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## WORKPLACE ASSESMENT (WPA) 2019

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### Workplace Assessment (WPA) 2019: The WPA survey will begin in week 9

The WPA will take place here at the university in the period 25 February to 13 March. The WPA is about evaluating the work environment and your well-being at the workplace. When you complete the WPA questionnaire, you are contributing to taking the temperature of employee well-being at AU and helping to identify what aspects of our shared work environment we need to work together to improve.

AU Main Occupational Health and Safety Committee and the Main Liaison Committee were involved in developing the survey. This time, the psychological and physical WPA will be combined in one questionnaire.

#### What is a WPA?

A WPA is a legally compulsory assessment that is intended as a tool to enable workplaces to work preventively and systematically with the physical as well as their psychological work environment by drawing on employees' experiences and observations through a questionnaire survey. All employees at AU will be asked to complete the same questionnaire, and there will also be a small number of questions which are specific to individual faculties and the administration.

#### Anonymity

Responses to the psychological part of the WPA questionnaire will be anonymous, as always. Anonymity is ensured through the use of high anonymity limits, which means that results will only appear in the report if a certain number of employees have answered the question. The physical part of the WPA questionnaire will not be anonymous, however.

#### Your response matters

When you take the WPA questionnaire you will receive by mail on 25 February, you will be helping to identify the issues that management and employees need to work on together locally. In order to create the best possible starting point for dialogue and local follow-up, it is important that as many people as possible complete the survey. By completing the WPA survey, you will help create the best possible framework for a good workplace.

#### Follow-up through dialogue

The survey results will be released on the [website](#) in week 15 after which the follow-up and dialogue meetings will begin in all units at AU. The purpose of the dialogue meetings is to give employees and managers an opportunity to discuss the results and together prioritise the initiatives it makes sense to work on. Responsibility for following up on the results of the WPA rests with managers together with the OHS and liaison committees.

#### Courses and workshops for managers, the OHS organisation and the liaison committees

Managers and members of the occupational health and safety and liaison committees have the option to participate in WPA-related workshops and courses in March 2019. These courses and workshops will provide inspiration for the follow-up process and guidance on the action plan system. The workshops will be held in English. Sign up [here](#).

#### Additional information

Read more about WPA 2019 at [au.dk/WPA](http://au.dk/WPA), where presentation materials, a schedule and more are available.

#### Facts about WPA 2019

- The survey will be conducted in the period 25 February – 13 March 2019.
- On 25 February, you will receive a mail from Rambøll Management Consulting with the WPA questionnaire.
- Reports will be published on the website in week 15. After this, the local follow-up and dialogue meetings will begin.
- The WPA will include questions about both the physical and the psychological workplace environment. The psychological part of the questionnaire will be anonymous.
- All employees will be asked to answer the same set of questions about a variety of issues, including their work situation, professional development, day-to-day management, physical conditions and ergonomics.
- In addition to these questions, the four faculties and the administration have formulated a small number of faculty/administration-specific questions.
- All Danish workplaces with employees are required by law to conduct a WPA at least once every three years.

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## CONTACT US

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If you have comments or suggestions for the next newsletter, please send an email to [arbejds miljo@au.dk](mailto:arbejds miljo@au.dk).

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Kind regards,

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