

Date: Friday 13<sup>th</sup> of January 2026

Time: 13.00-14.30

Location: Micro E2

# LAMU NCMBM

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## **Attendees:**

Janna Saarela, Anthony Mathelier, Ingrid Kjelsvik, Dina Ruud Anthonsen, Sissel Eikvar and Monika Szymanska

## **Minutes**

### ***Item 1-1/26 Approval of the minutes from the meeting 18.09.25 and 15.12.25***

Both minutes were approved

### ***Item 2-1/26 Brief Updates:***

#### **Safety representative**

Dina is back from maternity leave and will once again take on the role of safety representative.

#### **Employee representative in LAMU:**

We still haven't received any response to the request for an employee representative in LAMU. Sissel will encourage employees at the institute meeting to volunteer.

#### **Cleaning day:**

A new cleaning day is being planned during the spring. It was suggested to have it on a day in May. The focus will be on clearing out and giving away/throwing away everything we are not bringing with us to LVB, with particular focus on old chemicals in the laboratories. As usual, it will be a half-day event followed by pizza.

#### **LAMU seminar:**

This year's LAMU seminar will focus on the psychosocial work environment and risk assessment of the psychosocial work environment. Everyone is encouraged to participate, but it will be held in Norwegian. Sissel will forward the invitation.

### ***Item 3-1/26 Working environment issue***

— Exempt from public disclosure

pursuant to § 23 of the Norwegian Freedom of Information Act

### ***Item 4-1/26 Changes in the regulations on the psychosocial working environment:***

There have been amendments to the Working Environment Act regarding the psychosocial work environment.

Section § 4-3 now states that “work shall be organized, planned and carried out in such a way that the psychosocial work environment factors in the enterprise are fully justifiable, based on considerations for employees' health, safety and welfare.”

Employers must work more systematically with psychosocial risk, on a par with the physical work environment.

A risk assessment of the psychosocial work environment in connection with the move to LVB will be carried out, organized by OPA.

Information about the changes in the regulations will be addressed after this workshop, first in the group leaders' meeting and subsequently in the institute meeting.

### ***Item 5-1/26 HSE goals for UiO 2025-2029:***

The University of Oslo has established a comprehensive Health, Safety, and Environment (HSE) plan for the period 2025–2029.

#### [HSE goals for UiO 2025–2029 - University of Oslo](#)

The document outlines specific goals to create a safe, inclusive, and positive working and learning environment, with a particular focus on keeping sickness absence low and reducing work-related stress.

Great emphasis is placed on the systematic follow-up of the psychosocial environment, as well as strict routines for chemical safety and risk assessments in the university's laboratories. The strategy underscores the importance of universal design and high-quality training for managers and safety representatives to ensure compliance with legislation.

Through digital systems for handling non-conformities (deviations) and an exposure register, the organization aims to proactively prevent injuries and health hazards. Finally, it is highlighted that HSE is a leadership responsibility that requires active participation from all employees and regular reporting.

LAMU decided to focus on the topic of psychosocial work environment this year. We will extract a sickness absence report from the system to assess to what extent the absences are work-related. Information about a stress management course for PhD students will be provided at the institute meeting and in the Wiki.

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### **Item 6-1/26 New chemical archive – Workplace Safety**

The new chemical archive "Work Place Safety" has now been implemented. Training videos are available in both Norwegian and English.

This will be presented at the institute meeting and will also be discussed in a separate meeting with the engineers.

The transfer of chemicals to the new system appears to have gone well. Luis is reviewing each research group and checking their chemical inventory.

### **Item 7-1/26 Update on LVB**

#### **Site access and inspections at NCMBM premises**

Rasma and Sissel will now take the required course and obtain HSE (HMS) cards so they have access to the construction site. They will be able to bring groups of up to 10 people for site inspections of the NCMBM premises. These inspections will likely take place every Friday going forward, as this is when there is least activity on the construction site.

#### **Psychosocial risk analysis in collaboration with Moment**

OPA, in collaboration with the consultancy firm Moment, will conduct a risk analysis of the psychosocial work environment in connection with the move to the Life Science Building (Livsvitenskapsbygget).

They will invite participants to two workshops, and the head of department, HSE coordinator, safety representative and some employee representatives should attend.

Ingrid and Marie will participate, and two additional employees should be included. The following were proposed: Rosa, Nolan, Patricio and Joey.

### **Item 7-1/26 Miscellaneous**

#### **Shredding of old protocols**

Carlos is working on shredding old protocols but is experiencing problems because the shredding containers have openings that are too small for the protocols.

The question was raised whether such old protocols actually need shredding, and there was agreement that they do. Carlos and Sissel will try to obtain a container with a larger opening.

#### **Notification of inspection at NCMBM according to the law of GMO by the Norwegian Directorate of Health**

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The institute has received notice of an inspection of its GMO facilities by the Norwegian Directorate of Health at the end of April.

Since a move is planned, Ingrid has contacted the Directorate and asked if they can postpone the inspection until after relocation. They will likely carry out the inspection in September.

Sissel will prepare for the inspection.

### **Involvement of the safety representative in NCMBM move meetings**

It was proposed that the safety representative should participate in NCMBM's meetings regarding the move to the Life Science Building.