

Minutes from extraordinary Joint Consultation Committee meeting

13 December 2018



AALBORG UNIVERSITET

Department of Materials and Production

20.12.2018

		Present			Absent
Members:		Minute taker: Lisbeth Fredberg Chair: Kjeld Pedersen (KP) Vice-chair: Lars Rosgaard Jensen (LRJ) Astrid Heidemann Lassen (AHL) Brian Vejrum (BV) Jette Marie Christensen (JMC) Kjeld Nielsen (KN) Klaus Kjær (KK) Lars Diekhöner (LD) Lea Thiesen (LT) Matteo Fumagalli (MF) Mette Herold-Jensen (MHJ)			Substitute members: Karina Boller Jensen (KBJ) (substitute for Klaus Kjær) Charlotte Zoey Søndergaard (CZS) (substitute for Lea Thiesen) Vladimir Popok (VP) (substitute for Lars Diekhöner) Jan Schjødt-Thomsen (JST) (substitute for Lars Rosgaard Jensen) Thomas Ditlev Brunø (TDB) (substitute for Kjeld Nielsen) Peder Søberg (PS) (substitute for Matteo Fumagalli)
Agenda					Minutes
Items		Enclosures/Suggestions	I/D/D M	Comments/Responsible:	
1.	Approval of agenda				The agenda was approved.
2.	Discussion of preventive measures				The Department has received three applications for voluntary severance. The MP management has discussed the suggestions for further preventive measures presented at the SU meeting 30 November and has found cost savings totalling DKK 234,000 in 2019 (list enclosed).
3.	Discussion of criteria				SU discussed the process of selection and criteria. Recommendations, if any, for compulsory redundancy dismissal will be decided by head of department after discussion in the management group. SU agreed that the evaluation of each employee will not be communicated.

					<p>Process and criteria for administrative TAP were discussed. In addition to the HSU criteria the VIP selection criteria will e.g. be based on the department's career policy (enclosed). With regard to the criteria for the staff in the laboratory/workshop it was discussed how the management group can manage these criteria most objectively since MHJ has resigned and does not know the work procedures in the laboratories at FIB as well as at Skjernvej. MHJ stated that decisions with regard to the laboratories are not made by MHJ alone, but by the management group and thus also by head of section Jens Andreasen, who knows the work procedures at FIB well.</p> <p>KN: When we know the impact both long-term and short-term of closing down in Copenhagen and starting up in Esbjerg – can we then expect further dismissals? LRJ: We have been told that there will be no further dismissals in 2019 and 2020. KP: We have announced that positions in Copenhagen will be assessed once a year in connection with the budgeting. This will also be the case in the next years. No guarantees can be given, but we will try to allow for the budget 2020 and 2021 so no further dismissals are expected at MP in 2019 and 2020.</p>
4.	Working environment in Copenhagen				<p>Department and Faculty want to help the employees in Copenhagen move on. KP has sent an email to the staff in Copenhagen about this.</p> <p>LRJ: The working environment is very bad at present. Something must be done to manage the situation. MF: There is a high level of uncertainty – we do not know what is happening. This leaves us with an empty feeling. It would help if the staff's future employment is clarified. AHL: The working environment in Copenhagen is an item on the agenda at each management meeting.</p>
5.	Teaching and supervision in Copenhagen				<p>LRJ: We must focus on running the study programmes in the future. Study secretaries and coordinators need information about how to run</p>

					<p>the next semester. If the teaching capacity in Copenhagen is not sufficient it can be necessary to use teachers from Aalborg. They will have to be informed now.</p> <p>KP: We are looking at it. There is not much free capacity in Aalborg, so we will need DVIP.</p>
6.	AOB				Nothing.