

The Norwegian Association of Researchers at the University of Oslo



**ANNUAL REPORT FOR THE NORWEGIAN ASSOCIATION OF
RESEARCHERS AT THE UNIVERSITY OF OSLO**

01/01-31/12/2021

INTRODUCTION

The year of 2021 stands out as yet another special year with a pandemic and additional challenges for many people.

The annual report demonstrates how the Norwegian Association of Researchers (NAR) has been impacted by the continuing situation in many fields and how it has affected our priority tasks.

1. PRIORITY TASKS OF THE LOCAL BRANCH 2021

At the annual meeting in 2019, a work programme was adopted for 2019-2021 focusing on pay, working conditions, research, education policies, organisation and communication work.

These are topics that directly involve the work situation of the members, in addition to more overarching professional and educational political issues.

Via the adopted annual plan for 2021, the Board has followed up the priority tasks through topic discussions at Board meetings and subsequent potential measures. Through these, the Board has been involved in major discussions and proposed measures within the following areas:

1. Work on better pay conditions for all member groups
 - a. The local branch will continue working systematically to get the University of Oslo (UiO) to use all instruments in the Basic Collective Agreement for better pay for all member groups. Good pay conditions are a prerequisite for the University of Oslo to be an attractive workplace, and to recruit and keep the best qualified individuals in competition with alternative career options. A goal of the local branch is for all employee groups to be equally included in all negotiation provisions set out in the Basic Collective Agreement.
2. Ensure good working conditions for members
 - a. Temporary appointment: The local branch is concerned that the University of Oslo, similar to the university and university college sector on the whole, has twice as many temporary employees as the average number in the labour market.
 - b. Safeguard and further develop co-determination: Co-determination is under pressure and the local branch is working to ensure that co-determination is exercised within the correct bodies pursuant to the Basic Agreement, both centrally and in the various units.
 - c. Work to ensure that new employees with foreign backgrounds learn about Norwegian working life, cooperation with other parties and the value of being organised in a trade union.
 - d. Better gender balance: Better gender balance in the University of Oslo's professional environments will improve the working environment and contribute to broader knowledge production. The local branch is particularly concerned about the University of Oslo addressing

Annual Report for the Norwegian Association of Researchers at the University of Oslo 2021

the gender balance in relation to professors, professor II and academic manager positions. Skewed recruitment could lead to the loss of expertise.

- e. Competence enhancement and career paths: During the period, the local branch will work to ensure that the University of Oslo establishes good job and career structures for all job categories and that employees are guaranteed resources for competence enhancement initiatives.
- f. Life phase policy: During the period, the local branch will work to ensure that the University of Oslo establishes good job and career structures for all job categories and that employees are guaranteed resources for competence enhancement initiatives. The purpose is to ensure good conditions for employees in all employment relationships, regardless of age and where they are in their career pathway.
- g. Working environment: The local branch will insofar as possible take care of any member who experiences stress and strain in the working environment. All employees shall be guaranteed a good working environment in accordance with laws and agreements. The working environment at the University of Oslo shall be characterised by transparency and good communication. Employees should be able to report irregularities without fearing reprisals. The Norwegian Association of Researchers will endeavour to obtain good and clarified situations for employees of the University of Oslo who have divided labour/employment conditions with cooperating external institutions (e.g., Oslo University Hospital (OUS)).
- h. Academic freedom: The local branch will protect the right to conduct basic research and work to ensure that employees of the University of Oslo are given conditions and the room to act, which secures academic freedom.

3. Research and education policy:

- a. The local branch will work to ensure that the University of Oslo allocates sufficient funds to maintain and improve the support services and infrastructure that are necessary to ensure high-quality research and education. The local branch will be a driving force to safeguard research conditions at the museums and good preservation conditions for artefact materials.

4. Strengthening of the organisation

- a. The main task of the local branch is to ensure follow-up, co-determination and information for members at all levels at the University of Oslo. The local branch shall have an effective and well-staffed secretariat managed by a head union representative, and a well-built network of motivated and trained local union representatives.
- b. The local branch will work towards increased recruitment of members to the local branch. The influence of the local branch is closely related to the number of members. A high number of members increases the legitimacy of the local branch, its level of impact and financial freedom.
- c. The local branch shall work in a targeted manner by being visible and profiled in matters that are important for the Norwegian Association of Researchers. This gives leverage in dialogue and discussions with the University of Oslo's management team, and we show our members where we stand in important political issues. The local branch will also commit to making our affairs more transparent to students at the University of Oslo. We can contribute locally by having a stand at the beginning of semesters to recruit new students and by creating activity around student events.

5. Climate and sustainability policy

Annual Report for the Norwegian Association of Researchers at the University of Oslo 2021

The value platform of the Norwegian Association of Researchers states that it shall centrally and locally contribute to Norway achieving the United Nations Sustainable Development Goals. Investments must be made in knowledge, research and expertise that are necessary to solve climate issues. Involvement, participation and co-determination are also important in work on the green shift.

2. BETTER PAY CONDITIONS FOR ALL MEMBER GROUPS

The work programme for the local branch for the period 2019-2021 clearly indicates the predominance that salary determination and pay negotiations have had in our work:

“The pay conditions for the members of the local branch shall be competitive both internationally and nationally, and reflect the competencies, responsibilities, and efforts of the members. Good pay conditions are a prerequisite for the University of Oslo to be an attractive workplace, and to recruit and keep the best qualified individuals in competition with alternative career options.

During the period, the local branch will work to ensure that the University of Oslo is a wage leader in the university and university college sector, and that the private sector wage-gap is reduced.”

Basic Collective Agreement (HTA) 2.5.3 - Negotiations on Special Grounds

The provisions governing negotiations set forth in the Basic Collective Agreement allows the trade unions to put forward and negotiate demands on behalf of our members if significant changes have been made to the underlying conditions for determining employee salaries in order to maintain a specially qualified labour force, or for employees who have carried out an extraordinary amount of work.

Table 1 (below) provides an overview of the demands that were negotiated according to the above provisions in 2021 at the University of Oslo.

During the year, the local branch has regularly received demands from members. Information about negotiations and time limits were distributed through our newsletter. Demands from the members of the Norwegian Association of Researchers constituted approx. 48% of the volume (number of demands), which is an acceptable number.

Table 1: Number of negotiated demands under the Basic Collective Agreement (HTA) 2.5.3 negotiations in 2021

DATE	TOTAL NUMBER OF DEMANDS OF THE UNIVERSITY OF OSLO	TOTAL NUMBER OF DEMANDS FROM MEMBERS OF THE NORWEGIAN ASSOCIATION OF RESEARCHERS	DEMANDS OF THE NORWEGIAN ASSOCIATION OF RESEARCHERS PUT FORWARD BY THE NORWEGIAN ASSOCIATION OF RESEARCHERS ONLY	DEMANDS OF THE NORWEGIAN ASSOCIATION OF RESEARCHERS PUT FORWARD JOINTLY	DEMANDS OF THE NORWEGIAN ASSOCIATION OF RESEARCHERS PUT FORWARD BY THE EMPLOYER ONLY
------	---	--	--	---	--

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

04/02/21	68	37	31	6	6
25/03/21	55	23	21	7	2
10/06/21	61	31	26	3	5
7/09/21	92	50	45	5	5
2/12/21	69	26	20	2	6
TOTAL	345 DEMANDS	167 DEMANDS	143 DEMANDS	23 DEMANDS	24 DEMANDS

TABLE 2 (below) shows how the results of the 2.5.3 negotiations were distributed between scientific and technical/administrative position codes, respectively, in the period 2017-2021.

Table 2: Total negotiated sum (NOK) in the 2.5.3 negotiations 2017-2021 distributed between the main categories of scientific and technical/administrative positions. The share of the total sum for technical/administrative and scientific employees, respectively, is shown in parentheses.

University of Oslo	2021	2020	2019	2018	2017
Scientific	8,505,325 (48.8%)	8,446,353 (58.5%)	4,701,813 (38.7%)	3,237,165 (41.8%)	7,053,268 (52.15%)
Technical/admin.	8,936,484 (51.2%)	5,986,660 (41.5%)	7,460,745 (61.3%)	4,514,603 (58.2%)	6,471,292 (47.85%)
Total	17,441,809	14,433,013	12,162,558	7,751,768	13,524,560

Temporary NOK supplements given for extra effort/additional tasks for limited periods are not recorded here.

The local branch has been extremely committed to ensuring that the salaries of members promoted to a professor, researcher 1183 or docent position are set after a real and individual assessment. It was only a few years ago that it was common for many faculties to automatically place promoted employees on the lowest salary grade for the professor code. This has now changed, therefore, it is important to continue the work with the same intensity and force. The trade unions must be informed of all promotions to professor, docent and researcher 1183 positions. Thereafter, we routinely contact those who are members with information, advice and options. If the employer offers an amount that is too low for a personal promotion, we will consider putting forward a pay demand on the employee's behalf via the Basic Collective Agreement (HTA) 2.5.3, 2 - Negotiations on Special Grounds

In January 2021, we reminded management and the parties of how important it is to put in place schemes that ensure salary compensation for those who carried out significantly more work during the pandemic. In 2020, our voice was not heard on this matter. We submitted our own memorandum to management at the university with numerous proposals, which was forwarded to the dean meeting. At the beginning of April, the parties agreed on an extra interim criterion under the Basic Collective Agreement (HTA) 2.5.3 (2) allowing such demands. The Norwegian Association of Researchers was satisfied with this, and we urged our members to submit pay demands based on the new criterion. In the meantime, the parties agreed on compensation for all employees with a main position at the University of Oslo, but in the form of support for expenses

related to working from home during the pandemic. The compensation was set to NOK 7,000 (taxable income).

Basic Collective Agreement (HTA) 2.3.8/2.5.5. Recruitment for vacant positions, etc.

Before announcing a vacancy, the union representatives are sent all announcement texts in advance. This is to satisfy the provisions of the Basic Collective Agreement, Clause 2.5.5, stating that the union representatives in the organisation shall be informed about the salary that will be announced with the position, and that they can demand to discuss the pay scale. The local branch has greatly taken advantage of this. Through our input and demands, we contribute to ensuring that the employer is more conscious of the position codes that shall be used for new positions. Further, our input and demands help to ensure that new positions are to a greater extent placed on the correct pay scale. We have seen for several years that this work has increased the pay scales at the University of Oslo, which is important for our longer-term work on improving the pay conditions for all our member groups.

New employees at the University of Oslo wishing to negotiate their salary with the employer often contact us prior to signing the employment contract. Even though we are not a party in such negotiations, we are more than willing to provide arguments for the new employee to use during negotiations based on the agreed pay policy at the University of Oslo. The employer must accept that they have to offer good pay conditions if they want to attract good employees.

The local branch has followed up the specification of the provision in the Basic Collective Agreement, Clause 2.5.5 (3), which states that the employer *shall* within 12 months after employment re-assess an employee's salary within the boundaries of the salary options for the position. We encourage our members to discuss this with the employer early and within one year after employment. Several of our members find that they are offered a salary at the bottom of the announced salary options without any possibility to negotiate. In many cases, we contribute with arguments for members to use in conversation with the employer in this regard as well, i.e., during the first year after appointment. If there is little room for negotiation with the employer, we follow the matter up at local Information, Discussion and Negotiation (IDF) meetings. We followed up this provision with top management and requested an overview of the satisfied requirements.

Basic Collective Agreement (HTA) 2.5.1 - Local Negotiations 2021

The annual wage settlement should have been divided between a central allocation of 1.4 per cent and 1.8 per cent to local supplements (with effect from 1 July) The central portion was allocated to increasing the pay table salary grades with effect from 1 May 2021. In autumn 2021, the local branch of the Norwegian Association of Researchers at the University of Oslo negotiated on behalf of all the Unio members at the university. This being more than 2,100 members.

We encouraged all our members to put forward demands at the annual local negotiations. It was important for us to assure our groups with higher education a good local settlement. Unio at the University of Oslo received many demands for the interim annual settlement. Among others, this was due to the absence of local negotiations in 2020 because of the pandemic. Unio has worked on the re-establishment of negotiation dynamics.

GOOD WORKING CONDITIONS FOR MEMBERS

Among others, the work programme for 2019-2021 states the following:

During the period, the local branch will intensify its work on ensuring that the University of Oslo reduces its use of temporary appointment.

Central and local discussions on temporary appointment

In spring 2021, the employer and organisations discussed temporary appointment at the Information, Discussion and Negotiation (IDF) meetings in all units. This was later discussed centrally.

During the discussion, we repeated before the employer that the main rule for appointment pursuant to the Norwegian Civil Service Act is permanent appointment. The legal authority used to justify temporary appointment at the University of Oslo is largely “specific time-limited assignments” (Norwegian Civil Service Act, Chapter 2, Section 4 (1)). At the end of the period, specific tasks do not always need to be performed. The challenge is that tasks often continue beyond the assigned period and the temporary appointment therefore continues. The University of Oslo hesitates to employ temporary staff for more than three years, as it fears that the employee will be ‘considered permanently employed’. As a result, the employees’ rights and security are sacrificed. With accrued expertise from the undertaking, the employer should not fear a potential preferential right to other suitable positions, but instead provide possibilities for reusing important expertise.

Further, management at the University of Oslo claims that temporary appointments are reduced by not allowing employees to take leave of absence for a position outside the undertaking. On its part, the Norwegian Association of Researchers is positive to employees having the opportunity to take leave of absence if they can accrue new expertise and take it back to the University of Oslo and it is beneficial. This is something that we often point out, but the employer does not follow it up. We do not want to focus on legally employed temporary workers, but the extensive use of temporary appointment (refer to Section 9, (1)(a) “.. when the work is of a temporary nature.”

The local branch is unable to come to terms with the extensive use of temporary appointment at the University of Oslo. We need better and more inclusive professional environments, protection of academic freedom and secure jobs based on permanent contracts. The Norwegian Association of Researchers and the Government have both been active driving forces to eliminate the extensive use of temporary appointment.

In his first period as the rector of the University of Oslo (UiO), Svein Stølen focused on temporary appointment in relation to the HR policy where recruitment, career policy and temporary appointment were to be seen in context. The Norwegian Association of Researchers took part in a working group comprised of the parties in the last period, and a memorandum of values with a range of measures was adopted by the University’s Board in spring 2019. This has been followed up by the University of Oslo routinely converting temporary positions to permanent positions after three years. This complies with the Norwegian Civil Servant Act, but on its own the measure is not good enough and for the most part only makes the numbers look

good. Adopted measures have not to date otherwise been adequately followed up. The Norwegian Association of Researchers has, for example, followed this up by reporting the crucial need for a financial buffer in the units or centrally. This has been checked by the University of Oslo, who has confirmed it is possible. At the same time, we are pleased that the University of Oslo is working on building up an internal database for all vacant positions to make it significantly easier to assess and gain an overview of other opportunities for externally funded researchers who are nearing the completion date for their project. This is critical to prevent unnecessary dismissals during the process of finding another suitable position in a phase before the contract ends. Permanent, externally funded researchers have preferential rights; however, the prerequisite is that the University of Oslo has an overview of the positions that will be announced.

Temporary appointment and making the numbers look good

Owing to a new government, the institutions will be subject to new stringent requirements in the autumn. Temporary appointment must be reduced to the same level as otherwise in the labour market. The Norwegian Association of Researchers has pointed out that the statistics have been made to look good,

<https://khrono.no/faktakampen-om-midlertidigheten/633923>

The Norwegian Association of Researchers continues to push for units to provide better project management and financial overviews to secure the reuse of expertise. This will prevent unjustified dismissal of permanently employed externally funded researchers. The University of Oslo must create good and predictable research careers instead of contributing to extending the insecurity that young researchers experience. It is also important to ensure that researchers have access to education and guidance should they wish to have it. Quite a lot of work still needs to be done for the whole organisation to understand how important this is.

Climate and sustainability policy

In 2021, the University of Oslo appointed a working group to work on bullet points for a climate and environment strategy. The parties reported the need for a joint employee representative in the group, but they were not heard. We apologised for this. In general, we believe it is important to exercise co-determination in project groups. In addition to participation in project groups, co-determination must undoubtedly be exercised at Information, Discussion and Negotiation (IDF) meetings when the strategy is conclusively discussed. The University of Oslo decided to send the proposed strategy for a consultation round, and as the only employee organisation, the university submitted its own input following consultation in October. Further, we requested separate discussion of the revised proposed strategy in November, which was positive. The salient point during the discussion was a proposal for measures, i.e., that a sustainability centre should be established at the University of Oslo. This was debated and discussed at the Information, Discussion and Negotiation (IDF) meeting. In the end, it was remarked upon as something that may be relevant in the future. Prior to the potential implementation of a physical centre, it was proposed to initiate the centre virtually. The parties will be informed of all viable measures, which will form part of a schedule.

Individual cases

The Norwegian Association of Researchers at the University of Oslo consists of individual members in various situations that arise during their employment. The cases vary in nature, severity, and complexity. Approximately 30 cases are processed at any given time.

Illness and the need for adaptation

We are increasingly experiencing cases where members need adaptation in connection with either illness or the working environment. Managers play a key role in such cases, and sometimes we have to remind managers that they must inform employees about requests for assistance if they are called in for meetings. Union representatives assisting members do so by agreement with the member. Corporate healthcare, which is a neutral party, is often involved. We see that such cases take time and that not all employees are familiar with the duty to provide adaptation.

Cases related to the pandemic

For the last year, union representatives have spent a considerable amount of time helping individual members in matters relating to an extension due to the pandemic. At the same time, we have highlighted cases with many commonalities and ensured, for example, the possibility to re-apply after a rejection and complaint. Among others, this gave a larger group of extended PhD research fellows at the Faculty of Mathematics and Natural Sciences. Nonetheless, we see that several are lagging behind, and that postdoctoral fellows and researchers should have more time for their projects.

Cases that should be reported

Unfortunately, some members experience discrimination or harassment. As such, preventive measures and follow-up are important. We would like to clarify that those who experience any type of discrimination, harassment, or accusation, can contact union representatives for help and assistance, regardless of whether they choose to report it through the reporting system or not. Relatively few cases are reported through the reporting system, which we hope is due to the help and assistance of union representatives providing solutions.

Other enquiries

Along with pay negotiations, one of the most important things we do for our members is assisting them with serious or minor problems they encounter during their workday. Contacting the secretariat of the local branch to get assistance should be a low-threshold service. The local branch does what it can to find good solutions in difficult situations. In cases when our union representatives do not have the necessary competence, we receive exceptionally good support from the legal department of the Norwegian Association of Researchers centrally.

3. RESEARCH AND EDUCATION POLICY

For the University of Oslo to realise its ambitious research and education goals, it is crucial that scientific employees are guaranteed sufficient uninterrupted time for research and development.

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

The university has a special responsibility for performing basic research within a broad range of disciplines.

The local branch will work to ensure that employees and students are guaranteed modern scientific equipment for research and teaching activities, and that enough operation funds are assigned for academic updates, science trips and research assistance for scientific employees.

We will make our engagement visible through various communication channels. The competition to get and to fight for members takes place in all arenas at the University of Oslo - in local newspapers, websites, social media, large events and not least in the departments. By monitoring media at the University of Oslo and in society at large, we can be visible everywhere it is natural for the Norwegian Association of Researchers to be. We will make our engagement visible on our websites and social media at relevant events and debates. The secretariat shall continuously keep members informed through, for example, regular newsletters to our members.

RECRUITMENT AND ORGANISATIONAL DEVELOPMENT

Strengthening the organisation:

- *The local branch will work towards increased recruitment of members to the local branch by among others making our policies visible.*
- *The local branch will further develop our internal organisation, including targeted measures for different member groups.*

Activities 2021

Due to the pandemic and locking down of society, activities were largely cancelled from 12 March. Courses were mainly converted into webinars.

Start of the semester in August: A student recruitment stand in Frederikkeplassen in cooperation with the Norwegian Association of Researchers centrally was cancelled this year as it was last year.

September: Researchers' Night Talkshow

This is the largest event of the local branch. In 2021, we organised this at the House of Literature (Litteraturhuset), and it was a great success.

		<p>The panel was composed of:</p> <ul style="list-style-type: none"> - Christina Voigt, Professor of Law, University of Oslo - Katerini Storeng, Associate Professor, Centre for Development and the Environment, University of Oslo - Eirinn Larsen, Professor of History, University of Oslo - Arne Johan Vetlesen, Professor of Philosophy, University of Oslo
		

Membership developments

We experienced a regular increase in the number of members in 2021. At the end of the year, we have 2,150 members, which we are extremely satisfied with.

Competence enhancement and network building - local events

A very important part of the work of the local branch is to arrange various meetings, courses and seminars for our members, union representatives, and representatives appointed by the local branch for various councils and committees. A common denominator for many of these seminars and courses is broad competence enhancement - either in the form of legal education in civil servant appointment processes, the introduction to and understanding of government pension schemes, training on collective agreements and methods to get higher pay or handling daily life as a PhD research fellow. We look upon all our local events as excellent network building arenas. Whether it is local union representatives, elected representatives of the nomination and appointment committee or members from various units, it will always be enriching to discuss mutual problems and challenges with each other. We therefore endeavour to carry out a wide range of meetings, courses and seminars each year.

List of held courses in 2021	Date
1. Appointment committee - course	19/01/21 - Webinar
2. Stress-Career Management for PhD Research/Postdoctoral Fellows	09/02/21 - Webinar

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

3. NAR Course for Technical/Administrative Employees (new)	16/02/21 - Webinar
4. Pension Course I - The Norwegian Public Service Pension Fund (SPK)	03/03/21 - Webinar
5. Pension Course II, English	16/03/21 - Webinar
6. Stress Management Course in English	16/03/21 - Webinar
7. Seminar on Bullying	14/04/21 - Webinar
8. NAR Pay for Technical/Administrative Employees	15/06/21 - Webinar
9. Board Seminar and Dinner	30/08/21 - Continental/Ekeberg
10. Provisions of the Basic Collective Agreement - Pay Negotiation Course	23/08-25/08/21 - Refsnes Gods
11. Researchers' Night Talkshow	04/09/21 - House of Literature (Litteraturhuset)
12. Board and Union Representative Seminar	03/12/21 - Thon Panorama/Engebrets

4. COOPERATION WITH OTHER ACTORS

We cooperate with other actors as necessary at joint events. In 2021, we cooperated with National Science Week in advance of the Researchers' Night Talkshow.

5. COOPERATION ON THE BASIC AGREEMENT AT THE UNIVERSITY OF OSLO

In 2021, several information and discussion meetings (Information, Discussion and Negotiation (IDF) meetings) about the basic agreements were held centrally at the University of Oslo, including meetings with the university director and rector, where negotiations are also held. Meetings were held in accordance with the Basic Agreement where the cooperation between the parties was evaluated, which was important for all parties, and co-determination and the agreements were particularly discussed.

At the University of Oslo, a considerable amount of co-determination under the Basic Agreement (information and discussion meetings) is carried out at the intermediate level - at faculties, museums, the University of Oslo library, and central administration departments. Our local union representatives (refer to the appendix) primarily attend these meetings, but on occasion they are assisted by central union representatives from the University of Oslo. Top-level negotiations are mainly held with approximately biweekly meetings with top management via the university director and rector approximately, i.e., frequently.

OVERVIEW OF KEY MEETINGS REGARDING THE BASIC AGREEMENTS AT THE UNIVERSITY OF OSLO 2021 (refer to 2021/1133)

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

MEETING STATUS	CASE TITLE	MEETING DATE
Information	<i>Status of the COVID-19 situation</i>	7 January
Discussion	<i>OU-IT Project: Updated project report and risk assessment</i>	7 January
Information	<i>Status of the COVID-19 situation</i> <i>Assessment of the organisation of the HSE and Emergency Preparedness Unit</i>	14 January
Negotiation	<i>Special agreement on compensation for imposed changed working hours after 5pm due to the COVID-19 situation to safeguard education and education-related tasks</i>	21 January
Discussion	<i>Course portfolio of the University of Oslo</i> <i>OU-IT Project: Updated project report and risk assessment</i> <i>New special field work agreement</i>	21 January
Information	<i>Review of the list of cases for the University's Board Meeting on 9 February 2021. Interim review of cases for the University's Board Meeting in March</i>	21 January
Information	<i>Status of the COVID-19 situation</i> <i>Input of the Norwegian Association of Researchers regarding the need for compensation/payoff schemes for substantially more work, particularly for educators, during the pandemic.</i> <i>Annual plan 2021-2023</i>	27 January
Discussion	<i>Pulse surveys at the University of Oslo in connection with the COVID-19 situation</i> <i>Tentative progress plan for the assessment and organisation of the HSE and Emergency Preparedness Unit</i>	27 January
Information	<i>Merging of the archive function: status information</i> <i>Status of HR BOTT</i>	28 January
Negotiation	<i>Negotiations on the establishment of a joint IT organisation for the University of Oslo</i>	28 January
Information	<i>Status of the COVID-19 situation</i>	11 February

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

Discussion	<i>Coverage of expenses for communication services</i>	11 February
Information	<p><i>The agenda for the University's Board meeting on 9 March and information about cases for the Board meeting in May.</i></p> <p><i>Organisation and follow-up of the Life Science Building Project</i></p> <p><i>Application to the Ministry of Education and Research for funds to upgrade and adapt research and education areas.</i></p> <p><i>Annual Report 2020 and Enterprise Report Q3 2020</i></p> <p><i>Status of BOTT finances and pay</i></p> <p><i>Transparency and access to employment processes</i></p>	18 February
Discussion	<p><i>Property masterplan - strategic discussions</i></p> <p><i>Principles for ethical procurement rules</i></p>	18 February
Information	<i>Application of 2.5.3, 2.5.5 and temporary NOK supplements in 2020</i>	25 February
Discussion	<i>Booking: local discussion of temporary appointment and contracted employees</i>	25 February
Negotiation	<i>Agreement on the extended use of overtime at the Security Guard and Alarm Station in the Estate Department, 2021</i>	11 March
Discussion	<p><i>Interim compensation scheme for electronic communication services and other extra costs during the period with imposed working from home due to COVID-19</i></p> <p><i>Function and staffing plan - electronic case processing</i></p>	11 March
Information	<p><i>Status of the COVID-19 situation</i></p> <p><i>Process for a plan of action, and input for proposed measures to promote gender balance and equality</i></p> <p><i>Processes when selecting software for the University of Oslo and decision to remove access to software</i></p> <p><i>Status of BOTT finances and pay</i></p> <p><i>Compensation schemes for extra work for educators related to the COVID-19 situation -</i></p>	17 March

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

	<i>feedback following dialogue with faculty directors and deans.</i>	
Discussion	<i>Organisational development of the University of Oslo's IT activities - further work</i>	17 March
	<i>Meeting with the employer and organisations about 2.5.3, 2.5.5 and temporary NOK supplements</i>	8 April
Discussion	<i>Cooperating with Parties and Co-Determination Course</i>	15 April
Information	<p><i>Status of the University of Oslo's climate and environment strategy</i></p> <p><i>The agenda for the University's Board meeting on 4 May</i></p> <p><i>Status of work on data security and privacy at the University of Oslo</i></p> <p><i>Student Ombud Report</i></p> <p><i>Annual Report of the Science Ombud 2020</i></p> <p><i>Annual Report of the Research Integrity Committee 2020</i></p> <p><i>New organisation of directorates and service deliveries in the education sector</i></p> <p><i>Allocations 2022</i></p>	15 April
Discussion	<p><i>Administrative guidelines: paid compassionate leave and guide for nominating managers and members of the appointment board - technical/administrative positions</i></p> <p><i>Plan of action for diversity, equality and inclusion</i></p>	22 April
Information	<p><i>Status of the COVID-19 situation</i></p> <p><i>Start-up of the OU-IT follow-up project</i></p> <p><i>Report of the Privacy Ombud</i></p> <p><i>BOTT finances and pay: user support, transition plans and communication</i></p> <p><i>Status of the extension of PhD research fellows and postdoctoral fellows</i></p>	22 April
Discussion	<i>Temporary appointment at Management and Support Units (LOS) and centres directly under the University's Board</i>	29 April
Information	<i>Status of the extension of PhD research fellows and postdoctoral fellows</i>	29 April

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

	<i>Status of the archive function merger</i>	
Discussion	<i>Assessment of the organisation of HSE and Emergency Preparedness: revised progress plan</i>	6 May
Information	<i>Oslo Science City Status of the COVID-19 situation</i>	6 May
Discussion	<i>Temporary appointment at the University of Oslo</i>	27 May
Information	<i>BOTT finances and pay, transition to the Norwegian Agency for Public and Financial Management (DFØ)</i>	27 May
Discussion	<i>Revised masterplan for the University of Oslo's properties</i>	3 June
Information	<i>Review of the agenda for the Board meeting in June Status of the revised plan of action for reducing the carbon footprint, and the climate strategy Principles for strategic refreshment of the study programme portfolio Enterprise Report Q1 2021 Allocations 2022</i>	3 June
Discussion	<i>Revised masterplan for the University of Oslo's properties</i>	8 June
Information	<i>Status of the revised plan of action for reducing the carbon footprint, and the climate strategy Enterprise Report Q1 2021</i>	8 June
Discussion	<i>Allocations 2022</i>	15 June
Information	<i>Status of the COVID-19 situation and plan for gradual re-opening Status of the holiday foundation</i>	17 June
Discussion	<i>Special agreement for elected and employed managers Additional section in announcement texts Premises for a merged archive function</i>	17 June
Dialogue meeting	<i>Inspection agreement and emergency preparedness for the InVivo Facility in the Department of Biosciences</i>	17 June
Negotiation	<i>Special agreement for elected and employed managers at the University of Oslo</i>	24 June

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

Dialogue meeting	<i>Evaluation of the cooperation between parties at the University of Oslo</i>	24 June
Information	<i>Start of the semester and pandemic measures</i> <i>Review of the agenda for the Board meeting in September</i>	19 August
Discussion	<i>Extension of the interim regulations on the deadline for submitting grades</i>	19 August
Information	<i>Digital learning for employees - information on using Canvas as an intermediate solution</i> <i>HR system solutions - information on the status of HR system solutions and pre-analysis</i> <i>Introduction of BOTT DFØ (Norwegian Agency for Public and Financial Management)</i>	9 September
Discussion	<i>OU-IT: revised schedule</i>	9 September
Dialogue meeting	<i>Cooperation between the parties at central level</i>	10 September
Information	<i>Review of the agenda for the Board meeting in October</i> <i>Following up agency management</i> <i>Annual Report of the Learning Environment Committee</i> <i>Audit report: evaluation and learning - emergency preparedness and operations during the pandemic</i> <i>Internal audit half-year report and presentation of the internal audit</i> <i>Process for the Board's case: climate and environment strategy</i>	1 October
Discussion	<i>Standard for research integrity at the University of Oslo</i>	1 October
Information	<i>Input for the National Budget 2023</i> <i>Enterprise Report Q2 2021</i> <i>Financing of alterations to Eilert Sundts hus B</i>	7 October
Discussion	<i>Financing of alterations to Eilert Sundts hus B</i>	11 October
Information	<i>Input for the National Budget</i>	4 November
Information	<i>Status of the transition to the Norwegian Agency for Public and Financial Management (DFØ)</i>	11 November

*Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021*

Negotiation	<i>Reallocation of the meeting room in Lucy Smiths hus</i>	11 November
Information	<i>University Centre for Information Technology (USIT) and the University of Oslo:IT Second draft for OU-IT Review of the agenda for the Board meeting on 8 December Audit Plan 2022</i>	19 November
Discussion	<i>Proposal for an all-round climate and environment strategy</i>	19 November
Discussion	<i>Date and time for merging the archive function Premises for a merged archive function Booking and evaluating cooperation between parties Routine for an additional section in announcement texts Annual Plan 2022-2023 Allocations 2021: coverage of lost revenue - revised allocation Allocations 2022: consequences of the National Budget 2022 - revised allocations</i>	25 November
Information	<i>University of Oslo's greenhouse gas accounts and status of the work on reducing the University of Oslo's carbon footprint BOTT finances and pay</i>	25 November
Information	<i>Status of the COVID-19 situation at the University of Oslo</i>	16 December
Dialogue meeting	<i>Evaluation of the cooperation between parties at the Management and Support Units (LOS)</i>	16 December

University of Oslo, 15 February 2022

Katerini Storeng, Leader
 Ingrid Lossius Falkum, Deputy Leader
 Belinda Eikås Skjøstad, Board Member, Head Union Representative
 Greta Gudmundsdottir, Board Member
 Hilde Kanli Galtung, Board Member

Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021

Francisco Pons, Board Member
Kristian Prydz, Board Member
Magnus Garder Evensen, Deputy Member
Julian Post-Melbye, Deputy Member
Hilde Reinertsen, Deputy Member



APPENDIX 1:

Local Branch Board

BOARD, SECRETARIAT AND KEY APPOINTMENTS IN 2021

During the period, nine Board meetings and two Board seminars were held.

THE BOARD 01/01-31/03/2021

Acting Chair	Katerini Storeng, (Centre for Development and the Environment)
Head union representative	Belinda Eikås Skjøstad, Chair, Head Union Representative (Faculty of Medicine)
Deputy Chair	Ingrid Lossius Falkum, Associate Professor (Faculty of Humanities)
Board members	Line Nybakk Akerholt, Head Librarian (University of Oslo Library)
	Greta Gudmundsdottir, Associate Professor (Faculty of Educational Sciences)
	Hilde Kanli Galtung, Professor (Faculty of Dentistry)
First deputy	Francisco Pons, Professor (Faculty of Social Sciences)
Second deputy	Hilde Reinertsen, Researcher (Faculty of Social Sciences)
Third deputy	Kristian Prydz (Faculty of Mathematics and Natural Sciences)

THE BOARD 01/04-31/12/2021

Chair	Katerini Storeng, Associate Professor (Centre for Development and the Environment)
Head union representative	Belinda Eikås Skjøstad, Chair, Head Union Representative (Faculty of Medicine)
Deputy Chair	Ingrid Lossius Falkum, Associate Professor (Faculty of Humanities)
Board members	Kristian Prydz, Professor (Faculty of Mathematics and Natural Sciences)
	Greta Gudmundsdottir, Associate Professor (Faculty of Educational Sciences)
	Hilde Kanli Galtung, Professor (Faculty of Dentistry)
	Francisco Pons, Professor (Faculty of Social Sciences)
First deputy	Magnus Garder Evensen, Senior Adviser (Faculty of Humanities)
Second deputy	Julian Post-Melbye, Archaeologist, (Museum of Cultural History)
Third deputy	Hilde Reinertsen, Researcher (Faculty of Social Sciences)

SECRETARIAT

Head union representative	Belinda Eikås Skjøstad
Union representative	Cecilie Wingerei Lilleheil
Union representative	Katrine Langvad Stensløkken
Union representative	Ingunn Skjerve
Org. consultant	Helle Storvik
Org. secretary	Line Halvorsen

The manager, deputy manager, head union representative and union representatives made up the working committee.

ELECTION COMMITTEE 2021/2022

Election committee	Knut Stene-Johansen, Faculty of Humanities
	Kåre-Olav Stensløkken, Faculty of Medicine
	Elisabeth Perioli Bjørnstøl, Faculty of Law/Norwegian Centre for Human Rights
	Christian Løchsen Rødsrud, Museum of Cultural History

APPENDIX 2:

UNION REPRESENTATIVES OF FACULTIES/OTHER UNITS IN 2021

Faculty of Theology	Secretariat of the University of Oslo
Faculty of Law	Elisabeth Perioli Bjørnstøl, Senior Adviser Gørill Arnesen, Adviser Morten Hvaal Stenberg, Adviser
Faculty of Medicine	Vigdis Bjerkeli, Senior Engineer
Faculty of Humanities	Knut Stene-Johansen, Professor Frode Torp Christensen (Deputy) Adviser Magnus Garder Evensen, Senior Adviser
Faculty of Mathematics and Natural Sciences	Stein Fredriksen, Professor Kristine Jøssang, Adviser
Faculty of Dentistry	Morten Enersen, Associate Professor Ann-Kristin Ruud, Head Engineer
Faculty of Social Sciences	Maren Ringstad, Adviser Liv Tone Måseidvåg, Senior Consultant
Faculty of Educational Sciences	Knut Augedal, Senior Engineer (Centre for Learning, Innovation and Academic Development)
University of Oslo Library	Andrea Gasparini, Senior Academic Librarian Lars André Flaten, Academic Librarian Marte Ødegaard, Academic Librarian Line Nybakk Akerholt, Academic Librarian Ellen Christophersen (Deputy) Head Librarian
Museum of Cultural History	Lucia Koxvold, Archeologist/Adviser Christian Løchsen Rødsrud, Archeologist/Adviser
Museum of Natural History	Secretariat of the University of Oslo
Management and Support Units (LOS)	Silje Winther, Senior Adviser
Estate Department	Secretariat of the University of Oslo
UNIVERSITY CENTRE FOR INFORMATION TECHNOLOGY (USIT)	Andreas Dobloug, Senior Engineer

APPENDIX 3:

REPRESENTATIVES OF THE APPOINTMENT BOARD IN 2021

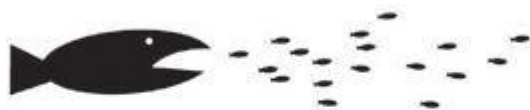
Pursuant to the Norwegian Civil Servant Act and HR rules for the University of Oslo, the four main associations at the University of Oslo appoint employee representatives for the nomination and appointment committee for technical, administrative and professional librarian positions at the University of Oslo.

Faculty of Theology	See the Faculty of Humanities
Faculty of Law	Elisabeth Perioli Bjørnstøl Gørill Arnesen, First Deputy Morten Slind Olsen, Second Deputy
Faculty of Medicine	Vigdis Bjerkeli Belinda Eikås Skjøstad, Deputy
<i>Appointments to scientific positions</i>	Silje M. Rosseland
Faculty of Humanities and Faculty of Theology	Torunn Nyland Therese Gjessing, First Deputy Frode Torp Christensen, Second Deputy
Faculty of Mathematics and Natural Sciences	Torben Leifsen Anne Lise S. Hansen, First Deputy Torill Rørtveit. Second deputy
Faculty of Dentistry	Ann-Kristin Ruus Ann-Kristin Molværsmyr
Faculty of Social Sciences	Stian Andreassen
Faculty of Educational Sciences	Marika Vartun (appointed on 12/12/19) Anders Lunde, First Deputy Ingunn Skjerve, Second Deputy
University of Oslo Library	Stine Marie Barsjø
UNIVERSITY OF OSLO LIBRARY - university/senior academic librarian	Appointment Committee for the University/Senior Academic Librarian at the University of Oslo Library: Henrik Keyser-Pedersen, Randi Cathinka Neverdal (Deputy)

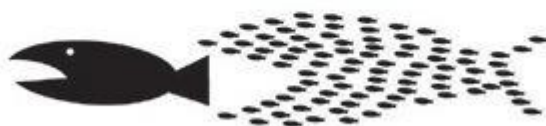
Annual Report for the Norwegian Association of Researchers at the University of Oslo
2021

Museum of Cultural History	<i>Appointments to managerial positions under the museum director at the Museum of Cultural History</i>	Belinda Eikås Skjøstad Ingunn Skjerve, Deputy
Museum of Cultural History/Natural History	Magne Samdal Ingunn Skjerve. First Deputy	
Management and Support Units (LOS)	Silje Winther Belinda Eikås Skjøstad, First Deputy Anja Gil Spilling, Second Deputy	
UNIVERSITY CENTRE FOR INFORMATION TECHNOLOGY (USIT)	See Management and Support Units (LOS)	

**FORSKER
FORBUNDET**



Don't panic.



Organize!