

## Summary: National administration, regional & local government collective bargaining agreement 2024-2026 in Denmark

### 1. Salary

*Salary increases from 1.04.2024 to 31.03.2026 at National Administration.*

CBA 24 in %.	1.4.2024	1.10.2024	1.4.2025	1.11.2025	Total OK24
Agreed general pay increases	4,83 %	0,00 %	1,27 %	0,20 %	6,30 %
Estimated regulatory scheme a)	1,06 %		0,04 %	0,00 %	1,10 %
General pay increases in total	5,89 %	0,00 %	1,31 %	0,20 %	7,40 %
Other topics b)	0,11 %		0,89 %		1,00 %
Expected structural changes in sector c)					0,40 %
Result in total	6,00 %	0,00 %	2,20 %	0,20 %	8,80 %

- a) Automatic salary adjustment compared to the estimated salary development in the private sector.
- b) Ex. Parental rights for specific groups, pension, lowest paid employees and national T.U. collective bargaining agreements. Please note that the figure in % is much lower compared to Regional and Local Government.
- c) Ex. Outsourcing, insourcing, local salary bargaining.

Summary:

- Expected real increase of 2.50% during the two years.
- Large pay increases in the first year of the agreement.
- To ensure balance between the private and public salary development an extraordinary negotiation at the end of 2025 is agreed. If there is an imbalance, it will be balanced within the November 2025 salary.
- Funds are allocated to raise the basic salary for various lowest paid groups.

*Salary increases from 1.04.2024 to 31.03.2026 at Regional Government.*

CBA 24 in %.	1.4.2024	1.10.2024	1.4.2025	1.11.2025	Total OK24
Agreed general pay increases in total included regulatory scheme a)	5,76 %	0,00 %	0,77 %	0,00 %	6,53 %
Other topics b)	0,00 %		2,00 %		2,00 %
Expected structural changes in sector c)	0,15 %		0,12 %		0,27 %
Result in total	5,81 %	0,00 %	2,79 %	0,20 %	8,80 %

- a) Automatic salary adjustment compared to the estimated salary development in the private sector.

- b) Ex. Parental rights for specific groups, pension, lowest paid employees and national T.U. collective bargaining agreements. Please note that the figure in % is much higher compared to National Administration.
- c) Ex. Outsourcing, insourcing, local salary bargaining.

Summary:

- Expected real increase of 2.50% during the two years.
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*Salary increases from 1.04.2024 to 31.03.2026 at Local Government.*

CBA 24 in %.	1.4.2024	1.10.2024	1.4.2025	1.11.2025	Total OK24
Agreed general pay increases in total included regulatory scheme a)	5,74 %	0,00 %	0,77 %	0,00 %	6,51 %
Other topics b)	0,00 %		2,00 %		2,00 %
Expected structural changes in sector c)	0,14 %		0,15 %		0,29 %
Result in total	5,78 %	0,00 %	2,82 %	0,20 %	8,80 %

- a) Automatic salary adjustment compared to the estimated salary development in the private sector.
- b) Ex. Parental rights for specific groups, pension, lowest paid employees and national T.U. collective bargaining agreements. Please note that the figure in % is much higher compared to National Administration.
- c) Ex. Outsourcing, insourcing, local salary bargaining.

Summary:

- Expected real increase of 2.50% during the two years.
- Large pay increases in the first year of the agreement.
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*Other highlighted agreed issues/items*

## **2. Pension**

- Same pension system from day one for all employees within the same collective agreement regardless of part-time or full-time employment.

### **3. New methods to save up time/days off**

- With effect from 1 May 2025, the parties have established a new option for employees to save up time/days off for later settlement, for example in connection with children's first days in nursery/kindergarten, looking after sick parents and longer holiday trips.
- The savings can consist of time off from compensatory leave, overtime, converted disadvantage supplement, weekend work, inclusion of day off and special holidays (No money can be allocated, only working time).
- A maximum of 15 days can be pooled of which a maximum of 8 days stems from compensatory leave.

### **4. Freedom of choice between salary, pension, or savings scheme**

- With effect from 1 May 2025, employees have a freedom of choice for the part of the pension contribution that exceeds 15 %.
- The pension contribution can be paid in whole or in part as salary or paid in whole or in part into a savings scheme in connection with the pension scheme to which the employee is covered in accordance with the relevant collective agreement.
- The savings scheme can be used as you choose but only converted to time/days off if agreed upon.

### **5. New parental rights for specific groups**

- From 1 April 2024, the right to paternity pay will be increased by 3 weeks, in total 18 weeks. Adoptants right to pay has been correspondingly increased.
- This also include a women married to the women who has given birth to/or adopted the child.
- In case of multiple birth, the parents right to parental leave and pay are extended with 13 weeks to each parent (Mother  $26+13= 39$  & father  $18+13 = 31$ )
- If the child has only one parent at birth, the right to pay for the parent is increased by 10 weeks. (Mother  $26+10= 36$  & father  $18+10 = 28$ ). The same applies to sole adoptants.

### **6. National T.U. collective bargaining agreements**

After an agreement was reached at National administration (11<sup>th</sup> February) and at Local & Regional level (20<sup>th</sup> February) time was set for the national trade unions to negotiate their own part (See b) above). Time allocated to these negotiations was 6 weeks as from Monday 26<sup>th</sup> February - Also called the 6-week window.

All the national trade unions managed to reach an agreement before the 6-week window closed, although a few smaller trade unions had to include/involve the conciliation institution to reach an agreement.

## **7. Next step**

After all the agreements was finalized, time were allocated for the voting process - yes or no - among their members to the "whole package", including both the national general agreements and the respective national trade unions agreements.

The voting process will conclude around 11<sup>th</sup> April.

The voting results are linked at local and regional level and correspondingly at the national administration.

The result will be published on 15<sup>th</sup> April.