

PLAN OF ACTION

Department: **Department of Health Science and Technology**

APV year: **2022**

AMiU members: Erika G. Spaich, Jacek Lichota, Thomas Kronborg Larsen, Gorm Henrik Fogh Rasmussen, Kim Dremstrup og Debbie Pedersen

Working environment representatives (not members of AMiU): Ásgerdur Arna Pálsdóttir, Brita Holst Serup, Dan Stieper Karbing, Mark de Zee, Carsten Dahl Mørch og Knud Larsen

Approved by: **Head of department Kim Dremstrup**

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Shared with staff via: HST Intranet and mail

Nr	Status	Focus area/challenge to be solved	Action/activity	Timeline	Responsible	Follow-up/criteria for success
1	I gang	Career planning and employment - scientific staff: Employees have expressed a lack of transparency in specific requirements for promotion - this brings out a feeling of insecurity in employees.	Discuss and develop guidelines for promotion which support the planning of a scientific career.	Expected to be completed by the end of 2022. This point is a continuation from last year's plan of action.	Winnie Jensen is the primary responsible in collaboration with Jacek Lichota	* Specific guidelines for promotion which support the planning of the scientific career. * Communication of the guidelines in the organization. * Added after extending this point to this year's plan of action: An AAU framework for merits within teaching, research and innovation is under development. This processes is already started and therefore, this point continues. * Follow-up: Evaluation included in the Work place evaluation 2024 (APV 2024).
2	I gang	Moving to NAU-building: Evaluation and adjustments.	* Evaluate the social/psychical and physical conditions after moving. Participate in adjusting the moving. * Evaluate the cohesion of the groups of employees distributed across the different HST facilities (NAU and FRB).	Spring/summer 2023	Kim Dremstrup is the overall responsible in collaboration with AMiU and HST Management (involving Bente Gaarskjær when relevant)	Conducted and timely evaluation in the Work place evaluation 2023 (APV 2023)
3	I gang	Well-being: Focus on the well-being of selected groups, where bad well-being has been documented.	* Working environment representatives start the dialog with these groups to investigate the situation. Afterwards, proposals for action points are sent to HST Management.	Autumn 2022	Appointed management representatives from the selected groups	Concrete solution proposals and communication of these to the employees.