

## Salary etc. for PhD fellows as at 1 April 2017

### Paid PhD fellow, scale 4

1<sup>st</sup> year of seniority

	Per mth.	Per yr.
Base salary, see OK12 (collective bargaining 2012), new base amount, 31 Mar. 2012	23.770,00	285.240,00
Base salary incl. percentage adj., present value, 1 Apr. 2017	24.778,92	297.347,00
Supplement, see s. 4 of OK12, new base amount, 31 Mar. 2012	1.241,67	14.900,00
Supplement incl. percentage adj. as at 1 Apr. 2017	1.294,37	15.532,45
<b>Base salary + supplement incl.</b>	<b>26.073,29</b>	<b>312.879,45</b>
Personal pension contribution	1.200,54	14.406,46
Employer pension contribution	2.401,08	28.812,92
<b>Salary and pension in total</b>	<b>29.674,90</b>	<b>356.098,83</b>
Holiday allowance 13.4%	3.654,69	43.856,31
ATP contribution – F-rate, employer's share 2/3	167,75	2.013,00
AER contribution	236,42	2.837,04
Flextime job contribution	232,00	2.784,00
AES contribution	15,75	189,00
<b>Full costs</b>	<b>33.981,52</b>	<b>407.778,18</b>

### Paid PhD fellow, scale 6

4<sup>th</sup> year of seniority

	Per mth.	Per yr.
Base salary, see OK12 (collective bargaining 2012), new base amount, 31 Mar. 2012	27.303,58	327.643,00
Base salary incl. percentage adj., present value, 1 Apr. 2017	28.462,50	341.550,00
Supplement, see s. 4 of OK12, new base amount, 31 Mar. 2012	1.241,67	14.900,00
Supplement incl. percentage adj. as at 1 Apr. 2017	1.294,37	15.532,45
<b>Base salary + supplement incl.</b>	<b>29.756,87</b>	<b>357.082,45</b>
Personal pension contribution	1.379,01	16.548,10
Employer pension contribution	2.758,02	33.096,20
<b>Salary and pension in total</b>	<b>33.893,89</b>	<b>406.726,74</b>
Holiday allowance 13.4%	4.172,21	50.066,49
ATP contribution – F-rate, employer's share 2/3	167,75	2.013,00
AER contribution	236,42	2.837,04
Flextime job contribution	232,00	2.784,00
AES contribution	15,75	189,00
<b>Full costs</b>	<b>38.718,02</b>	<b>464.616,27</b>

### Paid PhD fellow, scale 4

2<sup>nd</sup> year of seniority

	Per mth.	Per yr.
Base salary, see OK12 (collective bargaining 2012), new base amount, 31 Mar. 2012	23.770,00	285.240,00
Base salary incl. percentage adj., present value, 1 Apr. 2017	24.778,92	297.347,00
Supplement, see s. 4 of OK12, new base amount, 31 Mar. 2012	1.241,67	14.900,00
Supplement incl. percentage adj. as at 1 Apr. 2017	1.294,37	15.532,45
<b>Base salary + supplement incl.</b>	<b>26.073,29</b>	<b>312.879,45</b>
Personal pension contribution	1.200,54	14.406,46
Employer pension contribution	2.401,08	28.812,92
<b>Salary and pension in total</b>	<b>29.674,90</b>	<b>356.098,83</b>
Holiday allowance 13.4%	3.654,69	43.856,31
ATP contribution – F-rate, employer's share 2/3	167,75	2.013,00
AER contribution	236,42	2.837,04
Flextime job contribution	232,00	2.784,00
AES contribution	15,75	189,00
<b>Full costs</b>	<b>33.981,52</b>	<b>407.778,18</b>

### Paid PhD fellow, scale 8

5<sup>th</sup> year of seniority

	Per mth.	Per yr.
Base salary, see OK12 (collective bargaining 2012), new base amount, 31 Mar. 2012	28.964,25	347.571,00
Base salary incl. percentage adj., present value, 1 Apr. 2017	30.193,67	362.324,00
Supplement, see s. 4 of OK12, new base amount, 31 Mar. 2012	1.241,67	14.900,00
Supplement incl. percentage adj. as at 1 Apr. 2017	1.294,37	15.532,45
<b>Base salary + supplement incl.</b>	<b>31.488,04</b>	<b>377.856,45</b>
Personal pension contribution	1.462,88	17.554,60
Employer pension contribution	2.925,77	35.109,20
<b>Salary and pension in total</b>	<b>35.876,69</b>	<b>430.520,24</b>
Holiday allowance 13.4%	4.415,42	52.985,08
ATP contribution – F-rate, employer's share 2/3	167,75	2.013,00
AER contribution	236,42	2.837,04
Flextime job contribution	232,00	2.784,00
AES contribution	15,75	189,00
<b>Full costs</b>	<b>40.944,03</b>	<b>491.328,36</b>

### Paid PhD fellow, scale 5

3<sup>rd</sup> year of seniority

	Per mth.	Per yr.
Base salary, see OK12 (collective bargaining 2012), new base amount, 31 Mar. 2012	25.618,08	307.417,00
Base salary incl. percentage adj., present value, 1 Apr. 2017	26.705,50	320.466,00
Supplement, see s. 4 of OK12, new base amount, 31 Mar. 2012	1.241,67	14.900,00
Supplement incl. percentage adj. as at 1 Apr. 2017	1.294,37	15.532,45
<b>Base salary + supplement incl.</b>	<b>27.999,87</b>	<b>335.998,45</b>
Personal pension contribution	1.293,88	15.526,58
Employer pension contribution	2.587,76	31.053,16
<b>Salary and pension in total</b>	<b>31.881,51</b>	<b>382.578,18</b>
Holiday allowance 13.4%	3.925,36	47.104,35
ATP contribution – F-rate, employer's share 2/3	167,75	2.013,00
AER contribution	236,42	2.837,04
Flextime job contribution	232,00	2.784,00
AES contribution	15,75	189,00
<b>Full costs</b>	<b>36.458,80</b>	<b>437.505,57</b>

	Per mth.
Rates 2016, see current rates – ATP	
ATP contribution (Labour Market Supplementary Pension) – F	<b>167,75</b>
AER contribution (Employers' Trainee Reimbursement Schen	<b>236,42</b>
Flextime job contribution	<b>232,00</b>
AES contribution (Labour Market Occupational Diseases Fun	<b>15,75</b>
Holiday allowance = 13.4% of base salary + supplement + personal pension contribution (1/3 of total pension contribution)	
Pension percentage (17.1% of 85% of base salary)	<b>0,85</b>
Percentage adjustment as at 1 April 2017	<b>1,042446</b>
See salary scale of the Danish Ministry of Finance, April 2017	