

Works Agreement

on the Payment of an Allowance for Doctoral Candidates at Helmholtz-Zentrum Berlin für Materialien und Energie GmbH (HZB)

Preamble

The competition to win high-calibre doctoral candidates has notably intensified during the past years, particularly in the international context. This affects not only subjects with general shortages, but meanwhile applies to all disciplines. The HZB regulation applying to doctoral candidates until 31.12.2013 was limited and a new agreement therefore had to be reached.

For this reason the management and the works council now conclude the following agreement.

1. In accordance with the budgetary-law authorization of 05.12.2013 (BMBF [German Federal Ministry for Education and Women] ref.: 06280-3/3), doctoral candidates of HZB falling under the payment-scale exception of section § 1, paragraph 2 letter s) of TVöD [Collective Wage Agreement for the Civil Service] can be remunerated in keeping with the following stipulations:
 - a) basic remuneration of up to half of payment group 13 of TVöD (federal government) with level allocation or level increase up to a maximum of level 2.
 - b) a general recruitment bonus - revocable at any time - to the maximum value of 25% of the basic remuneration of payment group 13 of TVöD on the basis of an **individual case-related decision** in view of a concrete, profession-specific need. No legal entitlement to payment of the bonus exists.
 - c) an annual special payment corresponding to section § 20 of TVöD (currently 60 %).
2. The award of a recruitment bonus in accordance with point 1, letter b) is undertaken in keeping with the following criteria.
 - a) In a case of submission of a written offer from a competitor that exceeds the basic remuneration in accordance with point 1, letter a), a sum to the value of the difference between the offers plus 10 % of the basic remuneration can be paid as a recruitment bonus. The total amount from basic remuneration and recruitment bonus must not exceed the level of 75 % of payment group 13 of TVöD (federal government) with level allocation up to a maximum of level 2.
 - b) In the case of a doctoral candidate who, by written confirmation of the higher educational establishment concerned, can provide proof of his or her having belonged to the 20 % of the best in the year of a faculty or department for the Master and Diploma (or Hon's degree) qualifications, a recruitment bonus to the

value of 25 % of the basic remuneration in accordance with point 1, letter a) will be paid.

- c) For the period of a special family-type care situation (e.g. the necessity of a place in a day nursery or of a childminder, or care for a relative) a recruitment bonus to the value of the actual supportive costs incurred, and proven in writing, can be paid. The recruitment bonus must not be higher than a maximum of 25 % of the basic remuneration in accordance with point 1, letter a).
 - d) In the case of a doctoral candidate with a proven assessment for the Master or Diploma (or Hon's degree) qualification of an overall mark "very good", a recruitment bonus to the value of 25 % of the basic remuneration in accordance with point 1, letter a) will be paid. The evaluation "very good" corresponds to an overall mark in the German range from 1 to (and including) 1.3.
3. The works council shall simultaneously receive a copy of the annual report to be sent to BMBF [Federal Ministry for Education and Women] by 30.04. of the following year at the latest, in keeping with the tables attached as Appendices 1 and 2 of the above-mentioned authorization.
 4. In the employment contracts, it is to be specified that the entire work effort of the doctoral candidate be used for preparation of the doctorate.
 5. This works agreement shall come into force of 1st January 2014. Subject to a period of notice of three months, it can be terminated in writing by either side without consequences.
 6. In addition to this, the works agreement shall automatically end, without consequences, at the time of effectiveness of a revocation of the budgetary-law authorization by the body allocating the funds.

Berlin, 02.01.2014

Management

Works Council

Signed

Signed

Signed

Signed

Prof. Dr. Anke Rita Kaysser-Pyzalla

Thomas Frederking

Elsbeth Lesner

Norbert Beck