

Meeting the 12th June 2025 at 12:00-14:00

Local Liaison Committee Meeting (LSU)

Department of Biomedicine

Meeting room: 1115-151B

Participants: Thomas G. Jensen; Thomas Juhl Corydon; Sâmia Joca; Sune Jonathan Keidser-Nilsson; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack;

Observer: Hanne Bjerregaard Møller;

Guests: Financial controller Kenneth Brodersen Kronow; Birgitte Mønster Christensen; Jeannette Madsen

Cancellations from participants: Ina Maria Schiessl; Bertha P. Beck Mortensen; Morten Schallburg Nielsen; Rikke Nielsen; Jani Kær; Mie Wolff Kristensen;

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 19. marts 2025/Approval of minutes from the meeting 19th March 2025

by Head of Department

The minutes was approved.

3. Orientering om økonomien/Financial statement

by Head of Department and financial controller

The financial controller informed that the result for ØR1 has shifted from an expected deficit of DKK 4 million to a deficit of DKK 13 million, mainly due to delayed relocation costs for the Bartholin and Skou buildings and provisions for holiday pay. The delay in moving into Bartholin from 2024 to 2025 caused a DKK 9 million deviation.

There are some positive contributions: extra income from Molecular Medicine, Campus 2.0, and Distinguished Investigator, as well as savings on salaries due to lower-than-expected parental leave and holiday payouts. Bench fees and external funding including overhead have also increased.

However, operating expenses are DKK 18 million higher than expected, partly due to previously unallocated savings. Rent costs will rise significantly with the move to Bartholin (approx. from DKK 50 million to DKK 75 million per year).

Despite entering 2025 with a plus, the year is expected to end with a deficit. Future years are expected to be more stable. External funding continues to grow. The

four-year budget will be presented in September. There is still uncertainty around STÅ (student FTEs), which are fluctuating.

Head of Department concluded that, as expected, 2025 is a challenging year economically. After 2025, the Department expects more economic stability.

4. Status og evaluering af de årlige lønforhandlinger 2025/Status and evaluation of the annual salary negotiations 2025

by Head of Department and HR

Head of Department informed that the annual salary negotiations have been completed and provided a brief status. In addition, a brief evaluation of the process for the annual salary negotiation 2025 is required. Head of Department thanked everyone for the constructive and positive dialogue during the negotiations, despite the cautious approach this year.

The committee discussed that there are still questions regarding the calculation of 0.8% and a wish for clarity on how much has actually been allocated at the Department and a question of whether less than 0.8% has been used.

Head of Department informed that due to the Department's particular financial situation in 2025, Head of Department has been cautious and stayed within the frame of up to the 0.8% threshold this year.

The committee asked for the total figures for the Department.

The committee discussed that there are some differences in how Departments communicate about the result of the annual pay negotiations - there is a wish for better alignment across Departments at Health.

5. Kriterier for de årlige lønforhandlinger 2026/Criteria for the annual salary negotiations 2026

by Head of Department and HR

Head of Department informed that LSU has previously approved a local criterion used in the annual pay negotiations. LSU discussed whether the local criteria should also be applied in connection with salary negotiations in 2026, or whether a new one should be formulated.

The committee discussed that there is still a wish that "retention" remains as a focus – it is included in the criteria today but requires special approval from the Dean, as outlined in the Health salary catalogue.

The committee agreed that the employee representatives come up with a proposal for a new criterion that includes experience instead of retention.

Head of Department informed that he held meetings with a few individual employees who were dissatisfied with rejections. Head of Department explains the negotiation system and provides a more detailed explanation.

6. Medarbejderudviklingssamtaler (MUS 2025)/Annual staff development dialogue (SDD) 2025

by Head of Department

Head of Department presented the draft for this years SDD-email from Head of Department. The committee must discuss whether there is a need for special local themes as well as questions that are generally to be asked and discussed at the annual staff development dialogue (MUS/SDD) review in addition to the questions already stated in the dialogue form.

In addition, it must be stated that short follow-up interviews may be held during the spring, where agreements entered into a SDD/MUS 2025 will be reviewed. If relevant, these must be completed as soon as possible, so that the new SDD/MUS 2026 process can be initiated after the summer holidays.

Head of Department stated that there are two main issues he wants to address this year. 1) All managers and employees should use mitHR for SDD – it is GDPR compliant and will also support 1:1- and career development conversations. 2) In addition, a teaching portfolio must be uploaded in mitHR – this will also be mandatory for all academic staff in 2025. It is a requirement.

The committee discussed whether the department would support allocating time for each employee to complete their portfolio.

The management team will discuss how this can be facilitated.

Head of Department concluded that the committee had no further comments on the proposed draft of the SDD-email.

Please find further information about SDD and dialogue guides [here](#).

For further information about the prevention and handling of stress please see the page in [English](#) and [Danish](#).

7. Information om aktuelle forhold i organisationen/Information on the current situation within the organization

by Head of Department

Department Day

Head of Department reminded of the Department Day on Friday, June 20. There are various activities throughout the day. Head of Department reviewed the program. The program is partly based on the results of the research evaluation.

The day will end with the award ceremony - more than 30 nominations have been received.

Relocation

Head of Department informed that the relocation to Bartholin is almost finalized - it has been a major project. Many have settled in, while many are still in the process of getting settled. Overall, things went well, but naturally, there have been mistakes and inefficiencies that we can learn from. The move into the Skou building is ongoing.

Deputy Head of Department added that most groups in Bartholin were up and running within 1–2 weeks, and the process was experienced as very smooth - perhaps because most people had been through it before.

The committee asked and reminded of the question about the possibility of canteen facilities in the Bartholin building.

The committee reminded that there is no kitchen on the first floor, so people are using the second floor, which is not ideal due to the increased number of users. Currently, the first floor is reserved for potential future “canteen use.”

If the kitchen remains in Skou, it might be worth considering other activities in Bartholin that encourage movement between the two buildings.

Head of Department informed that the management group is still discussing the possibilities regarding “canteen”. The management team think there should be something, but expectations should not be that it will match the facilities in Skou.

Several from the committee expressed that the relocation is experienced as a well-coordinated process - it worked well. Employees are getting to know new colleagues.

The committee discussed that storage space has not yet been finally decided for Bartholin. It may be that storage in Skou will be reduced as a result.

Head of Department concluded that hopefully, we will be fully settled both in Bartholin and Skou over the summer.

Department forum

Head of Department informed that a new Departmental forum is being established, consisting of people from each of the 13 units (floors/wings), plus representation from additional units like the animal facility. The first meeting is expected after the summer. Forum members will hopefully serve as key links between their units, management and the broader community.

The committee discussed and emphasized the importance of clarity regarding the role and influence of forum members.

Head of Department informed that a centrally developed annual cycle outlines forum tasks - covering both local and academic matters. The forum will serve as an advisory board. The department is large and should allow for diversity, initiatives, and passionate contributors.

The committee asked whether all employee groups will be represented, including PhD students.

Head of Department informed that he has 11 future members of the forum – so far, a good mix of employee representation – Head of Department will consider how to include a PhD representative.

The committee expressed surprise regarding the process, including whether it was intended to be democratic. Some employees feel underrepresented. The committee suggested creating guidelines for the election process for a uniform and consistent process.

Head of Department took note of this and added that he would prefer a dynamic forum, where members do not serve for many years.

Research Center within Biological psychiatry

Head of Department informed that the Department is still working on an application for the center. An updated application will be sent after summer. So, nothing has been decided yet. If the Center will be established it may accommodate 70–80 people who will be part of the department, but also function somewhat independently, with a separate director for the center.

The current situation within the organization

Head of Department informed that tasks generally evolve over time. When a task ceases to exist, employment may also come to an end. This situation sometimes arises and then the department must terminate employment due to lack of tasks (opgavebortfald). The department will of course investigate other possibilities to avoid termination of employment.

The committee raised the question of whether more detailed job postings are needed, specifying tasks and responsibilities and since it is the task that must be discontinued (bortfalde).

Head of Department acknowledged that and added if a center will be established it could be that only permanent employment is offered even if funding is only secured for a period.

8. Arbejdspladsvurdering (APV) 2025/Workplace assessment (WPA) 2025

by Head of Department and Leader of the Occupational Health and Safety Groups

Head of Department informed that the department had a high response rate, with 389 responses this time – Head of Department thanked for that. The overall work environment is good, with some areas showing improvement compared to last time. However, there are also areas that require attention since

- 17% have witnessed offensive behavior
- 15% have personally experienced harsh language
- 8% have experienced sexism
- 7% have felt discriminated

These figures are high - too high, higher than last time and higher than in other parts of Aarhus University.

The occupational Health and Safety Committee (LAMU) has discussed the WPA-result. A dialogue meeting will be held in August – for all employees at Department of Biomedicine - to explore some of these issues in more depth, particularly offensive behavior, well-being, and community. Following the dialogue meeting, input will be brought back to the follow-up group and LAMU to prepare action plans and prioritize initiatives.

Head of Department added that we are working on strengthening local communities through relocations. This is a time of transition, and it may take time to build new communities.

The committee discussed when everything is new, how do we ensure that those who witness or experience something speak up. It was also discussed why the numbers are so high in Biomedicine, can we say anything about that.

Leader of the Occupational Health and Safety Groups informed there is a notable amount related to ethnicity, which may reflect issues around nationality. The department has also received significantly more responses this time.

A relocation-WPA will be prepared once all are more settled - likely toward the end of the year. The department can decide the format of the relocation-WPA ourselves, and this will be discussed in LAMU. It will cover both the relocation process and the final outcome.

At FAMU, topics such as future prospects/career development and offensive behavior were also discussed.

LAMU envision evaluating the initiatives already launched - are they working, for example, career development dialogues. There should be a focus on both academic and technical/administrative staff

Leader of the Occupational Health and Safety Groups encouraged to send input on these areas in the WPA follow-up group and LAMU. Please feel free to contact Agnete Larsen or Birgitte Mønster Christensen with any suggestions.

You can find the WPA report 2025 [here](#).

9. 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](#).

The new AU strategy and Campus 2.0 are central topics at Aarhus University at the moment. The AU strategy was subject to consultation, and some changes were made in the final version of the strategy.

10. Eventuelt/AOB

by Head of Department

Next meeting (17th September 2025)

- Evaluation of Department Day