

PAY AGREEMENT FOR SKILLED WORKMEN (the Danish Metalworkers' Union (Dansk Metal)/the United Federation of Danish Workers (3F), skilled workmen/the Danish Union of Electricians (Dansk El-Forbund)/the Federation of Employees in the Service Trade (Serviceforbundet), dental technicians)

1. Persons covered

The pay agreement covers skilled workmen employed with Aarhus University in accordance with the circular on the trade union agreement for skilled workmen.

2. Framework and purpose

The framework for the pay agreement is Aarhus University's staff policy adopted at a Main Liaison Committee (HSU)/Main Occupational Health and Safety Committee (HAMU) meeting on 12 May 2016. The pay agreement is a tool for realising the objectives of Aarhus University's staff policy.

As set out in the staff policy, Aarhus University's goals are:

- to ensure that each employee's pay reflects his or her function, level of responsibility, efforts and relevant competencies
- to ensure that pay negotiations at Aarhus University take place in a fair and transparent manner.

3. Pay system

The pay agreement is based on the base pay system outlined in the trade union agreement.

Aarhus University and the union representatives have noted the intention of the parties to the collective agreement that the base salaries be supplemented with the introduction of local supplements. Through the introduction of local supplements, the pay instrument can be used strategically to ensure that each employee's pay to a higher degree reflects his or her special qualifications, functions and results achieved in relation to the institution's objectives.

- Supplements may be awarded as supplements for qualifications or as supplements for responsibilities.
- Supplements are stated in basic amounts (31 March 2012 level) and are awarded as permanent or temporary supplements.
- Supplements are adjusted in relation to the employee's employment rate.
- One-off bonuses may be awarded for extraordinary work efforts.

Individual agreements concerning supplements for employees are concluded between the university

director, or the dean, and the union representatives at Aarhus University. The university director, or the dean, may have delegated this authority.

The right to negotiate and the right to conclude agreements on pay may not be delegated to an organisational level below the departmental (Aarhus BSS, HE and ST)/school (Arts)/administrative division level. Heads of departments/heads of schools/deputy directors may request the assistance of lower-level managers in connection with the negotiations, but the right to negotiate and the right to conclude pay agreements may not be delegated any further. However, subject to agreement between management and employee representatives, the authority to negotiate may be delegated to a lower level.

4. General information on supplements and one-off bonuses

Supplements consist of a minimum amount of DKK 7,000 per year (31 March 2012 level).

- Permanent and temporary supplements are pensionable.
- Supplements are adjusted in line with the general pay increases agreed through central collective bargaining or implemented in the pay adjustment scheme.
- Supplements for responsibilities are temporary, as they are paid only for as long as the relevant responsibilities are undertaken.
- One-off bonuses consist of a minimum amount of DKK 10,000 (current level) and are generally non-pensionable.

Dirty work allowance:

Aarhus University and the union representatives agree that the scheme for an agreed allowance for particularly dirty or unpleasant work will continue. Under the agreement, a pensionable allowance of 10% may still be awarded for particularly dirty or unpleasant work. The allowance is calculated as 10% of the working hours taken up by the dirty or unpleasant work.

Example: If the dirty work in question takes up approximately 20% of the working hours, an allowance of 2% of the base salary is awarded.

An annex to the pay agreement lists a number of examples of criteria which may form the basis of negotiations between the management and union representatives concerning the payment of supplements for qualifications, recruitment supplements, retention supplements or supplements for responsibilities. The lists are not exhaustive.

Course planning:

A deduction in the weekly working hours of 10 minutes per lesson performed will be granted to skilled workmen who carry out independent teaching (course planning).

5. Pay level

Aarhus University's goal is to offer attractive terms of employment and to support a good work environment through the fair allocation of payroll funds.

Aarhus University wishes to promote employee motivation and well-being among other things by ensuring that the individual employee's pay, function, level of responsibility and effort are commensurate. Special emphasis is placed on equal treatment. As a general rule, employees with comparable functions and qualifications etc. must be able to attain the same pay level, regardless of their organisational placement and the source of the payroll funds.

Payroll funds may be used to attract and retain particularly qualified employees.

6. New employees

When recruiting salaried staff, the local union representative for the relevant area is involved in the negotiation of pay.

The negotiation of pay level and any supplements in connection with recruitment takes place between the relevant local union representative and the head of department/head of school/deputy director assisted by HR.

Prior to the negotiations, the union representative and the manager, assisted by HR, assess the employee's competencies, pay level and recruitment situation.

Once management has approved a recommendation regarding an appointment and has offered the position to the recommended candidate, management – via HR – contacts the local union representative to arrange the negotiation of the candidate's pay in due course.

The local union representative contacts the applicant about the pay negotiations. The pay negotiations are based on the pay level for the relevant job category.

Any agreement concerning supplement(s) must be documented and forms the basis of the final contract of employment with Aarhus University. As far as possible, the terms of pay applying to the employment should be agreed prior to the commencement of the employment.

7. Negotiation procedure

The annual pay negotiations for employees under the new pay systems are organised and carried out as a single process in the first six months of the year. Supplements are agreed with effect from 1 April of the pay negotiation year. Supplements for responsibilities may, however, be agreed from another effective

date, but no earlier than from the commencement of the function. As far as possible, the annual pay negotiations should be concluded by the end of June.

With the assistance of HR, the local negotiating parties are responsible for organising the pay negotiations within this time frame and in a way that ensures a constructive negotiation culture with focus on the discussion of pay, performance and competencies.

The managers agree with the union representatives or the local liaison committees (LSU) how the conclusion of the pay negotiations and the overall results of the negotiations should be communicated to the individual employees having applied for a pay increase as well as to the entire unit.

Information about the results of the negotiations is provided immediately after the conclusion of the pay negotiations.

In addition, proposals for extraordinary payments or increased supplements for employees may be made at any time by both management and the union representative. The aim is for the consideration of such proposals to take no longer than one month.

Reference is made to Guidelines for the pay negotiation process at Aarhus University.

8. Contracting parties

The pay agreement enters into force on 1 February 2017 and replaces all previous pay agreements at Aarhus University as a whole for skilled workmen (the United Federation of Danish Workers, skilled workmen/the Danish Metalworkers' Union/the Danish Union of Electricians/the Federation of Employees in the Service Trade, dental technicians).

The pay agreement may be terminated subject to three months' notice; however, by 31 March 2018 at the earliest. Any amendments are subject to agreement by the parties.

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9. Rules

- Circular on the trade union agreement for skilled workmen (Cirkulære om organisationsaftale for håndværkere); the Agency for the Modernisation of Public Administration's circular no. 044-13.

EXAMPLES OF CRITERIA FOR THE AWARD OF SUPPLEMENTS

Supplements for qualifications:

The following criteria are examples of criteria which may form the basis of the award of supplements for qualifications if the qualifications have not already been considered in connection with the pay group placement. The list is not exhaustive.

- Qualifications within specialist areas (e.g. workshop training courses)
- Further and continuing education (e.g. refrigeration engineer programme)
- Work-related knowledge, including work experience relevant to performing the job
- Flexibility
- Servicemindedness
- Ability to work independently
- Socially responsible
- Individual results
- Balance in relation to similar positions in the rest of the labour market
- Recruitment and retention.

Supplements for responsibilities:

The following criteria are examples of criteria which may form the basis of the award of supplements for

responsibilities if the responsibilities have not already been considered in connection with the pay group placement. The list is not exhaustive.

- Specialist responsibilities
- Managerial competencies, including HR management
- Independent decision-making authority
- Budget and financial responsibilities
- Training or education responsibilities
- Project participation
- IT user responsibility/advanced IT functions
- Special inconvenience compensation (for dental technicians with particularly dirty work, it must be assessed specifically whether the individual technician can be awarded a dirty work allowance, see section 4 of the pay agreement)
- Independent case handling
- Language responsibilities
- Teaching responsibilities

One-off bonuses:

The following criteria are examples of criteria which may form the basis of the award of one-off bonuses. The list is not exhaustive:

- Special efforts in connection with project participation
- Special efforts in connection with organising and holding conferences, congresses etc.
- Special efforts in connection with restructuring
- Special efforts in connection with relocation, renovation etc.
- Special efforts in connection with introduction of new systems
- Special efforts in connection with extra workloads

Social values:

- Collaborative skills
- Stability
- Efficiency
- Sense of responsibility
- Loyal/good colleague

Weight is also attached to the following values:

- Agility
- Performance characterised by quality and creativity
- Overview
- Good oral/written communication skills
- Organisational skills
- Dynamic/committed