



DECISION

Reg. no STYR 2024/1090*Date* 18 April 2024

Vice-Chancellor

Work environment goals for Lund University 2024-2027

Background

Lund University is a world-class university that works to understand, explain and improve our world and the human condition. This requires a positive work environment, which is enriching, stimulating, safe and secure, as set out in the University's Work Environment Policy. The University's overarching priorities are stated in the Strategic Platform for the years 2024-2027. One of the prioritised areas is the creative work and study environment.

Lund University's overall goals for the work environment are established and followed up by the Vice-Chancellor after coordination in the Central Health and Safety Committee in accordance with the university's local collective environment agreement on work environment collaboration (STYR 2017/1659). Work environment goals are shaped based on the annual review of the systematic work environment management, the needs that emerge through other investigations or follow-ups, as well as from dialogue with local health and safety committees and representatives from the health and safety organisation. Based on investigations and dialogue, focus areas and activities are identified that will promote the achievement of the University's work environment goals.

Three focus areas with associated activities for 2024-2027 have been identified with broad support and have been approved by the Central Health and Safety Committee. Information was provided in compliance with Section 19 of the Swedish Employment (Co-Determination in the Workplace) Act on 5 March 2024 and a dialogue

about the proposal took place in the Vice-Chancellor's Management Council on 11 April 2024. As with all work environment management, the activities are to be planned and carried out in cooperation with the health and safety organisation.

Goals and focus areas

The long-term goal is a sustainable work environment for all those active at Lund University.

In order to reach that goal, between 2024 and 2027 and based on the continuous systematic work environment management, Lund University will have a particular focus on three areas:

- Health-promoting and preventative work environment management
- Employeeship and life as a student
- The work environment for collegially appointed managers

Action plan for 2024-2027

Within the framework of the three focus areas, seven activities are to be implemented. Each activity relates to one – and sometimes to several – of the three focus areas. These activities are followed up at the same time as the annual systematic work environment management review and are revised when necessary.

In the period 2024-2027, Lund University is to:

- 1. Include health-promoting and preventative measures in local action plans for work environment management**
In conjunction with the annual review of the systematic work environment management, risk and impact assessments are carried out for the purpose of planning work environment related measures. In order to reinforce the things that work well today, while at the same time achieving a more proactive focus, local action plans are to take into account health promotion and preventative measures going forward. The action plans are to state what managers and employees are expected to do. The results of health and safety inspections, other work environment inspections and monitoring of sick leave, incidents and occupational injuries are used as the starting point. The dean or equivalent is responsible for

implementation, supported by the work environment coordinator or local HR officer. Follow-up occurs during the annual review of the systematic work environment management, initially in the local health and safety committees and then in the Central Health and Safety Committee.

2. Introduce a digital, university-wide tool for investigating and following up employees' and managers' organisational and social work environment

Regularly, or when necessary, the University is to investigate the organisational and social work environment to find out how employees and managers feel about their work situation. These surveys are to result in employees and managers planning and implementing suitable work environment measures. A common investigative tool is necessary in order to achieve a university-wide approach and working method. The HR Division are responsible for identifying such a tool in collaboration with the faculties/equivalent. Follow-up is done in the local health and safety committees and the Central Health and Safety Committee.

3. Ensure managers have knowledge and awareness of duties within the work environment

Managers being aware of what is included in their area of responsibility is a prerequisite for a good work environment. The University is therefore to ensure that all managers have basic knowledge of the work environment before they delegate duties to employees or assume them themselves. The dean or equivalent is responsible for ensuring managers' knowledge with the support of the work environment coordinator or local HR officer and existing training and support material. Follow-up occurs during the annual review of the systematic work environment management, initially in the local health and safety committees and then in the Central Health and Safety Committee.

4. Identify factors that contribute to a sustainable work environment for collegially appointed managers

Collegially appointed managers have a particularly challenging work situation. In order to identify factors that contribute to a sustainable work environment, work

environment dialogue with collegially appointed managers is to be conducted in a systematic manner. A university-wide approach will be developed. The HR Division, in cooperation with faculties or equivalent, is responsible for the development and implementation of this approach. Follow-up occurs during the annual review of the systematic work environment management, initially in the local health and safety committees and then in the Central Health and Safety Committee.

5. Investigate the potential for a university-wide introduction to the work environment for students

An important part of a good work environment for students is an introduction that includes clarifying what is expected of the student, as well as what support is available. This promotes wellbeing and helps prevent ill health. The need for a university-wide introduction for students is to be investigated, and where necessary a content proposal produced. The Student Health Centre is responsible for carrying out the activity and follow-up is done by the Central Health and Safety Committee. The activity is also to have the approval of the university-wide Education Board.

6. Implement student welfare reviews

Student welfare reviews enable the organisation to investigate, assess, remedy and monitor risks in the students' work environment. Lund University is to build and provide support for the establishment and implementation of the working method that is fit for purpose. The organisational manager responsible for education is to ensure implementation, supported by the Student Health Centre. Follow-up occurs during the annual review of the systematic work environment management, initially in the local health and safety committees and then in the Central Health and Safety Committee.

7. Strengthen external engagement and collaboration within systematic work environment management for students

A crucial component of efficient and successful work environment management is the opportunity for learning within the organisation. A forum focused on the students' work environment needs to be established. Lund University will therefore develop a forum for external engagement, knowledge transfer and skills development across

organisational boundaries. The Student Health Centre is responsible for carrying out the activity and follow-up takes place in the Central Health and Safety Committee.

Decision

The University decides to adopt overall work environment goals, focus areas and activities for Lund University for the period 2024-2027 as above.

The decision on this matter was taken by the undersigned Vice-Chancellor in the presence of Deputy University Director Torun Forslid, after consultation with a representative of Lund University Student Unions and a presentation by HR Specialist Anna Sjösten, HR Division.

Erik Renström

This document has been signed electronically, see the end of the document.

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