
NORWEGIAN ASSOCIATION OF RESEARCHERS AT THE UNIVERSITY OF OSLO

ANNUAL PLAN 2024

Approved at Board Meeting 2/2024

2024 is the third and final year of the current board term of 2022 to 2024. The Annual Plan follows the structure of the Work Programme for 2022–2024.

- **1) Pay**

- a) Work systematically to secure fair pay for staff who have extensive education, by:
 - i. providing input for the consultation on the work of the Norwegian Association of Researchers relating to a new basic collective agreement, with a view to considering raising the minimum salary for 1352 postdoctoral fellows annually in line with the scheme for research fellows, and at the same time considering staggered increases to the percentage rate for 1352 postdoctoral fellows and 1109 researchers;
 - ii. following up at the local level on any changes that the negotiation of a new basic collective agreement with Unio, Akademikerne, and the state in spring 2024 will entail;
 - iii. preparing a plan and direction for holding local ordinary negotiations ([HTA, 2.5.1](#)), for any general additions, and for drawing up criteria for requirements and a suitable demands form;
 - iv. disseminating information about renegotiating pay within 12 months of the start of employment ([HTA 2.5.5, point 3](#)) to all our members;
 - v. making employers aware of employees' right to an annual salary review;
 - vi. continuing to make employers aware, by referring to the University of Oslo's pay policy, that PhD research fellows and postdoctoral fellows are also entitled to apply for pay rises;
 - vii. continuing to hold meetings for members and courses for expressing pay demands (with templates) to encourage more people to submit good pay demands; and encouraging local union representatives to assist members.

2) Working conditions

- a) Continue efforts to reduce temporary appointments at the University of Oslo. Ensure that the main rule of permanent appointment is practised, and that figures are requested from the University of Oslo for the termination of "permanent staff" receiving external funding in order to ensure that temporary staff will have the same working conditions as permanent staff. The board's appointed committee will continue

to address the problem of temporary appointments at the University of Oslo. This includes the possibility of the University of Oslo putting in place “bridging financing”, which is to say establishing financial buffers to finance the period between one project ending and a new one starting.

- b) Work to ensure that employers guarantee a predictable workday for their employees, where work can largely be accomplished within normal working hours, and where employees are allowed to combine a full-time job, family, and leisure. Work imposed after normal working hours should be remunerated.
- 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. Union representatives are also involved in specifying how co-determination can be safeguarded at the University of Oslo by renegotiating the Adjustment Agreement.
- e) Equality, inclusion, and diversity must be secured through methods such as good recruitment processes and the inclusion of all employee groups. Union representatives must undertake to ensure that foreign employees can learn about Norwegian working life, co-operation with other parties, and the value of being organised as a trade union. Undertake to secure funding for language courses and adaptation. Union representatives address topics relating to equality, inclusion, and diversity in meetings at all levels at the University of Oslo.
- f) 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. Undertake to ensure that the content of positions and tasks is connected 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. Make our members aware of their rights as employees by arranging courses and meetings, as well as by making visible the tasks and roles of the various union representatives so that it is easier to see who to contact.
- g) Prevention and assistance in cases that should be reported and in conflicts. Union representatives assist with advice and also assist members in dealings with their employer. Where needed, union representatives co-operate with the corporate healthcare service and safety representatives. Continue to undertake to ensure that all employees have a safe psychosocial work environment.
- h) Focus on climate, environment, and sustainability work, ensuring that this is performed within the framework of the co-operation between the parties and with the employees’ participation. The local branch must have a conscious approach to climate, environment, and sustainability, and it must make good, properly considered choices in its activities.
- i) Undertake to secure equal rights and conditions within the same job category, both internally and externally, and across units. This should be harmonised.

3) Research and education policy

- a. Undertake to ensure that research-based teaching is maintained through permanent combined positions. Nevertheless, it should be made possible for other employees to participate in teaching even if they are not in permanent combined positions.
- b. Undertake to ensure that the merit of teaching work is equal to that of research, through such measures as pay negotiations.
- c. Undertake, by using our influence, through meetings with employers both locally and centrally, to ensure that the University of Oslo allocates sufficient funds to maintain and improve the support services that are needed to ensure high-quality research and education.
- d. Support scientific employees' academic freedom and their right to critical expression.
- e. 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.

4) Organisation and communication work

- a) Pursue member recruitment, such as through various stands throughout the year and local appointment campaigns and by sending revised welcome letters to all potential new members.
- b) Strengthen the union representative apparatus through courses, further education, and recruitment. In 2024, we will have a special focus on training local union representatives in the collective bargaining system/wage settlements and equality, inclusion and diversity.
- c) 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.
- d) Update structure for annual plan in 2025.

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

COURSES PLANNED AND HELD IN 2024

Course list 2024	Date
1. Secretariat Seminar (internal seminar)	08/01/2024
2. Pension Course I, Norwegian	06/02/2024
3. Pension Course II, English	27/02/2024
4. Winter Seminar FFTA (NAR Association for	27/02/2024

Technical/Administrative Personnel) University of Oslo	
5. Ski Day, stand	15/02/2024
6. Annual Meeting	06/03/2024.
7. Employment Advice – course technical/administrative (members in HR positions, also managers)	12/03/2024
8. Course in regulations for employment and dismissal for scientific employees with external funding – English	13/03/2024
9. Union Representative and Board Seminar Negotiation technique/collective bargaining system/main settlement 2024	16/04/2024
10. Board and Union Representative Seminar Wage settlement 2024 and experiences from 2023	07/06/2024 Part 1 – Board Meeting Part 2 – Board and Union Representative Seminar
11. FFTA (NAR Association for Technical/Administrative Personnel) on the fjord, pay	11/06/2024
12. Pay Negotiation Course	26/08 to 27/08/2024
13. Researchers' Night Talk Show	26/09/2024
14. Debate on current topic the week before research policy seminar	One week before research policy seminar
15. Recruitment – stand – buns and coffee	Several times in the spring 2024
16. Board and Union Representative Seminar Work environment, equality and discrimination	06/12/2024 Part 1 – Board Meeting Part 2 – Board and Union Representative Seminar
17. FFTA (NAR Association for Technical/Administrative Personnel) – World Mental Health Day	Week 41