

Dear all at DTU

Spring is here, and it is buzzing with life everywhere - also at DTU, where we are all busy and well underway with our diverse tasks and exciting development projects.

In this newsletter, you can read about this year's Occupational Health and Safety Award, the DTU Relay Race, and more.

DTU Working Environment Secretariat

Working day flexibility - implementation of sub-policy

- by Anders Jacobsen, Corporate HR

DTU's 'Sub-policy on working day flexibility' provides an opportunity for a local dialogue between leader and employee on flexibility in organization of the work.

In connection with the coronavirus lockdown, many positive experiences were gained with working from home, virtual meetings, and collaboration over large geographical distances. The sub-policy is increasingly used when hiring new employees, and it encourages a local dialogue between leader and employee on flexibility in organization of the work.

At the most recent meeting of the Occupational Health and Safety Coordinator Network and the Corporate Work Environmental Committee, it was mentioned that the sub-policy has meant that some DTU employees have a demand or expectation that they are entitled to a fixed number of days of working from home per week. This interpretation is not in line with the intention of the sub-policy. Such an arrangement may limit the planning of joint activities and be an obstacle to social and professional cohesion in the working community.

In addition, it is crucial that the implementation of the sub-policy does not give rise to disputes about rights and obligations.

DTU therefore recommends that leaders and employees refrain from agreeing on fixed working from home days, as this can have a limiting effect in terms of flexibility. The dialogue between employee and leader must ensure the possibility of flexible work organization and balance the individual employees' needs with the working community that they are part of.

The idea and objective behind the sub-policy are to provide a framework that supports the view that well-being enhances performance.

The 'Sub-policy on working day flexibility' was prepared in collaboration between the Corporate Work Environmental Committee and the Cooperation and Joint Consultation Committee in 2021. The sub-policy was subsequently evaluated at a meeting of the Cooperation and Joint Consultation Committee in 2022, where it was agreed to maintain it.

DTU Relay Race (DTU Stafetten)

- by Leif Leon Warner, CAS AB

Registrations for the DTU Relay Race are open, so mobilize your colleagues and fellow students and participate in DTU's 3 x 5 km relay race, which will be held on Thursday, 6 June 2023 with start at 4 p.m.

Over the years, the relay race has become a fun tradition that is eagerly awaited and appreciated by many employees and students - both as exercise and a social interaction.

The racecourse follows DTU's 5-km running path at Lyngby campus, and the whole event takes place at building 101B - with start from the sports hall entrance.

Registration for the relay race requires active participation in a walking or running team and is done via a link in Sportstiming's registration system. You can read more about how to register [here](#).



Occupational Health and Safety Award 2024

- by Simone Clauwaert, CAS AB

The annual DTU Occupational Health and Safety Award is given to one or more persons who have done extraordinary occupational health and safety work aimed at prevention and/or improvement. At DTU's Commemoration Day 2024, President Anders Bjarklev presented this year's Occupational Health and Safety Award to Lone Rosenkær Olsen from DTU Aqua.

As occupational health and safety coordinator, Lone works tirelessly and very successfully with various working environment initiatives at DTU Aqua. Here, DTU Aqua's wide geographical locations represent a special challenge, which means that Lone's work area covers many parts of Denmark. DTU Aqua has employees at DTU's premises in Lyngby, Hirtshals, Silkeborg, Nykøbing Mors, and in Sisimiut in Greenland, as well as on the research vessel (Dana).

DTU Aqua's tasks are also characterized by great diversity and include fieldwork, sailing with research vessels, laboratory analyses, experimental work with live animals, etc., and Lone focuses on ensuring a safe workplace, no matter where you work or with what.

Over the years, Lone has also contributed to increasing the focus on the psychological working environment. Therefore she also participates in the work with well-being dialogues at DTU Aqua and supports the subsequent follow-up on this.

Last, but not least, Lone likes to lead by example and contributes to solving the tasks at hand, often in interdisciplinary collaborations. She acts as a link between the central and local working environments, both at DTU Aqua and in relation to DTU's central occupational health and safety function. Collaboration with other university units is prioritized, and she participates in various network contexts across DTU. All aimed at looking after our joint physical and psychological working environment.

Lone Rosenkær Olsen receives this year's Occupational Health and Safety Award in recognition of her unwavering commitment and outstanding work to promote occupational health, safety and well-being at DTU.



Congratulations, Lone!

Physical Workplace Assessment 2024

- by Leif Leon Warner, CAS AB

As part of the statutory workplace assessment (APV), a APV questionnaire focusing on the physical working environment has been sent to all DTU employees in April.

Via the APV questionnaire, the university units can map the working environment locally and identify the areas where actions and initiatives may be needed.

The deadline for completing the APV questionnaire was set for 26 April 2024, and the responses received are now being processed by the individual university unit's occupational health and safety organization. If working environment-related problems have been identified, they must be followed up so that the work can be planned and performed in a secure and healthy manner.

The local work environmental committee and the individual occupational health and safety groups will ensure, together with management, that a prioritized APV action plan is drawn up for how to solve working environment-related problems and improve the working environment in these areas. An APV is thus the university unit's own tool for working systematically and efficiently with the working environment. You can read more about this on [DTU Inside](#).

