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Summary of the meeting of the Main Joint Consultation Committee (HSU) on 23 June 2022

Participants: Per Michael Johansen (PMJ), Søren Lind Christiansen (SLC), Mogens Rysholt Poulsen (MRP), Rasmus Antoft (RA), Lars Hvilsted Rasmussen (LHR), Lis Carlsen (LC), Thomas Lykke Andersen (TLA), Lars Bo Larsen (LBL), Palle Steen Hansen (PSH) and Anne Marie Kanstrup (AMK).

Unable to attend Henrik Pedersen (HP), Jesper Lindegaard Christensen (JLC), Klaus Kjær (KK), Frederik Hertel (FH), Meg Duroux (MD).

Other participants: Helle Ejersbo (HE), Agnete Vind (ref.)

Point 1: Approval of agenda / Per Michael Johansen (09:00-09:05)

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

Main Joint Consultation Committee (HSU) approved the agenda.

Point 2: Information from the Rectorate / Per Michael Johansen (09:05-09:20)

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

PMJ informed that the Prime Minister launched the new admission system at the People's Meeting on Bornholm. It is expected in the conciliation circle that a new admission system can be entered into on 25 August 2022. Careful consideration is needed first to avoid haste. It is also expected to be a costly process to transition to the new admission system. The sector hopes to draw up a framework agreement rather than a detailed plan.

PMJ also informed that he was visiting the new chairman of IDA, Laura Klitgaard, who graduated from AAU. The meeting was a good and positive experience.

Point 3: Orientation from the Staff representative / Lars Bo Larsen (09:20-09:30)

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

LBL commented that KK mentioned at Main Joint Consultation Committee (HSU)'s April 26 meeting that CAS management generally refuses to enter into senior schemes with staff. Since the possibility of senior schemes is part of the collective agreement, it cannot simply be rejected in general terms - a separate assessment must be made in each case. Unfortunately, this had slipped out of the minutes and is therefore mentioned again.



SLC commented that he has already had a meeting with CAS on the matter and that they at CAS are in the process of informing all departments about the rules.

LBL further commented that there has been a meeting between the Nordic TR for the universities, in which DM, IDA and DJØF participated. At the meeting, it was discussed that there is a concern that academic freedom will be restricted, among other things, by too much political interference. LBL submits supporting documents, which are attached to the minutes.

LBL finally called for a resumption of Staff representative of the Staff Policy Committee (PPU) meetings, where senior policy could usefully have been discussed.

HE commented that Staff representative of the Staff Policy Committee (PPU) meetings are expected to resume after the summer holiday and that there has also been a change in the composition of the committee. HE further commented that the senior policy is no longer a policy, but AAU rules for senior staff, and that the senior area will be discussed at the upcoming Main Joint Consultation Committee (HSU) seminar.

LC commented that Staff representative of the Staff Policy Committee (PPU) is a subcommittee of Main Joint Consultation Committee (HSU) and therefore the Staff representative should remember that they can submit topics for discussion at Staff representative of the Staff Policy Committee (PPU).

Point 4: Information from the HR department / Helle Ejersbo (09:30-09:40)

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

HE informed that there will be a new maternity agreement on 2 August 2022. We are now awaiting the Danish Agency for Employees and Competences, and when the agreement is reached, we will also know the budgetary consequences, which the HR department and the EAC are looking into together.

HE announced that the briefing from ULD has been postponed to the Main Joint Consultation Committee (HSU) meeting in October. The new strategy focuses on inclusion and diversity training, and our courses in "unconscious bias" have met with great enthusiasm. Our tool for screening implicit bias in job postings has been evaluated over the winter, and the effort has added value among those who have used it. Unfortunately, too few, especially managers, have taken advantage of it. Until and including December, the RD secretariat will carry out a pilot project to investigate how the tool can add value and create a more neutralised use of language.

LHR commented that the rectorate, dean's offices and executive board level should also be involved in the efforts. In addition, it is a recommendation from ULD that members from Main Joint Consultation Committee (HSU) will also participate in the courses.

HE also informed that management will soon present an agreement on teleworking in FSA. There must be a local agreement in place before the manager and staff member can make an agreement on recurring work remotely. The agreement will for now be a pilot for Joint Service.

LC commented that it is a great wish that the pilot on teleworking be extended to the rest of AAU as a joint framework agreement. LC elaborated that the framework for teleworking is in great demand in the organization.

Point 5: Discussion of sickness absence statistics and psychological work environment / Helle Ejersbo (09:40-10:20)

Appendix 5.1 Case presentation, psychological counseling 2021

Appendix 5.2 Case presentation, sickness absence statistics 2021



Appendix 5.3:Aalborg University, Sickness absence 2021

Appendix 5.4 Help text sickness absence statistics 2021

Recommendation: It is recommended that Main Joint Consultation Committee (HSU) take the impact of psychological preparedness and sickness absence statistics for the past year for information and discuss future efforts in this area.

HE provided information on the use of psychological counselling. Danish Business Psychology prepares the concepts used as causes in the reports. We wanted a common definition and more concrete reasons, both on the part of the psychologist and the employee.

Main Joint Consultation Committee (HSU) discussed that especially the cause low stress levels should be operationalized. There must be a focus on aligning the way psychologists assess across disciplines.

LC stated that in acute cases, for example of stress, there is an offer (phone number) where employees can be forwarded to an emergency psychologist. LC has good experience with this, and wants the number to be passed on to all TR and personnel managers.

HE commented that LC's wish is passed on to Well-being and Development (T&U), which can investigate how the offer can be disseminated.

HE also reviewed the sickness absence statistics from AAU in 2021. The transition to the new absence solution has caused challenges in reconciling absence data, and in addition, we no longer have the same access as previously to the Danish Agency for Economic and Financial Affairs' BI called ISOLA. In the reports from the Danish Agency for Economic Affairs, AAU is on a par with the sector.

HE summarized that the HR department recommends

1. An early intervention/targeted focus on the individual disease courses
2. Follow-up in case of prolonged and frequent/atypical sickness absence
3. A continuation of hygiene measures (post AAU is on a par with the sector Corona)
4. Flexibility in work organisation
5. Knowledge about prevention and management of sick leave
6. That the local cooperation and working environment organisations continue to work with prevention, sickness absence and the working environment.

There was a discussion on how to continue the good work in the sickness absence area locally and a consensus on the importance of this.

LC commented that there is a need to ensure that AAU has a culture of openness about sickness, including that the person on sick leave may be contacted by a manager and that it is not confidential when a colleague is sick.

Follow-up:

The offer and telephone number for an emergency psychologist are passed on to Well-being and Development (T&U). Well-being and Development (T&U) investigates how the offer can be extended to TR and HR managers in emergency situations.

Point 6. The framework for the annual technical and administrative staff (TAP) salary negotiation / Helle Ejersbo (10:30-11:10)

Annex 6.1:Presentation of the case, financial framework 2023

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



HE informed that during last year's salary negotiation there was some dissatisfaction with the fixed salary framework for technical and administrative staff (TAP). A more flexible framework was called for to support a faster conclusion of negotiations

Therefore, a more flexible financial framework is introduced, where the annual technical and administrative staff (TAP) salary negotiations 2023 are set at 0.75% of the calculated payroll over a 3-year period. There will be a possibility of fluctuation of 0.2 percentage points in the individual years, but overall over the period a sum of 0.75%.

PSH commented that it surprises and displeases him that the decision to cut the frame has been made. AAU is in competition with other workplaces, and therefore the limitation in wage development can be demotivating for the staff.

PMJ commented that the criticism is misplaced, as the new framework provides the flexibility that is demanded in the organization. The financial framework responds to criticism. If one wants to keep the old framework, this can be done.

SLC commented that with a smaller framework, the aim is to tie up fewer funds for the annual salary negotiation and thus provide a better opportunity to recruit new staff.

It was also discussed how to brand AAU as an attractive workplace when salary is not a recruitment parameter.

Point 7. Theme for the annual Main Joint Consultation Committee (HSU)/Main Occupational Health and Safety Committee (HAMiU) joint meeting / Per Michael Johansen (11:10-11:25)

It is recommended that Main Joint Consultation Committee (HSU) discusses Main Occupational Health and Safety Committee (HAMiU)'s proposed theme in connection with the joint meeting in August

PMJ informed that Main Occupational Health and Safety Committee (HAMiU) has discussed stress and well-being. In this context, Main Occupational Health and Safety Committee (HAMiU) has decided to set up a working group with the two vice-presidents Main Joint Consultation Committee (HSU) and Main Occupational Health and Safety Committee (HAMiU) to prepare an agenda for the upcoming joint meeting in August. The meeting is expected to be with an external speaker.

PMJ elaborated that in the sector there are many deadlines and tasks, however, this must not create stress or other inconvenience by going to work. Therefore, stress and well-being will be the theme of the joint meeting, where we can hopefully get closer to cause, effect and solutions.

Re item 8: AOB 11:25-11:30.

Nothing for AOB