

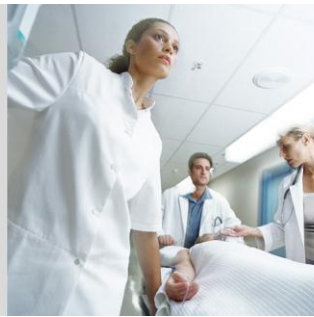
SLIC 2012 - Campaign on psychosocial risks – Country report I - GREECE

Greece - Report

General description

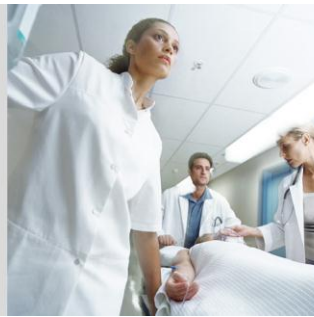
National legislation	<p>The campaign was carried out taking into account the general framework of the Greek Occupational Health & Safety Law 3850/2010 and also the European Framework Agreement for the Work Stress (2004).</p> <p>In Greece there is no specific legislation regarding the psychosocial risks at work. It must be noted however, according to the Greek labour legislation, all enterprises with more than 50 employees are obliged to acquire the services of an Occupational Physician (OP). OP's duties include the surveillance of the employees' health and the provision of advice to the employer, the employees and their representatives regarding measures that must be taken for the employees' physical and psychological health and well being among others.</p>
Campaign goals or indicators	<p>First, the main target of the campaign was the increase of awareness to employers and employees for the psychosocial risks in order to emphasize their significance in creating a healthy and safe work environment. Secondary targets of the campaign were the need for the psychosocial risks to be integrated in the general framework of risk assessment as well as the implementation of the appropriate measures</p>
Sectors inspected	Health services sector, transports and services (hotels & restaurants)
SLIC inspection tools and methods	The SLIC inspection method used, included both individual and team interviews-dialogues. The Danish tools were widely preferred and the OSHA checklist for stress at work was used in all the inspections.





<p>National tools (existing tools, development of new national tools or adjustment of campaign tools)</p>	<p>A pilot questionnaire (attached) was developed by the NPL and the LRP for general use. The questionnaire consisted of 73 questions regarding the enterprise, the work context and content, with a rate scale of 0 to 1. The total score corresponds to a risk level (low, medium or high), suggesting the respective measures had to be taken.</p> <p>A similar ad hoc pilot questionnaire (attached) was merely used in the health sector (intensive care units, emergency departments) with very good acceptance. The questionnaire consisted of 45 questions (regarding the work content, work context and company's indexes) rating from 0 to 4 and 10 questions regarding company indexes, with a rate from 0 to 2.</p>
<p>Number of labour inspectors</p>	<p>The total number of OSH labour inspectors in Greek Labour Inspectorate is 259</p> <p>75 labour inspectors actively have actively taken part in the campaign</p> <p>20 of the labour inspectors had a basic knowledge and competence on psychosocial risks</p>
<p>Training</p>	<p>Due to budget constraints, no training program was carried out apart from two seminars (Athens on 22nd March and Thessaloniki on 30th May).</p> <p>The campaign's material was sent to the inspectors in printed form. Supplementary training material was developed by the national trainers and sent to the inspectors by e-mail.</p> <p>The number of inspectors trained was 75.</p>
<p>National evaluation or follow-up</p>	<p>The pending follow-up inspections are going to be carried out during 2013.</p>
<p>Development of national information materials</p>	<p>Two flyers (PSR background & campaign information material) were printed in 6 languages, apart from Greek (English, Albanian, Romanian, Bulgarian, Polish and Russian), to be read by immigrants. The PDF files of the two flyers are attached.</p> <p>The "European Framework for Psychosocial Risk Management (PRIMA-EF)" Factsheets (booklet), was printed in Greek and distributed (electronic file is not attached due to big memory size).</p>



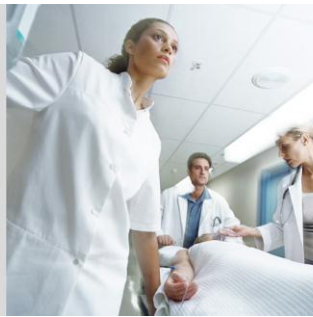


Development of a national campaign website	In the Ministry of Labour website http://www.ypakp.gr/ there is a specific site dedicated to the European psychosocial risks campaign 2012, including the educational/information material and the presentations of the two seminars that took place in Athens and Thessaloniki.
--	---

Assessment of the campaign

Usefulness of background material	Very useful, since it was brief and easy to read, giving the essential information for the psychosocial risks.
Usefulness of the inspection tools (toolkit)	The toolkits were very useful to the inspector for the preparation of the interviews and dialogues with the employers and the employees.
Usefulness of the project flyer	Very useful, introducing the employee to the campaign targets
Usefulness of the project website	Very useful, since everyone could have access to the information relevant to the psychosocial risk matters.
Description of good examples, in attachment if needed	





The inspectors' overall experiences of the campaign

Initially, due to the economic crisis and social climate in Greece, the feedback the inspectors received was negative, mainly due to the employees' unwillingness to participate in the interviews and recognize the significance of psychosocial risks. Nevertheless, the final result was much more satisfactory.

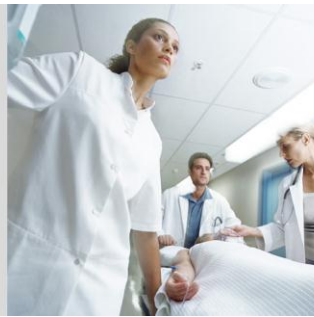
The vast majority of the enterprises have not included the psychosocial risks in the written risk assessment. However, in all the follow-up inspections, compliance was found. The pending follow-up inspections are going to be carried out during 2013.

The risk assessments were carried out by the safety technicians and the occupational physicians (where applicable) as the Law prescribes. Only in a few cases in the public health sector, experts (psychologists) contributed to the risk assessment.

The most frequent psychosocial risks registered were work pace/intensity, night/shift work and threats.

In the majority of the inspections, the interventions ordered according to the risk assessment were preventive and mitigating, including changes in the enterprise's organizational level and policy.

In general, Greek enterprises do not take into account the psychosocial risks in their plans and policies. As a result, an educational action plan is needed for both employers and employees in order to create a new culture and policy in health and safety.



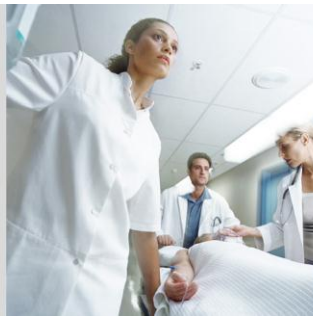
The employers' experiences of the campaign

The difficulties in Greece were the whole arising from the economical crisis. Most of the times, in the commencing of the campaign, employers, employees and organizations did not show willing since their first priority was given to the work uncertainty and economical problems facing.

An obvious lack of education concerning the basic knowledge of the psychosocial risks causative factors, the work stress symptoms and the respective preventive measures was found.

Apart from their first negative reactions, the employers were cooperative during the campaign, trying to impress the psychosocial risks in the work environment.





Evaluation

Please, scale the following aspects of the event on a 1-5 basis, where 5 signifies “very much”, 4-“somewhat”, 3 – “undecided”, 2 – “not really” and 1 - “not at all”.

	5	4	3	2	1
Did the campaign influence the national priorities?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce measures in the enterprises?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign contribute to the OSH management and prevention culture in enterprises?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign contribute to inform employers and workers?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce an increase in adequate risk assessments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign improve the national OSH infrastructure?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign stimulate enforcement in SME:s and high risk sectors?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the exchange of information with other member states stimulate national development?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

