

Basis of your employment contract: the TV-L

As a member of the academic staff of the University of Cologne, you are employed in the public sector. Your employment contract as the basis for your employment relationship is based on the **collective agreement of the public service of the Länder (TV-L)**.

The collective agreement for doctors at university hospitals (TV-Ä) with the corresponding remuneration groups Ä1-Ä3 applies to doctors who work predominantly in patient care.

Your salary

For academic staff at the University of Cologne, **Annex B to the TV-L** is authoritative. It contains the **pay scale for pay groups (EG)** 1 to 15. Important for your individual salary is the allocation to a pay group and to a **step** (1-6) within this group.

Assignment to a pay group is based on the **relevant job characteristics** of the position and the **qualifications** required for the job, e.g. educational and professional qualifications. Academic staff at universities with a university degree/Master's degree are grouped from EG 13 upwards. If the Master's degree is still pending, they will be graded according to EG 12.

Relevant professional experience that you have is the basis for the level assignment. New entrants without professional experience or who can provide no evidence of such experience are automatically assigned to level 1. If there is evidence of professional experience, you may be assigned to a higher level. The salary is therefore higher. After a certain period within a level one automatically moves up to the next higher level (step period). How quickly the next level is reached varies; for example, level 2 is reached after one year in level 1, level 3 after two years in level 2 and so on.

What can you do?

In order for you to be classified in the correct pay group and level, **evidence** of qualifications, degrees and previous employment is crucial. This can be employment contracts, evidence of comparable work, evidence of scholarships, etc. Documents in foreign languages must be translated. Without supporting documents, as a new entrant you will be assigned to level 1 of your pay group. Your supporting documents are therefore worth hard cash.

Basic information – a selection:

<https://oeffentlicher-dienst.info/>

<https://www.oeffentlichen-dienst.de/einstiegsseite.html>

These websites offer a comprehensive overview of collective agreements and pay scales for the public sector, including a salary calculator.

<https://www.tdl-online.de/tarifvertraege.html>

The official website of the tariff community of the federal states (Tarifgemeinschaft der Länder) contains information on current collective agreements and pay scales.

<https://www.finanzverwaltung.nrw.de/de/tarif-und-regierungsbeschaeftigte>

Information page of the Landesamt für Besoldung und Versorgung (LBV) NRW for tariff employees

Do you have any questions? Please feel free to contact us!

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