

"The Danish Model"

The General Agreement

...and how to read my payslip

ITU PhD Club November 13th 2023

Sarah Rosenkrands, consultant, DM

080223 Christopher Gad, associate professor and union representative

Agenda

- **The Danish Model & and General Agreements (overenskomster)**
 - **The role of the unions and the local union representative**
 - **The wage structure for PhD students**
- **Q&A**

[About DM | DM is a labour union for 68,000 academic professionals - DM](#)



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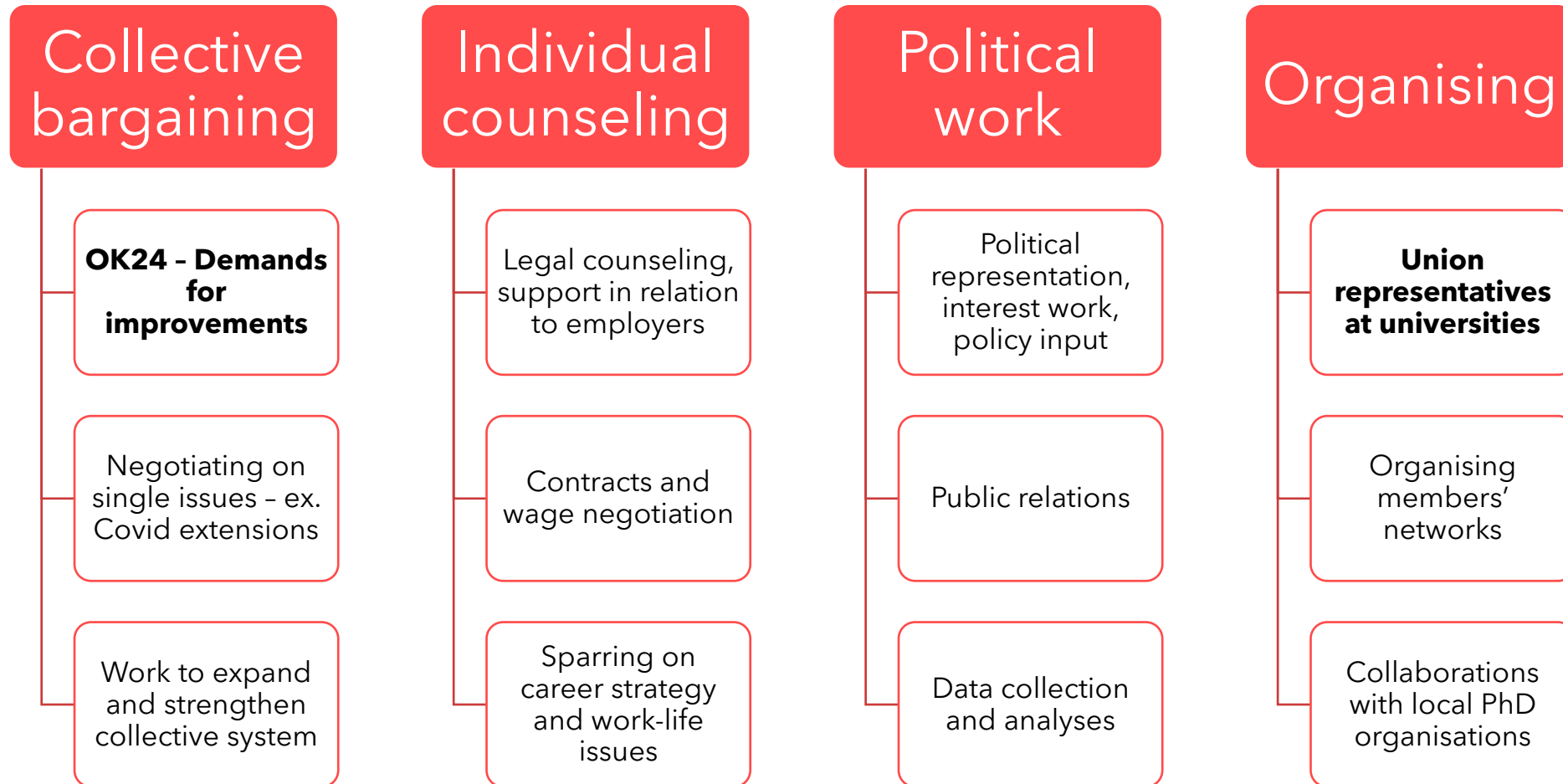


8 Timers
Hvile

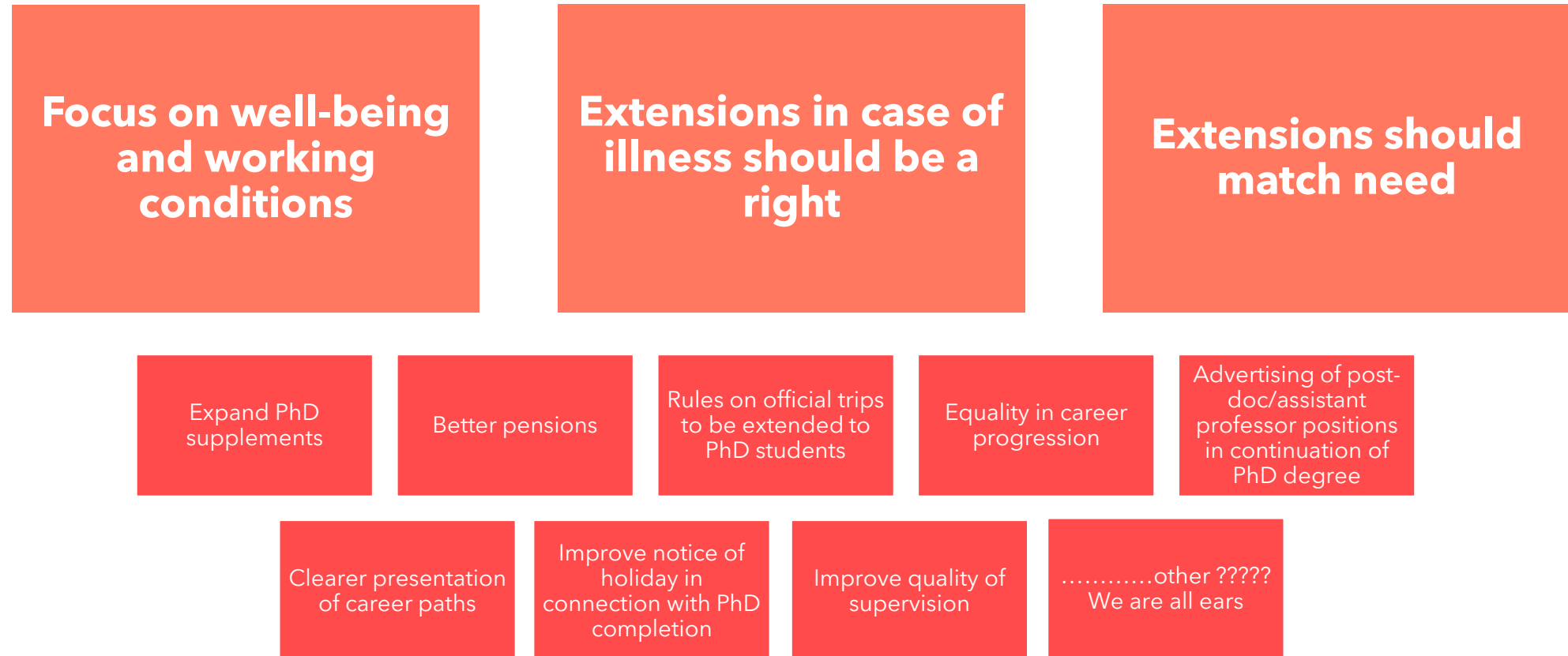
8 Timers
Arbejde

8 Timers
Frihed

DM - How do we work for PhD students?



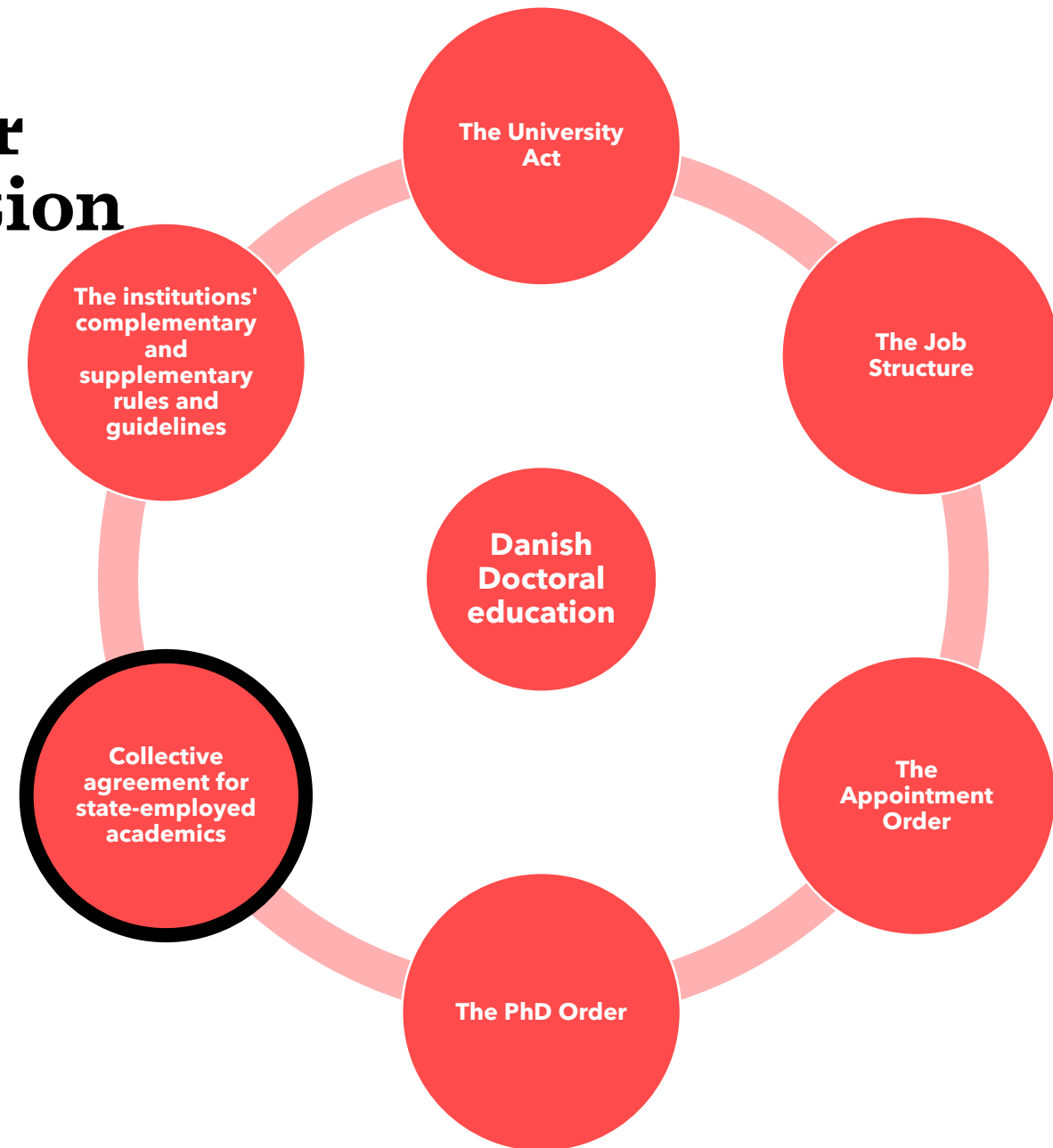
DM's Political priorities in the work for PhD students



The legal framework for Danish doctoral education

Crucial distinctions

- Employment v. enrollment
- Legislation v. agreement
- Central rules v. institutional practices



Employment as a PhD student at a Danish University

The Collective Agreement between the unions and the state regulates the employment conditions at Danish universities

Special appendix for PhD students

Working hours

Pay and pension

Parental leave

Sickness

Termination

Cirkulære om overenskomst for

Akademikere i staten

Cirkulære af 20. december 2021

Medst.nr. 050-21

PKAT nr. 21, 22, 23, 28, 34, 35, 36, 37, 38, 39, 43, 44, 46, 49, 64, 69, 84, 85, 86, 89, 94, 108, 286, 287,540, 553, 564, 580, 750, 2067og 0643

J.nr. 2021-770

Placement in the base pay scale according to education and seniority

One-off bonus
Function supplement
Qualification supplement



Negotiated by local union
representative, possible

PhD supplement DKK 1,439
monthly (non-pensionable)



Negotiated by DM/Akademikerne
at the collective bargaining

Base salary

Bachelor/Master
Placement according to education and
seniority



+ Pension
17,1%

Regulations in April and October
negotiated at the collective bargaining

Salary levels – October 2023

**Non-pensionable PhD supplement
1439 kr. Pr. md (Oct. 23)**

A	B	C	D	Løn ekskl. pension		Samlet pensionsbidrag 17,1 %	Løn inkl. pensionsbidrag			
Trin	Anc.	Anc.	Anc.	Anc.	pr. år	pr. md.	pr. år	pr. md.	pr. år	pr. md.
1			1. år		302.550,00	25.212,50	51.736,00	4.311,33	354.286,00	29.523,83
2		1. år	2. år	1. år	315.302,00	26.275,17	53.917,00	4.493,08	369.219,00	30.768,25
4	1. år	2. år	3. år	2. år	330.649,00	27.554,08	56.541,00	4.711,75	387.190,00	32.265,83
4	2. år	3. år	4. år	3. år	330.649,00	27.554,08	56.541,00	4.711,75	387.190,00	32.265,83
5	3. år	4. år	5. år	4. år	356.357,00	29.696,42	60.937,00	5.078,08	417.294,00	34.774,50
6	4. år	5. år	6. år	5. år	379.803,00	31.650,25	64.946,00	5.412,17	444.749,00	37.062,42
7		6. år		6. år	384.660,00	32.055,00	65.777,00	5.481,42	450.437,00	37.536,42
8	5. år	7. år			402.903,00	33.575,25	68.896,00	5.741,33	471.799,00	39.316,58

Lønseddel

24/10/2023

Løngruppe 766

SE-nr

Ph.d. Studerende

ArbejdspladsIT-Universitetet i København
Rued Langgaards Vej 007
2300 København S

Nettoløn til disposition 31/10/2023 via Nemkonto 21.492,92 kr.

Lønoplysninger

Kode	Løndelstekt	Antal	Sats	(+)Beløb	(-)Beløb
	Vedr. Oktober 2023				
2000	Løn			31.650,25	
2051	Ikke-pensionsgivende tillæg			1.439,34	
7045	ATP-bidrag, lønmodtagers bidrag				94,67
9845	Arbejdsmarkedsbidrag				2.640,00
9850	Indeholdt A-skat				8.862,00
Total				33.089,59	11.596,67

Bemærk

Optjent særlig feriegodtgørelse (udbetales ult. maj) 991,03

Skatteoplysninger**Skattekort**

Fradrag	Træk %
6.401	37

Ansættelsesoplysninger

Personalkategori	553	Ph.d. Stipendiater
Lønindplacering	63	Ph.d stipendiater
Trin	3	
Skalatrín	6	
Oprykningdato	01-09-2024	
Arbejdstid	Fuldtid	

Lønseddel

24/10/2023

Pensionsbidrag

Pensionsbetaling	Procent	Samlet pens	Indbetalt pens
17,10% pensionsbidrag		5.412,17	
Heraf 1/3 eget bidrag		1.804,08	
Sendt til Akademiker Pension			5.412,17

Beløb oplyst til elndkomst for 2023

	Perioden	År til dato
A-indkomst	32.994,92	327.720,30
A-skat	8.862,00	87.863,00
AM-bidrag	2.640,00	26.218,00
ATP Pension, sats A	284,01	2.840,10
Lønmodtager pension	1.804,08	17.345,39
Arbejdsgivers pension	3.608,09	34.690,02
Løntimer	160,33	1.603,30

Få mere information om lønsedlen

<https://oes.dk/digitale-loesninger/statens-loenloesning/vejledning/loenseddel/>

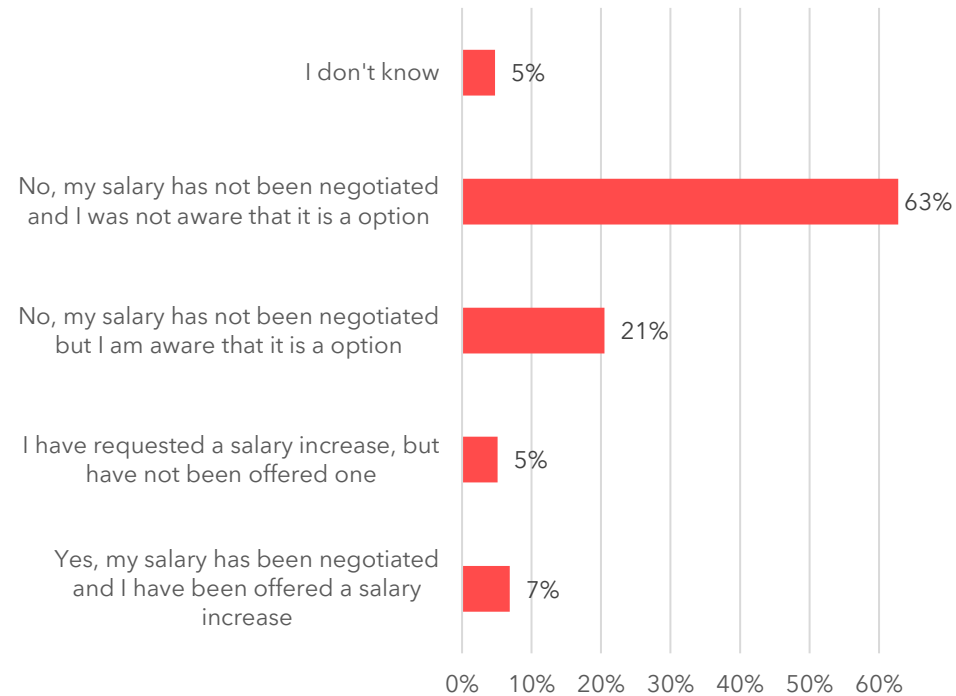
The role of your local union representative

How to use your union representative

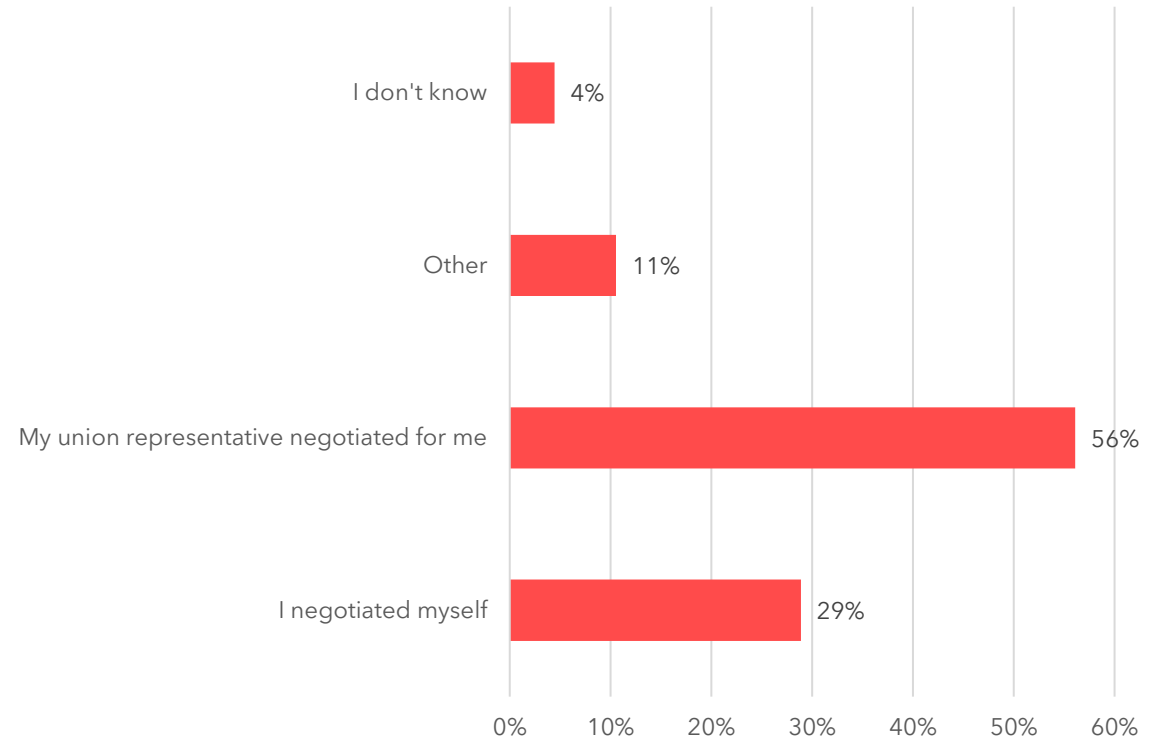
- When you are initially employed
- During yearly wage negotiations
- If you are facing troubles with the working environment
- If you need mediation in case of challenges with supervisor
- In case of prolonged sickness or delayed in your PhD
- If you are facing termination
- Questions in general regarding your work conditions

Salary and negotiation (from DMs recent survey)

Has your salary been negotiated during your employment as a PhD student?



Who negotiated your salary?



Questions?