

Salary etc. for PhD fellows as at 1 April 2024

Paid PhD fellow, pay scale 4

1st 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 April 2024	29.191,15	350.293,83
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 April 2024	1.524,85	18.298,20
Base salary + supplement incl.	30.716,00	368.592,03
Personal pension contribution	1.663,90	19.966,75
Employer pension contribution	3.327,79	39.933,50
Salary and pension in total	35.707,69	428.492,27

Paid PhD fellow, pay scale 6

4th 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 April 2024	33.530,63	402.367,56
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 April 2024	1.524,85	18.298,20
Base salary + supplement incl.	35.055,48	420.665,75
Personal pension contribution	1.911,25	22.934,95
Employer pension contribution	3.822,49	45.869,90
Salary and pension in total	40.789,22	489.470,61

Paid PhD fellow, pay scale 4

2nd 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 April 2024	29.191,15	350.293,83
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 April 2024	1.524,85	18.298,20
Base salary + supplement incl.	30.716,00	368.592,03
Personal pension contribution	1.663,90	19.966,75
Employer pension contribution	3.327,79	39.933,50
Salary and pension in total	35.707,69	428.492,27

Paid PhD fellow, pay scale 8

5th 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 April 2024	35.570,04	426.840,48
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 April 2024	1.524,85	18.298,20
Base salary + supplement incl.	37.094,89	445.138,67
Personal pension contribution	2.027,49	24.329,91
Employer pension contribution	4.054,98	48.659,81
Salary and pension in total	43.177,37	518.128,39

Paid PhD fellow, pay scale 5

3rd 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 April 2024	31.460,72	377.528,67
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 April 2024	1.524,85	18.298,20
Base salary + supplement incl.	32.985,57	395.826,87
Personal pension contribution	1.793,26	21.519,13
Employer pension contribution	3.586,52	43.038,27
Salary and pension in total	38.365,36	460.384,27

Pension percentage (17.1% of base salary) 0,171

Percentage adjustment as at 1 April 2024 1,228067

According to salary scale of the Danish Ministry of Finance, April 2024

Supplements that can be applied for for PhD fellows as of 1 April 2024

Supplement A

31 March 2012 level	1 April 2024 level
24.500	30.087,64
4.500	5.526,30

Supplement A compensates for the difference in salary between the positions as research assistant and PhD fellow.

Supplement for independent work for medical doctors, dentists and veterinarians

31 March 2012 level	1 April 2024 level
20.000,00	24.561,34

Supplement A will be reduced to 4.500 (2012-level) if a supplement for independent work is granted.

Pension

There will be a pension contribution of 17,1% of the supplements.

Percentage adjustment as at 1 April 2024 1,228067

According to salary scale of the Danish Ministry of Finance, April 2024

