

Offentlige løntabeller

01.10.2024



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Indledning

Følgende løntabeller er senest revideret 01.10.2024.

Løntabellerne er inddelt i henholdsvis stat, region og kommune og indeholder grundlønninger, tillæg, forskellige satser mv.

Du kan finde mere information om de generelle lønniveauer i IDAs lønstatistik, der kan hentes på IDAs hjemmeside.

Stat

All the basic salaries are netted, meaning that the salary is exclusive of one's own pension contribution. The regulation factor is as of 01.04.2024 factor 1.228067.

There has been no adjustment of salaries in the state on 01.10.2024, therefore the adjustment factor from 01.04.2024 is applied.

Basic salary for employees in the new salary system

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Basic salary scale grades		Basic amounts	Net salary excl pension contribution	Pension contribution hereof 1/3 self- payment	Gross salary, incl pension contribution
		31.03.2012	01.04.2024	01.04.2024	01.04.2024
1	Year	261.000,00	320.525,00	54.810,00	375.335,00
	Month		26.710,42	4.567,50	31.277,92
2	Year	272.000,00	334.034,00	57.120,00	391.154,00
	Month		27.836,17	4.760,00	32.596,17
4 (two-year)	Year	285.240,00	350.294,00	59.900,00	410.194,00
	Month		29.191,17	4.991,67	34.182,83
5	Year	307.417,00	377.529,00	64.557,00	442.086,00
	Month		31.460,75	5.379,75	36.840,50
6	Year	327.643,00	402.368,00	68.805,00	471.173,00
	Month		33.530,67	5.733,75	39.264,42
7	Year	331.833,00	407.513,00	69.685,00	477.198,00
	Month		33.959,42	5.807,08	39.766,50
8	Year	347.571,00	426.840,00	72.990,00	499.830,00
	Month		35.570,00	6.082,50	41.652,50

Engineers, except MScs in Food Science & Technology, are placed in salary grades 4 - 8. Each salary scale grade equals one year, except grade 4 which is two years. MScs in Food Science & Technology are placed in salary grades 1,2,4,4,5,6. Bachelors are placed in grades 1,2,4,4,5.

Each employee can choose to have the part of the pension contribution that exceeds 16,8% paid out as salary instead of as pension contribution.

Availability supplement for group contract employed administrative officers in the new salary system

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 12,50% hereof 1/3 self-payment

Seniority		Basic amounts	Net salary excl pension contribution	Pension contribution hereof 1/3 self-payment	Gross salary, incl pension contribution
		31.03.2012	01.04.2024	01.04.2024	01.04.2024
1. - 3. year	Year	36.700,00	45.070,06	5.633,76	50.703,82
	Month		3.755,84	469,48	4.225,32
4. - 6. year	Year	41.900,00	51.456,01	6.432,00	57.888,01
	Month		4.288,00	536,00	4.824,00
7. - 8. year	Year	48.500,00	59.561,25	7.445,16	67.006,41
	Month		4.963,44	620,43	5.583,87
9. and later year	Year	57.000,00	69.999,82	8.749,98	78.749,80
	Month		5.833,32	729,16	6.562,48

Each employee can choose to have their pension contribution paid out as part of their salary

Basic salary interval for special and senior consultants

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Position		Basic amounts 31.03.2012	Net salary excl pension contribution 01.04.2024	Pension contribution hereof 1/3 self-payment 01.04.2024	Gross salary, incl pension contribution 01.04.2024
Specialist consultant					
Minimum	Year	450.909,00	553.746,00	94.691,00	648.437,00
	Month		46.145,50	7.890,92	54.036,42
Maximum	Year	472.431,00	580.177,00	99.210,00	679.387,00
	Month		48.348,08	8.267,50	56.615,58
Senior consultant					
Minimum	Year	485.345,00	596.036,00	101.922,00	697.958,00
	Month		49.669,67	8.493,50	58.163,17
Maximum	Year	511.173,00	627.755,00	107.346,00	735.101,00
	Month		52.312,92	8.945,50	61.258,42
Senior Consultant with Personnel Responsibility					
Basic salary	Year	515.000,00	632.455,00	108.150,00	740.605,00
	Month		52.704,58	9.012,50	61.717,08

Supplement for employees at technical colleges (technical school, HTX, EUX, HHX)

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Technical colleges		Basic amounts 31.03.2012	Net amount excl pension contribution 01.04.2024	Pension contribution hereof 1/3 self- payment 01.04.2024	Gross amount, incl pension contribution 01.04.2024
Seniority determined teaching supplement *					
1. - 2. year	Year	38.000,00	46.666,55	7.979,98	54.646,53
	Month		3.888,88	665,00	4.553,88
3. - 6. year	Year	50.000,00	61.403,35	10.499,97	71.903,32
	Month		5.116,95	875,00	5.991,94
7. and later years	Year	72.500,00	89.034,86	15.224,96	104.259,82
	Month		7.419,57	1.268,75	8.688,32
Other teaching supplements					
Supervision of prof. postgraduate teacher training candidates(shared among supervisors)	Year	21.900,00	26.894,67	4.598,99	31.493,66
	Month		2.241,22	383,25	2.624,47

* As of 1 August 2013, the organization of supplements for teaching supplements was changed to be seniority determined supplements. If the total salary incl pension contribution after the change in the organization of supplements is lower than the total salary incl pension contribution before the change a pensionable supplement is given to balance out the difference. This supplement is reduced concurrently with all future salary increases incl pension contribution.

Supplements and basic salary for employees at business academies, university colleges,
and The Danish School of Media and Journalism

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

		Basic amounts	Net amount excl pension contribution	Pension contribution hereof 1/3 self-payment	Gross amount, incl pension contribution
		31.03.2012	01.04.2024	01.04.2024	01.04.2024
Basic salary for associate professor (docent)	Year	471.800,00	579.402,01	99.077,74	678.479,75
	Month		48.283,50	8.256,48	56.539,98
Supplement for associate professor (docent) unless local decision otherwise	Year	40.000,00	49.122,68	8.399,98	57.522,66
	Month		4.093,56	700,00	4.793,55
Supplement for assistant professor (adjunkt)	Year	42.000,00	51.578,81	8.819,98	60.398,79
	Month		4.298,23	735,00	5.033,23
Supplement for associate professor (lektor)	Year	83.000,00	101.929,56	17.429,95	119.359,52
	Month		8.494,13	1.452,50	9.946,63

Supplement for employees at upper secondary schools(STX, HF)

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Upper secondary schools		Basic amounts 31.03.2012	Net amount excl pension 01.04.2024	Pension contribution hereof 1/3 self- 01.04.2024	Gross amount, incl pension 01.04.2024
Seniority determined teaching supplement*					
1. - 2. year	Year	38.000,00	46.666,55	7.979,98	54.646,53
	Month		3.888,88	665,00	4.553,88
3. - 6. year	Year	50.000,00	61.403,35	10.499,97	71.903,32
	Month		5.116,95	875,00	5.991,94
7. year and later years	Year	72.500,00	89.034,86	15.224,96	104.259,82
	Month		7.419,57	1.268,75	8.688,32
Other teaching supplements					
Supervision of prof. postgraduate teacher training candidates (shared)	Year	21.900,00	26.894,67	4.598,99	31.493,66
	Month		2.241,22	383,25	2.624,47
Biology, physics and chemis Level 0 ti C	Year	6.900,00	8.473,66	1.449,00	9.922,66
	Month		706,14	120,75	826,89
Biology, physics and chemis Level C to B **	Year	12.600,00	15.473,64	2.645,99	18.119,64
	Month		1.289,47	220,50	1.509,97
Biology, physics and chemis Level B to A **	Year	19.500,00	23.947,31	4.094,99	28.042,30
	Month		1.995,61	341,25	2.336,86
Biology, physics and chemis Level 0 to B **	Year	19.500,00	23.947,31	4.094,99	28.042,30
	Month		1.995,61	341,25	2.336,86
Biology, physics and chemis Level 0 to A **	Year	39.000,00	47.894,61	8.189,98	56.084,59
	Month		3.991,22	682,50	4.673,72
Visual arts, Media Studies, Drama, and Music C **	Year	4.300,00	5.280,69	903,00	6.183,69
	Month		440,06	75,25	515,31
Group supervision ***					
Physics/Chemistry					
Student numbers up to 200	Year	18.200,00			22.350,82
	Month				1.862,57
Student numbers 201-400	Year	33.300,00			40.894,63
	Month				3.407,89
Student numbers 401-600	Year	44.000,00			54.034,95
	Month				4.502,91
Student numbers 601-800	Year	54.700,00			67.175,26
	Month				5.597,94
Over 800	Year	60.700,00			74.543,67
	Month				6.211,97
Biology/Geography					
Student numbers up to 200	Year	12.500,00			15.350,84
	Month				1.279,24
Student numbers 201-400	Year	13.600,00			16.701,71
	Month				1.391,81
Student numbers 401-600	Year	18.200,00			22.350,82
	Month				1.862,57
Student numbers 601-800	Year	25.200,00			30.947,29
	Month				2.578,94
Over 800	Year	28.000,00			34.385,88
	Month				2.865,49

* As of 1 August 2013 the organisation of supplements for teaching supplements was changed to be seniority determined supplements. If the total salary incl pension contribution after the change in the organisation of supplements is lower than the total salary incl pension contribution before the change, a pensionable supplement is given to balance out the difference. This supplement is reduced concurrently with all future salary increases incl pension contribution.

** Supplement is given per course per class/group

*** Supplement for group supervision is not pensionable

Pension contribution for cand.scient hired at STX follows GL's agreement.

Supplement for employees at schools of engineering

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

		Basic amounts	Net amount excl	Pension contribution	Gross amount, incl
		31.03.2012	pension	hereof 1/3 self-	pension
			01.04.2024	01.04.2024	01.04.2024
Amanuensis	Year	34.100,00	41.877,08	7.160,98	49.038,07
	Month		3.489,76	596,75	4.086,51
Assistant professor	Year	43.900,00	53.912,14	9.218,98	63.131,12
	Month		4.492,68	768,25	5.260,93
Associate professor	Year	79.800,00	97.999,75	16.757,96	114.757,70
	Month		8.166,65	1.396,50	9.563,14

Supplement for employees at universities etc.

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Universities		Basic amounts	Net salary excl	Pension contribution	Gross salary, incl
		31.03.2012	pension	hereof 1/3 self-	pension
			01.04.2024	01.04.2024	01.04.2024
Scientific assistant	Year	37.200,00	45.684,09	7.811,98	53.496,07
	Month		3.807,01	651,00	4.458,01
Assistant professor/Scientist	Year	49.300,00	60.543,70	10.352,97	70.896,68
	Month		5.045,31	862,75	5.908,06
Associate professor/Senior s	Year	89.100,00	109.420,77	18.710,95	128.131,72
	Month		9.118,40	1.559,25	10.677,64
Associate professor with spe	Year	114.200,00	140.245,25	23.981,94	164.227,19
	Month		11.687,10	1.998,49	13.685,60
Professor with	Year	171.700,00	210.859,10	36.056,91	246.916,01
specialist qualifications	Month		17.571,59	3.004,74	20.576,33
Senior consultant	Year	87.900,00	107.947,09	18.458,95	126.406,04
	Month		8.995,59	1.538,25	10.533,84
Teaching assistant professo	Year	34.100,00	41.877,08	7.160,98	49.038,07
at time of appointment	Month		3.489,76	596,75	4.086,51
Teaching assistant	Year	43.900,00	53.912,14	9.218,98	63.131,12
professor after 3 years	Month		4.492,68	768,25	5.260,93
Teaching associate professo	Year	71.800,00	88.175,21	15.077,96	103.253,17
	Month		7.347,93	1.256,50	8.604,43

Salaried PhD scholarships - basic salary

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment. 85% of salary is pensionable

Basic salary scale grades		Basic amounts	Net salary excl	Pension contribution	Gross salary, incl
		31.03.2012	pension contribution	hereof 1/3 self-payment	pension contribution
			01.04.2024	01.04.2024	01.04.2024
4 (two-year)	Year	285.240,00	350.294,00	59.900,00	410.194,00
	Month		29.191,17	4.991,67	34.182,83
5	Year	307.417,00	377.529,00	64.557,00	442.086,00
	Month		31.460,75	5.379,75	36.840,50
6	Year	327.643,00	402.368,00	68.805,00	471.173,00
	Month		33.530,67	5.733,75	39.264,42
8	Year	347.571,00	426.840,00	72.990,00	499.830,00
	Month		35.570,00	6.082,50	41.652,50

PhD scholars are placed in salary grades 4 - 8. The salary scale grades equals one year, except grade 4 which is two years. Each employee can choose to have the part of the pension contribution that exceeds 16,8% paid out as salary instead of as pension contribution.

Salaried PhD scholarships - supplement to the basic salary

Applicable from: 01.04.2024
 Regulation factor: 1,228067

Supplement to basic salary	Basic amount	Net amount
	31.03.2012	01.04.2024
Supplement to basic Year	14.900,00	18.298,20
Month		1.524,85

Supplement to the basic salary is not pensionable

Supplement for employees at governmental research institutes

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

		Basic amounts	Net amount excl	Pension contribution	Gross amount, incl
		31.03.2012	pension	hereof 1/3 self-	pension
			01.04.2024	01.04.2024	01.04.2024
Scientific assistant	Year	37.200,00	45.684,09	7.811,98	53.496,07
	Month		3.807,01	651,00	4.458,01
Researcher/Postdoc	Year	49.300,00	60.543,70	10.352,97	70.896,68
	Month		5.045,31	862,75	5.908,06
Senior researcher	Year	91.282,00	112.100,41	19.169,17	131.269,58
	Month		9.341,70	1.597,43	10.939,13

Salary for civil servants

Applicable from: 01.04.2024

Regulation factor: 1,228067

Salary bracket	Salary grade/sca		Basic amount	Net amount
			31.03.2012	01.04.2024
35	48	Year	441.027,00	541.611,00
		Month		45.134,25
36	49	Year	471.781,00	579.379,00
		Month		48.281,58
37	50	Year	521.094,00	639.938,00
		Month		53.328,17
38	51	Year	592.911,00	728.134,00
		Month		60.677,83
39	52	Year	650.993,00	799.463,00
		Month		66.621,92
40	53	Year	728.408,00	894.534,00
		Month		74.544,50
41	54	Year	821.385,00	1.008.716,00
		Month		84.059,67
42	55	Year	925.652,00	1.136.763,00
		Month		94.730,25
42+	55+	Year	986.678,00	1.211.707,00
		Month		100.975,58

Basic salary for professors at universities

Applicable from: 01.04.2024

Regulation factor: 1,228067

Pension in percent: 17,10% hereof 1/3 self-payment

Salary	Salary grade/		Basic	Net salary excl	Pension contribution	Gross salary, incl
			31.03.2012	pension	hereof 1/3 self-payment	pension contribution
				01.04.2024	01.04.2024	01.04.2024
37	50	Year	521.094,47	639.939,00	109.429,57	749.368,57
		Month		53.328,25	9.119,13	62.447,38
38	51	Year	592.911,95	728.136,00	124.511,26	852.647,26
		Month		60.678,00	10.375,94	71.053,94

Professors normally get a salary corresponding to salary bracket 37.

Basic salary for department heads and university deans

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Basic salary		Basic amounts	Net salary excl	Pension contribution	Gross salary, incl
		31.03.2012	pension contribution	hereof 1/3 self-payment	pension contribution
			01.04.2024	01.04.2024	01.04.2024
Department head	Year	484.944,00	595.543,72	101.837,98	697.381,70
	Month		49.628,64	8.486,50	58.115,14
Dean	Year	583.244,00	716.262,71	122.480,92	838.743,63
	Month		59.688,56	10.206,74	69.895,30

Salary for governmental executives under the agreement on executives salaries

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Salary	Salary scale		Basic	Net amount excl	Pension contribution	Gross amount, incl
			31.03.2012	pension	hereof 1/3 self-payment	pension contribution
				01.04.2024	01.04.2024	01.04.2024
35	48	Year	441.027,00	541.611,00	92.615,00	634.226,00
		Month		45.134,25	7.717,92	52.852,17
36	49	Year	471.781,00	579.379,00	99.074,00	678.453,00
		Month		48.281,58	8.256,17	56.537,75
37	50	Year	521.094,00	639.938,00	109.429,00	749.367,00
		Month		53.328,17	9.119,08	62.447,25
38	51	Year	592.911,00	728.134,00	124.511,00	852.645,00
		Month		60.677,83	10.375,92	71.053,75
39	52	Year	650.993,00	799.463,00	136.708,00	936.171,00
		Month		66.621,92	11.392,33	78.014,25
40	53	Year	728.408,00	894.534,00	152.965,00	1.047.499,00
		Month		74.544,50	12.747,08	87.291,58
41	54	Year	821.385,00	1.008.716,00	172.490,00	1.181.206,00
		Month		84.059,67	14.374,17	98.433,83
42	55	Year	925.652,00	1.136.763,00	194.386,00	1.331.149,00
		Month		94.730,25	16.198,83	110.929,08
42+	55+	Year	986.678,00	1.211.707,00	207.202,00	1.418.909,00
		Month		100.975,58	17.266,83	118.242,42

If the position of manager is filled on group contract based terms a salary corresponding to that of a civil servant is paid out.

Senior manager supplement for governmental executives under the agreement on executive salaries

Applicable from: 01.04.2024
 Regulation factor: 1,228067
 Pension in percent: 17,10% hereof 1/3 self-payment

Salary bracket	Salary grade/sca		Basic	Net amount excl	Pension contribution	Gross amount, incl
			31.03.2012	pension	hereof 1/3 self-payment	pension contribution
				01.04.2024	01.04.2024	01.04.2024
38	51	Year	97.000,00	119.122,50	20.369,95	139.492,45
		Month		9.926,87	1.697,50	11.624,37
39	52	Year	111.600,00	137.052,28	23.435,94	160.488,22
		Month		11.421,02	1.952,99	13.374,02
40	53	Year	124.800,00	153.262,76	26.207,93	179.470,69
		Month		12.771,90	2.183,99	14.955,89
41	54	Year	137.700,00	169.104,83	28.916,93	198.021,75
		Month		14.092,07	2.409,74	16.501,81
42	55	Year	147.300,00	180.894,27	30.932,92	211.827,19
		Month		15.074,52	2.577,74	17.652,27

Supplements for senior managers are allocated for positions in the mentioned salary brackets if this is specifically agreed upon

Supplements for examiners

Applicable from: 01.04.2024
 Regulation factor: 1,228067

Rates	Holiday allowance of 12,5% added to the	Basic amounts per hour		Net amounts per hour	
		31.03.2012	01.04.2024	31.03.2012	01.04.2024
A	Universities and higher education as well as schools	414,40	508,91		
B	Long-cycle higher education at business colleges, as	342,87	421,07		
C	General Upper Secondary School and Upper	285,11	350,13		

The rates provided include a holiday allowance of 12.5%.

Hourly paid education - new payment system

Applicable from: 01.04.2024
 Regulation factor: 1,228067

Rates		Basic amounts per hour		Net amounts per hour	
		31.03.2012	01.04.2024	31.03.2012	01.04.2024
I	Hourly wage per lesson excl preparation. Total hourly	226,95	278,71		
		567,38	696,79		
II	Hourly wage per lesson excl preparation. Total hourly	226,95	278,71		
		453,91	557,43		
III	Hourly wage per lesson excl preparation. Total hourly	226,95	278,71		
		378,26	464,52		

Sats I: Universities, higher education and schools of engineering

Sats II: Long-cycle higher education at business colleges and business academies, the building expert and diploma educations

Sats III general Upper Secondary School, HTX/HHX(except vocationally oriented courses), Upper Secondary technical education as well

External lectures

Applicable from: 01.04.2024
 Regulation factor: 1,228067

Rates	12,5% holiday allowance added to rates	Basic amounts per hour 31.03.2012	Net amounts per hour 01.04.2024
	Hourly wage per lecture excl preparation	247,01	303,34
	Total hourly wage per lecture incl 150 min	864,54	1.061,71

12,5% holiday allowance added to rates

Lecture rates.

Applicable from: 01.04.2024

AC's minimum rates for presentations/lectures in the public sector			Rates
A	Rates for presentations/lectures of 45-60 min		3.167,00
B	Payment for participation in subsequent discussions etc.		950,00
C	Separate payment for preparation of written material unless preceding agreement on procurement and fee for this		
D	Costs for materials, visuals etc. Compensated sererately		
E	Compensation for transport, hourly and daily allowances according to rules for governmental civil servants (See following table)		

Corresponding to AC's minimum rates

Hourly and daily allowances in connection with business travel in Denmark (excl Greenland) and The Faroe Islands - Govermental rates

Applicable from: 01.01.2024

Type	Rates
Daily allowance	494,00
Hourly allowance	20,58
Available for hotel, in Danmark	1.448,00
Available for hotel, the Faroe Islands	1.160,00
Undocumented nightwork allowance	246,00

Mileage allowance per km - governmental rates

Applicable from: 01.01.2024

Type				Rates
Car	Allowance per km in own car			
	Up to 20,000 km in a calendar year			3,79
	More than 20,000 km in a calendar year			2,23
Bike/moped	Allowance per km			0,62

Region

All the basic salaries are netted, meaning that the salary is exclusive of one's own pension contribution. The regulation factor is as of 01.10.2024 factor 1.15697.

Basic salary for employees on the new salary system

Applicable from: 01.10.2024
 Regulation factor: 1,15697
 Pension in percent: 18,58% hereof 1/3 self-payment

Basic salary scale grade		Basic amounts	Net salary excl	Pension contribution	Gross salary incl
		31.03.2018	pension contribution	hereof 1/3 self-payment	pension contribution
		01.04.2024		01.04.2024	01.04.2024
1	Year	275.039,00	318.212,00	59.124,00	377.336,00
	Month		26.517,67	4.927,00	31.444,67
2	Year	286.956,00	331.999,00	61.685,00	393.684,00
	Month		27.666,58	5.140,42	32.807,00
4 (two-year)	Year	316.113,00	365.733,00	67.953,00	433.686,00
	Month		30.477,75	5.662,75	36.140,50
5	Year	336.675,00	389.523,00	72.373,00	461.896,00
	Month		32.460,25	6.031,00	38.491,25
6	Year	353.686,00	409.204,00	76.030,00	485.234,00
	Month		34.100,33	6.335,83	40.436,17
7	Year	362.816,00	419.767,00	77.993,00	497.760,00
	Month		34.980,58	6.499,42	41.480,00
8	Year	387.346,00	448.148,00	83.266,00	531.414,00
	Month		37.345,67	6.938,83	44.284,50

Engineers, except MScs in Food Science & Technology, are placed in salary grades 4 - 8. Each salary scale grade equals one year, except grade 4 which is two years. MScs in Food Science & Technology are placed in salary grades 1,2,4,4,5,6. Bachelors are placed in grades 1,2,4,4,5.

Each employee can choose to have the part of the pension contribution that exceeds 16,4%, at least 0,5%, paid out as salary instead of as pension contribution

Salary for specialist and senior consultants

Applicable from: 01.10.2024
 Regulation factor: 1,15697
 Pension in percent: 18,58% hereof 1/3 self-payment

Profession		Basic amounts	Net salary excl	Pension contribution	Gross salary, incl
		31.03.2000	pension contribution	hereof 1/3 self-payment	pension contribution
		01.10.2024		01.10.2024	01.10.2024
Specialist consultant	Year	486.306,00	562.641,00	104.539,00	667.180,00
	Month		46.886,75	8.711,58	55.598,33
Senior consultant	Year	522.684,00	604.730,00	112.359,00	717.089,00
	Month		50.394,17	9.363,25	59.757,42

Availability supplement for group contract employed administrative officers

Applicable from: 01.10.2024
 Regulation factor: 1,15697
 Pension in percent: 18,58% hereof 1/3 self-payment

Seniority		Basic amounts	Net salary excl	Pension contribution	Gross salary, incl
		31.03.2000	pension contribution	hereof 1/3 self-payment	pension contribution
		01.10.2024			01.10.2024
1.	year	35.350,00	40.898,89	7.599,01	48.497,90
	Month		3.408,24	633,25	4.041,49
2. - 3.	Year	40.592,00	46.963,73	8.725,86	55.689,59
	Month		3.913,64	727,16	4.640,80
4. - 5.	Year	46.506,00	53.806,05	9.997,16	63.803,21
	Month		4.483,84	833,10	5.316,93
6. - 7.	Year	53.092,00	61.425,85	11.412,92	72.838,77
	Month		5.118,82	951,08	6.069,90
8. year and later	Year	66.533,00	76.976,69	14.302,27	91.278,95
	Month		6.414,72	1.191,86	7.606,58

Each employee can choose to have the part of the pension contribution that exceeds 16,4%, at least 0,5%, paid out as salary instead of as pension contribution.

Salary for civil servants

Applicable from: 01.10.2024
 Regulation factor: 1,15697

Salary grade/ scale grade		Basic amounts	Net salary
		31.03.2018	01.10.2024
49	Year	482.864,00	558.659,00
	Month		46.554,92
50	Year	516.572,00	597.658,00
	Month		49.804,83
51	Year	570.591,00	660.157,00
	Month		55.013,08
52	Year	649.262,00	751.177,00
	Month		62.598,08
53	Year	712.865,00	824.763,00
	Month		68.730,25
54	Year	797.658,00	922.866,00
	Month		76.905,50
55	Year	899.580,00	1.040.787,00
	Month		86.732,25
55+	Year	1.013.870,00	1.173.017,00
	Month		97.751,42

Salary for regional executives under the agreement

Applicable from: 01.10.2024

Regulation factor: 1,15697

Pension in percent: 21,59% hereof 1/3 self-payment

Salary grade/ scale grade		Salary basic amount 31.03.2000	Net amount. excl pension contribution 01.10.2024	Pensionable salary, basic amount 31.03.2000	Pension contribution hereof 1/3 self- payment 01.10.2024	Gross amount incl pension 01.10.2024
49	Year	482.864,00	558.659,00	482.864,00	89.736,00	648.395,00
	Month		46.554,92		7.478,00	54.032,92
50	Year	516.572,00	597.658,00	528.756,00	98.265,00	695.923,00
	Month		49.804,83		8.188,75	57.993,58
51	Year	570.591,00	660.157,00	585.950,00	108.894,00	769.051,00
	Month		55.013,08		9.074,50	64.087,58
52	Year	649.262,00	751.177,00	667.336,00	124.018,00	875.195,00
	Month		62.598,08		10.334,83	72.932,92
53	Year	712.865,00	824.763,00	742.856,00	138.053,00	962.816,00
	Month		68.730,25		11.504,42	80.234,67
54	Year	797.658,00	922.866,00	836.980,00	155.545,00	1.078.411,00
	Month		76.905,50		12.962,08	89.867,58
55	Year	899.580,00	1.040.787,00	938.902,00	174.486,00	1.215.273,00
	Month		86.732,25		14.540,50	101.272,75
55+	Year	1.013.870,00	1.173.017,00	1.053.195,00	195.727,00	1.368.744,00
	Month		97.751,42		16.310,58	114.062,00

The pension contribution is calculated on the basis of the pensionable salary.

Basic salary supplement for regional executives under the agreement on executive salaries

Applicable from: 01.10.2024

Regulation factor: 1,15697

Pension in percent: 21,59% hereof 1/3 self-payment

Salary grade/ scale grade		Basic amounts 31.03.2018	Net salary excl. pension contribution 01.10.2024	Pension contribution hereof 1/3 self-payment 01.10.2024	Gross salary incl. pension contribution 01.10.2024
49	Year	24.866,00	28.769,22	6.211,27	34.980,49
	Month		2.397,43	517,61	2.915,04
51	Year	24.866,00	28.769,22	6.211,27	34.980,49
	Month		2.397,43	517,61	2.915,04
52	Year	11.425,00	13.218,38	2.853,85	16.072,23
	Month		1.101,53	237,82	1.339,35
52 *	Year	86.560,00	100.147,32	2.123,21	102.270,54
	Month				8.522,54

* DKK 11.425,00 is pensionable. The remaining DKK 75,135 is not pensionable.

Lecture rates.

Applicable from: 01.04.2024

AC's minimum rates for presentations/lectures in the public sector		Rates
A	Rates for presentations/lectures of 45-60 min	3.167,00
B	Payment for participation in subsequent discussions etc.	950,00
C	Separate payment for preparation of written material unless preceeding agreement on procurement and fee for this	
D	Costs for materials, visuals etc. Compensated sererately	
E	Compensation for transport, hourly and daily allowances according to rules for governmental civil servants (See following table)	

Corresponding to AC's minimum rates

Hourly and daily allowance in connection with business travel in Danmark (excl Greenland) and The Faroe Islands- Governmental rates

Applicable from: 01.04.2024

Type	Rates
Daily allowance	494,00
Hourly allowance	20,58
Available for hotel, in Danmark	1.448,00
Available for hotel, the Faroe Islands	1.160,00
Undocumented nightwork allowance	246,00

Mileage allowance per km - governmental rates

Applicable from: 01.01.2024

Type	Rates	
Car	Allowance per km in own car on business travel with written authorisation from workplace	
	Up to 20,000 km in a calendar year	3,79
	More than 20,000 km in a calender year	2,23
Bike/moped	Allowance per. km	0,62

Kommune

All the basic salaries are netted, meaning that the salary is exclusive of one's own pension contribution. The regulation factor is as of 01.10.2024 factor 1.598159.

Basic salary for employees in the new salary system

Applicable from: 01.10.2024
 Regulation factor: 1,598159
 Pension in percent: 18,78% hereof 1/3 self-payment

Basic salary scale grades		Basic amounts	Net salary excl.	Pension contribution	Gross salary incl.
		31.03.2000	pension contribution 01.10.2024	hereof 1/3 self-payment 01.10.2024	pension contribution 01.10.2024
1	Year	200.226,00	327.025,00	61.415,00	388.440,00
	Month		27.252,08	5.117,92	32.370,00
2	Year	204.892,00	341.194,00	64.076,00	405.270,00
	Month		28.432,83	5.339,67	33.772,50
4 (2-årigt)	Year	235.185,00	375.863,00	70.587,00	446.450,00
	Month		31.321,92	5.882,25	37.204,17
5	Year	250.483,00	400.312,00	75.179,00	475.491,00
	Month		33.359,33	6.264,92	39.624,25
6	Year	263.139,00	420.538,00	78.977,00	499.515,00
	Month		35.044,83	6.581,42	41.626,25
8	Year	287.462,00	431.925,00	81.116,00	513.041,00
	Month		35.993,75	6.759,67	42.753,42
1	Year	200.226,00	461.131,00	86.600,00	547.731,00
	Month		38.427,58	7.216,67	45.644,25

Engineers, except MScs in Food Science & Technology, are placed in salary grades 4 – 8
 Each salary scale grade equals one year, except grade 4 which is two years. MScs in Food Science & Technology are placed in salary grades 1,2,4,4,5,6.
 Bachelors are placed in grades 1,2,4,4,5.
 Each employee can choose to have the part of the pension contribution that exceeds 16,8% paid out as salary instead of as pension contribution.

Salary for specialist and senior consultants

Applicable from: 01.10.2024
 Regulation factor: 1,598159
 Pension in percent: 18,78% hereof 1/3 self-payment

Profession		Basic amounts	Net salary excl.	Pension contribution	Gross salary. incl.
		31.03.2000	pension contribution 01.10.2024	hereof 1/3 self-payment 01.10.2024	pension contribution 01.10.2024
Specialist consultant	Year	362.252,00	578.936,00	108.724,00	687.660,00
	Month		48.244,67	9.060,33	57.305,00
Senior consultant	Year	389.353,00	622.248,00	116.858,00	739.106,00
	Month		51.854,00	9.738,17	61.592,17

Each employee can choose to have the part of the pension contribution that exceeds 16,4% paid out in cash instead of as pension contribution

Availability supplement for group contract employed administrative officers

Applicable from: 01.10.2024
 Regulation factor: 1,598159
 Pension in percent: 18,78% hereof 1/3 self-payment

Seniority		Basic amounts	Net salary excl.	Pension contribution	Gross salary incl.
		31.03.2000	pension contribution	hereof 1/3 self-payment	pension contribution
		01.10.2024		01.10.2024	01.10.2024
1.	Year	25.070,00	40.065,85	7.524,37	47.590,21
	Month		3.338,82	627,03	3.965,85
2. - 3.	Year	28.787,00	46.006,20	8.639,96	54.646,17
	Month		3.833,85	720,00	4.553,85
4. - 5.	Year	32.981,00	52.708,88	9.898,73	62.607,61
	Month		4.392,41	824,89	5.217,30
6. - 7.	Year	37.652,00	60.173,88	11.300,66	71.474,54
	Month		5.014,49	941,72	5.956,21
8. Year and later	Year	47.184,00	75.407,53	14.161,53	89.569,07
	Month		6.283,96	1.180,13	7.464,09

Each employee can choose to have the part of the pension contribution that exceeds 16,4%, at least 0,5% paid out as salary instead of as pension contribution

Salary for civil servants

Applicable from: 01.10.2024
 Regulation factor: 1,598159

Salary grade/ scale grade		Basic amounts	Net salary
		31.03.2000	01.10.2024
49	Year	359.246,00	574.132,00
	Month		47.844,33
50	Year	384.324,00	614.211,00
	Month		51.184,25
51	Year	424.514,00	678.441,00
	Month		56.536,75
52	Year	483.044,00	771.981,00
	Month		64.331,75
53	Year	530.364,00	847.606,00
	Month		70.633,83
54	Year	593.449,00	948.426,00
	Month		79.035,50
55	Year	669.278,00	1.069.613,00
	Month		89.134,42
55+	Year	754.309,00	1.205.506,00
	Month		100.458,83

Salary for municipal executives under the agreement on executive salaries

Applicable from: 01.10.2024
 Regulation factor: 1,598159
 Pension in percent: 20,74% hereof 1/3 self-payment

Salary grade/ Scale grade	Salary basic amounts 31.03.2000	Net amount excl Pension contribution 01.10.2024	Pensionable Salary Basic amounts 31.03.2000	Pension contribution hereof 1/3 self- payment 01.10.2024	Gross amount Incl pension contribution 01.10.2024
49 year	359.246,00	574.132,00	359.246,00	119.075,00	693.207,00
Month		47.844,33		9.922,92	57.767,25
50 Year	384.324,00	614.211,00	393.389,00	130.392,00	744.603,00
Month		51.184,25		10.866,00	62.050,25
51 Year	424.514,00	678.441,00	435.941,00	144.496,00	822.937,00
Month		56.536,75		12.041,33	68.578,08
52 Year	483.044,00	771.981,00	496.491,00	164.566,00	936.547,00
Month		64.331,75		13.713,83	78.045,58
53 Year	530.364,00	847.606,00	552.677,00	183.189,00	1.030.795,00
Month		70.633,83		15.265,75	85.899,58
54 Year	593.449,00	948.426,00	622.704,00	206.400,00	1.154.826,00
Month		79.035,50		17.200,00	96.235,50
55 Year	669.278,00	1.069.613,00	698.533,00	231.535,00	1.301.148,00
Month		89.134,42		19.294,58	108.429,00
55+ Year	754.309,00	1.205.506,00	783.566,00	259.719,00	1.465.225,00
Month		100.458,83		21.643,25	122.102,08

The pension contribution is calculated based on the pensionable salary.

Basic salary supplement for municipal executives under the agreement on executive salaries

Applicable from: 01.10.2024
 Regulation factor: 1,598159
 Pension in percent: 20,74% hereof 1/3 self-payment

Salary grade/ scale grade		Basic amounts 31.03.2000	Net salary excl. Pension contribution 01.10.2024	Pension contribution hereof 1/3 self- payment 01.10.2024	Gross salary incl. pension contribution 01.10.2024
49	Year	18.500,00	29.565,94	6.131,98	35.697,92
	Month		2.463,83	511,00	2.974,83
51	Year	18.500,00	29.565,94	6.131,98	35.697,92
	Month		2.463,83	511,00	2.974,83
52	Year	8.500,00	13.584,35	2.817,39	16.401,75
	Month		1.132,03	234,78	1.366,81
52	Year	64.400,00	102.921,44		102.921,44
	Month		8.576,79		8.576,79

Lecture rates

Applicable from: 01.04.2024

AC's minimum rates for presentations/lectures in the public sector		Rates
A	Rates for presentations/lectures of 45-60 min	3.167,00
B	Payment for participation in subsequent discussions etc.	950,00
C	Separate payment for preparation of written material unless preceeding agreement on procurement and fee for this	
D	Costs for materials, visuals etc. Compensated sererately	
E	Compensation for transport, hourly and daily allowances according to rules for governmental civil servants (See following table)	

Corresponding to AC's minimum rates

Hourly and daily allowances in connection with business travel in Denmark (excl Greenland) and The Faroe Islands - Governmental rates

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Bike/moped	Allowance per. km	0,62

Udgivet af Ingeniørforeningen, IDA