

November 2025

## Dear all at DTU

December and Christmas are just around the corner, and here in Q4, DTU has many interesting initiatives and exciting plans for the coming months. In this info letter, you can read about working day flexibility, DTU's Work Environment Conference 2025, DTU Health & Safety E-learning, etc.

DTU Work Environment Secretariat

### Working day flexibility

- by Nina Fog, Corporate HR

After the corona pandemic, much of the world has discovered more flexible ways of working. This is also true at DTU, where we have found that flexibility can go hand in hand with both high academic standards and high levels of productivity.

As early as 2020, the President was encouraging the Cooperation and Joint Consultation Committee and the Corporate Work Environmental Committee to develop a [sub-policy for working day flexibility](#)

The policy entitled all employees to have a dialogue with their manager on how to balance their wishes for flexibility with task performance. Many employees appreciate this opportunity and find that flexibility enhances both well-being and task performance - especially when it happens with an eye for team cohesion.

[However, flexibility is a shared responsibility.](#) Given the changes we are seeing in the world around us, it is natural that the President has once again put flexible working on the agenda - in the University Leadership and Management Forum, in the Corporate Work Environmental Committee, and in the Cooperation and Joint Consultation Committee. Flexibility is not a goal, but a means to create well-being and strong results.

Flexibility must be seen in the context of our increasing virtual accessibility. DTU's open-door policy means that we are continually striving to be accessible (e.g. virtually) for partners, students, and the surrounding community. [Flexibility means something different to each of us.](#) Therefore, [all employees at DTU are entitled to a dialogue](#) about how flexible working can help them find the right balance between their own wishes and the needs of the University community. DTU still recommends that managers and employees refrain from agreeing on regular working-from-home days. Fixed working-from-home days can be limiting in terms of organizing one's work, planning joint activities, and being able to act flexibly.

### Winter preparation

- by Lars Villadsen, CAS AB

When it turns frosty, pavements, footpaths, and roads become slippery - and every year many people at DTU fall and injure themselves. In Denmark, approx. 3,000 occupational injuries are reported annually to the Danish Working Environment Authority due to slippery paths, etc.

By paying attention and heeding a few tips, we can look after ourselves and each other - both on foot and behind the wheel!



#### 3,000 WORK-RELATED INJURIES PER YEAR ARE CAUSED BY SLIPPERY CONDITIONS

- Sidewalks and parking areas become dangerous
- Winter tires provide better grip and safety

- ✓ Walk carefully and stay alert
- ✓ Remember to switch to winter tires

### DTU's Work Environment Conference

- by the DTU Work Environment Secretariat

On 28 November 2025, DTU's Work Environment Conference will be held for the entire DTU work environment organization - employees and management representatives, as well as student representatives. Partners with an interface to the work environment are also invited, such as ergonomics ambassadors, emergency coordinators, and union representatives. The theme of the conference is neurodiversity, and the day offers both external speakers and internal inspiration from DTU. Use this [link](#) to see the programme, and to register - the deadline is Friday, 14 November 2025.

## General recommendations on how to prevent infection

- by Karin Grønlund Fredborg, CAS AB

Winter is upon us - the peak season for common colds and infections. To prevent infection, it is important to follow the Danish Health Authority's general [advice on infection prevention](#).

- Stay at home - if you are ill.
- Ventilate rooms regularly.
- Wash your hands frequently - or use hand sanitizer.
- Clean regularly - especially surfaces that are touched by many people.
- Cough or sneeze into your elbow.



Good hygiene is a small measure that makes a huge difference to your own health and that of others. Read more about hygiene in the workplace at [DTU Inside](#).

## Gathering of experience with DTU's dialogue concepts

- by Nina Fog, Corporate HR

For almost five years, we have been gathering experience at DTU with a dialogue-based approach to [well-being](#) and [leadership](#). DTU is a large organization where we value variation in how units are organized, and the concepts are fortunately designed to be sufficiently flexible so that processes can be adapted locally. Experience shows that there is support for dialogue as a method for improving well-being, but not everyone finds it easy, as dialogue requires both courage and training. But at DTU, we welcome dialogue, because it makes us wiser about each other, and thus strengthens our well-being and collaboration.

DTU is something we create together through working together. Well-being is an important ingredient in this context. Well-being is not easily quantifiable - well-being is something we create together, through ongoing conversations and shared responsibility.

### [If you feel unsure, reach out](#)

At DTU, there are colleagues who are not familiar or comfortable with the dialogue situation, and who are unsure about voicing what they think and feel. This provides food for thought - and a reason to encourage all work environment representatives and union representatives to make people aware of their existence and purpose. At DTU, we are proud of our collaboration and working environment organization, which you can always contact in complete confidentiality. Our work environment representatives and union representatives are trained to listen - and can help you find out how you feel most comfortable putting your thoughts and feelings into words.

## DTU Health & Safety E-learning

- by Lars Villadsen, CAS AB

Based on the Corporate Work Environmental Committee's action plan, DTU Health & Safety E-learning has been developed and is currently being tested in a pilot project at DTU.

DTU Health & Safety E-learning aims to contribute to joint learning, knowledge, and an understanding of a preventive work environment culture and safe behaviour at DTU.

The e-learning is aimed at employees, students, and guests, and provides a general introduction to a sustainable work and study environment at DTU. Thus, it does not replace concrete/specific training and instruction, which is still handled locally in the university units.

## Ergonomics showroom moved to building LY101

- by Ann-Rose Bøttcher, CAS AB

The ergonomics showroom has moved to building 101 at Lyngby campus and is open for visits. In the showroom, it is possible to try out selected office chairs and office equipment that support good ergonomic conditions. The selection in the showroom is limited to what can be purchased via DTU Fusion. The selected products have been tested for functionality, quality, price, and sustainability.

To visit the ergonomics showroom, it is necessary to make an appointment - read more at [DTU Inside](#).

