



SLIC 2012 - Campaign on psychosocial risks – Country report II - Belgium

Questions connected to inspections

This questionnaire is intended to summarize the results of the inspections on country level and is to be used to report on individual inspections.

See the instructions!

Many companies were visited several times for various reasons: generally because shortcomings were noticed during the first visit, but also in order to follow the improvements brought to the well-being policy. In accordance with the instructions, only the first visit has been taken into account in the analysis of the results. However, as regards the numbers of visits, all of them have been considered. In question 1, a distinction has been made between the results of the first inspection phase and the results of the follow-up phase.

In Belgium, the risk assessment is usually not evaluated according to the categories defined in the SLIC report. The Belgian legislation establishes other categories to do so: working circumstances, working conditions, working relations and labour content. These categories overlap the specific risks in the SLIC report. As a result, it is quite difficult to detect, in the risk assessments of the Belgian companies, the specific risks defined in the SLIC report. Where all the 4 Belgian categories were treated in the risk analysis, several or all “specific and other risks” from the SLIC report are also simultaneously handled. This result (26) has been included in question 2 under “other risks”.

The Belgian legislation requires employers to appoint a prevention counsellor dealing with psychosocial aspects. These prevention counsellors have to follow a specific training about psychosocial well-being. The number of employers who can count on such psychosocial prevention counsellors within their companies is rather small though. Indeed, the employers usually rely on the psychosocial prevention counsellors of the External service for prevention and protection at work, to which they must be connected. The number of risks analyses (22) in which these psychosocial prevention counsellors were involved is included in question 3 under the item “experts”.





The item "fines" under question 7 was left open. The inspectors themselves cannot impose fines. In Belgium, the fines (whether criminal or administrative) can only be imposed after a judicial procedure was started. No legal proceedings were initiated within the framework of this campaign. Even if a legal procedure was indeed started, we would, in that case, not yet be able to provide information about the applied fine system. The settlement of legal proceedings and any subsequent procedure for the imposition of an administrative fine largely exceed the duration of this campaign.

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						
Services	294	123	171	45	207	42
Transport						
Other sectors						
Total						





PSYCHOSOCIAL RISK ASSESSMENTS



1. Had the employer made a psychosocial risk assessment?

50 yes

96

105 no

→ first visits

45

→ follow up

2. Psychosocial risks considered in the risk assessment?

7 frequent changes

7 workload

2 diffuse expectations

6 night/shift work

24 threats, violence

7 relations

20 stress/other risks, specify

3. Participation in making the risk assessment?

17 employees

23 experts

4 employees' representatives

3 others

4. Actions needed concerning psychosocial risks?

12 yes

9 no

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

11 preventive

3 mitigating

6 remedial

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

29 yes

39 partially

no

7. Actions of the labour inspection

12 advice

153 inspection notice

0 injunctions

0 prohibition

fines

0 prosecution

5 other actions i.e

written agreement about the plan of action

