

### What is meant by grouping into a pay group?

The Collective Agreement of the Länder (TV-L) is the basis of the employment contracts of academic staff employed as tariff employees according to §44 of the Higher Education Act NRW. An essential part of the employment contracts is the grouping into a pay group. The pay group is decisive for the gross salary. The principles of grouping are laid down in §12 and §13 of the TV-L. Academic civil servants and doctors are not covered by the TV-L. Different principles apply to them.

### How is the grouping done?

The basis for grouping is the pay scale - Annex A to the TV-L, either Part I (General Part) or Part II (Special Part). In the pay regulations, job characteristics or functions are assigned to pay groups E1 to E15. For individual pay groups, additional training or graduation requirements may be stipulated. A basic salary is set for each pay group, and the development stages are also anchored in the pay group. The job description is the basis for grouping into a pay group. The job description is part of the employment contract. The following applies: at least half of the tasks must correspond to the characteristics of the pay group into which the employee is classified.

### Which pay group applies to academic staff?

Academic staff with a university degree (Master's, Diplom, Magister, first state examination) are grouped at least according to E13. If they only have a Bachelor's degree, they are classified into E12. Grouping into the higher pay groups E14 and E15 is possible if special responsibility is assigned (e.g. for staff or for particularly difficult research tasks). If the tasks change permanently over time, the job description must also be adapted.

### Right of co-determination of the staff council!

According to §72 (4) LPVG, the staff council has a right of co-determination in grouping and in reviewing grouping when new tasks are assigned. In the case of new employments or contract extensions or modifications, we will review the employment contracts accordingly. If you have any questions, please do not hesitate to contact us.

### For further reading:

Collective agreement for the public service of the Länder (federal states) – TV-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](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)

Pay scale of the TV-L (TV-L Annex A):

[https://www.tdl-online.de/fileadmin/downloads/rechte\\_Navigation/A\\_TV-L\\_2011\\_/01\\_Tarifvertrag/Anlage\\_A\\_i.d.F.des\\_%C3%84TV\\_Nr.12.pdf](https://www.tdl-online.de/fileadmin/downloads/rechte_Navigation/A_TV-L_2011_/01_Tarifvertrag/Anlage_A_i.d.F.des_%C3%84TV_Nr.12.pdf)

Law on higher education NRW – HG NRW:

[https://recht.nrw.de/lmi/owa/br\\_text\\_anzeigen?v\\_id=10000000000000000654](https://recht.nrw.de/lmi/owa/br_text_anzeigen?v_id=10000000000000000654)

Guide by the GEW (Trade Union for Education and Science) to the Workplace University and in Research:

<https://www.gew.de/index.php?eID=dumpFile&t=f&f=103936&token=50897e13263defe7e97aeaa692effd5017f09f23&sdownload=&n=Rg-Arpla-HuF-2021-A4-web.pdf>

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