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## Summary of the Main Joint Consultation Committee (HSU) meeting on 13 December 2022

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

**Unable to attend** Mogens Rysholt Poulsen

**Other participants:** Steen Harrit Jakobsen (SHJ) and Gitte Hartung (GH) under point 5, Katrine Vasegaard (KV) under point 6, Tina Strandvig (TS) under point 7 and Line Renée Thellufsen (LRT) and Stine Vestergaard Holmstrøm, ref.

### Item 1. Approval of the agenda

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

Main Joint Consultation Committee (HSU) approved the agenda.

### Re item 2: Information from the rectorate

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

PMJ reviewed the written briefing and gave the committee the opportunity to ask further questions.

The administrative management team has set up a working group to work with Employer Branding to recruit and retain skilled technical and administrative staff (TAP). LB expressed a wish that the departments should also be involved in the work, as they also have difficulty recruiting staff. The working group is initially looking at Joint Service with the involvement of FSA (Joint Cooperation and Working Environment Committee in Joint Service). After that, the working group wants to spread the work to the entire AAU. The Committee offered its assistance in further work.

As of 1 January 2023, the HR department will have a new Director of HR. The union representatives were very pleased with the invitation to an initial dialogue meeting with the new Director of HR, but expressed the view that the meeting was placed on top of the exam period, which is why they would like the meeting to be duplicated at a later date.

The annual staff meeting will have a new format. JLC asked how they will reach out to their colleagues in Copenhagen when all the meetings are held in Aalborg. Management was aware of the problem and a solution is already being worked on.



Finally, FH asked whether it is possible to gain access to the reform proposal from Danish Universities. PMJ is investigating the matter, but for the time being referred to an [article in Altinget](#) describing the move.

**Follow-up:**

The HR department is looking into the possibility of duplicating the meeting between TR and the new Director of HR after the exam period has ended.

PMJ is examining whether it is possible to submit the reform proposal to the committee.

Re item 3: **Orientation from the Staff representative**

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

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JLC informed that the proposal for a 1-year Master's programme worries staff members in several places. Likewise, it caused concern among staff members that Main Joint Consultation Committee (HSU) had been convened for an extraordinary meeting entitled "Discussing Consideration of Organizational Change". This is because in recent years there have been several organizational changes that have had some consequences for staff members.

In addition, JLC informed that work with OK-24 will begin soon, which will take attention from the union representatives. Finally, JLC pointed out that AAU's new website has created two problems. There have been more dead links, and more websites have come behind passwords. This is inappropriate, as it makes it difficult to access agendas and minutes from various meetings.

LBL informed that some departments are looking at new working time agreements. The agreements allocate a large part of the researchers' time to teaching and thus put research time under pressure. This is causing great concern among several staff members. There must be room for research, even if you are not bought out. TB called for discussions to take place locally in the first instance. However, the Staff Representative wanted a more fundamental discussion of the minimum limit for research time, as this also speaks to the principles of research freedom, which is why it is natural that the topic should be discussed in Main Joint Consultation Committee (HSU). PMJ commented that the budget model must ensure that we recover our costs. There are no free funds in the universities for research, and the basic funds are used to a large extent to co-finance the external repatriation. Instead, it is important that we spread out the roof so that more people have the opportunity to contribute with more smaller projects. In conclusion, PMJ concluded that it may be difficult at this stage to address an issue that only concerns individual institutions.

Re item 4: **Information from Main Joint Consultation Committee (HSU) Secretariat**

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Appendix 4.1 Minutes, Main Occupational Health and Safety Committee (HAMiU) on 12.09.2022.

Appendix 4.2 Agenda, Main Occupational Health and Safety Committee (HAMiU) on 28.11.2022

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

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LRT thanked the Committee for a good joint meeting with Main Occupational Health and Safety Committee (HAMiU) on Friday 9 December. The HR department will evaluate the day as well as the seminar day that Main Joint Consultation Committee (HSU) held in September.

LRT highlighted relevant points from recent Main Occupational Health and Safety Committee (HAMiU) meetings. LBL asked about the evaluation of the new waste sorting, which had been discussed at the Main Occupational Health and Safety Committee (HAMiU) meeting in September. He questioned whether it was working as



intended, which is not answered in the minutes. It was decided that Main Joint Consultation Committee (HSU) calls for the issue to be revisited at a future Main Occupational Health and Safety Committee (HAMiU) meeting.

JLC pointed out that Main Joint Consultation Committee (HSU) will evaluate the Q4 wage negotiations at its February meeting and called for the HR department, as in previous years, to call the union representatives to an evaluation meeting beforehand. In addition, JLC asked about a status on Staff Representative of the Staff Policy Committee (PPU). New meetings will be convened as soon as the new Director of HR has landed.

### **Follow-up:**

Main Joint Consultation Committee (HSU) secretariat passes on the request for a further status of the effect of waste sorting to Main Occupational Health and Safety Committee (HAMiU), as well as the request for an evaluation of the Q4 salary negotiations with the union representatives prior to the Main Joint Consultation Committee (HSU) meeting in February, to the HR department. The HR department will convene meetings of Staff representative of the Staff Policy Committee (PPU) as soon as the new Director of HR starts.

### **Re item 5: State of play of budget 2022 and discussion of budget for 2023**

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Appendix 5.1 Budget note 2023

Appendix 5.2 Annex to budget note 2023

Appendix 5.3 Answering questions from Main Joint Consultation Committee (HSU)

*Recommendation: Main Joint Consultation Committee (HSU) takes note of the briefing on the state of finances in 2022 and discusses the draft budget 2023 in order for the President to communicate Main Joint Consultation Committee (HSU)'s views to the Board during its consideration of the budget at the December 15, 2022 Board meeting.*

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SHJ reviewed the state of the economy for 2022 as well as the draft budget for 2023.

In the budget period for 2023, AAU will have a special focus on declining full-time education revenues, turmoil in the financial markets, rising supply costs and securing repatriation of external funding. Several of the focus points create pressure on the available equity, which in 2025 will be DKK 6 million. At their meeting, the Board of Directors alone must approve the budget for 2023. The forecast years are a picture of what will happen if we continue the agreements when approving budget 2022. Operations are stable, but we must respond sensibly and in a timely manner to external circumstances. In the near future, the management will therefore look into the organisation of AAU's work, operations, buildings, etc. To strengthen the university and opportunities for action in the best possible way in the coming years.

JLC requested more strategic discussions of budgets, and in this context, that AAU's key figures were compared with other universities. In addition, questions were asked about sensitivity analyses of the unknown factors in the budget, as well as how to specifically relate to the rising utility costs. GHA commented that it can be difficult to compare across universities because the universities are very different financially, e.g. some own buildings while others rent out. She promised to look into the possibility. Sensitivity analyses have already been carried out on the various conditions. In relation to the rising utility costs, AAU uses an advisor who looks into the market and helps make estimates.

LBL asked why they have chosen to make the budget in current prices this year. The change has taken place at the request of institutes and departments, who would like to be able to see their actual room for manoeuvre. In addition, questions were asked about the economic consequences if the Tariff 1 increase is not extended. This will cost DKK 35 million and be a cost that must be met jointly in the organization. It will therefore not only affect individual faculties.



**Follow-up:**

EAC is investigating the possibility of comparing AAU with other universities.

Re item 6: **Discussion of the division of AAU Innovation**

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Appendix 6.1 Current organisation chart for AAU Innovation as of 01.12.2022

Appendix 6.2 New organisation chart for AAU Innovation and Research Services as of 01.02.2023

*Recommendation: Main Joint Consultation Committee (HSU) discusses the planned organizational changes.*

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PMJ reviewed the content of the planned division of AAU Innovation. The Staff Representative had no comments on the changes but was unsympathetic to the process of an extraordinary meeting, as the Staff Representative does not consider the matter to be of a sensitive nature. In addition, the Staff Representative requested earlier involvement of staff members in the process.

PMJ commented that as soon as a change has consequences for staff members, one must be careful in its statements. It is important to inform the right staff members at the right times. SLC commented that the consultation committee and staff members in AAU Innovation have been involved in the work. FH stated that this could usefully have been stated in the case presentation under involvement and also called for the background for the division to be widely communicated.

Re item 7: **Information from the Equality and Diversity Committee**

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Appendix 7.1 AAU's strategic action plan 2022-2026

*Recommendation: Main Joint Consultation Committee (HSU) discusses and takes note of the briefing.*

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LHR began the point by initiating the committee into a concern. Even though AAU has done a lot in relation to equality and diversity, there is still resistance to the work in the organization. In the inclusion survey, which was conducted in September, 40 staff members have ridiculed the work with inclusion at AAU in a free textbox. Although it is a small proportion of the respondents, it is an alarm signal. LHR therefore urged Main Joint Consultation Committee (HSU) to send good signals and to pass on any negative comments they might hear.

TS then reviewed the three focus areas in the strategic action plan for equality and diversity as well as the main conclusions from the inclusion survey. The Staff Representative, and Main Joint Consultation Committee (HSU) in general, strongly distanced themselves from the condescending comments on the work of the ULD Committee and requested the overall report from the inclusion survey. This is sent out together with the minutes.

As inspiration for further work, the Staff Representative referred to a podcast that dealt with the most exclusionary situations from the inclusion survey as well as material that PAND (PhD Association Network of Denmark) and DM have prepared in collaboration with a focus on PhD.

**Follow-up:**

The report from the inclusion survey shall be sent to the committee with the minutes.

Re item 8: **New research indicator – process, rationale, consultation parties**

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*Recommendation: Main Joint Consultation Committee (HSU) discusses and takes note of the briefing.*

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PMJ briefed on the process for a new research indicator. The work has been initiated because management wants a continued focus on publishing and research production. Likewise, there is a need to be ready with relevant input if it is decided that a new indicator should be made at national level. The Staff Representative agreed that due diligence should be shown, but also pointed out that one should not necessarily push for something new at national level. BFI was removed exactly because of the negative consequences.

FH commented that it was unfortunate that the news of a new research indicator at AAU was published through Update, it should have been announced in a different way. Staff members experience that it happens over their heads. It is important to consider involvement and communication.

JLC asked about the reasons why FSUs are not consulting parties on the process. PMJ was open to these being added to the process.

LBL asked whether the indicator should be used solely as a distribution key in the budget model, which PMJ confirmed. It is not a measuring stick for the individual. However, the Staff representative believed that it will indirectly have an impact, as it will be included in the KPIs and be a major focus for the managers.

**Follow-up:**

FSU shall be involved in the consultation process.

**Re item 9: Follow-up on the political agreement on more and better educational opportunities in all of Denmark**

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

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RA reviewed the status of SSH. The work to establish the social worker education in Hjørring is ongoing and the environment is very positive. In addition, work continues on closures of study programmes at Campus Copenhagen. There is a strong focus on staff involvement and well-being. Individual conversations with the staff members who are affected have been initiated, but it is difficult to reduce the uncertainty of the individual.

LHR reviewed the status of SUND. There is a reduction in admissions to two programmes, which is not of great importance, however, as admissions are lower than the ceiling. In addition, Sports Technology and Public Health Sciences move to Hjørring. Work is underway to create a new unified campus at the regional hospital in Hjørring.

Finally, TB reviewed the status of TECH. TECH has no relocations, and none of the upcoming changes will happen in the near future. Therefore, long-term work is being done to get everyone activated. In addition, there is a strong focus on well-being.

**Re item 10: AOB**

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The staff side wanted a review of Main Joint Consultation Committee (HSU)'s rules of procedure at an upcoming meeting, as well as a briefing on IT monitoring and Cookies, which the committee previously had at a meeting in 2021.

In addition, the Staff Representative wanted to discuss task slippage. Staff members experience that several tasks "dump down" through the organization. For some staff members, this gives more tasks, but not more resources. It may be relevant to look at why tasks fall down, as well as which tasks we may no longer have to solve. When discussing this, it is important to be clear whether it is a general or specific issue.

KK informed that staff members are calling in sick due to the cold offices.



***Follow-up:***

The items will be put on the upcoming Main Joint Consultation Committee (HSU) meetings.