



Salary Agreement for Academic Staff at the Faculty of Engineering and Science and the Faculty of Medicine, Aalborg University*

This agreement has been signed by representatives of the following organizations and the faculties:

Danish Society of Engineers (IDA)

Danish Association of Masters and PhDs (DM)

Danish Association of Lawyers and Economists (DJØF)

Danish Association of Chartered Surveyors (DdL)

The agreement is in effect as of October 1, 2014 and is valid until December 31, 2018.

Aalborg University

*This is a translation of a document originally written in Danish. In the event of any discrepancy, the Danish version prevails.

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1. Foreword

1.1. *Parties to the agreement*

This agreement covers academic staff employed at the Faculty of Engineering and Science (TEKNAT) and the Faculty of Medicine (SUND) at Aalborg University, though not the clinical area.

The agreement has been made between TEKNAT and SUND at Aalborg University and the authorized union representative signatories at the faculties from the following organizations:

- Danish Society of Engineers (IDA),
- Danish Association of Masters and PhDs (DM),
- Danish Association of Lawyers and Economists (DJØF),
- Danish Association of Chartered Surveyors (DdL).

1.2. *Related documents*

The salary agreement for academic staff at the TEKNAT and SUND faculties at AAU is related to the documents in effect at any time:

- Circular on the collective agreement for academic staff employed in the state sector 2012, Circular of 26 March 2012. Agency for the Modernisation of Public Administration, Ministry of Finance No. 013-12 (Annex 1),
- Circular on the job structure for academic staff at universities (Annex 2),
- Protocol on PhD fellows, Annex 5 to the Circular on the collective agreement for academic staff employed in the state sector 2012, Circular of 26 March 2012. Agency for the Modernisation of Public Administration, Ministry of Finance No. 013-12 (Annex 1).

1.3. *Aim of the agreement*

Overall goal

This agreement is part of the incentive structure for academic staff and must reflect salary keeping pace with career. This must be a motivating factor for employees in relation to achieving faculty goals and strategies for research, teaching and dissemination.

The agreement must:

- help to ensure faculty recruitment and retention of well-qualified staff by seeking a balance between the salaries at TEKNAT and SUND and the rest of the labor market;
- describe the relationship between wage-setting and employee experience, responsibilities and competences;
- encourage employees to continue high productivity and rates of compliance with workplace goals;
- contribute to the background for wage differentiation being made visible;

- help the process of salary negotiations to be transparent;
- contribute to the staff at TEKNAT and SUND having knowledge at all times about the basis for salary and wage-setting and the principles it is regulated by.

This agreement must be seen in conjunction with the university's policies on human resources and the working environment. The basic principle underlying the salary agreement is the desire to provide all well-functioning employees with reasonable salary growth and, at the same time, give employees, who provide something special, the opportunity to achieve additional supplements.

Wage-setting reflects the faculties' expectations of the staff. Academic staff must provide high quality research-based teaching and their research must be documented in peer-reviewed journals, at conferences and in other dissemination contexts. The staff must work to expand external collaboration, attract external funding, disseminate their knowledge broadly as well as participate in academic and other activities relevant to the faculties. The staff must also assess the innovative potential of their research in relation to possible patents or other commercial exploitation. The staff must work internally to see that professional, organizational and collegial interaction continuously develops between research and teaching groups. In addition, the staff must work to develop teaching and education.

It is noted that the agreement does not differentiate between gender, race and nationality, and that it must be used for all normal types of positions in research and higher education.

2. Main elements in wage-setting

2.1. Centrally negotiated elements (AC agreement)

The AC agreement consists, among other things, of:

- A new wage system that covers all those employed under the AC agreement 1 January 1998 or thereafter. Employees hired before that date may transfer to the new wage system,

This agreement is based on the agreement on new pay [*ny løn*] and placement for base pay is based on education and seniority. The base pay scale is set out in Annex 1. In addition to base pay, centrally negotiated supplements are granted. These are also set out in Annex 1. The latest version can be found on the HR Department's website: <http://www.en.hr.aau.dk/>.

2.2. Locally negotiated elements

According to the AC agreement, there can be local agreements on supplements linked to the individual's qualifications and special functions that are not covered by the normal job description. Agreements can be made on granting such supplements. Employees covered by centrally agreed salary supplement arrangements (e.g. assistant professors and associate professors) can also receive individual supplements under these provisions. Supplements can be granted in connection with the appointment as well as during the appointment, and increases to the existing supplement can occur during the appointment.

Locally negotiated supplements can be:

- **Qualification-based supplements** (permanent/temporary) that negotiated based on this agreement where the criteria and related supplements are stipulated;

- **Function-based supplements** that are associated with a specific function that are approved by the management. These supplements are received for as long as the person fulfills the function that generates the supplement;
- **One-off bonuses** that are granted for a special time-limited effort under specific negotiation based on this agreement where the criteria for the bonuses are stipulated.

3. Supplements and criteria for granting supplements/bonuses

One-off bonuses are non-pensionable; all other supplements are pensionable. The amounts in the agreement are at the March 2012 level, excluding pension entitlement. With transfer to a new job category, the prior supplement normally lapses.

As justification for the supplement, there must be an indication of performance beyond what it is normally expected in one or more of the employee's work areas. No areas are excluded beforehand. Typical examples of areas where performance beyond what is normally expected can be identified (if such work is not already covered by the ordinary allocation of hours) can include:

- Scientific activity (publications in international journals; publications registered in, e.g., Web of Science, Scopus; dissertations for higher doctoral degrees, etc.; obtaining patents; editing scientific journals and books);
- Special management duties, such as project management and launching new research initiatives as well as fundraising;
- Organizing scientific and professional conferences;
- Highly appreciated teaching (such as nomination for teacher of the year, or performing particularly extensive or particularly demanding teaching tasks);
- Developing new programs or markedly new program elements and developing state-of-the-art teaching materials (including with the use of information technology);
- Extensive coordination work in research, education and dissemination, for example, coordinating student exchange, coordinating teaching networks or national and international research networks;
- Extensive dissemination activity;
- Extraordinary extent of academic assessment work;
- Extraordinary extent of special administrative duties or serving as union representative;
- Active career development through sabbaticals with stays at companies or another research environment;
- Contributing to promoting a healthy and safe work environment.

3.1. PhD fellows

Since PhD fellow is a training post, qualification-based supplements are normally not granted to PhD fellows.

A qualification-based supplement of DKK 19,700 (31.3.2012) can however be granted if justified by special conditions. In special cases, a one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

3.2. Research Assistant:

Research assistants will be placed on the AC pay scale based on their master's degree or a bachelor's degree followed by a PhD program.

For research assistants with a bachelor's degree and a subsequent PhD program, it is agreed that, for scientific university positions, they are placed at step 5 on the AC pay scale; a special pensionable qualification-based supplement is then granted in the first year of the appointment in the amount of DKK 20,500 (31.3.2012). After the first year of the appointment, the supplement increases to DKK 40,500 (31.3.2012). For the entire period of the appointment, the supplement is granted for special qualifications acquired through the research training program.

If the research assistant has relevant work experience that can justify a year's seniority, s/he can be granted the high supplement from the start of the appointment.

For both placements, a qualification-based supplement of DKK 19,700 can be granted (31.3.2012) based on prerequisites acquired prior to the appointment (e.g. a PhD degree) based on or performance beyond what is normally expected/special qualifications in research, dissemination and teaching.

In special cases, a one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

3.3. Postdoc

Postdocs will be placed on the AC pay scale based on their PhD diploma or a bachelor's degree followed by a PhD program.

For postdocs with a bachelor's degree and a subsequent PhD program, it is agreed that, for scientific university positions, they are placed at step 5 on the AC pay scale; a special pensionable qualification-based supplement is then granted in the first year of the appointment in the amount of DKK 20,500 (31.3.2012). After the first year of the appointment, the supplement increases to DKK 40,500 (31.3.2012). For the entire period of the appointment, the supplement is granted for special qualifications acquired through the research training program.

If the postdoc has relevant work experience that can justify a year's seniority, s/he can be granted the high supplement from the start of the appointment.

For both placements, a qualification-based supplement of DKK 19,700 can be granted (31.3.2012). In special cases, a one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

3.4. Assistant professor

Assistant professor is a further education post; for this reason a qualification-based supplement is not normally granted. In special cases, a qualification-based supplement of DKK 19,700 can be granted (31.3.2012). A one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

3.5. Researcher

Researcher is a further education post; for this reason a qualification-based supplement is not normally granted. In special cases, a qualification-based supplement of DKK 19,700 can be granted (31.3.2012). A one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

3.6. Associate professor

The supplements for associate professors are divided into two levels, supplement level 1-4 and supplement level 5-6, respectively. When a new associate professor supplement is granted, the prior one lapses.

Supplement level 1 – 4

Supplement Level 1 (Associate Professor 1): This supplement is granted for appointment as an associate professor and is DKK 16,400 (31.3.2012).

Supplement Level 2 (Associate Professor 2): This supplement is granted after approximately 4 years as an associate professor and a satisfactory employment period based on good performance in research and teaching and is DKK 32,000 (31.3.2012).

Supplement Level 3 (Associate Professor 3): This supplement is granted after an additional period of approximately 4 years to associate professors who continue to demonstrate good performance in teaching, research, innovation and administration. The supplement is DKK 48,000 (31.3.2012).

Supplement Level 4 (Associate Professor 4): This supplement is granted after an additional period of approximately 4 years to associate professors who continue to demonstrate good and steady performance in teaching, education, research, innovation and administration, and in at least one of these areas have demonstrated performance beyond what is normally expected. The supplement is DKK 64,000 (31.3.2012). Typical examples of areas where performance beyond what is normally expected is demonstrated include:

- Highly appreciated teaching (such as nomination as teacher of the year), performing particularly extensive or particularly demanding teaching tasks, developing teaching materials, textbooks and compendia, as well as developing the use of information technology in the context of teaching;
- Developing new programs or markedly new program elements, coordinating student exchange, coordinating teaching networks;
- Scientific activity (publications in international journals, obtaining valuable patents, editing of scientific journals and contributions to books, serving on assessment committees);
- Extensive dissemination activity, such as talks at schools and upper secondary educational institutions, as well as contributions in the press, radio and television or contributions to popular science magazines and books or exhibitions;
- Project management and launching new research initiatives as well as fundraising; extensive coordination work in research, education and dissemination; active participation in national and international professional networks;
- Extraordinary extent of special administration duties (department committee, study board, etc.);
- Active career development through sabbaticals with stays at companies or another research environment;

- serving as union representative;
- Extraordinary work in relation to group leader responsibilities, building new research groups as well as new research areas;

Promotion before 4 years to associate professor 2, associate professor 3, associate professor 4 is a possibility, if relevant criteria are convincingly met and the employee has made a special effort to document his/her progress.

One-off bonuses can be granted to associate professors at all supplement levels for exceptional achievement or performance beyond what is normally expected.

Supplement level 5 – 6

Supplement Level 5 (Associate Professor 5): This supplement can be granted later in the career (with some variation) to associate professors, who continue to demonstrate solid performance in research and teaching, and who – in addition to fulfilling the criteria in level 1 – have accomplished or are accomplishing a range of significant tasks successfully, such as

- Implementing/managing research projects,
- Implementing significant changes in/revision of courses and degree programs,
- Handling key administrative/organizational functions.

The supplement is DKK 80,000 (31.3.2012).

Supplement Level 6 (Associate Professor 6): This supplement can be granted to associate professors who, based on solid professional competence, have made and documented an extensive and significant contribution in research, teaching or education at a level equivalent to the higher doctoral level. A supplement at associate professor level 6 is always granted for the award of a higher doctoral degree.

The supplement is DKK 96,000 (31.3.2012).

One-off bonuses can also be granted to associate professors at levels 5 and 6.

3.7. Senior Researcher

The supplement structure for senior researchers is the same as for associate professors. The special functions associated with the position are considered in the basis for granting supplements where the main duties are research (including obligatory publishing/dissemination of scientific knowledge) and research-based service to government authorities. Added to this must be a certain degree of teaching, as well as research management, advising and supervision of PhD students and researchers, and assessment work.

Typical examples of areas where performance beyond what is normally expected can be identified include:

- Scientific activity (publications in international journals, obtaining valuable patents, editing of scientific journals and contributions to books, serving on assessment committees), organizing scientific and professional conferences, serving on assessment committees;
- Research-based service to government authorities such as extensive publication of reports, responding to ministerial queries, review and report of a situation or area, experimental and analytical tasks;

- Project management and launching new research initiatives as well as fundraising; use of information technology in the context of teaching; extensive coordination work in research, education and dissemination; active participation in national and international professional networks;
- Extraordinary extent of special administration duties etc.;
- Active career development through sabbaticals with stays at companies or another research environment;
- serving as union representative.

3.8. Professor with specific responsibilities (Professor MSO)

Professors with special responsibilities (**Professor 1**) are placed at step 8 on the AC pay scale and are granted a fixed supplement of DKK 173,500 (31.3.2012). A qualification supplement of DKK 25,700 is also granted. (31.3.2012). The supplement is based on special qualifications, special duties and particularly extensive work, nationally and internationally.

In special cases, professors with special responsibilities can be placed within the levels outlined in section 3.9. One-off bonuses can be granted to professors with special responsibilities at all supplement levels. These are negotiated by the individual's union representative.

The end of the period of employment as a professor with special responsibilities will normally result in placement at the level of associate professor 6.

3.9. Professor

Supplement level 2 (Professor 2) Newly appointed professors are placed at pay grade 37. The professor is expected to create or develop a scientific area and will be required to engage in research management and research-based teaching.

Supplement level 3 (Professor 3) Professors who are exceptionally successful in terms of research, have established a high level of competence in a research group and have been successful in obtaining external research funding can be given additional supplements. This also applies to professors who fulfill these criteria at the time of appointment.

In addition to the position supplement and placement at pay grade 37, a professor 3 can be granted a qualification-based supplement of DKK 20,400 (31.3.2012).

Supplement level 4 (Professor 4) Professors who have demonstrated an exceptional degree of academic excellence and who fulfill the criteria for supplements for professor 3 with significant success can be employed at pay grade 37 including a position supplement with a qualification-based supplement of DKK 71,800 (31.3.2012; locally agreed) or employed at pay grade 38 with an accompanying position supplement of DKK 51,400. The number of ordinary professorships at pay grade 38 is subject to restriction by the Ministry of Higher Education and Science.

Supplement level 5 (Professor 5) A qualification-based supplement of DKK 51,400 can be granted to truly outstanding and currently successful professors in addition to the salary at pay grade 38 including a position supplement. It is a requirement that the professor is actively and successfully working in an outward-looking manner in relation to external partners – defined as companies, research institutions, foundations and other sources of research funding and/or that the professor has established her/himself internationally as among the

top leaders in the field. The supplement is limited to a period of three years, after which an evaluation is done and a decision is made as to whether the individual concerned continues to fulfill the criteria for the supplement. The end of the period of employment as a professor 5 will normally result in placement at the previous professor level.

One-off bonuses can be granted to professors at all supplement levels. These are normally negotiated by the individual professor.

3.10. Other position categories

The following section deals with academic staff whose salary and conditions of employment are regulated by the collective agreement for academic staff employed in the state sector and the job structure for academic staff at universities.

Teaching assistant

The position of teaching assistant is a part-time position entailing independent performance of teaching duties normally of an elementary nature or teaching that complements the teaching done at the assistant professor, associate professor or professor level. The position is occupied for a period of up to three years and follows the rules for fixed-term appointments.

Teaching assistant professor/teaching associate professor

For the position of teaching assistant professor, a position supplement of DKK 34,100 is granted in the first three years (31.3.2012). After three years of employment, the position supplement increases to DKK 43,900 (31.3.2012).

For the position of teaching associate professor, a position supplement of DKK 71,800 is granted (31.3.2012).

For the positions of teaching assistant professor/teaching associate professor, one-off bonuses can be granted for performance beyond what is normally expected in connection with teaching or for professional development tasks associated with the position.

Senior Advisor

The supplement structure for senior advisors is the same as for associate professors and senior researchers. The special functions associated with the position are considered in the basis for granting supplements where the main duties are research-based service to government authorities and dissemination of research results to government authorities, the business community and society in general. Added to this is an obligation to keep up to date in a wide scientific area, conduct analyses of broad issues in the field and to communicate these in a scientifically defensible manner. The position may also include teaching and research duties.

Part-time lecturer

The position of part-time lecturer is a part-time position that can be permanent or fixed-term and that mainly entails qualified performance of teaching duties. The position allows for the appointment of teachers with relevant practical experience or special qualifications at a high level.

The specific number of hours and any exam participation, etc., is determined for each semester within the framework agreed on for this. The number of hours, however, must not exceed 500 hours per year; in special cases, however, up to 780 hours per year can be approved. Part-time lecturers are paid for a minimum of 100 hours per year.

In special cases, a one-off bonus can be granted for exceptional achievement or performance beyond what is normally expected.

4. Supplements for managers etc.

4.1. Head of school and study board chair

Head of school – In accordance with the University Act, the dean appoints the heads of school on the recommendation of the relevant study board. In terms of the University Act, these heads of school are directors of studies and each is a director of studies for more than one study board, as permitted by the University Act.

The heads of school are given broad responsibility in relation to the description in the University Act, as the head of school (in conjunction with the study council) must foster cooperation in areas such as shared courses between programs across study boards, and must act as a link between the dean and the individual study boards (and programs).

A head of school receives a function-based supplement of DKK 87,290 (31.3.2012).

Study board chair is usually compensated by a time buy-out and receives an annual function-based supplement of DKK 19,700 (31.3.2012) as well as an amount per number of student FTEs (student full time equivalent) earned the previous year. The amount per student FTE constitutes DKK 65. and the total amount cannot exceed DKK 61,000. These amounts are fixed and are not regulated with an annual percent adjustment in accordance with the Ministry of Finance salary scale.

An additional supplement in the form of a one-off bonus can be negotiated based on performance beyond what is normally expected on the study board and in the individual programs in the previous year.

4.2. Middle managers in the departments

The TEKNAT and SUND departments are so large that it is natural for them to set up an internal management organization with managers at several levels or with different areas of responsibility.

The dean must approve the department organizational structure and managerial staff and the job descriptions of any middle managers. The responsibility for personnel and finances generally lies with the head of department, but may be delegated to middle managers with approval by the relevant faculty management.

The departments grant a function-based supplement to employees who are delegated a significant proportion of the department head's personnel management or financial responsibilities. The dean must approve the department organization that triggers the supplement. Salary and working conditions are negotiated with the union.

5. Salary negotiation procedure

The actors in the salary negotiation process are the dean, the head of department, the authorized union representative and the employee. The union representatives conduct salary negotiation at all position levels with the exception of professor. Professors can negotiate with the head of department and the dean on their own or with assistance from the authorized union representative.

5.1. At appointment

When appointing PhD fellows, the head of department makes the salary offer on behalf of the dean within the framework of this agreement. The union representative is informed of the salary offer, after which a salary negotiation can take place. If there is a need for special agreements, the union representative is involved in setting the salary.

For other appointments, the dean sets the salary within the framework of this agreement, and the union representative is informed of the salary offer, after which a salary negotiation can take place. If there is a need for special agreements, the union representative is involved in setting the salary.

If there is a need to make an agreement for a special recruitment supplement in an area with recruitment difficulties, an agreement about supplements (pensionable and possibly fixed-term) can be made between the management (the department and/or the faculty) and the union representatives before the announcement of the position(s), so that the information on the supplement can be included in the announcement.

The employee can request assistance from the union representative during any stage of the appointment process. The employee is informed of this option in advance and is provided with the name and contact information of the union representative.

5.2. During appointment

In connection with an agreement on a qualification-based supplement (for promotion to a higher supplement level for associate professors and senior researchers) and one-off bonuses, the basis for negotiation will be available information (publications registered in VBN; publications registered in Web of Science, Scopus; awards for teaching; external grants etc.) as well as information from management and from the union representative, so as to ensure the best possible and most uniform basis for evaluation for granting qualification-based supplements.

Negotiation and agreements on qualification-based supplements for PhD fellows take place in the departments.

Annual negotiations on one-off bonuses and supplements in general take place in the fourth quarter negotiation.

- The faculty collects the relevant data and sends it to the department and the union representatives at the end of September/beginning of October;
- The information includes an overview of the associate professors, senior researchers and senior advisers who have not changed level the past 4 years; the total amount to be spent on salary distributed by economic unit (including the departments); and the local salary fund allocated per department;
- The union representatives have initial discussions with the individual department heads about promotion, qualification-based supplements and one-off bonuses;
- The final negotiation is done between the faculty and union representative;
- After the final negotiation, the central HR department issues notices on the negotiation results to the employees who receive a share of the local salary funds, including the basis for granting supplements. The union representatives receive a copy of the supplement agreements from the faculty office;

- The respective department heads provide oral or written information and justification for rejecting applications for supplement, promotion or one-off bonuses that could not be accommodated.

The negotiated supplements take effect on 1 January of the following year. One-off bonuses are paid out immediately following the conclusion of the negotiation process.

One-off bonuses

One-off bonuses can be agreed on for employees who are judged to have performed beyond what it normally expected. In order to be considered for such a bonus, employees must have carried out their ordinary work functions satisfactorily and in addition must have performed exceptionally within one or more areas. A one-off bonus is normally DKK 25,000.

6. Incentive fund

In addition to those previously mentioned, supplements may also be granted in the fourth quarter negotiations under the dean's incentive policy on external funding. This policy consists of an instruction to the departments to set aside an amount equal to two percent of the turnover in external funds on normal, well-run projects. The expenses should be indicated in the department budgets and will often be offset by revenue in the form of overhead. The departments are encouraged to adopt a policy that reflects department practice in this area. The funds must promote commitment and quality in carrying out projects, as well as be a motivator for the acquisition of new revenue-generating projects for the department.

The funds can be awarded to all employees who have demonstrated performance beyond what is normally expected in the creation and execution of projects.

The funds can be triggered as a one-off bonus to employees on the project, as function-based supplements related to the project, or as extra funds in the annual grant to a single person dedicated to the project, or jointly, for example, as extra annual grant funds to the research group.

The incentive fund is distributed by agreement between the department head, project manager and union representative, and with approval from the dean.

A prerequisite for the disbursement of these funds is that they can be accommodated within the department's budget. After the second follow-up period, the management decides what will be paid out as a one-off bonus in the year concerned based on the department and faculty financial situation. The incentive fund is not part of the ordinary wage-setting, but recognition of a targeted result for an external project.

7. Validation procedure and procedure for renewing

7.1. Period of validity

This agreement replaces the agreement of April 1, 2011.

The agreement takes effect as of October 1, 2014 and is valid until December 31, 2018, but is revised in line with new collective agreements.

The supplements and bonuses indicated apply during the period of validity of this agreement. Prior to the expiration of the agreement, an evaluation is made as to whether the current allocation of the dean's funds for salary and other payments meets the goal of making appointment at the faculties attractive. On this basis, any regulation of the supplements is decided.

In this context, whether the agreement creates problems with recruiting and retaining highly qualified employees is evaluated.

This agreement may be terminated by either party with three months' notice to the first day of a month.

7.2. Renewal procedure

If minor changes or additions to the agreement are desired along the way, these are to be made in writing, and the necessary meetings take place to reach final clarification within a maximum of three months.

In the event of termination or expiration, a number of meetings between union representatives and faculty management are held in enough time to have the new agreement ready in immediate extension of the old.

Aalborg University (date)

Eskild Holm Nielsen, Dean, Faculty of Engineering and Science

Steffen Groth, Acting Dean, Faculty of Medicine

Ole Busck, Danish Association of Masters and PhDs (DM) (TEKNAT)

Meg Duroux, Danish Association of Masters and PhDs (DM) (SUND)

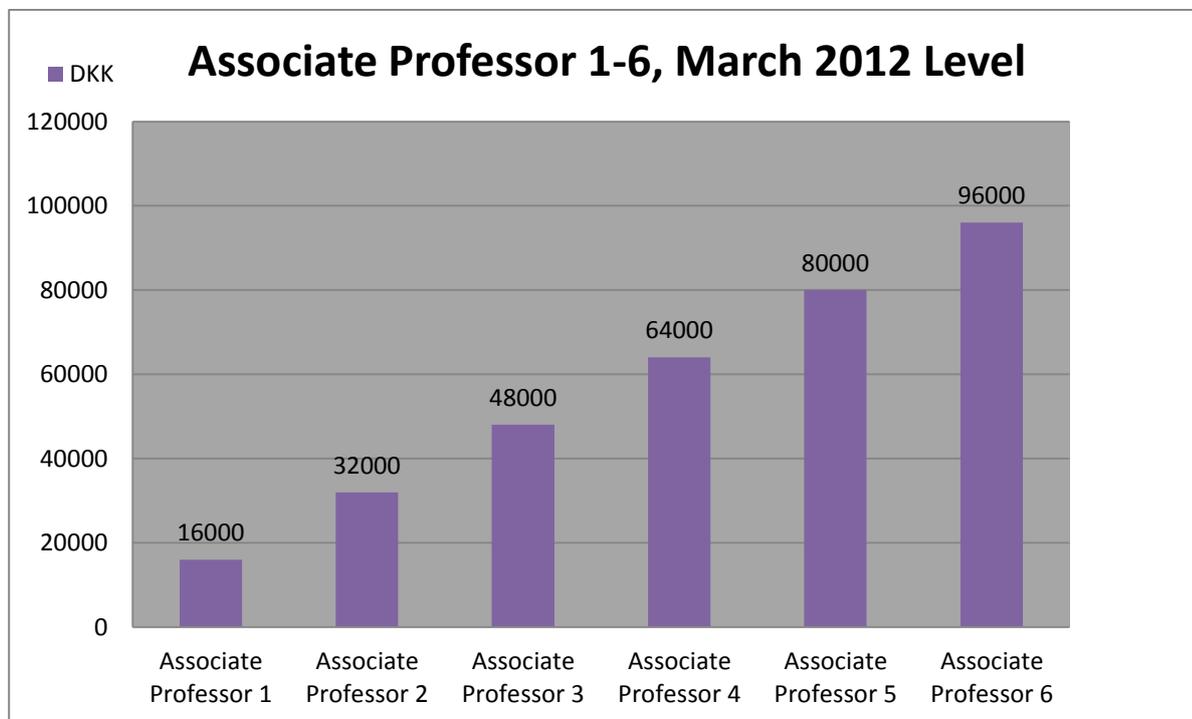
Stig B. Taps, Danish Society of Engineers (IDA)

Jesper Lindgaard Christensen, Danish Union of Jurists and Economists (DJØF)

Line Træholt Hvingel, Danish Association of Chartered Surveyors (DdL)

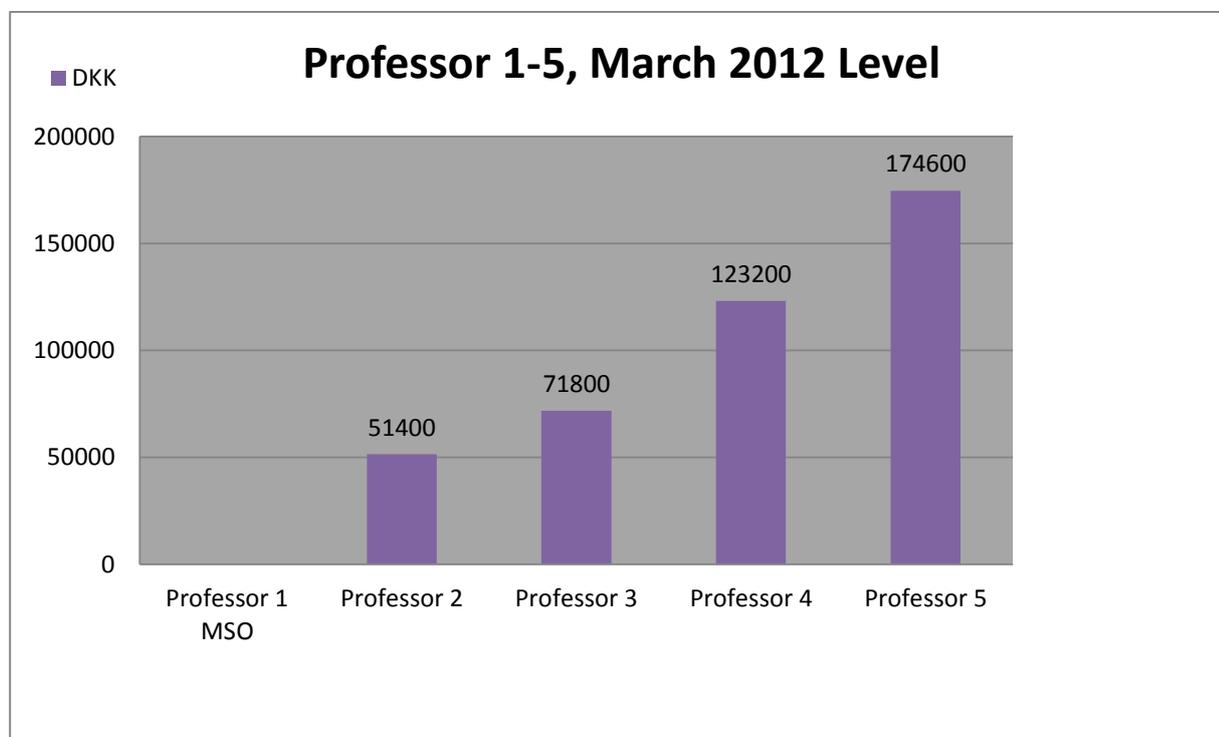
8. Associate Professor Supplement Graph

March 2012 Level



9. Professor Supplement Graph

March 2012 Level



10. Salary structure

Net salary for academic staff consists of:

- Base salary in accordance with the AC agreement: Step 4 (2-year), Step 5, Step 6 and Step 8.
- Position supplements as stipulated by collective agreement (cf. job structure for academic staff)
- Any qualification-based supplement (cf. the local salary agreement)
- Any function-based supplement according to the local salary agreement (not listed below)

PhD Fellow AC			
Qualification-based supplement up to:	19,700.00		
Step	Base salary	Position supplement	Total
4. (1st and 2nd year)	285,240.00	14,900.00	300,140.00
5. (3rd year)	307,417.00	14,900.00	322,317.00
6. (4th year)	327,643.00	14,900.00	342,543.00
8. (5th year or more)	347,571.00	14,900.00	362,471.00

Research Assistant:			
Qualification-based supplement up to:	19,700.00		
Step	Base salary	Position supplement	Total
4. (1st and 2nd year)	285,240.00	37,200.00	322,440.00
5. (3rd year)	307,417.00	37,200.00	344,617.00
6. (4th year)	327,643.00	37,200.00	364,843.00
8. (5th year or more)	347,571.00	37,200.00	384,771.00

Postdoc, Assistant Professor and Researcher			
Qualification-based supplement up to:	19,700.00		
Step	Base salary	Position supplement	Total
4. (1st and 2nd year)	285,240.00	49,300.00	334,540.00
5. (3rd year)	307,417.00	49,300.00	356,717.00
6. (4th year)	327,643.00	49,300.00	376,943.00
8. (5th year or more)	347,571.00	49,300.00	396,871.00

Associate Professor, Senior Researcher and Senior Advisor				
Base salary step 8				
Supplement level	Base salary	Position supplement	Qualification-based supplement	Total
Supplement level associate professor 1	347,571.00	89,100.00	16,400.00	452,671.00
Supplement level associate professor 2	347,571.00	89,100.00	32,000.00	468,671.00
Supplement level associate professor 3	347,571.00	89,100.00	48,000.00	484,671.00
Supplement level associate professor 4	347,571.00	89,100.00	64,000.00	500,671.00
Supplement level associate professor 5	347,571.00	89,100.00	80,000.00	516,671.00
Supplement level associate professor 6	347,571.00	89,100.00	96,000.00	532,671.00

Professor (MSO)				
Base salary step 8				
Supplement level	Base salary	Position supplement	Qualification-based supplement	Total
Supplement level professor 1	347,571.00	173,500.00	25,700.00	546,771.00
Supplement level professor 2	347,571.00	173,500.00	51,400.00	572,471.00
Supplement level professor 3	347,571.00	173,500.00	71,800.00	592,871.00

Professor				
Salary range 37/38				
Supplement level	Base salary	Position supplement	Qualification-based supplement	Total
Supplement level professor 2	521,094.00	51,400.00	0.00	572,494.00
Supplement level professor 3	521,094.00	51,400.00	20,400.00	592,894.00
Supplement level professor 4a	521,094.00	51,400.00	71,800.00	644,294.00
Supplement level professor 4b	592,911.00	51,400.00	0.00	644,311.00
Supplement level professor 5	592,911.00	51,400.00	51,400.00	695,711.00

11. Annex

All annexes can be found via the links below.

Annex 1: [Circular on the collective agreement for academic staff employed in the state sector 2008, Circular of 1 October 2008. Agency for the Modernisation of Public Administration No. 061-08](#)

Annex 2: [Circular on the Job Structure for Academic Staff at Universities, 13 June 2007 Agency for the Modernisation of Public Administration No. 055-07](#)

Incl. [Memorandum on the Job Structure for Academic Staff at Universities 2013 \(with effect as of 1 September 2013 and thereafter\)](#)