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Guide for registrars and staff specialists



The Danish employment market model

When you are employed in Denmark, a large amount of your pay and employment terms will be subject to a collective wage agreement.

This is an umbrella agreement signed between employee representatives (the trade unions) and employer representatives. The agreement applies to wage and terms of employment for registrars and staff specialists employed by Danish hospitals and in the psychiatry service. Yngre Læger (YL) is your trade union, and will negotiate your individual pay.

There is one or more representative of YL at each place of work, who represent employee interests to the management. Your place of work will advise you who your representative is.

You will be able to contact him or her for any further questions you may have. You are also welcome to contact you HR/Personnel Department at your place of work.

We have listed some of the main terms in your collective agreement below, translated into English and German.

This material is for your information only. This means that in the event of doubt, the Danish collective agreement will always apply. Guide updated januar 2012.

Collective wage agreement

You have been employed according to a collective wage agreement between YL and the Regionernes Lønnings- og Takstnævn (regional pay and rates board).

Qualifications

A condition of your employment as a consultant is that the Danish Sundhedsstyrelsen (health authority) recognises your qualifications as a doctor and your specialism, if you have one. The authority will issue a Danish authorisation if it does.

Basic pay

Registrar

Basic pay the first 5 years:
DKK 355.132/eur 47.715
Basic pay after 5 years:
DKK 388,108/eur 52,146

1st registrar

Basic pay:
DKK 447,973/eur 60,189

Staff specialist

Basic pay:
DKK 616,534/eur 82,837

Supplements to basic pay

Function-related pay

Function-related pay is payable to doctors for undertaking certain functions not normally covered by basic pay. This supplement will lapse when the function is no longer performed.

Qualification-related pay

Qualification-related pay is payable to doctors based on their experience, qualifications and competencies.

The following applies for registrars and 1st registrars:

- A supplement of DKK 38,557/eur 5,180 p.a. is payable to registrars and 1st registrars with health authority permits for unsupervised work. The supplement is payable from the time the doctor has achieved 2 years of medical seniority.
- A supplement of DKK 57,709/eur 7,753 p.a. is payable to registrars and 1st registrars who have undertaken 1 year of consultancy training.
- A supplement of DKK 72,422/eur 9,730 p.a. is payable to registrars and 1st registrars with the health authority's special recognition.

Only one supplement additional to a - c are payable.

Function- and qualification-related supplements must be agreed with your place of employment and YL.

Pay

Supplement for unsocial hours and overtime

Special supplements are payable for shift work, unsocial hours between 8 pm and 8 am and on Saturdays, Sundays and public holidays.

Overtime

Overtime is defined as working over 37 hours on average during an agreed period, e.g. 14 weeks (see below, under 'working hours').

Overtime is paid either as time off in lieu at a ratio of 1:1.5 or basic pay + 50%.

Payment of wages

Your pay will be paid on the last bank day of the month.

Example: If you were employed on 1 August 2010, you will receive your first pay on 31. August 2010 (providing you have a Danish civil registration number (CPR) by then.)

Unsocial hours and overtime supplements will be paid along with your monthly pay the following month.

Example: Supplements earned in August will be paid along with your monthly pay for September.

Working hours and pension scheme

Working hours and duty roster

The average working week is 37 hours, and a daily shift can be between 6 and 13 hours.

You will be given a duty roster valid for 4 weeks in advance.

Working hours are totalled over a period of 14 weeks, but local agreement can be made for periods of between 4 and 26 weeks.

On call

Working on call at your place of work means that you must remain in the hospital, and are on call for effective work. On call working can be arranged any day of the week.

On call periods outside your place of work can also be arranged any day of the week. On such occasions, you need not be in the hospital, but must be able to attend immediately (although a margin of 30 minutes after being called is allowed).

Off-duty, days off

You are entitled to a weekly off-duty period of 55 to 64 hours or two short periods of 32 to 35 hours are granted.

Pension scheme

You will be covered by the employer's pension scheme from the first day of your employment. Your employer will pay a contribution of 15.79% of your monthly pay to the Lægernes Pensionsskase (doctor's pension fund) every month for registrars and 1st registrars. The monthly contribution paid for staff specialists is 17.5%.

What your pension scheme covers:

- Your entitlement to old age pension
- A pension for your spouse and children in the event of your death
- Group life insurance (payment of a sum in the event of your death or serious illness)
- Disability pension.

You will receive details from the pension company immediately after you become employed.

Holiday entitlement

You are entitled to 6 weeks holiday p.a.

There are 2 holiday designations in use:

- Holiday entitlement accumulation year, which is the calendar year (1 January - 31 December)
- The holiday entitlement year, which is the period from 1 May after the holiday entitlement accumulation year to 30 April of the following year.

You accumulate holiday entitlement from your first day of employment. The paid holiday entitlement you accumulate must be taken from 1 May the following year.

Holiday benefit is equivalent to 12.95% of your pay in the holiday entitlement accumulation year (equivalent to 5 weeks of holiday) plus a cash benefit of 2.5% (equivalent to the 6th week of holiday).

You will not have accumulated holiday with holiday benefit equivalent to 6 weeks until you have been employed for a full calendar year (1 January - 31 December). This does not mean that you cannot take holidays, but you will not receive holiday pay during it.

Example

If you start work on 1 June this year, you will accumulate holiday entitlement from 1 June to 31 December (6 months). This will entitle you to 3 weeks paid holiday, which must be taken the following holiday entitlement year (after 1 May). You can take a further 3 weeks unpaid holiday in the example above.

Holiday pay is partially paid as a holiday card – a special agreement for registrars, 1st registrars and staff specialists.

The cash benefit of 2.5% (equivalent to the 6th week of holiday) is paid along with your monthly pay in December during the entitlement accumulation year.

You will receive your holiday pay (the 12.95% equivalent to 5 weeks holiday pay) via a holiday card. You must fill out the card when you take holidays, and your holiday will subsequently be paid to you.

When you take your holiday, you will not be paid, but your holiday pay will be paid via your holiday card (5 weeks) or in cash (the 6th week).

Sickness and care days

Sickness

If you become ill, you must notify your place of work before the start of your shift or as soon as possible afterwards. Please note that your place of work may have a special procedure.

During your illness, you will be paid full pay including the supplements which are a fixed part of your pay.

Child's 1st and 2nd day of illness

In some circumstances, you may be entitled to full or partial time of work for the first and second day of your child's illness.

The following conditions must be met:

- The child must be under the age of 18
- The child must live with you
- Time off is necessary to care for the child
- Your absence is compatible with the situation at your place of work

Partial time off means that you will normally be given time off until you find a means of care for your child.

Care days

If you have children under the age of 8, you are entitled to 2 care days per child p.a. Care days are time off with pay which can be taken for no particular reason. Naturally, this only applies if your child is living with you.

You must notify dates on which you intend to take care days as early as possible. You must expect that the circumstances at your place of work will be taken into account. Care days must be agreed with the head of your place of work.

You can take care days as whole or half days off. They can also be taken consecutively.

Any care day entitlement you do not take will lapse at the end of the year.

Maternity/paternity leave rules

Mothers and fathers are entitled to leave of absence according to the following rules.

Part of maternity/paternity leave can be taken with pay. You can also take leave on state benefits.

Mothers are entitled to paid leave 8 weeks before the expected birth date (due date). After birth, mothers are entitled to 14 weeks paid leave.

Fathers are entitled to 2 weeks paid leave within the first 14 weeks of the child's birth.

After the 14th week, there is further entitlement to paid leave of

- 6 weeks for the mother
- 6 weeks for the father
- 6 weeks which the parents can share between them

These paid weeks will be deducted from the 32 weeks with state benefit (which means the benefit period will be shorter).

Maternity/paternity leave on state benefit

After the 14th week, there is an entitlement of 32 weeks leave on state benefit. Any weeks of paid leave taken more than 14 weeks after the birth will be deducted from the weeks on state benefit. For example: if you have taken 12 paid weeks after the child's 14th week, you can only take 20 weeks on state benefit.

If you want to take leave on state benefit, the benefit will be paid by the local authority. As of 2nd January 2012, state benefit comprises DKK 3,940/eur 529 per week.

You must notify your place of work

Mothers must notify their superiors of when they intend to start maternity leave no later than 3 months before the expected due date. You must state how you want to take the rest of your leave within 8 weeks of birth.

Fathers must notify their superiors of when they intend to take their 2 week leave within 14 weeks of the child's birth no later than 4 weeks before the expected due date. If a father wants to take leave after the 14th week, notification must be given before the child is 8 weeks old.

Conditions governing termination of employment

If you are employed as a registrar or 1st registrar, you can terminate your employment with between 1 and 3 months notice to the end of a month, depending on how long you have been employed. If you are employed as a staff specialist, you can terminate your employment with three months notice to the end of a month.

Notification from your employer is between 3 and 6 months to the end of a month for registrars and 1st registrars, depending on how long you have been employed.

The employer's notice period is 6 months to the end of a month for staff specialists.

Your employment cannot be terminated unless your union - Yngre Læger - is notified. The union will represent you if you are a member and so desire in any legal proceedings arising from termination of your employment.

