

New pay system agreement for DESY

Implementation of new rules under Collective Bargaining Agreement

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Introduction of Federal Pay Scale Agreement 2016
Hamburg/Zeuthen, 11 February 2016

Agenda

- > Introduction and background
- > The „Entgeltordnung“
 - Federal pay system agreement
- > Payment for extraordinary performance
- > Allocation to higher pay group



Collective Bargaining Reform 2005 – Initial situation

> Collective Bargaining Agreement was outdated

- Family benefits
 - For marriage and children
- Remuneration for loyalty, despite increase in temporary contracts
 - „Bewährungsaufstiege“ – Promotion by seniority
- Separate arrangements for white-collar and blue-collar employees
 - „Vergütungsordnung“ + „Betriebslohntabelle“ = „Entgeltordnung“
Salary system + Company pay table = Pay system
(white-collar) (blue-collar) (employees)
- „Vergütungsordnung“ outdated, e.g.
 - Stockroom administrator Pay Group 2
 - IT employees
 - ...



Collective Bargaining Reform 2005 – Results

> New version of Collective Bargaining Agreement – TV-AVH

- Removal of family benefits
- Removal of „Bewährungsaufstiege“
- Introduction of grades of experience
- Introduction of performance pay
- Conclusion initially without pay system
 - Transitional arrangement taking recourse to previous regulations
 - New regulation contractually agreed for 2007
 - Actual implementation
 - Federation 2014
 - DESY (AVH) 2016
 - Local bodies/AVH Not yet



DESY Agreement 2015 – Results

- Taking over results of Federal negotiations of 2013
- New arrangement of pay system
- Change in performance pay
- New system for allocation to higher pay groups



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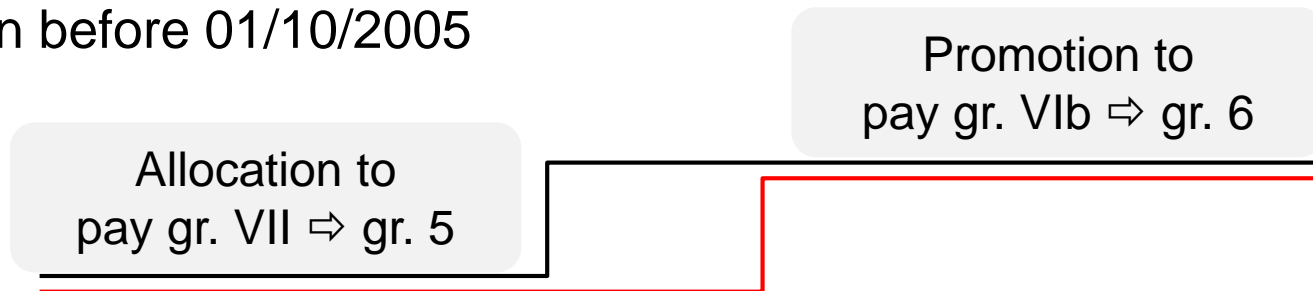
Revision of pay system

- > Promotion by seniority – final and definitive abolition
- > Pay group 9 split into pay groups 9a and 9b
- > Editorial revision of job descriptions



Principle of promotion by seniority – examples

> Allocation before 01/10/2005

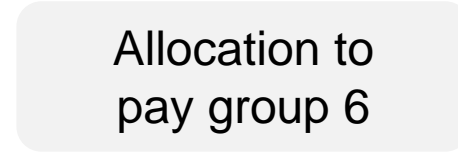


> Allocation from 01/10/2005 to 31/12/2015

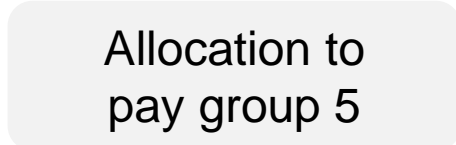


> Allocation on/after 01/01/2016

“Bewährungsaufstieg” up to 6 years



more than 6 years



Specific feature of pay group 9 – three versions

> “Big pay group 9”

	Stufe 1	Stufe 2	Stufe 3	Stufe 4	Stufe 5	Stufe 6
	1 year	2 years	3 years	4 years		
9	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	

> “Small pay group 9” – white-collar

	1 year	5 years	9 years			
9	2.586,77	2.857,36	2.999,18	3.383,71		

> “Small pay group 9” – blue-collar

	1 year	2 years	7 years			
9	2.586,77	2.857,36	2.999,18	3.383,71		

Transfer to pay group 9b

- > Pay group 9b corresponds to the previous “big pay group 9”
 - No change

	Stufe 1	Stufe 2	Stufe 3	Stufe 4	Stufe 5	Stufe 6
9b	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	
9a	2.586,77	2.857,36	2.904,65	2.999,18	3.383,71	
9	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	

Transition to pay group 9a

> Grade allocation in pay group 9a depends on amount

- Initial: pay group 9 with extended grade times & without grade 5

	Stufe 1	Stufe 2	Stufe 3	Stufe 4	Stufe 5	Stufe 6
9b	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	
9a	2.586,77	2.857,36	2.904,65	2.999,18	3.383,71	
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> Rules for time in grades in pay group 9a:

- Time so far in grade is included in calculation
- On “transfer”, upgrade is effected without new period in grade
 - except for the new grade 3

Editorial revision of job descriptions

- > Reduction from about 3000 to about 1000
- > New system of job groups
- > Allocation of „Betriebslohntabelle“ (blue-collar)
- > Introduction/revision of certain job groups
- > In some cases upgrading of job groups



Wording of Collective Bargaining Agreement

> Initial wording

- **Allgemeine Vergütungsordnung** – Anlage 1 a zum Manteltarifvertrag für Angestellte
General salary system – white-collar
- **Betriebslohntabelle Nr. 5** – Anlage 5 zum Tarifvertrag über die Einreihung der Arbeiter in die Lohngruppen und über die Gewährung von Schmutz-, Gefahren- und Erschwerniszuschlägen
Company pay table No. 5 – blue-collar

> New wording

- **Entgeltordnung** – Anlage 1 zum Tarifvertrag über die Entgeltordnung des Bundes (TV EntgO Bund)
Pay System Agreement – employees



> Wording is shown here:

- http://www.desy.de/information_services/desy_user/index_eng.html



... mainly in German!

INFOS & SERVICES

- » PRESS
- » WORK AND PRIVATE LIFE
- » OFFERS FOR PUPILS
- » SERVICES FOR INDUSTRY
- » **DESY USER**

ENTGELT ORDNUNG.

New Federal Pay System Agreement 2016

As of 1 January 2016 a new federal pay system agreement EGO is introduced at DESY. Please visit the following sites for more information:

- » Human Resources Department
- » Works Council



Skipping several examples

- > There is no chance in translating examples
- > You need support if you're not practicing to read special German wordings

- > One example is indicated in information sheet
 - Foreign language assistants (foreign language secretaries)



Example scientist with ordinary tasks

- > Allgemeine Vergütungsordnung – Teil I
Vergütungsgruppe II a Fallgruppe 1a
 - Angestellte mit abgeschlossener wissenschaftlicher Hochschulbildung und entsprechender Tätigkeit sowie sonstige Angestellte, die aufgrund gleichwertiger Fähigkeiten und ihrer Erfahrungen entsprechende Tätigkeiten ausüben.

- > Entgeltordnung – Teil III
12. Beschäftigte in der Forschung – Entgeltgruppe 13
 - Beschäftigte mit abgeschlossener wissenschaftlicher Hochschulbildung und entsprechender Tätigkeit in der Forschung sowie sonstige Beschäftigte, die aufgrund gleichwertiger Fähigkeiten und ihrer Erfahrungen entsprechende Tätigkeiten ausüben.



To apply or not to apply

- An application can as a rule be made any time up to 30/06/2017
- Once an application has been submitted, it cannot be withdrawn
- New calculation is effected in all cases with effect from 01/01/2016
- Allocation to a higher group based on an application is effected in accordance with the existing system of allocation to higher group
- Procedure for processing the application is described
 - in the information sheet and info communication (as distributed)
- If you do not have the required contract data, please contact V2
- Advice is available from the Works Council



New pay scale agreement at DESY

The „Entgeltordnung“

Federal pay system agreement

Questions and comments

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Performance pay

- Performance pay in the present form (Art.18 TV-AVH) is no longer applicable, and is replaced by the regulations of Art.18 TVöD Bund
 - Annual appraisal interviews will continue to be conducted



- > The Federal system provides for 3 possibilities:
 - Performance pay no longer applicable
 - Payment of performance pay in accordance with Collective Bargaining Agreement, now 1% (previously 2%)
 - Application of a non-agreement arrangement under BLBV
 - Bundesleistungsbesoldungsverordnung
(Federal Remuneration System)

- > The employer decides which possibility is to be applied

- At DESY – performance bonuses pursuant to BLBV
 - The same total amount is to be paid out in 2016 as in 2015
 - Funding of costs of implementation of pay system and allocation to higher group with unchanged grade
 - Bonus for outstanding performance to be paid for the first time to employees “not in scientific work”
 - Central Company Agreement on Performance Pay is supplemented

> Bonuses pursuant to BLBV

- Bonus round in December each year
- For the first time, all employees are eligible for bonus payment
- Bonuses are normally higher than performance pay
- Not all employees will receive bonuses

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Payment for extraordinary performance

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Allocation to higher pay group up to 29/02/2016

> Amounts payable for allocation to higher group

- If applicable guaranteed amount (pay gr. 1-8: €56.28 / pay gr. 9-15: €90.06)

Pay group	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	...
15	4.179,74	4.637,42	4.807,81	5.416,39	5.878,91	
14	3.785,38	4.199,21	4.442,64	4.807,81	5.367,72	
13	3.489,62	3.870,59	4.077,52	4.479,14	5.039,05	
12	3.129,17	3.468,92	3.955,78	4.381,80	4.929,53	
11	3.022,81	3.347,23	3.590,64	3.955,78	4.485,25	
10	2.916,44	3.225,48	3.468,92	3.712,37	4.174,88	
9b	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	
9a	2.586,77	2.857,36	2.904,65	2.999,18	3.383,71	
8	2.427,23	2.680,10	2.788,20	2.904,65	3.022,81	...
7	2.278,35	2.514,07	2.688,29	2.786,48	2.875,10	...
6	2.235,78	2.467,40	2.585,57	2.697,84	2.774,66	...
5	2.145,97	2.366,97	2.479,23	2.591,49	2.674,21	...
4	2.044,34	2.254,70	2.396,50	2.479,23	2.561,95	...
...

w/o guaranteed amount

with guaranteed amount

same grade



Allocation to higher group from 01/03/2016

> Allocation to higher group, maintaining same grade

Pay group	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	...
15	4.179,74	4.637,42	4.807,81	5.416,39	5.878,91	
14	3.785,38	4.199,21	4.442,64	4.807,81	5.367,72	
13	3.489,62	3.870,59	4.077,52	4.479,14	5.039,05	
12	3.129,17	3.468,92	3.955,78	4.381,80	4.929,53	↑
11	3.022,81	3.347,23	3.590,64	3.955,78	4.485,25	↑
10	2.916,44	3.225,48	3.468,92	3.712,37	4.174,88	
9b	2.586,77	2.857,36	2.999,18	3.383,71	3.688,02	
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7	2.278,35	2.514,67	2.668,29	2.786,48	2.875,10	...
6	2.235,78	2.467,40	2.585,57	2.697,84	2.774,66	...
5	2.145,97	2.366,97	2.479,23	2.591,49	2.674,21	...
4	2.044,34	2.254,70	2.396,50	2.479,23	2.561,95	...
...



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New system for allocation to higher pay group

Questions and comments

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Thank you for your attention.

