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Minutes of the meeting of the Seminar Day of HSU on September 13, 2023

Participants: Per Michael Johansen, Anne Marie Kanstrup, Søren Lind Christiansen, Thomas Bak, Mogens Rysholt Poulsen, Rasmus Antoft, Jesper Lindgaard Christensen, Lotte Brunø, Klaus Kjær, Frederik Hertel, Louiza Bohn Thomsen, Lars Bo Larsen, Thomas Lykke Andersen, Palle Steen Hansen

Unable to attend Lars Hvilsted Rasmussen participated in the afternoon

Other participants: Linda Ibsen, Camilla Skjødt Jakobsen, Bettina Lykke Pedersen

Discussing Privacy in HSU

It was discussed whether the HSU can and wish want to work with confidentiality in the future, and the conclusion of the discussions in the groups was that the HSU can but does not want to work with confidentiality.

There was a suggestion from the employee side that informal coffee meetings and/or meeting in other ways than formal HSU meetings may be an option going forward. In relation to the HSU work, the employees wanted as early involvement as possible and the greatest possible transparency.

The employee side suggested that the case statements could be more generalized so that they can be more easily discussed without confidentiality.

Going forward, the management side will try to meet the wishes and at the same time pointed out that it can be difficult to time when the right and earlier involvement is, and especially when a matter cannot be discussed confidentially in HSU.

The President summarised the main points:

1. The committee chooses not to work with confidentiality in HSU, nor agreed confidentiality for a limited period of time.
2. Discussions should be pursued on several occasions, including early discussion and a more open dialogue.
3. Timing can be accommodated by making more generalized case presentations, as far as possible and meaningful

Discussion and approval of the rules of procedure of the HSU (Appendix 1) and the composition of the cooperation organization at AAU (Appendix 2)

The HSU discussed proposed revised rules of procedure and the composition of the Cooperation Organization.

The rules of procedure and the composition of the cooperation organisation at AAU were subsequently approved.

It has previously been decided in HSU that other works councils are not obliged to follow HSU's choice regarding the formulation of the rules of procedure. It was briefly discussed whether this decision is appropriate and whether at least what HSU does should be communicated.

Review of DFiR report v. Anna Haldrup

Review of the DFiR report, including questions and discussion

Discussions of the DFiR report's recommendations on strengthening the democratic culture at universities v. Lars Bo Larsen and Frederik Hertel

Divided into groups, HSU discussed 2 issues:

1. Where is there a need/opportunity to increase the democratic culture at AAU and what positive consequence can it have?
2. What can we do concretely in those areas where we see a need?

It was discussed whether Aalborg University has the advice and committees needed. One suggestion was to try to activate the various committees that already exist so that the employee can get involved and to make it clearer what sitting on a committee can give

The employee side wanted more co-determination and participation, as well as more room for discussion. Both the employee and management side talked about trying to ensure the involvement of everyone, including students and international employees, as well as the work of the board and what is discussed/decided here. The three reports are currently in consultation with the organization and only when all consultation responses have been received will management again discuss the topic, and then take it up in HSU

Work should be done in the international field, perhaps English could be considered as a working language.

No minutes of this afternoon's programme have been taken