

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.af.dk.

Plan for collaboration in relation to work environment	Status of the work environment work in 2025 and plan for the work environment work in 2026
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) 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"> Conduction WPA and follow-up on WPA, including preparation of WPA actions plans The WPA was carried out during the period from 25 February to 12 March 2025. The response rate was 59%, which is 1 percentage point higher than in 2022. Based on the results, LSU and LAMU have prepared six action plans, which have been published on the occupational health and safety organization's website. Onboarding The Department management has continued working on onboarding for both managers and employees. The work and materials for onboarding were briefly presented to the extended management group in December 2025. Further work on this topic will take place at the seminar for the extended management group in January 2026. Focus areas derived from WPA 2025 As a result of WPA 2025, LAMU has worked on temperature regulation and fume cupboards in Forum. The VAV dampers in the ventilation system in Forum were originally installed incorrectly. The work to clean and reinstall them correctly is now underway. 	
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 at Påskehøjgaard (Buildings 5820-5827) on 16 August 2025. 	
Goals for the coming year's focus areas, action areas and specific work environment tasks	
<p>Order of priority:</p> <ul style="list-style-type: none"> Follow-up on WPA 2025 Follow-up on the department's 6 action plans 	

- **Competence development for Occupational Health and Safety Representatives (AMR) regarding work environment cases**
AMR should be trained to better handle difficult conversations
- **Branding of the work environment**
The work environment and being part of the occupational health and safety organization should be more attractive.

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.
- Holding a theme day and a training day

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
- Competence development regarding work environment cases

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:

- Working environment website at AU: [Working Environment \(au.dk\)](http://Working Environment (au.dk)) and Faculty of Health: [Work environment and well-being \(au.dk\)](http://Work environment and well-being (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
- Department of Communications, Health

Date: 6/1/2026

Employer representative
Head of Department, Jørgen Frøkiær
(Chair)

Date: 5/1 - 2026

Staff representative
Beatrice Tscherning-Olesen
(Vice-chair)

