

Salary etc. for PhD fellows as at 1 October 2023

Paid PhD fellow, 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 October 2023	27.554,09	330.649,07
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 October 2023	1.439,34	17.272,02
Base salary + supplement incl.	28.993,42	347.921,09
Personal pension contribution	1.570,58	18.847,00
Employer pension contribution	3.141,17	37.693,99
Salary and pension in total	33.705,17	404.462,08

Paid PhD fellow, 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 October 2023	31.650,20	379.802,46
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 October 2023	1.439,34	17.272,02
Base salary + supplement incl.	33.089,54	397.074,48
Personal pension contribution	1.804,06	21.648,74
Employer pension contribution	3.608,12	43.297,48
Salary and pension in total	38.501,72	462.020,70

Paid PhD fellow, 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 October 2023	27.554,09	330.649,07
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 October 2023	1.439,34	17.272,02
Base salary + supplement incl. percentage adj.	28.993,42	347.921,09
Personal pension contribution	1.570,58	18.847,00
Employer pension contribution	3.141,17	37.693,99
Salary and pension in total	33.705,17	404.462,08

Paid PhD fellow, 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 October 2023	33.575,24	402.902,91
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 October 2023	1.439,34	17.272,02
Base salary + supplement incl. percentage adj.	35.014,58	420.174,93
Personal pension contribution	1.913,79	22.965,47
Employer pension contribution	3.827,58	45.930,93
Salary and pension in total	40.755,94	489.071,33

Paid PhD fellow, 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 October 2023	29.696,38	356.356,56
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 October 2023	1.439,34	17.272,02
Base salary + supplement incl.	31.135,71	373.628,58
Personal pension contribution	1.692,69	20.312,32
Employer pension contribution	3.385,39	40.624,65
Salary and pension in total	36.213,80	434.565,55

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

Percentage adjustment as at 1 October 2023 1,159196

According to salary scale of the Danish Ministry of Finance, October 2023

Supplements which can be applied for for PhD fellows as of 1 October 2023

Supplement A

31 March 2012 level	1 October 2023 level
22.400	25.965,99

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 October 2023 level
20.000,00	23.183,92

Pension

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

Percentage adjustment as at 1 October 2023 1,159196

According to salary scale of the Danish Ministry of Finance, October 2023