
NORWEGIAN ASSOCIATION OF RESEARCHERS AT THE UNIVERSITY OF
OSLO

ANNUAL PLAN 2023

Approved at Board Meeting 2/2023

2023 is the second year of the current board term of 2022–24. The Annual Plan follows the structure of the Work Programme for 2022–2024.

1) Pay

- a) Work systematically to secure fair pay for staff whose education is lengthy, by:
 - i. Renegotiating local pay policy at the University of Oslo after signing new Basic Collective Agreement with the Federation of Norwegian Professional Associations (Akademikerne) and the government in 2022.
 - ii. Evaluating the local negotiations (Basic Collective Agreement (HTA) 2.5.1) in autumn 2022 with the aim of securing fair pay for our members in the future.
 - iii. Considering signing special agreements with a higher starting salary for groups of our members.
 - iv. Preparing a plan to hold local ordinary negotiations ([HTA, 2.5.1](#)), drawing up criteria for requirements and suitable demands form
 - v. Disseminating information about renegotiating pay within 12 months ([HTA 2.5.5, point 3](#)) to all our members.
 - vi. Making employers aware that PhD students and Postdoctoral Fellows are also entitled to apply for pay rises, by referring to the University of Oslo's pay policy.
 - vii. Continuing to work on specific criteria for extraordinary contributions ([HTA, 2.5.3, no. 2](#)).
- b) Holding meetings for members to encourage more people to submit good pay demands. Encouraging local union representatives to assist members.

2) Working conditions

- a) Continue the work of reducing temporary appointments at the University of Oslo, through methods such as establishing a group of board members and union representatives to raise awareness about the problem, ensuring that the main rule of permanent appointment is practised, and requesting figures from the University of Oslo for the termination of "permanent staff" receiving external funding, and thereby work to ensure that temporary staff will have the same working conditions as permanent staff.

- b) Work to ensure that employers guarantee a predictable workday for their employees, where work can largely be accomplished within normal working hours, and allowing employees to combine a full-time job, family and leisure.
- c) Union representatives must make more active use of the discussion provisions in the Basic Agreement, by stipulating the factors for the workload of scientific staff in the 'Timeregnskap' tool.
- d) Ensure that co-determination is safeguarded through the participation of union representatives in information, discussion and negotiation meetings, work groups, etc.
- e) Specify how co-determination can be safeguarded at the University of Oslo by renegotiating the Adjustment Agreement.
- f) Equality and diversity must be secured through methods such as good recruitment processes for scientific positions and through the inclusion of new employees with a foreign background. Staff must be provided with information about Norwegian working life, cooperation with other parties and the value of being organised in a trade union. Work to secure funding for language courses and adaptation.
- g) Ensure that all employees, in every job category, have career development opportunities, through competence enhancement initiatives, through the follow-up of employees by their employer, and through assistance with issues such as career guidance.
- h) Connect the content of positions and tasks with life phases, to ensure that these provide employees with good working conditions and make use of their working capacity and resources throughout their professional careers.
- i) Make our members aware of their rights as employees by holding courses and by talking to individual members.
- j) Prevention and assistance in cases that should be reported and conflicts. Union representatives assist with advice, as well as assisting members in dealings with their employer. Where needed, union representatives cooperate with the corporate healthcare service and safety representatives.
- k) Continue working to ensure that all employees have a safe psychosocial working environment, through such means as fighting for good framework conditions for all employees, which we secure through meetings with individual members and meetings with employers.
- l) Follow up on the effects of the pandemic on PhD research fellows and Postdoctoral Fellows, and work to ensure that they are granted the extensions they need.
- m) Support the right of scientific employees to sufficient research and development time, their academic freedom, and their right to critical expression.
- n) Safeguard the intellectual property rights of employees by ensuring that the University of Oslo's rights policy is adhered to, thereby ensuring that employees' work is not misused or exploited.
- o) Focus on climate, environment and sustainability work, ensuring that this is performed within the framework of the cooperation between the parties and with the employees participation. The local branch must have a conscious approach to climate, environment and sustainability, and must make good, properly considered choices in its activities, for example by reducing travel.
- p) Work to secure equal rights and conditions within the same job category, both internally and externally, and across units. These should be harmonised.

3) Research and education policy

- a. Work to ensure that [research-based teaching](#) is maintained through permanent, combined positions.
- b. Work to ensure that teaching work has equal merit to research, through such measures as pay negotiations.
- c. By using our influence, through meetings with employers both locally and centrally, work to ensure that the University of Oslo allocates sufficient funds to maintain and improve the support services and infrastructure that are needed to ensure high-quality research and education.

4) Organisation and communication work

- a) Member recruitment, through methods such as “Popcorn and Jazz” at the start of semesters and by sending revised welcome letters to all potential new members.
- b) Meetings for members.
- c) Strengthening the union representative apparatus (courses, further education and recruitment). In 2023, we will have a particular focus on training local union representatives in pay negotiations (Basic Collective Agreement (HTA) 2.5.3)
- d) Work in a targeted manner by being visible and maintaining a high profile, digitally, in the media and on campus, in matters that are important for the Norwegian Association of Researchers.

NOTE! Points with blue font/underlining contain automatic cross-references (hyperlinks) to other documents (left-click).

COURSES PLANNED AND HELD IN 2023

Course list 2023	Date
1. Secretariat seminar (internal seminar)	Mon. 09/01/2023
2. Stress-Career Management for PhD Research/Postdoctoral Fellows	Tues. 07/02/2023
3. Stress-Career Management for PhD Research/Postdoctoral Fellows – English	Wed. 08/02/2023
Ski day	Thurs. 16/02/2023
4. Pension Course I, Norwegian	Wed. 14/03/2023

5. Annual meeting	Wed. 08/03/2023
6. Pension Course II, English	Tues. 21/03/2023
7. Union Representative Seminar Negotiation techniques	Mon./Tues. 24–25/04/2023
8. FFTA (NAR Association for Technical/Administrative Personnel) on the fjord, pay	Tues. 13/06/2023
9. Board and Union Representative Seminar/Wage settlement 2023 and experiences from 2022	Fri. 02/06/2023 Part 1 – Board meeting Part 2 – Board and Union Representative Seminar
10. Pay Negotiation Course	28–29/08/2023
11. Appointment committee - course	Tues. 19/09/2023
12. Researchers' Night Talkshow	Thurs. 28/09/2023
13. Board and Union Representative Seminar / cross-cultural communication at work	Fri. 01/12/2023
14. FFTA (NAR Association for Technical/Administrative Personnel) – World Mental Health Day	Week 41