

Agreement on awarding bonuses to PhD fellows at Aarhus BSS

This agreement on awarding bonuses to PhD fellows at Aarhus BSS applies to PhD fellows who have completed their PhD degree programme at Aarhus BSS, Aarhus University, following prior employment and enrolment at Aarhus BSS Graduate School. The agreement has been concluded with reference to the option of locally agreed salaries, including performance-related pay, in the collective agreement with the Danish Confederation of Professional Associations (*AC-overenskomsten*).

Aarhus BSS HR & PhD

Date: 14 December 2018

Page 1/3

Completion bonus

It is hereby agreed that, in connection with timely submission of a PhD dissertation for assessment, a completion bonus of DKK 25,000 (current level) will be awarded.

A completion bonus of DKK 25,000 (current level) can be awarded to the PhD fellow if the PhD dissertation is submitted for assessment before the end of the PhD fellow's individually stipulated time of study, as stated in the PhD fellow's enrolment letter, including any accompanying supplementary letters.

The stipulated time of study is regulated for each individual PhD fellow as a result of possible part-time enrolment and approved leaves of absence, regardless of whether these are statutory (e.g. sickness and maternity/paternity leave) or individually agreed.

It is a prerequisite that the PhD degree subsequently be awarded on the basis of the dissertation submitted.

Furthermore, it is a prerequisite for being awarded the bonus that the assessment committee has found the PhD dissertation suited for public defence in its originally submitted form. That the assessment committee has recommended certain improvements which may have been incorporated is thus of no consequence to the award of the completion bonus.

If the assessment committee has demanded that certain changes be made and the PhD dissertation be re-submitted before it can be accepted for public defence, the possibility of being awarded the completion bonus will no longer apply.

The completion bonus will be disbursed as an administrative one-time bonus when the PhD degree has been awarded.

Publication bonus

It is agreed that after having obtained the PhD degree and following an application, a publication bonus of DKK 10,000 (current level) can be awarded in the following cases:

- in connection with a publication being published in a journal that is on the relevant department's list of attractive publications *or*
- in connection with the dissertation or parts thereof being published as a book (monograph) by a peer-reviewed publishing house (taking the practices of the research field into consideration).

The publication bonus of DKK 10,000 (current level) can be awarded to the PhD fellow if his or her PhD dissertation (the entire dissertation or parts thereof) is published, and the publication is credited only to a unit at Aarhus BSS.

The publication bonus of DKK 10,000 (current level) may be awarded to the PhD fellow following an application. A maximum of DKK 10,000 (current level) can be awarded to each individual PhD fellow.

The application with accompanying documentation must be submitted to the graduate school along with a recommendation from the chairman of the relevant PhD field committee. The disbursement of the publication bonus is conditional on submission of documentation showing that the conditions have been met. As a minimum, an active "revise and submit" decision from the journal in question must be presented at the time of application.

The application for the publication bonus and the accompanying documentation must be submitted to the graduate school by no more than 12 months after the public defence.

If the application for the publication bonus is accepted, the amount will be paid administratively as a one-time bonus.

Persons covered

This agreement on awarding bonuses to PhD fellows at Aarhus BSS covers all PhD fellows who complete their PhD degree programme following enrolment and employment at the Aarhus BSS Graduate School - regardless of how the PhD degree programme was financed.

Transitional scheme

In a transitional period, PhD fellows who submit their PhD dissertation for assessment by 30 June 2019 may be awarded completion bonuses and publication bonuses in accordance with the former "Local agreement on supplements for PhD fellows" of 29 May 2015, if the criteria are fulfilled. In that case, the completion bonus and the publication bonus amounts will be as stated in the former agreement. The transitional scheme will expire as

of 1 July 2019. If a PhD fellow wishes to use the transitional scheme, the PhD fellow must notify Aarhus BSS HR & PhD before being awarded the PhD degree.

Page 3/3

Entry into force and termination

This agreement will enter into force when signed by both parties and will thus be effective for PhD fellows submitting their PhD dissertation for assessment after entry into force of the agreement.

The "Local agreement on supplements for PhD fellows" of 29 May 2015 will lapse when the parties sign this agreement.

This agreement can be terminated by either party with three months' notice.

The agreement is concluded by and between:

Thomas Pallesen
Dean

Mimi Yung Mehlsen
Joint AC union representative at
Aarhus BSS