

# “suntarbetsliv

**Together we make work better!**

**Where do we start?**

[www.suntarbetsliv.se](http://www.suntarbetsliv.se)

Presentation of “Suntarbetsliv” (Healthy workinglives” at HOSPEEM – EPSU conference in Vilnius 23-24 May 2018 by **Gunnar Sundqvist**, SALAR, and **Margaretha Johansson**, the Swedish Municipal Workers’ Union



**Kommunal.**



Akademikerförbundet SSR



**AkademikerAlliansen**



Lärarförbundet



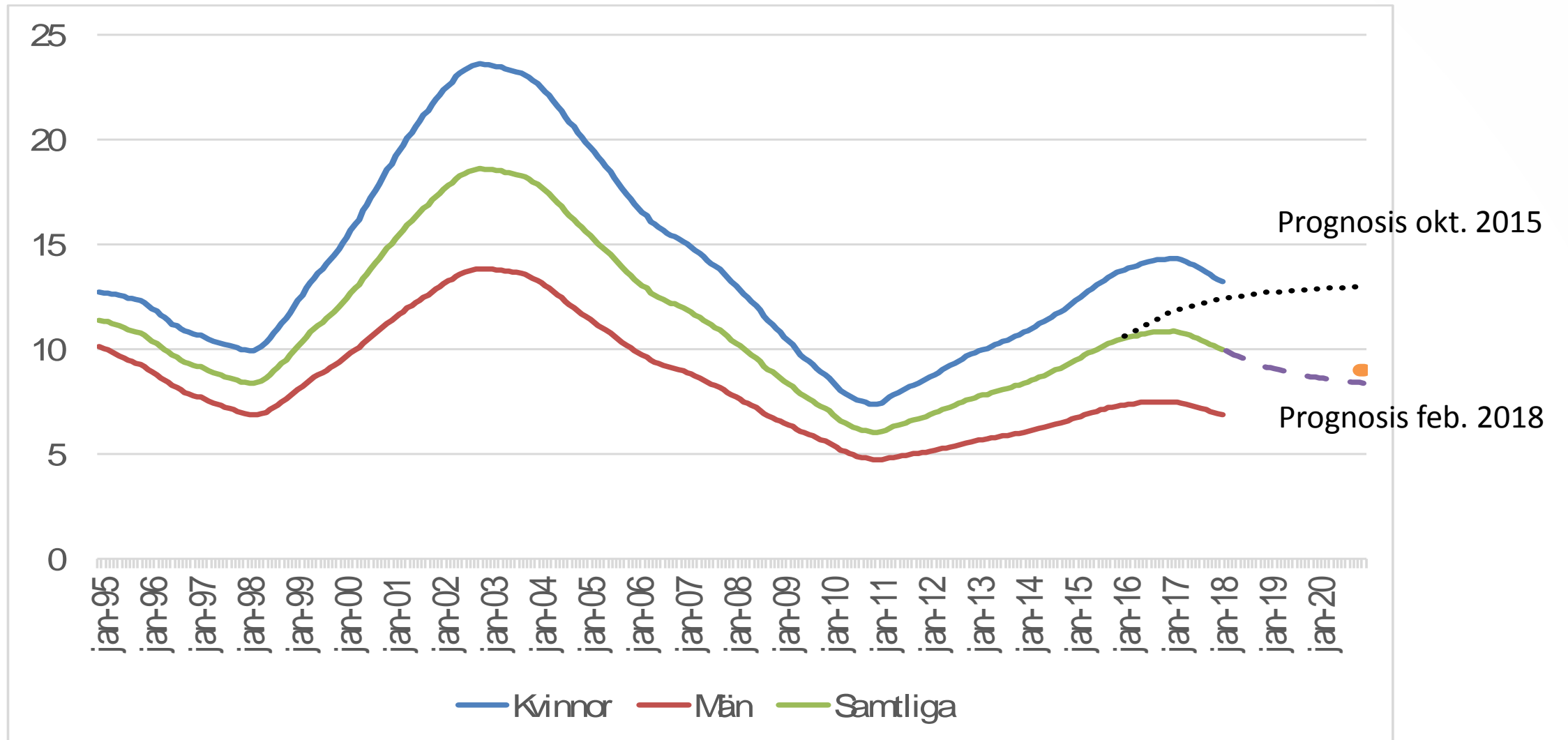
**vision**



P A C T A

**ledarna**  
SVERIGES CHEFSORGANISATION

## Sick-leave – days absence - 1995 – 2017 in Sweden



# Why is it so important to work with the organizational and social work environment

- To improve the health of and reduce risks for health care workers
- To improve the quality and efficiency of health care facilities and operations
- Because good working conditions are one of the best ways to attract and retain qualified, engaged employees

# Better Work Environment Training Programme

- A joint social partners' web-based work environment training programme
  - For managers, safety representatives
  - Methods, laws and provisions, collective agreements
  - Special section to prepare the local leaders in the regions and municipalities...
  - Contains Film, podcast, checklists...
  - Group exercises: Dilemmas – assess identified risks - deal with risks - draw up action plans - check measures taken
-



#### MODUL 1

##### Introduktion till systematiskt arbetsmiljöarbete

Här lär du dig att påbörja eller förbättra ett befintligt systematiskt arbetsmiljöarbete.

Starta modul 1

Kunskapsmål



#### MODUL 2

##### Undersöka arbetsmiljön

Här lär du dig att undersöka din arbetsmiljö med lämpliga metoder.

Starta modul 2

Kunskapsmål



#### MODUL 3

##### Riskbedöma

Här lär du dig att undersöka risker i arbetsmiljön och medverka till att arbeta förebyggande.

Starta modul 3

Kunskapsmål



#### MODUL 4

##### Åtgärda och följa upp

Här lär du dig att överblicka sambandet mellan en bra arbetsmiljö och verksamhetens utveckling.

Starta modul 4



#### MODUL 5

##### Roller och ansvar

Här lär du dig mer om vilket ansvar du som chef eller skyddsombud har i det systematiska arbetsmiljöarbetet.

Starta modul 5



#### MODUL 6

##### Utveckla arbetsmiljö och verksamhet genom samverkan

Här lär du dig att utveckla arbetsmiljön och verksamheten genom samverkan.

Starta modul 6

# OSA-kollen

working together with the  
organizational and social work  
environment



# Organisational and social work environment provisions (OSA) (AFS 2015:4)

Covers 3 areas:

- Work load
- Working hours
- Victimisation



# The rules in AFS 2015:4

- Aim and who is affected and who is not –Sections 1-3
- Definitions –Section 4
- Relation to systematic work environment management (SAM) –Section 5
- Knowledge –Section 6
- Objectives for a good organizational and social work environment –Sections 7-8
- Work load –Sections 9-11
- Working hours –Section 12
- Victimisation–Sections 13-14



# OSA-kollen

working together with the  
organizational and social work  
environment



# Movie about OSA-kollen

Link to the movie:

<https://www.youtube.com/watch?v=VXV6BHzfrnI&feature=youtu.be>

# The advantage

To work together with the  
organizational and social  
work environment creates  
work places where  
people/employees thrive  
and feel good and the  
operations are developing

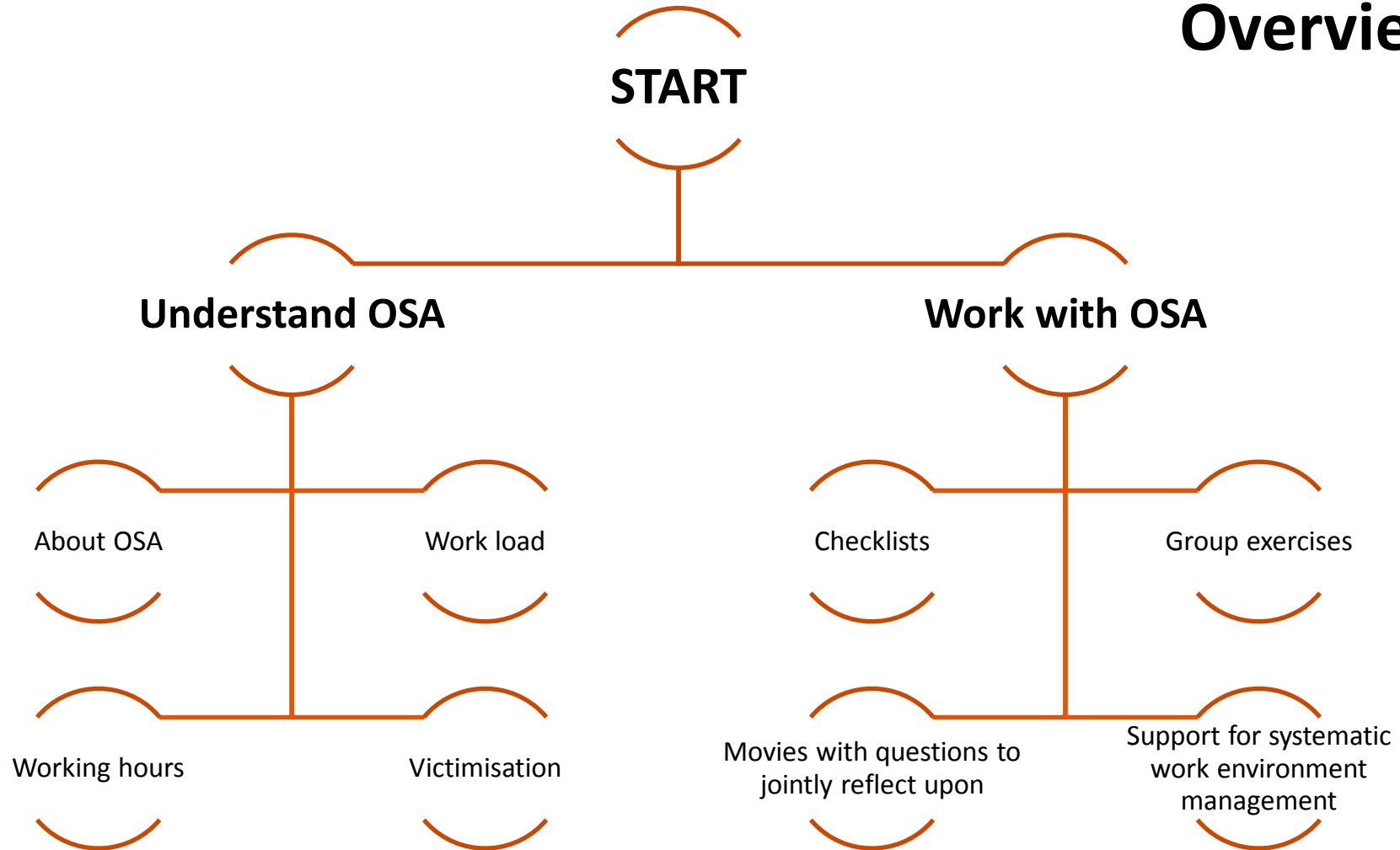


# Content of OSA-kollen

- Knowledge about organisational and social work environment
- Support/ tools for joint work on organisational and social work environment at the work place
- Help to fulfill the requirements of the provisions in AFS 2015:4



# Overview



# Part 1: Understand OSA

- What is OSA?
- Who have the responsibility?
- What knowledge should managers and supervisors have?
- Systematic work environment management and OSA?
- How to set goals/targets?

- How to set healthy **working hours**?
- The importance of recovery?

4 knowledge areas



- How to prevent unhealthy **work load**?
- How do you discover early signals of unhealthy stress?
- How to strike the right balance between demands and resources?
- How to create clear roles and responsibilities?

- How to prevent **victimisation**?
- What to do if it happens?

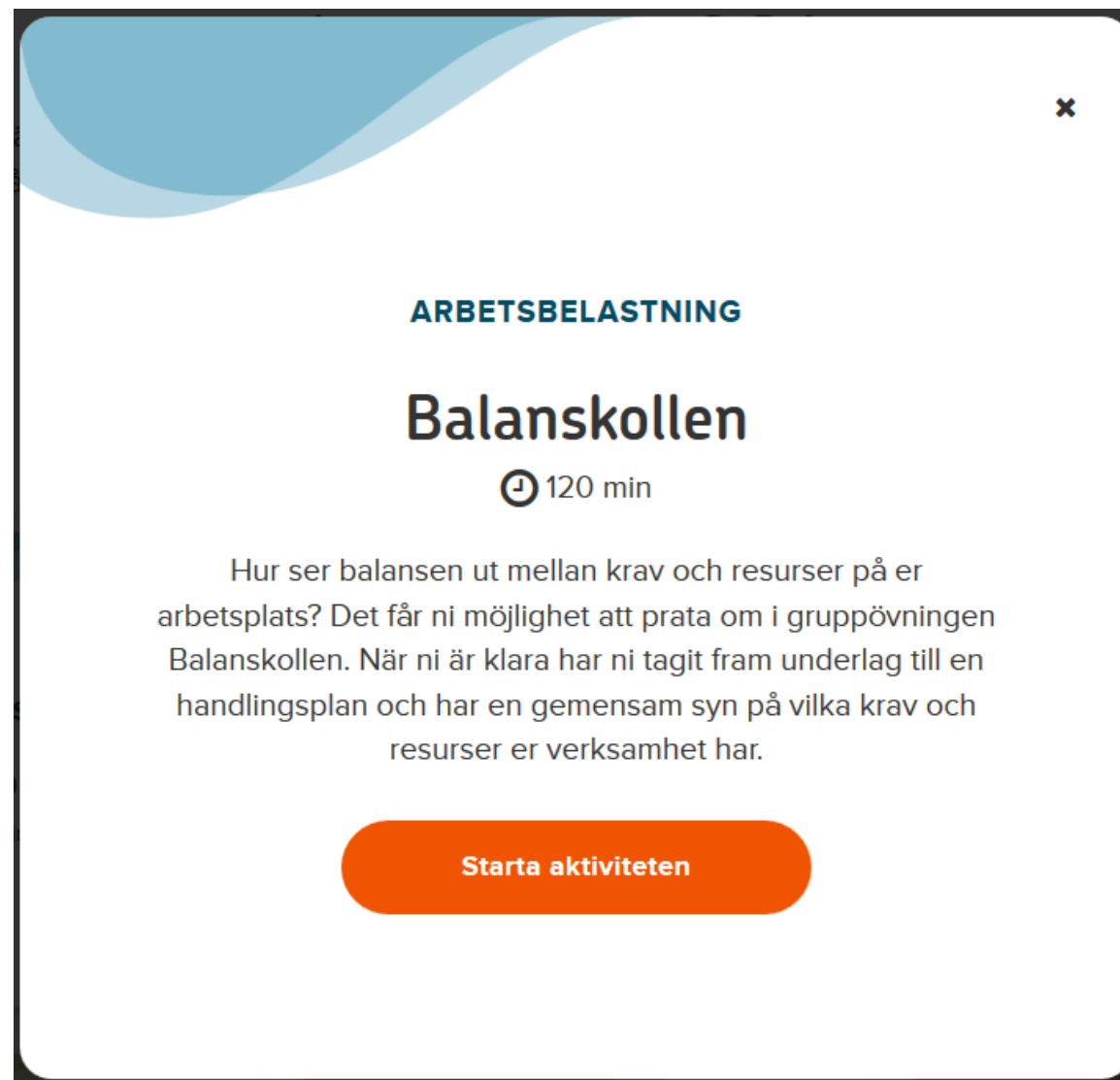


## Part 2: Work with OSA - bank of activities

### The activity bank

Support and Tools to work together with the organizational and social work

- Group exercises
- Films with questions to reflect upon
- Checklists
- Poddradio





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1. the social dialogue is beneficial at all levels
2. focus on improving prevention through collaboration, rather than confrontation
3. be practical and user-friendly