

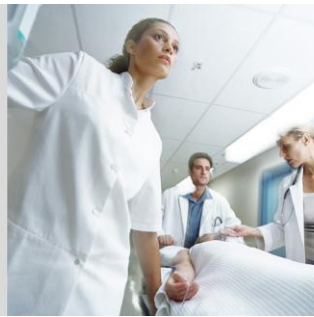
SLIC 2012 - Campaign on psychosocial risks – Country report I (LATVIA)

See instructions!

General description

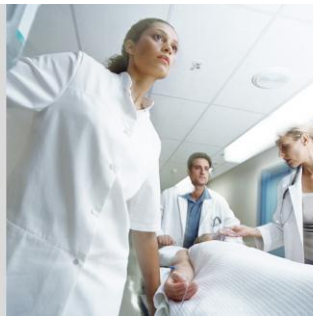
National legislation	<p>Latvian legislation there is a Labour Protection Law, which includes provisions stated in Council 12 of June 1989 directive 89/391/EEC. The Labour Protection Law stipulates that employers must make risk assessment, including psychosocial risk factors.</p> <p>The order to make internal monitoring of the working environment, including environmental risk assessment, is stated in the Regulation of the Cabinet of Ministers No.660 (02.10.2007.) "Internal supervision of working environment". These provisions are listed in annex 1, including part of the psychological and emotional factors.</p> <p>In accordance with the working environment risk assessment, employees should be sent to the compulsory health examinations, as determined in Regulation of the Cabinet of Ministers No.219 (10.03.2009) "Order of the compulsory health examinations". In these regulations in annex 1 are listed psychosocial risk factors and employees must be sent to the compulsory health examinations.</p>
Campaign goals or indicators	<p>The aim of the campaign were to pay attention to the quality of psychosocial risk assessment at health and social care sectors.</p>
Sectors inspected	<p>The campaign were carried out in the following sectors: health and social care with accommodation.</p>



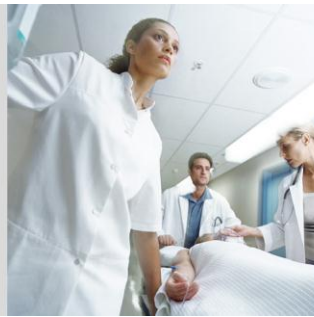


<p>SLIC inspection tools and methods</p>	<p>We used all the available materials from SLIC to organize campaign and to prepare the questioner about psychosocial risks at work. The more useful SLI found following materials:</p> <ul style="list-style-type: none"> -Psychosocial risks at work -practical guidance to conduct inspections at hospitals (Denmark) <p>Before the campaign SLI sent electronically 1370 informative letters to above mentioned sector employers about the campaign and instructions, where they can find information about the psychosocial risk factors. While organizing campaign we created questionnaire with an identical questions to employers and employees on a variety of psychosocial risk factors. From this survey, we found out the views of both the employer's and the employees 'on the current situation of the company in relation to psychosocial risks at work. In overall, questionnaires completed 74 employers and/or their authorized persons and 1029 employees. In addition to the completion of the survey, the Inspector conducted interviews with employers and employees engaged in the completion of the questionnaire on psychosocial risks, to identify problems and how to prevent or reduce them.</p>
<p>National tools (existing tools, development of new national tools or adjustment of campaign tools)</p>	<p>-</p>
<p>Number of labour inspectors</p>	<p><i>The total number of labour inspectors?</i> 100</p> <p><i>The number of labour inspectors with competence on psychosocial risks?</i> 0</p> <p><i>The number of labour inspectors actively taking part in the campaign?</i> 65</p>





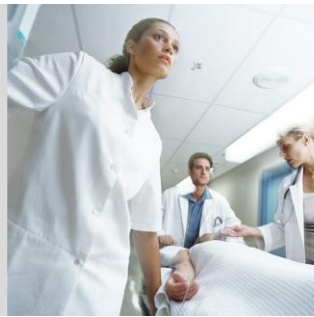
<p>Training</p>	<p><i>Has specific training for preparation of the campaign taken place?</i></p> <p>Before the campaign there was organized a training for the 5 regional State Labour Inspectorate's campaign coordinator. We invited an expert in the field of psychology. Then these coordinators in each region trained other inspectors.</p> <p><i>Has training material been developed?</i></p> <p>At the training we used SLIC develop materials for the campaign and psychosocial risks at work, with particular emphasis on health and social care.</p> <p><i>The number of training days per inspector</i></p> <p>State Labour Inspectorate's regional campaign coordinator was trained for 1 day. These coordinators then trained the rest of the regional inspectors also 1 day.</p> <p><i>The number of inspectors trained</i></p> <p>There were 100 inspectors trained on the campaign and about the psychosocial risks at work.</p>
<p>National evaluation or follow-up</p>	<p>After the SLIC campaign there was an informative seminar organized "Risk factors in health and social care institutions" for the health and social care representatives and other interested parties.</p> <p>The purpose of this seminar was to provide information on the most important risk factors in health and social care sector, including psychosocial risks, and presenting the most important problems, risk assessment, solutions and best practices.</p> <p>At this seminar SLI presented the results of the SLIC campaign, which brought out interest among the audience.</p>
<p>Development of national information materials</p>	<p>At this moment in Latvia there are no informational materials developed on psychosocial risks at work.</p> <p>All interested parties are recommended for the materials prepared by the SLIC.</p>
<p>Development of a national campaign website</p>	<p>At the State Labour Inspectorate website there is an indication of the SLIC campaign "Psychosocial risks at work", where are available the informational material in Latvian.</p>



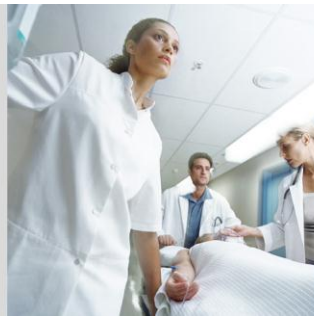
Assessment of the campaign

Usefulness of background material	The usefulness of the proposed materials are rated positively. Their content is mainly useful for people who have little or no grounding on psychosocial risks at work. On the other hand, people with a grounding, they refresh the previously acquired knowledge. The minus were the missing of practical examples that illustrate solutions to a variety of psychosocial risk factor reduction, as well as a real good practices. In general, the proposed campaign materials helped the inspectors to get prepared for inspection.
Usefulness of the inspection tools (toolkit)	During the inspection at the company, the inspector interview the employer and the employee. This test method for the campaign SLI inspectors evaluated positively, because both parties, employer and employees, payed attention to existing problems in relation to psychosocial risks at work. The SLI inspectors as a positive aspect indicate that to get results in a short period of time and to get a wide range of information about the existing situation in the company. But it should be noted, although the interwie of the employees were anonymous, but several companies employees doubted should they reveal the true situation at the company. On the other hand, negotiations led to an individual approach to each employee, during which the employee was maximum focus and it created the opportunity to get acquainted with psychosocial problems. In conversation with the employer the inspector could well point out directions, which they should work, as well as to give advice and immediately pronounce uncertain issues and give guidance in the implementation of concrete measures.





Usefulness of the project flyer	Project flyer were rated positive, because there were pointed out most of the psychosocial risks at work, as well as short information about the campaign.
Usefulness of the project website	The information given on the website were judged in two ways. Positively evaluates content rich information, proposed solutions and evaluation methods for psychosocial risks, the possibility to become acquainted with another country experience. While not as successful from the Inspectors, it is noted the lack of practical example in reducing psychosocial risks in different companies.
Description of good examples, in attachment if needed	<ul style="list-style-type: none"> • the smaller number of employees leads to better internal communication and staff solidity • well designed rest area with matching furniture and household appliances results in a greater desire to congregate and discuss case studies and get psycho-emotional balance; • a two-hour monthly meeting to discuss problems • providing psychological consultation • employees are ensured with extra vacations • the company has an active trustee, to deal with various types of employee problems; • organisation of training on communication, mental health issues; • provides rehabilitation procedures, medical gymnastics, collective physical activity.



<p>The inspectors' overall experiences of the campaign</p>	<p>Inspector experience in this campaign was different and radically various. In some health care institutions, employers and employees attitude towards the progress of the campaign was extremely reserved. The questionnaires (though anonymous) were completed unwillingly, some of the given informations confidence level was relatively low. On the other hand, most of the employers were pleasantly surprised that SLI inspectors were focused on the following topics. The workers were responsive and shared their thoughts and ideas on the psychosocial work environment risks at their workplaces. The inspector checking working environment risk assessment, the inspector concluded that it is not always and everywhere in a specific risk assessment is given adequate attention. At the negotiations with staff they acknowledged that there are psychological risks and the ability to identify it, but it was not reflected in the document.</p>
<p>The employers' experiences of the campaign</p>	<p>The employer's attitude were different. The majority of employers were responsive, willing to get campaign results for its company, as well as showing a desire to find a solution to the problem in relation to psychosocial risks. They gladly listened to recommendations and discussed about the existing situation. It should be noted that the inspectors also faced employers who took this campaign as usual inspection, so it was observed in disinterest and unwillingness to understand the importance of psychosocial risks and the impact on workers and productivity.</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”.

	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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>

