



Experiences of the campaign

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Carrying out the project

- 38 inspectors
- Health sector
- Guidance - the inspection of psychosocial risks at work
- A national complement to support the Guidance-tool
- Group conversations/standard inspections
- Simplified inspection notice

Results of the campaign

- 408 inspections
- 218 workplaces have been inspected
- 173 inspection notices
- 518 deficiencies

Heavy workload

Threats and violence

Psychosocial risks

Stress

Work including demanding relations with clients, patients etc.

Has the work environment changed after the inspections?

- A more structured way of working with psychosocial risk management.
- Increased focus on the psychosocial work environment.
- Increased cooperation between the employees representatives, employers and the employees.
- Increased knowledge about the value of making a risk assessment on psychosocial risks.

The employers' experiences

- A new focus on psychosocial work environment.
- Motivation for the issue.
- More knowledge about the value of working with the issue.
- A more systematic and formalised way of working with the psychosocial work environment.
- 7 out of 10 consider that the inspection has increased the knowledge about threat and violence, stress and risk assessments.
- 8 out of 10 consider the inspection relevant and important.

Critical success factors

- Scope of manoeuvre – a condition the labour inspectors needed to carry out the inspections.
- The competence of the inspectors
- The importance of the dialogue at the workplaces
- Simplified inspection notices – a small effort which gave good effects.