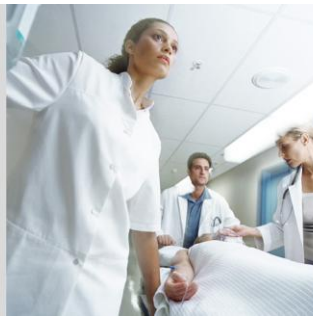


SLIC 2012 - Campaign on psychosocial risks – Country report I (Slovakia)

General description

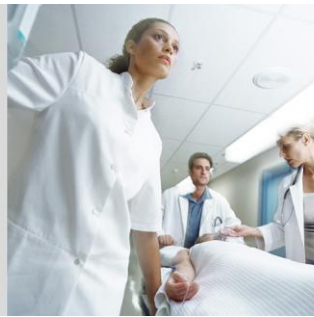
National legislation	<ul style="list-style-type: none">▪ § 6 sec. 1 letter c) of the Act No. 124/2006 Coll. of Laws on occupational safety and health at work and on change and amendment of some acts in wording of later regulations – employer has a duty to look for dangers and threats, assess the risk and elaborate the written document on assessment of risk in all activities carried out by employees▪ § 6 sec. 1 letter e) of the Act No. 124/2006 Coll. of Laws on occupational safety and health at work and on change and amendment of some acts in wording of later regulations – employer has a duty to ensure that chemical factors, physical factors, biological factors, factors influencing psychical workload and social factors do not endanger safety and health of employees▪ § 38 sec. 2 of the Act No. 355/2007 Coll. of Laws on protection, promotion and development of public health and on change and amendment of some acts in wording of later regulations – employer has a duty in the sphere of health protection against psychical workload and sensoric workload to ensure assessment of psychical workload and sensoric workload of employees and ensure technical, organizational and other measures, which exclude or decrease for the lowest possible and achievable rate increased psychical workload and sensoric workload of employees▪ decree of the Ministry of Health of the SR No. 542/2007 Coll. of Laws on details on health protection against physical workload, psychical workload and sensoric workload▪ decree of the Ministry of Health of the SR No. 448/2007 Coll. of Laws on details on work factors and work environment in relation to works categorisation from the point of health risks and on terms of proposal for works enlistment into the categories
Campaign goals or indicators	Goal of the campaign is based on common inspections of labour inspectorates and public health bodies to point out to psychosocial risks at work and draw attention of employees to a duty of assessment and elimination of factors causing psychosocial burden at work. (Labour inspectorates have competency in the sphere of work safety. Public health bodies have competency in the sphere of health protection at work.)





Sectors inspected	<ul style="list-style-type: none"> • The health sector, incl. social care (private and public) • The service sector, esp. hotels and restaurants • The corporate transport of goods
SLIC inspection tools and methods	<ul style="list-style-type: none"> • Guide for labour inspectors • Psychosocial Risk Assessments, a flyer • Psychosocial risks at work, Background • Tools for Inspection of Psychosocial Risks at Work: <ul style="list-style-type: none"> • Guidance – inspection of psychosocial risks at work • Work aid/interview guide for evaluating risk assessments with regard to psychological stress - Germany • Guidance tool for hospitals – Denmark • Guidance tool for hotels and restaurants – Denmark • Guidance tool for the transport of goods – Denmark • Questionnaire – Finland • Checklist - Stress at work– The Agency for Safety and Health at Work
National tools (existing tools, development of new national tools or adjustment of campaign tools)	<p>Public Health Authority of the Slovak Republic adjusted to campaign based on mostly Danish and Finish source materials Slovak versions of questionnaires for employer and for employees of selected enterprises in three stated segments/sectors. Bigger understandability of the questionnaire materials was made by adjustments, simplicity and exactness of formulated questions, separation of questions from measures. Intercultural differences and influences have been eliminated.</p> <p>In comparison with the project of the SLIC campaign Public Health Authority of the Slovak Republic will mostly quantify subjectively perceived psychosocial burden from work of employees using Meister questionnaire of Subjective assessment of psychical burden at work.</p> <p>Public Health Authority of the Slovak Republic hopes that the interesting part of the Slovak outcomes will be comparison of differences between employer and employees in perception of importance and intensity of psychosocial burdens on identical workplace. This could help in the future in finding of effective form of communication and risk management from psychosocial burden at workplace with the aim of eliminating it to the lowest possible extent.</p> <p>Scenario of the campaign on national level (Slovakia):</p> <ul style="list-style-type: none"> ▪ <u>letter of representatives of two bodies of surveillance</u> (deputies of directors) – Chief Public Health Officer of the SR and general director of the National Labour Inspectorate – notification to employer about the campaign realization in the enterprise with information materials (Psychosocial risks at work, Background + Psychosocial Risk Assessments, a flyer)





▪ check up

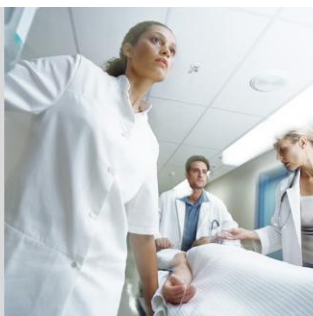
- questionnaires for employer + instruction:
 - *Checklist - Stress at work (PHA SR elaborated shortened version without measures)*
 - *Sectorial questionnaire (PHA SR elaborated shortened version)*
- questionnaires for employee + instruction:
 - *Checklist - Stress at work (comparison of answers with employers)*
 - *Sectorial questionnaire (PHA SR elaborated shortened version)*
 - *Finland Questionnaire (Valmeri)*
 - *Meister questionnaire (Subjective assessment of psychical burden at work according to Meister = national amendment, quantification of burden)*
- report from check up (common report from labour inspectors and public health bodies)

▪ measures – proposed, accepted, realized

- *from Checklist - Stress at work*
- *from Work aid/interview guide for evaluating risk assessments with regard to psychological stress*
- *from Guidance – inspection of psychosocial risks at work*
- from information source materials

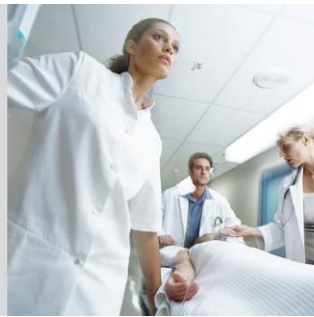
▪ counselling – during campaign realization free counselling was provided by employer, mainly by telephone and in electronic form





<p>Number of labour inspectors</p>	<p>In Slovak Republic there are following supervision bodies: 1 National Labour Inspectorate + 8 regional labour inspectorates (towards 31.12.2011 altogether 299 labour inspectors) 2 Public Health Authority of the SR + 36 regional public health authorities (towards 31.12.2011 altogether 206 health inspectors from departments of occupational medicine, of which 72 trained for the campaign) The number of labour inspectors actively taking part in the campaign: 24 labour inspectors actively took part in the campaign and 72 physicians-hygienist and public health workers (health workers), altogether 96. The number of labour inspectors with competence at psychosocial risks: 72</p>
<p>Training</p>	<p>Has specific training for preparation of the campaign taken place? Yes Has training material been developed? Yes The number of training days per inspector: 3 The number of inspectors trained: 96 (24 + 72)</p>
<p>National evaluation or follow-up</p>	<p>In comparison with the project of the SLIC campaign Public Health Authority of the Slovak Republic will mostly quantify subjectively perceived psychosocial burden from work of the employees using Meister questionnaire of Subjective assessment of psychical burden at work.</p> <p>Public Health Authority of the Slovak Republic hopes that the interesting part of the Slovak outcomes will be comparison of differences between employer and employees in perception of importance and intensity of psychosocial burdens on identical workplace. This could help in future in finding of effective form of communication and risk management from psychosocial burden at workplace with the aim of eliminating it to the lowest possible extent.</p> <p>National results will be processed by the Public Health Authority of the SR in the first half of the 2013.</p>



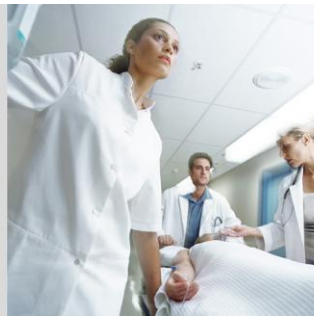


Development of national information materials	<p>For the raising of informedness for employers and also for assessors and at the same time as an aid in measures we used existing factsheets by the European Agency of Safety and Health at Work (OSHA): www.osha.europa.eu/publications/factsheets:</p> <ul style="list-style-type: none"> - Factsheet 8 - Stress at Work: Summary of an Agency report - Factsheet 22 - Work-related stress - Factsheet 24 - Violence at work - Factsheet 31 - Practical Advice for Workers on Tackling Work-related Stress and its Causes - Factsheet 32 - How to Tackle Psychosocial Issues and Reduce Work-related Stress - Factsheet 74 - Expert forecast on emerging psychosocial risks related to occupational safety and health (OSH) - Factsheet 79 - Protecting workers in hotels, restaurants and catering
Development of a national campaign website	<p>www.uvzsr.sk / Informácie / Preventívne pracovné lekárstvo / Európska kampaň SLIC: http://www.uvzsr.sk/index.php?option=com_content&view=article&id=1369:europska-kampa-slic-posudenie-psychosocialnych-rizik-pri-praci&catid=64:preventivne-pracovne-lekarstvo&Itemid=73</p>

Assessment of the campaign

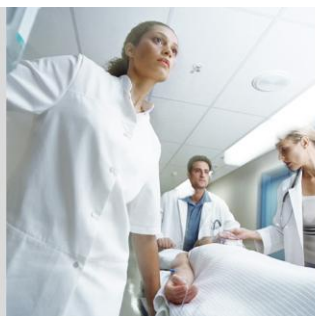
Usefulness of background material	<p>Source materials – information materials helped Public Health Authority of the SR to adjust original assessment SLIC tools into the national version.</p>
Usefulness of the inspection tools (toolkit)	<p>Public Health Authority of the SR adjusted assessment questionnaires for better understanding from the side of employers and also from employees. Intercultural differences in used style of communication between bodies of supervision, employer and employees and also differences in attitude towards assessment of work factors and working environment have been eliminated. SLIC assessment tools were useful, Public Health Authority of the SR have used them in scope of the campaign after adjustment nearly all.</p>
Usefulness of the project flyer	<p>Project flyers were very useful mainly in informing of employers on the nature and progress of the campaign and on psychosocial risks.</p>





<p>Usefulness of the project website</p>	<p>Project web page of the Public Health Authority of the Slovak Republic provided information mainly to experts on the side of employer, participating in the campaign – i.e. to occupational health services (expert counselling service for employer in the sphere of health protection at work).</p>
<p>Description of good examples, in attachment if needed</p>	<p>Assessors met with the example of good practice in some enterprises where employers expressed their interest to learn more about on the topic of psychosocial factors at work, declared active effort to promote also psychical health of their employees and good comfort at work, respectively they submitted risk assessment or the plan for psychical burden and stress elimination at work.</p> <p>Examples of good practice were consistent schooling of new employees, improving of communication between employees and employers, informing employees on risks, introducing of group work, correct organization of the work, elimination of monotonous work, appropriate work conditions, effective managing of work, possibility to change for certain time work arrangement, support of employees, regular meetings with the possibility to talk about the problems at work, timely informing on peak load, appraisal of the work of employee (financial, non-financial), education of employees.</p>





The inspectors' overall experiences of the campaign

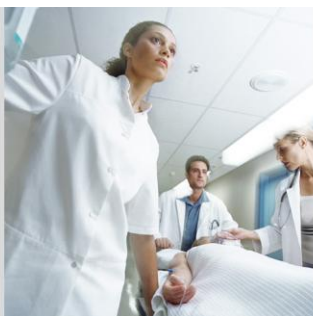
In most of the selected employers no assessment of psychosocial risks was carried out or was of formal nature and did not reflect real status. This fact can be attributed to the absence of methodology for assessment of psychosocial factors (absent assessment tools for employer).

Labour inspectors ordered in accordance with their competence and valid legislation these controlled subjects to eliminate found deficiencies in specified time-limit. In these cases labour inspectorates did carry out follow up check up focused on deficiencies elimination and adopted measure. Every follow up check up showed that the employers eliminated found deficiencies in specified time-limit, elaborated assessment of psychosocial risks at workplace and proposed and adopted measures for their reduction.

Subjects with higher number of employees in some cases paid attention to psychical workload assessment, they tried to eliminate impact of elevated workload on employees and to create healthy work environment. Subjects with established occupational health service have more frequently included in the risk assessment documentation also assessment of psychical workload. Psychical workload as a work factor and factor of environment is in the legislation in the § 38 of the Act No. 355/2007 Coll. of Laws and has executive regulation – decree of the Ministry of Health of the SR No. 542/2007 Coll. of Laws. Psychical workload however does not include social, respectively psychosocial characteristics so it cannot substitute to full extent assessment of psychosocial factors at work.

In most of the cases communication with employers and employees was good, employers welcomed the possibility to learn more about work factor about assessment of which they did not have so far experiences.

Cooperation between labour inspection bodies and public health bodies in scope of the campaign can be evaluated as good and correct. Regional public health employees led the campaign in employers. Labour inspectors were also present and provided to health workers in case of need help and cooperation.



The employers' experiences of the campaign

Employers positively accepted the procedure when they were noticed in advance in letter containing information materials about the campaign realization and about the scope of check up. Employers and also employees have positive attitude towards solving of psychosocial risks at workplace, they would welcome higher level of informing from this sphere and methodological procedures.

In some cases employers and employees did not consider psychosocial risks as essential and relevant.

Employers welcomed contribution of the European campaign for new approach in risk management. They plan to use information materials provided to them for psychical and stress burden prevention at work. They asked for feedback which would be provided to them after the processing of national results.

Employers stated that they had no bigger problems with the participation of employees in the campaign and also during the questionnaires filling and also did not met with the unwillingness from the side of employees to fill out questionnaire. Employees had a problem to answer some wide formulated questions unambiguously with only yes or no possibility or which were negatively formulated (mainly Valmeri questionnaire).

The campaign verified and revived relations and communication between employer and employees from the aspect of psychical burden impact on work and personality of employee.



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

