FAQ about the merger

Why should support services become one organisation?
The merger into one organisation aims to ensure an equivalent and accessible support for students, teachers, researchers and staff throughout KTH. The merger is the next step in continuing to develop support services with high quality and efficiency that frees up teachers 'and researchers' time and contributes to KTH's competitiveness.

A joint line organisation for support services enables a comprehensive delivery within each support area and contributes to cost-effective support services. Another important purpose is to create greater opportunities for school management to exercise strategic management of education and research issues.

What does a merger of support services mean?
Specifically, the merger between support services at the schools and the University Administration (GVS) means that the University Director is responsible for KTH's entire support services. One joint organisation enables a clarification of roles and common working methods within the entire support services.

Should support services be centralized?
The merger in one organisation aims to release resources for education and research. Each form of support must be designed based on the users' needs and made available close to the user, at school level or collectively within KTH, depending on where the support provides the greatest benefit.

Will I have changed tasks?
It is too early to answer at this stage. This type of development work involves a review of support processes, functions and responsibilities, which means that work tasks may change. The development work will mean opportunities to develop tasks, working methods and thus competence within the support services. KTH promotes development and learning for both the individual and the organisation.

Will I get a new manager?
It is too early to answer at this stage. This type of development work involves a review of support processes, functions and responsibilities, which in the long run may mean that employees get a new manager.

Will I have to change workplace physically?
It is too early to answer at this stage. In the long run, this may mean that the physical workplace changes because the merger is about developing support for teachers and
researchers and deciding what support should be given close to the user, at school level or collectively within KTH.

Will the merger mean staff reductions?
All current employees will be transferred through the merger in the new organisation.

Will employees need to apply for their jobs?
No.

How are the costs of support services affected?
Through a joint organisation for KTH’s entire support services, cost control for the various support areas increases. By balancing the level of service and competence requirements required for a high quality within the support area, cost efficiency can be achieved. Which quality is reasonable determines which cost KTH accepts. All in all, this may mean that some support may cost more while the costs of other forms of support may decrease. The continued build-up of support services initially means that KTH invests in more efficient support services by allocating resources to IT-related development and other areas such as competence supply.

Will the administration increase for teachers and researchers?
The overall purpose of developing support services is to release time for education and research.

How will I as an employee within the support be affected?
Employees in support services can be involved in the merger and development work, directly and indirectly. The merger will not affect all employees in the same way and to the same extent, and ongoing work and already planned development will continue.

How will I as a teacher or researcher be affected?
Teachers and researchers will primarily notice the new organisation and development work through improvements in various support areas and may be asked to be part of reference groups linked to the development of support areas.

How should the work be resourced?
The resource allocation of the development work takes place mainly through experts in various support areas in the organisation. In the first instance, a joint resource allocation will be needed and in some cases re-prioritization of existing resources within the support. In 2022, resources for IT-related development will be set aside. If the need for additional resources is required, this will be considered.

What support will there be for managers and employees in the development work?
The development of support services may require new skills, whereby initiatives for development and learning will be offered to managers and employees. Target group-adapted information will be continuously communicated in different channels to managers at different levels, employees in support services and teachers and researchers.
How can I be involved and influence?
Commitment and participation are important cornerstones for developing support services together. The development of support services takes place in dialogue. Through development dialogues, workplace meetings and other dialogues, employees will be able to influence.

How do I get more information about the merger?
More information about the merger into one joint organisation is available on the intranet http://www.intra.kth.se/styrning/gemensamt-samordnat-verksamhetsstod

Questions about the merger and the development of support services are asked to the immediate manager or to the Programme Secretariat for the merger. The Programme Secretariat has the University Director’s assignment of coordinating and administering the development work.

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