

Meeting the 12th June 2024, at 12.00–14.00 o'clock.

Local Liaison Committee meeting (LSU)

Department of Biomedicine

Meeting room: 1115-151B

Participants: Thomas G. Jensen; Thomas Juhl Corydon; Sâmia Joca; Rikke Nielsen; Marie Louise Næstholt Dahl; Bettina Winther Grunsen; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack

Cancellations from participants:

Jani Kær; Paw Vinther; Morten Schallburg Nielsen;

Hanne Bjerregaard Møller; Bertha P. Beck Mortensen;

Guest: Financial controller Kenneth Brodersen Kronow;

Minute taker: HR Partner Pia Lind Lunau Kristensen

1. Godkendelse af dagsorden/Approval of agenda - by Head of Department

The agenda was approved.

2. Godkendelse af referat af møde 8. Marts 2024/Approval of minutes from the meeting 8th March 2024 - by Head of Department

The minutes was approved.

3. Revidering og vedtagelse af LSU-forretningsorden/Revision and approval of the rules of procedure of liaison committee - discussion by Head of Department

It was discussed whether the rules of procedure should be in Danish and the doubts arose at the Faculty liaison committee meeting regarding the correctness of the confidentiality part.

The committee decided to await the outcome regarding the rules of procedures for the Faculty liaison committee.

4. Orientering om økonomien/Financial statement (30 min.) - information by Head of Department and Financial controller

The financial controller reviewed the budget changes since the last review. The result is still the same, a deficit of DKK 10 million. There have been some adjustments in the budget incl. less (STÅ-midler) student FTE funding, less income from sale of services incl. services in the animal facility, less strategic funding due to leaving building 1234, increased salary costs due to higher salary increases (from the collective agreements) that budgeted, and not realized savings (uudmøntet besparelse). The department most probably takes over at the Bartholin building a month later than expected – it gives a saving. AU expects to be fully or partially compensated for the higher salary costs, but not until 2025. The budget changes means that the department can continue to maintain the expected deficit of DKK 10 million – and that's also what the department were expected to deliver.

The committee discussed whether there is a cause for concerns when a not realized saving (uudmøntet besparelse) are mentioned.

Head of Department explained that over the year, budget changes arise. Of a total budget of DKK 450 million Head of Department sees no cause for concerns at the present. As mentioned at the

committee meetings the last year the real challenge is in the coming years – with the acquisition and thus increased rent of the Bartholin building.

The financial controller explained that a changed overhead- and bench fee model on funding from the major foundations also means an increased grant when hiring postdocs etc. and a part of this is expected to help cover the increased rent costs, changing from DKK 53 million in 2023 to more than DKK 70 million.

Head of Department added that two additional challenges are seen to consist of a changed completion among students and the fact that the department's staff – in general – are seen to stay longer in the labour market.

5. Høring af medarbejdersiden LSU, Institut for Biomedicin vedr. delegeringsbestemmelser på AU/Consultation regarding delegation at AU (20 min.) – information by Head of Department

Head of Department informed that no consultation response is received.

Head of Department informed about the preparatory work that Head of Department has been involved in as a member of the steering committee. As a rule, it is possible for each department to decide how far out in the organisation one wish to delegate.

The committee discussed pros and cons of delegation, including the current delegation level and situation at the department. One of the purposes of delegation is to ensure that employees (and managers) know who they report to, and what their manager's mandate is. There are some limits regarding financial dispositions, which are currently being clarified.

Head of Department mentioned that he sees the department management team as the management level right below his own. Group leaders are seen as the level below the department management team.

The employee side agreed that Department of Biomedicine has a good structure. It makes sense that the department management team is part of and takes on difficult conversions, sickness absence interviews etc. – it ensures trust in the organisation. On the other hand, it is of course important that e.g. the group leader is kept informed and that this does not mean that the group leader must not do anything in relation to the employees.

The committee also discussed that when applying for funding, for example from junior researchers, it is always agreed with the group leader whether it is within the group's research strategy.

The committee discussed that the size of the amounts mentioned in the delegation paper may not always make sense, but then you ask for approval on the level above.

The committee discussed that it is still unclear when to ask Technology Transfer Office (TTO).

The committee discussed that there may be a concern among group leaders whether you are acting within your mandate and how are the organisation going to be prepared for delegation and how to keep one's knowledge up to date.

Head of Department informed that the delegation paper can be seen as an as-is description of how things are today.

6. Status og evaluering af de årlige lønforhandlinger 2024/Status and evaluation of the annual salary negotiations 2024 - information and discussion by Head of Department

Head of Department informed that the annual salary negotiations have been completed. This year more than one in five employees have submitted applications – it is an increase of 25% compared

to the recent years. The management recommendations and recommendations from union representatives were also discussed at the negotiation meetings.

In addition, a brief evaluation of the process for the annual salary negotiation 2024 was conducted. The committee discussed that the negotiations with the academic groups are special and require careful preparation. It was agreed that prior to next year's negotiations, a preliminary meeting will be held with the academic groups and where the process for the actual negotiation will be agreed upon in more detail.

HR informed that it is expected that we have the same type of data next year as this year.

7. Kriterier for de årlige lønforhandlinger 2025/Criteria for the annual salary negotiations 2025 - discussion by Head of Department

Head of Department informed that LSU has previously approved a local criterion used in the annual pay negotiations.

The committee discussed and agreed that the local criteria should also be applied in connection with salary negotiations in 2025.

8. MUS 2024/SDD 2024 - discussion by Head of Department

Head of Department informed about the management's discussion of what should be included in this year's SDD.

The committee discussed and agreed that they see no need for special local themes.

Head of Department informed that this year, mitHR will be used in connection with the SDDs.

In addition, it was stated that short follow-up interviews may be held during the spring, where agreements made at SDD/MUS 2023 will be reviewed. If relevant, these must be completed as soon as possible, so that the new SDD/MUS process can be initiated after the summer holidays.

Head of Department informed that the department's employee will soon receive an email regarding this year's SDD.

For further information about the prevention and handling of stress please see the page in [English](#) and [Danish](#).

9. Status for forskningsevaluering/Status of Research Evaluation - information and discussion by Head of Department

Head of Department thanked for help and input on the now completed report that has been sent to the panel before their visit 24th and 25th of June.

The committee asked for access to the final report before the visit.

10. Arbejdspladsvurdering (APV), status/Workplace Assessment (WPA), status - information by Head of Department

Head of Department informed about the current action plan. The department, the local occupational health and safety committee and the workplace assessment group have implemented new initiatives together with the employees. It is an ongoing work toward a new WPA will be conducted in 2025.

The local occupational health and safety committee are working on how to communicate about the work of the committee.

11. Highlights fra LAMU, FAMU samt FSU og HSU/Highlights from LAMU, FAMU and FSU og HSU

The LSU members are encouraged to familiarise themselves with the minutes of the meetings.

Material from meetings can be found:

Local occupational health and safety committee (LAMU) can be found [here](#).
Faculty occupational health and safety committee (FAMU) can be found [here](#).
Main occupational health and safety committee (HAMU) can be found [here](#).
Faculty Liaison Committee (FSU) can be found [here](#).
Main Liaison Committee (HSU) can be found [here](#).

It was informed that FSU at their latest meeting discussed the WPA in 2025 including who should be a part of the WPA group, how to communicate the outcome of the work etc.

12. Eventuelt/AOB

Since last meeting - *information by Head of Department:*

-Høring af medarbejdersiden, LSU, Institut for Biomedicin/Consultation regarding Relocation - proposal for office furniture – no consultation response received

Head of Department encouraged the employees to sign up for the department day – the deadline is today. The department day is Friday 21st June.

The management team informed that it is a huge task to arrange the event, and therefore a wish that as many as possible are going to participate.