

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

1 January 2022 – 31 December 2022

The year 2022 has been a year dominated by cuts in research funding, work on collective agreements, and societal economic challenges.

On 1 May, the Confederation of Unions for Professionals (Unio), together with the Federation of Norwegian Professional Associations (Akademikerne) and the government signed a new Basic Collective Agreement. It was also agreed that the salary system for all government-related parties must be modernised.

Research work in Norway has been threatened by long-standing and now new major government cutbacks.

High electricity prices, rising interest rates and inflation have negatively impacted members' personal finances, and the University of Oslo as an institution has received unexpectedly high electricity bills, which in turn has had a negative impact on the unit's finances.

The annual report demonstrates how the Norwegian Association of Researchers (NAR) has been impacted by this, and how it has affected our priority tasks.

Priority tasks of the local branch 2022

At the annual meeting in 2022, a new work programme was adopted for 2022–2024, as well as the annual plan for 2022.

The work programme focuses on pay, working conditions, research and education policies and organisation and communication work. The annual plan clarifies the focus of the work programme.

Via the annual plan adopted for 2022, the Board has followed up on the priority tasks through discussions at Board meetings and subsequent potential measures. Through these, the Board has been involved in major discussions and has proposed measures within the following areas:

- 1) Pay
- 2) Working conditions
- 3) Research and education policy
- 4) Organisation and communication work

1. Better pay conditions for all member groups

The work programme for the local branch for the 2022–2024 period clearly indicates the predominance that salary determination and pay negotiations have had in our work:

- The University of Oslo shall be a wage leader in the university and university college sector, and shall ensure that the pay gap with the private sector is reduced.

- The pay conditions for the members of the local branch shall be competitive both internationally and nationally, and shall reflect the competencies, responsibilities and efforts of the members.
- Temporary staff shall be guaranteed the same pay conditions and pay progression as permanent staff.
- Staff whose pay is low compared to others in an equivalent job category and who have the equivalent seniority and competence, and staff whose pay has not been adjusted in the last five years, shall be the subject of special review.
- All employee groups shall be included on equal terms in all negotiation provisions set out in the Basic Collective Agreement.

We have based part of our work on some of the main points in the local branch's annual plan:

- Work systematically to secure fair pay for staff whose education has been lengthy.
- Hold meetings for members in every faculty and museum to encourage more people to submit demands.
- One of the results of the pandemic is that many staff have put in considerably extra work. We shall work to ensure that these employees are rewarded with pay, and also that work is allocated fairly through the 'Timeregnskap' tool to staff in independent positions.

Summary of local negotiations (Basic Collective Agreement – HTA – 2.5.1)

On 1 May 2022, Unio (the Norwegian Association of Researchers is a member of Unio) signed a new Basic Collective Agreement with Akademikerne and the government.

Unio Stat and the government agreed on a framework of 3.84 per cent for this year's wage settlement – just above the front runner framework of 3.7 per cent. With a framework of 2.46%, this year's wage settlement was negotiated locally between the parties.

A general percentage increase of 1.8% was awarded to everyone at the University of Oslo, with effect from 1 May 2022. The remaining share of the pot was used for individual increases (also with effect from 1 May 2022). The local branch of the Norwegian Association of Researchers at the University of Oslo negotiated on behalf of 2250 Unio members at the university. Unio has the largest combined salary at the University of Oslo, and the Norwegian Association of Researchers is the biggest trade union at UiO, which means that we are very powerful in negotiations.

It is important for us to secure a good settlement for all our groups. For that reason, this year we encouraged all our members to put forward demands at the annual local negotiations. It is important to continue the work of making up for the lag in our sector. We informed our

members that Unio would work to ensure that at least half of the pot was spent on a general percentage increase for everyone. Awarded locally, this good, general increase would then replace the previous rise that was awarded centrally on 1 May. It is important for the Norwegian Association of Researchers to communicate that our pay policy has not changed.

Unio received a total of NOK 40.6 million of the pot, of which 26.6 was in the form of a general increase. Unio's share of the pot amounted to approximately 47%. Akademikernes' share amounted to approximately 31%.

The result shows that Unio continues to do a good job in the local negotiations, and that it pays to be represented by a union. A high percentage of people are part of a union in the Norwegian labour market, and we believe that it is important to stand together to achieve good collective agreements. Unio will continue working to recruit members, and we also encourage employers to inform staff in both Norwegian and English about the three-way cooperation and the Norwegian model.

Summary of negotiations on special grounds (Basic Collective Agreement – HTA – 2.5.3)

The provisions governing negotiations set out in the Basic Collective Agreement allow 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 performed an extraordinary amount of work.

Table 1 (below) provides an overview of the demands that were negotiated according to the above provisions in 2022 at the University of Oslo.

During the course of the year, the local branch has regularly received demands from members. Information about negotiations and deadlines were distributed through our newsletter. Demands from members of the Norwegian Association of Researchers represented approximately 38% 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 2022

DATE	TOTAL NUMBER OF DEMANDS OF THE UNIVERSITY OF OSLO	TOTAL NUMBER OF NORWEGIAN ASSOCIATION OF RESEARCHERS	PUT FORWARD ONLY BY US	PUT FORWARD JOINTLY	PUT FORWARD BY EMPLOYER (OUR MEMBERS)
03/02/22	35	13	12	2	1
24/03/22	22	12	8	3	4
16/06/22	79	34	32	4	2
01/09/22	72	30	27	4	3
01/12/22	108	32	27	7	5

TOTAL	316 DEMANDS	121 DEMANDS	106 DEMANDS	20 DEMANDS	15 DEMANDS
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Table 2 (below) shows how the results of the 2.5.3 negotiations were distributed between scientific and technical/administrative job codes, respectively, in the 2018–2022 period.

Table 2: Total negotiated amount (NOK) in the 2.5.3 negotiations 2018–2022 distributed between the main categories of scientific and technical/administrative positions. The share of the total amount for technical/administrative and scientific employees, respectively, is shown in brackets.

University of Oslo	2022	2021	2020	2019	2018
Scientific	4,062,694* (33.6%)	8,505,325 (48.8%)	8,446,353 (58.5%)	4,701,813 (38.7%)	3,237,165 (41.8%)
Technical/adminin.	8,387,727* (64.4%)	8,936,484 (51.2%)	5,986,660 (41.5%)	7,460,745 (61.3%)	4,514,603 (58.2%)
Total	12,450,421	17,441,809	14,433,013	12,162,558	7,751,768

The percentage shows the ratio between scientific and technical/administrative.

* Norwegian Association of Researchers, percentage to scientific: 3,098,087 and percentage to technical/administrative: 1,725,866

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

For many years, the local branch has been extremely committed to ensuring that the salaries of our members who have been promoted to a professor, researcher 1183 or docent position are set after a real and individual assessment. 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.

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

Before a vacancy is announced, 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 must be informed about the salary that will be announced with the position, and that they can demand a discussion of the pay scale. The local branch has made very good use of this. Through our input and demands, we help to ensure that the employer is more conscious of the position codes that shall be used for new positions. Furthermore, our input and demands help to ensure that new positions are more likely to be placed on the correct pay scale. For several years, we have seen that this work has helped to increase the level of pay 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 *must* 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 appointment. Several of our members find that they are offered a salary at the bottom of the advertised salary scale without any opportunity to negotiate. In many cases, we also contribute with arguments for members to use in conversation with the employer in this regard, 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 follow up this provision with senior management and request an overview of the satisfied requirements.

2. Good working conditions for members

Among other items, the work programme for 2022–2024 states the following:

- UiO shall reduce the use of temporary appointments by practising the main rule of permanent appointment.
- Permanently employed researchers receiving external funding shall have the same real rights as other permanent employees.
- The measures in the University of Oslo's action plan for reducing temporary appointment shall be followed up.

Temporary appointment

In spring 2022, the employer and organisations discussed temporary appointment at the Information, Discussion and Negotiation (IDF) meetings in all units. This was later discussed by the parties centrally.

During the discussion, we repeated to 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, there may no longer be a need for specific tasks to be performed. The challenge is that tasks often continue beyond the stated period and the temporary appointment therefore continues.

In spring 2018, the Norwegian Association of Researchers took part in a working group comprised of the parties, to look at the prevalence of temporary appointment, 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, which has routinely converted 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. Among other things, the Norwegian Association of Researchers has 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, which has confirmed that it is possible to allocate funds, but it has not followed up this matter in practice, which means that the process has stagnated.

Despite the fact that positions are routinely made permanent after three years, there continue to be challenges. Employees' rights and security are sacrificed by the common practice of linking projects to individual projects rather than to general external funding.

Furthermore, management at the University of Oslo claims that temporary appointments are reduced by refusing to grant employees leave of absence in order to take up positions outside the undertaking. For its part, the Norwegian Association of Researchers is positive towards giving employees the opportunity to take leave of absence if they can acquire new expertise which they then bring back to the University of Oslo, which benefits from this. This is something that we often point out, but the employer does not follow it up. It is not legally employed temporary employees that we are opposed to, but the extensive use of temporary appointment (cf. Section 9, (1)(a) "... when the work is of a temporary nature."

Unfortunately, things continue to be difficult for terminated employees in what is known as the assessment process, which starts six months before the completion date. UiO operates with a 14-day window in which they ask other relevant units about potentially suitable vacant positions. Many employees find this phase difficult, and it confirms that despite improved rights with respect to the three-year rule, for many of them this ends with termination. Although permanent employees receiving external funding have a preferential right internally and externally, the institution provides little assistance. UiO does not have a complete list of positions which are in the pipeline and will be announced. The responsibility tends to fall on the individual employee who is being terminated. A total of 28 employees in externally-funded positions were terminated in 2021, and alternative suitable positions were found for only 4 of these. Positions are evaluated by administrative managers, who unfortunately have a biased attitude to people's competence and educational background, for example that researchers with PhDs are deemed to be "too specialised". This is an attitude that we must put an end to. Everyone's qualifications have a broad basis, with university degrees that took many years to obtain, and the University of Oslo as a major enterprise should be able to reuse this competence much more than at present.

The Norwegian Association of Researchers continues to push for units to provide better

project management and financial overviews to ensure that competence can be reused. This will prevent the unjustified termination of permanently employed externally funded researchers. The University of Oslo must create good and predictable research careers instead of helping to prolong the insecurity experienced by young researchers. 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.

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 academic communities, protection of academic freedom and secure jobs based on permanent contracts. The Norwegian Association of Researchers and the government have both been active proponents of the elimination of the extensive use of temporary appointment.

Climate and sustainability policy – co-determination in working groups

In February 2022, the University of Oslo adopted a strategy for work with climate and sustainability,

<https://www.uio.no/om/aktuelt/aktuelle-saker/2022/ny-klima--og-miljostrategi-for-uio-vedtatt-av-styr.html>

Among other things, the Norwegian Association of Researchers called for the University of Oslo's many academic communities that are involved in sustainability and climate work to be named in the initial part of the strategy, and our view was listened to during this process. However, we were not included in other aspects of the project work on strategy, and we complained about the lack of co-determination at the time.

In November 2022, the University of Oslo management put forward proposals for a mandate and working group that would work on developing a Sustainability Hub at the University of Oslo. Part of the working group's work would be to look at bringing the work on climate and environment together in a Sustainability Hub, with the aim of starting up the hub in early 2023. The Norwegian Association of Researchers and several other trade unions reported the necessity of having a joint employee representative in the working group, but our view was not listened to, and this provoked a reaction from representatives on the University Board in December. In general, the Norwegian Association of Researchers believes it is important to exercise co-determination in project groups. This ensures a greater degree of participation at an early point, and is in accordance with chapter 6 of the Basic Agreement. Naturally, in addition to participating in project groups, it is important to exercise co-determination in IDF meetings, where issues are discussed and perhaps negotiated.

Individual cases/human resource issues

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

Illness and the need for adaptation

We continue to experience 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 always inform employees that they are entitled to assistance if they are invited to meetings. Union representatives assisting members do so by agreement with the member. The corporate healthcare service, which is a neutral party, is often involved. We see that such cases often take time and that not all employers are aware of the duty to provide adaptation (section 4-2 of the Working Environment Act).

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 anyone who experiences any type of discrimination, harassment or accusation, can contact union representatives for help and assistance, regardless of whether they choose to report the matter 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 in achieving solutions. If a case is reported, the employer has a duty to follow it up, cf. section 2 A-3 of the Working Environment Act. The employer has a duty to ensure that the Working Environment Act's requirement of a fully satisfactory working environment is safeguarded. This is often described as the employer's duty of care.

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 at work. 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

If the University of Oslo is to achieve its ambitious research and education goals, it is vital that scientific employees are guaranteed sufficient uninterrupted time for research and

development. The university has a special responsibility to perform basic research within a broad range of disciplines.

The local branch works to ensure that

- research-based teaching is maintained through combined positions
- the main rule is for scientific staff to be permanent employees
- the merit system for teaching is used, among other things to ensure that teaching work and research work are rewarded equally in terms of pay assessments.

We will make our engagement visible through various communication channels. The competition to attract 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 the wider society, we can be visible everywhere one would expect the Norwegian Association of Researchers to have a presence. We will make our engagement visible on our websites and social media at relevant events and debates. The secretariat will continuously keep members informed, for example, through regular newsletters.

If the University of Oslo is to achieve its ambitious goals, it is vital that scientific employees are guaranteed sufficient uninterrupted time for research, teaching and development.

A good research and study administration and a good technical support apparatus are important in ensuring a high quality in the University of Oslo's core activities. The university libraries are part of the scientific infrastructure that is essential in ensuring that researchers and students have access to up-to-date and quality-assured information resources. The university museums manage a unique collection of artefacts that provide a basis for research and dissemination in a broad range of academic fields, and make the University of Oslo visible to the general community.

The local branch works 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
- research conditions at the museums are safeguarded, with good conditions for the preservation of the collection of artefacts.

4. Organisation and communication work

We have consistently worked to strengthen the organisation by

- strengthening the union representative apparatus (courses, further education and recruitment)
- working in a targeted manner by being visible and maintaining a high profile in matters that are important for the Norwegian Association of Researchers
- working to become even more visible via a range of events and participating in recruitment campaigns.

Activities in 2022

Due to the pandemic and locking down of society, activities were largely cancelled in the first quarter.

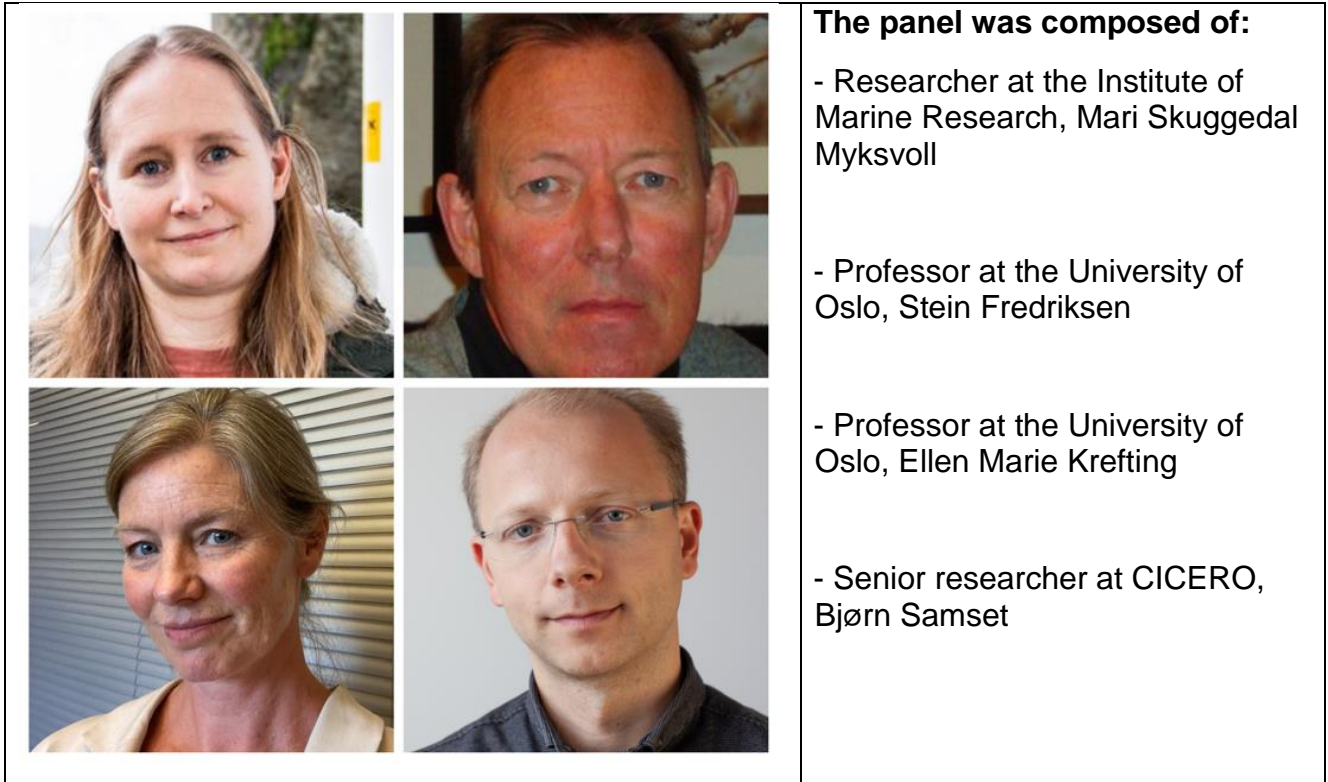
Researchers' Night Talkshow

This is the local branch's largest event. In 2022, we held this at the House of Literature (Litteraturhuset), and it was a great success. The event was also streamed, and participation was good.

Reaction

After the event, participant and researcher Mari Skuggedal Myksvoll received a letter from an aquaculture industry spokesman, criticising statements she made at the event. Myksvoll felt that this was an attempt to get her to stop talking about her experiences as a researcher, and it was very unpleasant.

Reactions like these can put researchers off performing research in sensitive fields. They are afraid of hatred and criticism. Through Guro Elisabeth Lind, the Norwegian Association of Researchers worked with Myksvoll to follow this up with a feature article in the wake of this experience and the subsequent debate. Not enough is being done for researchers caught in the storm, and the Norwegian research community's New Year's resolution must be to make it safer to talk about sensitive fields of research. We need a better support apparatus, and the Norwegian Association of Researchers is following this up with a seminar that will make a start on this work.



Panel debate – Research careers at a challenging time

On 1 November, we invited an audience to a panel debate at Domus Bibliotheca on [researchers' careers and the terms and conditions of research in the future](#). Signals in the national budget and the management of the Research Council of Norway have created great uncertainty. Does the Norwegian research community have the political will to create attractive and predictable research careers? What is at stake? Could uncertainty associated with funding and career pathways cause the best international research talents to apply for positions outside Norway? And what responsibility lies with employers in this country?

It was an excellent debate, which also provided a warm-up for the Research Policy Seminar the following week.

Coverage on Uniforum: [Young researchers give up before they have tried.](#)

Relevant issues in the media

Follow-up after the pandemic

<https://khrono.no/ved-universitetet-i-oslo-ber-de-om-kompensjon-dette-sier-de-i-bergen-og-trondheim/646766>

University of Oslo's focus on sustainability

<https://www.uniforum.uio.no/nyheter/2022/09/berekraftsatsingen-pa-nedre-blindern.html>

<https://www.uniforum.uio.no/nyheter/2022/12/rektor-advarte-styret-om-a-gripe-inn.html>

<https://www.uniforum.uio.no/nyheter/2022/12/berekraftus.html>

Pay negotiations

<https://www.uniforum.uio.no/nyheter/2022/05/meklinga-i-statsoppgjoret-held-fram-pa-overtid.html>

<https://www.uniforum.uio.no/nyheter/2022/06/forskerforbundet-lokale-lonnsforhandlinger.html>

<https://www.uniforum.uio.no/nyheter/2022/11/lokale-lonnsforhandlinger-unio-akademikerne.html>

Repayment of wages at University of Oslo

<https://www.uniforum.uio.no/nyheter/2022/10/tilbakebetaling-av-lonn.html>

Temporary appointment

<https://khrono.no/flere-advarer-mot-for-rigid-lovverk-mot-midlertidighet-1/682478>

Membership developments

We experienced a steady increase in the number of members in 2022. At the end of the year, we had 2250 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 training in civil servant appointment processes, the introduction to and understanding of government pension schemes, training on collective agreements and methods of getting 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 hold a wide range of meetings, courses and seminars each year.

List of courses and events held in 2022	Date
1. Appointment committee - course	18/04/22 Postponed to 14/09/22 due to the pandemic
2. Stress-Career Management for PhD Research/Postdoctoral Fellows	08/02/22 Postponed to 16/03/22 due to the pandemic
3. Stress-Career Management for PhD Research/Postdoctoral Fellows – English	09/02/22 Postponed to 17/03/22 due to the pandemic

4. Pension Course I, Norwegian	02/03/22
5. Annual meeting	09/03/22
6. Pension Course II, English	22/03/22
7. Board and Union Representative Seminar/Role of the Union Representative and Improving Organisation	25–26/04/22
8. Board and Union Representative Seminar/Local Work on Collective Agreements and Pay	03/06/22
9. FFTA (NAR Association for Technical/Administrative Personnel) on the fjord, how do I get higher pay?	14/06/22
10. Pay Negotiation Course	29/08–31/08/22
11. Researchers' Night Talkshow	23/09/22
12. FFTA (NAR Association for Technical/Administrative Personnel)/Mental Health and Work	11/10/22
13. Panel debate – Research careers at a challenging time. Who should secure predictable research funding?	01/11/22

4. Cooperation with other actors

We cooperate with other actors as necessary, often at joint events. In 2022, we cooperated with National Science Week in advance of the Researchers' Night Talkshow, and with the central organisation of the Norwegian Association of Researchers through the panel debate in November, held a week before the Research Policy Seminar.

5. Cooperation on the Basic Agreement at the University of Oslo

In 2022, a number of 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. The main attendees of these meetings are our local union representatives (refer to the appendix),

but on occasion they are assisted by central union representatives from the University of Oslo. Negotiations are mainly held at the top level, with meetings roughly every other week with senior management via the University Director and Rector, i.e., frequently.

Overview of key meetings regarding the basic agreements at the University of Oslo – 2022

Cf. 2022/387

Case title	Meeting status	Meeting date	Meeting
Status of the COVID-19 situation	Information	13 January	IDF
General climate and environment strategy	Discussion	13 January	IDF
Process plan for the climate and environment strategy's action plan	Discussion	13 January	IDF
Status of BOTT finances and pay	Information	13 January	IDF
Course portfolio of the University of Oslo	Discussion	13 January	IDF OPA (Public Policy and Administration)
Proposal for revised guidelines on substance use at the University of Oslo	Discussion	13 January	IDF
Proposal for guide to internal mobility	Discussion	13 January	IDF
Special agreement on compensation for working hours compulsorily changed to after 5pm due to the COVID-19 situation, to safeguard education and education-related tasks	Negotiation	18 January	IDF
Review of tentative agenda for the Board meeting of 8 February	Information	20 January	IDF Board cases
Continuation of UiO: Energy	Discussion	20 January	IDF Board cases
Organisation of activities in the Life Science Building	Information	20 January	IDF Board cases

Case title	Meeting status	Meeting date	Meeting
The Guild – progress report	Information	20 January	IDF Board cases
Sectoral targets for universities and colleges and framework for development agreements	Information	20 January	IDF Board cases
Oslo Science City – orientation by Rector	Information	3 February	IDF
Status of implementation of career standards for researchers in the early career phase	Information	3 February	IDF
Processes for evaluating researchers and academic career pathways	Information	3 February	IDF
Discussion of infection control measures – reported by PARAT	Discussion	10 February	IDF
Review of tentative agenda for the Board meeting of 8 March	Information	17 February	IDF Board cases
Organisation of Life Science Building and the University of Oslo’s reception project	Information	17 February	IDF Board cases
Information on status and presentation of draft action plan	Information	17 February	IDF Board cases
Circle U – orientation by Rector	Information	23 February	IDF
2.5.3, 2.5.5 and NOK supplements at the University of Oslo	Information	24 February	IDF OPA (Public Policy and Administration)
Booking of temporary appointments and contracted employees	Discussion	24 February	IDF OPA (Public Policy and Administration)
Principles for a strategic refreshment of the study programme portfolio	Information	24 February	IDF
UiO:Energy	Information	24 February	IDF

Case title	Meeting status	Meeting date	Meeting
Internal audit annual report 2021	Information	24 February	IDF
University of Oslo's annual report 2021	Information	24 February	IDF
Enterprise Report Q3 2021	Information	24 February	IDF
BOTT finances and pay	Information	24 February	IDF
Discussion of report and statistics of 2.5.1	Information	10 March	IDF OPA (Public Policy and Administration)
Ukraine – University of Oslo's handling	Information	10 March	IDF
Meeting about membership lists	Information	24 March	IDF OPA (Public Policy and Administration)
Ukraine – University of Oslo's handling	Information	31 March	IDF
Leadership development for heads of department and equivalent units	Information	31 March	IDF
Guidelines for the extension of PhD research fellows and postdoctoral fellows	Discussion	31 March	IDF
List of extensions of PhD research fellows and postdoctoral fellows	Information	31 March	IDF
Consultation on funding report	Information	31 March	IDF
Plan for use of Domus Biblioteca	Information	31 March	IDF
OU-IT Organisational development of the University of Oslo's IT activities - status	Information	7 April	IDF
Two-factor identification	Information	7 April	IDF

Case title	Meeting status	Meeting date	Meeting
Review of tentative agenda for the Board meeting of 10 May	Information	21 April	IDF Board cases
Transparency and access to appointment processes	Discussion	21 April	IDF Board cases
Status of work on data security and privacy at the University of Oslo	Information	21 April	IDF Board cases
Four-year reports relating to research	Information	21 April	IDF Board cases
Student Ombud annual report	Information	21 April	IDF Board cases
Discussion of temporary appointment in Management and Support Units (LOS)	Discussion	28 April	IDF OPA (Public Policy and Administration)
Oslo Science City – orientation by Rector	Information	5 May	IDF
OU-IT - Proposal for basic structure of a joint IT organisation	Discussion	5 May	IDF
OU-IT - Proposal for placement process	Discussion	5 May	IDF
Payment of VAT for renovation of Brøggers Hus	Information	5 May	IDF
Work on University of Oslo's input in consultation for Funding Committee's report	Information	5 May	IDF
Work on draft of new development agreement with Ministry of Education and Research	Information	5 May	IDF
Evaluation of course selection in study area	Information	5 May	IDF
OU-IT - Negotiations on proposal for basic structure of new joint IT organisation at University of Oslo	Negotiation	13 May	IDF
OU-IT - Proposal for function and staffing plan for new joint IT organisation	Discussion	18 May	IDF

Case title	Meeting status	Meeting date	Meeting
Temporary appointment at the University of Oslo	Discussion	25 May	IDF
University of Oslo's consultative statement regarding Finance Committee's report	Discussion	25 May	IDF
Need to establish new Office for Legal Services in the Department of Research and Innovation Administration	Information	25 May	IDF
Review of tentative agenda for the Board meeting of 21 June	Information	2 June	IDF Board cases
Change in election regulations – Weighting of votes in rector election	Discussion	2 June	IDF Board cases
Trust Reform in higher education and research	Information	2 June	IDF Board cases
University of Oslo courses 2023/24	Information	2 June	IDF Board cases
Consultation on academic freedom of expression	Information	10 June	IDF
Allocations 2023	Discussion	10 June	IDF
Enterprise Report Q1 2022	Information	10 June	IDF
Climate measures	Discussion	23 June	IDF
Establishment of occupational training positions – procedures for discussion with employees' representatives in the workplace in accordance with section 3-6 of the Measures Regulations	Discussion	23 June	IDF
Establishment of new Office for Legal Services in the Department of Research and Innovation Administration	Discussion	23 June	IDF
Function and staffing plan, new Office for Legal Services in the Department of Research and Innovation Administration	Discussion	23 June	IDF

Case title	Meeting status	Meeting date	Meeting
OU-IT – Information for union representatives on placements and positions that will be advertised	Information	23 June	IDF
Review of tentative agenda for the Board meeting of 6 September	Information	18 August	IDF Board cases
Trust Reform	Information	18 August	IDF Board cases
Adjustment of sections, OPA (Public Policy and Administration)	Information	25 August	IDF OPA (Public Policy and Administration)
Development agreement with Ministry of Education and Research	Discussion	25 August	IDF
Discussion of schedule for adjustment of Team Competence and Organizational Development unit – stage 2	Discussion	8 September	IDF OPA (Public Policy and Administration)
Life Science Building	Information	8 September	IDF
Plans for implementation of new IT organisation	Information	8 September	IDF
Proposal for new organisation of Team Competence and Organisational Development unit, Department of Personnel Support	Discussion	29 September	IDF OPA (Public Policy and Administration)
Implementation of working environment survey (WES)	Information	29 September	IDF OPA (Public Policy and Administration)
Review of tentative agenda for the Board meeting of 18 October	Information	29 September	IDF Board cases
Change in guidelines regarding use of Board's reserve	Information	29 September	IDF Board cases

Case title	Meeting status	Meeting date	Meeting
Six-monthly internal audit	Information	29 September	IDF Board cases
Energy prices and consequences for University of Oslo	Information	29 September	IDF Board cases
Heads of department programme at University of Oslo	Discussion	29 September	IDF Board cases
Information, Life Science Building	Information	7 October	IDF Board cases
Enterprise Report Q2	Information	7 October	IDF Board cases
Input for the National Budget for 2024	Discussion	7 October	IDF Board cases
University of Oslo: Democracy – organisational position	Discussion	7 October	IDF Board cases
Proposal for national budget 2023 and Long-Term Plan for Research and Higher Education	Information	7 October	IDF Board cases
Deadline for submitting grades for Exphil	Information	7 October	IDF Board cases
Function and staffing plan for Department for organisation and personnel	Discussion	20 October	IDF OPA (Public Policy and Administration)
Energy-saving measures at University of Oslo	Discussion	27 October	IDF
Organisational merging of facilities for comparative medicine into newly created unit at the Institute of Basic Medical Sciences (IBMS) – proposal for schedule for further process	Discussion	3 November	IDF
Information, Life Science Building	Information	3 November	IDF

Case title	Meeting status	Meeting date	Meeting
Organisational development of University of Oslo's activities – discussion of proposal for service declaration	Discussion	3 November	IDF
Review of tentative agenda for the Board meeting of 6 December	Information	16 November	IDF Board cases
Draft of internal audit, annual plan 2023	Discussion	16 November	IDF Board cases
Consultation on introduction of study fee for students from countries outside the EEA etc.	Discussion	16 November	IDF Board cases
Allocations 2023	Discussion	24 November	IDF Board cases
Development of Sustainability Hub at University of Oslo	Discussion	24 November	IDF Board cases
Development of University of Oslo in city centre, Karl Johan	Information	24 November	IDF Board cases
Introduction of institutional rights policy at University of Oslo	Discussion	24 November	IDF Board cases
Discussion of pay scale when returning to a position	Discussion	30 November	IDF OPA (Public Policy and Administration)
Status on work of establishing project for introduction of new case and archiving systems	Information	8 December	IDF OPA (Public Policy and Administration)
Life Science Building	Information	15 December	IDF
Representation of union representatives on working group for establishment of Sustainability Hub and information in IDF	Information	15 December	IDF
Procedures for evaluating pay and discussion after unpaid leave	Discussion	15 December	IDF

List of cases, miscellaneous

Key meetings regarding the basic agreements at the University of Oslo – 2022

Cf. 2022/387

Case title	From	Meeting	Date
Working group to work on development of Nedre Blindern in collaboration with Oslo Science City	Norwegian Civil Service Union (NTL)	IDF	13 January
Desire for more information on Oslo Sustainability Centre project, feasibility study	The organisations	IDF Board cases	20 January
Questions about arrangements for active contact tracing	Norwegian Association of Researchers	IDF Board cases	20 January
Unclear information about working from home	Norwegian Civil Service Union (NTL)	IDF Board cases	20 January
Follow-up on further work relating to the pandemic	Norwegian Association of Researchers	IDF	3 February
Akademikerne – special agreement on flexible working hours	Akademikerne	IDF	3 February
UiO-IT – allocation of tasks between positions	PARAT	IDF	3 February
New Museum of the Viking Age	Employer	IDF	10 February
Holding of IDF meetings in the future – desire to have physical meetings again	Norwegian Civil Service Union (NTL)	IDF	17 February
Many members of staff are unhappy that they must clarify complex tax and social insurance questions	Norwegian Civil Service Union (NTL)	IDF OPA (Public Policy and Administration)	24 February
Work on membership lists ahead of pay negotiations	Norwegian Association of Researchers	IDF OPA (Public Policy and Administration)	10 March
Invitations sent to shared email address of union representatives	PARAT and Norwegian Association of Researchers	IDF	10 March

Case title	From	Meeting	Date
Climate and environment strategy	PARAT	IDF	31 March
Wage settlement	PARAT	IDF	31 March
HR strategy, onboarding and throughout career	PARAT	IDF	31 March
Holding meetings in IDF	Senior safety representative	IDF	7 April
Function and staffing plan of OU-IT	Norwegian Civil Service Union (NTL)	IDF	21 April
Updated function and staffing plan of OU:IT with presentation of the current situation with coded function	Akademikerne	IDF	25 May
Increased release of deputy senior safety representative	Senior safety representative	IDF Board cases	2 June
Process and announcement of positions in UiO-IT – advertising of positions before placement	Akademikerne	IDF Board cases	2 June
Temporary appointment of section manager in Department of Personnel Support	Norwegian Civil Service Union (NTL)	IDF	10 June
Information about Research Council of Norway and funding	Employer	IDF	23 June
Section change in Department of Personnel Support	Norwegian Civil Service Union (NTL)	IDF	23 June
COVID-19 emergency preparedness	Akademikerne	IDF	23 June
Proposal for changes in Export Control Regulations	Akademikerne	IDF	23 June
Car park in Problemveien	Norwegian Association of Researchers	IDF	23 June
Construction workers, Lucy Smiths hus	Employer	IDF Board cases	18 August

Case title	From	Meeting	Date
Email from Payroll Office on pay for staff over the age of 60 regarding reduced accrual of holiday	Akademikerne	IDF OPA (Public Policy and Administration)	25 August
Common point of contact for Department of Personnel Support (AP)	Akademikerne	IDF OPA (Public Policy and Administration)	25 August
Operation of ventilation system	Senior safety representative	IDF	25 August
Declaration, Faculty of Dentistry, Faculty of Medicine	Akademikerne	IDF	25 August
Sustainability initiative at Nedre Blindern	Norwegian Association of Researchers	IDF Board cases	29 September
Use of Domus Biblioteca	Norwegian Association of Researchers	IDF Board cases	29 September
When to evaluate cooperation between the parties	Norwegian Civil Service Union (NTL)	IDF Board cases	29 September
Payment in accordance with collective settlements	Norwegian Civil Service Union (NTL)	IDF Board cases	29 September
Merger of faculty administrations of Faculty of Medicine and Faculty of Dentistry	Akademikerne	IDF Board cases	7 October
Status of HR rules at University of Oslo	Norwegian Association of Researchers	IDF Board cases	7 October
Advertising, Circle U	Norwegian Association of Researchers	IDF Board cases	16 November
Compensation for reuse of digital teaching aids – status	Norwegian Association of Researchers	IDF Board cases	16 November

Case title	From	Meeting	Date
Follow-up of evaluation of cooperation between the parties	Norwegian Civil Service Union (NTL)	IDF Board cases	24 November
Expiry of IA Agreement 2022	PARAT	IDF Board cases	24 November
IA Agreement	PARAT	IDF	15 December
Evaluation of the cooperation between parties	Employer	IDF	15 December
Electric vehicle chargers at University of Oslo	PARAT	IDF	15 December
System for registering shifts and work schedule register for planning shifts	PARAT	IDF	15 December

University of Oslo, 8 February 2023

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

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 2022

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

THE BOARD 01/01–31/03/2022

Acting Chair	Katerini Storeng, (Centre for Development and the Environment)
Head union representative	Belinda Eikås Skjøstad, Head Union Representative (Faculty of Medicine)
Deputy Chair	Ingrid Lossius Falkum, Associate Professor (Faculty of Humanities)
Board members	Hilde Kanli Galtung, Professor (Faculty of Dentistry)
	Greta Gudmundsdottir, Associate Professor (Faculty of Educational Sciences)
	Kristian Prydz, Professor (Faculty of Mathematics and Natural Sciences)
	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)

THE BOARD 01/04–31/12/2022

Chair	Katerini Storeng, Associate Professor (Centre for Development and the Environment)
Head union representative	Belinda Eikås Skjøstad, 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 Stensløykken (until 31/09/2022)
Union representative	Ingunn Skjerve
Union representative	Elisabeth Perioli Bjørnstøl (from 01/10/2022)
Organisation consultant	Helle Storvik

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

Election committee 2022/2023

Election committee	Knut Stene-Johansen, Faculty of Humanities
	Kåre-Olav Stensløykken, 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 2022

Faculty of Theology	Secretariat of the University of Oslo
Faculty of Law	Elisabeth Perioli Bjørnstøl, Senior Adviser (until 31/09/2022) Gørill Arnesen, Adviser (until 30/11/2022) Morten Hvaal Stenberg, Adviser
Faculty of Medicine	Vigdis Bjerkeli, Senior Engineer Katrine L. Stensløkken, administration coordinator (from 01/10/2022)
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	Bjørnar Sæther, Professor 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, Archaeologist Christian Løchsen Rødsrud, Archaeologist
Museum of Natural History	Mika Bendiksby, Professor
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 on the Appointment Board in 2022

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)	
Museum of Cultural History	<i>Appointments to managerial positions under</i>	Belinda Eikås Skjøstad Ingunn Skjerve, Deputy

	<i>the museum director at the Museum of Cultural History</i>	
Museum of Cultural History/Natural History	Magne Samdal Ingunn Skjerve, First Deputy	
Management and Support Units (LOS)	Silje Winther Anja Gil Spilling, First Deputy Belinda Eikås Skjøstad, Second Deputy	
University Centre for Information Technology (USIT)	See Management and Support Units (LOS)	

FORSKER FORBUNDET

- The Norwegian Association of Researchers is Norway's largest and leading trade union and special interest organisation for employees in research, higher education and dissemination of knowledge.
- The Norwegian Association of Researchers is affiliated to Unio – the main organisation for university and college-educated workers.
- The Norwegian Association of Researchers works to get higher pay and better working conditions for its members.
- The Norwegian Association of Researchers safeguards members' interests on research and education policy issues.

Norwegian Association

Postal address: Postboks 1048
Blindern, 0316 Oslo

Visiting address:
Sem Sælandsvei 24

Secretariat: +47 21 02 34 00
forskerforbundet@uio.no