

Criteria for Nat-Tech salary negotiations 2024

The new pay systems will generally be used as a supplementary management tool to:

- Promote a correlation between salary and performance
- Ensure efficiency, flexibility, quality, adjustment and development
- Contribute to maintaining and recruiting qualified staff
- Promote qualification and competence development

The salary criteria for Nat-Tech are based on the particular objectives and focus areas that are supported by the annual local salary negotiations. Weighting the criteria varies according to the type of position and the list is not exhaustive.

All qualifications used in a particular job are generally speaking included as grounds for a qualification allowance for all types of positions. Examples include:

- Academic qualifications
- Personal qualifications
- Collegial qualifications

In connection with the local salary negotiations and as regards complying with Aarhus University's strategy, the management also focuses on the elements listed below regarding salary criteria for members of the academic staff (VIP).

- Research and development work
- Teaching
- Knowledge exchange and business collaboration
- Talent development
- Research management, including contributions to internationalisation and diversity
- Obtaining external funding
- Leadership