

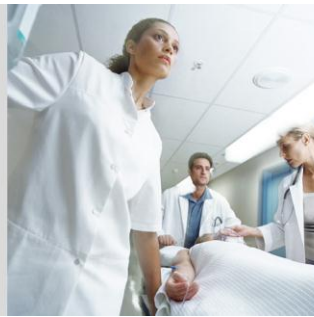
SLIC 2012 – Campaign on psycho-social risks – Country report I (HUNGARY)

See instructions!

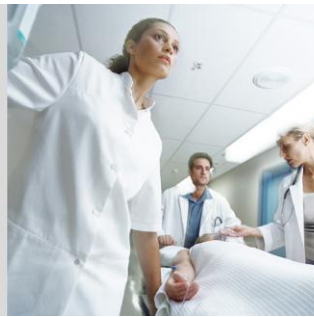
General description

National legislation	<p>When preparing risk assessments, as of 1 January 2008 it has been mandatory for employers in Hungary to assess the impact of psycho-social work risk factors on employees and design measures to mitigate the risks.</p> <p>Upon the assessment of fitness for work, employers are required to examine, at a pre-determined frequency, employees exposed to increased psychological stress and psycho-social risk factors.</p> <p>Hungarian legislation prescribing the above are the following:</p> <p>Section 54 (d) of Act XCIII of 1993 on Labour Safety.</p> <p>Section 6 (e)–(f) (Annexes 5 and 6) of Decree 33/1998 (VI. 24.) of the Minister of Welfare on medical examinations to establish vocational and personal hygiene fitness for a job.</p>
Campaign goals or indicators	<p>The purpose of the campaign is to call employers' attention to the issue and raise awareness about the authority's special efforts to investigate the measures aimed at the mitigation of psycho-social risks. With that in mind, the campaign in Hungary was conducted in two phases, preceded by a broad-scale awareness campaign and dissemination of information. In the first phase, we conducted a one-month long employers' review, in the context of which inspectors verified, during each individual inspection, whether psycho-social risk assessment was present at employers' across the country. In the second phase, 2–3 specially prepared (trained) inspectors performed an in-depth inspection of the psycho-social risk assessment of pre-notified employers and, where necessary, offered consulting and advice.</p>





Sectors inspected	In the first phase, each individual work safety inspection verified the existence of psycho-social risk assessment, and the inspection covered all sectors (1,528 inspections). In the second phase, inspectors performed a detailed inspection at 134 pre-selected employers, primarily in key sectors but also involving other sectors; in other words, the second phase also covered all sectors.
SLIC inspection tools and methods	<p>In the first half of 2012, we held professional forums to prepare employers for the expected campaign in order to allow them to get ready for the inspections.</p> <p>In the first phase we only checked which employers performed psycho-social risk assessment.</p> <p>In the second phase, prior to the inspection we notified employers in advance of the purpose of the inspection and briefed them on the availability of campaign material in Hungarian. This was followed by the on-site inspection.</p>
National tools (existing tools, development of new national tools or adjustment of campaign tools)	We distributed SLIC information materials in printed form in the Hungarian language, and also provided information about their online availability. We created training materials and inspection guidelines for the inspectors, adapted to Hungarian conditions.
Number of labour inspectors	<p>The total number of labour inspectors? All labour inspectors participated in the first phase: 104 persons.</p> <p>The second phase involved 44 trained inspectors.</p> <p>The number of labour inspectors with competence on psycho-social risks? 44 persons.</p> <p>The number of labour inspectors actively taking part in the campaign? 104 persons.</p>

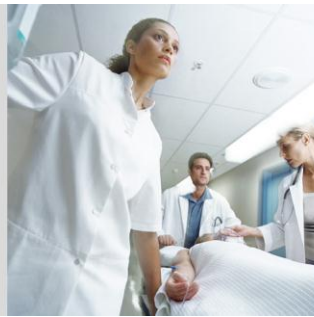


Training	<p>Has specific training for preparation of the campaign taken place? yes</p> <p>Has training material been developed? yes</p> <p>The number of training days per inspector: Training inspectors received one day of training; in addition, the leaders of supervisions also attended the consultations.</p> <p>The number of inspectors trained 44 persons</p>
National evaluation or follow-up	<p>We collected additional data besides those recommended by the SLIC. Their evaluation and practical utilisation is under way.</p>
Development of national information materials	<p>We prepared an internal professional training material for the training of inspectors, which is available for all inspectors on our internal website.</p>
Development of a national campaign website	<p>We have not developed a special Hungarian website; the findings of the inspection will be published on the homepage of the professional governing body at the beginning of 2013.</p>

Assessment of the campaign

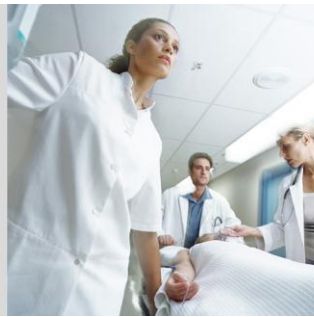
Usefulness of background material	<p>Background materials were of extremely good quality, both in terms of substance and in terms of print design.</p>
Usefulness of the inspection tools (toolkit)	<p>We received positive feedback.</p>
Usefulness of the project flyer	<p>We have distributed the flyers to inspectors both electronically and in hard copy, and they proved to be very useful.</p>
Usefulness of the project website	<p>In the briefing we provided prior to the inspection, we called employers' attention to the project website.</p> <p>According to their feedback, both employers and inspectors found the website useful.</p>





<p>Description of good examples, in attachment if needed</p>	<p>Based on the experience of our inspections, the psycho-social risk assessments that succeeded in revealing all psycho-social risk factors were those where employees were involved in identifying the risk factors. The employers that were successful in performing risk management were the ones where management and employees communicated routinely and on a daily basis (e.g. informal discussions during regular on-site visits), because this ensured the prompt perception of any “change in the atmosphere”. As a good example, some employers commissioned external experts to provide conflict management training once they perceived conflict brewing among their employees.</p>
<p>The inspectors’ overall experiences of the campaign</p>	<p>The experiences of trained inspectors were overall positive; the campaign prompted employers to address the issue thoroughly, including those who had previously not taken seriously enough the risks stemming from psycho-social factors.</p>
<p>The employers’ experiences of the campaign</p>	<p>We were extremely prudent in our communication; inspectors went to on-site visits only after a lengthy period of preparation. The main goal was to raise awareness about the issue rather than sanctioning. Accordingly, after the initial resistance and reluctance on the part of the employers, the campaign received a fundamentally positive welcome; especially when the inspectors offered their advice in order to improve the quality of the existing risk assessment.</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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce an increase in adequate risk assessments?	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>

