

Additional information for applicants to the Elderly and Healthcare Sector in Lolland Municipality.

Terms of employment in Lolland Municipality.

Working hours with attractive work-life balance.

You will be offered a permanent contract. The average working week is 37 hours, and you will work rotating shifts. When your Danish skills are good enough you can take extra shifts between 5 pm and 6 am, on weekends and public holidays and receive special allowances. The person in charge of personnel-on-duty planning will try to accommodate your requests for shifts, changes, etc., as much as possible.

Paid days off.

Other benefits include paid paternity/maternity leave, paid lunch break, extra annual days off from the age of 58, and if you have children, you are also entitled to 2 annual days off per child up to and including the year in which the child turns 7 years of age. Should you get sick, you are entitled to full pay during your illness and the right to take time off with full pay during the child's first and second sick days if daily operations allow for this. However, the municipality works actively on reducing sick absenteeism and on having an open dialogue with employees about how absences can be reduced.

Holidays.

Employees at Lolland Municipality are entitled to 5 weeks of paid holiday (6 weeks from second year of employment) as well a special holiday allowance. Please be aware that you cannot always go on holiday when you prefer. Old people need care all the time and therefore you cannot expect to travel back home for all public holidays or every Christmas.

Competence development and training to become a "Social- og Sundhedsassistent".

You will have recurring conversations with your leader, where you can discuss competency development. It can take the form of workplace training, shorter or longer courses and not least free training to become a "Social- og Sundhedsassistent", during which you will be eligible for an education grant instead of ordinary salary. You will receive approx. EUR 3129 (net approx. EUR 2115) as a monthly education grant, and you will have the possibility to supplement your earnings by taking extra shifts. In case you have not obtained an official assessment as "Social- og Sundhedsassistent" we expect you to be ready to start the training after having worked in a team for approx. two years.

The training programme as a "Social- og Sundhedsassistent" is characterized by being very cross-disciplinary, it includes subjects such as pharmacology,

psychiatry and somatology. You will alternate between college and internships, putting theory into practice.

Monthly salary secured by Danish collective agreements.

From September when you start your employment, you will receive a monthly salary paid in arrears.

Salaries are regulated by collective agreements between the Danish municipalities and the trade union and are adjusted now and then to compensate for inflation. The pay consists of a basic salary and possible additional salary for undertaking special tasks or for shifts outside of normal working hours (evenings, nights, weekends, holidays).

Your job title will depend on the level of your formal qualifications and on whether you obtain Danish authorization. The basic salary will depend on your job title and seniority. The first raise based on seniority is after 4 years of full-time employment within the field. The minimum monthly basic pay with less than 4 years' seniority (gross salary before tax, and roughly estimated net salary) is the following (as per October 2024):

Job title: "Plejemedhjælper", that is a skilled carer with a background close to the Danish vocational education and training programme for "Social- og sundhedshjælper", EQF level 3.

- DKK 26,057 = EUR 3,494 (net approx. EUR 2,335) + 14.29% pension

Job title: "Social- og sundhedshjælper", that is personnel skilled with the Danish vocational education and training programme for "Social- og sundhedshjælper", EQF level 3 (with a nominal length of 2 years and 2 months) – or with a formal education and training recognized by the Danish Ministry of Higher Education and Science as equal to the Danish programme.

- DKK: 26,407 = EUR 3,541 (net approx. EUR 2,363) + 14.29% pension

Job title: "Sundhedsmedhjælper", that is a healthcare assistant with a background that equals the Danish vocational education and training programme for "Social- og sundhedsassistent", EQF level 4 (with a nominal length of 3 years and 10 months).

- DKK 27,161 = EUR 3,642 (net approx. EUR 2,424) + 14.29% pension.

Job title: "Social- og sundhedsassistent", that is a social and healthcare assistant with a background at EQF level 4 AND with authorization from the Danish Patient Safety Authority.

- DKK 28,374 = EUR 3,805 (net approx. EUR 2,522) + 14.29% pension.

The first 4 months of employment your job is to attend full-time language course and onboarding programme. From the first day of your employment and during this period, you receive the basic salary.

Language requirements.

Language and communication skills are crucial for all candidates. In the recruitment process and initial onboarding instructions are in English, so English proficiency (approx. level B1) is needed.

It is a requirement for all employees in the Elderly and Healthcare Sector of Lolland Municipality to speak and understand Danish. Most of the elderly citizens in need of care speak primarily – if not only – Danish. Therefore, the motivation and capability to learn Danish language is paramount.

As new international employee you are offered a free Danish language course before you relocate and in the beginning of your employment at Lolland. You are required to participate actively and to demonstrate linguistic progression. After two years in Denmark, you are expected to be able to complete the official Danish language course for foreigners.

The recruitment process.

Online interview.

During the online interview we will of course ask you about your professional background and your experience with elderly care. We will also ask you about your thoughts on moving to a new country, language and culture. What are your expectations, and will you need special advice on specific issues? You are most welcome to ask us questions.

If you are planning to relocate with your partner/children, the interview will take a little longer and we recommend that your partner takes part in the last 10-15 minutes. He/she will also get the opportunity to ask us questions (about job opportunities or other issues) and we will learn about his/her language skills and thoughts about a future job in Lolland.

Within 24 hours you will receive an answer from us, saying whether you will continue the process.

Visit to Lolland Municipality.

All applicants who pass the online job interview are offered a visit to Lolland Municipality from the 24th - 26th of April (you will probably arrive in Copenhagen the day before). The visit will include a follow-up job interview, a screening of the level of your language skills, practical experience at a care center or a home care team etc. The visit will give you a concrete impression of everyday life in Lolland and in the Elderly and Healthcare sector and good opportunity to ask all sorts of questions. Lolland Municipality will cover expenses for travel, accommodation, and catering. Your partner is most welcome to join you, he/she

must, however, cover travel expenses. A few days after the visit you will receive an answer as to whether or not we offer you a position in our organization.

Onboarding programme.

An extensive onboarding programme will initiate your relocation and employment in Lolland Municipality. You will be part of a group of new international employees with whom you will learn Danish and complete the onboarding programme.

<i>24th - 26th of April</i>	<i>June, July, August</i>	<i>(1st of September - mid December</i>	<i>Mid December - end of June</i>
Visit to Lolland	Webinars + Help to find housing and prepare registration.	Registrations + onboarding (practical issues, workplace culture, teambuilding etc.)	Healthcare intro course and onboarding into teams
	Online language course	Intensive language course	Parttime language course

Housing.

For housing Lolland Municipality provides advise at a webinar before arrival and can help you connect with landlords to overcome language barriers. Most rental options are in Nakskov, including a student residence for singles, but there are houses for rent across the island, often more affordable than in larger Danish cities. Be aware that when moving into a rental property in Denmark, typically, you pay a deposit of three months' rent in advance, and that rental apartments are normally unfurnished.

Registrations.

Through webinars and on arrival Lolland Municipality will guide your initial registrations in Denmark, so that you quickly establish yourself with a tax card, social security number, digital ID, bank account etc.

Danish lessons.

The Danish language course is run by Lolland Sprogskole, a small language school with 370 students from more than 30 countries. The teaching will be based on the goals of "Danskuddannelse 3" (the official Danish language course for foreigners) with a final test corresponding to the Council of Europe level B2. It takes effort and good learning skills to follow the course and to supplement it with relevant activities and training. Your teachers will give you lots of tips and advice on how to practice Danish outside classes

Before you arrive in Denmark, you must follow an online class in twelve weeks, two days a week (of 2.5 hours + preparation). Teaching takes place on Tuesdays and Thursdays at 16.30 – 19.00 in two periods: From the 8th of May till 3rd of July, and from the 7th of August till 28th of August. In between are the summer holidays.

Once you start your employment in Denmark, the teaching continues in the form of an intensive Danish course as part of the full-time onboarding programme, which runs over approx. four months.

The intensive course ends with a test indicating at what level you can continue part-time language teaching (approx. 1 ½ days a week) while you start training and work in the Elderly and Healthcare Sector.

Relocating with your partner.

Lolland Municipality is happy to welcome employees who are planning to move here with their partner and/or children. Of course, this requires extra consideration from both you and your partner, as moving to a new country with a new language, culture, climate and lifestyle is a big decision. We are happy to advise on matters such as schools, daycare, job opportunities and housing.

We know from experience how important it is for your partner to find a job. There are many job opportunities in Lolland in the industrial and construction industry as well as in restaurants and service. There are also good possibilities for entrepreneurs who dream of starting their own business. Your partner must be prepared to show flexibility and commitment in her/his job search and will receive support and individual counselling from our international consultant. Still, he/she must be patient and persistent as it may take time before you get your first job in Lolland.

To apply for jobs, it is necessary to have a medium level of English, and in many cases, it is a great advantage to know at least some Danish. We encourage all partners to follow our free online language course, which is specially designed for partners and runs once a week for 12 weeks prior to arrival in Lolland.

Submitting relevant documentation to the Danish authorities

We highly recommend you apply for an official assessment from UFM (the [Ministry for Higher of Education and Science](#)) of, if relevant, apply for authorization as "Social- og Sundhedsassistent" (the [Danish Patient Safety Authorities](#)). This will make the application process much simpler, and Lolland Municipality will be able to give you the best possible guidance.

More information

We recommend that you find out more about living in Denmark on www.workindenmark.dk and that you read more about Lolland on newcomers.lolland.dk. If you have questions, please feel free to contact our international consultant, Martina Mostad (newcomer@lolland.dk)