



SLIC 2012 - Campaign on psychosocial risks – Country report I **Germany**

See instructions!

General description

National legislation	See Annex no.1
Campaign goals or indicators	See Annex no. 2
Sectors inspected	See Annex no. 3
SLIC inspection tools and methods	See Annex no. 4
National tools (existing tools, development of new national tools or adjustment of campaign tools)	See Annex no. 5
Number of labour inspectors	The total number of labour inspectors? See Annex no. 6 The number of labour inspectors with competence on psychosocial risks? The number of labour inspectors actively taking part in the campaign?
Training	Has specific training for preparation of the campaign taken place? Has training material been developed? See Annex no. 7 The number of training days per inspector The number of inspectors trained





National evaluation or follow-up	See Annex no. 8
Development of national information materials	See Annex no. 9
Development of a national campaign website	No

Assessment of the campaign

Usefulness of background material	Limited benefit, had to be adapted to national conditions.
Usefulness of the inspection tools (toolkit)	Useful as basis to develop own tools.
Usefulness of the project flyer	Useful as basis to develop own flyer.
Usefulness of the project website	Useful for gathering informations and learning more about health and safety in other european countries.
Description of good examples, in attachment if needed	9 out of 12 federal states named examples of good practice, see annex 2 to this report.
The inspectors' overall experiences of the campaign	<i>Assessment of instruction for action and inspection tools:</i> – Very useful and helpful: 27% – Partially useful and helpful: 63% – Not really useful and helpful: 10%
The employers' experiences of the campaign	<i>We didn't ask for the employers' experiences, but labour inspectors judged about employers acceptance:</i> – High acceptance: 65% – Middle acceptance: 28% – Low acceptance: 7%





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





SLIC 2012 - Campaign on psychosocial risks – Country report II (insert country)

Questions connected to inspections.

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

See instructions!

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	<i>During Joint German Occupational Safety and Health Strategy from 2008-2012 about 2500 enterprises of the health care sector were inspected. Psycho-social risks were emphasized during the interview with the employer (see annex no. 3).</i>					
Services	475	Not noted	470	59	317	95
Transport		Not noted				
Other sectors	142	Not noted	142	27	82	33
Total	617	Not noted	612	86	399	128

(In 4 cases no information was given about the size of the worksite)





1. Had the employer made a psychosocial risk assessment? **48,6%** yes **51,4%** no
partially
2. Psychosocial risks considered in the risk assessment? **24,7%** frequent changes workload **56,4%**
7,1% diffuse expectations night/shift work **42,6%**
30,7% threats, violence relations **20,3%**
22,6% stress/other risks, specify
e.g.: impolite customer, bad weather conditions, working alone, high levels of traffic
3. Participation in making the risk assessment? **60,5%** employees experts **65,2%**
5,7% employees' representatives
12,2% others In Germany the employer is responsible to make the risk assessment, there is no regulation demanding the participation of employees.
4. Actions needed concerning psychosocial risks? **81,4%** yes and partially no **14,9%** no action was taken
Conclusions were drawn about necessary actions
and **3,7%** missing data
5. Actions taken by the employer after the risk assessment? preventive mitigating
 remedial
54 % had taken action in improving labour organisation and structure of work,
20% did something to prevent critical events,
31 % initiated measures of behavioural prevention
6. Did the risk assessment comply with the legal requirements? yes **31,8%** partially **48,9%**
 no **19,3%**
7. Actions of the labour inspection
Advisory discussion 80 % advice inspection notice
 injunctions prohibition
Formal letter 44% fines prosecution
Fixing of a time limit 21 % other actions i.e
Other administrative actions 1,6 %

