



Follow up on Business IT Work Place Assessment (APV)

Jens Chr. Godskesen
Acting Head of Department

All staff have received

- A overall report for ITU
 - Presented by Rambøll
- Department specific reports
 - Physical APV
 - Psychical APV

- February 6
 - Staff meetings with Rambøll
- Mid-February to Mid-March
 - Follow up in departments
- March 16
 - Plan for following up to HR
- June 29
 - Reporting on following up to HR

Department follow up

- This meeting
- HoD discuss with Brit and Roman
- Discussions
 - Among faculty
 - In TIME and TIP
 - With Brit, Roman, and Jens Chr.
- Department meeting March 15

Observations for BIT, Physical

- Lack and quality of cleaning
- Indoor climate
 - Ventilation
 - Hot offices

Engagement relatively high (3.9), but varies:

- Development (4.2)
- Organization (3.6)
- Work situation (3.6)
- Department (3.2)

Department (3.2), bottom five

- Clear goals (3.0)
- Collaboration with other units (3.1)
- Talks about the users expectations (3.2)
- Effective in our way of doing things (3.2)
- Treatment of disagreement and conflicts (3.3)

- Work situation (3.6), bottom four
- Rarely experience stress (2.7)
 - Balance between tasks and time (2.9)
 - Necessary Information (3.4)
 - Work-life balance (3.5)

Organization (3.6), less or eq. 3.5

- Confidence in Managements management (3.0)

Bottom five

- Rarely experience stress (2.7)
- Balance between tasks and time (2.9)
- Clear goals in unit (3.0)
- Confidence in Managements management (3.0)
- Collaboration with other units (3.1)

Offensive behavior

- Exposed to bullying (22%)
 - 8 out of 36
 - 3% weekly exposed
 - 75% exposed from management
- Unwanted sexual awareness (6%)