

## **The working situation analysis as a method to establish the risk assessment of psychological stresses**

The analysis of the working situation is a method to identify specific stresses in secluded working areas and to develop the measures to reduce these strains. The method is often chosen for its simplicity to conduct and the in-depth findings generated in moderated discussions.

### **Initial situation**

Our client, a shipbuilding supplier specialised in corrosion protection and surface treatment since 2011, wants to include the psychological stresses with our help into their risk assessment. The workforce is distinguished by team spirit, organising ability and structural work. The company is certified to DIN EN ISO 9001:2015 in 2015.

Industrial safety and health protection are firm components of their code of conduct and guarantee the employees' safety in their working place according to national legal obligations. All possible measures for accident prevention, including training for health and security measures for all employees, are taken. Moreover, every location is checked regularly for safe and sanitary working conditions.

In this case, the work situation analysis establishes the groundwork for the risk assessment of psychological stresses. The group discussion should also be used as a platform to look for improvements in industrial and health safety as a group.

The manages decides on work situation analysis in all divisions.

## **Conduct**

The analysis was conducted by a moderator by etalon with four to six employees of the same division and the same hierarchy level and lasted around three hours in each case. The participants were asked to rate the importance of improvement of their working situation, to name the areas where in their opinions improvements were necessary und worked out specific suggestions for improvement. The discussion atmosphere was light and enjoyable for both parties. Due to the focus on the participants and their suggestion, the participants felt seen and taken seriously and the suggestions for improvement are based solely on their ideas.

The moderator provided by etalon only collected the findings on unused resources and critical points in their working environment, which the participants worked out in group discussions. The focus was on the working environment, the tasks, health aspects, the working atmosphere as well as the cooperation with superiors. The participants were able to use their knowledge and experience and acts as experts in the discussions.

## **Findings**

To establish a transparency throughout the process, etalon provided the written records to the participants and they could double check if all the arguments made in the discussion have been transferred correctly. After that, the records were sent to the management.

At the end of the working situation analysis the experts worked out a comprehensive analysis of the actual situation, that provides not only the critical stress points in the company but valuable suggestions for improvements by the workforce. Based on the suggestions, etalon in cooperation with the management worked out not only precise measures for improvement but as well implementation plans for the different work areas.

The management, selected employees that took part in the discussions, experts for work safety and health protection and a moderation provided by etalon met to discuss the implementation plan. They discussed each measure in detail, prioritised them and made decisions about the realisation of the measures.

To conclude the analysis, the findings were implemented into the risk assessment.