

Faculty of Arts, Aarhus University

Great Prayer Day changes its status from a national holiday to a working day with salary compensation – this has a consequence for the Work Hours Agreement at the Faculty of Arts As of 2024

The change means that all workers employed by the state must work one additional day per year, and therefore the new law also stipulates that from January 1, 2024 employers must pay a salary compensation of 0.45 percent to employees with a fixed monthly salary.

The consequence of this for the Work Hours Agreement at the Faculty of Arts (2023-2025) is that the annual working hours will increase by one day, equivalent to 7.4 hours. In the Work Hours Agreement at the Faculty of Arts (2023-2025), it states: For full-time academic staff (VIP), a full annual workload (when taking five weeks of vacation and one week of special holidays) amounts to 1,643 hours, equivalent to 822 hours per semester.

The agreement covers hourly norms for tasks related to education, the PhD area, administration, and recruitment of staff, which, for full-time lecturers, assistant professors, and professors normally constitute 60 percent of working hours (986 hours per year/493 hours per semester). The remaining 40 percent of working hours (657 hours per year/329 hours per semester) are used for research-related tasks and are not covered by this agreement. When one additional day is added per year, the consequence will be:

Hours	Yearly hours	Semester
A full year / semester	1643 + 7,4 = 1650,4	825,2
For tasks related to education, the PhD area, administration, and recruitment of staff (60%)	990,24 (990)	495,12 (495)
For tasks related to research not covered by the work hours agreement (40%)	660,16 (660)	330,08 (330)



This will be adjusted in employees' time accounts in Vip-o-matic from January 1, 2024, applicable to the accounts starting February 1, 2024, with the rounded hour sizes in parentheses. Reference is made to the current Work Hours Agreement at the Faculty of Arts (2023-2025), the law on the Consequences of the Abolition of Great Prayer Day as a Public Holiday, and the Ministry of Employment's press release on the law.