
ELECTIONS TO THE OCCUPATIONAL HEALTH AND SAFETY ORGANISATION AT AU

The elections to the occupational health and safety organisation at Aarhus University are being held in the first quarter of 2018. Employees will elect occupational health and safety representatives for occupational health and safety groups and occupational health and safety committees.

The election is an important part of the collaboration at AU on well-being and efficiency – and about ensuring a good work environment! All employees are encouraged to support the election by standing for election and by voting in the elections.

As a manager, you have a special role in connection with the election. Whether or not you are a formal part of the occupational health and safety organisation, you can still help to ensure that the election goes smoothly. You can help draw attention to the role and the tasks of the occupational health and safety organisation, and help to establish a good framework for the election. Managers must not participate in the actual election.

In the fourth quarter of 2017, managers at all levels decide the framework for the future occupational health and safety organisation in cooperation with the staff members on the local occupational health and safety committees. This means that decisions are made regarding the number of occupational health and safety groups under each of the occupational health and safety committees (department/school/centre/administrative division level).

Employees who are interested in becoming occupational health and safety representatives can stand for election from the beginning of December 2017. As an occupational health and safety representative, you become a part of the occupational health and safety group and play an extremely important role in the development of a good work environment by representing your colleagues and supporting management.

The election takes place in January and February 2018 which means that the first meetings in the new occupational health and safety groups can take place from 1 March 2018.

Find additional information about the election schedule and how to run for election by clicking this link [[link til valgsiden](#)].

WORKPLACE ASSESSMENT IN THE SPRING OF 2019

The senior management team has discussed the timing of the next workplace assessment (WPA) at Aarhus University and has decided to test a new and simpler WPA model which covers the physical and psychological WPA at the same time. This WPA is scheduled to take place in spring 2019.

The WPA is conducted every three years. The WPA supports work environment initiatives and helps management and staff organise the efforts in relation to work environment.

Among other things, the evaluation and feedback on the WPA 2016 have been taken into account, and the best way of involving the occupational health and safety committees and liaison committees in the WPA follow-up process has been considered in order to ensure a clear alignment of expectations and avoid duplication of work.

The senior management team also decided to appoint an AU WPA advisory group. The WPA advisory group is a working group which represents and makes decisions on behalf of the Main Occupational Health and Safety Committee (HAMU) and the Main Liaison Committee (HSU). First, the WPA advisory group will be involved in the process of selecting a WPA system supplier. Later, the group will be involved in the preparation of the WPA questionnaire.

In the near future, the framework for the survey and subsequent follow-up will be discussed in detail by AU's WPA advisory group and at a joint HAMU-HSU meeting on 9 November 2017.

Read more about [the WPA](#)

CONSTRUCTIVE COMMUNICATION

The focus on constructive communication at AU in 2017 has been initiated by the Main Occupational Health and Safety Committee and the Main Liaison Committee. The purpose is to strengthen the daily efforts to improve the workplace we share. Therefore, the senior management team has decided to initiate the following activities to support these efforts:

1. Introductory presentation by the respective managers of AU's units to clearly signal the importance of constructive communication. In this respect, the managers must also focus on their own behaviour.
2. Discussions in the faculty management teams and the department/school management teams in order to intensify the focus and the initiatives.
3. Continue the work in relation to ongoing activities and the use of existing tools, including "Norms for daily working life" (in the AU staff policy).
4. Offer of participation in short workshops focusing on specific tools and methods for managers and employees in the occupational health and safety organisation and liaison committees. Organised by AU HR.

In the middle of 2018, the senior management team will conclude this process by making a summary of the valuable experiences and results of the special efforts concerning constructive communication.

Workshops on constructive communication

The workshop will take place on 23 November and 6 December and will last three hours.

The purpose of the workshop is to provide inspiration and specific tools to continue the dialogue and initiatives locally. For example, at joint local liaison committee (LSU)/local occupational health and safety committee (LAMU) meetings at which

new knowledge and new ideas can be used to discuss how to continue the work in relation to constructive communication. Read more about the workshop and sign up [here](#).

If a workshop is needed in your unit, or if you need support in relation to constructive communication initiatives, AU HR is available to help you. Find more information by clicking the link above.

ABOUT THE NEWSLETTER

'News about work environment' is a newsletter with information and news about work environment for AU staff. Here you will find a selection of current news.

Read more about [work environment and safety](#) at Aarhus University.

DO YOU WANT TO KNOW MORE ABOUT WORK ENVIRONMENT?

If you want to know more about work environment and keep up-to-date on the latest knowledge as well as be inspired in relation to the work in the occupational health and safety groups and committees, you can subscribe to free newsletters by clicking the links below:

[Branche Fællesskab Arbejdsmiljø – Velfærd og offentlig administration \(professional association for work environment\) \(in Danish\)](#)

[The Danish Working Environment Authority's newsletter \(in Danish\)](#)

[Videnscenter for arbejdsmiljø \(the Danish work environment knowledge centre\) - Newsletters \(in Danish\)](#)

[Arbejdsmiljørådet \(the Danish work environment council\) - News \(in Danish\)](#)

CONTACT US

If you have comments or suggestions for the next newsletter, please send an email to arbejdsmiljo@au.dk.

If your colleagues wish to subscribe to the newsletter, they can sign up on [the website](#).

Kind regards

[AU HR, Development and Work Environment, Team Organisation and Work Environment](#)