

Voluntary redundancy agreements

1. Background

SDU is faced with financial adjustments in the months ahead.

SDU offers voluntary redundancy agreements within the framework of [the circular on voluntary redundancy agreements of 21 December 2021](#).

The Executive Board of SDU has decided that the terms of the voluntary redundancy agreements are determined in advance on the basis of seniority. This is done to make it transparent what a voluntary redundancy entails and to ensure that voluntary redundancy agreements are handled equally, regardless of which unit one belongs to.

2. Scope

A. Agreement conclusion in the prevention phase

The agreement applies to employees at SDU who, as part of the prevention phase, wish to enter into an agreement on voluntary redundancy and meet the requirements for this.

Employees who, in the prevention phase, are considering applying for a voluntary redundancy agreement are encouraged to seek advice from their union representative or immediate manager.

The employee must send their application for voluntary redundancy to the head of department / head of secretariat / head of division no later than 14 April 2023.

With the framework agreement, SDU's management wants to limit the number of unsolicited redundancies, but at the same time considers it crucial that the University can continue to carry out its tasks in a qualified manner. There is thus no guarantee that management will approve all requests to enter an agreement.

In relation to specific applications, it is the management of the department/division that decides whether a redundancy agreement can be entered into.

Individual agreements are concluded between the employee, the department/division and the local union representative and with the assistance of SDU HR. Individual agreements are accepted by the dean/University Director.

Individual agreements must be concluded by 21 April 2023 at the latest.

Agreements will be entered into with effect as from 1 June 2023.

B. Agreement conclusion as an alternative to unsolicited redundancy after a consultative procedure has been initiated

Employees who receive a recommendation for unsolicited redundancy as part of the adjustment can, as an alternative, enter into a voluntary redundancy agreement. It is a prerequisite that the conditions for entering into an agreement are met.

Employees who receive a recommendation for unsolicited redundancy are encouraged to seek advice from their trade union representative or immediate manager on entering into a voluntary redundancy agreement.

The agreement is concluded between the employee, the department/division and the local union representative and with the assistance of SDU HR. Concrete agreements are signed by the dean/University Director.

An agreement on voluntary resignation must be concluded by the end of the consultative procedure period at the latest.

Agreements will be entered into with effect as from 1 June 2023.

3. Redundancy agreements

The stipulated conditions imply that, in relation to the collective agreement/Salaried Employees Act, a minimum of one month has been added in the form of either extended notice or severance pay, supplemented with the option of leave of absence.

The table below lists the terms and conditions you can expect to receive in connection with a voluntary redundancy:

Seniority, end of May 2023	Redundancy according to the Salaried Employees Act	Date of termination by voluntary agreement	Leave of absence for 3 months with salary as of	Severance pay
Maximum 2 years and 9 months	31 August 2023	30 September 2023	1 July 2023	0
Maximum 5 years and 8 months	30 September 2023	30 November 2023	1 September 2023	0
Maximum 8 years and 7 months	31 October 2023	31 December 2023	1 October 2023	0
More than 8 years and 7 months but less than 12 years	30 November 2023	31 December 2023	1 October 2023	1 month's salary
12–16 years	30 November 2023, 1 month's severance pay	31 December 2023	1 October 2023	2 months' salary
17+ years	30 November and 3 months' severance pay	31 December 2023	1 October 2023	4 months' salary

In very special cases and by agreement between manager and employee, it can be agreed that the period of three months' leave of absence can be shortened or extended; however, without changing the termination date.

Agreed annual leave is taken as planned, regardless of where it is in the period.

It is also assumed that any saved-up flexitime hours are taken during the period of paid leave of absence.

For the record, it should be noted that in addition to the above, no severance pay will be paid in accordance with Section 2a of the Salaried Employees Act. It should also be noted that, in addition to the above, senior consultants with staff responsibility will not receive severance pay in accordance with Annex 4a to the collective agreement with the Danish Confederation of Professional Associations.

Severance pay is calculated in the same way as pay during illness, but excluding one's own and employer's pension contribution. Personal pension contribution and employer's pension contribution are not paid out of the severance amount, just as holiday allowance is not paid out of the severance amount, as per the circular on agreement on voluntary redundancy of 21 December 2021 § 6, Subsection 3.

Extraordinary pension contribution:

Instead of a severance payment/leave of absence, up to four years of extraordinary pension contribution can be paid if you have the option of retiring in connection with a voluntary redundancy.

4. Civil servants

For civil servants, special conditions apply, and in specific cases it will be possible to enter into agreements within the same monetary framework as stated above.

5. Other job during the contract period

The employee is obliged to contact SDU HR in case of another job during the contract period. Offsetting will be made in other income during the period of paid leave of absence in accordance with the rules of the Salaried Employees Act on minimum compensation. If the period of leave of absence is three months or less, no offset is made. Any severance pay will be paid out as agreed.

In the event of other employment at SDU during the contract period, the redundancy agreement will lapse.

6. Support for redeployment or skills development

SDU emphasises that employees who enter into an agreement on voluntary redundancy must be well situated in relation to getting a new job. There will be an opportunity to participate in a redeployment process carried out

by an external consultancy firm. As a supplement or alternative to this, a skills development course can be agreed. For each employee, an amount for redeployment/skills development of approx. DKK 12,000 is set. The programme must be started and paid for no later than the time of termination of employment.

7. Agreement period and termination

The agreement is concluded on 21 March 2023 after discussion in the Central Liaison Committee and is valid until 31 December 2023.

Either party can terminate the agreement by giving three months' notice.

Rector Jens Ringsmose

Chair of the Central Liaison Committee

Associate Professor Birgitte Lilholt Sørensen

Deputy chair of the Central Liaison Committee