



## Minutes, Health and Safety Committee 2023-09-12

Time: 13:00–15:00

Location: A1001

Attendees: Katarina Åkerling Lindholm, Head of HR, chair  
Andreas Kedestig, HR Strategist  
Anders Nordquist, Principal Health and Safety Representative  
Jakob Hagström, Vice President, Student Welfare, Örebro Student Union  
Rickard Ålund, Head of Property and Facilities  
Jörgen Winbladh, Security Coordinator  
Elin Weiss, Advisor, Equal Rights and Gender Equality  
Malin Saverman, Saco-S  
Martin Larsson, ST  
Hanna Malmberg, HR Administrator, secretary

Absent: Seko representative

### 1. Person to certify the minutes

Anders and Katarina were nominated to certify the minutes.

### 2. Minutes from last meeting

Andreas ran through the minutes from last meeting.

### 3. IA system – update

Andreas reported on the current introduction of the IA system, a digital system to streamline our work environment management efforts. The system is introduced partly to facilitate digital management of, for example, occupational injuries and incidents, and partly in an attempt to reduce the suspected underreporting of incidents and accidents. A working group will convene to discuss the types of incidents and deviations that should be registered in the system at the initial stage. More modules can be connected to the system later. Roll-out of the system is planned for early 2024.

#### 4. Other business and reports from health and safety representatives

**Employee survey** – the next employee survey is planned for the beginning of 2024. A working group is currently reviewing the questions in the survey. The same service provider will be used as for the last survey (Vestra).

**Student survey** – the student survey was sent out in May and results are expected soon. The question will be revisited at the next meeting.

**Evaluation of work environment training course** – Andreas wants to change the structure of the course and try to compact it. He will prepare a proposal for a new course design and will report back on the matter.

**Work environment training course linked to laboratories** – a special training package will be designed for people working in laboratories. The training course will be prepared together with Cecilia Lagerström, laboratory health and safety officer.

**E-bike batteries** – Anders enquired about the status of e-bike battery lockers. Jörgen reported that a bicycle parking area with battery lockers are being built by the Prisma square. There is also a discussion as to where and how more lockers will be built. There are also deliberations with management on what the university's take on storing batteries indoors should be.

**Problems in the workplace at Karlstad University** – Anders brought up a situation at Karlstad University where a right-wing extremist has caused problems in the workplace and the study environment on a course. This individual has, among other things, filmed students and the teacher on the course and posted the material on a blog. Do we need contingency plans at Örebro University for similar situations? Jörgen will contact the head of security at Karlstad University to find out how they have dealt with the matter.

**Attitude towards AI** – Anders raised the question that teachers in schools have to spend a lot of time checking if assignments handed in by pupils have been generated by AI. So far, it may be more difficult to pass AI-generated material off as your own in higher education, but it may be a good idea to prepare ourselves for this kind of cheating in the future. Martin reported that other higher education institutions have prepared governing documents on the matter, and that this is being looked at also at Örebro University.

**Organisational and social work environment linked to the health and safety committee** – Martin reported that ST (trade union) has noticed that several groups within technical/administrative functions have been adversely affected health-wise as a result of conflicts and a high workload. The matter needs to be raised, only in what forum? Saco-S has seen the same trend.

Katarina and Andreas stressed the importance that these things come to the employer's attention, otherwise it is difficult to take action. If the prerequisites do not exist for managers in the organisation to handle the problems, these need to be raised higher up in the organisation. The health and safety committee is asked to take this matter to university management.

#### 5. Health and safety committee @ ORU

Andreas presented a proposal on how the work of the health and safety committee could be organised going forward. The purpose of having a health and safety committee is to monitor the operative day-to-day work environment management efforts. The present meeting structure includes the work environment forum, where heads of school and support functions

meet some time before the health and safety committee meeting, and the health and safety committee, with representatives from HR, trade union organisations, support functions as well as a health and safety representative and a student representative.

The areas for improvement identified by Andreas are planning at a more operational level; a multi-tier organisation for health and safety committees; increased local presence; as well as more active and better structured work environment management.

The proposal means that there would be health and safety committees at two levels. The first level is the local health and safety committee at school level, meeting four times a year. These committees would handle matters that involve the local organisation/school and members on the committee would include head of school, heads of division, HR officer, local health and safety representatives and any other relevant functions whose input would be needed on certain matters.

The second level would be the central health and safety committee, meeting one to two times a year. This committee would handle matters at the central university level.

The proposal has been presented to the heads of school and they welcome the change. Also the trade union organisations and the principal health and safety representative are in favour of the proposal. Andreas will continue to work on the new organisation and will report back on the matter.

## 6. Next meeting

Next meeting will be on 21 November.

Taking the minutes

Hanna Malmberg  
HR Administrator

I certify that these minutes are a true and accurate record:

Anders Nordquist  
Principal Health and Safety Representative

Katarina Åkerling Lindholm  
Head of HR