



MEDICOLINK

COLLECTIVE AGREEMENT FOR NURSES IN THE DANISH HEALTHCARE SECTORS

COLLECTIVE AGREEMENT

When you are employed in Denmark, a large amount of your pay and employment terms will be subject to a collective wage agreement. This is an umbrella agreement signed between employee representatives (the trade unions) and employer representatives.

The agreement applies to wage and terms of employment for nurses employed by Danish hospitals, institutions regionally. We have listed some of the main terms in your collective agreement here, translated into English.

NORM PERIOD AND WORKING HOURS

Norm period: The length of the norm period is agreed locally, otherwise it is usually 14 weeks. However, the norm period cannot be shorter than 4 weeks. Only normal service hours and the value of converted availability hours are included in the norm period/standard hours account. Neither overtime nor additional work, calls for on-call/24-hour shifts, weekend or evening/night allowances counts as norm period/ standard hours account.

Working hours: Nurses can work 24/7 in the regions' hospitals, 37 hours a week in full-time, so the average weekly working time calculated over a norm period is 37 hours. The average weekly working time may not exceed 48 hours including overtime. The daily working hours for full-time employees must be at least 5 hours and at a maximum of 12 hours.



NORMAL WORK AND DUTY

Meeting plan/Scheduled duty:

The employee must know their service schedule and when exactly to be on scheduled duty at least 4 weeks in advance. Services can be organized as normal service, which is a service with efficient work, or availability duty.

On-call duty:

On-call duty can be the following:

- **On-call duty from a guard room** - a service where the employee stays in a room at the duty station and can be called in for efficient work. (Duty from the guard room is remunerated in duty planning with $\frac{3}{4}$ standard hour for each hour of duty - or calculated in minutes: 45 min. per hour.)
- **On-call duty from home** - a service where the employee can be called/summoned to effectively. (Duty from home is remunerated in duty planning with $\frac{1}{3}$ standard hour for each hour of duty - or calculated in minutes: 20 minutes per hour.)
- **On-call duty for a full day (24-hour shift)** from a guard room or from a residence where employees can be called in for efficient work. (The 24-hour shift is an on-call shift for an entire day, but with a different remuneration principle than for the regular on-call shift. It is thus included with 14 standard hours in the on-call planning if it is from a residence, and with 20 standard hours if it is from a guard room.)

These shifts can be planned as following:

- On-call duty between 5 and 12 hours without connection to a normal service
- On-call duty in connection with a normal service
- On-call duty as 24-hour duty

Notice of rescheduling:

Provisions for notification of changes in the scheduled duty are agreed locally.

Changes in the **planned service** can be made after discussion with the employee and only in very special cases. Orientation about changes in the planned service must take place during working hours with at least 1 day's notice. If the 1-day notice is not complied with, a supplement is paid for the rescheduled hours, calculated per every started half hour, at DKK 39.46 (31st of March 2018 level) per hour.

In case of rescheduled **on-call service**, DKK 19.73 (31st of March 2018 level) per rescheduled hours of availability. A shift may be rescheduled within a 24-hour period prior to the originally scheduled shift's end time or after its scheduled start time. Rescheduled hours mean hours in which the employee should not be in service according to the duty schedule, but which after the change becomes normal or on-call service.



WORK OUTSIDE NORMAL WORK AND DUTY

Overtime:

Work beyond the daily scheduled working hours for full-time employees is overtime. Employees who are required to work overtime must be informed during working hours no later than the day before. For failure to give notice of overtime in excess of 1 hour, a supplement is granted per time of DKK 35.70. Overtime is calculated in started half hours per day, and is paid with a 50% surcharge the hourly wage, or granted as time off with an additional 50% (1:1.5). Overtime does not count as rescheduled service.

Call:

A call outside scheduled duty is understood as a call where the employee has not planned service and which is not an immediate extension of planned service. It is agreed locally how calls outside scheduled service are honored, but usually are paid as overtime calculated per started half hour. For full-time employees, calls on planned days off, public holidays or days off are counted minimum 24 hour duration always for at least 6 hours. Other calls are counted as at least 3 hours. For work beyond 3 hours the remuneration is calculated per every started hour. Calls for efficient service during an on-call shift are rewarded with overtime pay - i.e. hourly wage + 50%. Calls are paid per started hour, but only for one hour in case of several calls within the same hour. When the employee is called to work during an on-call shift, it is effective service from the moment she is called/called up.

Extra on-call duty:

An extra on-call shift is an on-call shift that is not planned, and the value is therefore not included in the standard hours. An extra on-call shift can be assigned on a day when there is no scheduled shift, or assigned as overtime in addition to normal duty or on-call shift. Extra on-call shifts are converted to normal hours as for planned shifts and are paid as overtime for both part-time and full-time employees. If the extra on-call shift results in interference with a day off period, remuneration is paid according to the provision on included day off.

WORK OUTSIDE NORMAL PLACE OF WORK

Patient accompaniment, evacuation:

If an employee participates in patient accompaniment or evacuation, the travel time is fully included in the working time. If it extends beyond the normal daily working hours for full-time employees, the excess hours are paid as overtime - i.e. hourly wage + 50%. If an employee participates in an evacuation by ambulance or helicopter, this is compensated with an allowance of DKK 145.89 per time. Reimbursement is also given in connection with accompanying patients in a helicopter.





OFF-DUTY, DAYS OFF, BREAKS

Day-off:

The employee must know the exact date of their day-off at least 4 weeks in advance. A weekly long rest period of 55 to 64 hours is to be given to the employee. Merging of several day-off periods can be done by extending the period by 24 hours per day-off. The long rest period can be divided into 2 short rest periods of at least 35 hours, but only 32 hours if the rest period has been locally agreed and reduced to 8 hours.

Special freedays:

The staff have the right to have free to the greatest extent possible, without the normal service being rescheduled on the following days:

- New Year's Eve from 12 to 24
- 1 May from the beginning of the day service until 24

Personnel who must perform effective duty during the above-mentioned time period are remunerated according to the regulations that apply to duty on Sundays.

Breaks:

Breaks of less than 1/2 hour duration, where the employee is available and cannot leave the workplace/institution, are included in the working time. Other breaks are not included.

HOLIDAY ENTITLEMENT

On 1 September 2020 Denmark got a new holiday Act, which will allow you to take holiday as soon as the month after you have earned it.

In case of full-time employment – an average of 37 hours per week – the employee earns 18.50 holiday hours per month times the number of months of employment in the year of accrual.

Nurses are entitled to a total of 6 weeks holiday p.a. , so an employee who has been employed in the region for the entire accrual year has the right to take 6 weeks holiday with pay or holiday allowance in the following holiday year.

PENSION SCHEME

You will be covered by the employer's pension scheme from the first day of your employment.

Your employer will pay a contribution of 13,55% of your monthly pay every month to the "Pensionskassen for Sygeplejersker og lægesekretærer".



FEEL FREE TO GET IN TOUCH

At Medicolink we prefer the personal touch, contact us for more information about jobs or our services.

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