

## Overall time frame for pay negotiations 2024

The local process for pay negotiations is to be scheduled within the overall time frame below.

Time	Activity
<b>December 2023</b>	The senior management team determines the budget for pay negotiations 2024 after discussion in the Main Liaison Committee (HSU).
<b>January-February 2024</b>	Local scheduling of the pay negotiation process (preparation work in the liaison committees) including <ul style="list-style-type: none"> <li>- Definition of the period allocated to preparation work</li> <li>- Definition of the period allocated to negotiations</li> <li>- Definition of the process for information to the employees about the result of the negotiations</li> </ul>
<b>1 - 25 February 2024</b>	During this period, employees can submit the information which is to be used during the pay negotiation process, and employees who are negotiating on their own behalf can submit their request for negotiation.  <b>Deadline: 25 February 2024</b>
<b>February – June 2024</b>	<p><b>Preparation and negotiation period</b></p> <p>The time allocated for preparation locally may vary depending on the size of the unit (department/school/administrative division etc) and the number of trade unions which are authorised to negotiate. The preparation time is, for example, used to plan negotiation meetings, prepare pay negotiation data, analyse salary levels for the various groups of employees, and for dialogues between the union representative and the employee concerning the employee's salary, for any strategic discussions in management teams about the use of payroll funds in the pay negotiations etc.</p> <p>All parties in the negotiations will endeavour to start the pay negotiations as quickly as possible. The negotiation period may therefore vary from one part of the organisation to another out of consideration for AU's core tasks.</p> <p>The employees will be informed about the result of the negotiations as soon as possible after the negotiations have been completed. This process will be determined locally in the liaison committee system. The agreed salary increases will be disbursed immediately thereafter.</p>
<b>After the pay negotiations are over</b>	<p>Evaluation of pay negotiations by the local liaison committee and possible definition of criteria for pay negotiations in 2025.</p> <p>According to "<a href="#">Evaluation of the annual salary negotiations at AU</a>", besides evaluation by the local liaison committee, it is recommend that an evaluation takes place between the managers and the union representatives who participated in the negotiations via one or several of the following forums:</p> <ul style="list-style-type: none"> <li>- The liaison committee system</li> <li>- Between the negotiating parties</li> <li>- At faculty management team meetings/LEA meetings/management group meetings</li> </ul>