



Minutes

Work environment committee, central management level

2024-12-09

Time: 14:15-15:15

Location: Board room, Entréhuset

Attendees:

Anna-Karin Andershed, Deputy Vice-Chancellor
Louise Pålsson, University Director
Susanne Strand, Dean HS
Karin Hedström, Dean ENT
Mia von Euler, Dean MH
Katarina Åkerling Lindholm, Head of HR
Lena Hallemark, HR Strategist, work environment
Cecilia Lagerström, Laboratory Health and Safety Officer
Anders Nordquist, Principal Health and Safety Representative
Malin Saverman, Saco-S
Emina Mujkanovic, ST
Elisabeth Andersson, Seko
Emanuel Blom, Student Health and Safety Representative
Jessica Waleryd, Head of Student Services
Erik Nilsson, Chief Security Officer
Hedvig Ericsson, HR Administrator, secretary

Absent:

Johan Schnürer, Vice-Chancellor
Elin Weiss, Advisor, Equal Rights and Gender Equality

1. Introduction and attendance

Katarina Åkerling Lindholm informs the committee that Lena Hallemark replaces the previous HR strategist for work environment issues and that in the spring 2024, HR have begun implementing the new work environment committee organisation.

The purpose of today's meeting is to get an overview of the status of work environment matters at the university and how the work will be handled going forward.

2. Presentation of the work environment committee organisation at ORU

Lena Hallemark presents the new setup for the work environment committees. A diagram of the meeting structure at the various management levels in the organisation is shown. See annex 1.

The principal health and safety representative Anders Nordmark raises a concern about the organisation. He is hesitant to the fact that the work environment committee at the central management level does not have more than one meeting but is positive to testing the new organisation going forward.

3. What is new within work environment management

Lena Hallemark accounts for the work that has been carried out at the Swedish Work Environment Authority in creating a new statute framework with the aim of simplifying and digitalising procedures. The Swedish Work Environment Authority has revised and reorganised sections currently in force from 67 statutes and general recommendations into 15 new statutes. The main principle has been not to lower the level of protection, and not to raise the requirement level. More information can be found on the Swedish Work Environment Authority's homepage.

4. Statistics follow-up

Lena Hallemark presents statistics for 2024.

In total, 10 occupational injuries and 20 incidents were reported in 2024.

Within the occupational health services for the university, remedial support makes up a large slice of their services. We should work to shift the focus to promotion and prevention instead.

Sick leave levels are generally low at the university, however, they are higher within professional services than within schools.

Staff Support Services registered 71 cases in 2024 and we would like to see that more people make use of the support on offer in the coming year. Staff Support Services are offered via Falck and is a free-of-charge, confidential counselling service within three specialist fields, offered to employees and any family members over 18. The service may be used up to three times per year within each specialist field.

See annex 1 and 2.

5. Description of work environment efforts at faculty and department levels

Mia von Euler reports that the MH faculty has used the employee survey as a starting point, gearing special measures towards the divisions that displayed the lowest scores in the survey. A management committee consisting of heads of division and HR officers have been involved in these efforts.

Susanne Strand reports that the HS faculty has had a strong focus on working with the heads of division and reducing their workload to enable them to take a more active role as a manager. Together with Falck and HR officers, HS has also worked with divisions that according to the employee survey results had challenges to overcome.

Karin Hedström reports that the ENT faculty has made changes in divisions where there have been work environment issues. During the year, there has also been a great focus on the

recruitment of heads of school and how the work of heads of school can contribute to a good work environment.

Louise Pålsson says that it is difficult to describe the work environment efforts in general for all departments and offices. At some departments/offices, there have been more serious incidents that stand out and one incident is still ongoing. Louise Pålsson also says that a new network for unit managers has been created enabling managers to meet and support each other.

6. Status reports on work environment matters at ORU

Chief Security Officer Erik Nilsson reports that work is underway to facilitate more efficient management of safety inspections of common areas and classrooms. Moreover, Erik reports that drug searches will take place 6 times per year on university premises and that a new training course on threats and violence has been created. He also gives an account of incidents occurring during the year and what measures may need to be taken to improve safety and security in the coming year.

Jessica Waleryd reports on Student Health Services' counselling operations and presents statistics on the appointments made during 2024. See annex 3.

Cecilia Lagerström reports on an online training course on laboratory safety which is available to staff and students at the School of Science and Technology. So far, 230 students have taken the course, and the feedback has been all positive. Implementation of the course will continue during 2025/2026, and the idea is that students and staff from other schools with laboratory operations will also take the course.

Anders Nordquist reports that on the whole, the physical work environment at the university is good, but that improvements are required in the organisational and social work environment. Anders will contribute to the work environment training course in the spring 2025 and talk about the health and safety representative role. Anders mentions that the organisation Prevent has a leaflet on health and safety committees and recommends everyone read it. See the leaflet in Annex 4.

The trade union organisation representatives Malin Saverman and Emina Mujkanovic are in agreement that there are many reports from employees who have recently arrived in Sweden, highlighting the need for more support for these individuals. Malin also reports that special measures have been taken in divisions/units where the employee survey has indicated that employees are unhappy with the leadership.

Emanuel Blom from the Student Union reports that the ventilation at the School of Music, which had been a problem in 2023, improved in 2024. Students are, however, unhappy with the ventilation in general at the university, where group rooms tend to get stuffy. There is also a request for more study spaces as it can be difficult to fit many people into a room. The premises in Grythyttan are cold according to the students, and students indicate that the environment there does not feel very safe at present.

The demonstrations linked to the conflict in Palestine have affected the students a lot in the past year, but the actions taken were considered positive.

The Student Union has signed 14 agreements with student associations and clubs which enables students to get involved, feel included and get a sense of belonging.

As a final point, Emanuel Blom reports that a survey on safety and security in the town centre has been launched, as students have reported feeling unsafe in the town centre.



7. Other business
No other business.

Taking the minutes

I certify that these minutes are a true and accurate record:

Hedvig Ericsson
HR Administrator

Katarina Åkerling Lindholm
Head of HR

Anders Nordquist
Principal Health and Safety Representative