

Hiring Freeze at AU

Please see details below in Danish and English.

Dear colleagues,

Earlier today I received the information below from the dean, Thomas Pallesen, which I have been asked to convey to the entire department.

Kind regards

Niels Haldrup
Head of Department

Aarhus University is facing a significant downward adjustment of this year's financial results. Price increases and the economic developments in the wake of Russia's invasion of Ukraine will almost certainly lead to significant financial losses for the university in 2022.

As you already know, one consequence of this extraordinary situation is that the university's electricity bill will be much higher than we budgeted for this year, and unfortunately, the forecast for electricity prices has become even darker since our announcement earlier this month.

In addition, the invasion has caused turmoil on the financial markets, which will almost certainly result in a significant negative return on the university's financial assets.

On top of this, a number of faculties are seeing a decline in educational revenues. More students than usual have decided not to take their exams, and we have fewer students enrolled, including our continuing and further education programmes.

While the university is robustly positioned to ride out this storm, the expected budget shortfall will make a significant dent in our financial reserves.

After discussing the situation at an extraordinary meeting of the Main Liaison Committee (HSU) earlier this week, I and the other members of the senior management team agreed that it is necessary to take a number of steps to reduce the university's total costs with immediate effect. This will also have consequences for you and your staff.

- **AU is introducing a partial hiring freeze**
Effective from 1 September 2022, a partial hiring freeze will be in force across AU, and toward the end of the year, the senior management team will assess whether prolonging it will be necessary. The partial hiring freeze applies to all administrative and academic positions. However, there are exceptions, for example essential positions which must not remain unfilled out of consideration for the organisation, and (as a general rule) positions which are fully financed by external funders. Please see the attached memo for more detailed information.
- **Other corrective measures**

In addition to the partial hiring freeze, we will continue on with current efforts to reduce electricity consumption, and we will identify additional corrective measures that can bring down costs, for example postponing construction and renovation projects or digitalisation projects.

The partial hiring freeze and some of the other corrective measures are not expected to have a significant effect on the university's finances until the 2023 budget year. Next year, the university needs to bring its finances into something approaching balance in order to put the brakes on the negative financial development we're seeing in 2022 before it becomes chronic. Maintaining the health of the university's finances is a shared responsibility, and it's important that you steer toward the best possible result, regardless of what the current situation is in your unit.

If you have questions, ideas or other input, you are welcome to contact me. For your information, an announcement about these corrective measures will be published on AU's staff website as soon as possible.

Thomas Pallesen
Dean, Aarhus BSS

Med venlig hilsen / Best regards

Niels Haldrup
Professor, PhD
Head of Department

Department of Economics and Business Economics

Fuglesangs Allé 4 DK-8210 Aarhus V

T: +45 8716 5559 (office)

T: +45 5150 4526 (mobile)

M: nhaldrup@econ.au.dk



DEPARTMENT OF ECONOMICS
AND BUSINESS ECONOMICS
AARHUS UNIVERSITY





Indførelse af kvalificeret ansættelsesstop på Aarhus Universitet

Hvornår gælder ansættelsesstoppet?

Der indføres kvalificeret ansættelsesstop med virkning fra den 1. september 2022. Ansættelsesstoppet er gældende indtil videre og evalueres af Universitetsledelsen inden årets udgang.

Hvilke stillinger omfatter ansættelsesstoppet?

Det kvalificerede ansættelsesstop omfatter alle administrative og videnskabelige stillinger med de undtagelser, der nævnes nedenfor.

Det kvalificerede ansættelsesstop omfatter IKKE følgende stillinger:

- Stillinger, hvor hensynet til organisationen tilsiger, at stillingen ikke kan stå ubesat i et længere tidsrum.
- Som udgangspunkt stillinger der fuldt ud finansieres af eksterne bevillinger.
- Elever der ansættes i henhold til erhvervsuddannelsesloven.
- Løntilskudsansættelser (det bemærkes at løntilskudsansatte ikke må erstatte ordinært ansatte).
- Stillinger, hvor ansøgeren på tidspunktet for ansættelsesstoppets start har fået tilbudt og accepteret stillingen, men endnu ikke er tiltrådt.

Opslag af stillinger der ikke er omfattet af undtagelseslisten ovenfor, skal kunne begrundes af nærmeste leder og beslutningen om opslag skal forudgående godkendes af øverste ansvarlige medlem af universitetsledelsen på sit respektive område.

Uanset ansættelsesstoppet vil man altid kunne aftale intern overflytning af medarbejdere til at gøre tjeneste ved en anden enhed på AU.





Introduction of partial hiring freeze at Aarhus University

When will the hiring freeze come into effect?

A partial hiring freeze will take effect from 1 September 2022. The hiring freeze will remain in effect until further notice and will be evaluated by the senior management team before year end.

What positions does the hiring freeze apply to?

The partial hiring freeze applies to all administrative and academic positions. However, some positions are excepted from the hiring freeze.

The partial hiring freeze does NOT apply to the following positions:

- Positions which are so essential to the operation of the university that they cannot be left unfilled for a longer period of time.
- As a general rule, positions that are fully financed by external grants.
- Trainees employed under the act on vocational education and training programmes (erhvervsuddannelsesloven).
- Subsidised positions (note that staff in subsidised positions may not replace staff on standard contracts).
- Positions for which an applicant has already accepted an offer of employment at the time of the hiring freeze but has not yet started work.

All other positions may only be advertised on the condition that the immediate supervisor can justify the hire, and such hires must be approved by the member of the senior management team with ultimate responsibility for the area in question.

It will still be possible to arrange internal transfers of staff from one unit at AU to another, despite the hiring freeze.

