

Others

Start Package 2026

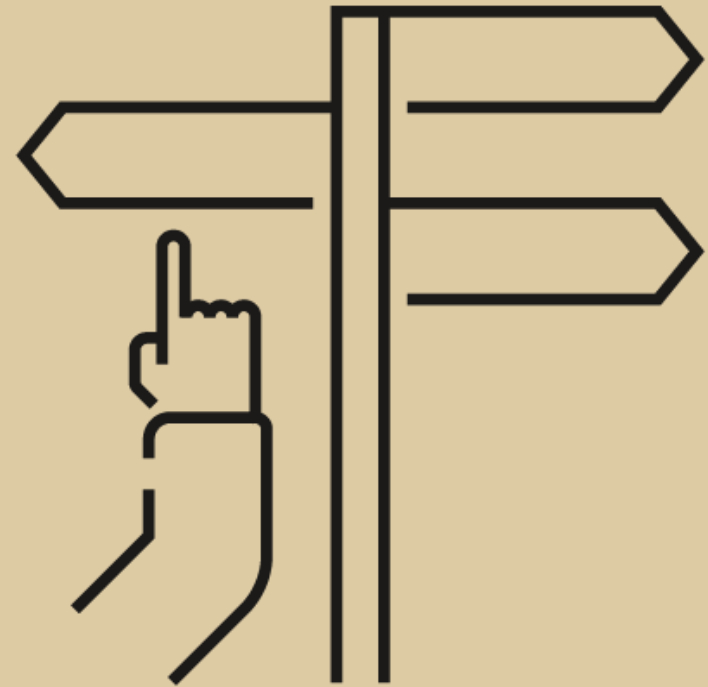


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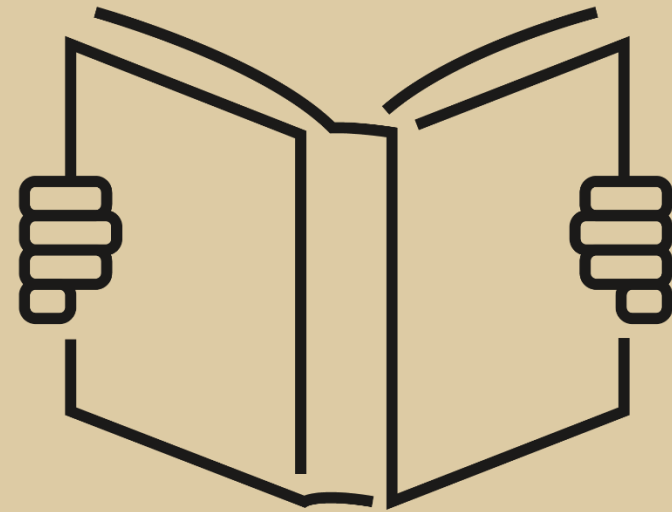
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Purpose of the annual salary negotiation



The salary policy for employees at SDU is established based on the personnel policy guidelines of SDU. The general aim of the salary policy is to support the university's mission, core tasks, and long-term strategy.

The salary policy aims to ensure that the specific salary always reflects the content of the specific position as well as the requirements it places on the employee's educational background and specialized knowledge. At the same time, the policy must ensure that the remuneration of each employee considers work effort, qualifications, and flexibility.

The salary policy must ensure that SDU can attract, motivate, develop, and retain qualified employees across all areas so the university is well-prepared to compete for students, research funding, and commercial contracts both nationally and internationally.

The salary policy serves as the overall framework for local salary policies established at the faculties and within the central administration and is implemented through salary negotiations between management, employees, and the trade unions.

About salary negotiations – in brief



In general

- At SDU, salaries are negotiated for all employees once a year
- The negotiation round for 2026 will be conducted in level as of 1 November 2025

The salary negotiation

- Salary negotiations usually take place in the following way:
 - The employee (B party) enters their wishes into the salary negotiation system
 - Management (A party) enters recommendations into the salary negotiation system
 - After the deadline, the parties can see each other's wishes and recommendations
 - Negotiations are planned and held

Agreement conclusion

- An agreement on salary improvement is normally concluded between the union representative and manager
- You can find your union representative [here](#)
 - If you do not have a local representative at SDU, your negotiations will be handled centrally by the trade union

Who are involved in salary negotiations?



The negotiations can be carried out when the following people are present:

- One or more managerial representatives (A party)
 - NB! The head of the secretariat is responsible for the process at the management level of the faculties. This also applies in cases where someone else has submitted the recommendations.
- The union representative (B party)
 - In most cases, the negotiation is handled for the employee by the union representative
 - The union representative negotiates salaries for all employees covered by the collective agreement/organizational agreement
- An employee from SDU HR
 - SDU HR's task is to assist with rules, previous practice, system use, salary calculation and provide secretarial assistance

Negotiations can be conducted in person or online. This is agreed between the parties

If no agreement can be reached about conducting the negotiations online, they will take place in person

What can be negotiated?

Qualification supplement

Awarded as individual supplements on the basis of the employee's professional and/or personal qualifications within comparable areas, internally and externally.

Function-based supplement

Relates to the performance of specific functions that usually are not part of the originally agreed job description.

Typically, temporary and limited to specific tasks. Can be permanent if the additional function has been integrated into the position.

Supplement expires without notice when the function ends or when the employee leaves the function.

One-off payment

Awarded as remuneration for an extraordinary effort in connection with solving major time-limited tasks.

Reclassifications

Awarded if qualifications and job content justify a salary group change.

Administrative officer → Specialist consultant

Specialist consultant → Senior consultant (without personnel responsibilities)

The above are examples of reclassifications (not exhaustive)

Salary negotiation timeline for Others

7 September 2026

Recommendations/salary wishes can be submitted from 7 September 2026

→ Enter into the system at loen.sdu.dk



5 October 2026

Last day to submit/edit recommendations/salary wishes



7 October 2026

Recommendations/salary wishes are exchanged

→ NOTE: Proposals between the A party and B party cannot be exchanged until **ALL** parties have provided their approval



14 October 2026 -
18 December 2026

Negotiations must be completed no later than **18 December 2026**

As a general rule, agreements are concluded and approved at the negotiation meeting



After the
negotiation

No later than 3 weeks after a negotiation has been completed, the employee will be informed of the outcome of the salary negotiation



What should management do?

The division of tasks is agreed internally at the faculty

Before the submission period opens

- Be well-prepared by understanding salary policies, the overall process, and key deadlines etc.
- Consider and determine which employees should be nominated for a salary improvement

Submission period is open

- Enter the recommendations in loen.sdu.dk

After the submission deadline has passed

- The manager authorized to negotiate must approve the recommendations submitted by the managers of the relevant faculty, department, or area during the submission period

Negotiation period

- Agreements are generally concluded and approved at the negotiation meeting
- The negotiation is not considered complete until both the union representative and the manager have signed the negotiation result in the salary negotiation system
- Negotiations must be completed no later than **18 December 2026**

What should the union representative do?

Before the submission period opens

- Inform employees that the system for entering salary wishes will open on 7 September 2026
- It is recommended that this information should be communicated to all employees represented by the union representative

Submission period is open

- Inform employees that the salary negotiation round has opened, and that they may now submit their salary wishes via loen.sdu.dk

After the submission deadline has passed

- The union representative approves the submitted salary wishes

Negotiation period

- Agreements are generally concluded and approved at the negotiation meeting
- The negotiation is not considered complete until both the union representative and the manager have signed the negotiation result in the salary negotiation system
- Negotiations must be completed no later than **18 December 2026**

Invitation to negotiation meetings

- A 'booking responsible' will be appointed at each faculty, who SDU HR can contact and who has access to the relevant calendars
 - To book times for the negotiations, the faculties must inform SDU HR **no later than 7 October 2026**, at ny-loen@sdu.dk about who will be the faculty's booking responsible
 - If we do not hear from the faculties/areas, we will assume that the booking responsible for this negotiation round is the same as for the AC round/HK & Laboratory Technicians round
- SDU HR will send out invitations to the negotiation meetings
 - Invitations to the negotiation meetings will be sent at the beginning of October 2026 and can be held no earlier than one week after the exchange
- SDU HR will only schedule negotiation meetings where there is availability in the calendar. Therefore, ensure your calendar is updated and that any vacation is entered
- Managers who are invited to salary negotiations must quickly respond to reservations with acceptance. If you are unable to attend, please contact ny-loen@sdu.dk directly so SDU HR can schedule a new negotiation meeting
- SDU HR will record missing recommendations, cancellations, etc., for use in the 2026 evaluation



Guidelines for the salary negotiation system ‘SDU Løn’

See navigation sheets for more information. The system collects personal data from HCM and salary data from the State’s salary system (ØSLDV)

Managers

Navigationsseddel
Nyt lønforhandlingssystem - ‘SDU Løn’
Chefer - A-siden

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Skift rolle	Brug knappen i topmenuen til at skifte mellem din rolle som ansat og Chef	
Udvalg de ansatte, du vil have vist	Brug drop-down menuerne i toppen af siden til at indsnævre visningen efter Personalkategori, Enhed, By eller Chef.	
Begræns visningen yderligere	Med de to nederste felter kan du begrænse visningen til en given forhandlingsrunde; og til kun at vise ansatte, der har lønkrav.	
Sortér listen	Med klik på kolonne-overskrifterne kan du sortere listen.	
Vis løn-oplysninger	Klik på knappen ‘Vis’ ud for den ansattes navn	
Vis forhandlingsoplysninger	Klik på knappen ‘Åbn’ under emnet Forhandling	
Skriv noter om den ansatte	Brug skrivefeltet under ‘Chef note’ til at gemme notater i forbindelse med den ansatte. Disse noter kan ikke ses af andre end dig selv, og er relateret til den specifikke person.	
Indgiv tilbuddet	Sæt flueben ved typen under emnet ‘Tilbud’	
Begrund tilbuddet	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem tilbuddet	Klik på knappen ‘Gem’ nederst på siden	

[Link](#)



Union representatives

Navigationsseddel
Nyt lønforhandlingssystem - ‘SDU Løn’
Tillidsrepræsentanter

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Skift rolle	Brug knappen i topmenuen til at skifte mellem din rolle som ansat og TR	
Udvalg de ansatte, du vil have vist	Brug drop-down menuerne i toppen af siden til at indsnævre visningen efter Personalkategori, Enhed, By eller Chef.	
Begræns visningen yderligere	Med de to nederste felter kan du begrænse visningen til en given forhandlingsrunde; og til kun at vise ansatte, der har lønkrav.	
Sortér listen	Med klik på kolonne-overskrifterne kan du sortere listen.	
Vis løn-oplysninger	Klik på knappen ‘Vis’ ud for den ansattes navn	
Vis forhandlingsoplysninger	Klik på knappen ‘Åbn’ under emnet Forhandling	
Skriv noter om den ansatte	Brug skrivefeltet under ‘TR note’ til at gemme notater i forbindelse med den ansatte. Disse noter kan ikke ses af andre end dig selv, og er relateret til den specifikke person.	
Indgiv lønkrav for den ansatte	Sæt flueben ved typen under emnet ‘Krav’	
Begrund kravet	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem lønkravet	Klik på knappen ‘Gem’ nederst på siden	

[Link](#)

Employees

Navigationsseddel
Nyt lønforhandlingssystem - ‘SDU Løn’
Ansatte

Som ansat kan du bruge systemet til -
Se oplysninger om dine aktuelle aflønningsforhold.
Se oplysninger om fristen for årets lønforhandling. Indgiv lønkrav i forhandlingsperioden. Se tidligere forhandlinger.

Fase	Forklaring	Navigation
Log på systemet	Gå til websiden sdu.dk/loen og log på med dit SDU-login	
Se dine løn-oplysninger	Øverst på siden ses dine aktuelle ansættelses- og lønoplysninger.	
Indgiv lønkrav (Kun i lønkravsperioden)	Klik på knappen ‘Lav nyt krav’ under emnet Forhandlingsrunde	
Angiv krav	Sæt flueben ved typen	
Begrund dit krav	Skriv i skrivefeltet	
Angiv startdato	Brug kalenderknappen til at vælge dato for ønsket ikrafttræden af lønreguleringen. Som standard er datoen altid 01.04. i forhandlingsåret	
Gem lønkravet	Klik på knappen ‘Gem’ nederst på siden.	
Returér til din forside	Klik på knappen ‘Tilbage’.	
Se dine tidligere lønforhandlinger	Under emnet ‘Historiske forhandlinger’ klikkes på knappen ‘Vis’ ud for den tidligere forhandling, du vil se.	

[Link](#)

Where does the data in the salary negotiation system come from?

- Salary data comes from SLS (the State's salary system)
- Personal data such as name, weekly working hours, and department come from HCM (SDU's HR system)

The salary negotiation system calculates the annual salary incorrectly if:

- An employee has more than one employment at SDU
- An employee is on leave, e.g., parental leave
- There is a discrepancy between the CPR number registered in HCM and the CPR number registered in SLS
- An employee is listed with the incorrect working hours in HCM
 - If an employee is listed with incorrect working hours in HCM, please report this to ny-loen@sdu.dk



Particularly for journalists and journalistic lecturers

- When submitting a salary wish, journalists and journalistic lecturers must choose one of the following negotiation options:
 1. Negotiate on your own behalf with the manager (self-negotiator **without** the UR)
 2. Negotiate on their own behalf and have their union representative as counsel (self-negotiator **with** the UR)
 3. Let their union representative negotiate on their behalf (negotiating authority delegated to the UR)
- At the beginning of the salary wish, the employee must **clearly** state which of the above negotiation options they wish to use
- Journalists and journalistic lecturers will be treated as self-negotiators **without** a UR present during the negotiation if they do not clearly specify their preferred negotiation option
- Union representatives for journalists and journalistic lecturers:
 - Academic staff (VIP) UR: Charlotte Flyvbjerg
 - Administrative staff (TAP) UR: Marianne Lie Becker

Salary statistics for Others

Data

- Salary data are shown excluding pension and for full-time work (37 hours per week)
- Source: extract from loen.sdu.dk on 19 August 2026
- Salary data are stated at the 1 November 2025 level
- Categories with fewer than 8 employees are not included in the salary statistics
- Data are presented both overall and by gender

The salary statistics include the following key figures

- **Average:** represents the overall level in the dataset by distributing the total value equally across all observations
- **Upper quartile:** represents the value that separates the top 25% of the data from the rest
- **Median:** represents the middle value when all figures are sorted from lowest to highest
- **Lower quartile:** represents the value that separates the bottom 25% of the data from the rest

TAP

- [Administrative Officer](#)
- [Engineering Assistant](#)
- [IT Employee](#)
- [IT Support Officer](#)
- [IT Support Apprentice](#)
- [Data Technician Apprentice](#)
- [Attendant](#)
- [Bioanalyst](#)
- [Nurse](#)
- [Dental Hygienist](#)
- [Gardener](#)
- [Animal Keeper](#)
- [Animal Keeper Apprentice](#)
- [Mechanical Engineer](#)
- [Skilled Worker](#)
- [Journalist](#)
- [Service Employee](#)

VIP

- [Professor](#)
- [Associate Professor](#)
- [Assistant Professor](#)
- [Postdoc](#)
- [Research Assistant](#)
- [Journalistic Lecturer](#)

Salary statistics - Administrative Officer

STIKO: 194

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	520.975,63 kr.	525.954,71 kr.	522.721,02 kr.	518.793,32 kr.	542.812,16 kr.	521.197,41 kr.	524.215,71 kr.
Upper quartile	566.537,56 kr.	555.276,75 kr.	565.616,99 kr.	568.038,13 kr.	579.761,46 kr.	558.385,58 kr.	566.670,41 kr.
Median	534.968,25 kr.	541.327,41 kr.	538.717,66 kr.	541.188,41 kr.	543.744,21 kr.	534.967,01 kr.	539.160,19 kr.
Lower quartile	471.645,22 kr.	513.942,32 kr.	498.288,09 kr.	462.260,63 kr.	515.101,56 kr.	502.204,32 kr.	483.739,78 kr.
Number of employees	221	20	52	44	59	33	429

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	524.105,64 kr.	-	520.713,62 kr.	518.615,99 kr.	536.684,98 kr.	501.729,09 kr.	523.043,84 kr.
Upper quartile	566.157,14 kr.	-	566.647,37 kr.	563.931,95 kr.	578.468,79 kr.	534.965,68 kr.	566.570,77 kr.
Median	538.718,77 kr.	-	536.621,56 kr.	537.493,46 kr.	544.761,47 kr.	516.977,29 kr.	535.413,08 kr.
Lower quartile	469.572,08 kr.	-	458.722,69 kr.	506.880,38 kr.	496.227,42 kr.	479.127,10 kr.	480.745,06 kr.
Number of employees	64	2	19	10	17	12	124

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	519.699,70 kr.	523.807,30 kr.	523.876,80 kr.	518.845,47 kr.	545.292,21 kr.	532.322,17 kr.	524.692,14 kr.
Upper quartile	566.666,32 kr.	555.402,56 kr.	564.122,16 kr.	567.778,47 kr.	579.843,41 kr.	560.136,94 kr.	566.670,41 kr.
Median	533.302,84 kr.	541.327,41 kr.	539.931,90 kr.	541.398,25 kr.	542.725,10 kr.	549.740,45 kr.	539.931,90 kr.
Lower quartile	482.309,22 kr.	512.653,99 kr.	508.351,73 kr.	461.367,43 kr.	515.666,92 kr.	516.117,25 kr.	487.659,34 kr.
Number of employees	157	18	33	34	42	21	305

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Engineering Assistant

STIKO: 1933

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	500.510,17 kr.	515.589,83 kr.
Upper quartile	-	-	-	-	-	520.324,02 kr.	551.301,55 kr.
Median	-	-	-	-	-	511.471,57 kr.	517.588,57 kr.
Lower quartile	-	-	-	-	-	481.843,63 kr.	486.526,49 kr.
Number of employees	1	1	6	0	4	8	20

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	500.510,17 kr.	515.589,83 kr.
Upper quartile	-	-	-	-	-	520.324,02 kr.	551.301,55 kr.
Median	-	-	-	-	-	511.471,57 kr.	517.588,57 kr.
Lower quartile	-	-	-	-	-	481.843,63 kr.	486.526,49 kr.
Number of employees	1	1	6	0	4	8	20

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - IT Employee

STIKO: 1982

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	547.073,79 kr.	-	-	-	-	-	542.738,69 kr.
Upper quartile	598.878,71 kr.	-	-	-	-	-	593.785,47 kr.
Median	574.244,86 kr.	-	-	-	-	-	559.987,95 kr.
Lower quartile	480.733,55 kr.	-	-	-	-	-	475.518,80 kr.
Number of employees	51	1	3	1	2	0	58

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	546.290,53 kr.	-	-	-	-	-	545.372,12 kr.
Upper quartile	596.555,51 kr.	-	-	-	-	-	593.785,47 kr.
Median	577.808,58 kr.	-	-	-	-	-	569.981,67 kr.
Lower quartile	484.392,39 kr.	-	-	-	-	-	483.383,45 kr.
Number of employees	44	0	3	1	2	0	50

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	526.279,74 kr.
Upper quartile	-	-	-	-	-	-	591.717,28 kr.
Median	-	-	-	-	-	-	542.605,10 kr.
Lower quartile	-	-	-	-	-	-	444.724,93 kr.
Number of employees	7	1	0	0	0	0	8

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Salary statistics - IT Support Officer

STIKO: 1998

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	534.045,69 kr.	-	-	-	-	-	534.045,69 kr.
Upper quartile	551.962,77 kr.	-	-	-	-	-	551.962,77 kr.
Median	527.518,90 kr.	-	-	-	-	-	527.518,90 kr.
Lower quartile	507.785,06 kr.	-	-	-	-	-	507.785,06 kr.
Number of employees	17	0	0	0	0	0	17

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	537.326,44 kr.	-	-	-	-	-	537.326,44 kr.
Upper quartile	556.449,38 kr.	-	-	-	-	-	556.449,38 kr.
Median	527.832,90 kr.	-	-	-	-	-	527.832,90 kr.
Lower quartile	512.839,29 kr.	-	-	-	-	-	512.839,29 kr.
Number of employees	16	0	0	0	0	0	16

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	0	0	1

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - IT Support Apprentice

STIKO: 1987

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	217.797,23 kr.	-	-	-	-	-	217.797,23 kr.
Upper quartile	272.478,55 kr.	-	-	-	-	-	272.478,55 kr.
Median	226.679,50 kr.	-	-	-	-	-	226.679,50 kr.
Lower quartile	157.194,40 kr.	-	-	-	-	-	157.194,40 kr.
Number of employees	8	0	0	0	0	0	8

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	6	0	0	0	0	0	6

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	2	0	0	0	0	0	2

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Data Technician Apprentice

STIKO: 930

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	4	0	0	0	0	0	4

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	4	0	0	0	0	0	4

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

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Salary statistics - Attendant

STIKO: 500

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	415.634,68 kr.	-	-	-	-	-	412.239,43 kr.
Upper quartile	437.827,95 kr.	-	-	-	-	-	435.726,55 kr.
Median	411.143,79 kr.	-	-	-	-	-	409.616,05 kr.
Lower quartile	395.437,64 kr.	-	-	-	-	-	393.744,59 kr.
Number of employees	34	0	2	0	0	0	36

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	416.429,68 kr.	-	-	-	-	-	412.677,59 kr.
Upper quartile	438.878,65 kr.	-	-	-	-	-	438.878,65 kr.
Median	412.526,61 kr.	-	-	-	-	-	409.471,13 kr.
Lower quartile	396.041,49 kr.	-	-	-	-	-	394.488,58 kr.
Number of employees	31	0	2	0	0	0	33

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	3	0	0	0	0	0	3

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Salary statistics - Bioanalyst

STIKO: 580

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	508.932,00 kr.	-	508.932,00 kr.
Upper quartile	-	-	-	-	537.765,74 kr.	-	537.765,74 kr.
Median	-	-	-	-	526.724,33 kr.	-	526.724,33 kr.
Lower quartile	-	-	-	-	470.457,53 kr.	-	470.457,53 kr.
Number of employees	0	0	0	0	8	0	8

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	508.932,00 kr.	-	508.932,00 kr.
Upper quartile	-	-	-	-	537.765,74 kr.	-	537.765,74 kr.
Median	-	-	-	-	526.724,33 kr.	-	526.724,33 kr.
Lower quartile	-	-	-	-	470.457,53 kr.	-	470.457,53 kr.
Number of employees	0	0	0	0	8	0	8

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Nurse

STIKO: 4748

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	4	0	5

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	4	0	5

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Dental Hygienist

STIKO: 4813

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	1	0	1

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	1	0	1

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Gardener

STIKO: 1610

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	2	0	0	0	0	0	2

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	0	0	1

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	0	0	1

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Animal Keeper

STIKO: 1020

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	438.418,83 kr.	-	438.418,83 kr.
Upper quartile	-	-	-	-	462.198,36 kr.	-	462.198,36 kr.
Median	-	-	-	-	408.405,33 kr.	-	408.405,33 kr.
Lower quartile	-	-	-	-	392.866,24 kr.	-	392.866,24 kr.
Number of employees	0	0	0	0	17	0	17

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	4	0	4

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	416.720,53 kr.	-	416.720,53 kr.
Upper quartile	-	-	-	-	440.869,35 kr.	-	440.869,35 kr.
Median	-	-	-	-	401.272,74 kr.	-	401.272,74 kr.
Lower quartile	-	-	-	-	389.432,34 kr.	-	389.432,34 kr.
Number of employees	0	0	0	0	13	0	13

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Salary statistics - Animal Keeper Apprentice

STIKO: 1022

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	4	0	4

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	4	0	4

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Salary statistics - Mechanical Engineer

STIKO: 2969

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	5	0	1	0	0	0	6

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	5	0	1	0	0	0	6

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

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Salary statistics - Skilled Worker

STIKO: 1885

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	480.756,62 kr.	-	-	-	-	-	480.409,66 kr.
Upper quartile	514.017,80 kr.	-	-	-	-	-	511.823,54 kr.
Median	489.827,54 kr.	-	-	-	-	-	488.428,06 kr.
Lower quartile	451.893,65 kr.	-	-	-	-	-	453.799,32 kr.
Number of employees	29	0	0	0	2	1	32

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	480.756,62 kr.	-	-	-	-	-	480.409,66 kr.
Upper quartile	514.017,80 kr.	-	-	-	-	-	511.823,54 kr.
Median	489.827,54 kr.	-	-	-	-	-	488.428,06 kr.
Lower quartile	451.893,65 kr.	-	-	-	-	-	453.799,32 kr.
Number of employees	29	0	0	0	2	1	32

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	0	0	0	0

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Salary statistics - Journalist

STIKO: 2015

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	621.297,42 kr.	-	-	-	-	-	600.827,75 kr.
Upper quartile	691.817,01 kr.	-	-	-	-	-	644.740,29 kr.
Median	577.324,14 kr.	-	-	-	-	-	598.141,02 kr.
Lower quartile	564.623,93 kr.	-	-	-	-	-	570.257,85 kr.
Number of employees	8	1	4	1	3	1	18

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	618.607,78 kr.
Upper quartile	-	-	-	-	-	-	644.835,78 kr.
Median	-	-	-	-	-	-	595.021,67 kr.
Lower quartile	-	-	-	-	-	-	568.920,99 kr.
Number of employees	6	0	1	0	0	1	8

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	586.603,73 kr.
Upper quartile	-	-	-	-	-	-	644.740,29 kr.
Median	-	-	-	-	-	-	598.141,02 kr.
Lower quartile	-	-	-	-	-	-	570.257,85 kr.
Number of employees	2	1	3	1	3	0	10

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Salary statistics - Service Employee

STIKO: 4387

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	369.650,05 kr.	-	344.864,75 kr.
Upper quartile	-	-	-	-	392.118,76 kr.	-	386.501,75 kr.
Median	-	-	-	-	382.809,46 kr.	-	344.613,34 kr.
Lower quartile	-	-	-	-	359.615,31 kr.	-	304.011,46 kr.
Number of employees	1	0	3	0	8	1	13

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	1	0	0	0	2	0	3

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	342.359,67 kr.
Upper quartile	-	-	-	-	-	-	384.655,61 kr.
Median	-	-	-	-	-	-	330.551,10 kr.
Lower quartile	-	-	-	-	-	-	305.507,48 kr.
Number of employees	0	0	3	0	6	1	10

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Salary statistics - Professor

STIKO: 12110

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	822.665,28 kr.	887.279,36 kr.	879.412,15 kr.	806.560,21 kr.	881.109,85 kr.	844.416,09 kr.
Upper quartile	-	833.497,07 kr.	923.033,02 kr.	917.876,14 kr.	847.116,67 kr.	935.922,21 kr.	890.216,76 kr.
Median	-	794.983,47 kr.	821.142,28 kr.	870.742,57 kr.	777.405,38 kr.	885.506,72 kr.	819.487,73 kr.
Lower quartile	-	776.457,33 kr.	771.910,34 kr.	829.170,48 kr.	728.916,17 kr.	790.907,48 kr.	760.289,23 kr.
Number of employees	1	38	62	70	164	47	382

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	837.040,84 kr.	896.826,24 kr.	881.392,22 kr.	812.752,45 kr.	900.132,51 kr.	860.187,21 kr.
Upper quartile	-	872.285,41 kr.	930.674,75 kr.	910.457,83 kr.	847.023,32 kr.	945.619,30 kr.	909.153,51 kr.
Median	-	802.622,18 kr.	832.210,86 kr.	870.869,38 kr.	776.004,45 kr.	903.773,20 kr.	829.233,88 kr.
Lower quartile	-	782.381,11 kr.	771.910,34 kr.	828.092,60 kr.	728.916,17 kr.	828.089,58 kr.	770.349,38 kr.
Number of employees	1	21	54	49	91	40	256

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	804.907,22 kr.	822.837,97 kr.	874.791,99 kr.	798.841,11 kr.	-	812.373,19 kr.
Upper quartile	-	806.692,14 kr.	822.576,43 kr.	932.232,69 kr.	846.799,90 kr.	-	850.652,46 kr.
Median	-	793.322,88 kr.	805.611,24 kr.	864.243,03 kr.	778.431,92 kr.	-	792.688,84 kr.
Lower quartile	-	774.482,74 kr.	775.119,80 kr.	830.363,08 kr.	728.916,17 kr.	-	729.323,77 kr.
Number of employees	-	17	8	21	73	7	126

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Salary statistics - Associate Professor

STIKO: 12080 (Associate Professor) and 12085 (Associate Professor - Promotion Program)

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	656.295,62 kr.	643.129,59 kr.	654.126,19 kr.	620.680,37 kr.	655.434,44 kr.	641.130,18 kr.
Upper quartile	-	684.890,92 kr.	660.984,58 kr.	694.371,38 kr.	648.253,16 kr.	683.423,56 kr.	671.361,65 kr.
Median	-	645.643,65 kr.	640.112,38 kr.	640.553,19 kr.	609.416,13 kr.	643.801,90 kr.	632.214,01 kr.
Lower quartile	-	628.521,46 kr.	619.324,82 kr.	609.865,50 kr.	582.979,05 kr.	611.169,81 kr.	599.364,53 kr.
Number of employees	1	102	88	118	244	122	675

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	658.498,64 kr.	646.444,47 kr.	658.966,27 kr.	632.798,37 kr.	651.343,82 kr.	648.667,95 kr.
Upper quartile	-	691.669,14 kr.	671.938,32 kr.	692.753,06 kr.	660.637,26 kr.	682.949,54 kr.	679.392,86 kr.
Median	-	646.851,35 kr.	643.741,52 kr.	645.263,22 kr.	619.986,03 kr.	641.766,93 kr.	640.172,76 kr.
Lower quartile	-	629.025,68 kr.	624.545,11 kr.	611.396,26 kr.	595.644,81 kr.	609.104,64 kr.	608.440,41 kr.
Number of employees	-	61	62	64	88	103	378

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	653.017,94 kr.	635.224,86 kr.	648.389,79 kr.	613.844,58 kr.	677.609,93 kr.	631.536,65 kr.
Upper quartile	-	672.575,39 kr.	653.732,23 kr.	694.380,43 kr.	634.792,45 kr.	703.607,27 kr.	658.958,55 kr.
Median	-	642.648,55 kr.	633.234,52 kr.	633.904,79 kr.	604.869,35 kr.	658.445,28 kr.	624.327,72 kr.
Lower quartile	-	627.371,13 kr.	611.619,68 kr.	599.597,02 kr.	577.468,91 kr.	623.874,83 kr.	599.328,30 kr.
Number of employees	1	41	26	54	156	19	297

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Salary statistics - Assistant Professor

STIKO: 12000 (Assistant Professor) and 12129 (Tenure Track Assistant Professor)

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	514.041,64 kr.	521.914,84 kr.	515.274,27 kr.	528.657,36 kr.	533.470,66 kr.	525.587,50 kr.
Upper quartile	-	523.763,64 kr.	531.142,69 kr.	505.297,89 kr.	542.253,55 kr.	544.765,57 kr.	542.000,29 kr.
Median	-	505.297,89 kr.	511.916,09 kr.	505.297,89 kr.	524.017,26 kr.	530.128,23 kr.	522.360,56 kr.
Lower quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	517.773,44 kr.	505.297,89 kr.
Number of employees	0	9	46	47	85	63	250

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	525.409,24 kr.	514.586,97 kr.	535.597,47 kr.	534.250,32 kr.	527.626,94 kr.
Upper quartile	-	-	535.158,30 kr.	505.297,89 kr.	543.871,87 kr.	543.044,59 kr.	542.326,01 kr.
Median	-	-	523.884,41 kr.	505.297,89 kr.	542.096,55 kr.	530.128,23 kr.	523.950,83 kr.
Lower quartile	-	-	505.297,89 kr.	505.297,89 kr.	523.759,34 kr.	518.153,87 kr.	505.297,89 kr.
Number of employees	0	5	27	26	25	47	130

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	516.949,11 kr.	516.125,22 kr.	525.765,64 kr.	531.180,38 kr.	523.378,11 kr.
Upper quartile	-	-	526.939,89 kr.	505.297,89 kr.	541.712,29 kr.	551.166,38 kr.	530.478,46 kr.
Median	-	-	505.297,89 kr.	505.297,89 kr.	518.159,91 kr.	529.806,75 kr.	514.656,34 kr.
Lower quartile	-	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	514.654,55 kr.	505.297,89 kr.
Number of employees	0	4	19	21	60	16	120

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Salary statistics - Postdoc

STIKO: 12100

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	510.402,06 kr.	504.478,62 kr.	509.204,94 kr.	524.208,92 kr.	509.009,56 kr.	512.923,02 kr.
Upper quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	542.193,16 kr.	505.297,89 kr.	517.774,82 kr.
Median	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	517.773,44 kr.	505.297,89 kr.	505.297,89 kr.
Lower quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.
Number of employees	0	35	149	43	173	114	514

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	512.589,19 kr.	504.091,75 kr.	509.776,65 kr.	526.510,51 kr.	507.199,77 kr.	510.896,18 kr.
Upper quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	542.235,43 kr.	505.297,89 kr.	505.297,89 kr.
Median	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	520.767,03 kr.	505.297,89 kr.	505.297,89 kr.
Lower quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.
Number of employees	0	16	86	25	56	78	261

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	508.560,27 kr.	505.006,71 kr.	508.410,90 kr.	523.107,31 kr.	512.930,79 kr.	515.013,95 kr.
Upper quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	541.641,80 kr.	508.386,58 kr.	520.708,16 kr.
Median	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	517.652,67 kr.	505.297,89 kr.	505.297,89 kr.
Lower quartile	-	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.	505.297,89 kr.
Number of employees	0	19	63	18	117	36	253

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Salary statistics - Research Assistant

STIKO: 12140

	Overall						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	448.495,19 kr.	448.202,29 kr.	429.373,43 kr.	448.568,18 kr.	443.624,37 kr.	445.659,42 kr.
Upper quartile	-	489.892,12 kr.	489.892,12 kr.	438.768,11 kr.	489.892,12 kr.	473.752,20 kr.	489.892,12 kr.
Median	-	438.768,11 kr.	410.532,05 kr.	410.532,05 kr.	423.007,61 kr.	438.768,11 kr.	423.007,61 kr.
Lower quartile	-	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.
Number of employees	0	21	43	17	70	47	198

	Men						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	443.302,13 kr.	460.075,87 kr.	434.166,21 kr.	435.812,76 kr.	440.249,44 kr.	443.619,69 kr.
Upper quartile	-	464.519,32 kr.	505.302,39 kr.	464.519,32 kr.	469.981,65 kr.	464.519,32 kr.	489.892,12 kr.
Median	-	438.768,11 kr.	464.519,32 kr.	410.532,05 kr.	410.532,05 kr.	419.897,77 kr.	426.135,55 kr.
Lower quartile	-	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.
Number of employees	0	9	18	9	12	34	82

	Female						
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	452.389,99 kr.	439.653,31 kr.	423.981,57 kr.	451.207,23 kr.	452.451,13 kr.	447.101,29 kr.
Upper quartile	-	489.892,12 kr.	489.892,12 kr.	417.591,07 kr.	489.892,12 kr.	482.985,07 kr.	489.892,12 kr.
Median	-	438.768,11 kr.	410.532,05 kr.	410.532,05 kr.	433.882,96 kr.	464.519,32 kr.	423.007,61 kr.
Lower quartile	-	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.	410.532,05 kr.
Number of employees	0	12	25	8	58	13	116

Please be advised that the figures shown above are presented using the Danish number format

Salary statistics - Journalistic Lecturer

STIKO: 12041

Overall							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	693.450,80 kr.	-	-	693.450,80 kr.
Upper quartile	-	-	-	705.141,12 kr.	-	-	705.141,12 kr.
Median	-	-	-	692.931,09 kr.	-	-	692.931,09 kr.
Lower quartile	-	-	-	673.260,09 kr.	-	-	673.260,09 kr.
Number of employees	0	0	0	12	0	0	12

Men							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	-	-	-	-
Upper quartile	-	-	-	-	-	-	-
Median	-	-	-	-	-	-	-
Lower quartile	-	-	-	-	-	-	-
Number of employees	0	0	0	3	0	0	3

Female							
	FÆL	HUM	NAT	SAMF	SUND	TEK	SDU
Average	-	-	-	690.052,00 kr.	-	-	690.052,00 kr.
Upper quartile	-	-	-	698.469,53 kr.	-	-	698.469,53 kr.
Median	-	-	-	687.901,93 kr.	-	-	687.901,93 kr.
Lower quartile	-	-	-	673.260,09 kr.	-	-	673.260,09 kr.
Number of employees	0	0	0	9	0	0	9

Please be advised that the figures shown above are presented using the Danish number format

Need more info?

Read more about the salary negotiations here:

<https://sdunet.dk/en/servicesider/hr/ansaettelsesforhold/loen/loenforhandling>

[Salary policies and local agreements](#) (primarily in Danish)

Questions:

Contact SDU HR at: ny-loen@sdu.dk

