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## Summary of the meeting of Main Joint Consultation Committee (HSU) on 3 October 2022

**Participants:** Per Michael Johansen (PMJ), Søren Lind Christiansen (SLC), Rasmus Antoft (RA), Lars Hvilsted Rasmussen (LHR), Thomas Lykke Andersen (TLA), Lars Bo Larsen (LBL), Palle Steen Hansen (PSH), Anne Marie Kanstrup (AMK), Frederik Hertel (FH), Jesper Lindgaard Christensen and Klaus Kjær (KK)

**Unable to attend** Lotte Brunø, Louiza Bohn Thomsen

**Other participants:** Steen Harrit Jakobsen (SHJ) point 6, Line Renée Thellufsen (LRT) point 4, and Agnete Vind Jensen (AVJ) (ref.).

Approval of agenda / Per Michael Johansen (13.00-13.05)

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*It is recommended that Main Joint Consultation Committee (HSU) approve the agenda.*

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The PMC welcomed the Main Joint Consultation Committee (HSU) meeting.

JLC commented that Meg Duroux has resigned from Main Joint Consultation Committee (HSU). She is replaced by Louiza Bohn Thomsen from SUND.

Information from the Rectorate / Per Michael Johansen (13.05-13:25)

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Appendix 2.1 Rectorate's orientation to Main Joint Consultation Committee (HSU)

*It is recommended that Main Joint Consultation Committee (HSU) takes note of the briefing*

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PMJ informed that the budget proposal has come and that it has not included the increase in tariff 1 despite promises. The government maintains that the financing is realized outside the budget.

PMJ also informed that there has been a political desire for a new recording system. A number of meetings and negotiations were held in August. Not many people are biting on reforming a recording system at this stage. This will await a new government.

PMJ said that in connection with the relocation and reduction in education, we had 307 study places, which we got in discount when we went from 10% reduction to 6% reduction. The 307 places are distributed at faculty level. SSH has got 90, SUND 50, TECH 85 and ENG 82.

PMJ inform that AAU has decreased in admissions this year, which applies to all universities. The decrease must be compared with the fact that our future has declining youth cohorts. The reduction of the youth cohort is geographically determined towards 2030. The North Region is reduced by about 6%, whereas the capital is growing. We are challenged to fill the places we have, and therefore we must anticipate that competition

between universities will be tougher towards 2030. AAU should focus on recruitment if we want to maintain our market share.

LBL commented on whether the closure of programmes could be restricted?

PMJ commented that we have chosen a strategic approach to closing degree programs. We do not want to reduce the number of humanities and social sciences programmes in the North Region or Aalborg Campus. We could recruit more in Copenhagen, but there are more offering similar programmes in Copenhagen.

FH asked what are the thoughts on a new recording system? UCPH and AU focus on specific grade entry requirements. The consequence may be that you think that at AAU you can get into anything.

PMJ replied that admission is restricted in all humanities programmes today. Mathematics requirements have also been introduced for engineering programmes.

RA commented that by 2024, all grade point averages on HUM will need to be at least 4 to ensure quality. We also see that people go where there is an entry requirement. Therefore, there is also a discussion of recruitment that we need to deal with.

Finally, PM informed that there have now been two election proposals for "improved education system" from the Social Democrats and the Liberals. The Liberals had a presentation on the 1st year master's programmes. One should never use ordered master's for the 1st year, but instead use the word postgraduate on a bachelor's degree. V's proposal is that 50% of the programmes should be postgraduate programmes. In terms of finances, the exercise will provide DKK 2 billion. The DKK 1.2 billion is an increased labour supply. The DKK 350 billion has been saved on STÅ, and the DKK 450 million is savings on SU. One billion kroner will remain in the sector. If the politicians could state clearly that they want to save on the university sector in order to move the money to other sectors, then we could solve the problem internally at the university. Better that than trying to lower the level of education.

SU is regarded as a distributional policy tool, to which FH commented that they do not think it is a good idea to touch the SU.

### **3. Briefing from the Staff representative / Jesper Lindgaard Christensen (13.25-13:45)**

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*It is recommended that Main Joint Consultation Committee (HSU) takes note of the briefing.*

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JLC informed that there is a sense of insecurity among colleagues due to, among other things, declining youth cohorts, the political winds, etc. Many even fear another COVID repatriation.

RA commented that there is a communication task from the deans and heads of department. We can talk about what we are discussing and what we are thinking, but we have no control over the things that come from outside.

### **4. Information from the HR department / Line Renée Thellufsen (13.45-14.00).**

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Appendix 4.1 Summary of Main Occupational Health and Safety Committee (HAMiU) meeting on 24.05.22.

*Recommendation: It is recommended that HSU takes note of the briefing*

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LRT informed that Main Occupational Health and Safety Committee (HAMiU) met on 12 September and the minutes are sent out with the minutes of that meeting. At its meeting in May, Main Occupational Health and Safety Committee (HAMiU) discussed the need to develop stress prevention measures. At the meeting, Main Occupational Health and Safety Committee (HAMiU) decided that a working group should continue to work on this in order to prevent stress and improve well-being. The first impact is the joint meeting between Main Joint Consultation Committee (HSU) and Main Occupational Health and Safety Committee (HAMiU) on 9 December, where this theme becomes the headline. Last week we had a good theme day with the headlines Work-Life-Balance and Life Phases. We will pick up on the theme day and send out a compilation. The HR department has also been working on an evaluation of our well-being barometer, which will be pilot-tested at the end of the year in order to extend it to the rest of the university in 2023.

FH commented that in relation to occupational health and safety surveys, many of the other universities use Ramboll. The advantage could be that we had something that was sector-specific.

LRT replied that we have thought about the basis of comparison. But our concept can also do something special because it is very dialogue-oriented.

PMJ commented that the more common questions we have, the easier it is to benchmark across.

**Follow-up:**

HR is exploring the possibility of using an OSH survey tool that is comparable across the sector.

**5. Approval of meeting schedule and annual cycle for 2023 / Agnete Vind (14.00-14.10).**

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Appendix 5.1 Presentation of the case, Approval of meeting schedule and annual cycle for 2023.  
Appendix 5.2 Annual wheel 2023.

*Recommendation: It is recommended that Main Joint Consultation Committee (HSU) approve the meeting schedule and annual cycle for 2023.*

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Main Joint Consultation Committee (HSU) approved the meeting schedule and annual cycle for 2023.

JLC commented that Main Joint Consultation Committee (HSU) can maintain 2 annual online meetings. However, it is recommended that if there is something on the agenda that is not suitable for the digital form, this must be discussed at the pre-meeting.

LBL commented on whether we have given up holding meetings in Copenhagen?

JLC replied that the meetings must be organized in a different way if we are going to Copenhagen. One could consider whether there was an event in Copenhagen that could be held in continuation of a Main Joint Consultation Committee (HSU) meeting.

LHR commented that the culture has changed after corona. We should not travel to Copenhagen just to sit in a room. One could consider whether we could go there, for example, in the form of a dialogue meeting or joint meeting between Main Joint Consultation Committee (HSU) and Main Occupational Health and Safety Committee (HAMiU).

AMK commented that both Esbjerg and Copenhagen should be considered in this context.

**Follow-up:**

It will be discussed at the Main Joint Consultation Committee (HSU) pre-meetings whether the Main Joint Consultation Committee (HSU) meeting is suitable for the digital form. This depends on the agenda.

The HR department prepares a model for how Main Joint Consultation Committee (HSU) visits Copenhagen and Esbjerg in the future.

## **6. Information on financial status for 2022 and budget for 2023 / Steen Harrit Jakobsen (14.20-14.50)**

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Appendix 6.1 Presentation, Information on financial status for 2022 and on budget 2023.

Appendix 6.2 Economic status for 2022.

*Recommendation: It is recommended that Main Joint Consultation Committee (HSU) take note of the financial status for 2022 as well as the budget for 2023.*

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SHJ reviewed the financial status for 2022 and budget for 2023.

SHJ explained that the basics look fine in 2022. We have a fixed price agreement on electricity for the rest of 2022. We don't spend as much money on consumption costs as expected, as do personnel costs. The return on capital is in a separate box, and this is what really drags down the result. But when you look at the overall picture, the return on capital and our own capital are the big jokers at the moment. It is difficult to predict, but operations are basically controlled at AAU. SHJ elaborated that the budget process has started. Some performance targets have been set for the years, and we need to keep an eye on them.

SHJ explained that there is a clear process for approval by the board. Work is mainly carried out at the faculties and departments at the moment. This is where it is interesting to relate to energy prices, etc.

SLC commented that we at AAU have saved a lot on energy consumption primarily through densification. We have decreased by 25% on our total energy consumption since 2014. Out of the total power consumption, 30% goes to operating our buildings, ventilation, etc. The remainder goes to the activities we have going on. Our efforts must thus be directed towards reducing consumption. Institutes and departments must initiate initiatives to reduce consumption, and this is with CAS as a coordinating function.

LHR commented that he will encourage us to proactively go in and see how we as a knowledge institution can be a Living Lab.

RA commented that in terms of consumption costs, we have a post-corona problem. In relation to budget planning at the departments, we have a practice of setting the budget just like before corona. Now we have a new normal. We travel less, there are fewer conferences, etc. We must therefore adapt the way we draw up our budgets.

SHJ informed about the consequences of the relocation plans. If you add the total grant to the changes that have occurred with the closed SSH programmes, as well as the increase in the number of other programmes, it will have a real effect of DKK -5 million if you measure from 2019 onwards 2033. The prerequisite for the income base is that the study places are filled. There are major shifts between faculties, and SSH will be hardest hit. However, it is not the relocations themselves which create the decrease, there is already a significant decrease in 2020/2021.

## **7. Evaluation of Main Joint Consultation Committee (HSU)'s cooperation and working method / Per Michael Johansen (14.50-15.20)**

Appendix 7.1 Presentation of the case, Evaluation of Main Joint Consultation Committee (HSU)'s cooperation and working method.

*Recommendation: It is recommended that Main Joint Consultation Committee (HSU) discusses and evaluates the cooperation.*

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PMJ said that Main Joint Consultation Committee (HSU) must regularly evaluate its cooperation under the Cooperation Agreement. We have discussed confidentiality a great deal, but we must also discuss the structural part. How does the material, time frame, level of information, dialogue work? Is it a trusting collaboration, and are there any issues you want to bring into the committee?

FH replied that the material works fine. In relation to financial points, more written explanations are requested.

LBL commented that it has been positive for the committee that one more meeting per year has been scheduled. The dialogue has improved considerably from a year and a half ago.

JLC commented that there is a schism between Main Occupational Health and Safety Committee (HAMiU) and Main Joint Consultation Committee (HSU) resort. It is positive that the Main Occupational Health and Safety Committee (HAMiU) minutes are in the appendix material and that a joint day is organized.

LHR commented that the dialogue in Main Joint Consultation Committee (HSU) is good. In addition, theme days provide more time and depth to discuss some important topics.

JLC elaborated that the annex to the Rules of Procedure regarding confidentiality was a desire to limit confidentiality, but also a desire to make a procedure to agree on it if confidentiality is necessary. In this case, it is important that this is done based on three principles: 1. Confidentiality must in each case be justified, 2. There must be a limitation on the time a case is confidential, 3. The category of persons to whom confidentiality applies must be clearly defined. JLC mentioned that the Staff representative had discussed the appendix again, and not everyone agreed, therefore the Staff representative recommends that the appendix be removed. JLC personally wanted whatever came in its place to follow the three principles mentioned.

FH commented that he could not agree to the annex to the Rules of Procedure and supported not amending the annex but removing it altogether. The principle is that the Cooperation Board says that confidentiality can be agreed if Main Joint Consultation Committee (HSU) is prepared to do so.

PMJ replied that the conclusion must be that the confidentiality annex is no longer valid.

JLC commented that the confidentiality management process is still ongoing.

LHR commented that he is confident that the presidency can assess what is in the best interests of the organization. But then we run the risk of the Presidency being overruled in that decision. Thus, the logic must be that we cannot have confidentiality.

### ***Follow-up:***

More explanations and prose text are requested when dealing with economic points.

## **8. AOB**

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JLC asked for news from the sustainability committee?

SLC replied that a new meeting has just been agreed to draw up a roadmap for a strategy.

FH asked what the replacement for the BFI system is? The other universities are not envisaging a new system.

PMJ commented that nothing has been adopted yet and that AAU is in an exploratory phase. Further information will be provided.

LHR asked if the committee found the Main Joint Consultation Committee (HSU) theme day meaningful?

LBL replied that the presentation was good, but it is challenging to see how the group work could be operationalized.



JLC commented that it emerged that we are good at expressing what requirements and expectations we have, but we are not so good at expressing what AAU can do for the staff. In this light, the point about personnel policy is important.