

Internal Circular, University of Southern Denmark

Circular regarding the collective agreement for certain state-employed academics on fixed-term contracts registering for the non-payment of pension contribution, etc.

Background

The Ministry of Finance and The Danish Confederation of Professional Associations (AC) have entered a collective agreement for certain state-employed academics on fixed-term contracts registering for non-payment of pension contribution, etc.

The circular takes effect on *1 December 2012*.

In accordance with the circular, foreign academic personnel may under certain conditions have the option of receiving their cumulative pension contribution (the employer's as well as the employee's contributions) as salary during their employment, instead of paying into the pension fund indicated in the AC collective agreement.

Conditions that must be fulfilled for new employees and already employed foreign employees to receive the pension contribution as salary:

- Must be employed as academic employees as stipulated in the job structure pertaining to universities (or the diploma- and export engineer education)
- Employed PhD-fellows are also covered by this agreement
- The person in question should not have Danish citizenship
- The employee must be recruited abroad
- The employment is of a fixed duration of a maximum of five years

If the employee wishes to receive the pension contribution (the employer's as well as the employee's contribution) as salary, the employee will instead be covered by the state's group life insurance. At present, the monthly payment of premium for the group life insurance constitutes DKK 108.35. The amount will be deducted from the salary.

Persons already employed can – if they fulfill the conditions – also choose to have the pension contribution paid out as salary with a deduction of the group life premium for the remainder of their employment, though for no longer than five years. The choice will take effect from the next possible salary payment.

Those who are already employed and choose to get their pension contribution paid out as salary cannot have payments already contributed to the pension scheme reconverted.

Request for payment of pension contribution as salary

All newly appointed employees covered by this registration must fill in this form (copy and paste the link). The personnel office in the HR-services forwards the form to the employee at the same time as the employment contract is forwarded.

Change of option

During the employment it is possible to change the option in such a way that pension contribution will instead be paid in accordance with the rules of the collective agreement. The change of option will take effect from the following salary payment. Use the form mentioned above to change options.

Extension of the employment and change of position

If employment covered by this registration is extended, the opportunity to get exemption from payment of pension contribution is retained. The same applies to changes of position or change from one university to another. The cumulative employment covered by the registration cannot, however, exceed five years.

Termination of payment of pension contribution as salary

If the employment continues beyond five years or in the case of employment with no fixed term, any choice of group life insurance will cease, and henceforth a full pension contribution will be paid, as stipulated in the agreement.

Questions can be sent to Executive Officer (legal advice) Josephine I. Lethenborg, ISO, HR-services, the personnel office, jil@sdu.dk extension number 2251.

Odense, December 14, 2012

Herluf Petersen

Josephine I. Lethenborg

Head of Human Relations

Executive officer (legal advice)