

Meeting the 1st December 2023, at 11.00-13.00 o'clock.

Local Liaison Committee meeting (LSU)

Department of Biomedicine

Meeting room: 1231-114

Participants: Thomas G. Jensen; Morten Schallburg Nielsen; Thomas Corydon; Hanne Bjerregaard Møller; Sâmia Joca; Bertha P. Beck Mortensen; Rikke Nielsen; Marie Louise Næstholt Dahl; Bettina Winther Grumsen; Anne Flensborg; Agnete Larsen; Gitte Fynbo Biller; Bjarke Brix;

Cancellations from participants:

Jani Kær; Esben Thorup Boel; Paw Winter;

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

Agenda approved.

2. Godkendelse af referat af møde 27. september 2023/Approval of minutes from the meeting 27th September 2023 - by Head of Department

Minutes of meeting 27th September 2023 approved.

3. Orientering om økonomien samt flytning/Financial statement and moving to Bartholin - by Head of Department and the financial controller

Head of Department informed the Bartholin construction process follows the plan and thus the plans for relocation to Bartholin in 2025. As earlier informed the moving to Bartholin leads to increased rent costs.

The financial controller added that the result for 2023 (ØR3) is expected to be a surplus of DKK 3 mio. – primarily due to a fall in rent in 2023, partly as a result of cost-cutting consumptions and also because of decreasing energy costs. The financial statement for 2023 is in balance.

For budget 2023-27 it was mentioned that the department expects a deficit of DKK 14 mio. during the budget period. The deficit is related to relocation expenses due to moving out of building 1160, 1180 and 1234 and into Bartholin and Skou. The budget is heavily affected by a significant rent increase for the years 2024 to 2027 and large renovation costs.

The rent is based on the following:

- Bartholin has been fully renovated by 1st July 2024. After this, own adjustments will be made before moving in.

Department of Biomedicine leaves the following buildings by end of 2024:

- building 1234
- building 1180 and
- building 1160.

After renovation of Bartholin and moving into Bartholin has been completed there is budgeted with the follow buildings Skou (1115) Einarsson (minus building 1234) and Bartholin (1240). The budget also includes a renovation of Einarsson (1233) as a “dry” building.

Increasing revenues from educational activities, increasing coverage and the move from building 1234 means that the department has a balanced budget (excluding the one-off removal costs). The salary level remains stable at same level throughout the period.

The committee discussed that it is difficult to understand the accounts and budget and had several questions about the budget. Head of Department and financial controller explained the technical calculations.

The committee also discussed that overhead appears to be increasing. Head of Department informed that there are still uncertainties about the future cover of overhead.

4. Valg/udpegning af medlemmer og suppleanter til LSU/Election/appointment of members and substitutes for LSU - by Head of Department and vice-chair for LSU

HR informed that a process must be initiated as soon as possible regarding the choice of employee representatives and substitutes for LSU, as the new Local Liaison Committee (LSU) applies for the period 1 March 2024 - 28 February 2026. The elected union representatives must ensure their own election is still valid before constitution of LSU at the first meeting in 2024. The maximum of employee representatives are 10 persons.

Management representatives and substitutes for this period are appointed by the Head of Department. The maximum of management representatives are 5 persons.

The appointment/constitution of the Local Liaison Committee (LSU) will be on the agenda for the first meeting in 2024.

5. Mødedatoer 2024/Meeting dates 2024 - by Head of Department

HR informed that the following dates are now booked for the Local Liaison Committee (LSU) meetings in 2024: 4th March 2024, 12th June 2024, 18th September 2024 and 4th December 2024.

6. Evaluering af LSU årshjulet for 2023 samt revidering og gennemgang af LSU årshjulet for 2024/Evaluation of the annual wheel for 2023, as well as the revision and review of the LSU annual wheel for 2023 - by Head of Department

LSU are satisfied with the annual wheel and therefore no changes in the annual wheel for 2024 – however, “research evaluation” will be included in next year’s agendas.

7. Evaluering af LSU’s arbejde/Evaluation of LSU's work - by Head of Department

Head of Department informed that in accordance with the

<https://cirkulaere.medst.dk/cirkulaerer/042-21-cirkulaere-om-aftale-om-samarbejde-og-samarbejdsudvalg-i-staten/>

and in English: <https://www.samarbejdssekretariatet.dk/wp-content/uploads/SU-aftale-2021-engelsk.pdf>

the Liaison Committee must regularly evaluate its work with a view to ensuring that the collaboration is qualified and targeted. As we are now at the end of an LSU period, it is seen as a good time to evaluate LSU's work.

The committee discussed that everyone is welcome to contribute to the meeting agenda.

The Vice-Chair of the committee will invite the employee side of the committee to discuss “what do we expect of each other”.

The employee side acknowledged that there is a good atmosphere and tone in LSU.

The committee discussed that we do not receive feed-back on “høringssvar/consultation response” and how it might be used in the further work within the topic to which the “høringssvar/consultation response” has been submitted.

On basis of that the committee decided to put the item “høringssvar/consultation response” on future meeting agendas for meetings in LSU.

The committee also discussed how to engage colleagues in the LSU work and discussions but didn't have a solution for this.

The committee asked if the secretarial services could please include a single PDF with the agenda and appendices for the LSU meetings and please also to send it to substitutes.

8. Årlige lønforhandlinger 2024/Annual salary negotiations 2024 - by Head of Department/HR

In the period 1st February 2024-25th February 2024, employees have the opportunity to provide information for use in the salary negotiations – and as a new thing by mitHR.

The salary negotiations at the Department of Biomedicine are expected to take place from **29th April to 6th May 2024**.

Negotiating Union Representatives may book the period in their respective calendars. The exact time for each negotiation will follow in the beginning of 2024.

The percentage for use at the annual salary negotiations has not been released at the date of this meeting in LSU.

Follow up on local criteria

Head of Department informed that the management team are satisfied with the current criteria.

The employee side informed that they will submit proposal to a change of one the current criteria.

9. Update vedr. forskningsevaluering/Update on Research evaluation – by Head of Department

Head of Department informed at the latest meeting in LSU of the Research evaluation and added that a group has now been settled and with the task of preparing the self-evaluation report. The group consist of Head of Department and 2-3 researchers within each research theme as well as Deputy Head of Department for Research. About a third of the committee members are women. The work includes preparation of a SWOT analysis.

In the evaluation the group will include a description of the departments values as well as the storytelling of Department of Biomedicine.

The group – and finally Head of Department – is also working to find the final advisory board/assessment committee to assess the department on basis of the report.

LSU will be kept informed and updated about “forskningsevaluering/update on Research evaluation” and the topic will therefore appear on all LSU agendas in 2024.

10. 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](#).

11. Eventuelt/AOB

Parking at AU – please remember:

The parking permit is personal for your work at AU. A parking permit may not be created for - or transferred - to others:

<https://medarbejdere.au.dk/en/administration/au-planning/employeeparking>

Nytårskur/Happy New Year event:

A Happy New Year event is proposed by the employee side of the Committee and as alternative to Christmas lunch 2023.

Head of Department thanked for the suggestion. However, the department have been invited for "gløgg og æbleskiver" in the Skou Building, why the management team have decided not to invite to a New Year event.