

Draft letter of advice regarding compensation Staff and students Decentral participatory bodies

Dear Executive Board,

The University Council would like to thank you for implementing a policy for fair and just compensation of staff and students in Faculty Councils and Programme Committees that largely agrees with the policy proposed by the UC in March 2022.

As for our advice on the two policies you propose, we refer to our conversation on Tuesday 16 April 2024 in the joint EB/UC consultation meeting. To summarise briefly here:

Firstly, your proposal does not include the Service Councils (dienstraden), even though they were included in the UC's initial advice. We understand from our meeting that service councils take up a different participatory position with respect to the compensation framework, that being in a service council is part of regular job description, and that members of these councils can assess and determine their own level of engagement, an aspect which should be taken into account when determining the compensation. Still, the UC is concerned that it should be absolutely clear that members of the service councils receive sufficient time to fulfill their duties and that this is endorsed by their management. We are content to see that the EB agrees on this, stating it is in the interest of all to properly identify and satisfy the needs of the service councils. This results in two action points on which we like to be updated in the coming months:

- 1) In the meeting, the Executive Board proposed they will be in contact with the service councils, to gain insight into their communication and compensation arrangements.
- 2) The UC advises the EB to inform those in relevant management positions about the rights of participatory bodies, in this case the Service Councils, as it appears that this information is not often available.

Secondly, the University Council advises a that the wording of point 3 on the cover note for compensation staff members (doc number 24.0000170) gets clarified to ensure it is interpreted as intended, that is, to make sure that Faculties are requested to consider their size and volume of work requested of PC members carefully, when deciding on implementing the minimal compensation or adjusting the compensation upwards.