

Letter of employment

21.06.2007

It is hereby confirmed that you are employed as 1st resident doctor with The Mid Region of Jutland, until further notice at The University Hospital in Århus, Århus Sygehus. This employment starts on 1st February 2008.

The employment is not limited by time and takes place in accordance to §4, section 4, part b, according to the agreement for subordinate doctors as pr. 1st April 2005.

The employment is conditioned by you attaining/submitting the requested document for the Danish Health Board.

The employment is furthermore conditioned by you finalizing and passing Danish language classes, starting from 1st august 2007 and ending 31st January 2008, and under the condition that you acquire permanent authorization as a doctor no later than 31st January 2010.

Before you can achieve permanent authorization you will be stationed for a 3 month period in another department within the same speciality at one of the hospitals in The Mid Region of Jutland.

Also it is a condition that the acquired children abuse certificate from the Danish Commissioner of Police, is returned without remarks that could cause reasons for concern.

Agreement:

The employment takes place under the circumstances stipulated in the agreement between the Association of County Councils in Denmark and the Danish Association of Junior Hospital Doctors regarding subordinate doctors.

Working hours:

Your average weekly working hours are 37 hours pr. week as agreed, and working hours are coordinated according to the agreement and in accordance with the agreed principles at the place of employment.

Overtime takes place in accordance to the regulations of the agreement.

Salary:

The position is waged at a yearly pension providing basic salary at DDK 337.600 (31.03.2000 level).

Furthermore, an extra charge supplement is added in accordance to the agreement § 8, section 2, along with an additional supplement so that you will obtain a salary equal to a local ward doctor, DDK 542.318 (presen level).

Salary is paid out monthly in arrears.

Pension plan/ pension contribution:

A pension plan will be established in accordance to the agreement.

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Vacation:

You are included in the "Agreement regarding vacation for personnel employed in Municipals and Regions" with exception from the agreement's § 8 regarding vacation with salary and § 9 regarding particular vacation compensation. Instead of the vacation agreement's §§ 8 - 9, the agreement's regulations regarding vacation with vacation compensation will take effect. When resolving vacation, salary-deduction pr. hour will be calculated as 1/1924 of your yearly gross income (basic salary, function salary and qualification salary) including own pension contribution.

Illness etc.

Salary is paid out during illness in accordance with the agreement's regulations.

The employment is at all times included in the agreement regarding absence caused by family related reasons for employees in Regions and Municipals.

Resignation:

Resignation from the employer's side must take place at the end of any calendar month with 6 months notice.

Resignation from the employees side must take place at the end of any calendar month with 3 months notice.

Housing:

The employer will be helpful in locating suitable housing.

Confidentiality:

You are included in the regulations regarding confidentiality and professional secrecy as in accordance to the Penal Code. The confidentiality and professional secrecy is not terminated at the end of the employment period.

Other conditions of employment:

Payment regarding issuing of certificates takes place in accordance to the agreement's regulations on this matter.

Side occupations and lawful submission of required information regarding this, is stipulated in the agreement's regulations on this matter.

Your employment is also at all times included in the current regulations regarding employees under the Region's agreement.

Information regarding the conditions of your employment under The Mid Region of Jutland are treated electronically. Information is kept confidential and is included in the regulations of the law regarding treatment of personal information.

Orientation on your rights according to the law regarding the treatment of personal information can be found at The Mid Region of Jutland's website: www.regionmidtjylland.dk.

Furthermore, you are included in The Mid Region of Jutland's and the place of employment's staff policy's etc., which can be found on the Region's website, or by contacting your local administrator.



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Signature:

Please confirm the employment regarding the stipulated terms above on the attached copy of this document.

Please return the confirmation, as soon as possible to the above mentioned hospital.

Yours faithfully,

Dr. Anne Thomassen
Hospital Medical Director

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regionmidtjylland

Accept: _____

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