

SLIC 2012 - Campaign on psychosocial risks – Country report II (SPAIN)

Questions connected to inspections.

| Sector | Total number of inspections (inspection visits) | Number of follow-up inspections (part of total number) | Number of inspected companies or institutions | Number of inspections (Size of worksite 1-9) | Number of inspections (Size of worksite 10-50) | Number of inspections (Size of worksite >50) |
|---------------|---|--|---|--|--|--|
| Health | 368 | 159 | 209 | | 1 | 367 |
| Services | 92 | 40 | 52 | | | 92 |
| Transport | 206 | 89 | 117 | | | 206 |
| Other sectors | 20 | 8 | 12 | | | 20 |
| Total | 686 | 296 (75%) | 390 | | 1 | 685 |



1. Had the employer made psychosocial risk assessment?

In 61, 53 % of the inspection visits the employers had made the psychosocial risk assessment, in 41, 53% of cases completely and in 20% partially. However, 88% of the companies have been required to improve the quality of the assessment.

In 38.46% the employer did not have any psychosocial assessment at all.

2. Psychosocial risks considered in the risk assessment?

The most important risks considered in the assessments inspected were the following:

- Workload and Control: 61%
- Night/shift work (Fatigue): 45%
- Relations (Supervision / Participation / Internal Violence): 42%
- Clarity of Role: 36%
- Threats, violence (Third Party Violence): 32%
- Frequent changes: 4%

3. Participation in making the risk assessment?

Experts of the Prevention Services (external or internal) have participated in all the risk assessments inspected in the campaign, without any exception.

Employees have also participated in all the actions inspected. Only in a few cases the employer has carried out a sample of workers or has excluded some workplaces. In both



cases Labour and Social Security Inspectors have raised improvement notices or injunctions.

Only in a few companies (not more than 15, normally those with less workers), Labour and Social Security Inspectors have checked up that many workers did not want to participate in the assessment process.

Most of the workers representatives have participated in the election of the assessment method (79 %) and in the design of the corrective actions after the assessment (89% of the companies where the plan has been verified, which makes up 62 % of the companies in the campaign).

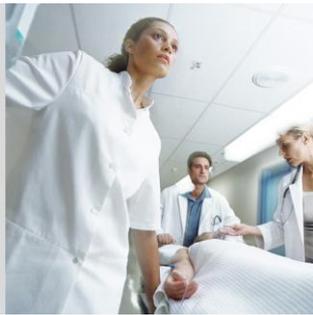
4. Actions needed concerning psychosocial risks?

It was necessary to adopt actions concerning psychosocial risks in 75% of the companies inspected and it was not necessary in 6% of them.

In 19% of the companies the psychosocial risks assessment had not been completed at the end of the campaign.

5. Actions taken by the employer after the risk assessment?

In most cases the actions taken were preventive, and in half of the cases were mitigating actions. Remedial actions have not taken place in the proactive inspection actions of this campaign.



6. Did the risk assessment comply with the legal requirements?

At the end of the campaign, 62, 82% of the companies inspected have carried out a psychosocial risks assessment which comply with the legal requirements, 32, 82% have complied partially and 2, 05% did not comply

7. Actions of the labour inspection

During this campaign 46 companies have received advice, 344 companies have received improvement notices or injunctions about the psychosocial risks assessment and the Labour and Social Security Inspectors have initiated the administrative infringement procedure with regard to 9 companies.