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**Member info 24w09**

**Dear member!**

Here is a new membership letter.

**Payroll audit 2024**

During Marsh and a bit into April, salary talks 2 will be held between you and your manager. The important thing is that you get the right motivation for why you get the salary you get.

Based on Ledarnas central salary survey, motivation for a new salary is one of the areas that we see that manager and the company are bad at communicating in connection with salary distribution. If everything would have been followed and worked based on the salary process, there will be no problems based on the motivation and new salary.

From what we understand, some members have not yet had a first conversation about salary, unfortunately. Come back if you need help lifting this?

We recommend that if you are not satisfied with the motivation and the salary you have received, take the enhanced salary conversation. It is not guaranteed that you will get more money, but it gives a restart to the future wage dialogue and you as a manager do not want to end up in a similar situation next time. They have been experienced positively and there has been a better dialogue between the minds.

How to distribute the salary pot of 7,6%. Ledarna would like to emphasize that what applies is that all salary setting manager have 7,6% for salary setting (salary pool) and must collegially (the managers colleagues) distribute this money individually. There is no possibility of other local applications.

Best regards

Peter Storm Leonel Diniz Sten Henricsson

Chairman Vice chairman Member (Treasurer)

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