ACTION PLAN FOR THE PSYCHOLOGICAL WPA FOR HE

Prepared October 2016

The follow-up on the psychological WPA takes place within the framework of AU's personnel policy.

FOCUS AREA:				
- Good leadership in the daily work life				
GOAL:				
- Increased visibility and clarity through communication				
PRIORITISATION (1, 2, 3, etc.)	**INITIATIVES** (Add initiatives for each organisational level)	**RESPONSIBLE FOR INITIATIVES** (Assistant, where relevant)	**DEADLINE** (Date)	**STATUS**
	Clarification of the chain of command to ensure that an immediate supervisor is identified for all employees.	The faculty management team		Initiative identified
	Focus on SDDs being offered, held and followed-up on. Also, clarification of the manager holding SDDs in order to strengthen dialogue and ensure focus on well-being, development and job satisfaction.	All managers		Initiative identified

FOCUS AREA:				
- Recognition and constructive communication from colleagues and management				
GOAL:				
- Focus on a culture of recognition, dialogue and feedback				
PRIORITISATION (1, 2, 3, etc.)	**INITIATIVES** (Add initiatives for each organisational level)	**RESPONSIBLE FOR INITIATIVES** (Assistant, where relevant)	**DEADLINE** (Date)	**STATUS**
	Focus on in a respectful dialogue, feedback and recognition in the day-to-day work is encouraged.	The faculty management team / all employees and managers		Initiative identified
	Clarification of the role of union representatives and the occupational health and safety organisation in the working process for recognition and constructive communication.	Union representative/Occupational health and safety organisation		Initiative identified
	Focus on cross-disciplinary cooperation between units in order to optimise performance of tasks and strengthen professionalism.	The faculty management team		Initiative identified

FOCUS AREA:				
- Prevention of work-related stress				
GOAL:				
- Reduction of stress levels				
PRIORITISATION (1, 2, 3, etc.)	**INITIATIVES** (Add initiatives for each organisational level)	**RESPONSIBLE FOR INITIATIVES**	**DEADLINE**	**STATUS**

		(Assistant, where relevant)	(Date)	
	Prevention of work-related stress (see specific initiatives in local action plans).	All employees and managers		Initiative identified
	Clarification and communication of the scope for action in relation to where and who to contact for help, assistance and sparring on working with stress-related issues.	The faculty management team		Initiative identified

Status:
The status of the initiatives must be kept up-to-date in the action plan. Select status and then add colour:
Initiatives identified (red), Initiatives described and commencement planned (orange), Initiatives commenced but significant outstanding issues (yellow), Initiatives almost completed (light green), Initiatives completed (green).