

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 2024 and plan for the work environment work in 2025
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) Anna Bay Nielsen (AMR) Henning Grønbæk (AL) Lars Henning Pedersen (AL) Per Højgaard Christensen (AMR) Signe Vogel (PhD observer until 30 April 2023) Trine Werenberg Mikkelsen (AMR)</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 In 2024, follow-up on the last WPA action plans from WPA 2022 has also been carried out. There are few outstanding issues remaining. Balance between time and tasks, with special focus on managers FAMU has developed a dialogue tool for balancing time and tasks. The dialogue tool is for all employees. The tool should be presented to the Faculty Management and then implemented. Chemical Risk Assessment Departments have been working on chemical risk assessments, and most departments have prepared chemical risk assessments for existing substances/processes. Creating greater transparency for the importance of work environment AMO was represented with a stand at the Annual Research Meeting. Information screens have been set up in several departments and the occupational health and safety organization can post relevant information on these. Continued work on workplace culture All departments have conducted focus group meetings on research culture and selected an initiative to work on for the next two years. Continued systematic onboarding, including initiating a buddy scheme LAMU, together with LSU, has discussed onboarding initiatives and will continue the work in the new year. 	
Status of evacuation drills (building and date)	
<ul style="list-style-type: none"> The vast majority of the department's employees live in rented accommodation, where AU is not responsible for holding evacuation exercises. There has been evacuation related to a fire at Påskehøjgaard (Buildings 5820-5827) on 25 September 2024. 	

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

Order of priority:

1. Conducting WPA and follow-up on WPA, including the preparation of WPA action plans
2. Onboarding
3. Focus areas derived from WPA 2025

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 3 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
- In connection with the review of the annual cycle, LAMU will look at the need for specific courses.

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

Date: 10-12-2024 Employer representative Head of Department, Jørgen Frøkiær (Chair)	Date: 6/12-2025 Staff representative Beatrice Tscherning-Olesen (Vice-chair)
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