

Meeting the 19 March 2026, at 12.00-14.00 o'clock.

Local Liaison Committee meeting (LSU)

Department of Biomedicine

Meeting room: 1115-151B

Participants: Thomas G. Jensen; Bertha P. Beck Mortensen; Sune Jonathan Keidser-Nilsson; Jani Kær; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack; Sâmia Joca; Ina Maria Schiessl;

Observer: Hanne Bjerregaard Møller;

Guest: Jeannette Madsen

Cancellations from participants: Morten Schallburg Nielsen; Rikke Nielsen; Thomas Corydon;

Minute taker: HR Partner, Pia Lind Lunau Kristensen

1. Konstituering af nyt LSU/Constitution og Liaison Committee

for information by Head of Department and vice chair

Head of Department and vice chair informed the committee about appointment of management and employee representatives.

Both management representation and employee side continues unchanged. Head of Department is Chair, and Bertha Beck Mortensen continues as Deputy Chair.

2. Godkendelse af dagsorden/Approval of agenda

by Head of Department

The agenda was approved

3. Godkendelse af referat af møde 10. december 2025/Approval of minutes from the meeting 10 December 2025.

by Head of Department

The minutes of meeting from 10 December 2025 was approved.

4. LSU-forretningsorden/Rules of procedure of liaison committee

for information by Head of Department

HR informed that no revisions have been made - since 2024 - to AU's template for rules of procedure of the liaison committees at AU.

5. Strategic framework, core values, and departmental narrative, Biomedicine

for discussion by Head of Department and guest Jeannette Madsen

Head of Department presented that as an outcome of the research evaluation, the panel recommended that it would be valuable for the Department to articulate a clear vision and mission. This work is already underway, including development of long-term goals inspired by external input and aligned with

the four internal research themes. A draft description was presented. The management team has discussed positioning Biomedicine around four core values. Rather than defining specific research areas or topics, the Department aims to focus on excellence and quality rather than quantity. Previous discussions have also indicated that the Department may not need to grow in size but instead strengthen its existing environment.

Several narrative versions have been developed where the research has been described as discovery, translation, and innovation. The Department will aim for increased economic support to research groups, a new master's programme, and strengthened cross-departmental collaboration.

Funding sources for the economic support remain uncertain but the Department works on a new master's programme with Clinical Medicine, which is progressing positively.

The management group has also discussed the core values for the Department: freedom, excellence, trust, and collaboration.

LSU discussed the balance between permanent and fixed-term academic staff positions, as well as the Department's overall financial framework.

Head of Department emphasized that there would still be room for smaller research areas, while also encouraging inspiration from collaboration and growth in emerging fields. The management team will not determine who should collaborate, nor on what topics. Structural challenges persist, for example the job classification system, which enforces a strict division between academic and technical-administrative staff despite the more fluid reality. Career paths may become fewer if core funding and thus permanent positions remain stagnant or declines. The situation is that very few can remain at AU after completing, for example, a postdoctoral position.

6. Office space utilization in Skou and Bartholin 2026

for discussion by Head of Department and guest Jeannette Madsen

Jeannette Madsen presented the Case summary office space utilization in Skou and Bartholin 2026.

LSU discussed the workspace challenges, originating partly from the APV and concerns about the current open-desk setup. Four models were presented (one specific to Skou), reflecting updated counts of available desks. Models included an overbooking option with reduced physical desks, use of bookable desks in meeting rooms, and layout adjustments. LSU noted that changes may simply shift problems and emphasized the needs of laboratory technicians and biomedical laboratory scientists for proximity to their groups. Issues such as lighting, ventilation, data access on laptops, and the rigidity of the booking system were raised.

Head of Department and Jeannette Madsen noted that management will continue engaging broadly with staff about the proposed models.

7. Orientering om økonomien/Financial statement

for information and discussion by Head of Department

Head of Department presented the ØR4 financial report. The overall economy is fine stable and aligned with expectations. The planned deficit related to 2025 relocations and refurbishments is on track, and the budget for 2026 will be determined. Student income matches forecasts; external funding is higher than expected and overhead contributes positively. Salary spending has been kept low; the rent costs have now reached the highest level to date. Two major financial uncertainties were noted: the number of medical students, and the establishment of a new research center. Additional medical education places are being considered nationally, while the Gødstrup master's intake does not change the Department's bachelor intake.

LSU noted the information and briefly discussed that teaching activities vary in cost.

8. Status på nyt center og medarbejder tilknytning/Status on new Center and the employees affiliation

for information and discussion by Head of Department

Work on the new neuroscience center has progressed over the past three years, and efforts are underway to find a director who will shape the Centre's research agenda and staffing within the approved project framework. The aim is to launch around late 2026/early 2027, though building work is ongoing, and the impact on CORE facilities and animal work remains unclear. The director will report to the Head of Department.

LSU discussed appointment conditions, noting that a few positions may be permanent to attract key candidates, and that models from DANDRITE/MBG may be relevant. The Committee also considered which departmental functions may be affected, including potential increase in animal facility use. While financial gain is not expected, the Centre may bring increased activity and opportunities for equipment investment. The number of research groups in the Centre is not yet known.

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

for information by Head of Department

HR informed that the application period has now closed. All data have been sent to the union representatives, who have also received Outlook invitations for the annual salary negotiations. Negotiations will take place on 7 and 13 May, with self-negotiators scheduled immediately thereafter. 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.

The senior management team has set the framework for the salary negotiations 2026 to 0,7 % of the previous year's payroll costs. The salary negotiation budget for salary negotiations 2025 is for supplement for qualifications/supplement for responsibilities, reclassifications and one-off bonuses.

10. Arbejdsmiljøstatistik for 2025/Occupational Health and Safety statistics 2025

for discussion by Head of Department

The Committee reviewed the occupational health statistics and the 2025 annual report. Most reported injuries relate to animal bites in the animal facility, primarily involving users rather than animal technicians, underscoring the importance of proper handling training. Students are not included in the statistics and must hold their own insurance; animal-handling training is required before conducting experiments. Psychological counselling data show stress and burnout as the most frequent reasons for seeking support.

LSU asked whether psychological counselling contributes to improved retention.

HR informed that no data are available, but the scheme is generally well received, and several employees have expressed interest in the non-anonymous counselling.

11. Dialogværktøj om balance mellem opgaver, ressourcer og trivsel/ Dialogue tool on the balance between tasks, resources and well-being

for discussion by Head of Department

At the FAMU meeting on 22 May 2025, the balance between time and tasks was discussed - a theme that was also central in the 2022 APV. Based on the 2022 APV, a dialogue tool was developed: *Dialogue Tool on Balancing Tasks, Resources, and Well-being*. At the FSU meeting on 25 November 2025, it was recommended that the dialogue tool be discussed in the Local Liaison Committees (LSU).

The committee is therefore encouraged to discuss the dialogue tool with a view to assessing:

- whether the tool is perceived as useful locally
- whether there is a need for adjustments or adaptations

After the discussion, LSU is asked to submit their feedback to Health HR no later than 1 April 2026.

The Committee reviewed the dialogue tool on balancing tasks, resources, and well-being. The tool was considered to have potential, particularly as support for GRUS or similar dialogue settings, and both management and employee representatives expressed readiness to promote its use. Some groups, however, found it too generic and not yet naturally integrated into daily practice, and local experience remains limited. The Committee noted that adjustments may be relevant later, once more experience has been gathered, and suggested revisiting the tool in about a year across the LSU units. To support broader awareness and trial use, the LSU agreed on the following steps: inclusion in the Head of Department's newsletter, presentation at the Department Forum, a pilot in one professional group, and possible incorporation into MUS theme discussions.

12. Opfølgning på årets MUS og kompetenceudviklingsindsats/ Follow-up on the SDD/GDD process and competency development initiatives

for discussion by Head of Department

Head of Department informed that in accordance with the annual cycle for SDDs, the local liaison committees again this year must follow up on the year's SDD/GDD process and the competency development initiatives on an annual basis.

The overall purpose of the follow-up is to ensure that the local SDD/GDD process and competence development initiatives are discussed.

HR must also prepare and provide a brief written statement from each faculty/administration for HSU's annual collection on SDD/GDD and competence development at the HSU meeting June 2026. The goal is to ensure that the local SDD/GDD process and competency development initiatives are discussed regularly in a systematic way in order to find out whether any changes or improvements are required.

HR informed that more than 600 SDD templates are uploaded in mitHR for employees at Department of Biomedicine. However, only about 40 templates are fulfilled with an agreement form.

LSU discussed that some issues may stem from incomplete mitHR processes. While many staff have held their MUS dialogues, the agreement form in mitHR is often not used. MitHR is perceived as unintuitive, particularly given that it is only used once a year, and some may not see it as adding value. The Committee emphasized that the key priority is to ensure that MUS conversations are conducted, as they support structured reflection and documentation of agreements. There must be clear benefits if the agreement form is to be consistently completed.

LSU recommend that Career development conversations for all staff should be part of SDD.

13. 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](#).

14. Eventuelt/AOB

A new Health and Safety Manager? has been appointed at the Department.

The employee representatives have requested a SU-kursus/cooperation committee training course. HR will book a date in August or September – please prioritize the date.

You can read more about the course [here](#).