

Summary of Extraordinary Meeting in the Committee for Cooperation and the Working Environment (SAMU) 2013-03c

Meeting Tuesday November 5, 2013 kl. 12.30-14.30 i rum 0.2.15

Participants:

Safety committee: Ulla Øland, Jiri Srba and management's representative Rene Rydhof Hansen
B-site: Henriette Frahm, Lene Even, Hans Hüttel, Christian Thomsen
A-site: Kristian G. Olesen, Helle Westmark

Agenda:

1. This is an extraordinary SAMU meeting in order to discuss the consequences of present economic problems in the departments external funding. The matter was briefly discussed at the extraordinary meeting October 30, at which point it was stressed, that the Committee should be notified formally. A possible outcome of the discussions may be reduction of staff, and if that should be relevant, we need to discuss possible preventive measures, and - in the extreme case – principles for reductions.

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- 1) The only item on this extraordinary meeting is derived from the previous extraordinary meeting in SAMU on Wednesday October 30, 2013. The department is in a situation, where we have decreasing funds for external business, and we may have to take reduction of staff into consideration. Consequently, SAMU need to address possible preventive- and support measures and criterion for potential reductions.

KGO informed about the situation:

The part of the Department's business oriented activities that involve development projects in cooperation with companies is mainly based on external funding. It has been necessary to reduce activity in this area due to lack of co-financing. The original partners have not been able to contribute to the originally budgeted financing and we have not succeeded in including new partners. Moreover, we do not have new projects coming in the specific area. Thus, there are tasks that we no longer have the economic basis for, which may lead to reduction of staff.

Possibilities to prevent staff reductions through redeployment of staff to other projects or other tasks have been investigated. It is not been possible to find other jobs to the employees.

The department is busy making budgets for 2014, and it has been discussed whether this influences the specific case. SAMU decided that it makes sense to discuss principles based on a distinction between external and ordinary funding, thus, the discussions are based on decreasing external funding of our business-oriented activities. Therefore, continued discussions concerns only measures and criteria for externally financed technical and administrative staff in the department.

SAMU had a thorough debate in order to make sure all relevant preventive measures have been made in the relevant case. KGO presented the actual preventive measures and SAMU requested that the following measures should be tested as well:

- Identify expectations for future funding in the relevant group
- Examine whether an alternative cost reduction can be made, e.g. by agreeing on a senior regime, unpaid leave, or reduction of work hours.

If none of these preventive measures can be applied, the following criteria for staff reduction may used: A selection will be made based on a specific assessment of the tasks to be undertaken now and in the future compared to the employees' competences, formal qualifications and performance, and, secondarily, involving experience.

Minutes taker: HW (due to absence of MKA)/KGO

Translated by MKA