



Parallel sessions in Ergonomics

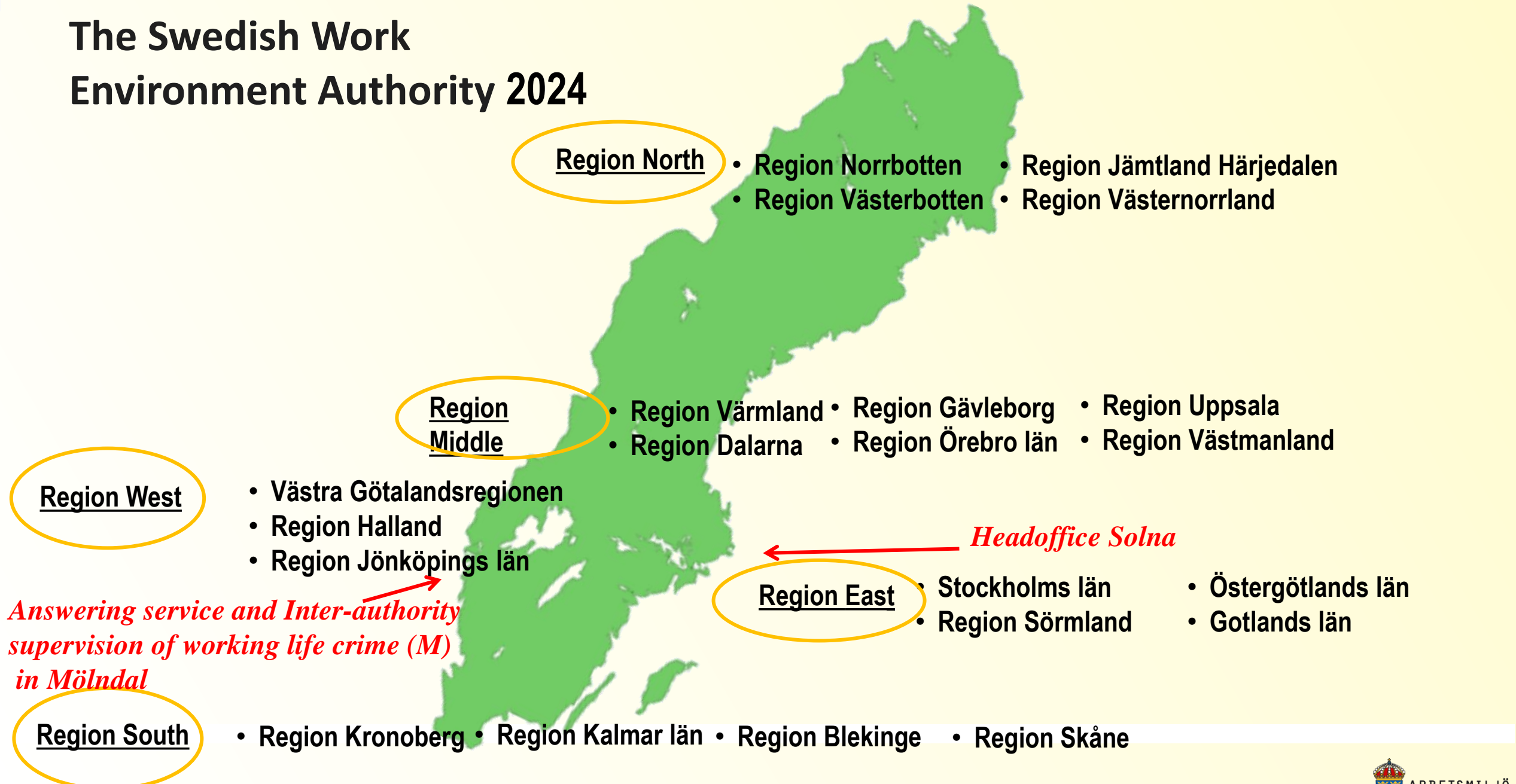
Swedish Work Environment Authority - SWEA

Camilla Arnfjell

Kersti Lorén

No work should lead to sickness, injury or death

The Swedish Work Environment Authority 2024



Region North

- Region Norrbotten
- Region Jämtland Härjedalen
- Region Västerbotten
- Region Västernorrland

Region Middle

- Region Värmland
- Region Gävleborg
- Region Uppsala
- Region Dalarna
- Region Örebro län
- Region Västmanland

Region West

- Västra Götalandsregionen
- Region Halland
- Region Jönköpings län

Headoffice Solna

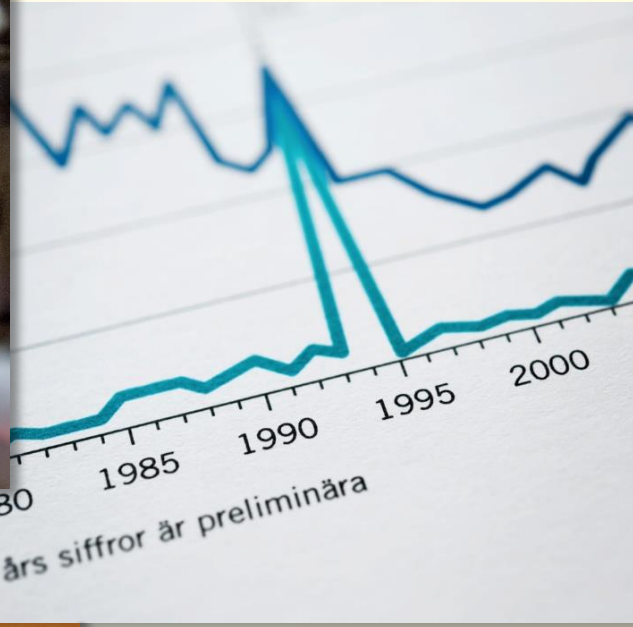
Region East

- Stockholms län
- Östergötlands län
- Region Sörmland
- Gotlands län

Region South

- Region Kronoberg
- Region Kalmar län
- Region Blekinge
- Region Skåne

Answering service and Inter-authority supervision of working life crime (M) in Mölndal



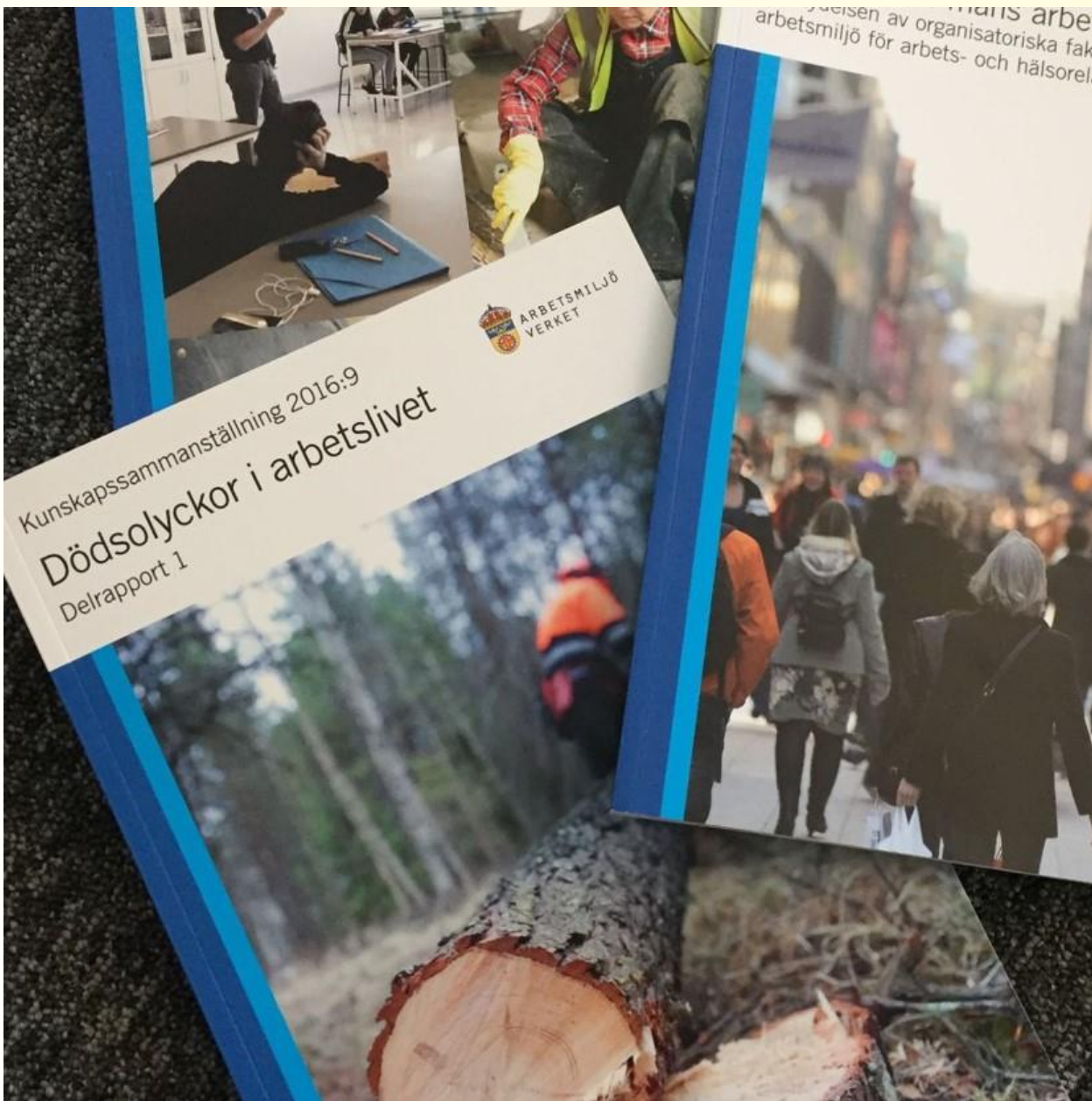
Our core activities

- Inspections
- Regulations
- Analysis
- Communication

The government's work environment strategy

- **A sustainable working life** – every one should be able to, and willing, to work a full working life.
- **A healthy working life** – the working life should contribute to development and well-being.
- **A safe working life** – no-one should risk their life or health at work and no-one should die as a result of work.
- **A labour market free from crime and cheating** – a poor work environment should never be a competitive tool.





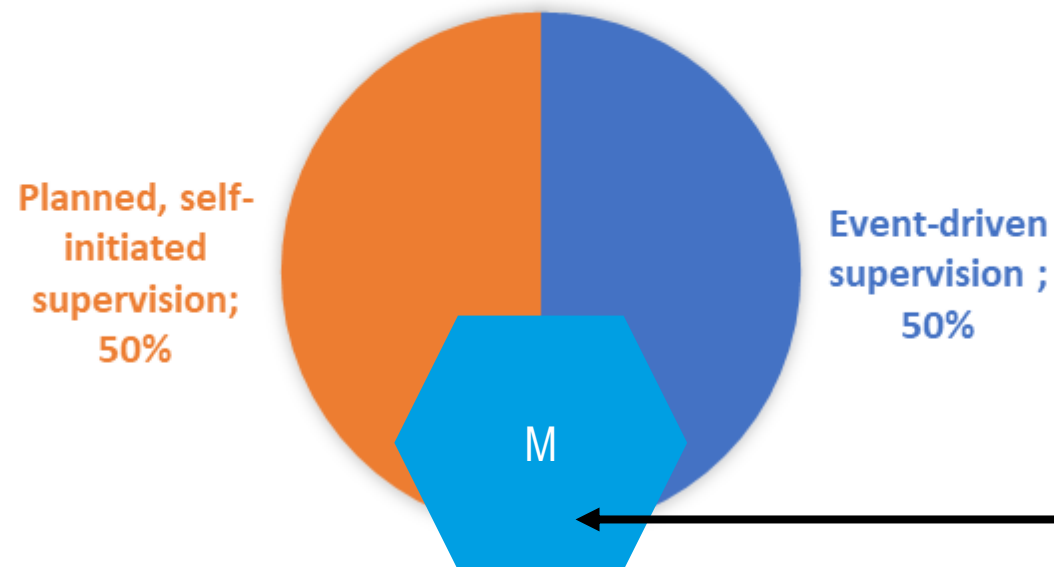
We support stakeholders

- Practical tools
- Customer service answers questions
- Digital newsletter
- Web site
- Social media
- Advertisements (at times)
- The podcast “Hallå arbetsmiljö!”

Selection for our supervision

- 1.5 million workplaces in Sweden
- Nearly 700 employees at SWEA, 300 work environment inspectors
- We must carry out our spot checks with great care – we must monitor the most serious risks in the sectors where we consider them to be most prevalent
- A lot of effort is put into making a sharp selection of sectors and employers every year

ALLOCATION OF OUR RESOURCES TO TWO DIFFERENT CATEGORIES OF SUPERVISION



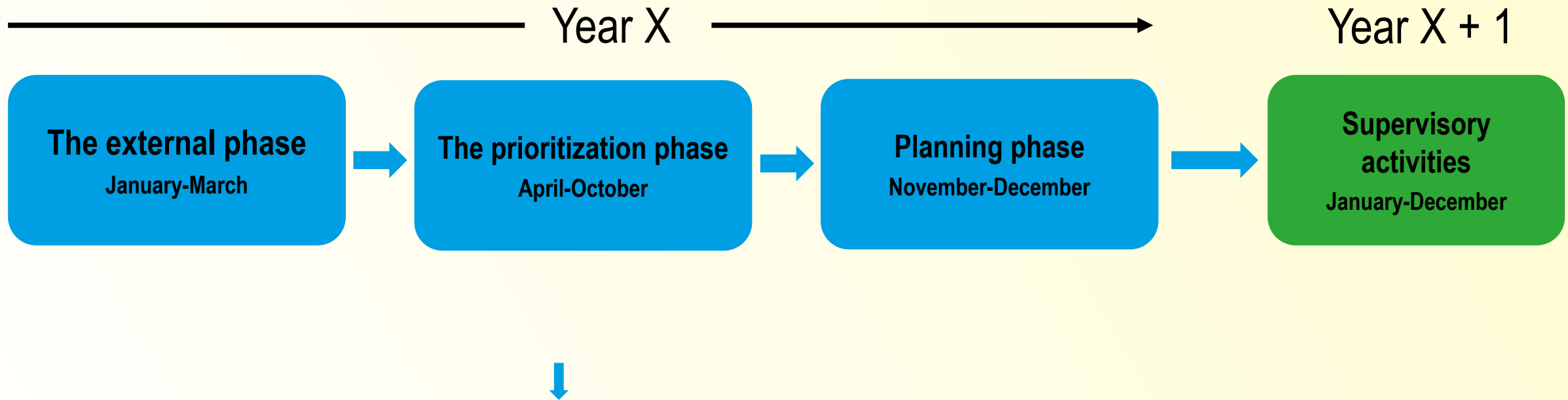
Event-driven supervision

- Statutory obligation
 - Notification from safety representatives
 - Safety representative work suspension
- Notifications regarding accidents and serious incidents
- Tips from the public
- Tips from workers
- Inter-authority supervision of working life crime (M)



How are topics for inspections and guidance prioritized?

The planned, self-initiated supervision



Planning phase
November-December

**Supervisory
activities**
January-December

- A project group is formed for each activity (representatives from both inspectors and regulation).
- Support- and communication materials for inspectors, as well as employers are conducted.
- Start-up meeting and follow-up meetings throughout the project period to ensure similar inspections and to address upcoming questions from the inspectors.



The process to prioritize target groups and enterprises for inspections

Made by the project planning group:

Prioritizing target groups and enterprises:

- High risk industries/branches based on the current project's focus area
- Statistics from reported incidents, injury and accidents correlated to the actual focus area.
- Not visited in the last 2-3 years

These actions conclude to a list for the inspectors to choose prioritized workplaces from.



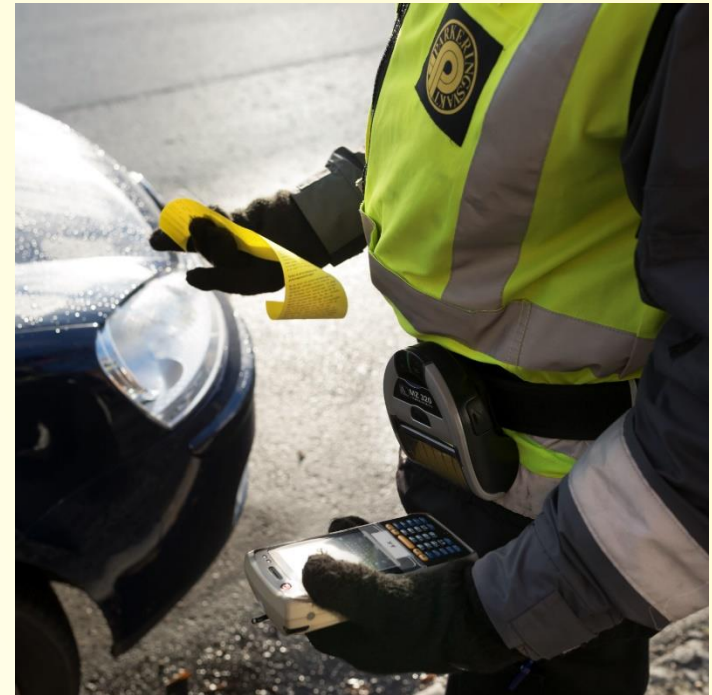
How are inspections and guidance conducted?

How are inspections and guidance conducted?



Specific focus in ergonomic inspections

- Ergonomic risks at the workplace
- Risk assessments of ergonomic challenges
- The employee's knowledge of an ergonomic way of working



Findings and follow-up/reactions

- Most common demands:
 - Investigation and risk assessments
 - Education for the employees´ regarding ergonomic risks and how to work safely and ergonomically gently?

Sometimes action requirements are also set, when we judge that the employer has not sufficiently corrected ergonomically riskfull work tasks (when an investigation and risk assessment already has been carried out).

- In addition to deficiencies and requirements,
 - The inspections often lead to good dialogues with employers and employees sharing good examples of work environment measures.
- Findings during follow ups
 - employers often addresses the demands.
 - Inspections contribute to reducing the ergonomic work environment risks for employees.
 - Increases the knowledge of ergonomics of those we inspected.



Challenges with inspections in the specific area of ergonomics

Internal:

- Basic knowledge on ergonomics among inspectors:
 - Time to read and get to know supervisory support, checklists. Information meetings.
- Ergonomics is not always a priority area in the authority
 - Very few inspection activities on ergonomics the last years.
- Division into different regions:
 - Gives a great challenge in getting alignment in the inspections all over the nation.

External - Examples

- Construction industry
- Elderly care have difficulty getting trained staff
- Increased time pressure in many industries
- Remote work after the pandemic

Ongoing research and development to address challenges

- Renewed structure of provisions
- Heavy physical work and connection to death, illness and sick leave
 - A knowledge compilation from SAWEE *
- Safe patient handling and movement
 - A research-based guide for a better work environment from SAWEE*

* SAWEE- Swedish Agency for Work Environment Expertise
MYNAK – Myndigheten för arbetsmiljökunskap

