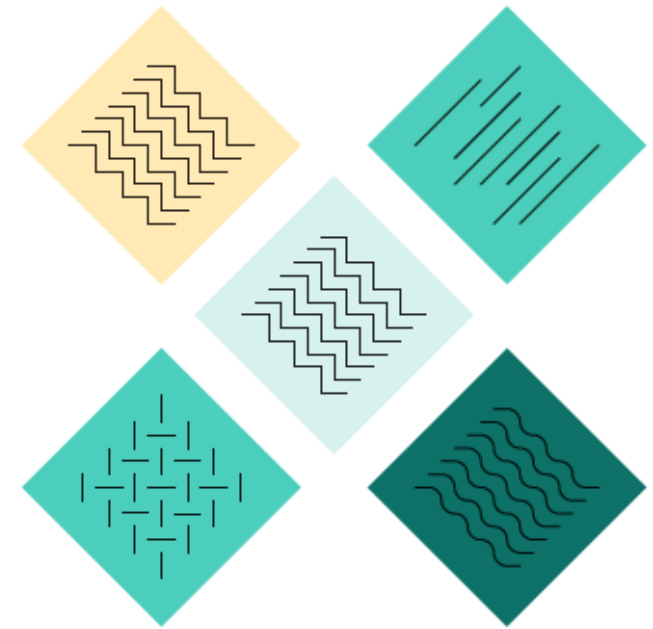




Arbeidstilsynet

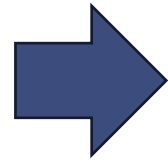
Ergonomic work enviroment



Agenda

- 10.05 Introduction
- 10.10 Presentation from each country
 - Norway
 - Iceland
 - Break
 - Sweden
 - Denmark
- 12.10 Lunch
- 13.10 Quiz
- 13.30 Parallell sessions continue
 - Questions about presentations (remember to write these down)
 - Discussion
- 14.30 Closing remarks

Ergonomics

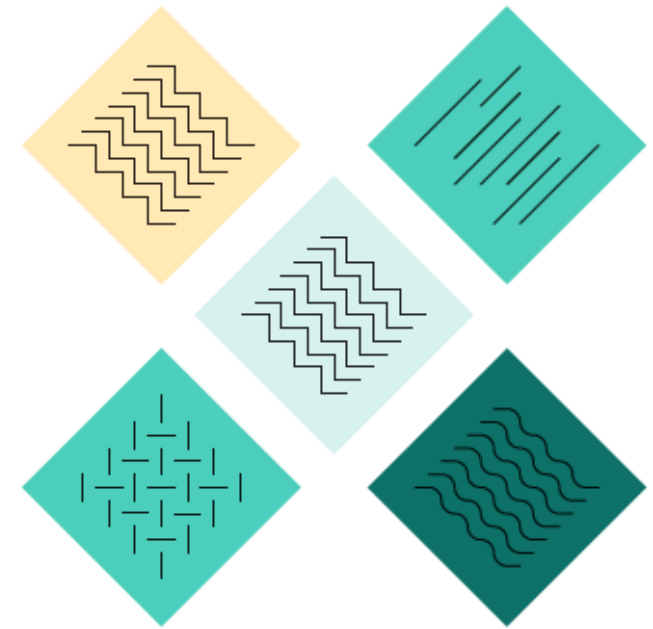


physical ergonomics



Arbeidstilsynet

Norwegian Labour Inspection Authority

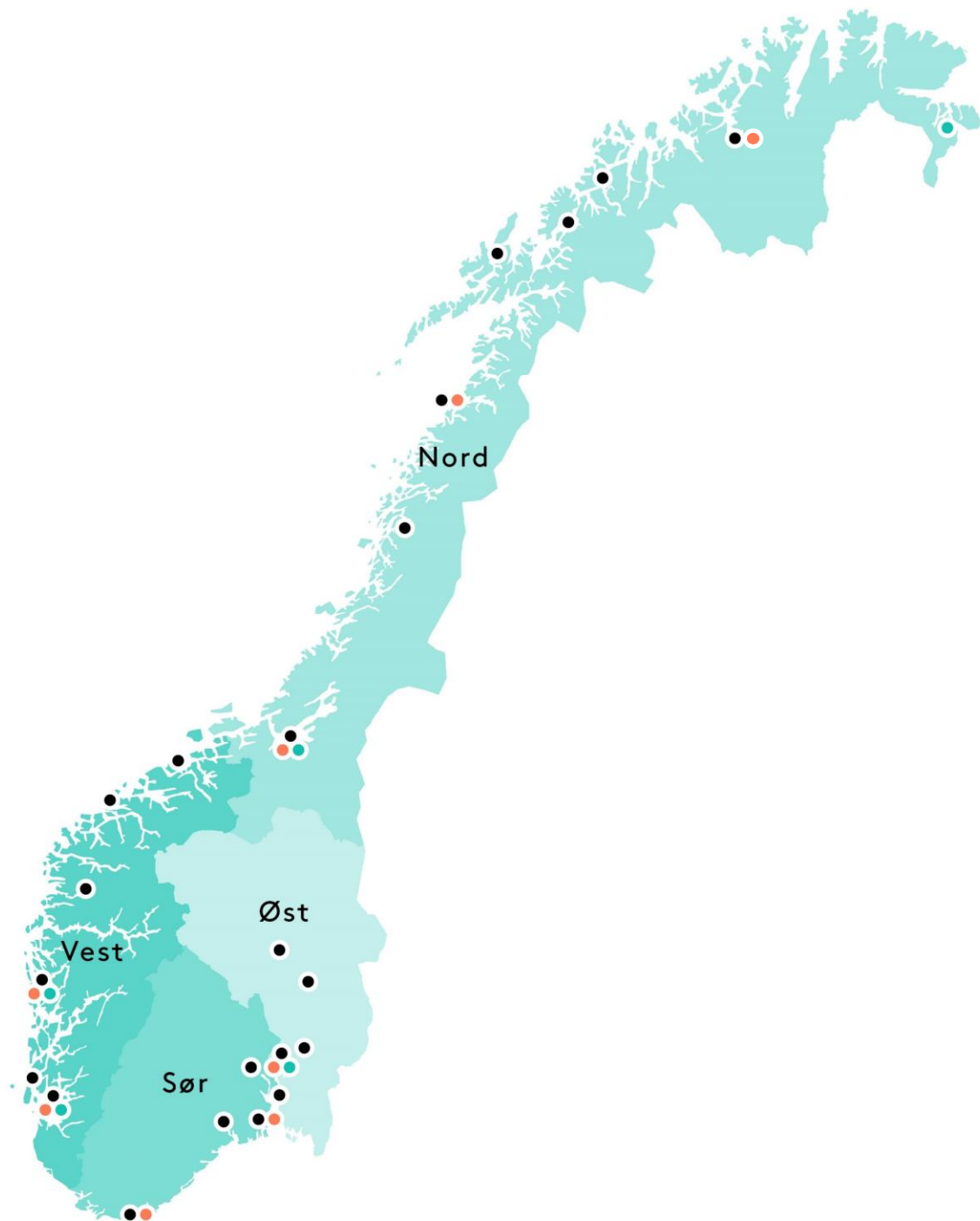


The Labour Inspection Authority

– *at work for a good work life*

- Governmental agency under the Ministry of Labour and Social Inclusion
- 750 employees
- Covers all land-based operations with employees on the Norwegian continental shelf

Our Offices



North

- **Kontor**
Alta
Tromsø
Finnsnes
Sortland
Bodø
Mosjøen
Trondheim

West

- Kontor**
Kristiansund
Ålesund
Førde
Bergen
Haugesund
Stavanger

South

- Kontor**
Kristiansand
Skien
Tønsberg
Drammen

East

- Kontor**
Lillestrøm
Moss
Oslo
Lillehammer
Hamar

- **Arbeidslivs-kriminalitet**
Bodø
Trondheim
Alta

- Arbeidslivs-kriminalitet**
Bergen
Stavanger

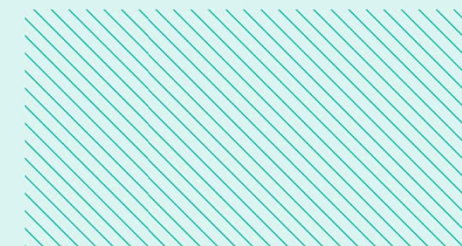
- Arbeidslivs-kriminalitet**
Kristiansand
Tønsberg

- Arbeidslivs-kriminalitet**
Oslo

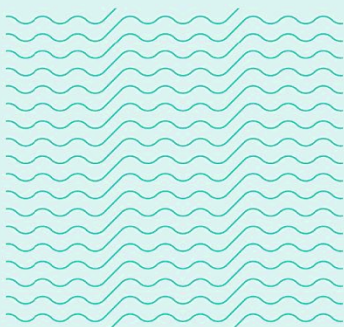
- **SUA**
Kirkenes
Trondheim

- SUA**
Bergen
Stavanger

- SUA**
Oslo



How are topics for inspections and guidance prioritized?



Our three main goals

set by the Ministry of Work and Inclusion

- ***The businesses work systematically with their work environment, health and safety***
- *The businesses ensure serious and decent working conditions*
- *Work related crime shall be uncovered and combatted*

Our work is based on knowledge and risk assessment:



Signal

Arbeidstilsynets bransjekunnskap

SIGNAL NR. 1 2024



Utsikt

Utviklingstrekk og sentrale drivere som vil forme fremtidens arbeidsliv

2. UTSÅVE



Arbeidstilsynets Risikobilde

Sammendrag



Risikobilde



Risikobilde

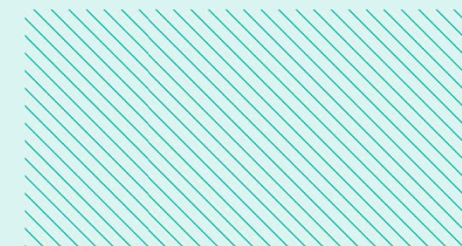


Criteria for prioritising working environment problems:

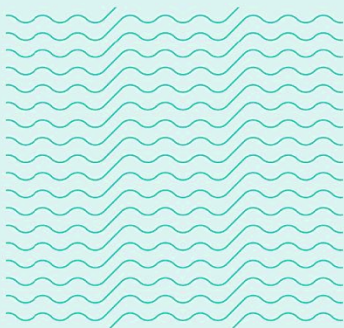
- ✓ Severity
- ✓ How many workers affected
- ✓ Potential for prevention
- ✓ Quality of knowledge

4 prioritised working environment problems

1. Work-related cancer
2. work-related accidents with serious injury
- 3. work-related musculoskeletal disorders**
4. work-related mental health problems



The process to prioritize target groups and enterprises for inspections



Working environment problem 3: Work-related musculoskeletal disorders

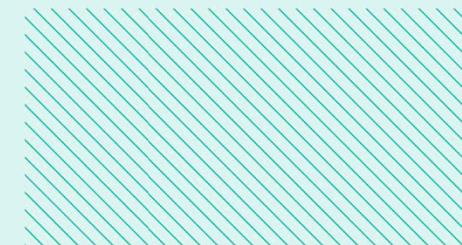
The industries listed in Table 11 have a high prevalence of established risk factors for musculoskeletal disorders, prevalence of musculoskeletal disorders and sickness absence related to musculoskeletal disorders. The industries in the middle column are listed in order of priority.

Table 11: Industries exposed to working environment problems 3: Work-related musculoskeletal disorders.

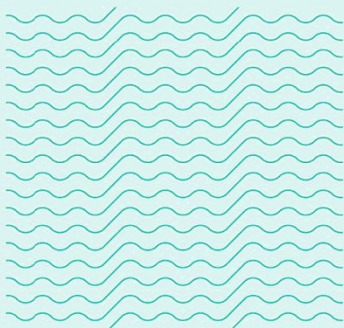
A minimum of 60% of the audits within the work process must be carried out in the green groups. NB. all are required to be affiliated with the occupational health service (BHT)		
Main industry	Vulnerable industries according to NOA's industry designations	Vulnerable industries according to NACE codes and occupational groups
Q Health and social work	Nursing home/nursing and care institution	87 Nursing and care services in institutions
Q Health and social work	Hospital services	86.1 Hospital services
F Construction	Construction	41 Construction of buildings 43.2 Electrical, plumbing and other installation work 43.3 Completion of buildings

Based on hypotheses about what provides the most efficient use of resources, the following guidelines can be advantageously taken into account when choosing supervised objects and target groups within the priority groups:

1. **Prediction group:** Enterprises with the highest possible probability of many and/or serious violations of the working environment regulations according to the Labour Inspection Authority's prediction index are prioritised.
2. **Business size:** Businesses with five or more employees are prioritized.
3. **Enterprise age:** Enterprises that are three years or older are prioritised to reduce the likelihood that the Labour Inspection Authority will spend resources on inspections of enterprises that are wound up after a short period of time.
4. **Time since the last inspection:** Enterprises that have not supervised matters related to the user target during the past two years are prioritised to ensure that the Labour Inspection Authority reaches more enterprises in total over time.
5. **Inspector assessment:** Enterprises we have previously audited and inspected conditions relevant to the user objective and given an inspector assessment of "High" are prioritised.
6. **Tip:** Companies we have received tips regarding matters that are relevant to the user goal are prioritized.



Topics in inspections



Maintopics

- ✓ Mapping, risk assessment, action plan
- ✓ Ergonomic and organisational conditions at work that may affect the risk of workers developing musculoskeletal disorders
- ✓ Information and training related to risk factors at work
- ✓ Active and preventive use of occupational health services

Del 2 - HMS-ansvar og avvik

§923: Har arbeidsgiver sørget for en oversikt over virksomhetens organisasjon, herunder hvordan ansvar, oppgaver og myndighet for arbeidet med arbeidsmiljøarbeidet (helse-, miljø- og sikkerhet) er fordelt?

irbeidsmiljøloven § 3-1 andre ledd bokstav b og internkontrollforskriften § 5 andre ledd nr. 5

☐ Uavklart

☐ Ja

☐ Brudd

☐ Ikke kontrollert

☐ Ikke relevant

§860: Har arbeidsgiver iverksatt rutine for hvordan avvik (uønskede hendelser) skal meldes og følges opp?

irbeidsmiljøloven § 3-1 første ledd og andre ledd bokstav e og internkontrollforskriften § 5 andre ledd nr. 7

☐ Uavklart

☐ Ja

☐ Brudd

☐ Ikke kontrollert

☐ Ikke relevant

Del 2 - Muskel- og skjelettplager

§238: Har arbeidsgiver kartlagt og vurdert faktorer i arbeidet som kan gi risiko for muskel- og skjelettplager hos arbeidstakerne?

irbeidsmiljøloven §§ 3-1 første ledd og andre ledd bokstav c og 4-1 første ledd og forskrift om organisering, ledelse og medvirkning § 7-1

☐ Uavklart

☐ Ja

☐ Brudd

☐ Ikke kontrollert

☐ Ikke relevant

§239: Har arbeidsgiver iverksatt tiltak og/eller utarbeidet plan for å redusere risikofaktorer i arbeidet som kan gi muskel- og skjelettplager hos arbeidstakerne?

irbeidsmiljøloven §§ 3-1 første ledd og andre ledd bokstav c og 4-1 første ledd, internkontrollforskriften § 5 første ledd og forskrift om organisering, ledelse og medvirkning § 10-2

☐ Uavklart

☐ Ja

☐ Brudd

☐ Ikke kontrollert

☐ Ikke relevant

Del 2 - Opplæring

§706: Sørger arbeidsgiver for at arbeidstakerne får den opplæring, øvelse og instruksjon som er nødvendig for å utføre arbeidet?

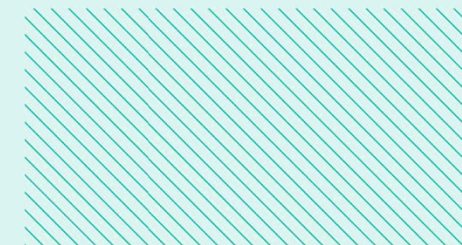
irbeidsmiljøloven § 3-2 første ledd bokstav a og forskrift om organisering, ledelse og medvirkning § 8-1

☐ Uavklart

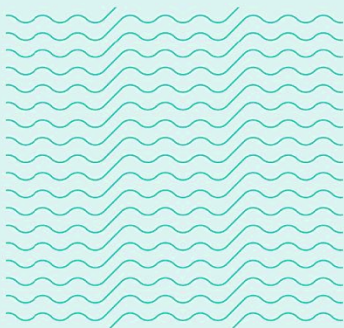
☐ Ja

☐ Brudd

☐ Ikke kontrollert



Findings and reactions



Number of inspections from 1.1.2023-

Period	1.1.2023 -	
Supervision packages	Number of registered inspections	Reaction percentage (one ore more reactions)
20002002 Musculoskeletal disorders - on-site inspection	954	85 %
20002011 Musculoskeletal disorders - document inspection	66	88 %
Total	1 020	85 %

«Top 5» checkpoint with reaction

Checkpoint	Number of reactions
Has the employer mapped and assessed factors in the work that may give rise to a risk of musculoskeletal disorders in the employees?	450
Has the employer implemented measures and/or prepared a plan to reduce risk factors at work that can cause musculoskeletal disorders in the employees?	431
Does the enterprise have the competence to implement the orders without assistance from the occupational health service?	405
Does the employer ensure that employees who perform ergonomically strenuous work such as heavy or monotonous work receive the necessary information and training?	259
Does the employer ensure that a plan has been prepared for the occupational health service's assistance in the enterprise?	240

Ergonomic work environment



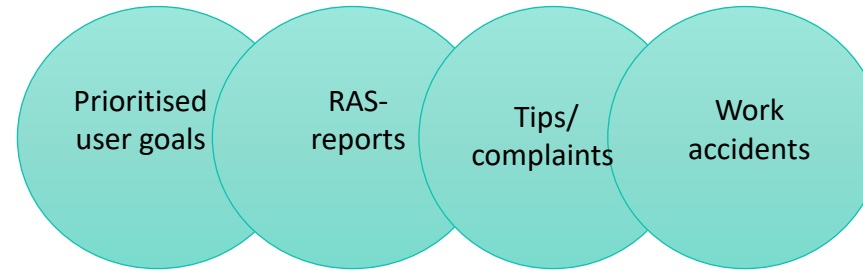
INSPECTIONS



GUIDANCE

The process to prioritize enterprises for inspections

General



Example: Construction:

- Betzy: priority industry codes and geographic areas
- RAS-reports
- Unannounced inspections
- -> notified inspections



How are inspections conducted?

Construction:

Notified inspections

- Establishing contact
- Information
 - Occupational health service
- Written notification
- Documentation



Check list

1. Has the employer mapped and assessed factors in the work that may cause a risk of musculoskeletal disorders in the employees?
2. Has the employer implemented measures/ or prepared a plan to reduce risk factors that can cause musculoskeletal disorders in the employees?
3. Does the employer ensure that employees who perform ergonomically strenuous work such as heavy or monotonous work receive the necessary information and training?
4. Does the company have the expertise to carry out the orders without the assistance from the occupational health service?



Check list example 1

Has the employer mapped and assessed factors in the work that may cause a risk of musculoskeletal disorders in the employees?



Risk factors

Ergonomic factors

- squatting/kneeling
- repetitive hand/arm movements
- hands above shoulder height
- standing
- uncomfortable lifting

Psychosocial and organizational factors

- high demands and low control
- a high degree of role conflict
- and low management support

Check list example 2

Has the employer implemented measures/ or prepared a plan to reduce risk factors that can cause musculoskeletal disorders in the employees?



Check list example 3

Does the employer ensure that employees who perform ergonomically strenuous work such as heavy or monotonous work receive the necessary information and training?



Information about risk factors



Necessary training in

the organisation of work,
working techniques,
equipment and aids etc.



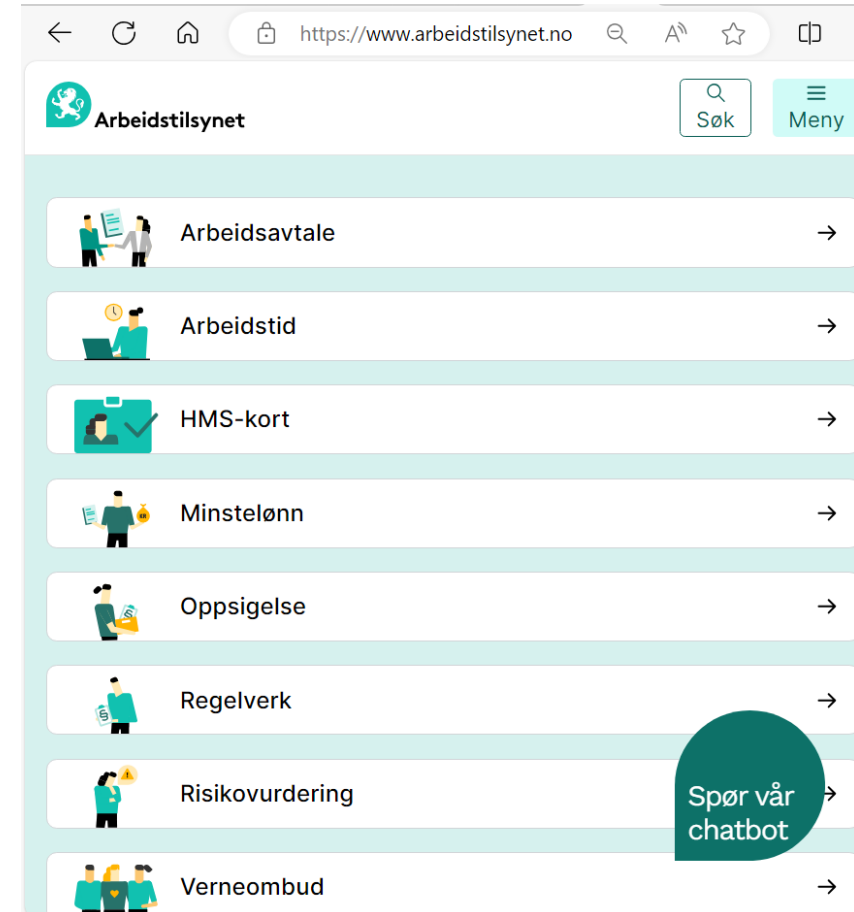
Check list example 4

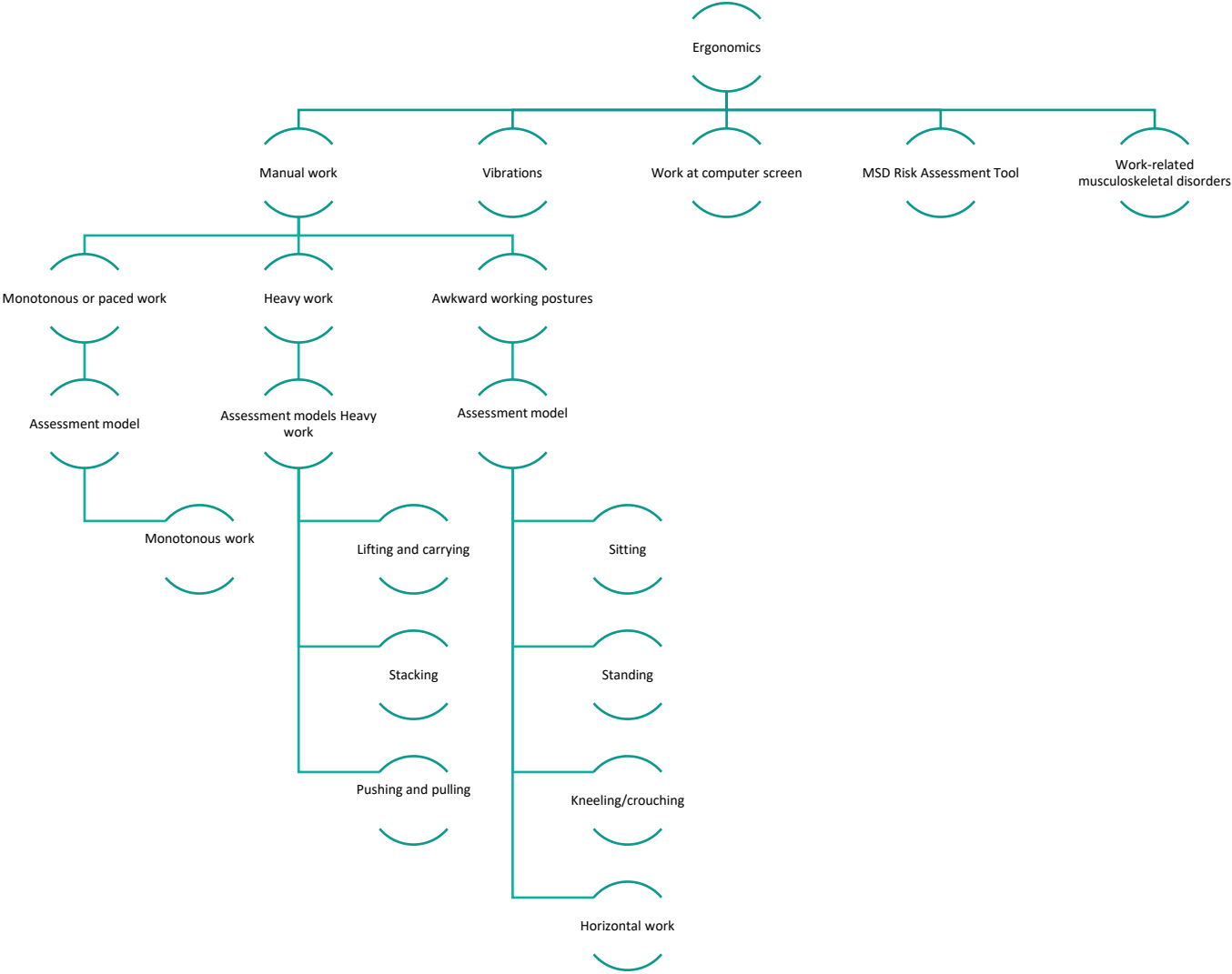
Does the company have the expertise to carry out the orders without the assistance from the occupational health service?

The occupational health service:

- mapping, risk assessment
- preventive or risk reduction measures
- information/training on relevant HSE risks and measures.

How are guidance conducted?

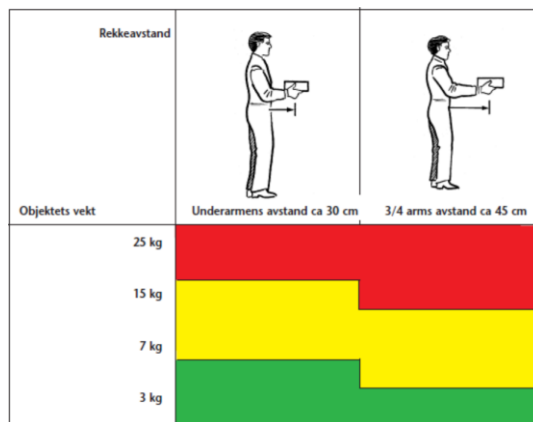




How are guidance conducted?

www.arbeidstilsynet.no

Assessment Models



Samlet daglig vekt – løft	Stående	Sittende
	6 tonn	3 tonn

Det anbefales at bæreavstanden ikke overskrider 20 m på plant underlag. Bæring i trapp øker belastningen betydelig.

Skv og trekk – enkel vurdering

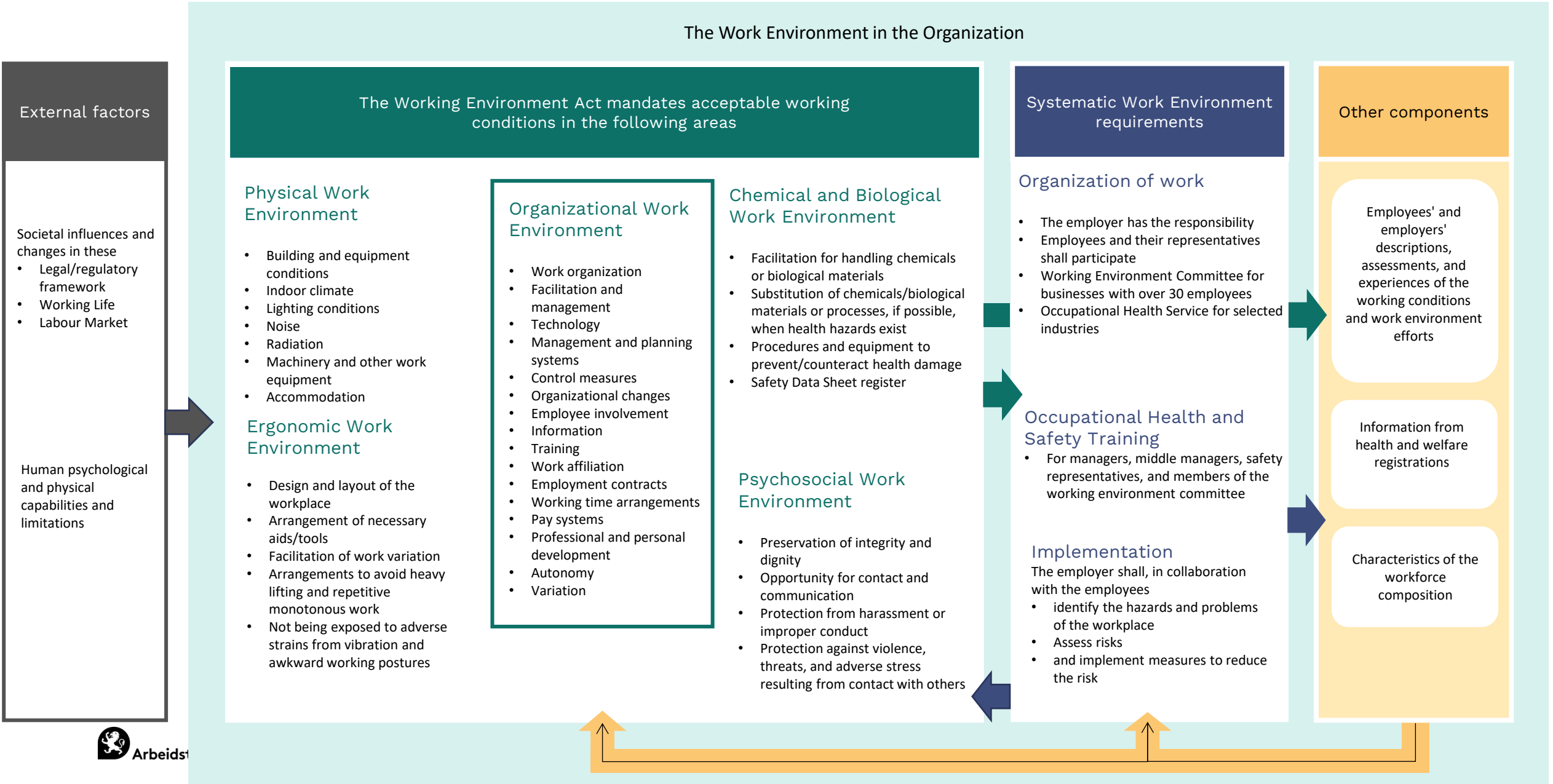
Å skyve eller trekke noe som veier

■ Over 500 kg er ofte problematisk

■ 200 - 500 kg kan være problematisk

■ Under 200 kg er sjelden problematisk

Skråplan øker belastningen betydelig

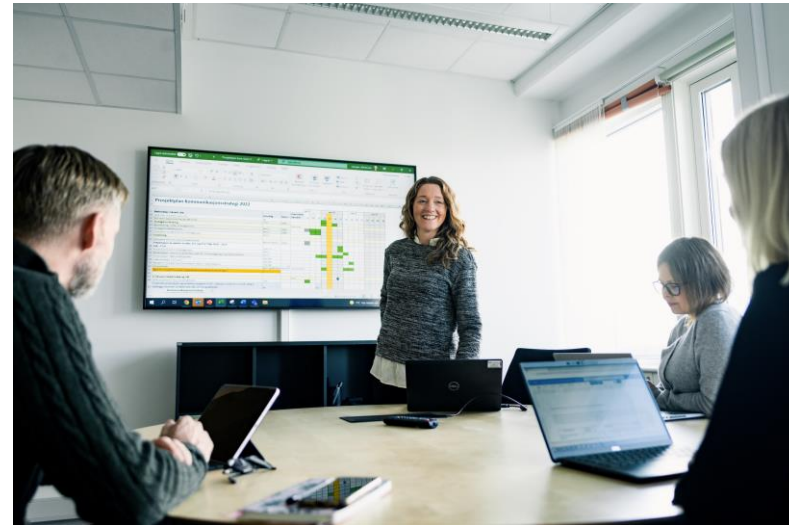


Internal challenges

Guidance material



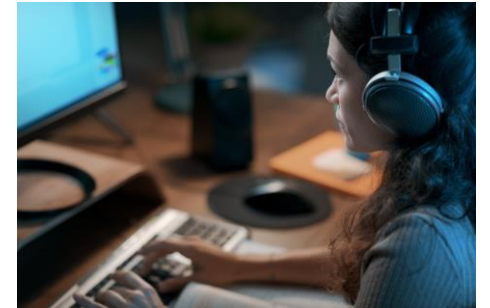
Internal training



External challenges

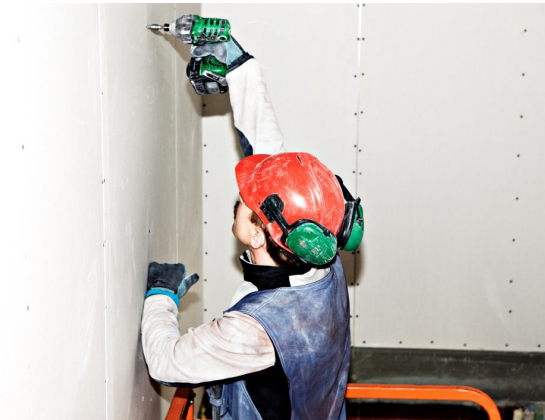
Technology

➡ workers and the workplace



Task specialization

➡ increase effectiveness



To summarize

The Norwegian Labour Inspection Authority

- prioritises:
 - activities, such as inspections and guidance
 - target groups and enterprises for inspection
- conducts:
 - inspections on site
 - guidance on site
 - and guidance on our websites at www.arbeidstilsynet.no