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# Guide for registrars and Unit Specialists



DANSKE  
REGIONER



## 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 consultants employed by Danish hospitals and in the psychiatry service.

YL - Yngre Laeger (Association for Younger doctors) 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 your HR/Personnel Department at your place of work

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

*This material is for your information only. This means that in the event of doubt, the Danish collective agreement will always apply. Guide updated 1<sup>st</sup> of February 2020.*

### Collective wage agreement

You will be 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 Unit Specialist/Registrar is that the Danish Patient Safety Authority recognizes your qualifications as a doctor and your specialism, if you have one. The authority issues a Danish authorisation and specialist recognition.

## Basic pay

### Registrar

Basic pay the first 5 years:  
DKK 393.313 kr/eur 52.891

Basic pay after 5 years:  
DKK 429.835 /eur 57.803

### 1st registrar

Basic pay: DKK 496.137 /eur 66.719

### Unit specialist

Basic pay: DKK 682.820/eur 91.824

### 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.

## Supplements

### The following applies for registrars and 1st registrars:

a) A supplement of DKK 42.703 /eur 5,742,61 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.

b) A supplement of DKK 63.914 /eur 8.595 p.a. is payable to registrars and 1st registrars who have undertaken 1 year of consultancy training.

c) A supplement of DKK 80.207 /eur 10.786 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 and Overtime

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 1st of August 2020, you will receive your first pay on 31st of August 2020.

## Working hours and Shifts

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 16,85 % of your monthly pay to the Lægernes Pensionskasse (doctor's pension fund) every month for registrars and 1st registrars.

The monthly contribution paid for Unit specialists is 18,56 %.

### 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.

## Termination of employment

If you are employed as a registrar or 1<sup>st</sup> 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 Unit 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 Unit specialists. Your employment cannot be terminated unless your union – YL - 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.

## Sickness

If you become ill, you must notify your place as possible afterwards. Please note that your place of work before the start of your shift or as soon 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 off 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 an alternative means of care for your child

## Care day

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.

You can take care days as whole or half days off. They can also be taken consecutively. Care days must be agreed with the head of your place of work.

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

## Maternity/Paternity leave

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 7 weeks for the father/Co father/mother 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).

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 14<sup>th</sup> week, you can only take 20 weeks on state benefit.*

## Leave on state benefit

If you want to take leave on state benefit, the benefit will be paid by the local authority. As of 1 January 2020, state benefit comprises up to DKK 880,97/eur 117,76 per day.

### **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.

