

Meeting the 4th December 2024, at 12.00 14.00 o'clock.

Local Liaison Committee meeting (LSU)

Department of Biomedicine

Meeting room: 1115-151B

Participants: Thomas G. Jensen; Morten Schallburg Nielsen; Ina Maria Schiessl; Sãmia Joca; Bertha P. Beck Mortensen; Rikke Nielsen; Marie Louise Næstholt Dahl; Sune Jonathan Keidser-Nilsson; Jani Kær; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack

Observer: Hanne Bjerregaard Møller;

Cancellations from participants:

Thomas Juhl Corydon;

Minute taker: HR Partner Pia Lind Lunau Kristensen

1. Godkendelse af dagsorden/Approval of agenda - by Head of Department

The agenda was approved.

2. Godkendelse af referat af møde 18. September 2024/Approval of minutes from the meeting 18th September 2024 - by Head of Department

The minutes was approved.

3. Revidering og vedtagelse af LSU-forretningsorden/Revision and approval of the rules of procedure of liaison committee - discussion by Head of Department

The rules of procedure were approved. The committee wanted to add to the minutes, that confidentiality on at point may be agreed upon and if the parties agree. Confidentiality is usually lifted at the time the minutes are uploaded to the website.

4. Orientering om økonomien/Financial statement - by Head of Department

The Head of Department informed that no current financial documents are available and therefore the controller is not present at todays meeting. The financial statements for 2024 are in balance, 2025 is challenging. The challenges mean that three areas are currently investigated 1) Hiring freeze for new group leaders. 2) reducing the cost of student teachers if the postdocs and PhD's can take over some of these teaching tasks 3) increase prices in the core facilities.

The committee discussed:

- the prices for core facilities and whether a higher price puts the small research groups at a disadvantage when it comes to paying for core facility services.
- whether a hiring freeze will have consequences on own talented employees.
- whether the PhD students will see it as an additional pressure if they have to teach more.

Head of Department informed that regarding teaching it is the hope that it can be supported by the website where the PhD students themselves offer teaching.

The committee encouraged the management group to discuss with all relevant units – maybe it is not in all units that student teachers can be replaced.

Head of Department informed that regarding the economy, there is no cause for general concerns long term – it is 2025 that is seen as challenging and where caution is needed.

5. Arbejdspladsvurdering 2025 (APV), fysisk og psykisk/Workplace Assessment 2025 (WPA), Physical and psychological – by Head of Department

Head of Department informed that workplaces are obliged to carry out a WPA every 3rd year. An advisory group/følgegruppe must be appointed. At the latest WPA, the group consisted of: Thomas G. Jensen, Birgitte Mønster Christensen, Lasse Sommer Kristensen, Agnete Larsen, Bertha Mortensen, Ulla Vosegaard Als – HR participated on ad hoc level. There is a wish to supplement the group for WPA 2025, preferable with one or two from LSU. Bertha informed that she might be replaced by someone else – Bertha will inform Head of Department.

Head of Department informed that in addition to the ordinary WPA in February/March 2025, supplementary WPA's must be carried out when relocations have been completed.

The committee discussed that a high response rate is desired and that the advisory group could start initiatives to increase the response rate already now.

6. Mødedatoer 2025/Meeting dates 2025 - by Head of Department

The following dates are proposed for the Local Liaison Committee (LSU) meetings in 2025 12th March 2025 (now changed to 19th March), 12th June 2025, 17th September 2025 and 10th December 2024.

HR sends out calendar invitations before New Year.

7. Evaluering af LSU årshjulet for 2024 samt revidering og gennemgang af LSU årshjulet for 2025/Evaluation of the annual wheel for 2024, as well as the revision and review of the LSU annual wheel for 2025 - by Head of Department

The committee discussed that the LSU annual wheel for 2024 covers the needs for topics and themes and therefore no request for changes in 2025.

8. Årlige lønforhandlinger 2025/Annual salary negotiations 2025 - by Head of Department

Head of Department informed that in the period 1st February 2025 – 24th February 2025, employees have the opportunity to provide information for use in the salary negotiations. The salary negotiations at the Department of Biomedicine are expected to take place on 29th April, 30th April and 2nd May 2025. Union representatives involved in the negotiations – please take note of the dates.

It was discussed that the AC groups want to negotiate together again. It will require a couple of meetings and a good preparation for both the management team and the negotiating union representatives.

There was a wish from the negotiating union representatives that the management team before the negotiations share information of the amount reserved for self-negotiators.

- 9. Status forskningsevaluering/Status research evaluation – by Head of Department**
Head of Department informed that the work with the report is currently going on, and the Research Themes are asked for a contribution to the research strategy.

The committee discussed whether a strategy may restrict freedom of research and the possibilities to be open for new opportunities and that the basic research is still seen as a prerequisite for research. It was also discussed how talents best can be incorporated in a strategy and that the department should not be limited by the research themes.

- 10. Kompetenceudvikling/Competence development – by Head of Department**

The chair and vicechair have discussed the need of initiatives within AI/copilot. Is this a general request, and how can we do it, if we are going to offer to all employees at the department? At AU we use Microsoft copilot.

The committee agreed that it would be a good idea to help employees to take up new tools and the opportunities it provides.

Head of Department concluded that the department could continue working on this initiative and find someone who is really good within the area.

The committee discussed that the climate impact of AI should be taken into account.

- 11. Highlights fra LAMU, FAMU samt FSU og HSU/Highlights from LAMU, FAMU and FSU og HSU**

The LSU members are encouraged to familiarise themselves with the minutes of the meetings.

Material from meetings can be found:

Local occupational health and safety committee (LAMU) can be found [here](#).

Faculty occupational health and safety committee (FAMU) can be found [here](#).

Main occupational health and safety committee (HAMU) can be found [here](#).

Faculty Liaison Committee (FSU) can be found [here](#).

Main Liaison Committee (HSU) can be found [here](#).

At HSU it has been discussed to use classrooms after 17:00 including the possibility to contact building operations/Bygningsservice and IT if classrooms are used outside normal working hours.

It was also mentioned that Faculty with the National Centre for Register-based Research's move to Department of Public Health is growing.

- 12. Eventuelt/AOB**

Head of Department informed that the department follows up on time registration and inform in the new year.

The committee discussed insurance for students. It is very important that the students are aware of having an insurance themselves if they work in laboratories or in the dissection facilities.

Head of Department ensured he will inform of the insurance issue in a future newsletter.

Head of Department informed that the relocation is going on. There are many meetings and

coordination of the relocation. Head of Department will communicate regularly about the relocations in the newsletter.

There was questions about equipment, including a pc, may be brought in and out of a Klasse2-lab.

Head of Department will ask occupational health and safety manager and inform when the answer is known.

It was asked when the delegation provisions will be announced. Head of Department informed that it will be announced in AU newsletters within few weeks. The implementations phase will run through 2025.

The policy of aircraft travel has been revised which means that AU must make significant reductions in the coming years. It is also a task for the department to continue the work of reducing aircraft travelling and maybe set up rules for this.

Finally Head of Department informed that cyber security is on AU's agenda. This means that all departments at AU must establish an IT security committee. This to ensure that the departments are GDPR compliant and ensure protection of sensitive data etc.

Head of Department thanked for the meeting and wished all a Merry Christmas and a Happy New Year.