

Your pay: How does the level assignment work?

The TV-L, the collective agreement for the public service of the Länder (federal states), applies to academic staff at universities.

The individual pay is made up of the pay group and the level within the respective pay group. The higher the pay group and level, the higher the pay.

The decisive factor for the pay group is the type of job as well as the necessary **qualification** for the job, i.e. the educational or vocational qualification. The level assignment takes into consideration the relevant professional experience. So-called beneficial periods can also be taken into account. Furthermore, the collective agreement allows for granting a level in advance (Stufenvorweggewährung). The employer has the discretion to take into consideration beneficial periods and the granting of a level in advance.

Relevant work experience according to §16 (2) TV-L

The level assignment for recruitment is determined by the so-called relevant professional experience. The decisive factor is the extent to which one **has professional experience in the specific job**. It does not matter whether the experience stems from part-time or full-time work.

The following applies: You will be assigned to level 1 without any relevant professional experience, to level 2 with at least one year of relevant professional experience, etc. up to level 6.

Consideration of conducive periods according to §16 (2) TV-L

If the previous activity is **conductive to the new task**, these periods may be recognised in full or in part. The requirements for consideration are **less stringent** than those for relevant professional experience. It is at the employer's discretion whether periods conducive to assignment to a higher level are recognised.

Advancement in level according to §16 (2) TV-L Protocol Declaration (5)

This is **an allowance**. A person receives, in whole or in part, up to two levels higher pay, but remains in his/her original level. The allowance may be limited in time and may be revoked. Reasons for granting it may include: retaining skilled employees and compensating for higher costs of living. The granting of a level in advance is also at the employer's discretion.

Co-determination by the staff council

Both grouping and level assignment are subject to co-determination by the staff council

For further reading:

The regulations for level assignment are stated in the collective agreement for public service (Tarifvertrag für den öffentlichen Dienst der Länder (TD-L)):

https://www.tdl-online.de/fileadmin/downloads/rechte_Navigation/A_TV-L_2011_/01_Tarifvertrag/TV-L_i.d.F.des_%C3%84TV_Nr.12_VT.pdf

The pay amount can be found in the pay scale for public service of the Länder:

https://www.finanzverwaltung.nrw.de/sites/default/files/asset/document/anlage_1_anlage_b_tv-l.pdf

Overview of level periods:

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

(Paragraph „Berufserfahrung und Stufenlaufzeit“)

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

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