

Case Number: 2021-201-00074

Aalborg University

Salary Agreement for Academic Staff at the Faculty of Engineering and Science, the Faculty of Medicine, and the Technical Faculty of IT and Design

Areas covered by the agreement

The agreement covers academic staff at the Faculty of Engineering and Science (ENG), the Faculty of Medicine (HEALTH) and the Technical Faculty of IT and Design (TECH) represented by the signatory organisations and appointed according to the *Ministerial Order on the Job Structure for Academic Staff at Universities under the Ministry of Higher Education and Science* (the job structure) in force at the time and the associated *Protocol on certain terms of employment for academic staff at universities [protokollat om Visse ansættelsesvilkår for videnskabeligt personale ved universiteter]* and the *Collective agreement for state-employed academics* or the *Collective agreement for state-employed doctors [overenskomst for Læger i Staten]* or the *Organisational agreement for nursing graduates [organisationsaftale for kandidater i sygepleje]* in force at the time.

Organisations that may later be represented at ENG, HEALTH and TECH will be asked to join the agreement.

Staff members who receive a supplement in accordance with the Salary Agreement for Academic Staff at the Faculty of Engineering and Science and the Faculty of Medicine of 14.11.2014 will be transferred to the current agreement upon a change of position and/or by the granting of a supplement in accordance with the current agreement.

Purpose

The agreement stipulates the principles and procedures for negotiating supplements and one-time salary payments for academic staff at the Faculty of Engineering and Science (ENG), the Faculty of Medicine (HEALTH) and the Technical Faculty of IT and Design (TECH).

The agreement is to:

- support the university's and the faculty's vision and strategies within the core activities of research, teaching, knowledge collaboration and public sector services.
- be viewed as an incentive scheme for academic staff
- motivate staff members to maintain a high level of productivity and compliance with the goals and strategy of the university and the faculty
- create coherence between strategy, staff policy, working environment and salary
- contribute to transparency in wage-setting and thereby
 - ensure staff knowledge of local wage-setting with visibility of the basis and principles for determining salary
 - contribute to the recruitment and retention of well-qualified staff

Wage-setting

The salary and employment conditions of academic staff are regulated by the *Ministerial Order on the Job Structure for Academic Staff at Universities under the Ministry of Higher Education and Science* (the job structure) in force at the time and the associated *Protocol on certain terms of employment for academic staff at universities [protokollat om Visse ansættelsesvilkår for videnskabeligt personale ved universiteter]* and the *Collective agreement for state-employed academics* or the *Collective agreement for state-employed doctors [overenskomst for Læger i Staten]* or the *Organisational agreement for nursing graduates [organisationsaftale for kandidater i sygepleje]* in force at the time.

The agreement is based on the new salary system where basic salary and position-specific salary supplements are centrally agreed, while agreements on qualification- and function-based supplements and one-time salary payments are made between local management and the union representative (authorised by the organisation) or the central trade union organisation.

With regard to the collective agreement, individual supplements for qualifications, etc., may be agreed locally, i.e. on the basis of professional or personal qualifications, competence development, quality of task performance, alignment with similar positions in the rest of the labour market, or with regard to recruitment and retention, and for the performance of special functions that are not a natural part of the person's position. In addition, a one-time salary payment as a fee can be agreed at the local level for performance beyond what is normally expected.

The qualification- and function-based supplements in the current agreement are expressed in annual basic amounts (March 2012 level) for full-time employment. The qualification- and function-based supplements are granted as pensionable supplements.

As a general rule, qualification- and function-based supplements are a minimum of DKK 10,000.- (March 2012 level). One-time salary payments are expressed at the current level. One-time salary payments are granted as non-pensionable payments.

In the case of appointment in another position, previously granted qualification- and function-based supplements lapse, and a salary negotiation must take place.

Wage-setting reflects the faculties' expectations of staff members. Academic staff members must perform the university's and the faculty's core activities of research, teaching and knowledge collaboration as well as public sector services and work to develop these. Academic staff members must provide high quality, research-based teaching. Their research must be documented through peer-reviewed publications and conference contributions as well as in other dissemination contexts. Their combined work must also help promote the university's and faculty's development and reputation in terms of research and teaching. Furthermore, it is essential that academic staff members maintain and increase their interaction with the wider world, including attracting external funding, disseminating knowledge to the public sector, and contributing to knowledge collaboration with public and private sector partners, as well as disseminate knowledge in popular venues and participate in academic and other activities relevant to the faculty. Staff members must also assess the innovative potential of their research in relation to possible patents or other commercial exploitation. Internally, it is essential that they contribute to the academic, organisational and collegial interaction of teaching and research groups and in the development of teaching and the degree programme(s).

Positions covered by the agreement:

PhD fellow and main positions:

PhD fellow

Assistant professor/Researcher

Associate professor/Senior researcher

Associate professor – programme for promotion to professor

Professor with specific responsibilities

Professor

Other positions:

Research assistant

Teaching assistant professor

Teaching associate professor

Postdoc

Senior advisor

Clinical assistant

Special supplements

Authorisation supplements (doctors and dentists)

Supplements to external lecturers are granted according to the *Salary Agreement for Part-time Lecturers at AAU*.

The agreement does not include the positions of clinical instructor (at a hospital) or clinical instructor in general practice, as the respective agreements do not provide the legal basis for granting locally agreed individual supplements or one-time salary payments. The agreement does not include the positions of clinical associate professor and clinical professor, as clinical associate professors and clinical professors are paid on a fee basis.

PhD fellow and main positions

PhD fellow

Since this is a training position, PhD fellows do not normally receive qualification-based supplements. In special cases, however, a qualification-based supplement may be granted.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Assistant professor/Researcher

Since this is a training position, assistant professors/researchers do not normally receive qualification-based supplements at the time of appointment. Supplement 1 may be granted when the assistant professor, in addition to their normal obligations, has performed and continues to perform beyond what is normally expected in specific way in teaching, research, innovation, knowledge collaboration and/or public sector services, and depending on the qualifications of the assistant professor/researcher concerned and their performance.

In general, teaching is described and discussed in relation to the [Danish Framework for Advancing University Pedagogy](#) and the [AAU Framework for Advancing University Pedagogy](#), including the individual's movement and development within the framework.

Supplement 1: Assistant professors/researchers who demonstrate special qualifications in performing tasks and/or have been and continue to be successful in their area may receive a supplement of DKK **20,000.-** (March 2012 level).

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Associate professor/Senior researcher

Associate professors and senior researchers are granted a Supplement 1 at the time of appointment (cf. below).

In addition, associate professors and senior researchers may receive a supplement, with regard to the current agreement, when these individuals, in addition to their normal obligations, have performed and continue to perform beyond what is normally expected, in a specific way, in teaching, research, innovation, knowledge collaboration and/or public sector services.

Examples of tasks under each of the areas mentioned include the following:

Teaching

In general, teaching is described and discussed in relation to the [*Danish Framework for Advancing University Pedagogy*](#) and the [*AAU Framework for Advancing University Pedagogy*](#), including the individual's movement and development within the framework.

- Providing particularly valued teaching
- Developing teaching materials
- Developing the use of information technology in the teaching context
- Developing new degree programmes or significant new programme elements
- Responsibility for student exchange and/or responsibility for teaching networks

Research and innovation

- Scientific activity
including publications in international journals, obtaining valuable patents, editing scientific journals and contributions to books, serving on assessment committees
- Organising scientific and academic conferences
- acquisition of external funding
- Ensuring patenting and spinouts
- Building up new research groups as well as new areas of research
- Contributing to internal research collaboration

Research-based public sector services

- Advisory tasks
- Dissemination of research results to consultants, individuals active in projects or practitioners in the industry
- Cooperation with authorities and interest groups by:
 - analyses, investigations, evaluations and development tasks
 - serving on committees and in expert groups
 - providing scientific input for preparatory legislative work or other public regulation
- Converting research-based public sector services into scientific publications

Knowledge collaboration

- Initiating new research initiatives and fundraising in conjunction with external partners at home and abroad
- Coordination work in research, education and dissemination aimed at the wider society
- Active participation in national and international networks
- Dissemination activity, such as talks at schools and upper secondary educational institutions, contributions in various media, including contributions to popular science magazines and books or exhibitions.

Granting supplements to associate professors and senior researchers in accordance with the current agreement is assessed on an ongoing basis and at least every fourth year.

Supplement 2 - 6 may be granted when the individual, in addition to their normal obligations, has performed and continues to perform beyond what is normally expected, in a specific way, in teaching, research, innovation, knowledge collaboration and/or public sector services, depending on the associate professor or senior researcher's qualifications and performance.

Subsequent sections primarily mention associate professors, but the content applies to both associate professors and senior researchers.

Granting a given supplement presupposes compliance with the criteria for the supplement, in addition to the staff member meeting the criteria specified for supplements with lower numbers.

Supplement 1: Associate professors, with the appointment as associate professor, may receive Supplement 1, DKK **20,000.-** (March 2012 level) based on prior qualifications.

Supplement 2: Associate professors who demonstrate a continued satisfactory and good performance in teaching, research, innovation and/or public sector services may receive a supplement of DKK **44,000.-** (March 2012 level). This supplement replaces Supplement 1.

Supplement 3: Associate professors who demonstrate a continued satisfactory and significant performance in teaching, research, innovation, knowledge collaboration and/or public sector services may receive a supplement of DKK **60,000.-** (March 2012 level). The supplement replaces a lower-numbered supplement.

Supplement 4: Associate professors who have performed and continue to perform in a stable and comprehensive manner in teaching, research, innovation, knowledge collaboration and/or public sector services and who in several of the above areas have performed and continue to perform in a solid and convincing manner may receive a supplement of DKK **76,000.-** (March 2012 level). The supplement replaces a lower-numbered supplement.

Supplement 5: Associate professors who, over an extended period of time, have performed and continue to perform in a particularly satisfactory and significant manner in research, teaching, innovation, knowledge collaboration and/or public sector services and who, in addition to the general criteria described above, have solved or are solving a number of significant tasks successfully may receive a supplement of DKK **90,000.-** (March 2012 level).
The supplement replaces a lower-numbered supplement.

Supplement 6: Associate professors who, based on strong academic competence, have demonstrated and documented extensive, significant performance in research and teaching, innovation, knowledge collaboration and/or public sector services, and who have solved or are solving a number of significant tasks successfully at a high international level may receive a supplement of DKK **106,000.-** (March 2012 level). The supplement replaces a lower-numbered supplement.

Associate professors may be granted a one-time salary payment for performance beyond what is normally expected. See the section **One-time salary payments**.

Associate professor – programme for promotion to professor

Associate Professors in a programme for promotion to professor are similar to associate professors, Supplement 1 to Supplement 6.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Professor with specific responsibilities

With effect as of 1.1.2020, the job category 'professor with specific responsibilities' has been discontinued; therefore this position is no longer used for employment. Professors with specific responsibilities who are already employed may receive a function-based supplement of DKK 215,000.- (March 2012 level).

Upon the expiry of the period of employment, the professor with specific responsibilities is transferred to the position of associate professor in terms of both employment and salary. With the transfer to appointment as an associate professor, the individual will most often be granted an associate professor Supplement 6. However, the determination of a supplement with transition to appointment as an associate professor will take place after an individual salary negotiation for the transition.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Professor

At the time of their appointment, professors receive an AAU professor supplement of DKK 51,400.- (March 2012 level).

Supplements under the current agreement are granted to professors who, in addition to their normal obligations, perform beyond what is normally expected, in a specific way, in teaching, research and dissemination.

In general, teaching is described and discussed in relation to the [Danish Framework for Advancing University Pedagogy](#) and the [AAU Framework for Advancing University Pedagogy](#), including the individual's movement and development within the framework.

The grant of a given supplement presupposes compliance with the criteria for the supplement, in addition to the professor meeting the criteria specified for supplements with lower numbers.

Supplement 1 – professors in salary band 37 and 38:

Professors who are particularly successful in teaching and research and have established a high level of expertise in a research group and continue to contribute to the development of the discipline both in terms of research and teaching, may receive a personal supplement of DKK **35,000.-** (March 2012 level).

Supplement 2 – professors in salary band 37:

Supplement 2 may be granted to professors appointed to a position classified in salary band 37. Professors in salary band 37 who have had significant success in teaching and research and have established a high level of expertise in a research group and continue to contribute to the development of the discipline both in terms of research and teaching and who have demonstrated a significant degree of academic excellence may receive a personal supplement of DKK **71,800.-** (March 2012 level). This supplement replaces Supplement 1.

Supplement 3:**Supplement 3a – professors in salary band 37**

Supplement 3a may be granted to professors appointed to a position classified in salary band 37. Remarkable and currently successful professors may receive a non-permanent personal supplement of DKK **131,800.-** (March 2012 level). This supplement replaces Supplement 2.

Supplement 3b – professors in salary band 38

Supplement 3b may be granted to professors appointed to a position classified in salary band 38. Remarkable and currently successful professors may receive a non-permanent personal supplement of DKK **60,000.-** (March 2012 level). This supplement replaces Supplement 1.

When granting Supplement 3a and Supplement 3b, it is a requirement that the professor actively and successfully

- has developed their discipline in terms of research and teaching, and has handled research- and teaching-related management tasks.
- is actively and successfully working in an outward-looking manner in relation to external partners such as companies, research institutions, foundations and other sources of research funding, and/or that the professor has established an international reputation among the top leaders in the field.

Supplement 3a and Supplement 3b are granted for a period of three years.

At the end of the period, a salary negotiation takes place to decide whether the professor still meets the criteria for receiving the supplement. In this case, the person concerned may be granted the supplement for a further period, otherwise the supplement lapses and the salary negotiation will determine whether the professor should instead be granted Supplement 1 or 2, the latter being only an option for professors in a position classified in salary bracket 37.

Other positions**Research assistant**

In special cases, research assistants may receive a pensionable qualification-based supplement based on particular qualifications acquired prior to their appointment, such as a relevant PhD degree.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Teaching assistant professor

In special cases, teaching assistant professors may receive a pensionable qualification-based supplement based on qualifications acquired prior to their appointment.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Teaching associate professor

Teaching associate professors are similar to associate professors, Supplement 1 to Supplement 6.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Postdoc

In special cases, postdocs may receive qualification-based supplement based on qualifications acquired prior to their appointment.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Senior advisor

Senior advisors are similar to associate professors, Supplement 1 to Supplement 6. In justifying a supplement, the special content of the position – where the main tasks are research-based public sector services and dissemination of research results to authorities, business and society in general – are considered.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Clinical assistant

In special cases, clinical assistants may receive qualification-based supplement based on qualifications acquired prior to their appointment.

A one-time salary payment may be granted for performance beyond what is normally expected. See the section **One-time salary payments**.

Special supplements

Authorisation supplements

Doctors and dentists who obtain authorisation to work independently and who carry out teaching and research in the clinical area may receive a qualification-based supplement of DKK 20,000.- (March 2012 level).

The supplement is granted when this authorisation is obtained and recorded in the authorisation registry, and when the authorisation is relevant for the position concerned.

The authorisation supplement lapses upon transition to an appointment as an associate professor/senior researcher or professor.

One-time salary payments

A one-time salary payment is paid as a fee for extraordinary performance beyond what is expected in one or more of the employee's areas of work. With regard to receiving a one-time salary payment, no areas of work are excluded. An extraordinary performance in teaching is assessed in terms of the [Danish Framework for Advancing University Pedagogy](#) and the [AAU Framework for Advancing University Pedagogy](#).

Typical examples of areas where performance beyond what is normally expected can be identified include:

- extraordinary performance in scientific activity, including with publication in international journals, with publications registered in, for example, Web of Science, Scopus, as well as work as an editor for scientific journals and books.
 - higher doctoral dissertations, etc.
 - obtaining patents
- extraordinary performance in organising scientific and academic conferences
- extraordinary performance in developing and executing particularly extensive or particularly burdensome teaching tasks and/or assessment activities
- extraordinary performance in the development of new degree programmes or significant new programme elements in existing degree programmes and in the development of state-of-the-art teaching material (such as the use information technology)
- extraordinary performance in coordination work in terms of research, public sector services, education and dissemination, including for example responsibilities relating to student exchange, teaching networks or national and international research networks
- Dissemination activity
- extraordinary performance in connection with advisory tasks for authorities, industries and interest organisations external partners, such as business enterprises, research institutions, foundations, and
- extraordinary performance in management duties such as project management and launching new research initiatives
- extraordinary performance in connection with fundraising
- extraordinary performance and great commitment to the development of the department (e.g. participation in collegial bodies, working environment bodies, committee work, etc.);

Function-based supplements

Function-based supplements may be agreed with staff members who perform special functions related to research, teaching/education and knowledge collaboration.

In order to be considered for a function-based supplement, the function must be beyond the person's ordinary job/tasks. Function-based supplements are granted based on a job description.

Function-based supplements are received for as long as the function is performed.

For functions head of studies, study board chair and union representative, please refer to separate agreements.

Procedure for negotiating supplements and one-time salary payments

Salary negotiations take place at the time of appointment and every year in connection with the annual salary negotiations. In addition, agreements on function-based supplements are concluded at the time the job begins.

Salary supplements and one-time salary payments must be agreed in a specific negotiation between the manager authorised to negotiate and make agreements and the authorised union representative/central trade union organisation, or the staff member when this individual is entitled to negotiate and make agreements. The manager authorised to negotiate and make agreements may designate a negotiator who handles the actual salary negotiation, while the agreement is concluded between the authorised manager and the union representative or central trade union organisation authorised to negotiate.

Upon appointment, the manager authorised to negotiate and make agreements initiates the negotiation by submitting a salary offer to the union representative/central trade union organisation authorised to negotiate or the staff member when this individual is entitled to negotiate and make agreements.¹ In the salary offer, the salary is determined within the framework of the agreement. When the staff members uses their right to negotiate, the final agreement on permanent and non-permanent supplements is concluded with the staff member's central trade union organisation.

A staff member can be recommended for a supplement or one-time salary payment by the management and/or the union representative/organisation authorised to negotiate, respectively. When the staff member is authorised to negotiate or make agreements they can recommend a salary increase on their own behalf.

Management notifies the individual staff member of the approval and rejection.

¹ Professors are entitled to negotiate and make agreements on their own behalf with salary agreements and one-time salary payments. When concluding agreements on permanent and non-permanent supplements, the outcome of the negotiation must be submitted for the approval of the organisation authorised to negotiate.

Entry into force and provisions for termination

This salary agreement takes effect as of 1 September 2022 and is valid until 31 August 2025.

The Salary Agreement for Academic Staff at the Faculty of Engineering and Science, the Faculty of Medicine, and the Technical Faculty of IT and Design of 19 December 2018 is thus annulled.

Staff members who receive a supplement in accordance with the *Salary agreement for academic staff at the Faculty of Engineering and Science and the Faculty of Medicine* of 14.11.2014 will be transferred to the current agreement upon a change of position and/or the grant of a supplement with regard to the current agreement, including the grant of a supplement at the same level.

Upon the agreement taking effect on 1 September 2022, the supplement granted in accordance with the agreement of 19 December 2018 will lapse based on the BA + PhD supplement. The staff member granted a BA + PhD supplement in accordance with the agreement of 19 December 2018 retains the supplement as a personal arrangement.

Upon the agreement taking effect on 1 September 2022, supplements to associate professors and professors granted with the agreement of 19 December 2018 are retained; only the designation of the supplement changes, for example, a former Associate Professor 1 supplement will be designated Supplement 1 and a former Professor 3 supplement will be designated Supplement 1.

This agreement may be terminated by either party in writing with three months' notice. However, before termination the parties must have attempted to renegotiate a new agreement to replace this one.

Aalborg, 01.07.2022

Date	Dean, Faculty of Engineering and Science (ENG)
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Date	Dean, Faculty of Medicine (HEALTH)
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Date	Dean, Technical Faculty of IT and Design (TECH)
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Date	Danish Psychological Association (DP) (har ikke tilsluttet sig aftalen)
Date	Danish Nurses Organization (DNO)
Date	The Danish Veterinary Association (DVA) (har ikke tilsluttet sig aftalen)
Date	Danish Association of Chartered Surveyors (DDL)
Date	Djøf
Date	DM, Danish Association of Masters and PhDs
Date	Danish Union of Architects and Designers (FAOD)
Date	Danish Association of Medical Specialists (FAS)
Date	Association of Junior Hospital Doctors (YAL)
Date	The Danish Society of Engineers (IDA)
Date	Jordbrugsakademikernes Forbund (JA), Academic Agronomists
Date	Pharmadanmark
Date	Danish Dental Association

Annex

Supplement	March 2012 Level	April 2022 Level	
		per year	per month
	- annual basic amount		
	10,000	11,341.04	945.09
Assistant professor/Researcher - Supplement 1	20,000	22,682.08	1,890.17
Associate professor - Supplement 1	20,000	22,682.08	1,890.17
Associate professor - Supplement 2	44,000	49,900.58	4,158.38
Associate professor - Supplement 3	60,000	68,046.24	5,670.52
Associate professor - Supplement 4	76,000	86,191.90	7,182.66
Associate professor - Supplement 5	90,000	102,069.36	8,505.78
Associate professor - Supplement 6	106,000	120,215.02	10,017.92
Professor - Supplement 1	35,000	39,693.64	3,307.80
Professor - Supplement 2	71,800	81,428.67	6,785.72
Professor - Supplement 3-a	131,800	149,474.91	12,456.24
Professor - Supplement 3-b	60,000	68,046.24	5,670.52
B - Authorisation	20,000	22,682.08	1,890.17

Senior researchers, senior advisors, and teaching associate professors are similar to associate professors, Supplements 1 to 6.