



Norwegian Labour
Inspection Authority

The Norwegian Labour Inspection Authority's priorities and activities related to psychosocial work environment

Nordic Labour Inspection Conference 2024

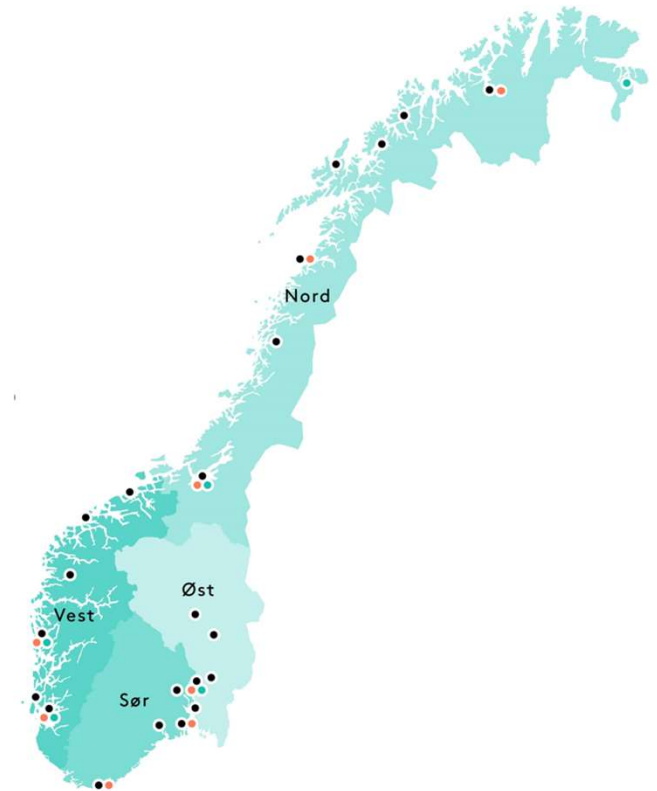
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Norwegian Labour Inspection Authority

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

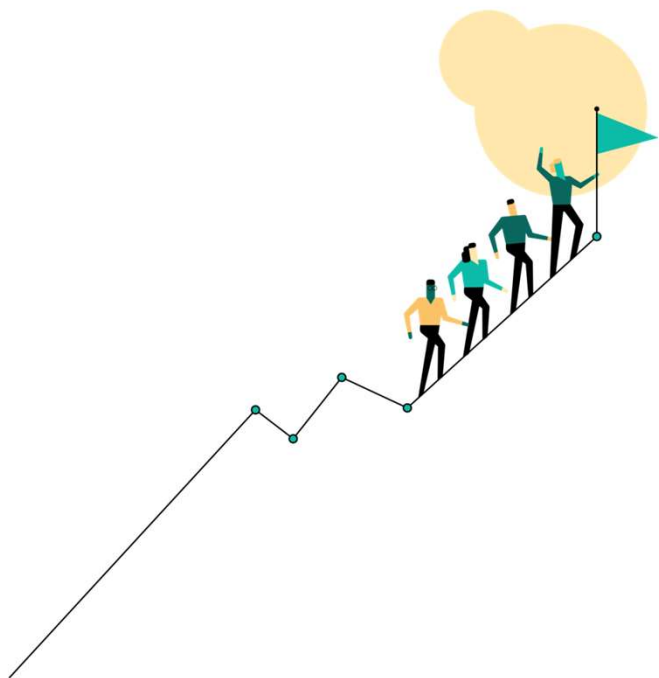


Our social mission

- To **establish conditions for and ensure that businesses maintain a high standard** regarding health, working environment, and safety
- To **ensure that businesses fulfil their responsibilities** according to the Working Environment Act, the General Application Act, and other relevant regulations that fall under the authority of the Labour Inspection Authority

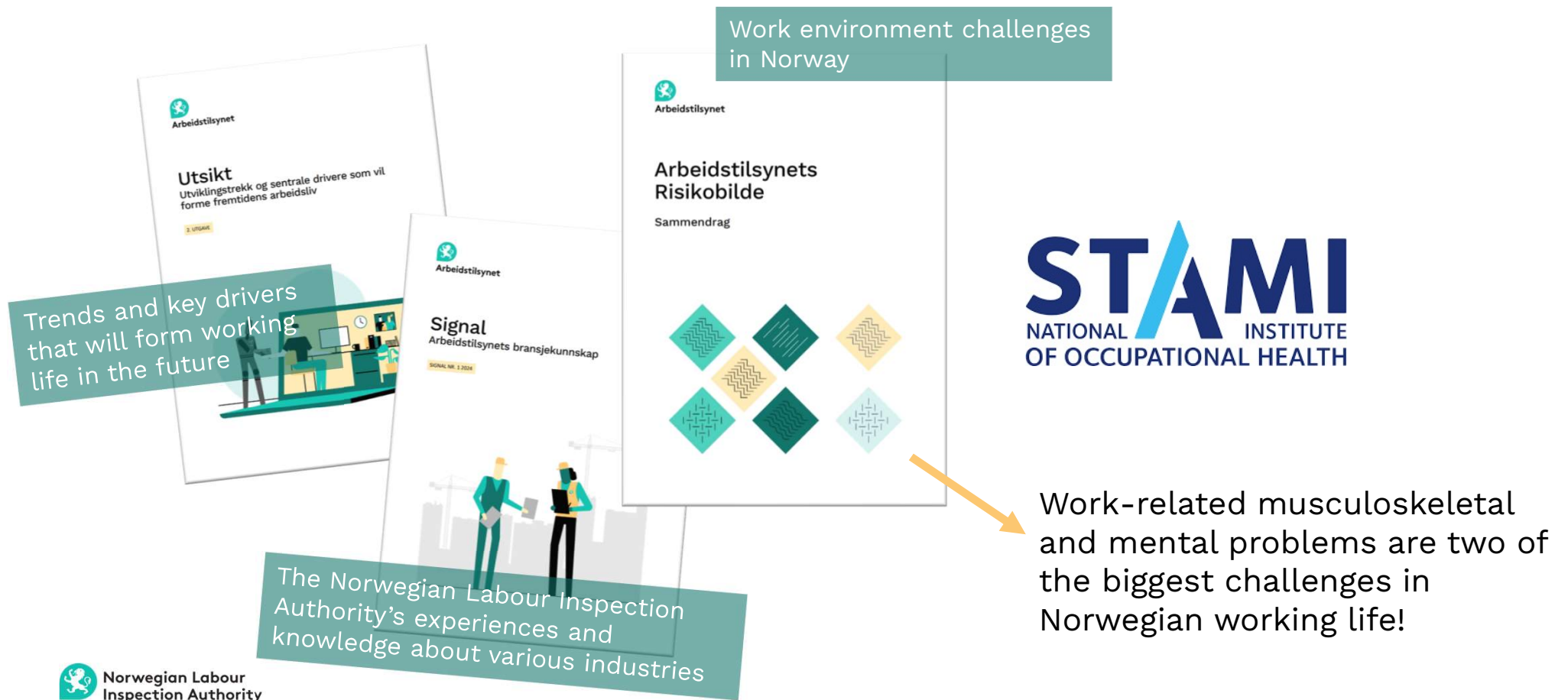


Three overall goals

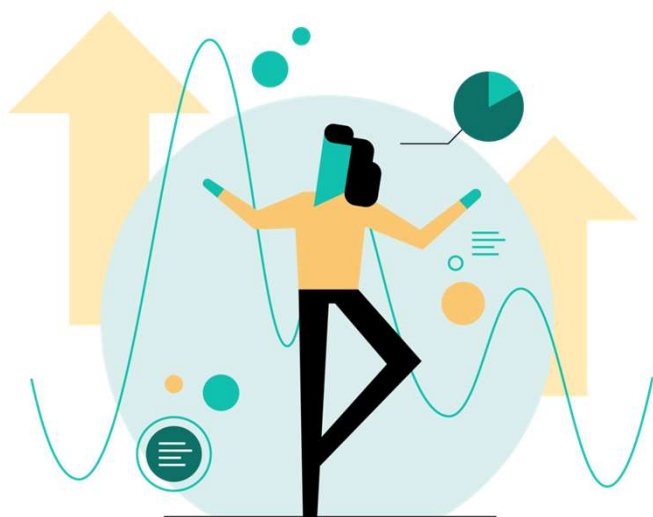


1. **The businesses work systematically with preventive working environment, health and safety**
2. The businesses ensure serious and decent working conditions
3. Work-related crime shall be uncovered and combatted

We work knowledge-based and risk-based



User effects

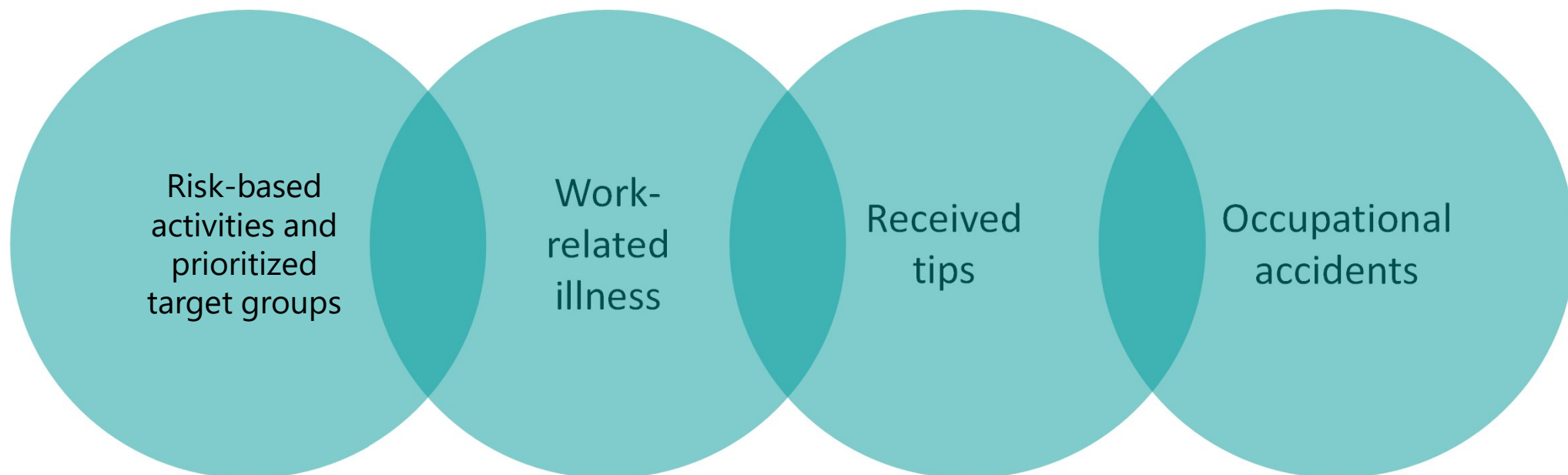


- Which changes do we want to achieve among different types of actors, in order for us to reach our overall goals?
- Risk assessment of user effects
- One of our prioritized user effects:
“**Employers** shall prevent work-related musculoskeletal and mental problems”
- Toolbox: Inspection, guidance etc.

Target groups for inspections

- Industries that are particularly exposed to musculoskeletal and mental illness, including relevant risk factors
- Recommended criteria for further targeting
 - Prediction index
 - Inspector assessments
 - Received tips
 - Size of business
 - Age of business
 - Time since previous inspection





Inspections in 2023

- 12808 inspections (regardless of topic)
- 1375 inspections of psychosocial work environment
- Top 3 industries:
 - *Health and Social Services*
 - *Accommodation and Food Services*
 - *Public administration and defense*

How do we conduct inspections?

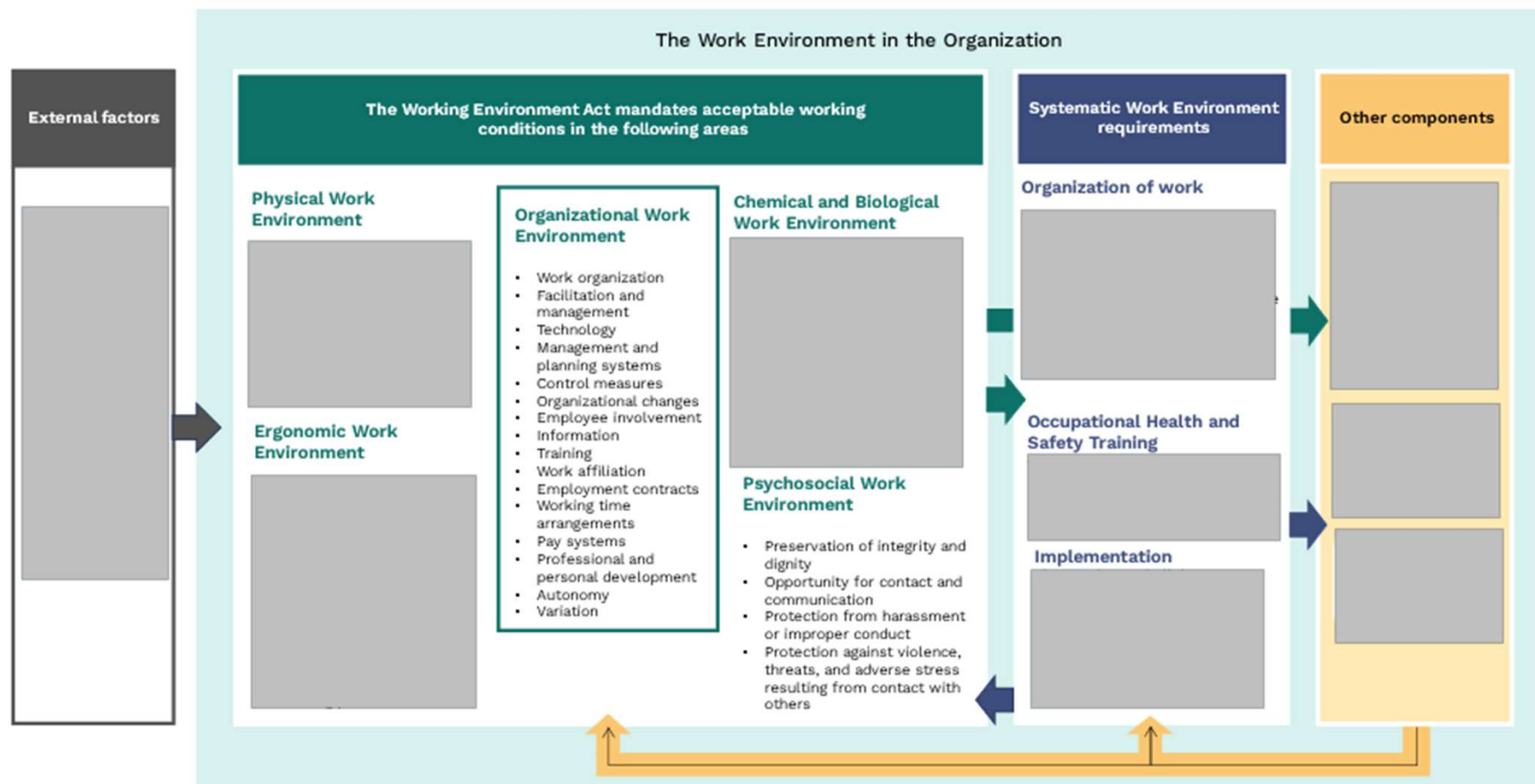
- Written notice (about one month prior)
 - *Time and place, purpose, participants, information about inspection topics*
- Documentation before the inspection
 - *Training, mapping and risk assessments, action plans, collaboration with the occupational health service*
- Meeting with management, safety representatives, union representatives and the occupational health service
- Group interview with 4-6 participants

OR

- The safety representative is given a task prior to the inspection
- Fewer resources vs. more inspections?



Norwegian Labour Inspection Authority - Work Environment Model



Inspection checklist

- *How are the organization's structure, including how responsibilities, tasks, and authority for the work with occupational health, safety, and environment distributed?*
- *Procedure for reporting and following up on deviations (undesirable events)?*
- *Has the employer identified and assessed psychosocial, ergonomic, and organizational factors in the work that may pose a risk for mental health issues and/or musculoskeletal disorders among employees, and created a plan/implemented measures for this?*
- *Does the employer ensure that employees receive the training, practice, and instruction necessary to perform their work?*
- *Does the employer ensure that the safety representative is consulted in the company's work in planning and implementing measures that affect the working environment?*

Forms of reactions

- Orders
- Compulsory fines and shutdown of operations
- Administrative fines
- Report business to the police



Orders of improvement

- Necessary orders
- Minimum requirements for documentation vs. the company's challenges
- Guidance during the inspection process
- Follow-up through several inspection

*“Among the challenges in the work, you mentioned a **heavy workload** due to [...] and a large sickness absence. Furthermore, in recent years, you have undergone **significant changes**, with **new and additional tasks**, partly due to [...]. You also informed about **downsizing** [...]. According to employees, this leads to changes in work tasks and some experience **job insecurity**. [...] you find it difficult to prioritize tasks away. Employees also reported that in addition to **violence and threats**, the job can also be **emotionally demanding**”*

Findings from inspections in 2023

- 1375 inspections on psychosocial work environment
- Orders issued in 68 % of the cases (1990 orders in total)
- 1 shutdown, 7 administrative fines
- Orders often related to
 - risk mapping
 - risk assessment
 - action plans and measures



Findings

- Great potential for improvement – many violations
- How to work with the psychosocial work environment?
- Different understandings and varying knowledge about the psychosocial work environment
- How can we contribute to the businesses' understanding regarding how to work systematically with the psychosocial work environment?

Guidance on violence prevention in schools

- More than 1000 employees in 200 schools
- Guidance seminars in 28 municipalities
 - Very good feedback!
- E-learning, campaign videos, podcast etc.
- Inspections



New regulations?

- To clarify employers' duties regarding psychosocial work environment
- More examples of relevant factors
- Provisions on risk assessment etc.
- A better tool for both businesses and inspectors?
- Public hearing currently in progress!



Thank you for listening



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