 professional theatres that are members of Teatercentrum.

Special terms of employment:

Two copies of this contract have been drawn up, with each party taking one copy.

.....

The employee

The contract is renewed for a further period from to

The employee

The Theatre

.....

.....

Employment contract for dancers with dance companies/choreographers

Employee
Name Personal identity number
Address Phone

Employer _____
Name _____ Corp. ID no. _____
Address _____
Place of work _____ Phone _____

Working hours: Full-time Half-time
Weekly rest day on:

Salary at the time of employment **SEK per month/week/day**

Duties other than as dancer:
For these duties, the employee is paid SEK per month/week/day/time.

The employer and the employee agree that daily practice will be scheduled as follows

Appendices to be attached to contracts for half-time employment.
From the employee: Scheduling of daily practice for the entire contract term
From the employer: Working hours schedule for the entire contract term

Special terms of employment

Other terms and conditions

The employment is covered by the collective agreement between the Swedish Union for Performing Arts and Film and the Swedish Performing Arts Association for employees of independent dance companies or independent choreographers. Film, video and audio recording and photography may only take place for documentation and internal use and for marketing of the dance group or its productions. Other uses require a specific agreement between the employer and the employee. Force majeure, including war, political upheaval, strike, fire or comparable events beyond the control of the employer, relieves the parties to this Agreement of their respective obligations.

This Agreement, with the above-mentioned appendices, has been prepared in duplicate and each of the parties retains one copy.

Employer's signature Employee's signature

Appendix 6 Transmissions on radio or television

For transmissions on radio and television, there are collective agreements between the Swedish Union for Performing Arts and Film and SVT/UR and the Swedish Union for Performing Arts and Film and SR/UR.

Appendix 7 Skills development

The Parties recognise that there is a need to create long-term sustainable processes for continuing skills development and professional development for all staff, regardless of their employment type. The collaboration between the Parties via TRS, TeaterAlliansen, Dansalliansen and Musikalliansen and Trappan in Västra Götaland is important in this respect.

The Kulturkraft project in the South, West and Stockholm is also an important resource, but it is limited in time. The Parties agree to start discussions on the conditions for creating a workplace-wide scheme that can replace the Kulturkraft projects. The Parties will also monitor developments in other agreement areas and, where agreement-based solutions are achieved, discuss corresponding sector-specific models in the performing arts.