

AARHUS UNIVERSITY – ANNUAL WORK ENVIRONMENT DIALOGUE

The goal of the annual work environment dialogue is for management and staff to work together to plan how to collaborate in relation to work environment in the coming year. The dialogue will take place at committee level in the occupational health and safety organisation. The committees will assess whether the previous year's goals have been reached, and goals will be set for the coming year. Based on this, the committees will plan how to work together in the coming year in order to ensure a good work environment. This dialogue is required by law. Read more at www.at.dk.

Plan for collaboration in relation to work environment	Status of the work environment work in 2023 and plan for the work environment work in 2024
Aarhus University	LAMU – Department of Clinical Medicine
Committee members	<p>Chair: Jørgen Frøkiær</p> <p>Vice-chair: Beatrice Tscherning-Olesen</p> <p>Coordinating Occupational Health and Safety Manager (KAL) Tina Bach Aaen</p> <p>Members: Alma Becic Pedersen (AL) Annette Jørgensen (AL) Henning Grønbæk (AL) Mie Farsinsen (AL) Per Højgaard Christensen (AMR) Trine Werenberg Mikkelsen (AMR) Ellen Hollands Steffensen (PhD observer until 30 April 2023) Signe Vogel (PhD observer from 1 May 2023)</p>
Status of the previous year's collaboration in relation to work environment [year in question]	
<p>Status and overview of initiatives to improve work environment:</p> <ul style="list-style-type: none"> Continued follow-up of WPA The follow-up of WPA has continued in 2023 and the action plans for "Ergonomics in office spaces" and "The importance of MUS" have been resolved. There has been progress in the other action plans. Balance between time and tasks, with special focus on managers LAMU is waiting for FAMU to prepare and present a dialogue tool for use in balancing time and tasks. Create more attention to the occupational health and safety organization Humorous drawings have been made of situations in the office, laboratory and animal stable where an AMR is needed. The drawings are made for roll ups, which can be used at events where the working environment is to be advertised. AMO was represented at the Annual Research Meeting with a stand. Recruitment for the occupational health and safety groups Elections will be held for the occupational health and safety organization in December 2023. Leading up to the election, the head of department sent invitation emails to employees and managers. The humorous drawings were hung up in the departments. Continued work on workplace culture IKM has prepared a dilemma game about offensive behaviour, which has been successfully played in the departments. Continued systematic onboarding, including initiating a buddy scheme LAMU has discussed a buddy scheme but is awaiting a discussion at management level about onboarding before taking the initiative for a buddy scheme. 	
Status of evacuation drills (building and date)	

- The vast majority of the department's employees live in rented accommodation, where AU is not responsible for holding evacuation exercises.
- There have been evacuations related to a fire at Påskehøjgaard on 22 August (alarm) and 7 October 2023 (error).

Goals for the coming year's focus areas, action areas and specific work environment tasks

Order of priority:

1. Continued follow-up of WPA
2. Balance between time and tasks, with special focus on managers
3. Chemical risk assessment
4. Create greater transparency for the importance of the work environment
5. Continued work on workplace culture
6. Continued systematic onboarding, including initiating a buddy scheme

Required activities in order to reach the goals (measures and initiatives)

- Evacuation and emergency preparedness exercises are planned and carried out in collaboration with HE building service.

Collaboration in relation to the above goals (organisation/collaboration/who must be involved/frequency of meetings)

Meeting frequency

- Holding 4 meetings in LAMU and 2 joint meetings between LSU and LAMU as well as a theme day for the entire occupational health and safety organization

Collaboration

- Continued collaboration with LSU, FAMU, AU-HR, the Chemical Network at AU etc.
- Continued collaboration with the hospitals in Central Region Jutland

Competency development plan (training needs/courses/other competency development initiatives)

- New members of the occupational health and safety organization must participate in the mandatory occupational health and safety training
- Occupational health and safety representatives and occupational health and safety managers must, in the first year in which they are elected, be offered two days (15 hours) of supplementary occupational health and safety training. In the following years, they must be offered one and a half days (11 hours) of supplementary occupational health and safety training

Finances and other resources required in order to meet the strategy's goals

The department at Health have access to the following resources in working environment:

- AU's working environment website: [Working Environment \(au.dk\)](#)
- Health's working environment website: [Work environment and well-being \(au.dk\)](#)
- Information on mandatory and supplementary occupational health education: [Occupational health and safety training at Aarhus University \(au.dk\)](#)
- Stress: [Prevent and manage stress | Aarhus University \(au.dk\)](#)
- Chemical consultant Lina Waldstrøm Asmussen, Health
- [Safety Adviser function \(au.dk\)](#)
- AU HR, Development and Working Environment, contact person for HE, Christoffer Raben Madsen cra@au.dk

Date:

Employer representative
Head of Department, Jørgen Frøkiær
(Chair)

Date:

Staff representative
Beatrice Tscherning-Olesen
(Vice-chair)