

## Department of Biomedicine

**Meeting:** December 10, 2025, at 12:00-14:00

**Meeting room:** 1115-151B

**Local Liaison Committee Meeting (LSU)**

**Participants:** Thomas G. Jensen; Morten Schallburg Nielsen; Thomas Corydon; Ina Maria Schiessl; Sâmia Joca; Bertha P. Beck Mortensen; Ulla Vosegaard Als; Agnete Larsen; Gitte Fynbo Biller; Vivien Schack; Sune Jonathan Keidser-Nilsson; Bettina Winther Grunsen; Bjarke Brix;

**Cancellations from participants:** Rikke Nielsen; Jani Kær; Paw Vinther; Esben Thorup Boel; Hanne Bjerregaard Møller; Mie Wolff Kristensen;

**Guests:** Kenneth Brodersen Kronow;

**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/Approval of Minutes

*by Head of Department*

The minutes was approved.

### 3. Orientering om økonomi/The financial statement

*For information and discussion by Head of Department and financial controller*

Financial controller gave status and outlook: ØR3-2025 shows a projected deficit of DKK -12 million compared to the previous estimate of -4 million. The reasons are postponed relocation costs (DKK 7 million), holiday pay obligations (DKK 2 million), and rising fixed costs. Expected result for 2025 is DKK -3 million. The goal is to achieve a surplus of DKK 5 million (1% of turnover) by 2029.

Key variances and adjustments: Positive factors include additional student activity (STÅ), CAMPUS 2.0 funding (DKK 700,000), Distinguished Innovator, faculty contributions to CORE facilities, and surplus from payroll reconciliation project. Negative factors include increased rent (+DKK 1 million), operating costs (+DKK 20 million due to overhead, salaries, and postponed relocation expenses). Bench fees will be phased out and replaced by project supplements, which are more favorable for the department, especially for PhD and postdoc positions.

Budget 2026–2029: Expected positive development of DKK 8 million. Challenges include 12% contribution to central administration (approx. DKK 3.4 million), rising rent, and electricity tax impact in 2026. Salary expenses will decrease as not all positions are refilled. External funding continues to grow (from DKK 116 million in 2016 to DKK 300 million now), though future growth is uncertain. A bill of DKK 5 million in 2026 will be phased out during the budget period. All grants over DKK 1 million must be approved by Head of Department to ensure overhead and project supplements.

Questions and remarks: Holiday pay provisions are the responsibility of each department, not the faculty. Limited flexibility due to salary and operating costs, plus the requirement for a 1% reserve. Relocation costs remain an uncertainty.

#### **4. Laborant praktikant (elev)/Laboratory Intern (Apprentice)**

*For discussion by Head of Department and Deputy Chair*

Head of Department informed that staff representatives requested a discussion on the possibility of hiring a laboratory intern. The department is currently facing financial constraints but wishes to hear the committee's position.

It was discussed whether the department can afford to hire laboratory interns. The internship costs approximately DKK 350,000 in salary, but from 2027 the duration will be reduced from 12 to 11 months, thus also the costs. Several participants emphasized that internships help secure qualified candidates and contribute to education, noting that many current employees were once interns. There is demand for lab technicians with a university background, as they have better insight into the roles. However, the financial situation is tight, and the department currently lacks funds for this. Suggestions were made for research groups to co-finance salaries, but concerns were raised about obligations and practical challenges.

The employee representatives indicated that the Department should prioritize hiring of laboratory intern/s.

Head of Department thanked for a constructive discussion and concluded that he acknowledges the university and the department's obligation to provide education, including the non-academic education. With the current deficit in 2025 and a smaller deficit in 2026, it is not feasible now. The topic will be revisited in six months.

#### **5. APV, fysisk og psykisk - status/ Workplace Assessment (WPA), physical and psychological - status**

*For information and discussion by Head of Department*

Head of Department informed that the APV follow-up group has reviewed the results. Most employees are thriving, but there are challenges related to experiences of harassment and disrespectful tone. The group proposed three initiatives:

- Displaying the Health and Safety representatives and union representatives on info screens.
- Posters emphasizing that we aim to be a good workplace and indicating where to report concerns.
- Unit-level meetings on workplace conduct, environment, and respectful communication, planned for 2026/2027, with the possibility of external facilitators to provide a broader perspective.

Diversity was highlighted, including generational differences and varying tolerance for what is considered acceptable behavior.

It was emphasized that the initiatives are few and focused to ensure successful implementation. Working groups are open for participation, and the Department Forum will be involved. The purpose is to improve psychological safety and ensure employees have someone to turn to.

#### **6. Valg/udpegning af medlemmer og suppleanter til LSU/ Election/appointment of members and substitutes to LSU**

*For information by Head of Department and HR*

HR informed that a process for the election of employee representatives and their substitutes to

the Local Liaison Committee (LSU) must be initiated as soon as possible, as the new LSU term runs from March 1, 2026 to February 29, 2028.

Management representatives are appointed by Head of Department and will serve for the same period. The formal constitution will take place at a LSU-meeting in 2026.

The deputy chair will take initiative to meet with employee representatives, agree on the constitution, and communicate it before April 1, 2026.

## **7. Mødedatoer 2026/Meeting dates 2026**

*For information by Head of Department*

The following meeting dates have been reserved in Head of Department's calendar:

March 19, 2026

June 9, 2026

September 24, 2026, and

December 8, 2026

## **8. Evaluering af LSU årshjulet for 2025 og beslutning om årshjul for 2026/ Evaluation of the Annual Work Plan 2025 and decision of the Annual Work Plan 2026**

*For discussion and decision by Head of Department*

Head of Department reviewed proposed themes for upcoming meetings, based on the same structure as in 2025. It was agreed that additional topics can be included. A suggestion was made to discuss a potential new research center, including timing (before, during, or after its establishment) and its impact on the department. If the center comes it is expected to have significant impact and will be a cross-faculty collaboration, with reference to Department of Biomedicine and inspired by the DANDRITE model. A director position has been advertised, and the task will be to define the center in more detail. Multiple locations may be involved.

The committee suggested to use DANDRITE experiences as a source of inspiration.

Another theme could be a new education which may be introduced in the future.

Head of Department concluded that a new annual work plan for 2026 was approved.

Head of Department acknowledged that the committee would benefit from discussing themes at an early stage to stay ahead of upcoming changes.

## **9. Evaluering af LSU's arbejde/Evaluation of LSU's work**

*For discussion by Head of Department*

Head of Department informed that in accordance with the [Cirkulære om aftale om samarbejde og samarbejdsudvalg i staten](#), the Liaison Committee must regularly evaluate its work with a view to ensuring that the collaboration is qualified and targeted. As we are now at the end of an LSU period, it is seen as a good time to evaluate LSU's work.

The committee discussed that LSU is perceived as open and safe, and that there is always an opportunity to add items to the agenda. Research evaluation was highlighted as a valuable topic for this forum. Discussions were seen as contributing to involvement and ownership. Some employees expressed uncertainty about which topics belong here and mentioned a lack of sufficient involvement during parts of the relocation process. The management representatives acknowledged that involvement could have been better but emphasized the need to make decisions under time

constraints.

The committee agreed that proposals can always be submitted and see a willingness to find better solutions going forward.

## **10. Årlige lønforhandling 2026/Annual salary negotiations**

*For information by Head of Department and HR*

Head of Department informed that in the period 3 February 2026-26 February 2026, 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 7<sup>th</sup> and 13<sup>th</sup> May 2026. Union representatives involved in the negotiations – please take note of the dates.

The employee representatives reported that at the HSU meeting, the financial situation was presented as excellent, and staff representatives questioned why the percentage for local salary negotiations is expected to be lower than last year (0.8%). No clear explanation has been provided from the top management team.

HSU also discussed that the funds are expected to be allocated, and staff representatives requested reporting on how they are used.

Head of Department noted that financial conditions can differ across areas.

The local union representatives requested a more detailed explanation of how the funds are calculated, as there have been disagreements regarding the allocation for the respective negotiating organisations.

Head of Department thanked for the discussion and informed that alle relevant parties will be booked once we get closer to the negotiations.

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

*For information*

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](#).

Deputy chair reported that influenza vaccines were discussed at the recent HSU meeting, resulting in three proposals. The staff side recommended that AU should offer vaccinations. A final decision is pending, as the top management team did not reach agreement.

The financial implications were not discussed.

LSU was asked for its position. Several members expressed that such an offer would be positive, mainly to avoid scheduling in private time and potentially reduce sick leave.

Additionally, the salary catalogue was mentioned – the updated version is close to being finalized.

Research-related technical/administrative staff (TAP) have not yet been included, but work is ongoing at AU level to define this.

The AC-TAP definition will distinguish administrative from research-related tasks, and there is a possibility to integrate this into the job structure. Completion is expected during spring.

#### **12. AOB/eventuelt**

Head of Department informed that all associated professors, tenure track assistant professors and group leaders are invited for GRUS/GDD (Group development dialogue). The final program will be sent shortly.