

PAY AGREEMENT FOR ASSISTANT ENGINEERS (THE DANISH METALWORKERS' UNION (*DANSK METAL*)/THE UNITED FEDERATION OF DANISH WORKERS (*3F*), SKILLED WORKMEN) AND RESEARCH TECHNICIANS (THE DANISH ASSOCIATION OF PROFESSIONAL TECHNICIANS (*TEKNISK LANDSFORBUND*))

1. Target group

The pay agreement covers assistant engineers and research technicians employed with Aarhus University in accordance with the circular on the trade union agreement for assistant engineers and research technicians at research institutions etc.

2. Framework and purpose

As agreed at the Main Liaison Committee (*HSU*) meeting on 18 January 2011, Aarhus University's HR policy constitutes the framework for the pay agreement, the pay agreement being a tool for achieving the university's HR policy goals.

Aarhus University wants to:

- Use the payroll funds in a targeted and strategic manner
- Ensure the right balance between competencies, performance and pay

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 employees' pay should develop in step with the individual employee's professional development as well as the parties' assumption that the base pay should be supplemented with the introduction of local supplements.

- Supplements may be awarded as qualification supplements or responsibility supplements.
- Supplements are stated in basic amounts (31 March 2012 level) and awarded as permanent or temporary supplements.
- 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 pay agreements may not be delegated to an organisational level below that of head of department/deputy director area. Heads of department/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.

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.
- Responsibility supplements are generally temporary, as they are paid 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.

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

5. Pay level

It is the university's goal that the pay of all employees should reflect the responsibilities involved and expertise required for a given position as well as the education, expert knowledge, experience and personal competencies required of the holder of the position.

6. New employees

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

The HR partner provides assistance throughout the negotiation process, for example by procuring relevant pay information and other data.

Negotiations concerning supplements in connection with recruitment are conducted by the relevant local union representative and the HR partner, subject to agreement with the head of department/deputy

director.

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

The local union representative contacts the applicant about the pay negotiations. The pay negotiations are based on the pay level and the job category applicable to similar positions at Aarhus University.

Any agreement concerning supplement(s) must be formalised using an agreement template, which must be signed by the parties authorised to sign such an agreement and which forms the basis of the final offer of employment with Aarhus University.

7. Negotiation procedure

Pay negotiations for employees are conducted each year. The annual pay negotiations take place in March, April, May and June, with the possibility of agreeing on permanent/temporary supplements to take effect retrospectively from 1 April. Responsibility supplements are normally also awarded with effect from 1 April; however, with effect from the date on which the responsibilities are undertaken at the earliest.

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

The pay negotiations for 2012 will be held in September, October and November. However, the negotiations in 2012 will take effect retrospectively from 1 January 2012.

8. Contracting parties

The pay agreement is applicable from the pay negotiations for 2012 and replaces all previous pay agreements at Aarhus University as a whole for assistant engineers (the Danish Metalworkers' Union/the United Federation of Danish Workers, skilled workmen) and research technicians (the Danish Association of Professional Technicians).

The pay agreement may be terminated subject to three months' notice; however, by 31 December 2012 at the earliest. Subject to agreement between the parties, both parties may request adjustments on an ongoing basis.

Aarhus, 10 September 2012

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9. Regulations

- Circular on the trade union agreement for assistant engineers and research technicians at research institutions etc. (*Cirkulære om organisationsaftale for ingeniørassistenter og forskningsteknikere ved forskningsinstitutioner mv.*); the Agency for the Modernisation of Public Administration's circular no. 011-11.

EXAMPLES OF CRITERIA FOR THE AWARD OF SUPPLEMENTS TO ASSISTANT ENGINEERS AND RESEARCH TECHNICIANS

Qualification supplements:

The following criteria are examples of criteria which may form the basis of the award of qualification supplements 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)
- Continuing/further education (e.g. refrigeration engineer programme)
- Work-related knowledge, including work experience relevant to performing the job.
- Flexibility
- Servicemindedness
- Ability to work independently
- Social responsibility
- Individual results
- Balance in relation to similar positions in the rest of the labour market
- Recruitment and retention.

Responsibility supplements:

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

- Specialist functions
- 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
- 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 contributions in connection with project participation
- Special contributions in connection with organising and holding conferences, congresses etc.
- Special contributions in connection with restructuring
- Special contributions in connection with relocation, renovation etc.
- Special contributions in connection with introduction of new systems
- Special contributions 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:

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