

Meeting the 19th March 2025 at 12:00-14:00

Local Liaison Committee Meeting (LSU)

Department of Biomedicine

Meeting room: 1115-151B

Participants: Thomas G. Jensen; Morten Schallburg Nielsen; Thomas Juhl Corydon; Rikke Nielsen; Marie Louise Næsholt Dahl; Sune Jonathan Keidser-Nilsson; Jani Kær; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack;

Observer: Hanne Bjerregaard Møller

Guests: Controller Kenneth Brodersen Kronow; Kim Henningsen and Jeannette Madsen

Cancellations from participants: Bertha P. Beck Mortensen; Sâmia Joca; Ina Maria Schiessl;

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 4. december 2024/Approval of minutes from the meeting 4th December 2024

by Head of Department

The minutes was approved.

3. Orientering om økonomien/Financial statement

by Head of Department and financial controller

The finance controller reviewed the accounts for 2024, including the budget, deviations, and final results. Initially, a total deficit of 10 million DKK was budgeted for the department. Due to the delayed move, along with several other minor deviations in the accounts compared to the budget, the department achieved a result of zero.

The committee discussed that the department had previously faced challenges with students postponing their exam dates. Measures have now been taken at the department to address this, which will impact the department's economy going forward.

The finance controller stated that it was possible to depreciate (in Danish afskrive) more than initially assumed, which also contributed to the department not ending 2024 with a deficit. Additionally, the department has been allowed to transfer a previously saved surplus, which will be used for moving expenses going forward.

Salary expenses ended up balancing despite the significant salary increases in 2024.

The committee asked if grant holders had experienced challenges in getting grants to cover the larger salary increases in 2024. The finance department has not been contacted regarding this.

— The finance controller showed the development in attracting external grants, which continues for the department from a previous maximum of 235 million DKK to now 267 million DKK. This results in additional overhead, which is good for the economy.

Head of Department added that the department is waiting to see what effect the new project supplement (DKK 250,000 per newly hired scientific staff) provided by the largest foundations will have on the department economy.

— Head of Department stated that the department's ongoing challenge this year and the following years is a significantly increased rent and reconstruction, and therefore it is good to have increased external grants, more overhead, and project supplements.

The committee discussed that it is unfortunate that the extra income seems to go to increased rent. If this were not the case, the department could discuss possible development. On the other hand, management and staff are satisfied with the very modern and updated buildings and laboratories.

Head of Department stated that moving expenses and other related expenses are continuously monitored. These are large but necessary expenses.

— The committee asked about the previously mentioned neuro-hub and whether there is still a prospect of it coming and whether Biomedicine getting a part of it. In this context, it has been discussed that the department may need to retain part of the Anatomy building.

Head of Department stated that work is still ongoing to complete the application and secure funds for a neuro-hub. Such a hub would have a significant economic impact on the department economy. For example, the newly launched Parkinson center has received support for renovations.

The finance controller concluded by stating that at the June meeting, the accounts for the first quarter of 2025 can be presented.

4. Instituttets flytninger/Relocations at the Department

by Kim Henningsen

Kim Henningsen informed that the relocation to Bartholin is now completed except for a few laboratories. Overall, the move went well, everyone seems to have contributed positively to packing, moving, and unpacking – there has been a good atmosphere.

Now that employees have settled into their new offices, laboratories, and spaces, several things are being requested, and everyone wants everything to function flawlessly immediately.

During the move, damage occurred to the floor in the basement of Bartholin when freezers were moved in, but otherwise, no damage or breakage was experienced.

Several employees have reported via Dalux that the awnings unfortunately do not work, and therefore there is a desire for other sun shading.

Head of Department acknowledged that it is very unfortunate that the awnings do not work, and that this now results in an expense for the department for curtains or other sun shading.

Kim indicated that a lesson learned is that one cannot over-communicate during a relocation – better too much than too little, to avoid many people asking about the same thing. Kim added that there are challenges with ventilation in Bartholin, especially if changes need to be made – this is due to the special intermediate floors, called engineering floors, where ventilation and other installations are located.

Kim informed that the next relocation will be into the Skou building, moving out of three buildings. Renovations of Skou have been initiated. The idea is that employees will move in stages. Employees from buildings 1233 and 1234 will move into the southern part of the Skou building, floors 2 and 3. Construction workers and the department are making an effort, using building plans, to only renovate if absolutely necessary. If renovations can be avoided by, for example, two groups swapping places, this will be attempted. Right now, the first new relocation into the Skou building is expected to take place in May/June.

The committee discussed that it would be nice to have an evaluation of the completed relocation and before the next relocation to Skou. The employees also expressed a wish for communication about the relocation to start soon, as it affects exams and possibly animal experiments.

The committee discussed that it would be helpful to announce where core facilities and special equipment can now be found, including whether double functions and equipment will be established in some areas for both Bartholin and Skou. Kim referred to contact the relocation coordinators if there is any doubt.

The committee asked what will happen to the animals in 1182. Head of Department stated that MBG will take over. Kim is aware that this needs to be coordinated with MBG.

Kim informed that before the next relocation, relevant people will be invited to a meeting to get as much as possible organized before the relocation, ensuring a good process.

The committee asked who will give access to the bacteria room going forward. The management stated that this is being figured out.

Head of Department stated that at some point, a relocation Workplace Assessment (WPA) must be conducted for all those who have relocated.

5. Optakt til de årlige lønforhandlinger/Prelude to the annual salary negotiations

by Head of Department and HR

Head of Department stated that yearly salary negotiations will begin on April 23 and are expected to be concluded by May 2, 2025. The AC organizations are negotiating together again this year. All negotiations will be carried out at the 31 March 2012 level – apart from one-off bonuses that will be at the current level. As a general rule, all supplements are pensionable. However, one-off bonuses are not pensionable.

HR added that 100 applications have been received this year.

The AC organizations have noted that there is a salary sum of up to 0.8% this year and asked if the management have considered whether and in addition to gender balance, there are specific focus areas regarding equal pay or groups that may have fallen behind.

Head of Department stated that the management team do not have extra criteria. Head of Department has only noted that it is up to 0.8% and will keep the department economy in mind.

6. Arbejdsmiljøstatistik for 2024/Occupational Health and Safety statistics 2024

by Head of Department

Head of Department reviewed the statistics. Department of Biomedicine generally appears to be slightly below the overall AU figures for both long-term and short-term sick leave. Work accidents continue to occur, although all are analyzed, and preventive measures are taken to avoid them. Regarding psychological counseling, the scheme is being used increasingly both at the department and at AU in general.

7. APV 2025/Workplace assessment 2025

by Head of Department

Head of Department informed that the response rate this time was 75%, which is slightly lower than the average for AU, which reached 78% this time. However, it is significantly higher than the 62% the department achieved last time. The reports and their content are now awaited so that the department can begin identifying what the results may call for. The WPA reports will be published on 7 April 2025. The follow-up group from the latest WPA continues. The WPA group consist of Birgitte Mønster Christensen, Ulla Vosegaard Als, Agnete Larsen, Bertha Beck Mortensen, Lasse Sommer Kristensen, Anne Lillevang and Thomas G. Jensen.

The Department will invite for breakfast based on the high participation in the WPA.

8. Opfølgning på årets MUS og kompetenceudviklingsindsats 2024/Follow-up on 2024 SDD process and competence development initiatives

by Head of Department

Head of Department stated that, as in previous years, there must be a report on competence development and allocated funds for this to HSU.

The committee discussed that HSU has requested a more detailed report regarding how much money is being used for competence development and which activities the funds are being spent on.

The committee discussed that for some groups, it can be difficult to see the opportunities for competence development, even though leaders and employees discuss it locally.

Head of Department acknowledged that the need is best identified locally. Initially, it is often considered that competence development should benefit AU and the department to strengthen the competencies within the department.

The committee pointed out that it can be seen more broadly than the specific field one is employed in. For example, IT skills are relevant for all groups of employees.

Previously, the Department offered training in specific laboratory methods.

Head og Department acknowledged that the department may consider this going forward.

Head of Department concluded by stating that it is expected that the department use mitHR for conducting next SDD/MUS, and that agreement forms are registered here and in accordance with GDPR.

The committee pointed out that it can be challenging to fill out the agreement form. HR promised to insert a link to the [SDD/MUS](#) webpage where you can find relevant videos and guides.

9. Forslag til en ny pris på Biomedicin/Suggestion for a New Award at Biomedicine

by Head of Department and Management Consultant

Jeannette Madsen presented the suggestion for a new award. Previously, the department had two awards – the colleague of the year award and a diversity award. There is now a new proposal to merge them into one award and give it a new name. The management team has discussed the suggestion and would like to support it. A discussion of the proposal, including suggestions for a new name, is desired.

The committee discussed that there can be many opinions about having an award. Some may feel unseen and unrecognized while a close colleague does. It was discussed whether there should be both a VIP and a TAP award, as they might be weighed differently. The committee discussed whether the criteria are too broad, whether there could be an award for each of the new buildings – the Skou building and Bartholin. The committee asked how many nominations were previously received for the two different awards. It was stated that there might have been an average of ten nominations, and that the department forum was involved in deciding who should receive the awards. The committee discussed that daily recognition might be more important for most employees. The committee suggested that there could be a greater emphasis on something that is not always strictly professional. There were also voices in the committee that spoke for maintaining one or more awards, seeing it as a strengthening of the community – something we have all contributed to in some way, and that it is simply recognized through one colleague. The committee agreed that the intention is good, but it can have a downside if one instead feels unrecognized.

Head of Department thanked for the input and concluded that there are several voices regarding whether the department should have an award at all. The management team will discuss again and decide whether there should be an award in the future, and what the name of the prize should be if so.

10. 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](#).

It was informed that at the latest FSU, the dean informed that FSU will be informed about the faculty's response to the AU strategy, including which inputs from the departments the response was based on, and what happens next.

Head of Department stated that there was only one response at the department. It was a very good response, so most of it was incorporated into the final response from the department.

At FSU, it is still discussed whether it is possible to create a description of the AC-tap employee group and research-supporting AC-tap.

Head of Department added that it can be significant for universities to be able to define these job categories so that they are not recorded as administrative employees from the Danish central administration, and because there is an overall political agenda to slim the public administration.

11. Eventuelt/AOB

by Head of Department

The committee discussed whether there will be a "canteen" in Bartholin – the Skou canteen is missed by those who have now relocated to Bartholin.

The committee asked if it is possible to get extra chairs for the common areas.

The management stated that regarding furniture, there is a desire to ensure that the furniture is uniform in the common areas, and therefore personal furniture should not be added to the common areas. Efforts are being made to create a few extra seating areas on plan 1 in the Bartholin building. At the same time, it was encouraged not to use the common areas as workspaces around lunchtime.

Regarding the "canteen" in Bartholin discussions are still ongoing, particularly about how food can be transported from Skou.