

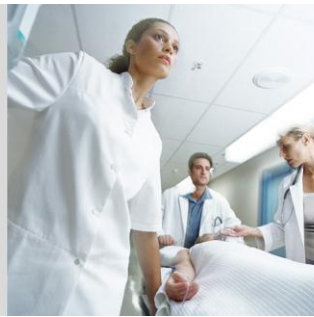
SLIC 2012 - Campaign on psychosocial risks – Country report I (The Netherlands)

See instructions!

General description

National legislation	In essence every employer is obligated to assess the risks employees are exposed to, to take effective measures to remove the source or reduce exposure and to evaluate the effect of implemented measures. Additional and specific for psychosocial risks, employers are required to investigate the causes and to educate employees about the possible risks and the planned measures. Employers have the possibility to develop uniformed specific measures per sector of industry together with employees. These agreed measures can be acknowledged by the government and used as reference during inspection programs.
Campaign goals or indicators	Our campaign goals are three: to increase specific knowledge about present psychosocial risks, to stimulate implementation of specific and agreed measures and to evaluate the effect systematical.
Sectors inspected	In the sector Health & Welfare: nursery homes, home care, juvenile health care and invalid health care.
SLIC inspection tools and methods	From the toolkit we found the Valmeri Inquiry promising to use in our campaign but this never led to actual use. For reporting purposes we did use the indicators from the country report-format to monitor the results for comparison with other member states.
National tools (existing tools, development of new national tools or adjustment of campaign tools)	For this project we have developed a special inspection module with which we can monitor the policy development on Psychosocial risk reduction in health care institutions. Furthermore we have developed a communication strategy and a series of specific information products for publicity purposes.



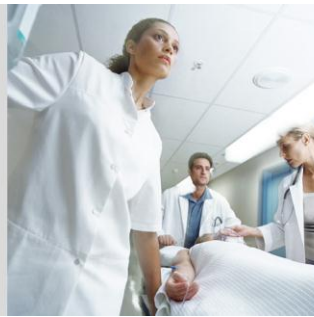


Number of labour inspectors	The total number of labour inspectors? 221 (2012) The number of labour inspectors with competence on psychosocial risks? 25 The number of labour inspectors actively taking part in the campaign? 25
Training	Has specific training for preparation of the campaign taken place? Yes Has training material been developed? Yes, new inspection module. The number of training days per inspector? 2 The number of inspectors trained? 25
National evaluation or follow-up	In every inspection program we take time to evaluate the use of the inspection module, the progress of planning and ofcourse semi- and final results for follow-up considerations.
Development of national information materials	We have developed a number of communication products: 1. Brochures in which we layout our 4-year program in health and welfare. This brochure is distributed via trade organizations. 2. Letters and flyers to inform employers about the possibility of an inspection with specific information as to what can be expected during a visit. Send to 3000 selected institutions. 3. Video's which show our campaign intentions and contain specific messages for employers, employees, HRM-officers and labour condition experts. 4. Pens with tips & USB-sticks with available material.
Development of a national campaign website	Visit www.inspectieswz.nl , select >> brancheinformatie >>>sectoraanpak >> gezondheids- en welzijnzorg. On this website we publish all of our communication products and other information to help employers, employees, HRM-officers and labour conditions experts to comply with national law requirements.

Assessment of the campaign

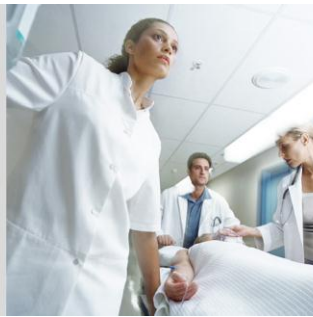
Usefulness of background material	The material was informative about the different national campaigns. We did learn for example that practical use was always limited due to national differences in legislation and campaign focus. In principle this applies to all material.
-----------------------------------	---





Usefulness of the inspection tools (toolkit)	As indicated before, we found the Valmeri Inquiry promising to be useful in our campaign but were disappointed in the availability of the Webropol application.
Usefulness of the project flyer	In our campaign in health & welfare sector we have developed a specific communication strategy based on our findings from earlier inspections and discussions with sector representatives. We thought this material was better suited for our campaign.
Usefulness of the project website	The website is very clear and contains all the necessary information.
Description of good examples, in attachment if needed	p.m.
The inspectors' overall experiences of the campaign	The inspectors are happy with the European attention for psychosocial risks. This helps in maintaining our focus on the most important labour risk in Health & Welfare. Furthermore inspectors emphasize that psychosocial risk assessment is very much institution specific. Therefore inspection tools and supporting materials must be tailor-made and offer room for inspectors consideration and judgement.
The employers' experiences of the campaign	Most employers have not been aware of the SLIC campaign despite of our efforts to inform them. Those who did react approving but say that they would have expected a stronger European profile through Committee channels.





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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign improve the national OSH infrastructure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Did the campaign stimulate enforcement in SME:s and high risk sectors?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Did the exchange of information with other member states stimulate national development?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

