

Meeting date: 20 June 2024, 11:00-12:30

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, Henning Grønbæk (from item 6), Per Højgaard Christensen, Tina Bach Aaen (referent)

Absent: Lars Henning Pedersen, Trine Werenberg Mikkelsen

1. **Approval of the agenda**

The agenda was approved.

2. **Status on WPA action plans**

A survey on disruptive behaviour was conducted in the spring, revealing that conversations in the office/hallway and temperature/indoor climate are the most bothersome issues for employees. The working group plans to make posters to be distributed to departments after the summer break.

APV 2025 is gradually getting underway. A faculty WPS follow-up group is being established to address specific questions related to the faculty. At IKM, we will kick off WPA 2025 at our next meeting.

3. **Status on Chemical Risk Assessment**

During the spring, Tina contacted all departments dealing with chemical substances to assess the status of chemical risk assessments. Approximately half have completed their chemical risk assessments, while the other half expects to finish by 2024.

4. **Optimizing the working environment in the Forum Building**

The Forum building faces indoor climate issues. The ventilation system and temperature control are not functioning optimally. It is not possible to open windows or regulate conditions manually. Jørgen believes that the system is undersized from the start. Efforts are underway to improve it, and Jørgen will request a monthly update on progress. LAMU will receive an update at the next meeting.

5. **Culture check part 1**

Culture check part 1 is a pilot to determine whether the culture check can be used at IKM. Prior to the meeting, LAMU members had completed a culture check questionnaire, and the culture wheel was drawn for each department and for the entire institute. Some members found it challenging to fill out the forms. LAMU reviewed the culture check questionnaires for similarities and



differences both at the department level and institute wide. While there are many similarities, there are also departments where the culture appears different. This variation may be due to some being research departments while others are service-oriented. Overall, there didn't seem to be a significant difference between the current and desired behaviour within individual departments, but determining the threshold for action remains challenging. In the next meeting HR will be invited to discuss how to use the culture check.

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

- Group 1 recently met. The psychological work environment at Department of Oncology has improved. A joint WPA between AUH and AU employees was conducted and the environment has become more inclusive, with increased openness during internal meetings.

Chemical Risk Assessment: At the Department of Histopathology, they aim to follow both AU's and AUH's methods for chemical risk assessment and register in both Kiros and Retox. While the goals have been achieved on the AU side, AUH's additional requirement for registering harmless reagents (such as buffers) will take a bit longer.

Trine has been contacted by David Kraft, who wants to include Chemical Risk Assessment in the mandatory introductory program for PhD students at Health. They are exploring whether they can allocate 1.5-2 hours within an existing module rather than creating an entirely new one.

- Group 2 has welcomed a PhD student. They are working on outreach to other departments without AU Occupational Health and Safety representatives.

Department of Hepatology and Gastroenterology has a good collaboration with AUH, covering the laboratories including Chemical Risk Assessment. The Department still faces many alarms from -80°C freezers outside normal working hours, affecting the well-being of employees handling the alarms.

- Group 4 found the theme day beneficial.

The group is working on communication related to sick leave. In one group, there have been several sick leaves, and communication from the leader to other employees has been lacking or delayed. Anna and Tina will explore whether HR has guidelines on how to handle sick leave in relation to colleagues.

- Group 5 reviewed their previous work, including WPA. The met with an AUH occupational health and safety representative from the Department of Clinical

Department to discuss collaboration with AUH. They have also created flyers for Group 5 and found the presentation on cultural diversity during the theme day very insightful.

- Group 6 hasn't meet since last LAMU meeting. There's significant pressure on employees in the Surgical Research Laboratories and Påskehøjgaard due to extensive teaching and animal care. There was another fire incident at PHG, caused by a technician performing maintenance work.

The theme day was valuable for Group 6, especially regarding misunderstandings between Danish and English speakers.

7. **Written updated**

Tina briefly reviewed occupational health and safety statistics. Sick leave remains low. While there have been slightly more work-related accidents in the last two quarters, the overall numbers are consistent with previous years. The utilization of psychological counselling services is also in line with previous years.

8. **Any other business**

- Starting July 1, time registration will be implemented for all employees. Jørgen mentioned that AU's solution won't be ready by July 1, likely being available by September 1. The solution will be an excel sheet.
- AU's guidelines for Close Personal Relationships have been updated to also apply to relationships between students and staff.
- FAMU is hosting a workshop on the use of nudging in communication on September 12. All members of the occupational health organization have received an invitation.
- AMO at IKM is organizing a theme day on August 22. A program will be distributed before the summer break.