

Work environment policy

We at Student Union Malmö want everyone who works with us to feel well, enjoy the work and have possibilities for development. The work environment policy shall contain what we want to achieve and how we plan to do that.

Student Union Malmö have to follow the regulations of the Systematic work environment (SAM) in a structured way. Systematic work environment work in a nutshell is usually depicted as a wheel where all parts are integrated with each other in a continuous process. Those parts are: investigation of the operations, assessment of the risks that come up at the investigation, measures to minimize those risks and controlling that those measures have contributed to a better work environment.

Often discussing work environment we start to think about the physical aspects. Organizational and social work environments are also extremely important to our wellbeing at work and that is why they are integrated in all the work we do at Student Union Malmö.

Working for work environment shall be a natural part of everything we do and that is why we work for a dialogue based work environment where there are clear expectations, tasks and routines. There shall be no victimization, bullying, discrimination or any form of harassment. The discrimination law and the work environment law have a lot in common which is why we have integrated parts of the discrimination law into our work environment policy.

Goals

Our goal at Student Union Malmö is to have a good work environment. To reach good work environment, we have the following goals;

- no one shall suffer from ill health or injuries because of the work
 - No one shall be bullied, victimized, discriminated or harassed
 - Everyone shall enjoy the work place
 - Everyone shall have influence over their own work situation
 - Everyone shall have possibilities for development both in their careers and as individuals -
- Everyone shall have knowledge of workload and how to handle stress

Division of responsibilities

It is the employer who have the utmost responsibility for the work environment and to make sure that the systematic work environment work takes place. This means that the president has the work environment responsibility. However everyone at the work place has a responsibility to contribute to a good work environment, to cooperate for better work environment and to be informed of their own work tasks. Organizational administrator is responsible to support the president in the administrative part of the work environment work. The complete division of responsibilities is described in the routines for work environment work.

How do we work with work environment?

At Student Union Malmö there are routines for the following; taking part in work environment work, division of tasks, knowledge and competence, investigation of the work environment, risk assessment, taking measures and doing action plans, reporting and investigating incidents and accidents, and the annual follow up of SAM.