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Guide for consultants



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.

As you are employed as a consultant, the Foreningen af Speciallæger (FAS) is your trade union, and will negotiate your individual pay.

We have listed some of the main terms in your collective agreement here, 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 1st of February 2020.

Collective wage agreement

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

Qualifications

A condition of your employment as a consultant is that the Danish Patient Safety Authority recognizes your qualifications as a medical doctor and specialist from your homeland.

Basic pay and working hours

Basic pay

Basic pay for consultants is DKK 771,315/ eur 103,216 p.a.

Supplements to basic pay

Function-related pay

Consultants not on a formal duty roster qualify for a pension-linked supplement of DKK 17,277/eur 2,312 p.a.

In addition, function-related pay is paid for special functions as long as they are performed.

Qualification-related pay

A qualification-related supplement is payable based on your individual qualifications.

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

Payment of wages

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

Example: if you were employed on the 1st of August 2020, you will receive your first pay on the 31st of August 2020.

Working hours

Full-time consultants are not subject to a maximum number of working hours, and no payment is due for overtime working.

If you are part of a duty roster, the roster will represent a plan for your periods on duty, off-duty days during the week and time off in-lieu if relevant. Rosters are to be agreed for a given period with your place of work. You will be paid according to any duty rosters you work.

Shifts at work and outside it

As a consultant, you may have to work shifts at your place of work and elsewhere. If you work a shift outside your place of work, you must arrive promptly and no later than 30 minutes after being summoned.

Off-duty, days off

Consultants normally have Saturdays, Sundays and public holidays off.

A weekly off-duty period of 55 to 64 hours or two short periods of 32 to 35 hours is granted.

Pension scheme and holiday entitlement

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 18,88% of your monthly pay every month to the Lægernes Pensionskasse.

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

On 1 September 2020 Denmark got a new holiday Act, which will allow you to take holiday as soon as the month after you have earned it.

You accrue 2.08 days of paid holiday per month starting from the first day of the employment. You are entitled to a total of 6 weeks holiday p.a.

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Sickness and care days

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 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.

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 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
- 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).

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 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.

Termination

You can terminate your employment with one months notice to the end of a month.

The employer's notice period is 6 months to the end of a month. Your employment cannot be terminated unless your union FAS – 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.

