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# Challenges over a long period of time

- Challenges go all the way back to the 1990s:
  - Workplace culture
  - Recurring issues (rematch culture)
  - The handling and development of disagreements
  - Different deviations have been «accepted»
    - physical
    - psychosocial
    - organisatory

# The report from the work environment

- Many positive aspects of the work environment
- No deep-lying conflict/personal conflict on a high/escalated level present
- Potential for improvement on several areas and levels, with different degrees of severity
- Recurring issues (rematch culture) and acceptance of different deviations

# KiTs as an academic department

- The professional/academic strategy is established
- There is a need for
  - Strengthening of the administrative resources
  - Suitable structures for information, as well as professional/factual communication and cooperation
  - Employeeship
  - Acceptance of the line/order of management – the management's authority to make decisions and provide consequences

# NTNU – trust and expectations

- NTNU supports the current established strategies and goals of AD and KiT
- NTNU has trust in the management at KiT and AD, and has clear expectations of a goal-oriented approach of high quality to work environment development and daily operations
- Employees as well as management is expected to, and has a responsibility to contribute actively to work environment development, as well as following up on the core activities according to NTNU's goals and social mission

# Important framing and preconditions

- Respecting and knowing different roles at a workplace
  - The authority of the management
  - Employeeship (guidelines for social interaction at the workplace and what it means to be an employee at NTNU)
  - Participation, co-determination, line of safety representatives
  - Duties and rights in work life (goes for employees and management)
- Structure of meetings
  - Agenda and minutes
  - Factual and professional discussion
  - The authority of the management

# Looking ahead

- NTNU will provide administrative support to contribute to high quality administration according to laws and regulations (participation, recruitment, study matters)
- NTNU will facilitate support for work environment development
- KiT should be strengthened administratively
- A larger degree of scientific staff should have permanent employment instead of temporary employment

# Experiences from difficult work environment situations

- Be wise and cautious in your daily cooperation and interaction
  - Conflicts can easily take on a life of their own and spiral out of control
- Media and freedom of speech
  - Simplified messages and positioning in the exposure of the public eye is exhaustive for the individual. It also creates a message defined by the media rather than the original owner of the challenge/message.
- Notification and complaints
  - Notification is not to be used as a tool when there is a conflict of interest