

Meeting date: 11 March 2025, 09:00-10:00

Meeting place: Lokale A1301-100, Indgang A, Palle Juul-Jensens Boulevard 11, 8200 Aarhus N

Meeting subject: LAMU

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

Absent: Henning Grønbæk, Lars Henning Pedersen

1. **Approval of the agenda**

The agenda was approved.

2. **Conclusion of WPA 2022**

In connection with WPA 2022, two physical WPA action plans were made. The action plan "Ergonomics at office workplaces" has been completed, while the action plan "Workplace considerations and behavior" has not been completed. A survey on good office culture has been conducted by a working group, and one or more posters with the survey results still need to be made.

Tina suggests that the action plan is concluded, but that the working group continues to work on creating one or more posters.

Jørgen states that some departments have regular coffee meetings with the purpose of discussing various issues that arise. Per states that the Surgical Research Laboratories and Påskehøjgaard hold an employee day several times a year. Last time, they discussed cases of behavior that could relate to their daily life without it being something that had happened to them. Jørgen suggests using this as inspiration for other groups. It can be brought up at an extended management meeting, possibly after the publication of the WPA report, as there is extra attention on how people treat each other. There can be cases on leadership, communication, noise, etc., to facilitate discussion on how the working environment is in their department.

Beatrice will send the cases used at the Surgical Research Laboratories and Påskehøjgaard's employee day to Tina. Others are also welcome to send examples.

The WPA action plan for "Workplace considerations and behavior" is concluded.

3. **Annual Plan for LAMU**

LAMU discussed the annual plan. There were no changes to the current draft.

4. **Establishment of the Parkinson's Center**

Per Borghammer was granted DKK 313 million from the Lundbeck Foundation. This means he will hire many new employees, and some employees from Biomedicine will be transferred to Clinical Medicine. Office facilities have been rented in Incuba, and the laboratory corridor will be at J101.

The grant runs for 10 years, and the hiring will be spread over the period, so not all employees will be hired at the same time. The hirings will be included in occupational health and safety group 4. Anna would like to recruit one or two occupational health and safety representatives in the center, as the occupational health and safety group already represents many employees and there are two vacant positions as occupational health and safety representatives.

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

- **Group 1** has a meeting before Easter to review the WPA.

There have previously been challenges in some departments, but there has also been progress. The group will evaluate which initiatives have worked.

- **Group 4** had a meeting yesterday afternoon. They discussed when medical students are informed that they need to arrange their own insurance when they are on clinical placements. Tina will investigate this.

- **Group 5** had a meeting this week. The group is planning a seminar on career planning at KEA. They will also look at a buddy system at KEA. In relation to the WPA, the group expects noise to be an issue again. There have been no inquiries from other departments in the group.

- **Group 6** has not had a meeting. There are still challenges in Forum, and it has escalated more in the animal facility in Forum. It is a difficult case.

6. **Evaluation of LAMU Meetings**

Beatrice finds it good to hear what the other groups are doing. Relevant things often emerge.

LAMU has no suggestions for changes in the meeting format but would like to be flexible if a thematic discussion is desired and more time is needed. In that case, the meetings can be extended to 1½ hours.

It is agreed that Tina will write to LAMU before each meeting to get input on

agenda items. LAMU will report if they have anything.

7. Written information

a. Occupational Health and Safety statistics Q4 2024

Tina briefly reviewed the occupational health and safety statistics. There is still low sickness absenteeism, and there has been no work accidents and two initiated cases of psychological counselling.

b. Theme day 2025

LAMU has invited everyone in the occupational health and safety organization to a theme day on 30 April 2025. This year's theme day will focus on the follow-up of the APV. The working group is preparing a program, which will be sent out well in advance of the day.

8. Any other business

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