

**Minutes of the public part of the 211th meeting of the FHML Council**

**dated Tuesday 10 March**

**2025 Present:** see

attendance list

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**1. Opening, announcements and adoption of the agenda**

The Chair opened the meeting.

**2. a Adoption of the text of the public part of the report of the<sup>210th</sup> meeting dated 10 February 2026**

-26.0301o – dated 26-02-26 – report

See the approved version with reference 26.0301/lo.

**2.b Comments on the public part of the report**

There are no comments.

**3. Announcements by the Dean**

The Dean has no announcements.

**4. Work & Wellbeing Monitor**

In the presence of project leader A. Newen and facilities manager D. Vertommen.

A. Newen gave a presentation on the introduction of the Work & Wellbeing Monitor (WWM), which is being implemented on the advice of ARBO@UM. This tool focuses on identifying psychosocial workload (PSW), with the aim of promoting wellbeing at work within the university. The name 'Work & Wellbeing Monitor' was deliberately chosen to emphasise positive development. The slides have been appended to the report with reference number 26.0296/l.

The updated, small-scale and participatory approach brings the survey closer to staff and aims to achieve a higher response rate. This proved successful in previous pilot schemes (including FSE), with a response rate of around 76%. Managers play an active role in encouraging participation. The survey is conducted in four phases: quantitative measurement, analysis, in-depth qualitative research (focus groups) and an action plan. The measurement tool is provided by an external, ISO-certified party (SKB). Results are reported anonymously at group level.

The WWM forms part of the employer's obligation to provide a healthy and safe working environment. Previous indications regarding employee wellbeing are also a contributing factor. In addition to identifying issues, the process also looks at what is going well.

Implementation within the FHML will take place in phases. Initial results are expected later this year. A core team is overseeing the process under the leadership of the project leader. The Faculty Council is kept regularly informed and involved.

During the discussion in the Council, the following points will be addressed:

- Careful handling of privacy and anonymity, particularly in small groups and regarding potential traceability.
- Staff working in multiple units will receive a single invitation based on their primary registration.
- The importance of clear communication with staff and the active involvement of managers.

The Council supports the initiative for this study, but recommends that the expertise of the 'Work and Organisational Psychology' Master's programme be drawn upon during its further development. Furthermore, the Council emphasises the importance of carefully safeguarding staff privacy and recommends considering the provision of an alternative, anonymous method of accessing the questionnaire, in addition to the personal link.

## **5. Risk Inventories & Evaluations (RI&Es)**

S. Lumeij and D. Vertommen provide an update on the current status of the RI&Es.

The RI&E for the Department of Pathology has been assessed against the assessment framework, but has not yet been fully completed. Any missing sections will be added in the coming period. The delay is due to the introduction of a new system. The assessment examines the document's currency, reliability and completeness.

The accompanying Action Plan runs in parallel with the review. The Council has enquired about progress, particularly regarding the many 'red' action points. Work is being carried out proactively on these. As regards Pathology, this department was not included in the RI&E in 2018/2019. In the current approach, the employer is taken as the starting point rather than the location. In addition, an Armico has recently been added to this group.

The Council gives a favourable recommendation on the reports before it, including the accompanying Action Plan. The Council requests that future reports include an overview of the progress made on the associated action points.

## **6. Additional agenda items**

There are no additional agenda items.

## **7. Any other business**

The council asks whether, as rumoured, various working groups exist (including one on standard teaching hours) and whether there is an overview of current educational initiatives. The Vice-Dean for Education states that he is not aware of this; nor is there a working group on standard teaching hours. However, he explains that the FHML Education Institute has launched a project aimed at developing frameworks for the organisation of education (e.g. minors and assessment). Work is underway on drafting terms of reference, but these have not yet been finalised and no working groups have been set up. This will also be shared with the Faculty Council at a later date.

The Student Council also asks whether research is being conducted into student wellbeing. At present, the research focuses solely on staff. The Dean indicates that this is a good suggestion to discuss at a central level.

K. Lijten