
Evaluation of the annual pay negotiations at AU

According to the 'Guidelines – organisation of the pay negotiation process' - the Local Liaison Committee (LSU) will discuss the process and any experience gained which may be of relevance to future pay negotiations. This discussion will take place after the conclusion of the annual pay negotiations. Where appropriate, the Local Liaison Committee's evaluation of the process may form part of an overall evaluation of the pay negotiations process by one of the higher liaison bodies.

The Main Liaison Committee has discussed the evaluation of the 2016 pay negotiation process and recommends that the managers and the union representatives who are part of the pay negotiations also evaluate the process in addition to the evaluation which takes place in the Local Liaison Committee.

The evaluation takes place in one or more of the following forums:

- In the SU-system (Main Liaison Committees)
- Between the negotiating parties
- At faculty management team meetings/LEA meetings/management group meetings

The aim of the evaluations is to encourage the continual improvement of the pay negotiation process through dialogue between the parties involved. One goal of this process is to develop constructive pay negotiations at AU. The best method of evaluation and forum to support this objective should be chosen.

A list of issues for discussion which may serve as a basis for performing an evaluation is provided below. The list is intended to provide inspiration on how best to reach agreed objectives. The list is not exhaustive and may be supplemented with additional issues for discussion:

- Do we have the fair and proper process we would like to have?
- What must be done to make pay negotiations support strategy to a greater degree?
- Can the process be streamlined? Is there waste of time that can be eliminated?
- Can communication and information about the process and informing staff on the results of negotiations be improved?
- Can we provide HR with input on how to improve processes, tools, events etc.?
- Do we (manager, trade union representative and HR) fill our roles as we would like to?

It is important that the evaluation focus on the actual process and the relationship between the negotiating parties, and not on whether sufficient financial resources were available.

The attached appendices are proposals for how an evaluation process might take place in each of the three forums.

Evaluation in SU-systems (Main Liaison Committees)

<p>How and when can an evaluation be carried out?</p>	<p>Evaluation should be included on the agenda for the first SU meeting after pay negotiations are concluded.</p> <p>The focus of the discussion will often be on whether the process and the communication have taken place in a proper and fair way. The relevant questions in the list of issues for discussion may be used.</p> <p>The evaluation discussion may take from 20-60 minutes.</p>
<p>How can any desired improvements be made for the next pay negotiations?</p>	<p>Suggestions for improvements should be noted by the secretary, and it should be agreed how and who is responsible for the execution of the improvements in connection with the preparation and implementation of the next pay negotiations.</p> <p>If the suggestions for improvements require HR's involvement, the SU secretary should ensure that the suggestions are submitted to HR.</p>

Evaluation between the negotiating parties

<p>How and when can an evaluation be carried out?</p>	<p>The evaluation should be made in connection with the last negotiation meeting between the negotiating parties.</p> <p>The focus of the discussions will often be to refine and improve the next pay negotiation process, including cooperation/climate between the negotiating parties as well as HR's role. The relevant questions on process and roles in the list above may be used.</p> <p>The evaluation discussion may take from 10-30 minutes.</p>
<p>How can any desired improvements be made for the next pay negotiations?</p>	<p>Suggestions for improvements should be noted by the secretary (or by HR), and it should be agreed how and who is responsible for the execution of the improvements in connection with the preparation and implementation of the next pay negotiations.</p>

Evaluation at faculty management team meetings/LEA meetings/management group meetings

<p>How and when can an evaluation be carried out?</p>	<p>Evaluation should be included on the agenda for the first management group meeting after pay negotiations are concluded.</p> <p>The focus of the discussion might be be critical factors/issues which are relevant across departments/administrative divisions - is a greater focus on cohesion across the organisation necessary and possible? What must be done to make pay negotiations support strategy to a greater degree?</p> <p>The evaluation discussion may take from 10-30 minutes.</p>
<p>How can any desired improvements be made for the next pay negotiations?</p>	<p>Suggestions for for improvements that involve collaboration across the organisation should be noted. Each negotiating manager is responsible for incorporating proposed improvements into the planning and organisation of the next round of pay negotiations.</p> <p>If proposed improvements require HR's involvement and coordination across organisational boundaries, they should be submitted to the head of HR at the relevant front office.</p>

