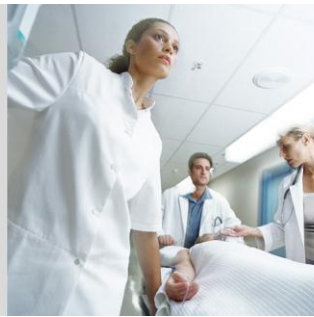


## SLIC 2012 - Campaign on psychosocial risks – Country report I POLAND

### General description

National legislation	Polish legislation does not provide for specific regulations concerning psychological risks in the workplace. Employers are obliged to evaluate and document occupational risk assessment and inform workers about risk and the ways of dealing with it. General OSH provisions provide for a necessity of taking into consideration all working environment factors present at work. In the course of risk assessment, employers shall take into consideration also psychosocial factors.
Campaign goals or indicators	Polish National Labour Inspectorate's actions carried out in the years 2006-2012 in relation to prevention of negative effects of psychosocial risk factors in the workplace, which suited the SLIC 2012 campaign, had two following goals: <ul style="list-style-type: none"><li>• informative – awareness raising amongst employers and employees on risks related to psychosocial burden and stress at work,</li><li>• preventive – identification of causes of stress at work in enterprises, assessment of stressogenic features of work (level of stress) and counteracting negative effects of stress. Additionally, in the course of implementation of SLIC 2012 campaign at employers subject to inspection in the framework of a routine inspection topic 'occupational risk assessment', the number of employers who included psychosocial risks in occupational risk assessment was determined.</li></ul>
Sectors inspected	The inspection topic 'occupational risk assessment' was implemented in 2012 in the following sectors: a) agriculture, forestry, hunting; b) mining and excavation; c) industrial processing; d) energy production; e) water supply; f) construction; g) retail and repair of vehicles; h) transportation and storing; i) hotels and gastronomy; j) information and communication; k) finances and insurance; l) real property services; m) professional activities; n) administration services; o) public administration; p) education; q) health and social care; r) culture, entertainment and leisure; s) any other services.



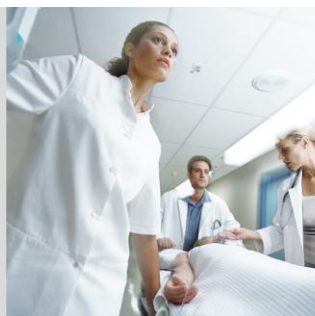


SLIC inspection  
tools and methods

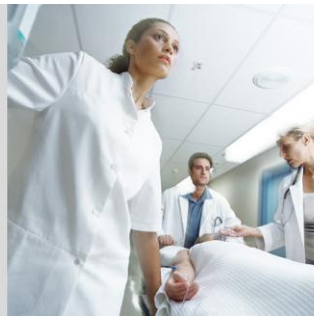
Inspection tools and materials developed by SLIC were used by the National Labour Inspectorate to a certain extent.

Limited application of SLIC tools resulted from the NLI's specificity of actions in the field of psychosocial risks. However, on the basis of SLIC tools and materials, taking into consideration the outcomes of the project team meeting, NLI developed its own methodology for the Polish campaign. In order to compare data from other Member States involved in the SLIC Campaign, NLI developed a questionnaire on psychosocial risks in the workplace.



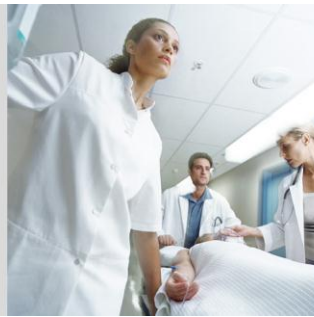


<p>National tools (existing tools, development of new national tools or adjustment of campaign tools)</p>	<p>In the course of implementation of the multi-annual programme on prevention of negative effects of stress at work, the National Labour Inspectorate applied its own tools adjusted to preventive specificity of our actions. In the years 2006-2012, two following tools were applied:</p> <p>1) ‘Questionnaire on assessment of work features’ developed by the Nofer Institute of Occupational Medicine in Łódź (source: B. Dudek, M. Waszkowska, D. Merez, W. Hanke ‘Protection of employees’ health against the effects of occupational stress’ IMP, Łódź) which allows to measure (low – medium – high) the total psychosocial burden at a given workstation taking into account 10 following features:</p> <ul style="list-style-type: none"> <li>• mental workload related to work complexity,</li> <li>• risks,</li> <li>• conflicts,</li> <li>• uncertainty caused by organization of work tasks,</li> <li>• unpleasant working conditions,</li> <li>• onerousness,</li> <li>• haste,</li> <li>• responsibility,</li> <li>• physical exertion,</li> <li>• rivalry.</li> </ul> <p>2) Tools were developed by NLI on the basis of a questionnaire on occupational stress elaborated by Dutch Labour Inspectorate. The questionnaire indicated 24 symptoms of stress, 12 stressors (sources of stress). The questionnaire respondent was to reply to 24 questions within 15 minutes. The new tool enables one to determine the level of stress, frequency of stress symptoms and identification of stress sources (stressors) in the working environment. These factors are determined for whole group of workers; they are divided into following categories: age - 19-29 years of age, 30-39 years of age, 40-49 years of age, 50 and more years of age, sex and type of occupied position (managerial and non-managerial).</p> <p>Moreover, in connection with the SLIC Campaign 2012, in relation to employers covered by the ‘Occupational risk assessment’ inspection topic, NLI developed a questionnaire addressed to employers who included psychosocial risks in their occupational risk assessment. The Questionnaire, to be fulfilled voluntarily was forwarded to employers (Questionnaire – attachment 1).</p>
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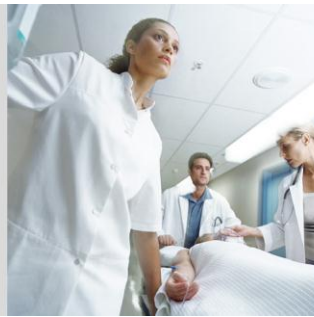
<p>Number of labour inspectors</p>	<p>Total number of labour inspectors: 1530</p> <p>The number of labour inspectors competent in the area of psychosocial risks: in the framework of multiannual stress prevention programme 2006-2012 there is a coordinator at the Chief Labour Inspectorate and 16 coordinators in District Labour Inspectorates. These are persons with appropriate qualifications for the programme: either with psychological background or labour inspectors trained in the scope of psychosocial factors of the working environment.</p> <p>In total, 412 labour inspectors participated in the campaign (these are labour inspectors responsible for implementation of the inspection topic ‘Occupational risk assessment’ and preventive ‘Programme for counteracting stress in the workplace’)</p>
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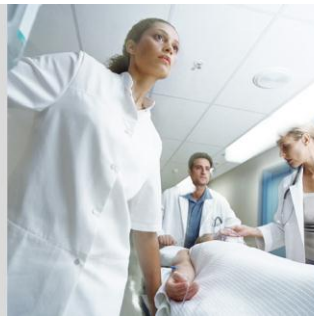


<p>Training</p>	<p>Was there a specialized training event aimed at preparation to implement the campaign?</p> <p>In the course of implementation of the multiannual preventive programme against stress at work, the National Labour Inspectorate provides periodic training events for coordinators from District Labour Inspectorates in the NLI's Training Centre in Wrocław. These events are also attended by managers of prevention and promotion units of each District Labour Inspectorate. During training events held in 2012 the chief coordinator of the topic presented the guidelines concerning implementation of the SLIC Campaign.</p> <p>Were training materials developed?</p> <p>Training materials developed by NLI are elaborated in the course of implementation of multiannual programme. The toolkit for the Polish programme consists of, among others, three PPT training presentations ('On the NLI's programme'; 'Managing worker units' and 'Stress management') as well as an Excel sheet for analysis of the programme's outcomes.</p> <p>Number of training days for each inspector: 3</p> <p>Number of inspectors trained: 60</p> <p>Coordinators of the multiannual programme provide other labour inspectors in their respective units with guidance concerning actions taken during inspection in companies. Having this in mind, labour inspectors participated in NLI's preventive and informative activities, also in the framework of the SLIC 2012 Campaign.</p>
<p>National evaluation or follow-up</p>	<p>In 2012, the National Labour Inspectorate's multiannual stress prevention programme was concluded. The programme's outcomes will constitute a basis for planning future NLI's activities in relation to psychosocial risk factors. The results of the inspection topic 'Occupational risk assessment' as well as questionnaires filled in by employers in the framework of SLIC Campaign (please find the questionnaire outcomes in attachment 2). In 2013, the preventive programme on stress at work shall be implemented by selected District Labour Inspectorates as their own tasks.</p>



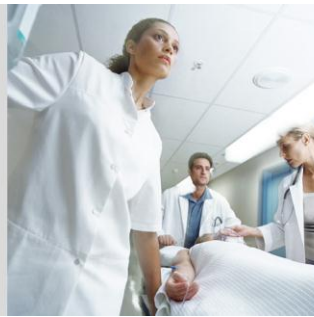


<p>Development of national information materials</p>	<p>The National Labour Inspectorate did not develop any additional materials for the SLIC Campaign. For the needs of implementation of the multiannual programme, 4 brochures were developed that were used in preventive, informative and training activities:</p> <ul style="list-style-type: none"> <li>✓ “Stress at work. Guidance for employers”</li> <li>✓ “Stress at work. Guidance for employees”</li> <li>✓ “Stress at work. Examples of good practices”</li> <li>✓ “Occupational risk assessment. Psychosocial factors”.</li> </ul> <p>Other auxiliary materials were also used in:</p> <ul style="list-style-type: none"> <li>✓ „Psychosocial factors in drivers’ work”</li> <li>✓ „Bullying. Info for employers”</li> <li>✓ „Bullying. Info for employees”</li> </ul>
<p>Development of a national campaign website</p>	<p>No SLIC campaign website was developed. However, there is a special subsection ‘Stress in the workplace’ (in Polish) on the NLI’s website. The subsection is available to employers and employees and contains information:</p> <ul style="list-style-type: none"> <li>- on actions commenced by the NLI aimed at prevention of stress in the workplace together with invitation to participate in our preventive programme;</li> <li>- describing what is stress, what are its causes, when stress at work is dangerous and presenting groups of risk;</li> <li>- how to prevent stress at work;</li> <li>- articles about selected social psychology processes, work psychology, clinical and intercultural psychology related to professional life.</li> </ul>



## Assessment of the campaign

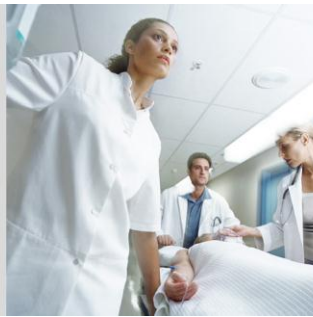
Usefulness of background material	Guidelines concerning interviews for the need of psychosocial risk assessment and instructions for sectors covered by the campaign are particularly useful. These materials are particularly helpful for those Labour Inspections that did not develop its own materials related to inspection, preventive and training activities. Due to specificity of NLI's tasks, SLIC materials were only used as supplementary to NLI's own materials developed for the multiannual programme.
Usefulness of the inspection tools (toolkit)	The questionnaire developed by the Finnish Labour Inspectorate on working conditions in companies in relation to risks occurring in working environment, musculoskeletal strains and psychosocial risks as well as the „Stress at work” checklist may be useful for preliminary diagnosis of risks in companies. It is difficult to analyse the usefulness of the SLIC toolkit because NLI applied own tools in its activities.
Usefulness of the project flyer	Usefulness of the project flyer was not assessed because NLI applied its own tools and informative materials developed for the needs of the multiannual programme.
Usefulness of the project website	The campaign's website is a good platform which could be used to present tools applied by European Labour Inspections and exchange information about actions commenced as well as present good practices.
Description of good examples, in attachment if needed	In 2009, in the course of implementation of the multiannual programme, some companies participating in the programme, following assessment of psychosocial working conditions and preparation of proposals for preventive actions, declared their readiness to be inspected by external auditors. At the level of the Chief Labour Inspectorate, several companies which excelled in stemming the negative effects of stress were selected for being audited. On the basis of audit outcomes, a brochure containing examples of good practices has been developed.



<p>The inspectors' overall experiences of the campaign</p>	<p>The National Labour Inspectorate did not conduct any surveys or interviews related to inspectors' overall experience of the SLIC campaign.</p>
<p>The employers' experiences of the campaign</p>	<p>The National Labour Inspectorate did not conduct any surveys or interviews concerning the SLIC Campaign amongst employers. Experience from implementation of the multiannual programme indicates that stress and other psychosocial risks are relatively new phenomena for some of Polish employers. Labour inspectors running workshops and training events for employers emphasized, that employers were lacking knowledge on psychosocial risk factors and considered such risks as less important than risks related to technical safety of work and compliance with labour law. Thus, the National Labour Inspectorate focused mainly on educational and training activities addressed to employers and employees.</p>







## 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”.

	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
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 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 checked="" 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"/>

