

**Meeting date:** 1 October 2024, 09:00-10:00

**Meeting place:** Room J115-135, Entrance J, Palle Juul-Jensens Boulevard 99, 8200 Aarhus N

**Meeting subject:** LAMU

**Attendees:** Jørgen Frøkiær, Beatrice Tscherning-Olesen, Alma Bečić Pedersen, Anna Bay Nielsen, Lars Henning Pedersen, Per Højgaard Christensen, Trine Werenberg Mikkelsen, Tina Bach Aaen (referent)

**Absent:** Henning Grønbæk

1. **Approval of the agenda**

The agenda was approved.

2. **Evaluation of theme day for the occupational health and safety organization**

LAMU held a theme day on 22 August, where an introduction to the occupational health and safety organization was given, including what information can be found on AU's occupational health and safety website. During the theme day, occupational health and safety organization also worked on onboarding and received a brief orientation on the tasks LAMU and occupational health and safety organization have in connection with WPA 2025. LAMU found that the review of the website was good and that it was beneficial to alternate between listening and dialogue. The next theme day will be about following up on WPA.

3. **Discussion of differences in long-term sickness among VIP, TAP and PhD**

At IKM, long-term illness is registered at 0.6% for VIP, 2.6% for TAP, and 3.5% for PhD.

LAMU discussed reasons for the differences in sick leave. We can't do something about the part related to somatic illnesses, but there may be differences in whether a TAP and VIP will report sick. For example, with a severe cough, a VIP can work from home, while a TAP would need to report sick as they cannot cough over laboratory samples. Alma believes that setting expectations is very important. If you are sick, you should stay home and get well and not work. Lars says that PhD students are dependent on their supervisors and, as a selected group, do not want to appear weak, which may lead them to push too far and end up with stress.

4. **Discussion of the use of stress tools**

Tina told that in connection with the announcement of SDD, she sends an



email to everyone at IKM stating that the stress leaflet can be used in connection with SDD. The email also refers to a stress test that everyone can take. LAMU finds it good that the stress leaflet is sent out once a year. Jørgen asked whether the stress leaflet is being used. Beatrice mentioned that it is enhanced in their department to raise awareness and that the test can be taken together with someone you are concerned about.

5. **Status on optimizing the work environment in Forum**

Filippo provided an update on the Forum building's indoor climate issues, including the ventilation system and temperature control. Regarding temperature, you can press a button to make the ventilation run faster, but there is no cooling. Temperature increase occurs via radiators, so you may need to compromise between room temperature and ventilation.

Forum is designed for the doors to be closed to ensure that ventilation in safety cabinets (e.g., fume hoods) works, but users are often unaware of this. Laboratories on higher floors in the building function well. Trine asked if a user guide could be created to highlight the need to close the doors, as door closure is not necessary in other departments of the hospital. Filippo also mentioned that it usually takes up to a year for the Technical Department to fully understand a building. There has been a lot to adjust in Forum, and much has been done. There is still a focus on this, and the Technical Department is working to improve it.

6. **Brief updates from Occupational Health and Safety Groups**

- Group 1 met 14 days ago. The group is complete again after a planned illness period. All the groups are doing good. There was previously a department with problems, but it is improving. There have been no accidents, and no one has attended any courses.

- Group 3 has welcomed two new representatives, both of whom are PhD students. They are looking forward to WPA but are also a bit nervous about the workload. The group talks a lot about the work environment for PhD students. Lars feels he has a blind spot for TAP – he is not aware of how many TAP the group represents. Tina sends a list of TAP to Lars.

- Group 4 has lost a representative who got a job outside AU, so they are now missing two representatives. The group has been working on stress management. In Anna's vicinity, several people were unaware of how to handle stress and illness. A guide has been created for leaders on how to announce long-term illness. There are specific email templates for announcements.

- Group 5 has not much going on. The group held a meeting with the AUH representative in the department. They may have found a new candidate.

- Group 6 is dealing with a case of psychological work environment. They spend a lot of time on it .

7. **Any other business**

- The collaboration agreement on the work environment between RM and AU-Health has been updated. It was approved on September 10, but the signed agreement has not been sent out. There are no significant changes in the agreement.

- FAMU held a workshop on the use of nudging in communication on 12 September. Four people from IKM participated. The participants found that it was a good workshop. Alma asked how the knowledge could be passed on to others.

- The updated memo on the involvement of the occupational health and safety organization in construction projects will be sent out for information.

- There is is an AEU seminar on the work environment on 9-10 October, 2024. Experiences will be shared at the next meeting.