

Agenda

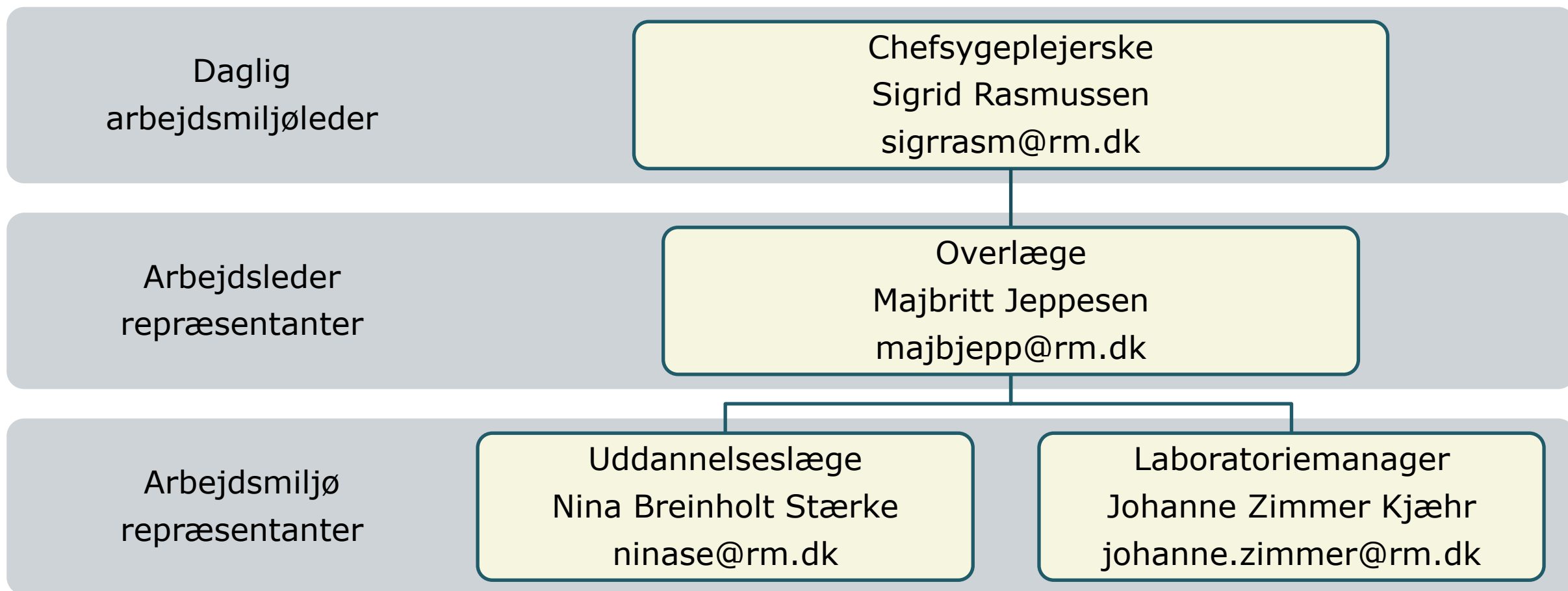
Introduction of the new occupational safety and health representative team in the research unit

Presentation of the results from the recently conducted work health questionnaire

Dialogue about future initiatives

Occupational safety and health representative team

Joint team for researchers and medical doctors in Dept. of Infectious Diseases



AUH intranet

Vælg intranet



Søg

Genveje

Min
Side

Arbejds miljøorganisationen



APV og TULE



Arbejds miljøstrategi for AUH

Oversigt
Arbejds miljøorganisation+ Nyt om
Arbejds miljø

+ Ansøgningsskema

+ E-læring

+ Arbejds miljøuddannelsen

+ Arbejds miljørelaterede
kurser

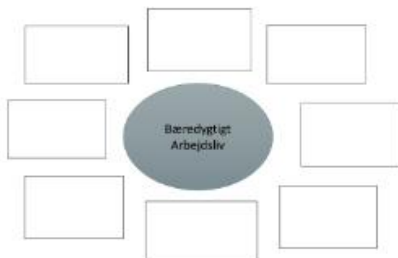
Videobibliotek

Videobibliotek - Arbejds miljø

Sikkerhedskultur



Bæredygtigt Arbejdsliv



Sundhedsmiljø

Fysisk
arbejds miljøPsykisk
arbejds miljø

Arbejdsskader



<https://auh.intranet.rm.dk/personale/arbejdsmiljo/>

<https://auh.intranet.rm.dk/personale/arbejdsmiljo/-arbejdsmiljoorganisation/>

<https://auh.intranet.rm.dk/personale/arbejdsmiljo/-arbejdsmiljoorganisation/arbejdsmiljogruppens-opgaver/>

<https://auh.intranet.rm.dk/personale/arbejdsmiljo/psykisk-arbejdsmiljo/>

Arbejdsmiljøsystemet (AMS)

Brug arbejdsmiljøsystemets eget ikon i Citrix for at logge på AMS. Brug IKKE Google Chrome, da det kan give fejl.

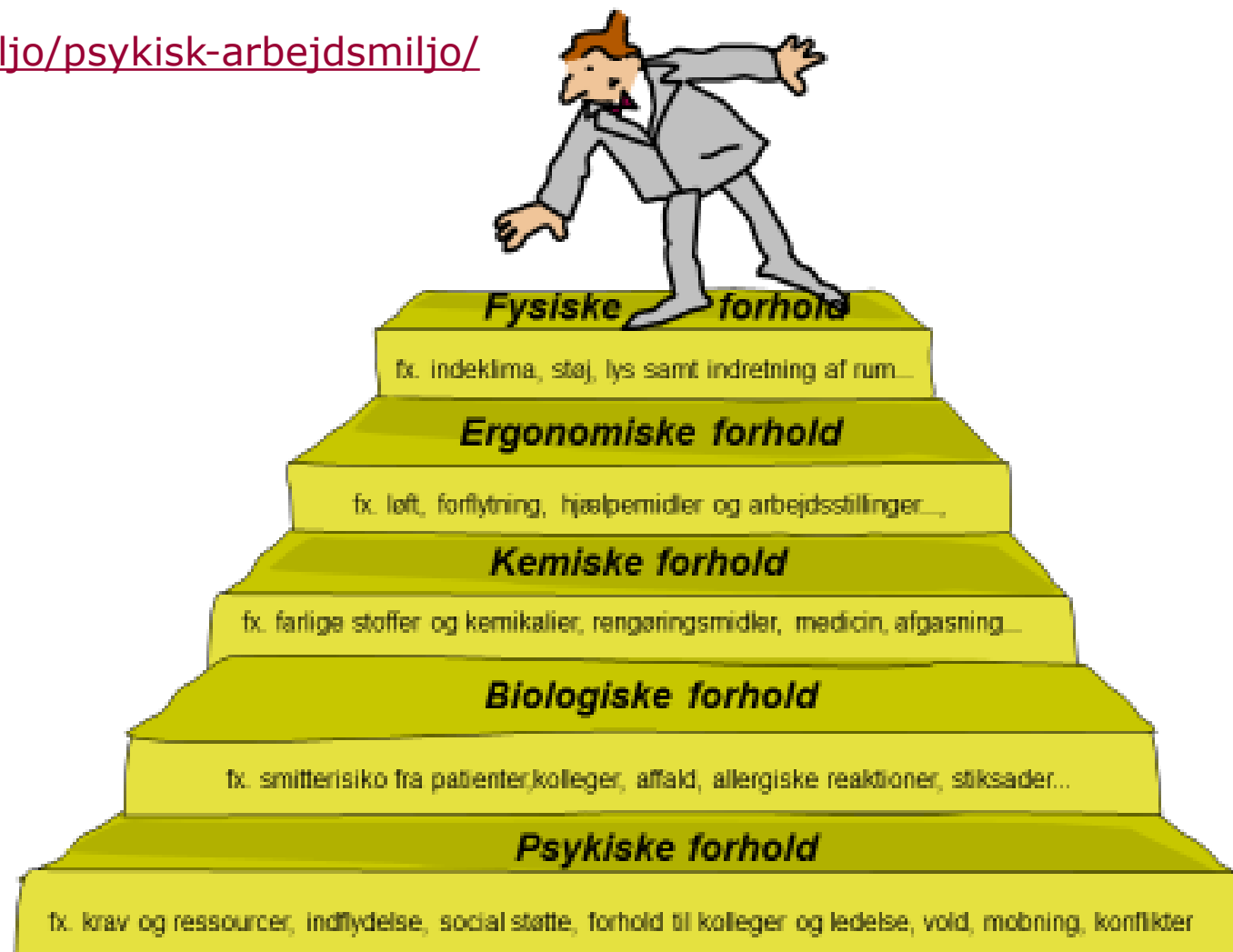


Log ind i AMS

Anvend det samme brugerID og password, som når du logger på regionens systemer (dit regionsID og dertilhørende password).

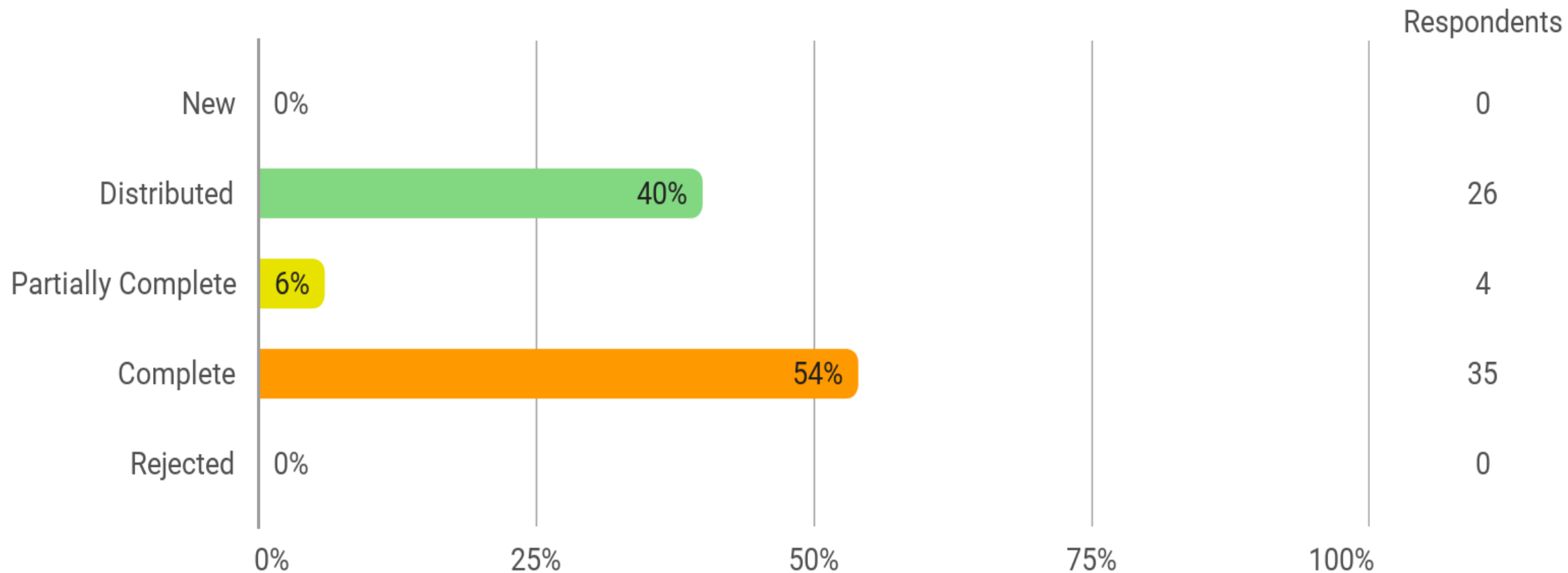
I AMS kan du som medarbejder bl.a.:

- > Se din arbejdsmiljøgruppes APV handlingsplan
- > Oprette APV-sag
- > Oprette VTC-sag

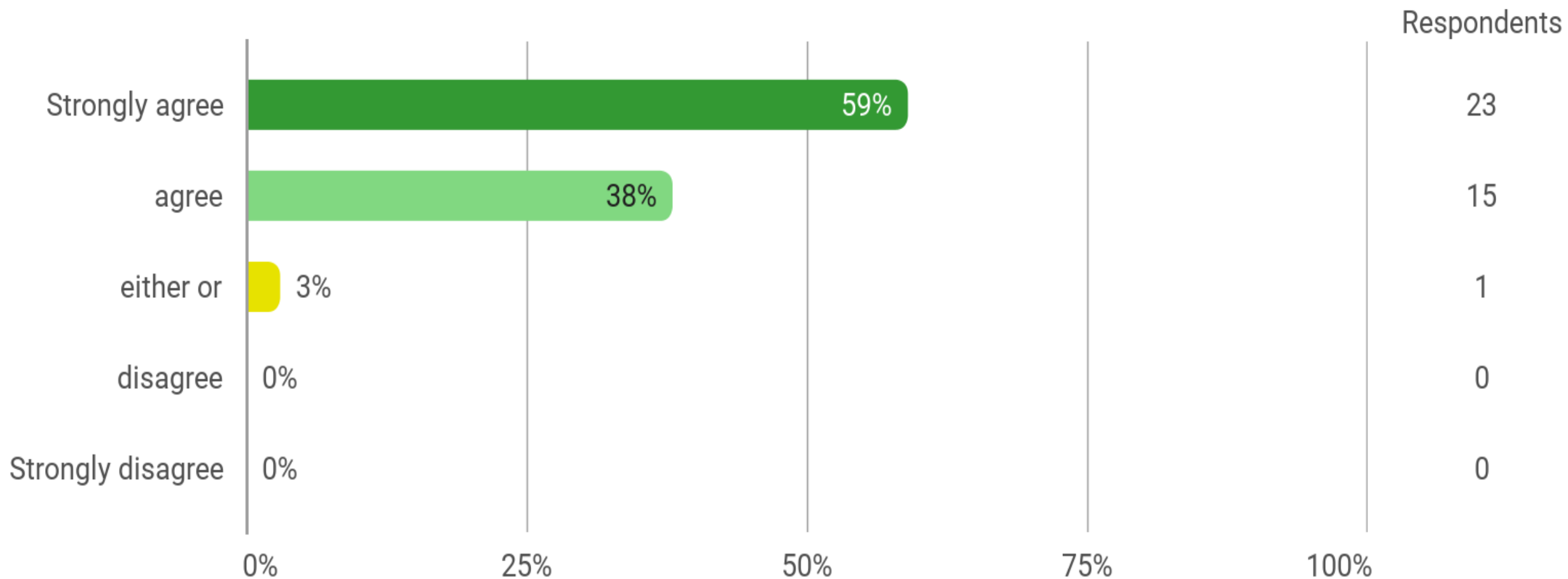


Results from the work health questionnaire

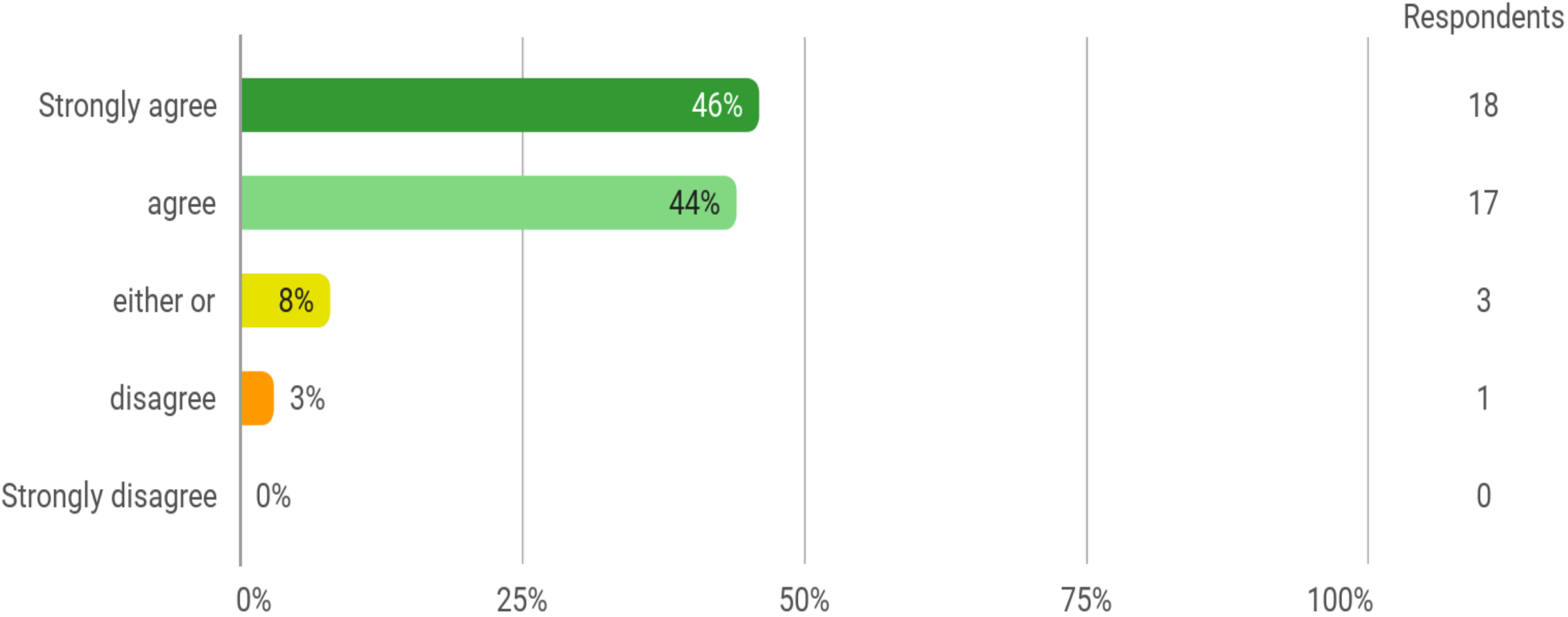
4/5 from the relevant active research group responded



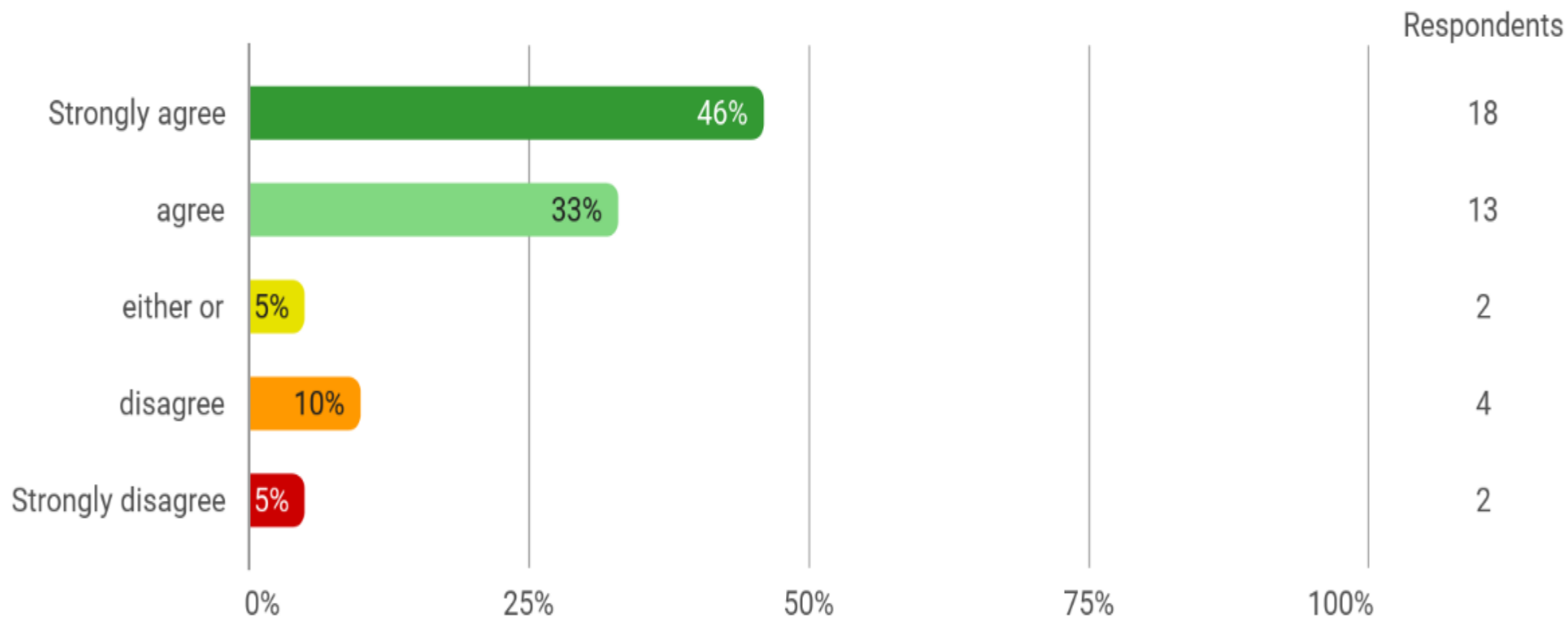
I am part of one or more meaningful professional communities in the department



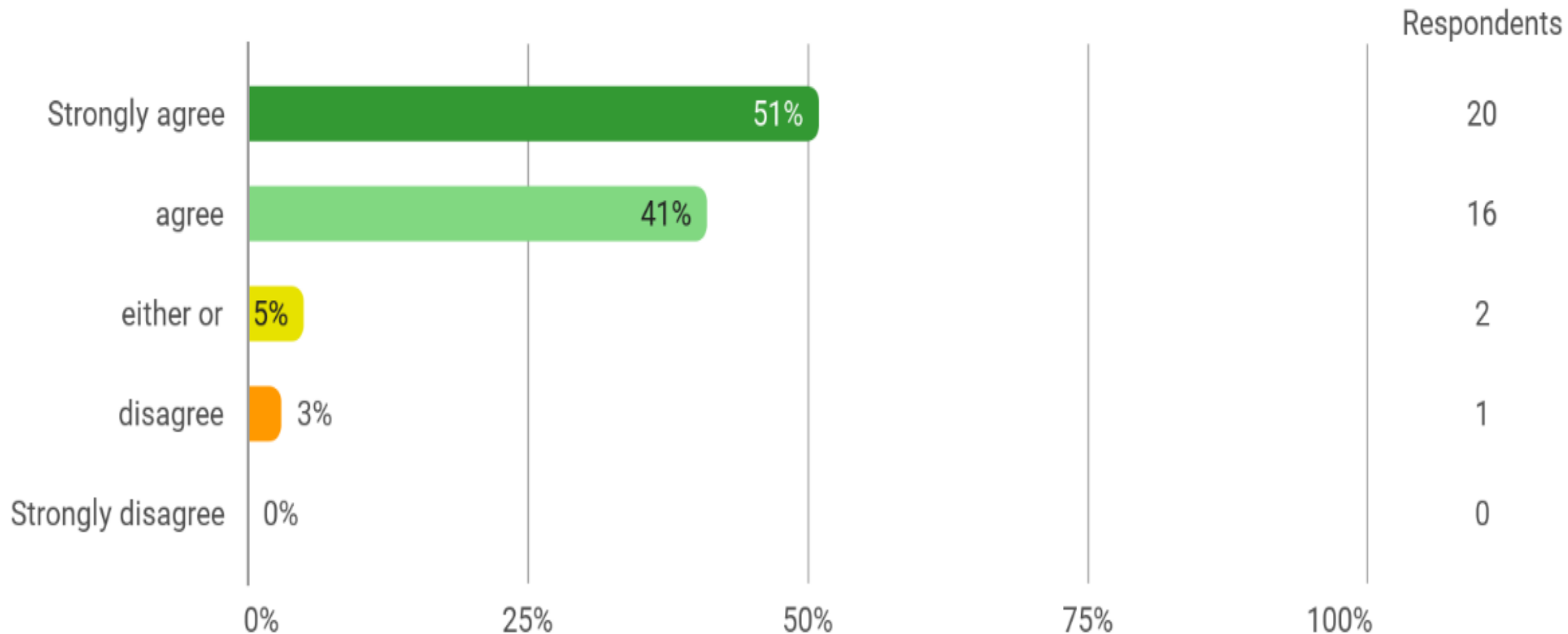
I experience constructive energy and motivation in my work



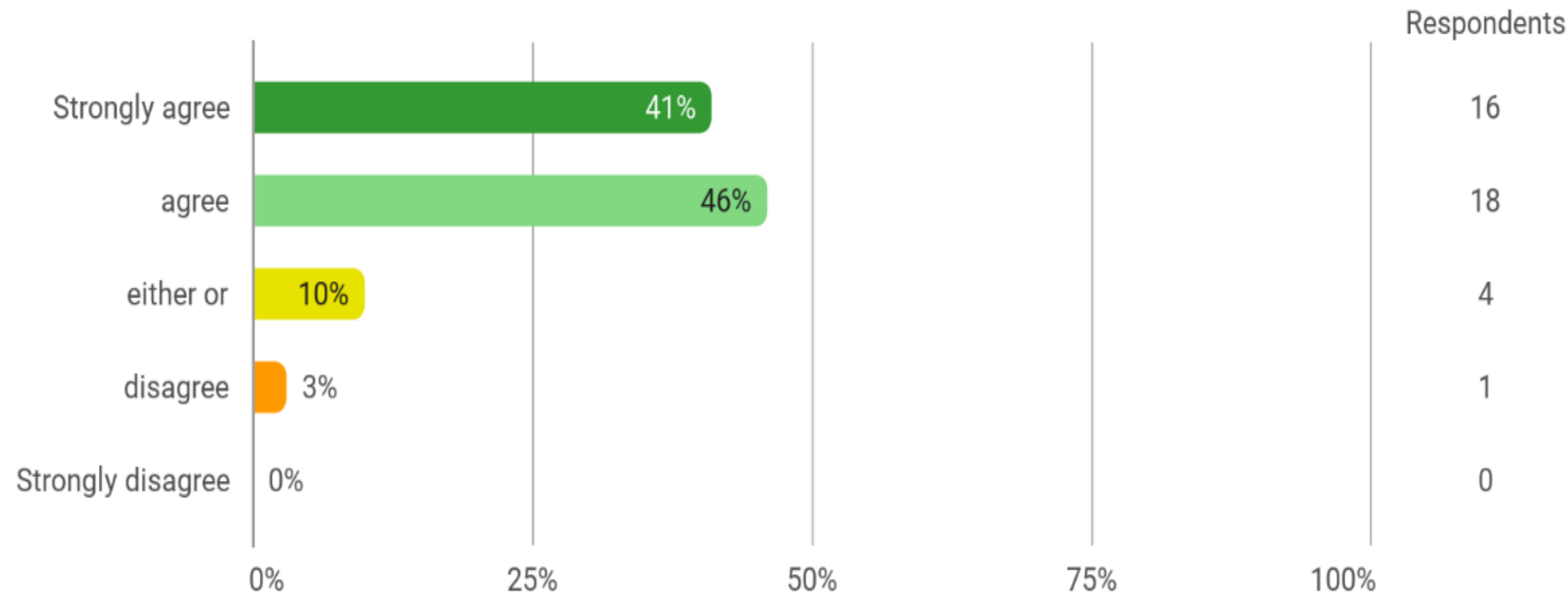
I am satisfied with the psychological work environment



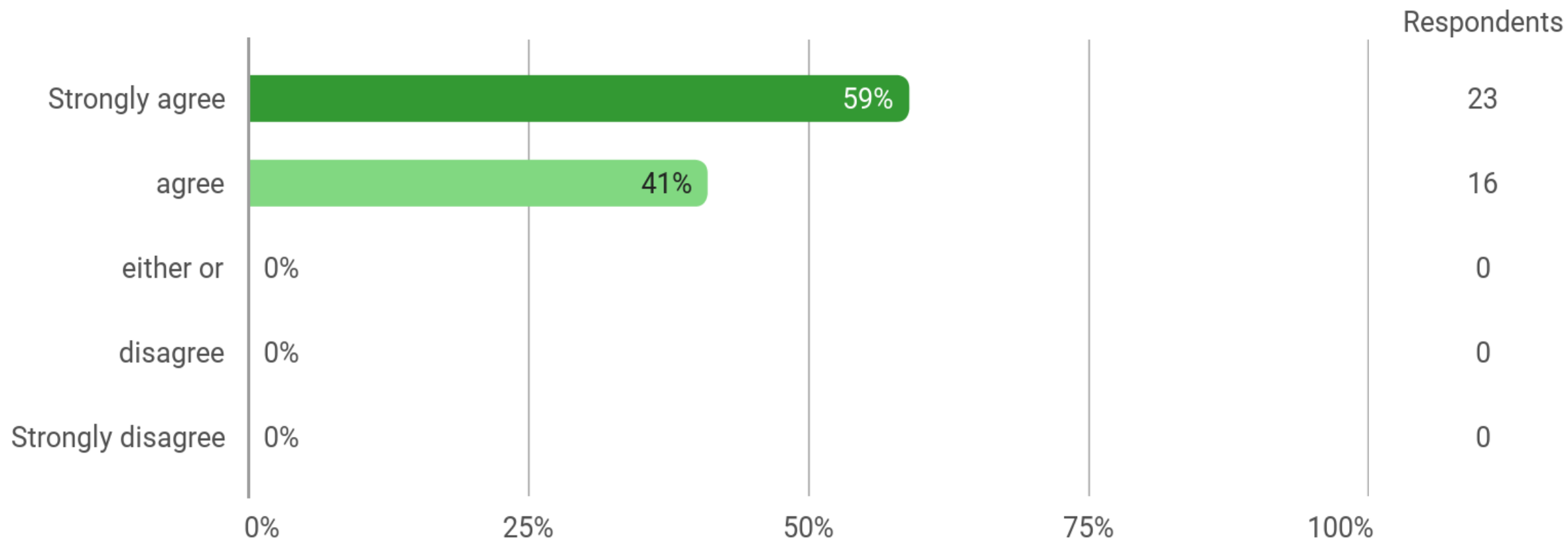
My colleagues and I generally trust each other



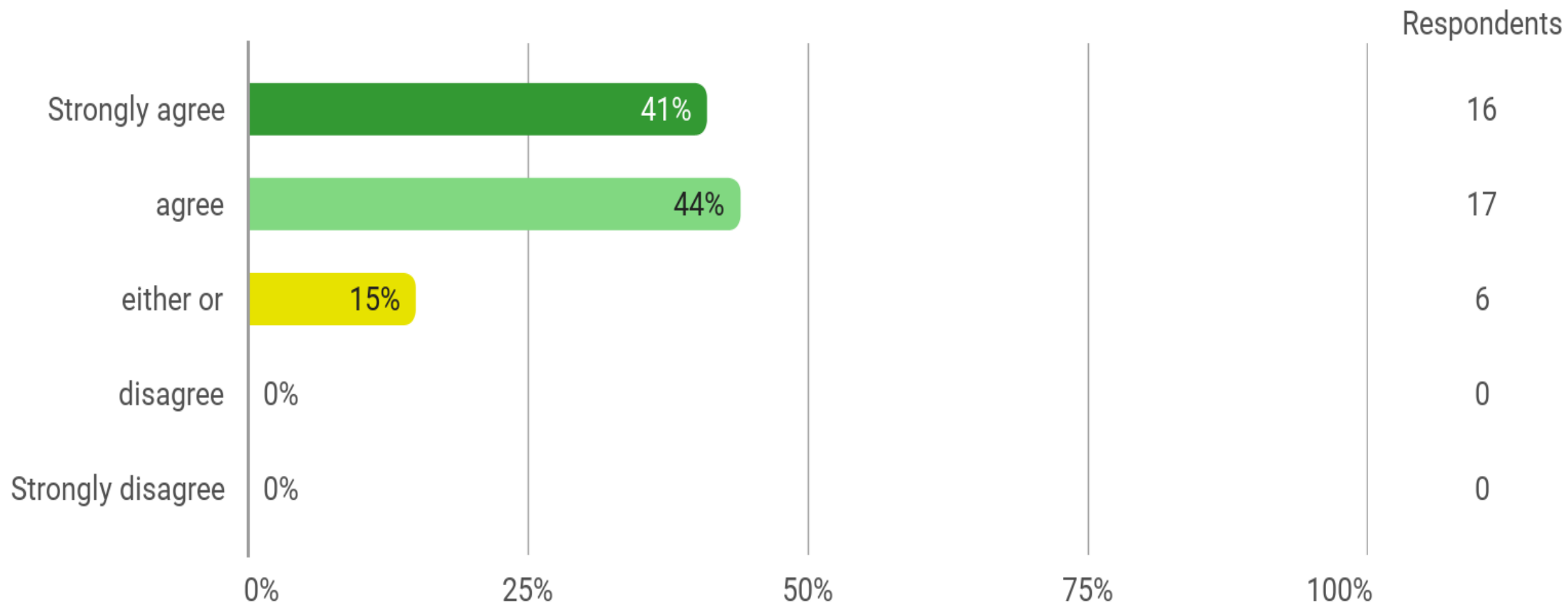
There is a sense of unity and cohesion among you and your colleagues



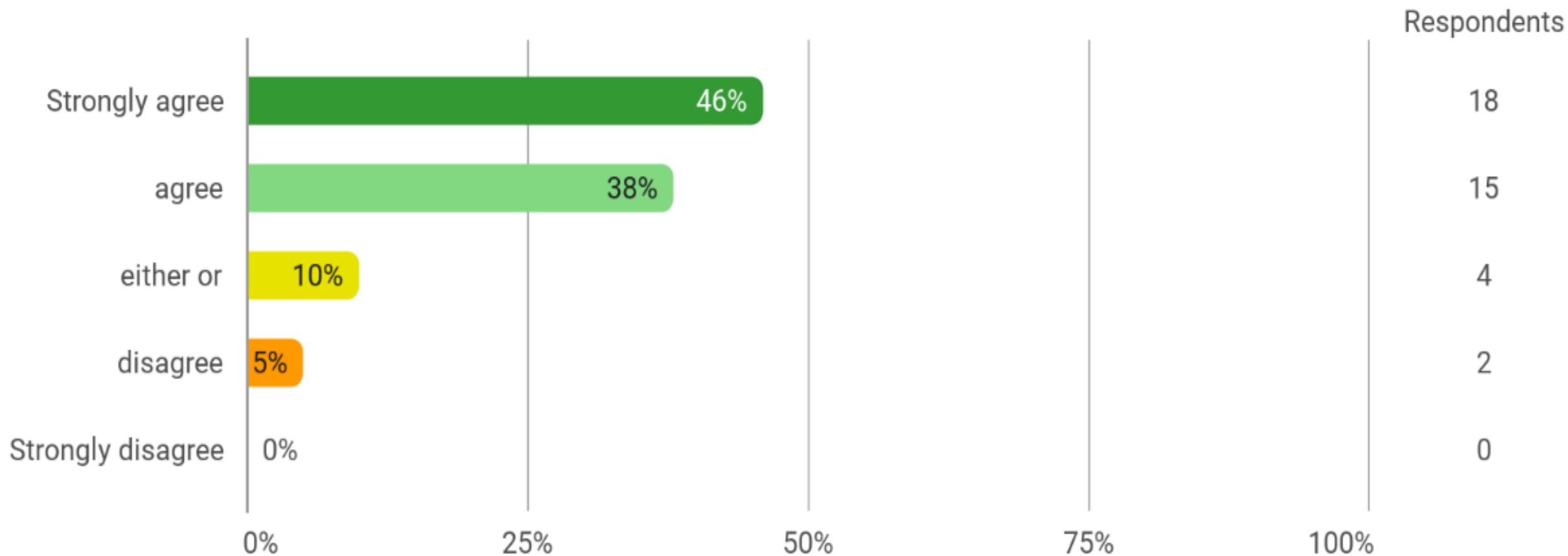
I trust my colleagues' ability to do their work well



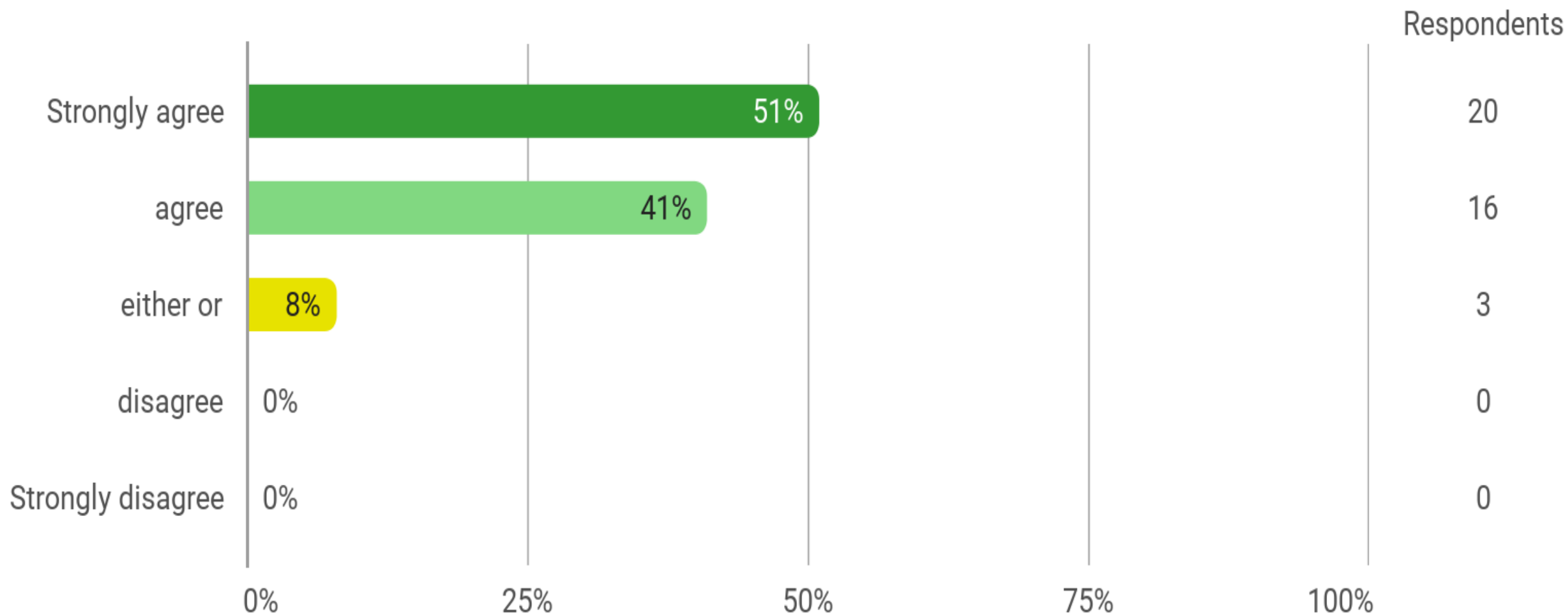
My colleagues and I agree on what is most important in our tasks



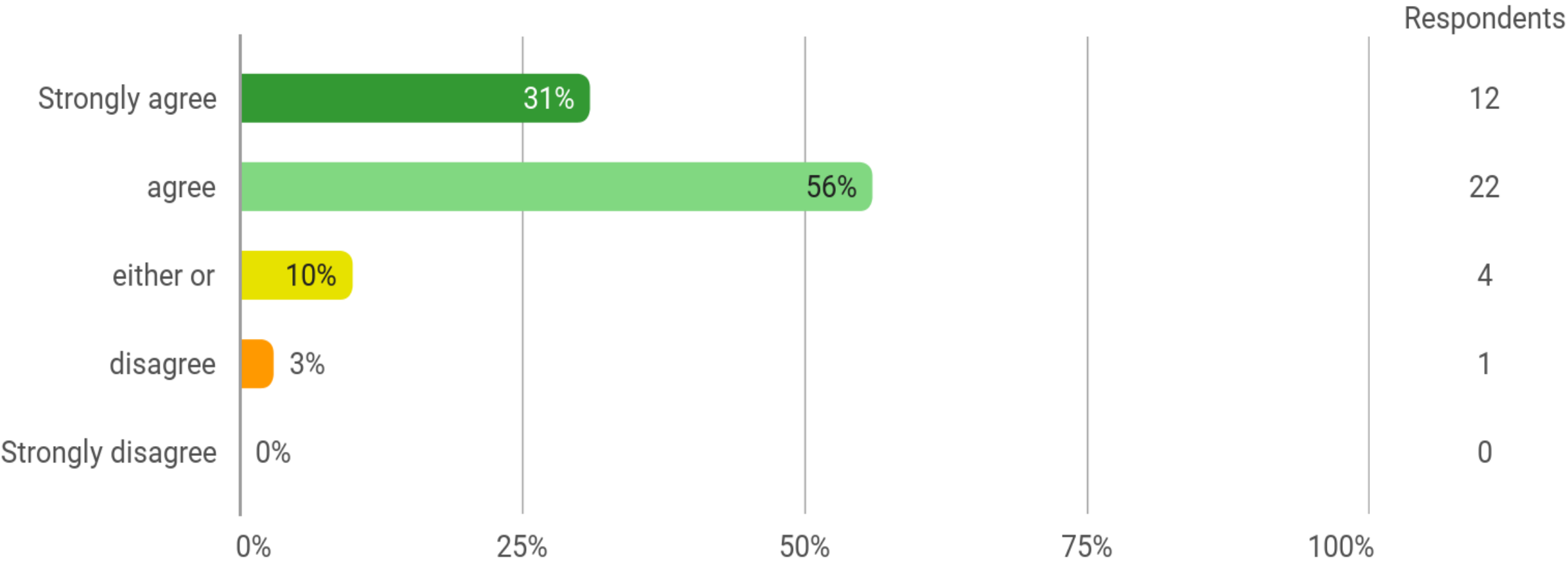
My colleagues and I keep each other informed about things that are important for us to perform our work well.



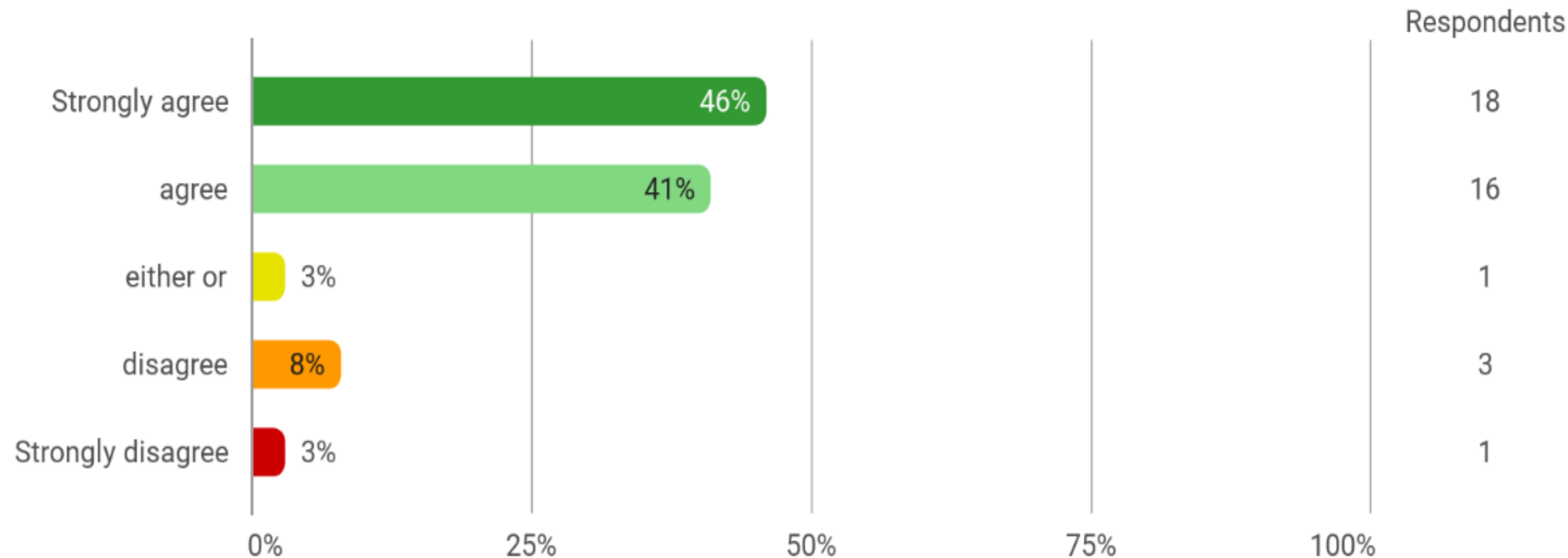
We have good collaboration



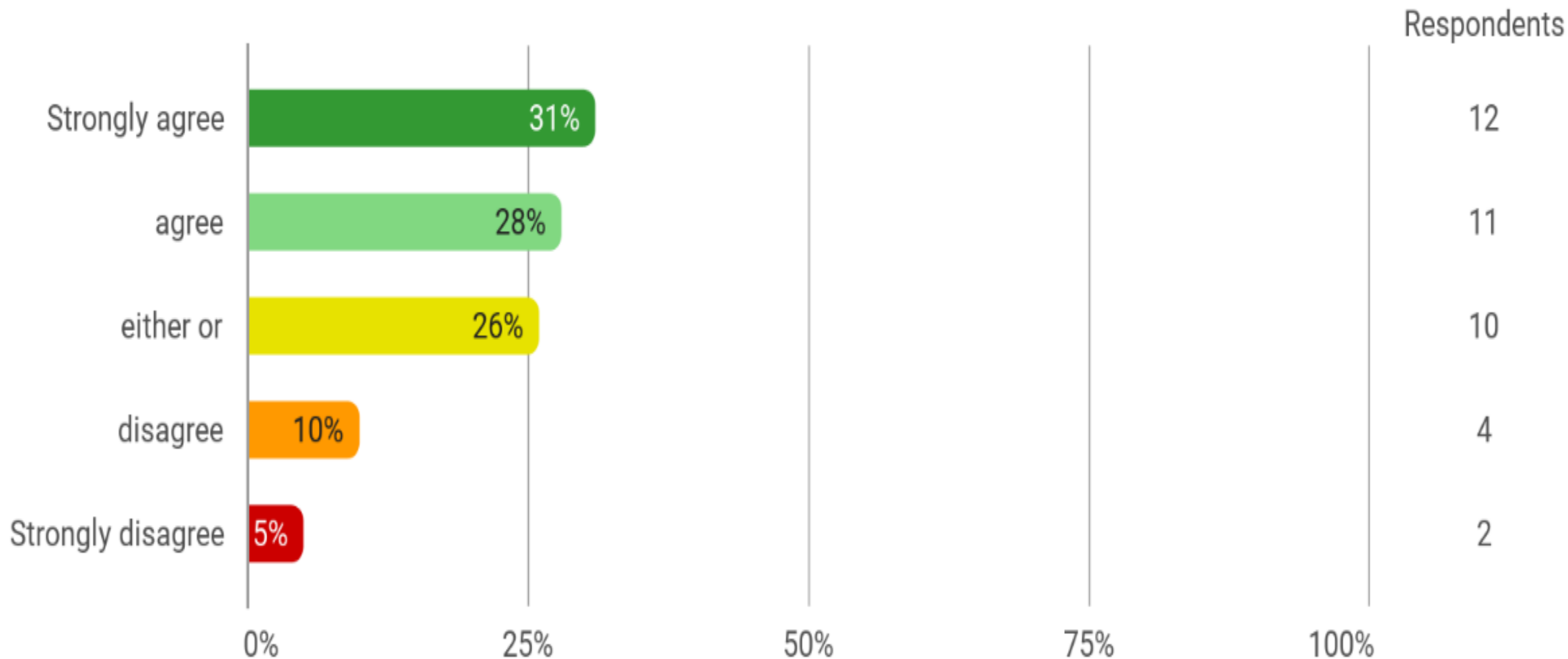
I reach out to my colleagues when I find everyday life difficult



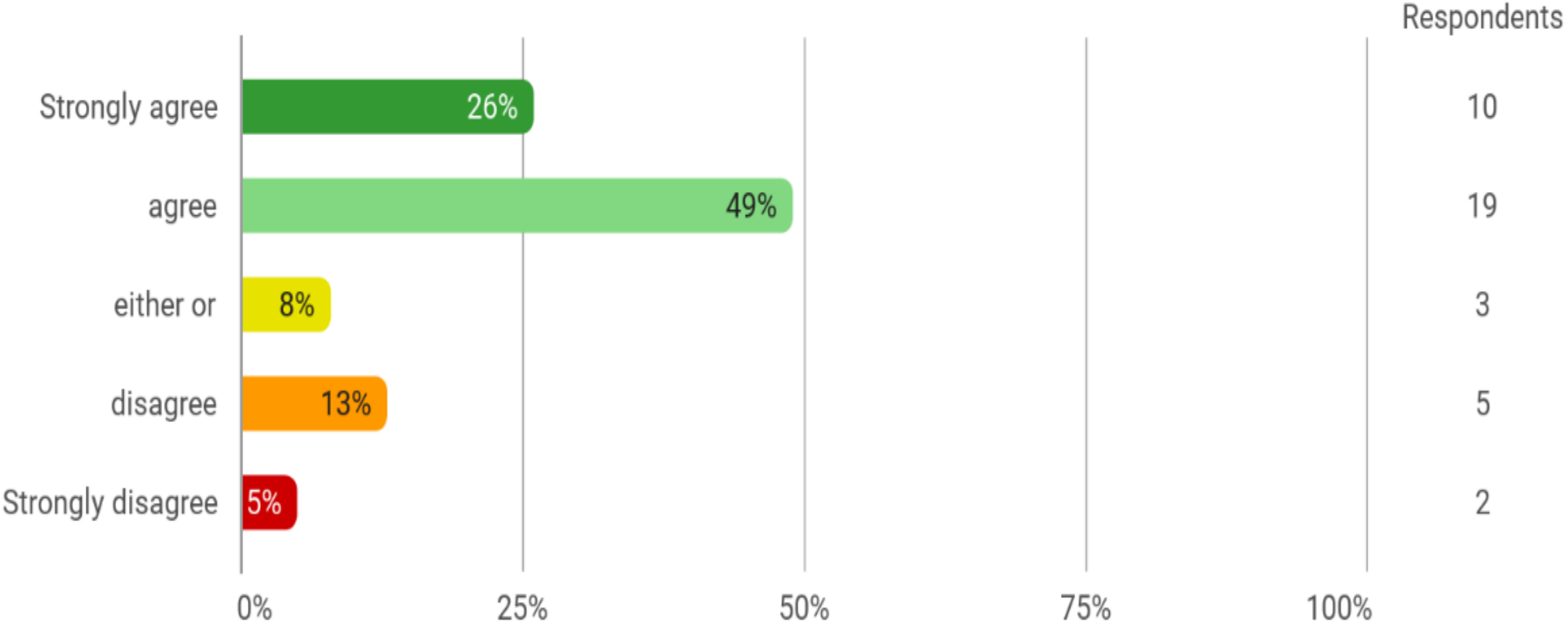
My colleagues and I are good at collaborating when problems arise that require joint solutions.



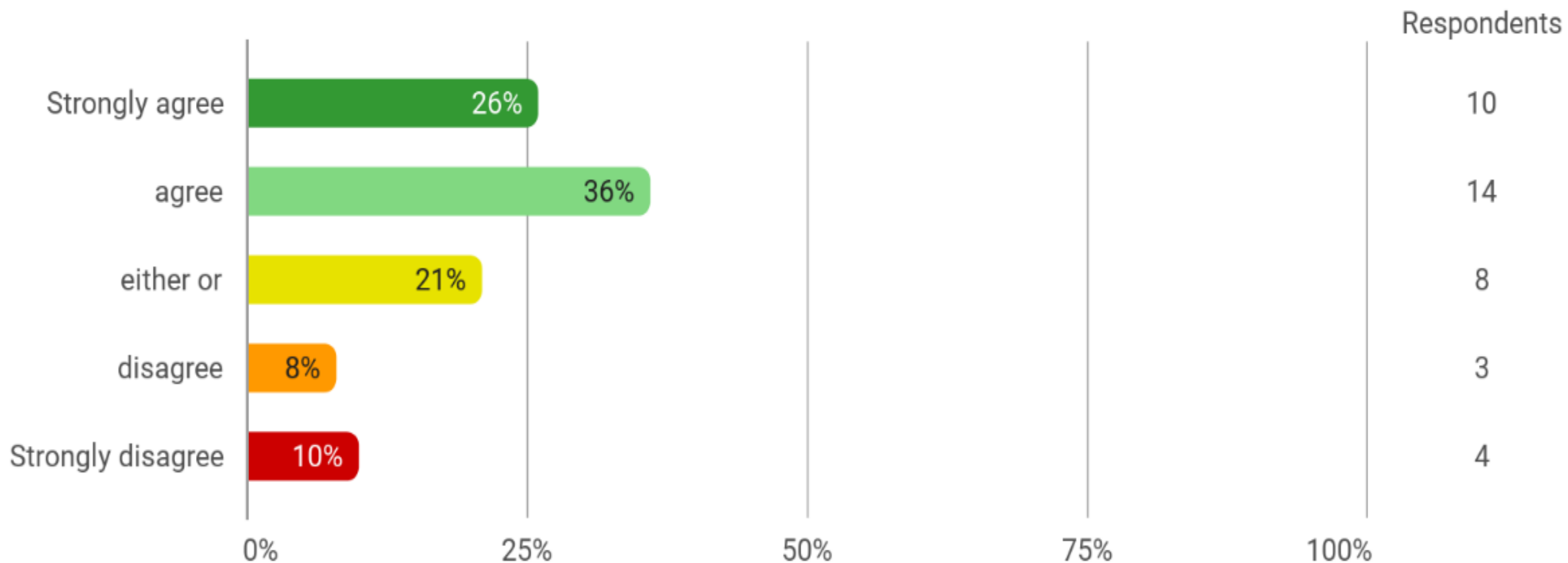
We find it easy to discuss difficult topics and solve problems together



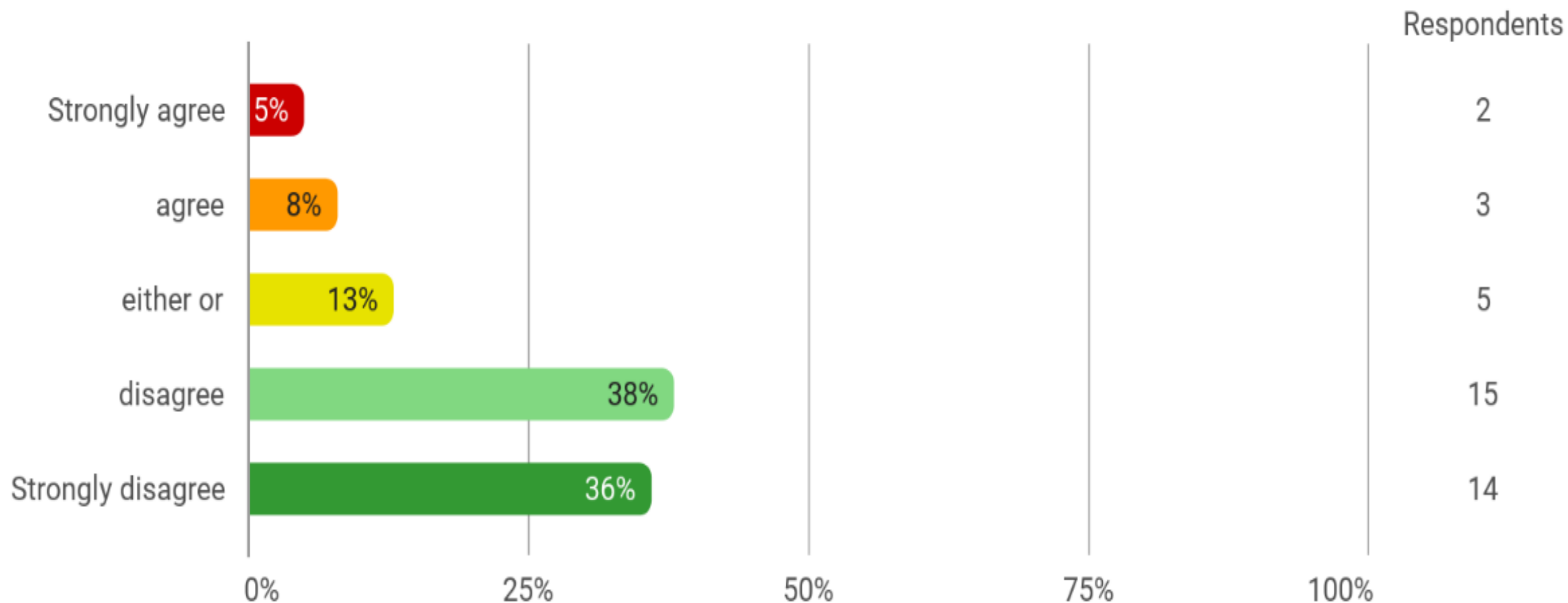
We are addressing what does not work satisfactorily



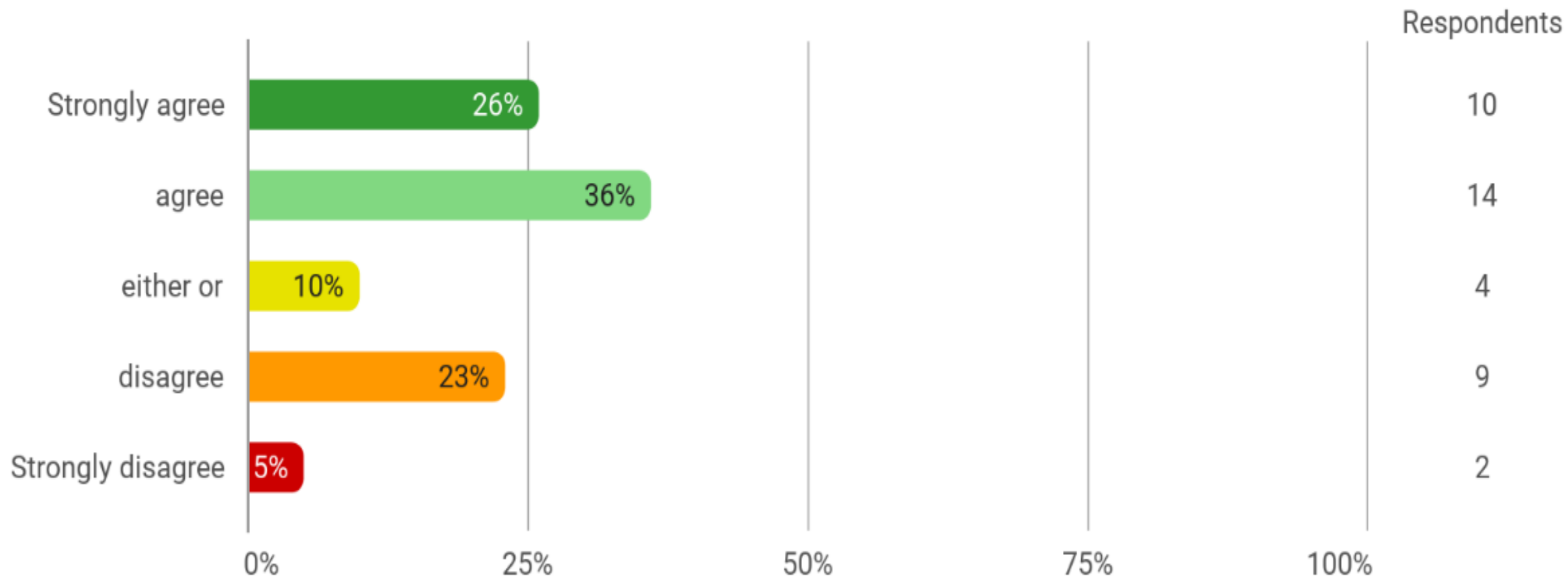
Conflicts are resolved in a fair manner



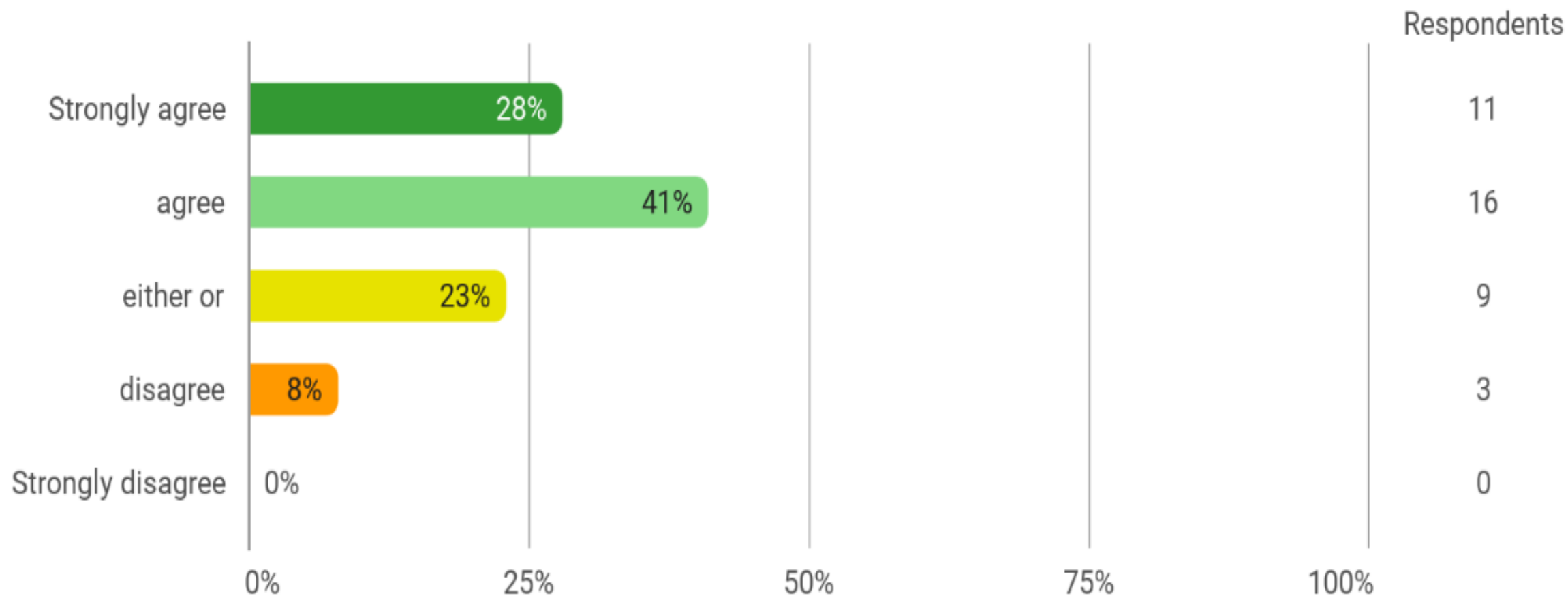
I experience a harsh tone or culture at my workplace



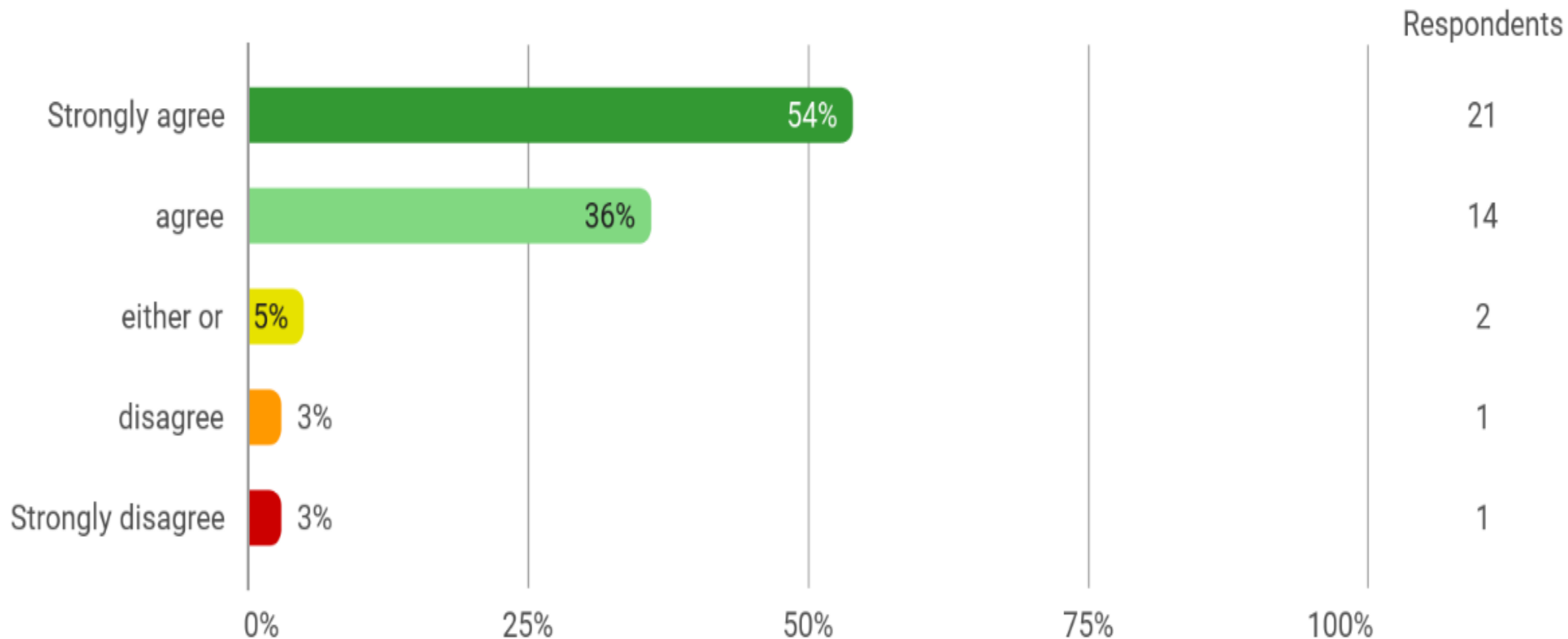
I would find it easy to speak up if I were spoken to or referred to in an uncomfortable way at work



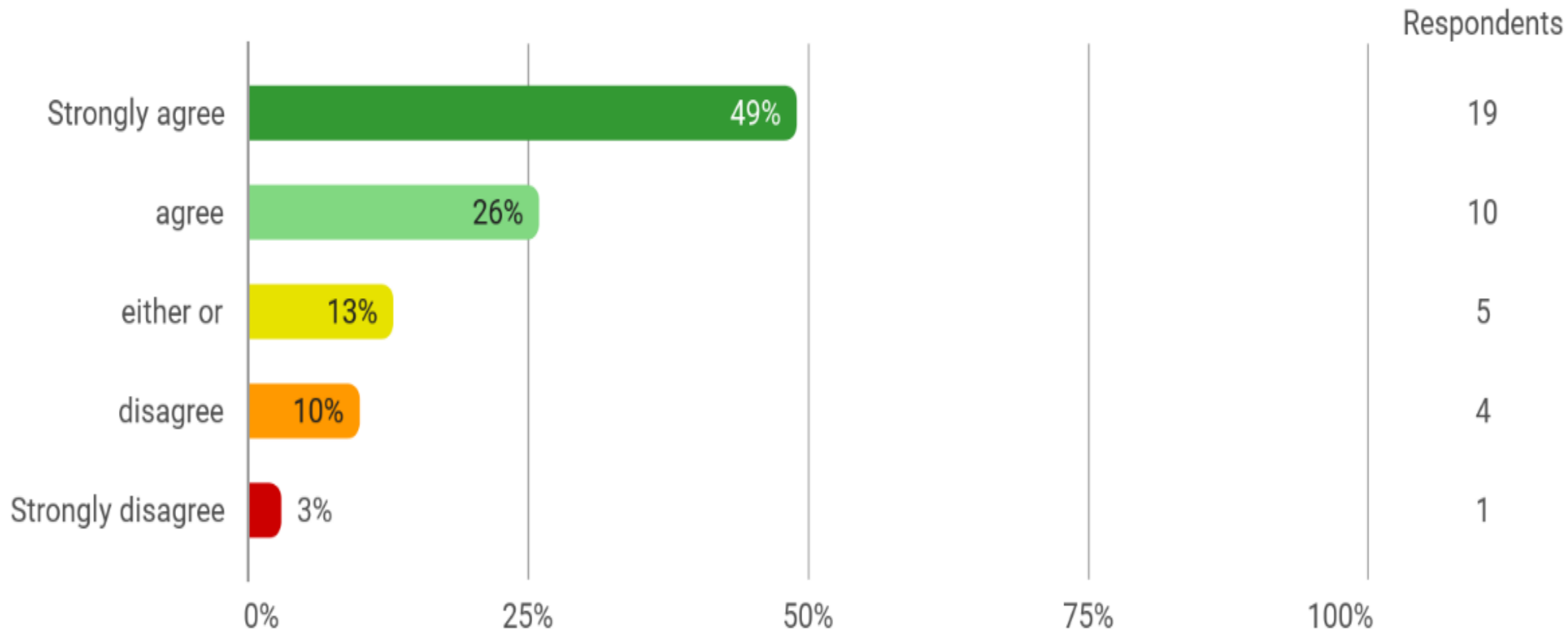
I know where to turn if I or my colleagues experience being spoken to or referred to in an uncomfortable way



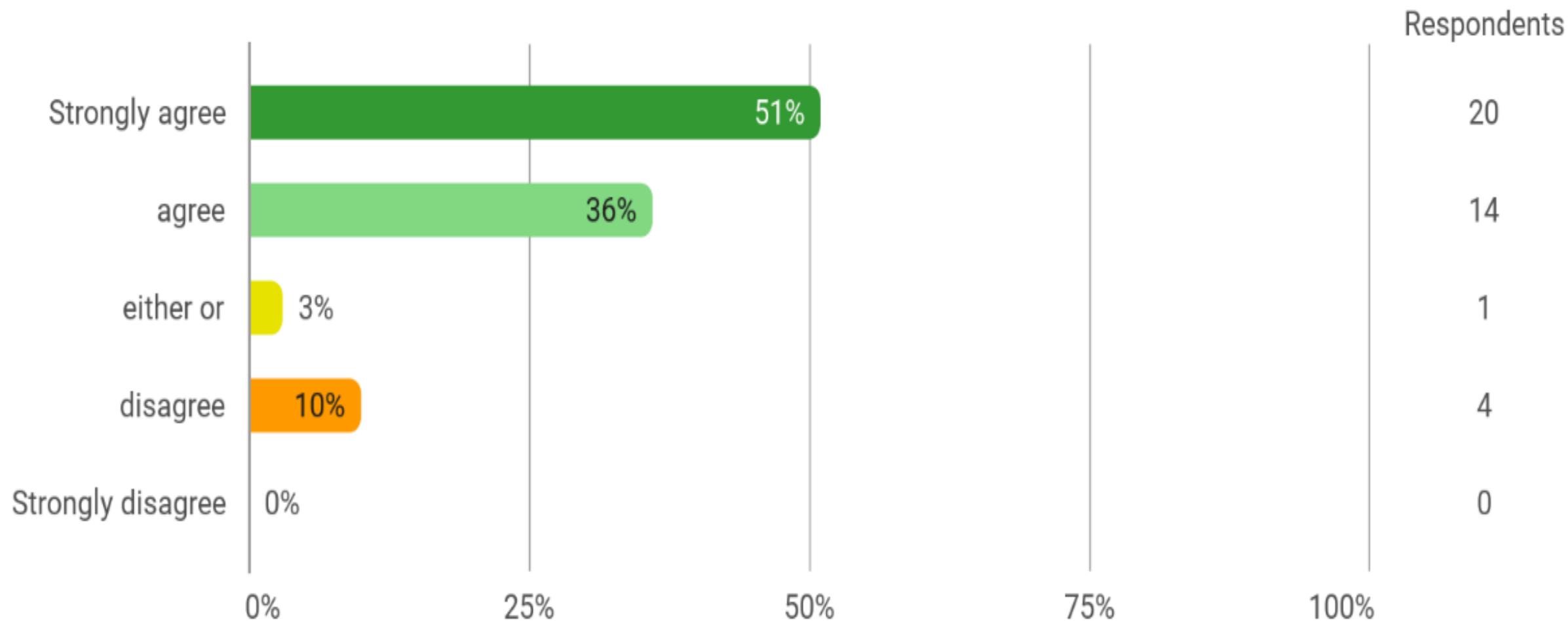
No one would deliberately act in a way that undermines my efforts and contributions



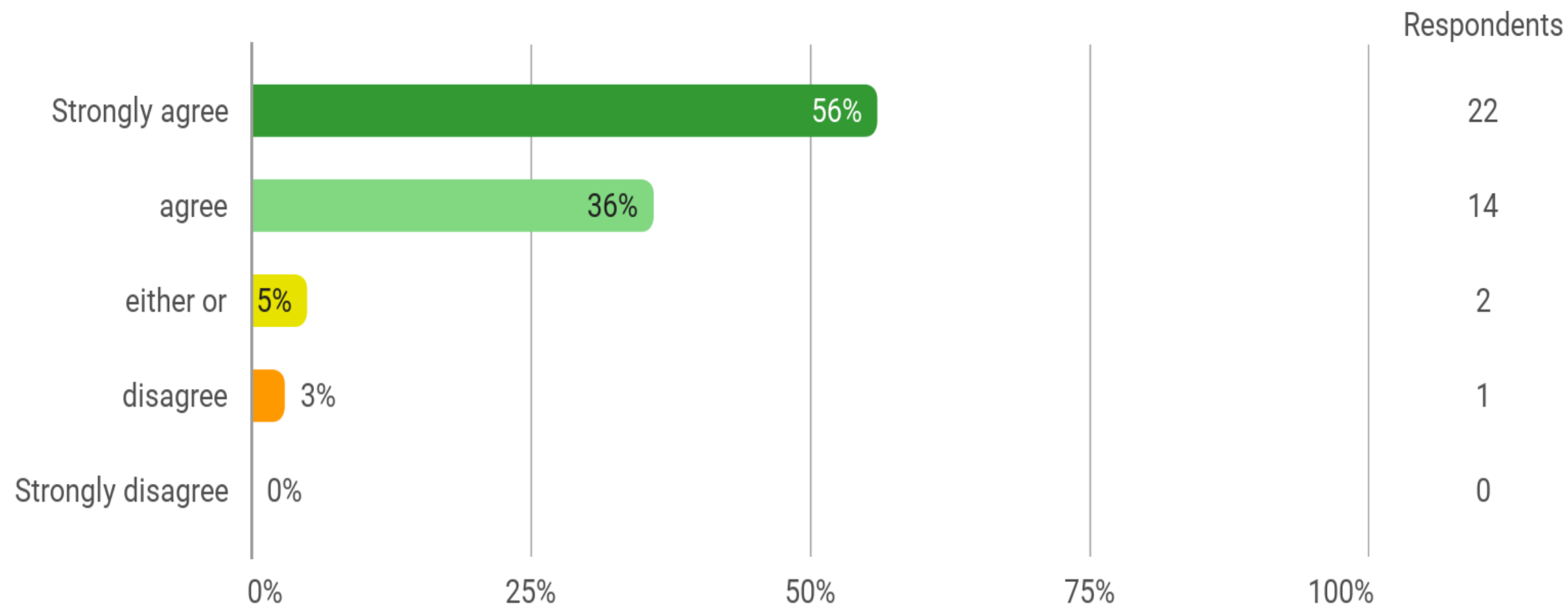
When someone makes a mistake at work, it is not used against them



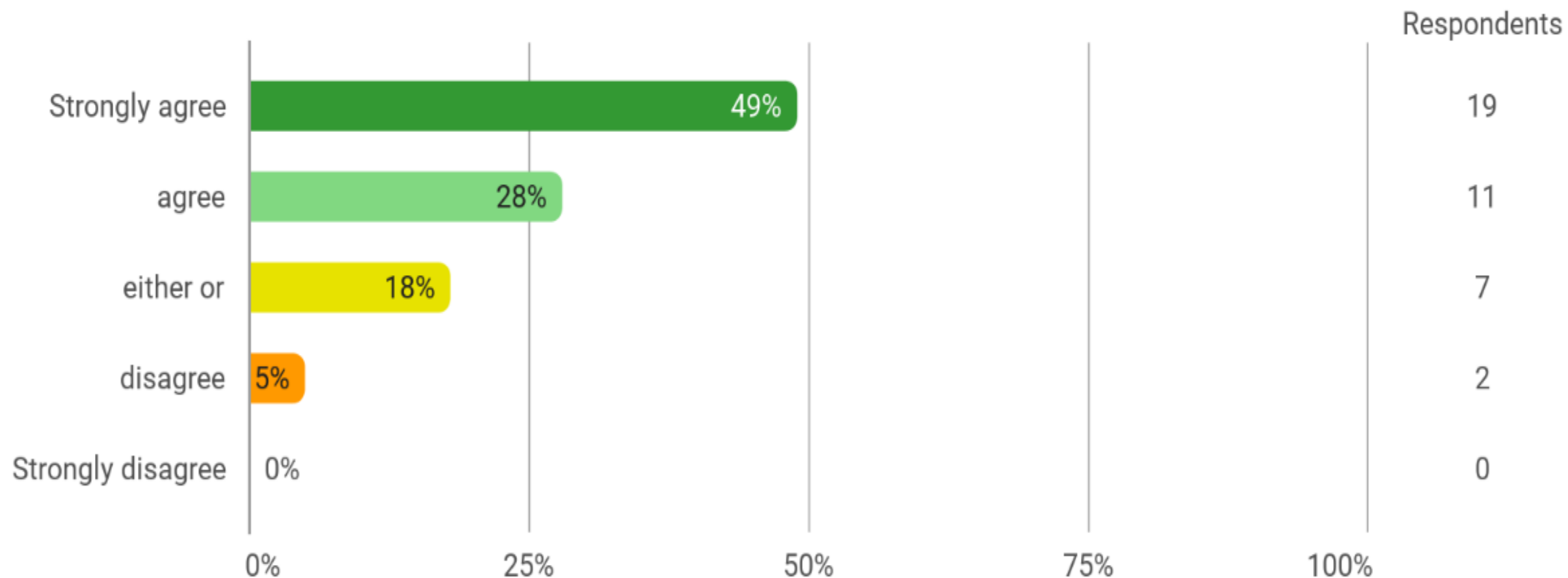
We do not exclude others because they are different from us



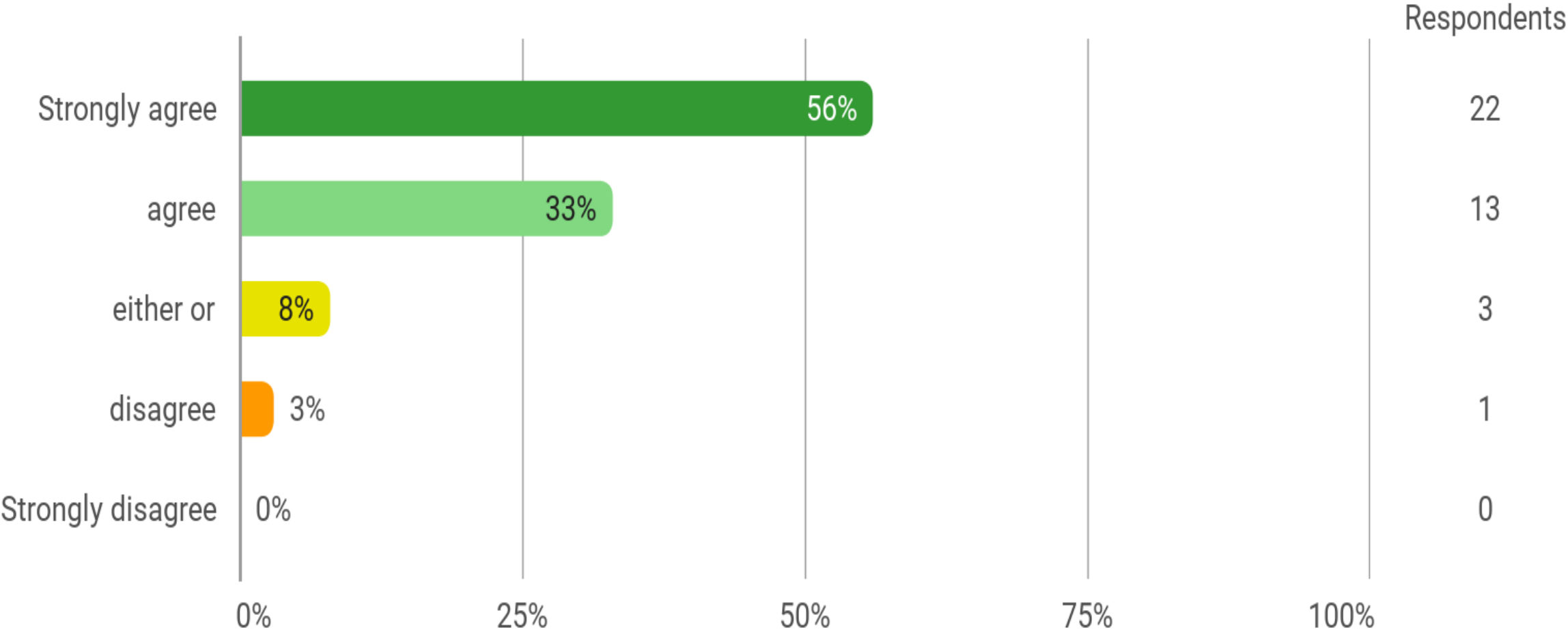
I feel comfortable expressing my opinions and feelings to my closest colleagues



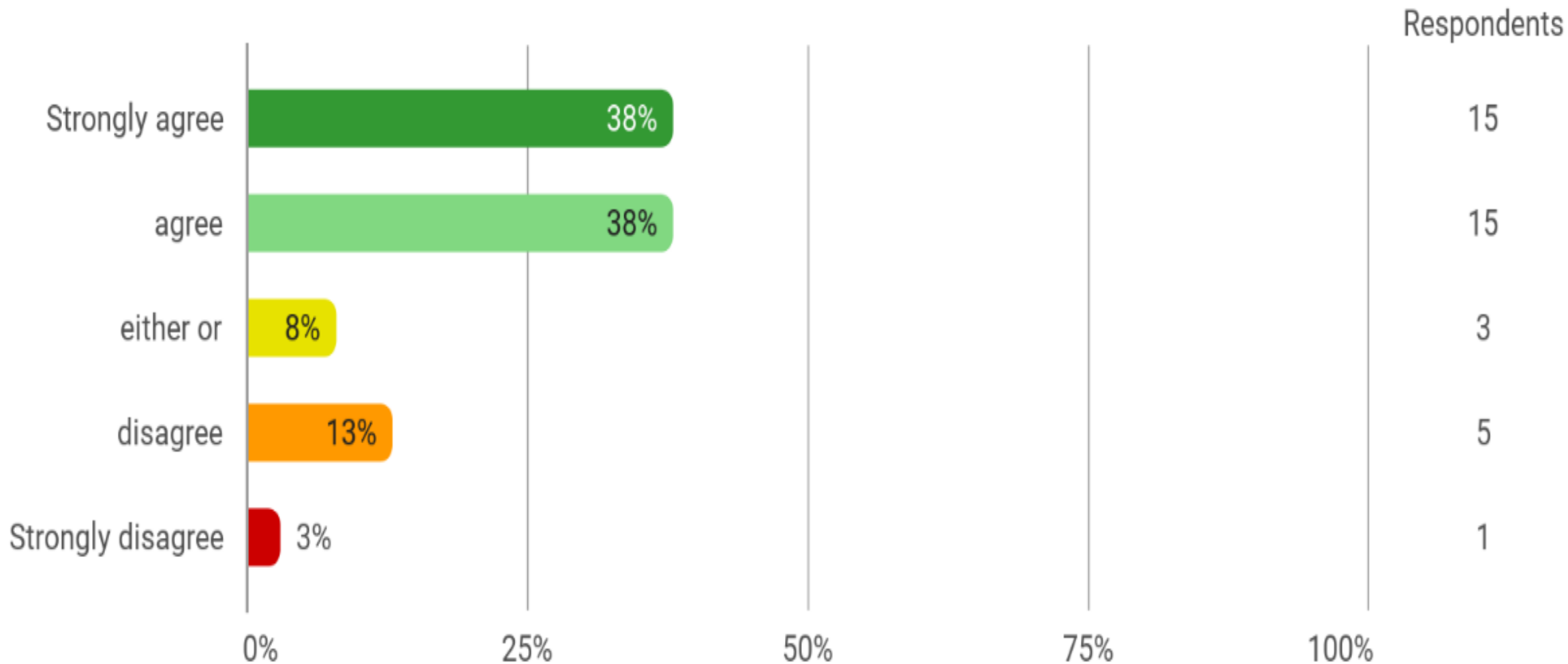
We help colleagues who have too much to do where I work



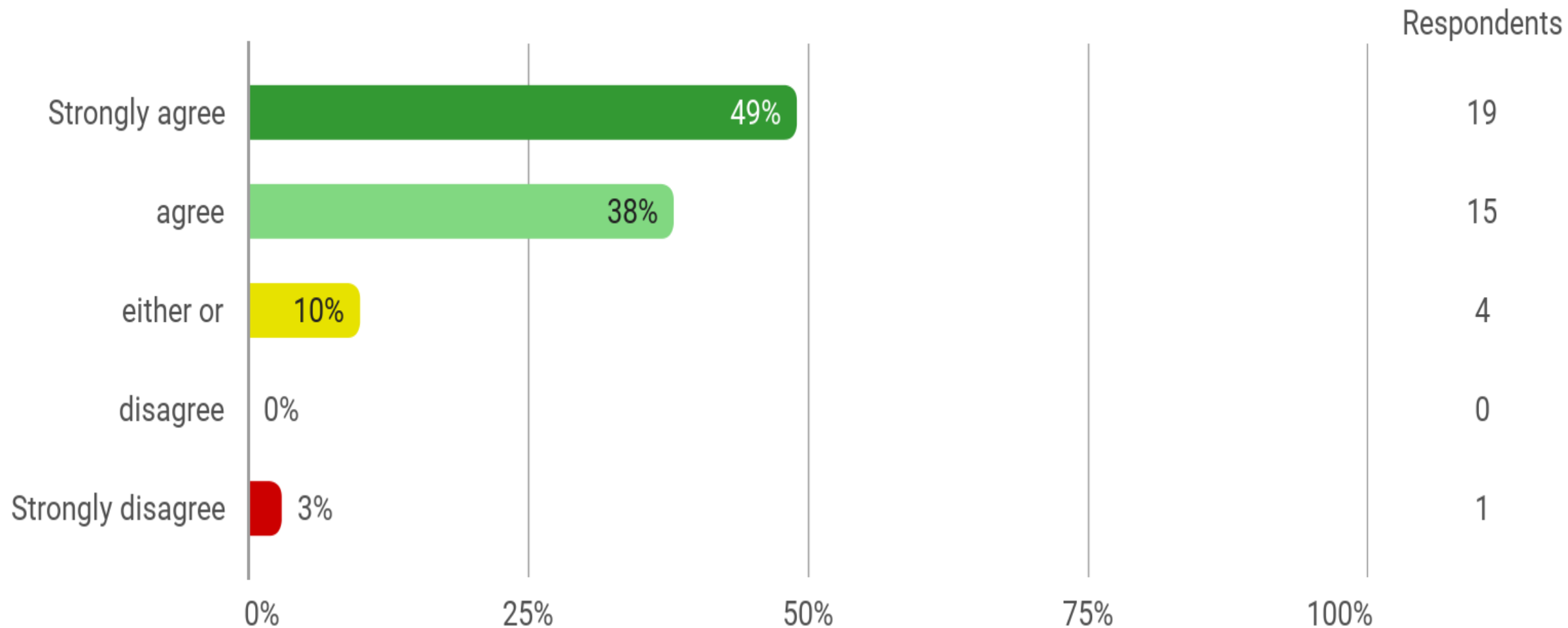
It is easy for me to ask for help and receive it



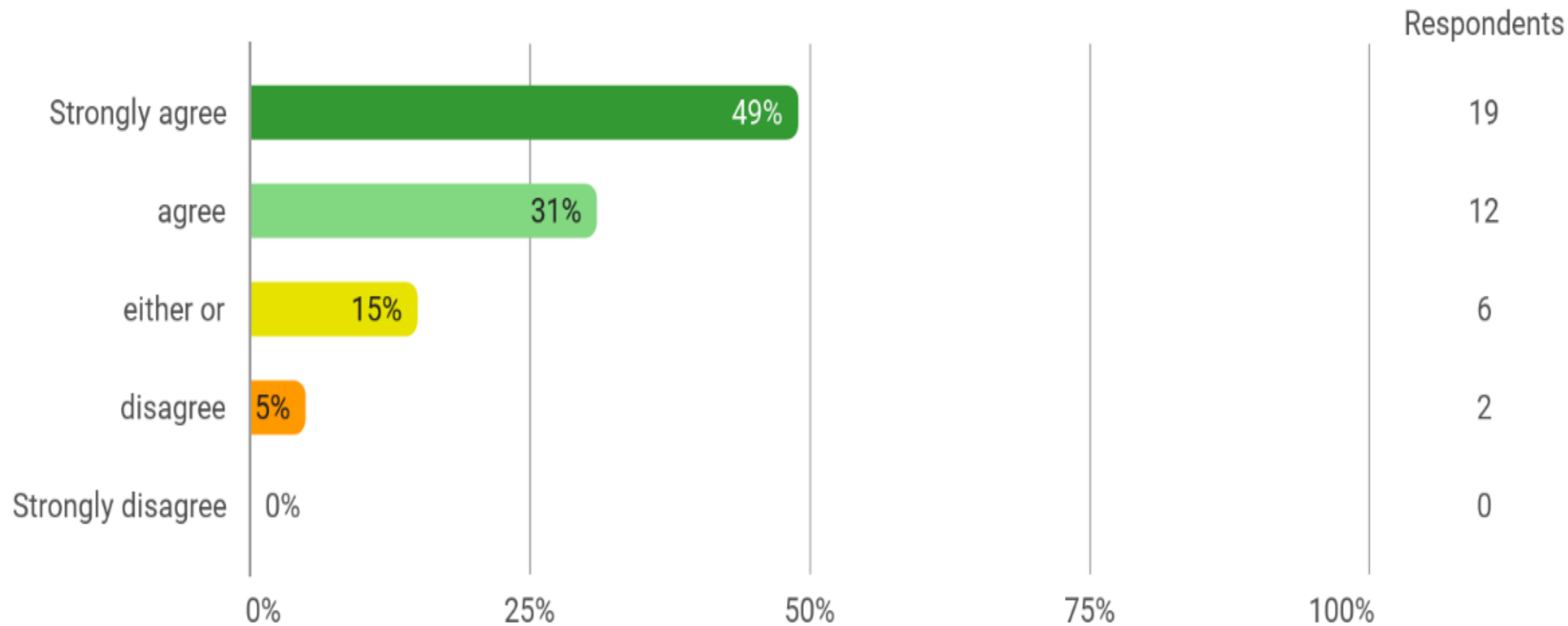
We appreciate and respect when someone tries to do something new



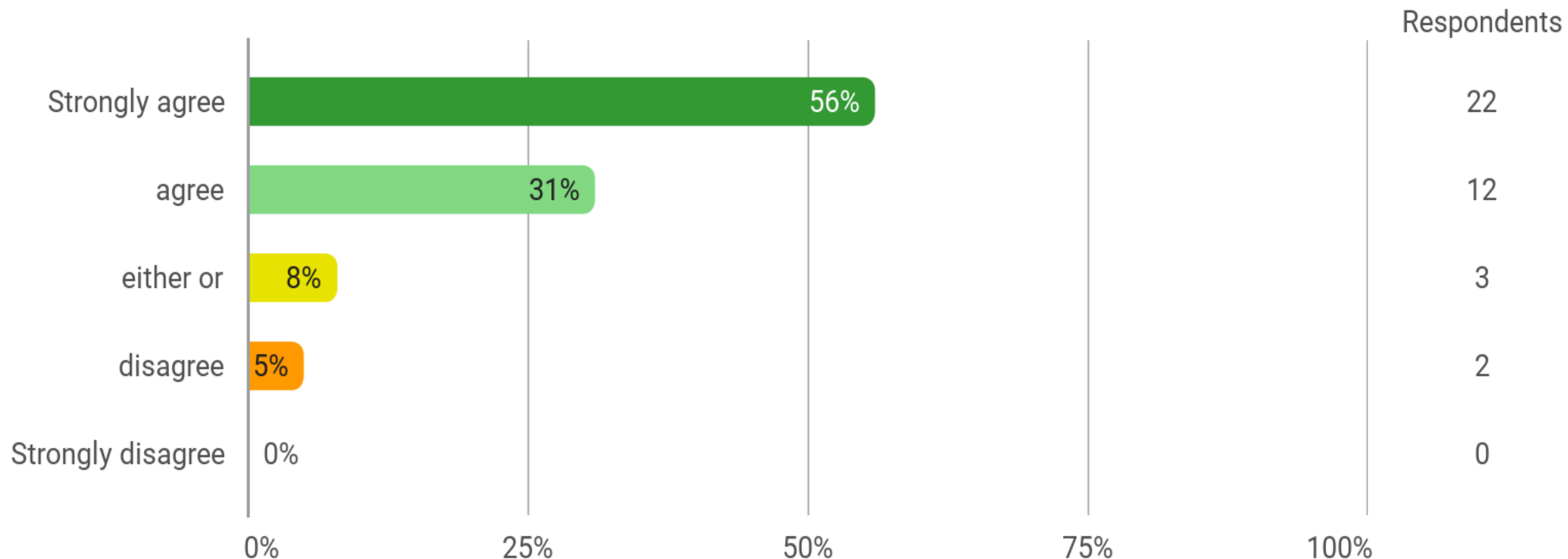
I feel that my expertise and skills are valued and utilized



I am satisfied with my career prospects at work



All things considered, I am satisfied with my job in the Research Unit at the Department of Infectious Diseases



Prioritized topics and suggested actions -themes from questionnaires

- Communication
- Collaboration
- Psychological safety
- Transparency/information
- Inclusion
- Team building and meetings
- Introduction- new colleagues

Reported topics	Suggested actions
Interpersonal communication	Use positive feedback
Communication between different groups	Be friendly and welcoming
Engagement and interaction in scientific processes and discussions	Honesty, openness, positiveness
Mailing lists	Awareness about tone and type of language
	Always greet colleagues
	Self-reflexion if feeling misunderstood/offended
	Clear and transparent messaging
	Prioritize casual conversation/small talk
	Refrain from correcting others unless safety concerns
	Keeping people informed and updated

Reported topics	Suggested actions
Focus on innovation and knowledge dissemination	Proactively enquire about other researcher's projects and offer relevant help/guidance
Rational office plans	Explain why, if being unable to offer help/guidance
Recognition of difference between personal preferred methods and workplace practices.	Active collaboration
Enhanced interaction between clinical dept. and research unit	Self-guidance/recognize my own responsibility in work processes
Keeping order in common areas/restocking utensils	Innovation and dissemination, sharing and discussing protocols
	Better meeting room capacity/management/overview of booking opportunities
	Office plans– place co-workers according to work collaboration
	Know colleagues better -to exchange experiences and help

Reported topics	Suggested actions
Securing safe environment for speaking up, asking questions and learning from mistakes	Show empathy/ask how colleagues are or feel Be direct/curious about colleague's wellbeing Proactive measures, if colleague exhibit signs of stress or being unwell
Taking individual and collective responsibility for contributing to a good work environment	Celebrate colleagues small and large victories Assume colleagues have best intentions
Conflict management	Try to speak up in situations when feeling uncomfortable
Building trust	Respect other people's work habits/processes Not partaking in rumours/gossiping Courses/education/external support in conflict management Strengthen culture with acceptance of errors and safe learning environment

Transparency/information

Reported topics	Suggested actions
Clarity regarding management decisions and work processes	Transparency about division of management and supervisor responsibility between different leaders
Alignment of expectations and needs of researcher and available resources	More knowledge about whom to approach and how
Transparency about how to report problems in the work environment and regarding occupational health (to whom, anonymous/non-anonymous depending on type of problem and people involved)	Implement a system where complaints/comments proceed only via PI's
	Transparency about resources and supervision available for the individual researcher/research group according to funding etc.
	Short online meeting every 14 days with important information and plan for next weeks.
	Information about how to report problems in the work environment and regarding occupational health

Inclusion

Reported topics	Suggested actions
<p>Address language barrier</p> <p>Focus on inclusive culture (personality, nationality, work preferences etc)</p> <p>Knowledge of colleagues across research groups</p>	<p>Speak more English</p> <p>Speak more with colleagues across teams</p> <p>Invite colleagues to joint lunch/breaks</p> <p>Induce psychological well-being by including people in conversation</p>

Team building and meetings

Reported topics	Suggested actions
Prioritization of meetings	Continue improving joint morning sessions and journal clubs
Meeting facilities, capacity disturbances	<p>Lab meetings should be prioritized to ensure dissemination of information</p> <p>Communicating underlying reasoning to everyone simultaneously, if meetings are being cancelled</p> <p>Meetings and talks with both scientific and non-scientific content (e.g. stress at work, career opportunities and development, non-verbal communication)</p> <p>Yearly meeting with work environment and occupational health on the agenda</p> <p>Joint activities (lunch, walk and talk, singing together)</p> <p>Joint breaks for the large office (akvariet) and basement offices</p>

Introduction- new colleagues

Reported topics	Suggested actions
Formal and informal introduction of new employees	Introducing myself and offering help and support to new colleagues Individual onboarding program/plan (general and research group specific) with tour, introduction to meeting calendar, colleagues, dept. structure, occupational safety and health representative team etc.
Onboarding program/plan	Written introduction material Formal education procedures according to our specific lab practices, if required Including people in the mailing list Proper introduction outside of respective group to include them in the workplace shared tasks and a social context. A greater focus from PI 's in introducing new staff Mentor/buddy assignment Information about new colleagues to the joint research team before they start in the dept.