

**Memo**

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<b>Elections for the occupational health and safety organisation (AMO) 2027</b> New term 1 March 2027 - 28 February 2030. <b>Schedule</b>			
<b>Process</b>	<b>Date</b>	<b>Activity</b>	
Schedule and process plan and AMO election preparation	8 May 2026	Briefing and input on schedule by HAMU, the main AMO committee.	
	Late May 2026	Information about the AMO election on the website is updated.	
	End of May – early June 2026	Faculty and administration AMO committees (FAMU/AAMU) receive schedule and process for AMO structure and election coordinator.	
	Mid- late June 2026	The AMO contact person briefs the LAMU chairs and department/school heads,centre directors and deputy directors about the schedule and process plan for AMO elections, including information on the selection of AMO structure and election contact person.	
	Aug.-Sept. 2026	Department/school heads,centre directors and deputy directors discuss with their LAMU whether their AMO structure needs adjustment, and 1-2 election coordinators are appointed.	
	Aug.-Sept. 2026	Communication materials about AMO election are sent via email to management for distribution to staff.	
	Early/mid-Sept. 2026	FAMU/AAMU discuss whether adjustments are needed in the structure for FAMU/AAMU, and an election coordinator is appointed for FAMU/AAMU.	
	30 September 2026	Deadline for the department/school heads,centre directors and deputy directors to inform the workplace environment contact person about their unit’s future AMO structure and contact details of the election coordinator(s).	
	Early Oct. 2026	Information about the AMO election is communicated in relevant newsletters.	
	Mid-Oct. 2026	Deans and the university director approve their own AMO structure.	
	Mid-late Oct. 2026	The AMO contact person informs FAMU/AAMU about the selected AMO structure and election coordinators.	
	29 Oct. 2026	The rector approves the new AMO structure in connection with a HAMU meeting.	
Early/mid-Nov. 2026	Communication about the beginning of the AMO election will be sent out in various newsletters.		
<b>Process</b>	<b>Date</b>	<b>Occupational health and safety representative</b>	<b>Manager/Management representative</b>
Election and appointment to	16 November 2026 - 27 November 2026	(Week 47-48) Nomination period for AMO representative candidates	(Week 47-48) Appointment of managers to the AMGs



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Occupational health and safety groups (AMG)	30 November 2026 - 11 December 2026	(Week 49-50) Election of AMO representatives (where there is a contested election)	
Election and appointment to Local occupational health and safety committees (LAMU)	4 January 2027 - 15 January 2027	(Week 2-3) Election of AMO representatives to LAMU + LAMU vice-chair	(Week 2–3) Appointment of managers from the AMGs to LAMU + LAMU chair
Election and appointment to the faculties' and the administration's occupational health and safety committees (FAMU/AAMU)	18 January 2027 - 29 January 2027	(Week 4-5) LAMU occupational health and safety representatives elect representatives to FAMU/AAMU + FAMU vice-chair	
	25 January 2027 - 5 February 2027		(Week 5-6) LAMU managers are appointed to FAMU/AAMU + FAMU/AAMU chair. Appointment takes place after elections of AMO representatives to ensure the broadest possible representation in FAMU/AAMU
Election and appointment to main AMO committee (HAMU)	1 February 2027 - 5 February 2027	(Week 6) FAMU/AAMU occupational health and safety representatives elect representatives to HAMU + HAMU vice-chair	
	15 February 2027 - 26 February 2027		(Week 8 - 9) FAMU/AAMU chair or appointed deputy managers to HAMU
<b>Process</b>	<b>Date</b>	<b>Activity</b>	
New AMO constituted	1 March 2027	(Week 10) The term of the AMO begins. AU's new AMO constituted.	
	Early/mid March. 2027	Information about the conclusion of the AMO election will be sent out in various newsletters.	
	March 2027	Webinar for new members of AU's AMO.	
	Q1/Q2 2027	New members of AU's AMO must register for mandatory occupational health and safety training.	