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Summary of the meeting of the Main Cooperation Committee (HSU) on 12 June 2023

Participants: Per Michael Johansen (PMJ), Anne Marie Kanstrup (AMK), Søren Lind Christiansen (SLC), Lars Hvilsted Rasmussen (LHR), Thomas Bak (TB), Mogens Rysholt Poulsen (MRP), Thomas Lykke Andersen (TLA), Palle Steen Hansen (PSH), Klaus Kjær (KK), Lotte Brunø (LB), Louiza Bohn Thomsen (LBT), Lars Bo Larsen (LBL) and Jørgen Stamhus (JS).

Unable to attend Jesper Lindgaard Christensen, Frederik Hertel and Rasmus Antoft.

Other participants: Anders Asdal Andersen (ASA) under item 5, Julie Gulstad Andersen under item 6, Rasmus Simonsen under item 7, Mogens Juul Møller and Alex Røge Hermansen under item 8 and Linda Ibsen (LIBS) and Stine Vestergaard Holmstrøm (SVH) (secretary).

Item 1. Approval of the agenda

Recommendation: The Main Joint Consultation Committee (HSU) approves the agenda.

The Main Joint Consultation Committee (HSU) approved the agenda.

Re item 2: Information from the rectorate

Recommendation: HSU takes note of the briefing.

In the reform initiative "Prepared for the Future I", the government proposed at the beginning of the year that up to 50% of all Master's programmes should be converted to new, shorter Master's programmes of 1 1/4 years or converted to business Master's programmes. In the latest memorandum from the negotiations, the government now proposes that 36% of education should be reorganised. The 36 percent is distributed in such a way that 20 per cent of the master's places are to be converted into industrial graduates, and 16 % of the places are to be converted into the new shorter postgraduate programmes. However, if it is not possible to convert 20% to vocational graduates, the remaining share must be found by converting to shorter Master's programmes in order to achieve the 36% conversion. It is still expected that a framework agreement will be in place before the summer holidays.

The current contract for canteen operations at AAU has been terminated as of 30 November 2023. This means that the contract must be re-tendered starting from 1 December 2023. The canteen is under pressure from inflation, and to avoid a situation where the canteen has to terminate the current contract, it has been necessary to terminate the contract. In connection with the tender in December 2021, extensive work was done with questionnaire surveys, user groups and steering committee. The steering committee and the user group have subsequently evaluated the tender. The management therefore proposes to recycle a large part of the work from 2021 this time, thereby making a light version of the tender. Likewise, the management proposes to use the



same user group and that the user group is only involved in the actual selection. The process will take place during the autumn.

As the Main Joint Consultation Committee (HSU) has previously been informed, various processes have been implemented at AAU, all of which have resulted in personnel adjustments to a greater or lesser extent. The Main Joint Consultation Committee (HSU) was briefed on the status of the processes.

- At the Joint Administration of the Department of Politics and Society & the Department of Sociology and Social Work, a dismissal process has been carried out due to budgetary constraints and a reorganization of the Joint Administration of the two departments. The process has been completed at the beginning of May and a total of 7 redundancies have been decided.
- At the Faculty of Engineering and Science, has the Department of Construction, Urban and Environmental Engineering (BUILD) and the Department of Materials and Production (MP) implemented personnel adjustments due to budgetary conditions. Both institutions managed to reduce the need for savings during a period of mitigation, but unfortunately not enough to avoid redundancies. The process was completed by the end of May and a total of 25 redundancies were decided, with 7 on MP and 18 on BUILD.
- In the area of communications, there is currently a consultation period with a deadline of 14 June, after which a final decision must be taken in the cases. A total of 8 communications staff are planned to be dismissed, one of whom has also been offered re-employment on a short-time basis. The process is expected to be completed mid/end of June. In addition, 3 voluntary redundancies have been concluded, 6 fixed-term positions have not been extended and 2 vacant positions are not being refilled.

Re item 3: **Orientation from the employee side**

Recommendation: HSU takes note of the briefing

The staff side looks forward to discussing the agency's statement regarding the imposition of silence at HSU's seminar day on September 13, 2023.

The staff side requested that HSU be presented with an updated campus plan in the fall. HSU was last briefed on the campus plan at the HSU meeting in December 2021. Finally, the employee side asked whether the plan for relocating education is happening as expected, which could be confirmed.

Re item 4: **Briefing from the HR department.**

Appendix 4.1 Agenda for HAMiU meeting 31 May 2023

Recommendation: The Main Joint Consultation Committee (HSU) takes note of the briefing.

The HR department had no briefing points for today's meeting.

Re item 5: **Discussion of the framework for the annual TAP salary negotiation**

Recommendation: The Main Joint Consultation Committee (HSU) discusses Executive Board decisions regarding annual salary negotiations

In connection with the salary negotiations for 2023, the Executive Board decided that the financial framework for the TAP salary negotiations in 2023, 2024 and 2025 will be set at 0.75% of the calculated payroll over this 3-year period. There will be a possibility of fluctuation of 0.2 percentage points in the individual years, but the



total over the period ends up with a sum of 0.75%. At their last meeting, the Executive Board decided to maintain this. The Main Joint Consultation Committee (HSU) was given the opportunity to discuss the decision.

PSH informed that he has experienced a relatively low awareness of the possibility of fluctuation. The message does not seem to have got across properly and it should therefore be better conveyed this year. PSH also commented that managers are very aware that it can be difficult to give salary increases on an ongoing basis, which is why more people receive a higher salary when hiring. This creates some challenges and issues.

It was agreed that the the Main Joint Consultation Committee (HSU) is not a negotiating body. LBL therefore does not recall that VIP TR has expressed its wish to discuss the framework for the annual wage negotiations under the auspices of the Main Joint Consultation Committee (HSU), as is clear from the case statement. However, it is true that TR wishes to discuss wage formation for both VIP and TAP in the appropriate forum.

LBL, on the other hand, wanted to discuss the large fluctuations between permanent and one-off remuneration during the VIP salary negotiation, because they do not have the same principles as with the TAP salary negotiation. It is opaque. LB added that she does not find it meaningful to have a 50/50 split, as it can make it difficult to lift the employees that you want. She therefore wants this rule to be relaxed for TAP.

JS commented that a framework and a framework negotiation are not something DJØF endorses, which several on the employee side agreed with. However, LB also commented that she does not necessarily want to challenge having a frame, but that it is important that the framework is used correctly and that it is not certain that it should be the same for everyone. SLC commented that there are many different models for it. We are already working with financial frameworks for the individual departments/departments. Without a fixed framework for salary negotiations, some areas may have a smaller amount to negotiate because their overall finances are under pressure. It is also important to remember.

PSH concluded by commenting that going forward, you should think about how much time is spent on the process compared to how small the amounts are.

Re item 6: Discussion of sickness absence statistics for 2022

Appendix 6.1 Sick leave for 2022

Appendix 6.2 Help text for sickness absence statistics 2022

Appendix 6.3 From numbers to dialogue

Recommendation: The Main Joint Consultation Committee (HSU) discusses the sickness absence statistics for 2022 as well as the HR department's recommendations and assesses whether further initiatives are needed.

JGA reviewed the sickness absence statistics for AAU. Employees have had an average of 8.55 sick days, which is an increase of 1.39 days compared to 2021. The change is due to an increase in short-term sickness absence. Sickness absence was particularly high in Q1 and Q4. The HR department recommends that the local departments discuss hygiene measures, continue to ensure an early and targeted response to sick leave and discuss the prevention and management of sick leave in the manager and employee group as well as in the local works councils.

SLC commented that sickness absence was highest in Q1, when the Corona infection was also at its peak. In the FSA, the committee discussed that there was currently no cause for concern, but that it will see the numbers fall again in 2023. If this is not the case, action must be taken.

The staff representative asked whether studies have been carried out on the connection between open-plan offices and sickness absence. JGA commented that it does not have this, but that it should be included in the local discussions whether it can have an impact and if so, what action can be taken.

The Main Joint Consultation Committee (HSU) agreed that sick leave should be discussed locally. In addition, the staff representative thanked all employees for the offer of influenza vaccines that AAU has offered all employees over the past two years. It has been a very good initiative.

Re item 7: Orientation on psychological counseling in 2022 and information on new supplier

Appendix 7.1 Psychological counseling 2022

Recommendation: The Main Joint Consultation Committee (HSU) takes note of the briefing and discusses the implementation of a new supplier.

RS reviewed statistics on the use of psychological counselling in 2022 and informed that AAU has entered into a contract with a new provider of psychological counselling. The new supplier is Davis Graae. In the upcoming scheme, there will be an even greater focus on ensuring that managers are involved as far as possible in the individual's psychological course.

The staff representative agreed that it can result in fewer inquiries if the manager has to be involved even before the first contact with the psychologist. It is important that you can approach us in the first place without the manager's knowledge. The staff representative also asked whether it is possible to involve a manager other than the immediate manager, if it is the immediate manager who is the reason for the employee's dissatisfaction. RS commented that the process is not yet in place, but all comments have been noted.

However, the Main Joint Consultation Committee (HSU) agreed that it is important that management is involved at some point in the process. If management does not know that something is wrong, it cannot help qualifying and support the process. It is the responsibility of management that the employee feels good at work.

Re item 8: Orientation from the Sustainable Campus Forum

Recommendation: The Main Joint Consultation Committee (HSU) takes note of the oral briefing.

MJM and ARH informed about the status of the work of the Sustainable Campus Forum (SCF). SCF is a sustainability forum and sparring partner for the management of CAS. Among other things, the committee works with the formulation of recommendations for how staff and students can contribute to reducing the university's climate footprint and the UN's 17 sustainability goals. For example, SCF recommends:

- Communicate more and coordinate about the good sustainability activities at AAU,
- Work with nudging and behavioural design to influence more sustainable behaviour,
- Introduce an ambitious, green procurement and travel policy,
- We must make full use of the square meters – flexibly and share the areas,
- Decorate buildings à la "Wild with Will" – recycling and upcycling,
- Green climate accounting must be used as a development tool – for decision support,
- Sustainability and climate should be a theme to be considered in case presentations at all levels,
- Focus on increased involvement of AAU's staff and students in the green transition

The Main Joint Consultation Committee (HSU) gave high praise to the members and work of the SCF. This will have a major impact on the recruitment of students and staff in the long term.

Re item 9: Discussion of PPU's work and further process

Appendix 9.1 Terms of reference for PPU



Recommendation: The Main Joint Consultation Committee (HSU) approves the terms of reference for the Staff representative of the Staff Policy Committee (PPU) and mandates PPU to review the overall value-based personnel policy for AAU, including sub-policies and other personnel policy guidelines.

The Main Joint Consultation Committee (HSU) approved the terms of reference with the request that the chairman be changed to chairperson. In addition, the Main Joint Consultation Committee (HSU) mandated that the Staff representative of the Staff Policy Committee (PPU) may review AAU's value-based personnel policy including sub-policies as well as AAU's other personnel policies and rules. The Staff representative of the Staff Policy Committee (PPU) makes draft revisions where they deem it necessary. Drafts are then sent to the Main Joint Consultation Committee (HSU) for approval.

Re item 10: AOB

The Main Joint Consultation Committee (HSU) had no comment on the item.