

Criteria for the allocation of pay rise at Department of Biomedicine in the salary negotiations 2024

Quality and productivity in task performance

Employees who solve their tasks in their position with high quality and productivity.

For academic staff the qualitative contribution to one or more of the core activities: research, education, talent development and knowledge exchange is especially considered.

TAP staff is assessed for quality and productivity within their own field of work.

Cooperation with colleagues and external stakeholders

Prioritization of employees - TAP as well as VIP - contributing to the establishment and strengthening of internal networks at the Department of Biomedicine, where these contribute to development of the organization. This can be in the form of enhancing the professional or organizational development, job satisfaction among employees, etc.

Employees who perform their work with a high degree of openness and contribution to the work of colleagues, thereby helping to get the job done and realize organizational goals.

Flexibility and innovation in relation to the tasks

Remuneration of employees who brings the workplace value in relation to the utilization of new skills.

Employees who show initiative, responsibility and/or flexibility related to changes in the organization.

Improvement of skills, thereby adding value to the workplace

Prioritization of TAP as well as VIP who contribute to the realization of AU's goal for talent development.

Retention

Employee with skills/competencies that are of important for the Department of Biomedicine.