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**Abstract**

In German universities the head of administration and finance is a non-permanent civil servant. Due to this classification they are in deteriorating pension conditions so that by assumption of office they often do not know which pension benefits they will receive on leaving office. Because of the increasing risk of leaving office without receiving any or less pension benefits there may be a lack of a new generation of heads of administration and finance in German universities. There is no guaranteed maximum amount of pension claim. It all depends on the different laws and provisions in the respective federal states. Basically, the new head of administration and finance has to be in office for a certain amount of time in order to receive a pension connected to his current job. Otherwise he will not obtain a pension at all. If he was a civil servant with a permanent contract prior to his appointment he would be reduced in rank to that position. To be precise, the appointment has to be for at least five years two of which have to be completed. Having fulfilled the two-year-restriction he will be able to receive a pension out of this appointment. It can therefore be stated that there is some instability and great deal of uncertainty when it comes to the provision of the pension itself and its

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benefits. As a result of this fact and the large variety of laws and provisions there will be no adequate security referring to the pension benefits. In conclusion it can be said that this lack of security will finally lead to a decreasing number of applicants unless there is a change in the respective federal state laws in this respect. (HRK / Abstract übernommen)