

Human resources in Austria based on the “collective agreement”

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Basic conflicts

- **Level of competition**
- **The pyramid problem**
- **Low and no competitive salary**
- **Administrative vs. academic staff**
- **Career pathways for academic and administrative staff**
- **No permanent contracts for academic staff**

Solution: “collective agreement”

- **Austrian tenure track**
- **Flat salary rate for academic staff**
- **Higher level at the beginning less progressive in time**
- **Qualification table instead of working years for administrative staff**
- **Permanent contract for academic staff**

Academic staff

- **Professor**
- **University assistant, senior lecturer, senior artist, senior scientist**
- **Assistant professor, associate professor**
- **Project staff**
- **Lector**
- **Student (working) staff**



Some details

- **40 hours a week**
- **A1 after 7 years, 6 months sabbatical**
- **Max. 16 teaching hours a week**
- **Working week: 8-21 Mo.-Fr.**



Salary structure

- **Salary:**

- **A1 professor, A2 with qualification agreement**

- **B1 assistants, B2 senior lecturer etc.**

- **A1 4360,40; 4796,40;5232,40; 5232,40; 6104,50**

- **A2 3270,30 /3.815,30 with Dr. or PhD**

- **4.142,30 after fulfillment of QA**

- **4,578,40 (after 6 years as associate prof. and at least one positive review), 5014,40; 5450,40; 5886,50**

- **B1**

- **2398,20 – after 3 years 2861,50, after 8 3215,80 (post doc) or 3570,10 or 3760,90**

- **B2**

- **depend on teaching involvement**

- **Administrative staff: 1362,70-4033,30 (I-V)**



Contact

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