

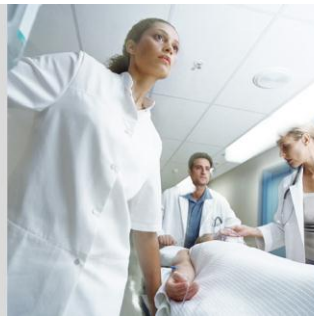
SLIC 2012 - Campaign on psychosocial risks – Country report I Sweden

See instructions!

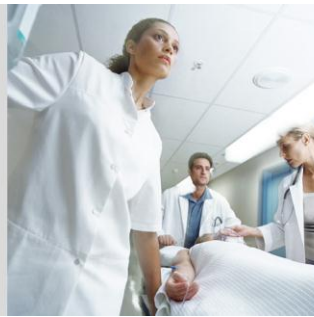
General description

National legislation	The provision of the Systematic Work Environment Management is the national legislation that is used in this campaign. The rules in the provision are based on the Work Environment Act and are a transposition of EU framework directive 89/391/EEC to Swedish law. The rules explain and define procedures to be followed by employers in implementing their work environment responsibilities.
Campaign goals or indicators	<p>The campaign goal is to accomplish 300 inspections, including follow-up inspections regarding psychosocial risk assessments. The inspector is to examine whether there is a risk assessment and if it considers relevant risks.</p> <p>On a national level the campaign also includes the following outcome targets;</p> <ul style="list-style-type: none">- Employers shall in higher degree investigate, assess and carry out measures to risks in the psychosocial work environment.- Increase the knowledge about psychosocial risks to employers and employees.- Give the participating inspectors more knowledge about new inspection tools regarding risks in the psychosocial work environment.
Sectors inspected	<p>Mainly the health sector including social care (private and public) has been inspected.</p> <p>Hotels and the transport sector have been inspected to a lesser extent. In a particular case there has also been a few inspections at a large enterprise in retail.</p>



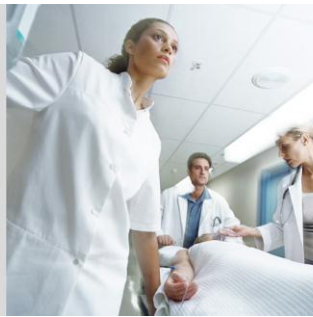


<p>SLIC inspection tools and methods</p>	<ul style="list-style-type: none"> - Guidance - the inspection of psychosocial risks at work - Work aid/interview guidelines for evaluating risk assessments with regard to Agency for Safety and Health at Work - Risk essentials, checklist no. 11. Hazard: stress at work. - Guidance tools for hospitals - Guidance tools for hotels and restaurants - Guidance tools for the transport of goods <p>About a third of the inspected workplaces have been carried out as group conversations with employees in combination of meetings with the employer and safety delegate. The other inspections are carried out as standard inspections i.e. meeting with employer and safety delegate. Some of them have also been something in between group conversation and standard inspection, a meeting with employer and safety delegate together with a few employees.</p> <p>As a method, most of the labour inspectors find that group conversation has the best value. It seems to be the best alternative to identify possible psychosocial risks. It provides a better base for assessing the work environment and gives a better effect to the inspection. Unfortunately it does require more resources. The guiding principles for the chose of group conversation have been the size of the workplace and prior information of psychosocial work related problems at the workplace.</p>
<p>National tools (existing tools, development of new national tools or adjustment of campaign tools)</p>	<p>Guidance - the inspection of psychosocial risks at work. This tool has been completed with a material containing descriptions of actions that can be taken according to each risk, all classified in preventive, mitigating or remedial actions. This tool has also been completed with more risks by labour inspectors.</p> <p>The Guidance tool for the transport of goods has been adjusted to the use for transport of humans.</p>

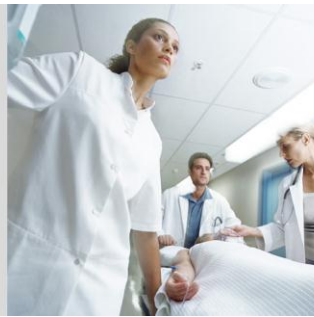


<p>Number of labour inspectors</p>	<p>The total number of labour inspectors? 268 labour inspectors</p> <p>The number of labour inspectors with competence on psychosocial risks? 44 labour inspectors</p> <p>The number of labour inspectors actively taking part in the campaign? 38 labour inspectors</p>
<p>Training</p>	<p>Has specific training for preparation of the campaign taken place? Yes, it has been one central day of training for one to three labour inspectors from each inspection district. Those who did not participate got information from trained colleagues at their home district.</p> <p>Has training material been developed? Yes, we have made power point presentations on;</p> <ul style="list-style-type: none"> - The context of the Campaign, - facts and backgrounds of psychosocial risks at work, - tools and methods for use, - information to employers, - administrative routines and - how to report the result. <p>The number of training days per inspector? One day</p> <p>The number of inspectors trained? All 38 participating labour inspectors have had some kind of training. On the central training day there were 21 participating labour inspectors.</p>





<p>National evaluation or follow-up</p>	<p>A specific evaluation questionnaire has been made, mainly based on the questions from Country report II. According to the national project plan there has also been one day of evaluation with appointed labour inspectors from each inspection district, to meet and discuss experiences from the campaign based on the evaluation questionnaire.</p> <p>One of the questions of national concern was about the use of a simplified inspection notice. Even if the labour inspectors thought it was a bit complicated to simplify issues of psychosocial work environment to adjust to the inspection notice, they were satisfied by the result. In relation to the small effort it gave good effect.</p>
<p>Development of national information materials</p>	<p>We have used existing national information materials such as;</p> <ul style="list-style-type: none"> - A brochure about stress, systematic work environment management, job adaption and rehabilitation. This was updated on account of the campaign. - A guide to systematic work environment management. - A national fact sheet with statistics concerning work related illness and disorders with social and organizational causes. - A brochure about first aid and crisis support. - A brochure about psychosocial issues in systematic work management. <p>These brochures are published by the Swedish Work Environment Authority and have been delivered to employers and safety delegates at the campaign inspections. The labour inspectors have also been able to bring a publication, Stress at work, from Karolinska Institutet in Sweden, which is a booklet with information about how stress at work can be experienced and cause illness and how stress can be prevented.</p>



Development of a national campaign website

As external information there is a short description of the campaign at the national campaign website www.av.se/Aktuellt/eu_kampanj. This site is linked to an interactive self-evaluation tool. There is also a link to the website on EU-level www.av.se/SLIC2012 with access to all tools and other background documents regarding the Campaign, provided by SLIC. Together these sites are mainly aimed for employers, employees, safety delegates and other stakeholders.

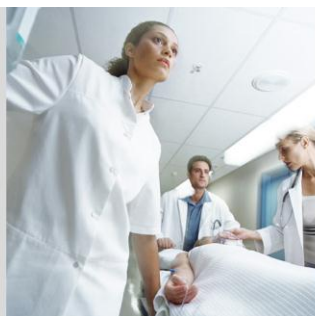
Internally there is a website with all information needed to carry out the inspections. The labour inspectors can find all the selected tools, external information materials, statistics, guides and background material and information about administrative routines.

Assessment of the campaign

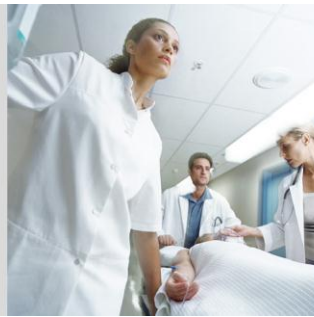
Usefulness of background material

Most labour inspectors have found it useful to study the background material as a preparation before inspection. It gives them facts about the area that is useful to know in the dialogue with the employer, employees and the safety delegate. One of the labour inspectors also refers to Table 1. containing Stressful Characteristics of Work. She has found it very useful as a tool, a checklist for the mind during the inspections.





<p>Usefulness of the inspection tools (toolkit)</p>	<ul style="list-style-type: none"> - Guidance - the inspection of psychosocial risks at work has been the most used tool in the Campaign. This tool has been appreciated and useful for both preparation and during the inspection. It provides a good structure to the dialogue, especially the classifying regarding the question about what actions have been taken after the risk assessment. One inspector says "... it has been a strength to use when discussing what actions the employer has taken". Another advantage is that it doesn't contain too many details which gives the inspector better scope for maneuver to adjust to the situation. E.g. can the labour inspector complete with more questions and pertinent risks considering the inspected sector and organization. - Work aid/interview guidelines for evaluating risk assessments with regard to Agency for Safety and Health at Work. This tool has been used with less extent and in combination with Guidance - the inspection of psychosocial risks at work. The function of the tool has mostly been as background material in order to study the questions and prepare for the inspection. In some inspections it has been used as a mind support. - Risk essentials, checklist no. 11. Hazard: stress at work. This tool has been used as inspiration, mind support and for preparation before the inspection. It provides good questions within the presented psychosocial factors. The checklist, however, would be gained by reformulating the questions to begin with a "how". - The Guidance tools for hospitals, transport of goods, hotel and restaurant. There are considerably positive remarks on these tools. The tools are found pedagogically planned and have been used before the inspection for preparation and during the inspection as mind support. E.g. the tool for hospitals has been useful in the sense of identifying risks. Some have also found it useful when they were writing inspection notices. There are however some of the labour inspectors who have noticed some difficulties. They think the tool is a bit complicated to start using without more practice or support.
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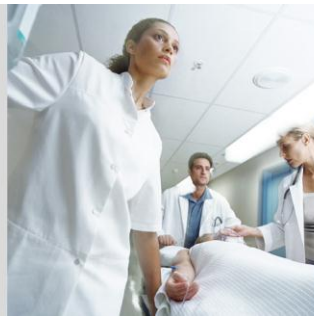


<p>Usefulness of the project flyer</p>	<p>The inspections have been presented through a letter with the flyer attached. The labour inspectors have then left the flyer to the employers during the inspection. It has been useful as presentation of the campaign, especially given the time the inspection takes and regarding the information about the context of the inspection. The practical usefulness for employers is however more doubtful, according to the comments from the labour inspectors.</p>
<p>Usefulness of the project website</p>	<p>The labour inspectors have not used the website to any particular degree. They have not needed to. The usefulness of the information the website provide has been highly valuable, not directly but through the national internal website. Most of the information the labour inspectors have needed has been moved to the national internal website of the campaign.</p> <p>Some of the labour inspectors have, however, got positive reactions from employers who appreciate the website with the checklists and tools they have found.</p> <p>We have translated the self-evaluation tool at the website into Swedish and recommended the employers in the notification before the inspection to use it as a preparation. Unfortunately there were some technical problems in the beginning that prevented the use fully. The response from employers has after all, in general been positive.</p>





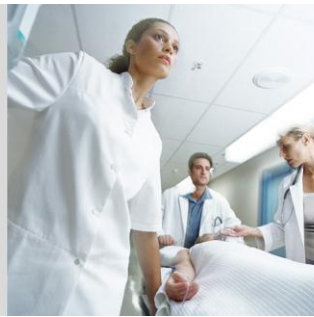
<p>Description of good examples, in attachment if needed</p>	<p>One experience from an inspection at a hospital highlights the pedagogically impact the dialog with the employer and safety delegate had. During the inspection the employer and the safety delegate started to identify psychosocial risks they had not thought of as risks before. The inspector could then guide them and make an understanding of what psychosocial risk assessment is and what they needed to accomplish. They obtained a new view about risks and could e.g. see that there had been serious consequences for individual employees caused by the lack of introduction to work which had led to heavy work load.</p> <p>Another experience the labour inspectors got were when they received information about a large company and how the working conditions made the supervisors ill and led to sickness absence and high personnel turnover. When they first inspected the workplace, both the employer and the central safety delegate were in a denial and saw the supervisors' illness as a personal condition. However, the group conversations with both supervisors and employees confirmed and emphasized the information about various psychosocial risks at work. The inspection led to a good result at the workplace. There were actions carried out and a changed attitude by the employer and the central safety delegate regarding psychosocial risks at the workplace.</p>
<p>The inspectors' overall experiences of the campaign</p>	<p>The general experience is that the campaign has worked well thanks to the planning and structured support materials. In the light of the positive expressions it may be of significance to add that the participating inspectors are well skilled and have experiences of working with psychosocial work environment. They also think that the issues are highly relevant and that there should be more inspections targeted at psychosocial risks at work. A paramount of interest is the possibility to use group conversation as method. The less favorable experience for some is the amount of materials and difficulties in sorting. Others think that the amount of materials has been a strength. They also feel that they have had a considerable scope of maneuver in planning and carrying out the inspections.</p>



The employers' experiences of the campaign

The employers' experiences of the campaign from the labour inspectors view are mainly that the psychosocial work environment management has improved. In several of the inspected workplaces there is now more focus on the psychosocial work environment. Most of the employers have shown a great interest and seen the inspection as a support for their psychosocial work environment management. The inspectors believe the campaign has increased the knowledge and understanding of psychosocial work environment among the employers. For some of the employers this understanding may be a burden without the right assumptions. Some of them actually expressed frustration of not having the authority but the responsibility of managing psychosocial risks. They felt lack of support from their organization.





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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce measures in the enterprises?	<input checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Did the campaign stimulate enforcement in SME:s and high risk sectors?	<input type="checkbox"/>	<input checked="" 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"/>

