

## **Admonition, Warning, Termination? And now what?**

Not everything always goes according to plan in working life - both professionally and personally. Sometimes there are mistakes, conflicts and disputes. That happens.

‘Hey, don't do that again, change that, do not repeat that...’. This type of reprimand has no consequences yet and certainly happens quite often. At some point, however, when the employer feels that a reprimand is no longer effective, things may well become more formalised.

Then such conflicts, whether right or wrong, lead to consequences from the employer.

### **ERMAHNUNG (admonition)**

An admonition, which can be given in writing or verbally, should set alarm bells ringing. It serves as an indication of undesirable behaviour on the part of the employee and is intended to ensure that the behaviour desired by the employer is displayed.

### **ABMAHNUNG (warning)**

In contrast to an admonition, a warning is a stronger reprimand. It may contain a threat of termination. A warning requires the employee to be heard on the facts of the case. The staff council can be involved here if the person concerned so wishes. Warnings are always issued in writing. It makes sense to get in touch with us **BEFORE** you write your statement or are invited to an interview in which you are asked to comment.

### **TERMINATION**

The last and certainly the harshest step. The employment relationship is terminated by the employer. The staff council must always be involved here, although it has different enforcement rights depending on the type of termination.

Why all this now?

Recently, we have gained the impression that the disciplinary measures mentioned are becoming more frequent. We are aware of this in some cases. But when it comes to warnings, we assume that there is a large number of employees who do not request the involvement of the staff council.

Not all employees realise that the Staff Council can provide advice and support in all cases. If a warning/termination is to be issued, we are your point of contact. We provide personalised advice and try to offer assistance. We can't always prevent things from happening. But we can discuss the matter together and, possibly, support you.

However, it is important that you contact us early on!

We often try to contact colleagues and are unable to reach them. We would therefore ask you to call us, email us or simply come to our office if you are worried that something like this might happen to you.

## **Daycare Centre Update**

Finally, some positive news! As the staff council, we have been able to largely push through our ideas regarding the fees for childcare for toddlers and after school at our daycare centre \*). As previously reported, it had for some time been an important concern of ours to achieve a differentiated scale of fees instead of the former general rate. However, the responsible management initially rejected this on the grounds that the administrative burden of a sliding scale would not be manageable in our comparatively small daycare centre. Finally, it made an offer of a two-tier scale, but the staff council was not satisfied with this as the contribution for the lower scale was still too high.

After the demand for a sliding scale was once again discussed at the Personalversammlung \*\*), we finally received a convincing offer. The lower scale level is now equivalent to level 2 (of 7) of the municipal facilities. We were able to go along with this.

But be careful: this is a reduction that must be actively applied for. If this is not done or if the adjusted income is above a certain threshold, the normal contribution must be paid.

\*) Kindergarten is free of charge anyway.

\*\*) This is an information and discussion event for all staff, organised by the staff council.

## **Staff Council Information Stand on 8 May**

Do you have any questions about working hours? Do you want to know who to report an overwork situation to? What is a BEM offer? Or maybe you just want to know who is active on your behalf in the Staff Council?

Come to the information stand on Thursday, 8 May, between 11:00 and 15:00 in the Westhalle (the western hall near the main entrance)!

We will try to answer all your questions or, alternatively, arrange an appointment with you. Anyone who just wants to have a look is also very welcome!

**Jan-Hendrik Abdula**

At the UMG since 2018, on the staff council since 2024

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In IT, I'm always dealing with the fact that something isn't working properly. Then I have to analyse the problem and develop solutions. There are parallels with my work on the staff council. There, too, we deal with issues that are not going well. Computer technology should make the work easier. The staff council is ultimately about improving our working conditions. To achieve this goal, I am also a ver.di union representative.

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**Parking Fees - paid too much?**

Some colleagues contacted us: Parking fees were being charged in excess of the maximum daily rate of 1 €. We got in touch with the car park management on your behalf.

An error in the programming was to blame. All colleagues who were affected by this should contact the card office for a refund of the overpayment.

## **International Women's Day**

To mark Women's Day, the staff council and the works council of Klinikservice GmbH (a subsidiary) organised an information stand on 10 March 2025 with the offer to chat over coffee, tea and biscuits. Among other things, it was important for us to hear our colleagues' thoughts on the topic of equality. Nursery places for all, working hours that are appropriate for different life stages and better pay for jobs that are traditionally performed by women are still pressing demands. The return of the subsidiaries (Klinikservice GmbH and Gastronomie GmbH) into the UMG and the TV-L (collective agreement with generally better conditions) is also a major concern for many colleagues as well as the staff and works councils. In many areas, employees lack appreciation for their work, as was revealed in the personal discussions. They would like to see respect and appreciative interaction.

These are all issues that the staff council is working on! However, solutions must also be sought at a political level.



## **New Working Hours for Doctors**

New working hours will apply for doctors from 1 January 2026. Instead of the previous 42 hours per week, the 40 hours per week agreed in the Tarifvertrag der Ärzte (doctors' collective agreement) will then apply.

We are therefore currently receiving a large number of applications for co-determination that take this into account and include the working hours/shifts that will apply from next year. We then always try to contact those affected. In most cases, the changeover goes smoothly. However, if there are any difficulties, please just let us know!

## **Open letter**

The Staff Council of the University Medical Centre Göttingen  
The Youth and Trainee Representation of the University Medical Centre Göttingen  
The ver.di trade union representatives at the University Medical Centre Göttingen  
The GeNi trade union at the University Medical Centre Göttingen  
The Marburger Bund at the University Medical Centre Göttingen

To

The UMG Board of Directors  
The Mayor of the City of Göttingen  
The District Administrator of the District of Göttingen  
The parliamentary groups in the Göttingen City Council  
The parliamentary groups in the Göttingen District Council  
The Prime Minister of the State of Lower Saxony  
The parliamentary groups in the State Parliament of Lower Saxony

### **At risk of deportation**

The Staff Council has learnt that one of our nursing trainees at the UMG is at risk of being deported to her home country. She has been employed here for 1 ½ years and is valued by the school management, her fellow trainees and her colleagues on the wards.

Her application for asylum as a political refugee was rejected by the Federal Office for Migration and Refugee Affairs back in March and our colleague was asked to leave the country within 7 days. As a result, she is currently unable to continue her training.

At the moment, the young colleague has lodged an appeal against this decision and has filed a complaint via her lawyer.

Nevertheless, she is threatened with deportation.

Even though she has a training position here, even though she is training in a profession that is considered 'systemically relevant', even though we are complaining about a blatant shortage of skilled workers, especially in the care sector, even though she has been successfully pursuing her training for 1 ½ years, and even though she had permission to start training in the first place.

Due to the shortage of nursing staff, it is becoming increasingly necessary to recruit nursing staff from abroad. And for a lot of money and with all the problems that entails. Here, however, a person should not be given the opportunity to complete their training and work in a profession that is suffering from an almost insurmountable staff shortage. A woman who lives here, speaks the language, has a German Realschulabschluss (secondary school certificate) and is trying to get involved in our society simply through her choice of profession.

The staff council, the youth and trainee representation, the ver.di trade union representatives, the GeNi trade union and members of the Marburger Bund at Göttingen University Medical Centre are therefore calling on the management board and the political decision-makers to do everything in their power to prevent our colleague's deportation. The young woman, like her husband, must be prevented from being deported. In her home country, she would face prison and worse.

As the staff council, we believe that the management board and the political decision-makers at city, state and federal levels have an obligation to exert influence on the Federal Office for Migration and Refugees.

With the aim:

Our colleague must stay!