



## SLIC 2012 - Campaign on psychosocial risks – Country report I (Ireland)

### General description

National legislation	The Safety, Health and Welfare at Work Act 2005 places duty on employer to identify hazards and assess risk and control accordingly. This requirement applies equally to the full breadth of risks present at the workplace – physical, chemical, health and psychosocial. There is one specific legislative instrument focused on psychosocial risks and that is the 'Code of Practice on the Prevention of Workplace Bullying' made under the Safety, Health and Welfare at Work Act, 2005 This Code is under the remit of the Health and Safety Authority, and outlines the procedures which should be in place in organisations so that the hazard of workplace bullying can be effectively and consistently addressed. It also provides guidance for employers, employees and trade unions on how to prevent a bullying culture from developing and identifies those responsible for its management and control. Currently there are no formal collective agreements in place however we have recently engaged in a joint EU initiative in this area and this project is expected to progress shortly.
Campaign goals or indicators	We committed to focus on the Healthcare sector solely and use our national inspection tools to gather requisite data. This is also part of an ongoing 5 year national programme and an element of our national programme will be submitted for SLIC assessment.
Sectors inspected	Healthcare sector only
SLIC inspection tools and methods	Elected to use our national tools with some modification
National tools (existing tools, development of new national tools or adjustment of campaign tools)	We routinely use directed sectoral question sets to collate relevant data from inspection. One such question set focusses on workplace violence and aggression. I was this question set directed at the healthcare sector that we committed to report around.
Number of labour inspectors	In total 20 inspectors contributed to this campaign  We have a Healthcare Inspection team numbering 10 field inspectors and one qualified psychologist in the organization.  10 inspectors were actively involved in the campaign.

Training	The healthcare inspectors were given one days training to support them in their inspection activities for the year. The SLIC project was part of this training. A combination of national training materials and the SLIC project material was used for training purposes 10 inspectors received training across one full day.
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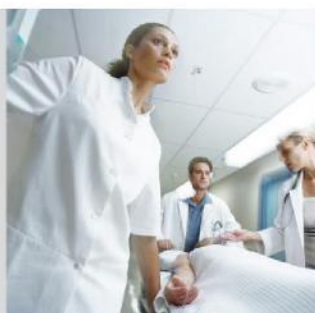


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PSYCHOSOCIAL RISK  
ASSESSMENTS



National evaluation or follow-up	We have developed numerous sectoral programmes at a national level and completion of these question sets while on inspection helps inform and direct our risk based enforcement programmes. The data gleaned from these inspection tools is assessed annually and will inform inspection focus as well as guidance and support requirements for the sector.
Development of national information materials	This is an on-going iterative process and novel guidance for this sector had been developed and we also incorporated elements of the SLIC tools.
Development of a national campaign website	A national campaign website was not developed, however the project was listed on our national website and the scope of our involvement was described with a link to the project website and associated materials.

### Assessment of the campaign

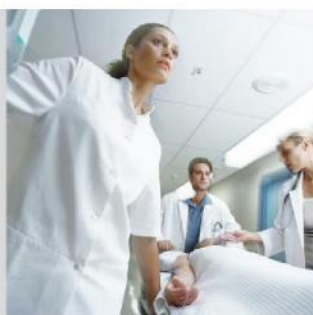
Usefulness of background material	The printed materials provided were disseminated during the inspection campaign and this proved useful for inspectors and recipients.
Usefulness of the inspection tools (toolkit)	We adopted to use our existing national question sets for our inspection campaign.
Usefulness of the project flyer	N / A

Usefulness of the project website	Was useful tool for inspectors to get more contextual information about the project as a whole and was quoted on inspection. We have no data regarding level of employer / employee access to the site.
Description of good examples	Nothing specific to cite.
The inspectors' overall experiences of the campaign	Inspectors appreciated the additional focus on the topic of violence and aggression at the workplace and it facilitated the interaction with the employers based on the wider European focus on psychosocial hazards.
The employers' experiences of the campaign	Inspectors did direct employers to the website and associated materials and some informal feedback received that it was beneficial in developing their assessments.

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## 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?			2		
Did the campaign induce measures in the enterprises?			4		
Did the campaign contribute to the OSH management and prevention culture in enterprises?			4		
Did the campaign contribute to inform employers and workers?			4		

Did the campaign induce an increase in adequate risk assessments?	4
Did the campaign improve the national OSH infrastructure?	3
Did the campaign stimulate enforcement in SME:s and high risk sectors?	3
Did the exchange of information with other member states stimulate national development?	4

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