

Date of meeting: 21 February 2023
Meeting: FSU meeting
Responsible for this item: Dean
Guest:

Item for decision (tick box)
Item for discussion (tick box)
Item for information (tick box)

Closed item (tick box)

Subject
Mitigation measures in relation to budget adjustment at NAT 2023-2025
Summary
Description of planned mitigation measures.
Recommendation
The Faculty Liaison Committee (FSU) will discuss the possibility of entering into an agreement with employees who want a late-career scheme or voluntary redundancy package in accordance with the circular on late-career schemes and the circular on voluntary redundancy packages as well as possible further proposals for measures to prevent redundancies at the department.
Presentation of case
<p>Late-career schemes and voluntary redundancy package</p> <p>As part of the cut-backs, it will be possible for management to enter into an agreement with employees who want a late-career scheme or voluntary redundancy package in accordance with the circular on late-career schemes and the circular on voluntary redundancy packages.</p> <p>The framework for this is in:</p> <ul style="list-style-type: none"> • Circular no. 10091 of 21 December 2021: Circular on late-career schemes (Danish) • Circular no. 10092 of 21 December 2021: Circular on voluntary redundancy packages (Danish) <p>Chapter 2 of the circular applies for late-career schemes. Chapter 2 of the circular applies for voluntary redundancy packages.</p> <p><u>Late-career schemes:</u></p> <p>The Circular provides an option for a manager and an employee to enter into an agreement on a late-career scheme, including reduced working hours and pension contributions up to the full amount. The agreement must be formally concluded with the trade union/union representative following authorisation. Late-career schemes concluded by heads of department as a mitigating measure in the current situation must have a written date for retirement.</p> <p><u>Voluntary redundancy packages:</u></p> <p>The Circular provides an option for employees with a minimum of 12 years (in exceptional cases 9 years) of uninterrupted employment in the state sector to apply for a voluntary redundancy agreement. Negotiations to set up such an agreement can only be initiated at the request of the employee. In all cases, there will be a specific, individual assessment. Special terms apply for public servants.</p> <p>According to the Circular, voluntary redundancy agreements can be concluded within the following framework:</p>

- Payment of severance pay corresponding to 1, 2 or 3 months' salary after 12, 15 or 18 years, respectively, of continuous employment in the state sector.
- In special circumstances, severance pay can be increased to 2, 4 or 6 months' salary after 9, 12 or 15 years, respectively, of continuous employment in the state sector.
- Suspension from duties for a duration of up to 7 months can be agreed.
- If severance pay is not paid as described above, and no suspension from duties is granted, alternatively an extraordinary pension contribution for up to 4 years can be made.

Voluntary resignation agreements are based on an individual assessment. In this connection, the faculty takes a restrictive approach to the use of the three latter options.

Employees who wish to enter into a late-career scheme or voluntary redundancy agreement should contact their immediate supervisor for a specific, individual assessment. The deadline for applications for these schemes is 13 March 2023 at 12.00 noon.

The head of department will assess whether a voluntary redundancy will reduce the number of redundancies and can reject a request for voluntary redundancy if the employee has very specific qualifications or occupies a key position that would have to be refilled.

Partial hiring freeze

A partial hiring freeze has been in force at university level since mid-2022, because of extraordinarily high energy costs. Currently, the partial hiring freeze has been extended to the end of February 2023, after which it will end at AU. At a meeting on 27 January 2023, the faculty management team decided not to continue the freeze at Nat. Therefore, it is up to the head of department to carefully consider appointments in light of the current situation at the department.

Communication/involvement

The option of measures to prevent redundancies will be addressed by all local liaison committees at NAT on 23 or 24 February 2023. On 28 February 2023, all employees at Nat will be informed at a joint meeting with the Dean, joint meetings at all departments, and a follow-up email to all employees.

Case officer

Linda Torup, Nat-Tech HR