

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

1 January 2023 to 31 December 2023

2023 has been characterised by efforts relating to our priorities. A lot of time has been devoted to efforts related to local pay negotiations, reducing temporary appointments, local recruitment, and the development of the union representative role.

In terms of the collective agreement, 2023 saw an interim settlement. Unio demanded both real wage growth and compensation for the backlog from the last three wage settlements. Education, expertise, and responsibility must be remunerated. The Norwegian Association of Researchers' board at the University of Oslo followed this up with a good profile in the local negotiations.

The high level of temporary appointments at the University of Oslo is a persistent problem, and the board set up a separate working group which has worked on drafting a foundation document for further work in the field. This is for use in co-determination in matters related to temporary appointments at the University of Oslo, and there is a need to increase the pressure.

The annual report lays out our priorities throughout the year.

Priority tasks of the local branch in 2023

The focus of the Work Programme is on pay, working conditions, research and education policies, and organisation and communication work, and this will continue in 2024. The Annual Plan clarifies the focus of the work programme for each year. The Annual Meeting in March 2023 adopted the Annual Plan for 2023.

Via the Annual Plan that was adopted, the board has followed up on the priority tasks through discussions at board meetings, followed by 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 2022 to 2024 clearly indicates the predominance of salary determination and pay negotiations in our work:

- The University of Oslo shall be a wage leader in the university and university college sector, and it shall ensure that the pay gap between it and the private sector is reduced.
- Pay conditions for 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 that of 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 a 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:

- Systematically undertaking to secure fair pay for staff whose with extensive education.
- Evaluating the local negotiations (Basic Collective Agreement (HTA) 2.5.1) in autumn 2023 with the aim of securing fair pay for our members in the future.
- Considering signing special agreements with a higher starting salary for groups of our members.
- Disseminating information about renegotiating pay within 12 months (HTA 2.5.5, point 3) to all our members.
- Making employers aware, by referring to the University of Oslo's pay policy, that PhD students and postdoctoral fellows are also entitled to apply for pay rises.
- Continuing to work on specific criteria for extraordinary contributions (HTA, 2.5.3, no. 2).

Summary of local negotiations (Basic Collective Agreement – HTA – 2.5.1) in 2023

Unio Stat and the government agreed on a framework of 5.2% for this year's wage settlement, which is in line with the frontrunner framework. A local pot of 5.3% was earmarked with effect from 1 May 2023.

Unio agreed with the parties in our agreement on a general percentage increase of 5.47% to be awarded to everyone in our agreement, with effect from 1 May 2023. The local branch of the Norwegian Association of Researchers at the University of Oslo negotiated on behalf of around 2,350 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.

The board of the local branch had a clear stance with regard to the wage settlement. It is very important to continue efforts to catch up in our sector and safeguard a percentage-based increase and good salary development for our members with a high level of education. It is also an expensive time at the moment, which favours giving everyone as large an increase as possible. A good general supplement awarded locally corresponds to a collective rise previously awarded centrally and has the same effective date as before, i.e. 1 May. It is still important to point this out.

The result shows that Unio continues to do a good job in local negotiations, and that it pays

to be represented by a union. A high percentage of people in the Norwegian labour market belong to a union, and we believe that it is important to stand together to achieve good collective agreements. Unio will continue working to recruit members, and we encourage employers to inform new and existing staff about tripartite co-operation 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 2023 at the University of Oslo.

During the course of the year, the local branch 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 35% 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 2023

DATE	TOTAL NUMBER OF DEMANDS UNIVERSITY OF OSLO	TOTAL NUMBER NORWEGIAN ASSOCIATION OF RESEARCHERS	PUT FORWARD ONLY BY US	PUT FORWARD JOINTLY	PUT FORWARD BY EMPLOYER (OUR MEMBERS)
02/02/2023	68	23	14	0	8
23/03/2023	78	28	22	2	6
15/06/2023	100+4*	39	29+4*	4+0*	6
31/08/2023	107	41	32	5	9
30/11/2023	137	43	27	0	16
TOTAL	494	174	128	11	45

*An additional, separate 2.5.3 negotiation took place in June for union representatives linked to Unio's agreement. All four requirements apply to appointed, remunerated union representatives in 100% positions.

Table 2 (below) shows how the results of the 2.5.3 negotiations were distributed between scientific and technical/administrative job codes, respectively, between 2019 and 2023.

Table 2: Total negotiated amount (NOK) in the 2.5.3 negotiations for 2019 to 2023 distributed between the main categories of scientific and technical/administrative positions. The share of the total quantity of technical/administrative and scientific employees, respectively, is shown in brackets.

University of Oslo	2023	2022	2021	2020	2019
Scientific	7,162,898 (34.4%)	4,062,694 (33.6%)	8,505,325 (48.8%)	8,446,353 (58.5%)	4,701,813 (38.7%)
Technical/admin.	13,693,257	8,387,727 (64.4%)	8,936,484 (51.2%)	5,986,660 (41.5%)	7,460,745 (61.3%)

	(65.6%)				
Total	20,856,155	12,450,421	17,441,809	14,433,013	12,162,558

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

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 parties at the University of Oslo have an agreement related to this. 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. We frequently make it clear that the University of Oslo has one salary policy, and that no ceiling or joint amount limit should be set for promotion, but that, as mentioned, this should be assessed individually and in accordance with legal authority.

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 make it more likely that new positions are placed on the correct pay scale. For several years, we have seen this work help 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 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 scope for dialogue with the employer on a new pay review, 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:

- The University of Oslo 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

The Annual Plan for 2023 lays out the importance of continuing efforts to reduce temporary appointments at the University of Oslo. It is proposed to establish a group of board members and union representatives to raise awareness of the issue. They must ensure that the main rule of permanent appointment is practised, and that figures are requested from the University of Oslo for permanent staff in roles linked to external funding. In this way, we can work to ensure that this group of employees has the same working conditions as other permanent employees.

Similarly, we are undertaking to ensure that employers guarantee a predictable workday and that employees can largely accomplish their work within normal working hours. It must be possible to combine full-time work, family, and free time.

In spring 2023, 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 discussions, we repeatedly specify that the main rule for appointment pursuant to the Norwegian Civil Service Act is permanent appointment. The legal authority used at the University of Oslo to circumvent the main rule and justify temporary appointments (768 positions in 2022) is largely linked to “when the work is of a temporary nature” (Norwegian Civil Service Act, ch. 2, Section 9. (1)(a)). In this regard, although we are seeing some movement here with 33 positions linked to external funding announced as permanent from the start in 2023, there is still a long way to go. At the end of the period, there may not 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 was quickly followed up by the University of Oslo, which has routinely

converted temporary positions to permanent positions after three years. This measure alone is not good enough and for the most part only makes the numbers look good. Among other things, the Norwegian Association of Researchers has followed up on other measures taken by reporting the crucial need for a financial buffer and bridge financing. The University of Oslo 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 routine transition to a permanent position after three years at the University of Oslo, in reality such positions are still temporary and there are still challenges for the individual despite their increased legal rights. The employee's rights and security are sacrificed due to the fact that contracts are largely linked to externally funded individual projects with an end date, where the unit ought to take overall responsibility for funding over time.

Furthermore, management at the University of Oslo claims that temporary appointments are reduced by refusing to grant employees leaves of absence in order to take up positions outside the undertaking. For its part, the Norwegian Association of Researchers is positive about giving employees the opportunity to take leaves of absence if they can acquire new expertise which they can 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, it continues to be difficult for terminated employees in what is known as the assessment process, which starts six months before the completion date. The University of Oslo operates with a 14-day window, in which it asks 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 so-called three-year rule, for many of them this phase ends with termination. Although this group of employees has a preferential right at the University of Oslo and thereafter externally in the state sector, the institution provides little assistance. The University of Oslo 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 21 employees in externally funded positions were terminated in 2022, and alternative suitable positions were found for only six of these.

Positions are often evaluated by administrative managers, who unfortunately have a biased attitude to people's competence and educational background, such as researchers with PhDs being deemed "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, predictable research careers instead of helping to prolong the insecurity experienced by young researchers. It is important to ensure that researchers can offer teaching and guidance, should they wish. Quite a lot 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 appointments at the University of Oslo. Permanent employees associated with external funding are, in reality, temporary. When external funding ceases, they can easily be dismissed, and they thereby form a very vulnerable group compared to other permanent employees.

We need better, 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 by way of an appointed joint representative from the trade unions

The University of Oslo has adopted a strategy for efforts relating to the climate and sustainability: <https://www.uio.no/om/aktuelt/aktuelle-saker/2022/ny-klima--og-miljostrategi-for-uio-vedtatt-av-styr.html>

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. The working group's remit would include looking 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, which is something that the rector was not positive about. Representatives on the University Board reacted to this in December 2022, and it was ultimately decided that a joint representative could still be invited.

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 and co-determination at an early stage, and it 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. The unions appointed a main union representative in the Norwegian Association of Researchers as a representative within the group, and she participated in the autumn of 2023. This turned out to be a positive process, led by the vice-rector for climate, environment, and interdisciplinarity, Mette Halskov Hansen. The matter is now being followed up on by way of IDF meetings and in the University's Board.

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 by the secretariat at any given time.

Illness and the need for adaptation

We often 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 merit of teaching work is equal to that of research, through such measures as pay negotiations
- by using the local branch's influence in meetings with employers both locally and centrally, 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,

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 – local newspapers, websites, social media, large events, and not least in the departments. By monitoring media at the University of Oslo and/or in 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 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 which 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 and have good conditions for the preservation of the collection of artefacts

4. Organisation and communication work

We have consistently sought to strengthen the organisation through

- member recruitment, such as by way of recruitment stands and sending revised welcome letters to all potential new members
- strengthening the union representative apparatus (courses, further education, and recruitment). In 2023, we focused in particular on training local union representatives in pay negotiations (Basic Collective Agreement (HTA) 2.5.3)
- targeted efforts to remain visible and maintain a high profile, digitally, in the media, and in the university area, in matters that are important for the Norwegian Association of Researchers

Activities in 2023

The local branch organised three recruitment stands during the year:

- 20 April, from 11:00 to 13:00 in the foyer at the Faculty of Social Sciences, Eilert Sundt's hus

- 9 May, from 11:00 to 13:00 in the vestibule at the Faculty of Humanities, Niels Treschow's hus
- 24 August, from 11:00 to 13:00 at the Faculty of Educational Sciences, Helga Eng's plass

On all these occasions, coffee and cakes were served (with QR code for registration).



On 24 August, we distributed high-quality profiling articles, which creates visibility and gives a positive impression of the Norwegian Association of Researchers as a trade union.




Researchers' Night Talk Show

This is the local branch's largest event and contributes to the visibility of research. The topic varies from year to year, and we get to hear the researchers' own stories.

In 2023, we held the event at the House of Literature (Litteraturhuset) in Oslo. It was a great success. The event was also streamed.

The theme for the evening was energy and climate research. The panel was composed of:

<ul style="list-style-type: none"> - Associate Professor in Climate and Energy Law Katrine Broch Hauge, Scandinavian Institute of Maritime Law, Department of Energy and Resources Law, University of Oslo 	
<ul style="list-style-type: none"> - Postdoctoral Fellow Vegard Heggelund Tørstad, Department of Political Science, University of Oslo 	

<ul style="list-style-type: none"> - Professor Lena Merete Tallaksen, Department of Geosciences, Section for Geography and Hydrology, University of Oslo 		
<ul style="list-style-type: none"> - Researcher Ole Smørddal, Department of Education, University of Oslo, associated with Include, a research centre for a socially inclusive energy transition 		
<ul style="list-style-type: none"> - Climate Researcher Øyvind Paasche, NORCE, associated with the Bjerknes Centre for Climate Research 		

Relevant issues in the media

Co-determination and academic freedom – the home of knowledge in Oslo

[– The University Board should play a more active role in Oslo Science City – Uniform \(uio.no\)](#)

Work pressure and the work environment in academia

[The offices are empty after COVID. Only 15 percent show up every day \(khrono.no\)](#)

Participation and co-determination - the University of Oslo's sustainability initiative

[Rector forced to cave in: Now unions can join the sustainability powerhouse group – Uniform \(uio.no\)](#)

[Sustainability powerhouse: Fender researchers don't agree to anything – Uniform \(uio.no\)](#)

Pay negotiations

[Everyone got a good pay increase – could make negotiations tougher next year - Uniforum \(uio.no\)](#)

Other articles

[Blindern shaken by stabbing \(universitas.no\)](#)

Membership developments

We experienced a steady increase in the number of members in 2023. At the end of the year, we had 2,350 members, which we are extremely satisfied with.

Competence enhancement and network building – local events

A very important part of the local branch's work is arranging 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 of many of these seminars and courses is broad competence enhancement, in the form of legal training in civil servant appointment processes, an introduction to and understanding of government pension schemes, or 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 2023	Date
1. Stress–Career Management for PhD Research/Postdoctoral Fellows	07/02/2023
2. Stress–Career Management for PhD Research/Postdoctoral Fellows – in English	08/02/2023
3. Pension Course I, Norwegian	14/03/2023
4. Annual Meeting	08/03/2023
5. Pension Course II, English	21/03/2023
6. Union Representative Seminar, Negotiation Techniques	24/04 and 25/04/2023
7. FFTA (NAR Association for Technical/Administrative Personnel) on the fjord, pay	13/06/2023
8. Board and Union Representative Seminar. Wage settlement 2023 and experiences from 2022	02/06/2023
9. Pay Negotiation Course	28/08 and 29/08/2023
10. Appointment Committee – Course	12/09/2023
11. Researchers' Night Talk Show	28/09/2023
12. Board and Union Representative Seminar / Cross-cultural Communication at Work	01/12/2023

4. Co-operation with other actors

We co-operate with other actors as necessary, often at joint events. In 2023, we co-operated with National Science Week in advance of the Researchers' Night Talk Show, 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. Co-operation on the Basic Agreement at the University of Oslo

In 2023, 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 were 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 at the University of Oslo are mainly held at the top level in the organisation, 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 – 2023

See appendix 4

Overview of matters dealt with in OPA (Public Policy and Administration) – 2023

See appendix 5

University of Oslo, 12 February 2024

Katerini Storeng, chair

Ingrid Lossius Falkum, vice-chair

Belinda Eikås Skjøstad, board member, lead union

representative Greta Gudmundsdottir, board member

Hilde Kanli Galtung, board member

Magnus Garder Evensen, board

member Kristian Prydz, board member

Julian Post-Melbye, deputy

member Vigdis Bjerkeli, deputy

member Knut Augedal, deputy

member

Appendix 1:

Local branch board

Board, secretariat, and key appointments in 2023

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

THE BOARD 1 January to 31 March 2023

Acting chair	Katerini Storeng(Centre for Development and the Environment)
Lead union representative	Belinda Eikås Skjøstad, lead union representative (Faculty of Medicine)
Vice-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 1 April to 31 December 2023

Chair	Katerini Storeng, Associate Professor (Centre for Development and the Environment)
Lead union representative	Belinda Eikås Skjøstad, lead union representative (Faculty of Medicine)
Vice-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)
	Magnus Garder Evensen, Senior Adviser (Faculty of Humanities)
First deputy	Vigdis Bjerkeli, Senior Engineer (Faculty of Medicine)
Second deputy	Julian Post-Melbye, Archaeologist (Museum of Cultural History)

Third deputy	Knut Augedal, Senior Advisor (LINK)
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Secretariat

Lead union representative	Belinda Eikås Skjøstad
Union representative	Cecilie Wingerei Lilleheil
Union representative	Ingunn Skjerve
Union representative	Elisabeth Perioli Bjørnstøl
Organisation consultant	Helle Storvik

The chair, vice-chair, lead union representative, and union representatives made up the working committee.

Election committee 2023

Election committee	Knut Stene-Johansen, Faculty of Humanities
	Kåre-Olav Stensløkken, Faculty of Medicine
	May Maria Tollerud, Faculty of Humanities
	Christian Løchsen Rødsrud, Museum of Cultural History

Appendix 2:

Union representatives of faculties/other units in 2023

Faculty of Theology	Secretariat of the University of Oslo
Faculty of Law	Morten Hvaal Stenberg, adviser (until 1 May 2023) Morten Slind Olsen, adviser
Faculty of Medicine	Vigdis Bjerkeli, Senior Engineer Katrine L. Stensløyken, administration co-ordinator
Faculty of Humanities	Knut Stene-Johansen, professor Magnus Garder Evensen, senior adviser Frode Torp Christensen (deputy), adviser 1 January to 1 June 2023) Morten Hvaal Stenberg, adviser (from 1 May 2023)
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, LINK
University of Oslo Library	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 Bendiksbj, 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 2023

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. The Norwegian Association of Researchers appoints, and provides training to, representatives to appointment boards throughout the University of Oslo.

Faculty of Medicine

Vigdis Bjerkeli and Belinda Eikås Skjøstad (deputy)

Faculty of Law

Morten Slind Olsen and Elisabeth Perioli Bjørnstøl (deputy)

Faculty of Humanities and Faculty of Theology

Torunn Nyland, Therese Gjessing (first deputy) and Frode Torp Christensen (second deputy)

Faculty of Mathematics and Natural Sciences

Torben Leifsen and Anne-Lise S. Hansen (first deputy)

Faculty of Dentistry

Ann-Kristin Ruus and Ann-Kristin Molværsmyr (deputy)

Faculty of Social Sciences

Siri Steen Selvig and Sverre Andreas Sydnes Gustavsen (deputy)

Faculty of Educational Sciences

Marika Vartun and Anders Lunde (first deputy)

University of Oslo Library

Stine Marie Barsjø

Management and Support Units (LOS)

Silje Winther, senior adviser, phone +47 22841167

Museum of Cultural History and Museum of Natural History

Magne Samdal and Ingunn Skjerve (deputy)

Museum of Cultural History and Museum of Natural History – management positions

Elisabeth P. Bjørnstøl

Appointment committee for scientific positions without a faculty connection

Belinda Eikås Skjøstad

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 the 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.

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