

Social Partners' Conference on Occupational Safety and Health

**A Sound Mind in a Sound Body**

Taking care of those who take care of us

## **OCCUPATIONAL ILLNESSES CAUSED BY ERGONOMIC RISK FACTORS IN DIAGNOSES OF LITHUANIAN HEALTHCARE WORKERS**

**SLI** STATE LABOUR INSPECTORATE  
UNDER THE MINISTRY OF SOCIAL PROTECTION AND LABOUR  
OF THE REPUBLIC OF LITHUANIA

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# Directive 89/391/EEC

on the introduction of measures to encourage improvements in the safety and health of workers at work

Article 5. The employer shall have a duty to ensure the safety and health of workers in every aspect related to the work.

**National  
legislation**



**Labour Code of the Republic of Lithuania, Article 158**  
1. Every employee shall be provided with adequate and safe working conditions which are not detrimental to health, as provided in the **Law of the Republic of Lithuania on Occupational Safety and Health**





Action plan

**1**  
Avoid  
risks

**2**  
Reduce  
risks

**3**  
Train  
personnel

# LAW ON OCCUPATIONAL SAFETY AND HEALTH

## Article 25. Employer's obligation to provide safe working conditions which are not detrimental to health

- 1. Employer's representative, in order to fulfil the employer's obligation to provide safe working conditions not detrimental to health, shall:
  - 1) ensure that the work environment conforms to occupational health and safety [...]
  - 2) carry out an occupational risk assessment [...]
  - 3) provide collective and personal protection equipment [...]
  - 4) ensure that newly hired employees receive comprehensive information [...]
  - 5) adopt occupational health and safety instructions [...]
  - 6) organise employee training [...]
  - 8) schedule employee work and rest periods [...]
  - 9) organise mandatory employee health check-ups [...]
  - 10) transfer employees to duties compatible with their health condition [...]
  - 16) perform other duties and implement the necessary measures to provide employees with safe working conditions not detrimental to health.

# LAW ON OCCUPATIONAL SAFETY AND HEALTH

## Article 34. Employee rights

Employee shall have the right to:

- 1) demand that the employer provide safe working conditions not detrimental to health, install collective safety equipment, and provide personal safety equipment when collective equipment does not protect from exposure to risk factors
- 2) be informed about work environment factors detrimental and/or hazardous to health
- 3) receive the results of mandatory health check-ups...
- 4) consult the head of unit directly on the improvement of occupational health and safety
- 5) refuse to work in the presence of occupational health and safety hazards...
- 6) demand restitution of damages to health caused by unsafe working conditions
- 7) raise questions on the state of health and safety at the workplace...

# Directive 89/391/EEC

on the introduction of measures to encourage improvements  
in the safety and health of workers at work

The human factor must be taken into consideration at work, especially in the design of work places, the choice of work equipment, and the choice of working and production methods, [...] and reducing negative effect on health [...]

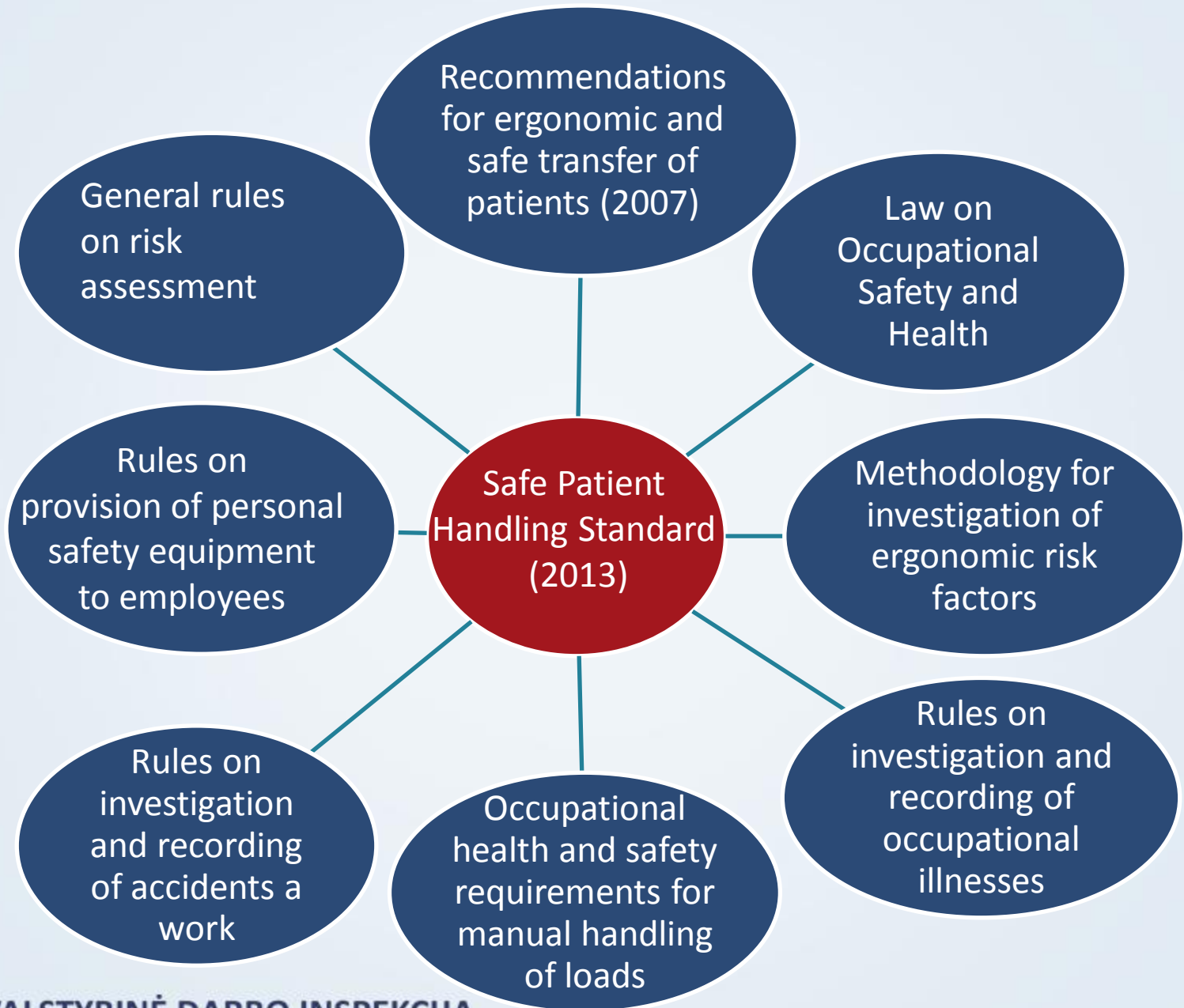
Individual directives  
implementing  
Article 16(1)

Directive  
90/269/EEC

(manual handling of loads)

National  
legislation

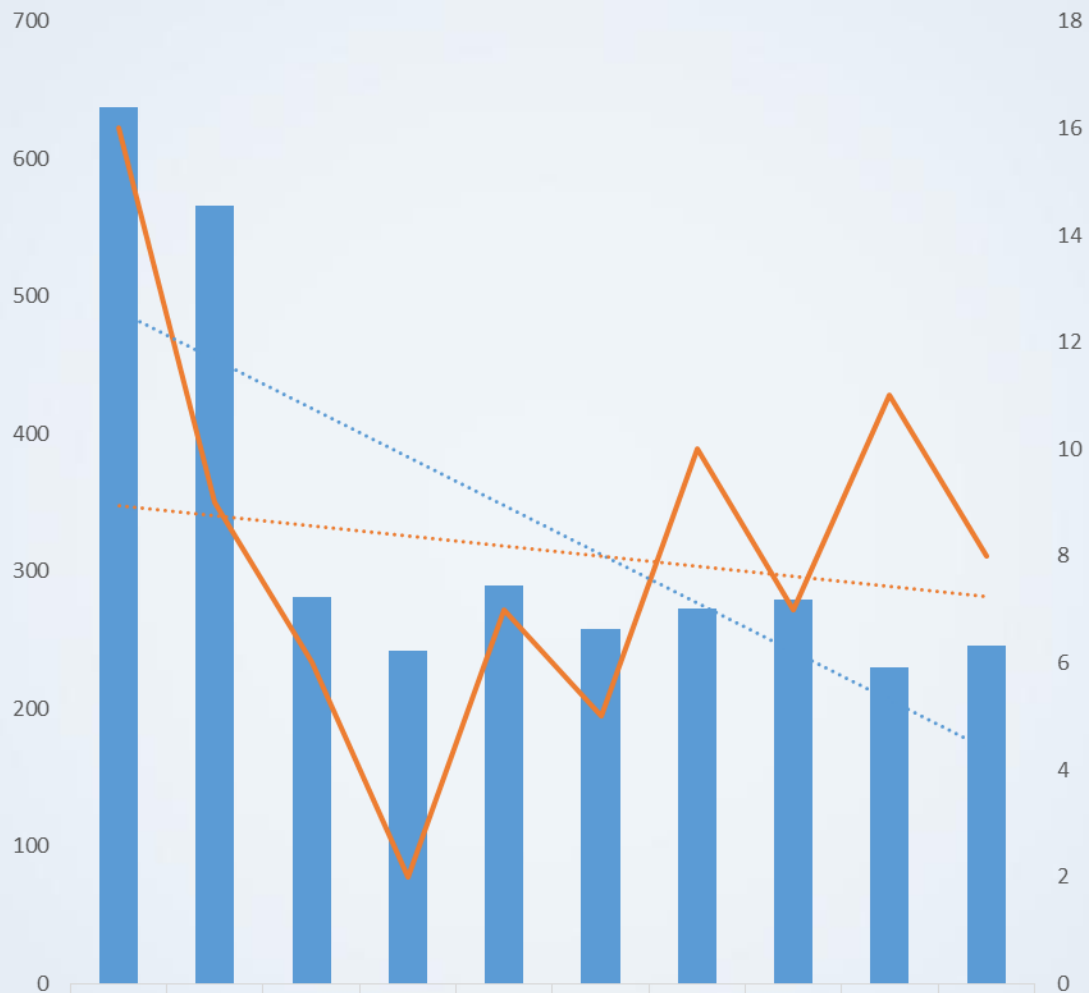






## Trends in occupational illnesses, 2008–2017

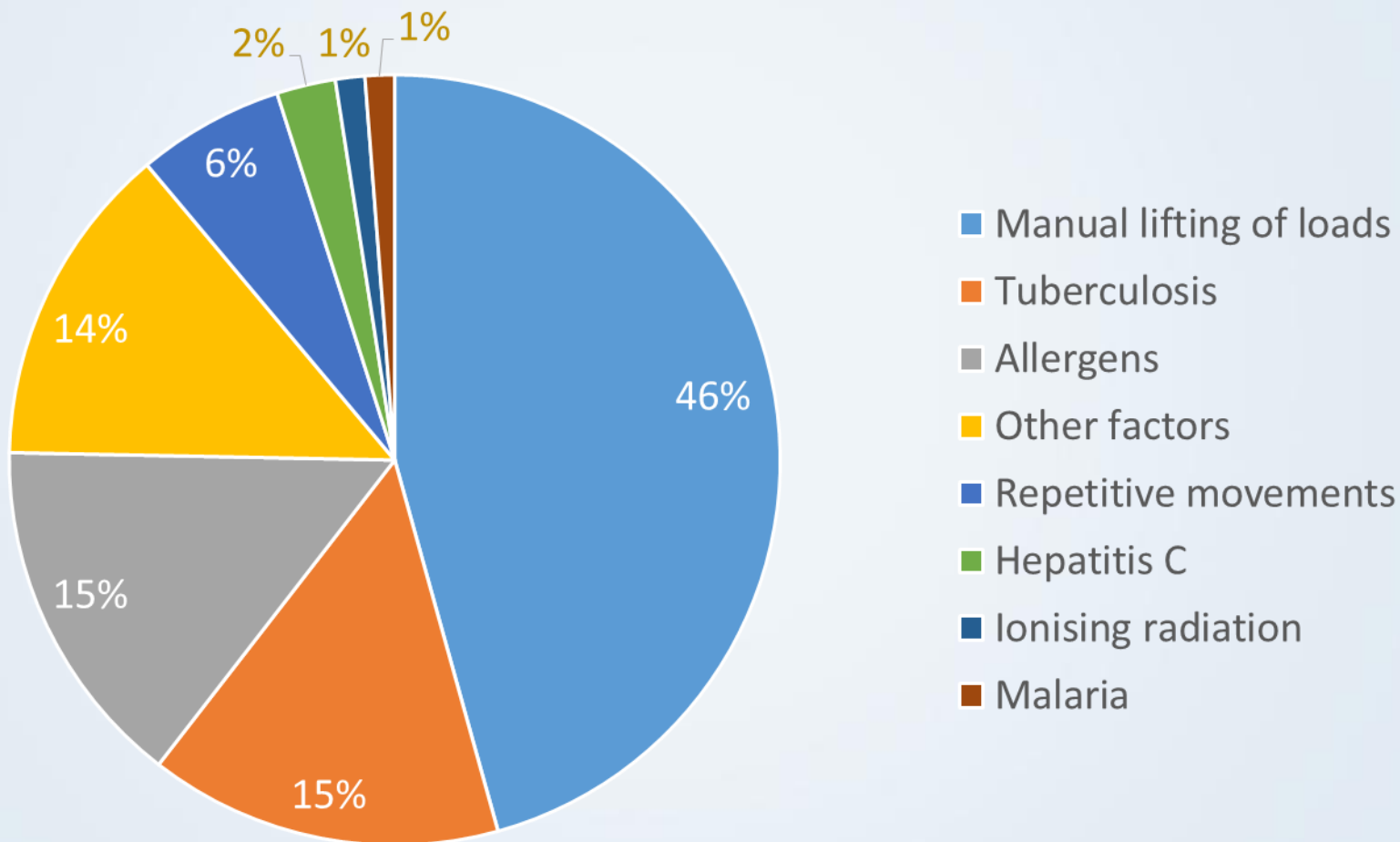
Number of individuals diagnosed with occupational illnesses



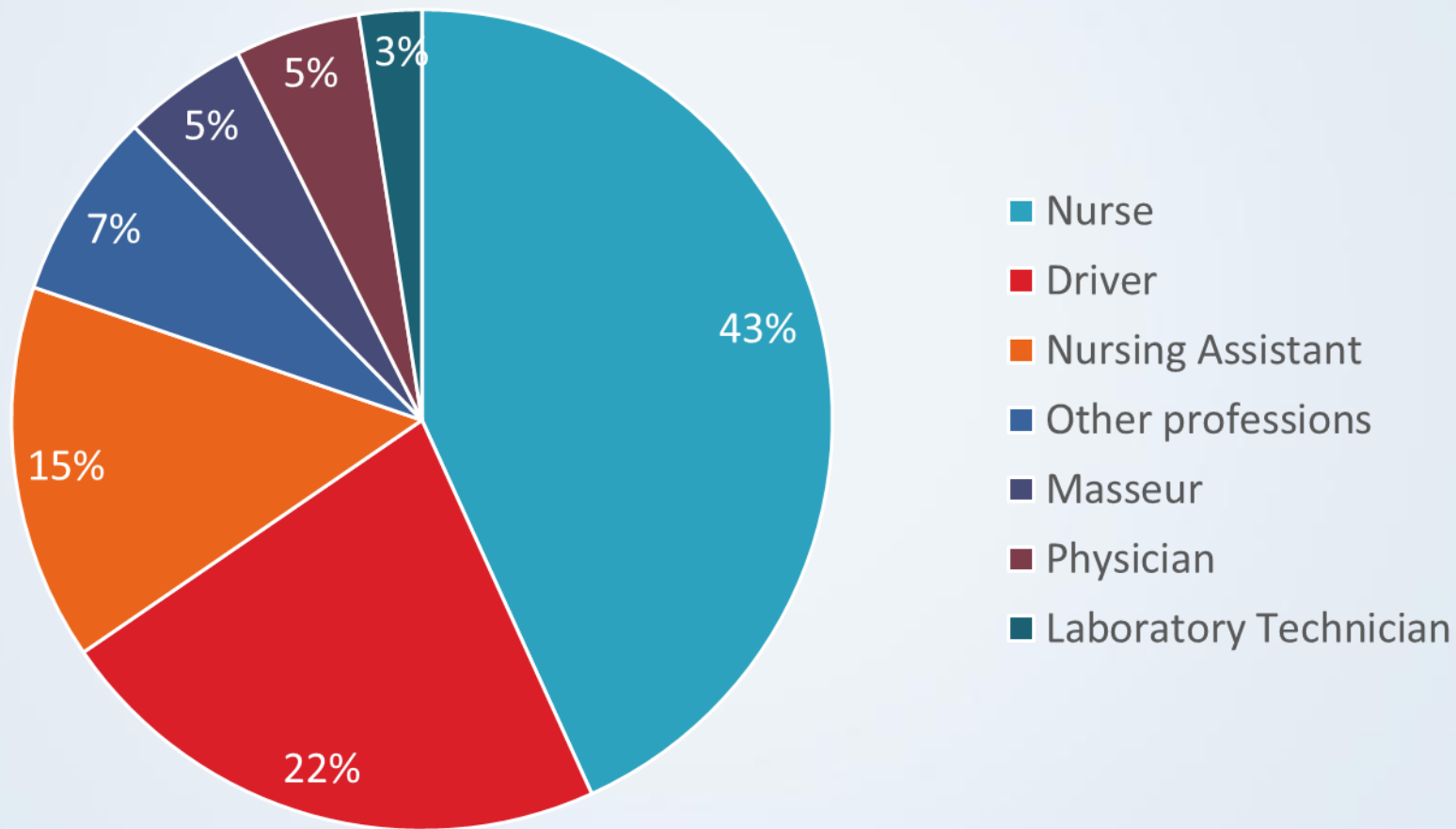
Number of healthcare establishment employees diagnosed with occupational illnesses

Individuals with OIs  
OIs at healthcare establishments

## Causes of occupational illnesses



## Distribution of occupational illness cases by occupation



## Company inspections and surveys in 2006 and 2017

	2006	2017
• Have employees been instructed on the safe lifting of manual loads?	60%	96%
• Is auxiliary equipment used at the company to alleviate the work of manual load handling?	53%	93%
• Is personal safety equipment in use to protect workers from back injuries?	15%	68%
• How many workers lift a patient during a day shift?	2	2
• How many workers lift a patient during a night shift?	1 - 2	1 - 2

The Senior Labour Inspectors Committee (SLIC), which has representatives working in all European Union Member States, carried out a campaign in 2012 to address psychosocial issues. The campaign focused on the following sectors:

**Healthcare sector and social care**



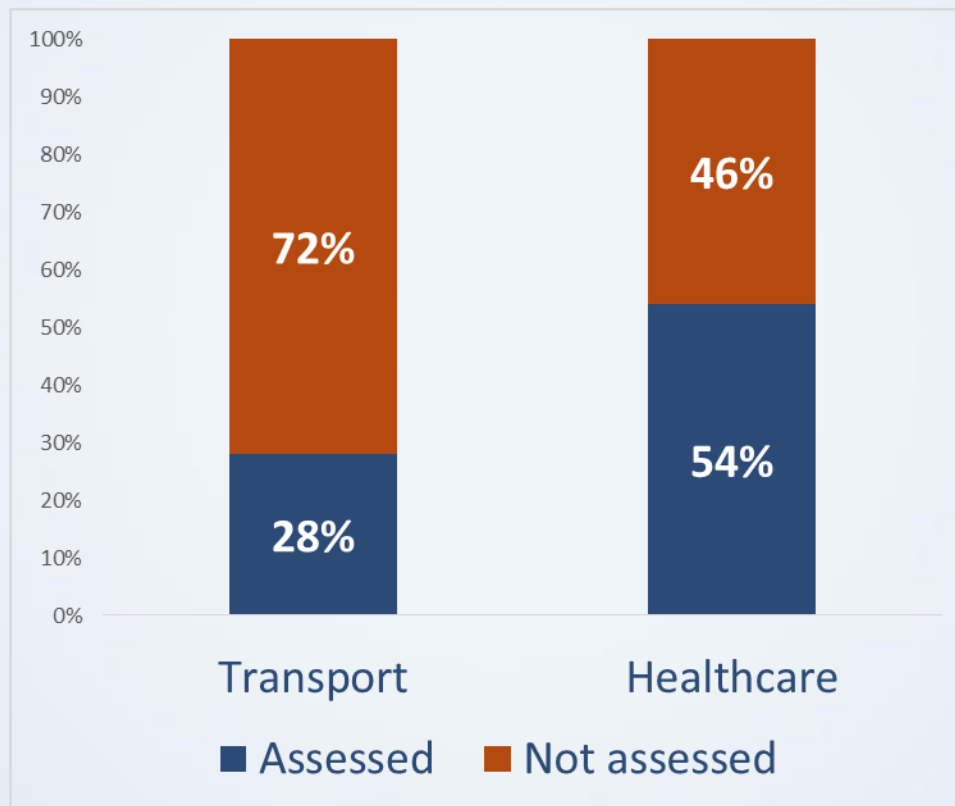
**Hospitality sector, i.e. hotels and restaurants**



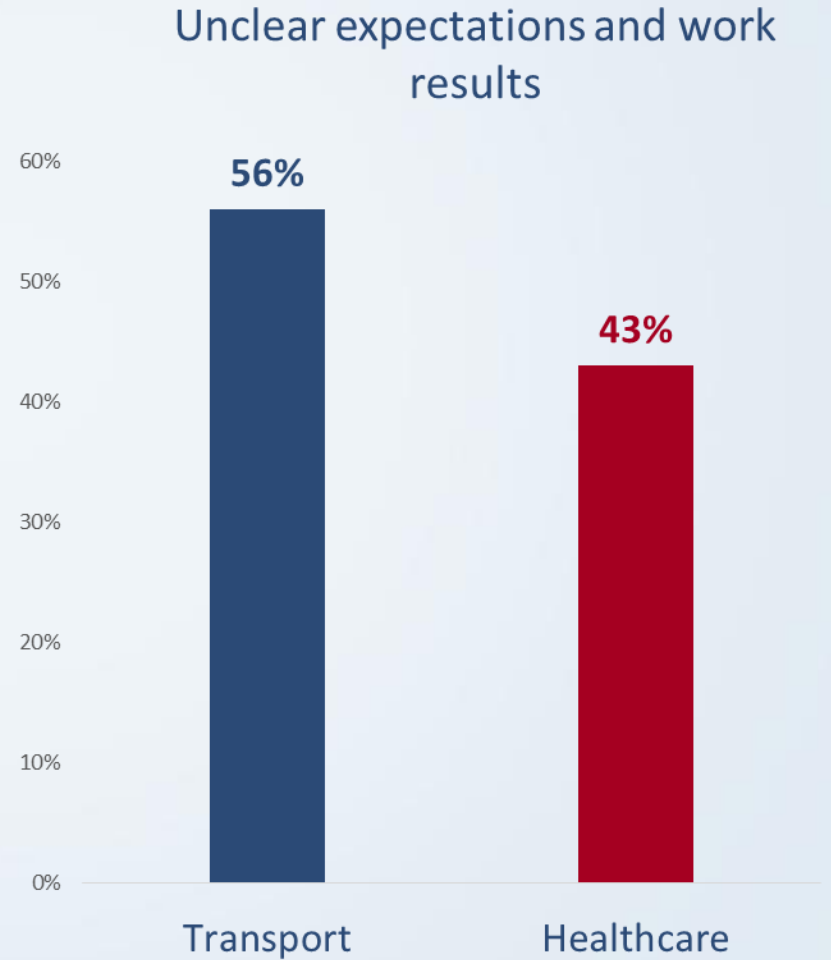
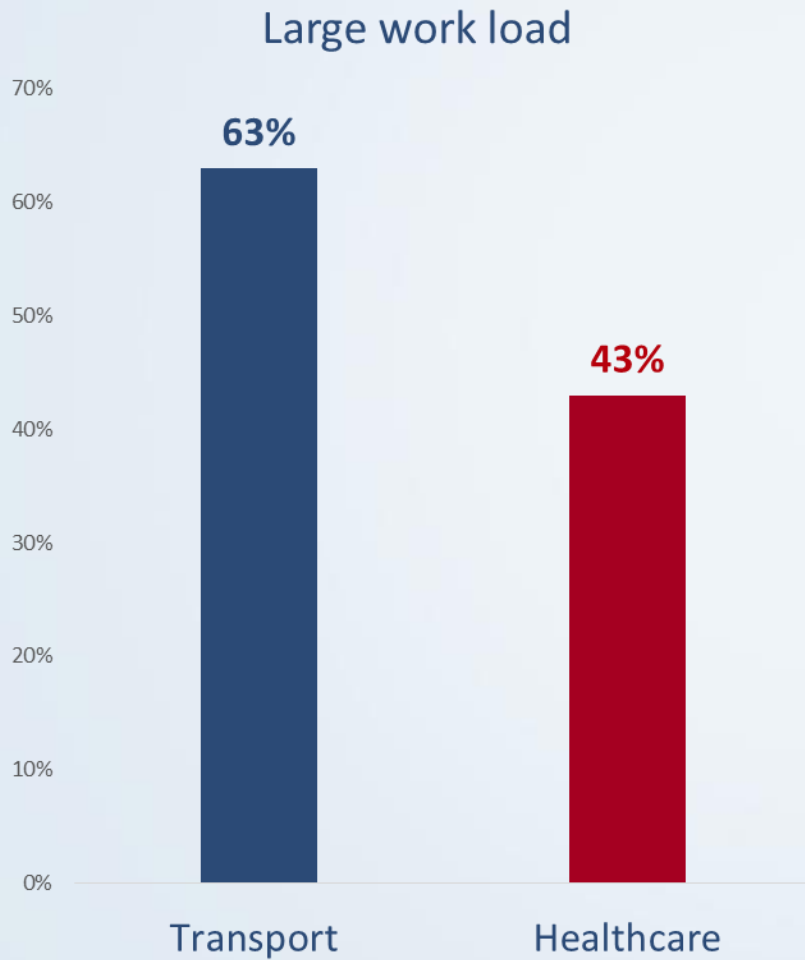
**Transport sector**



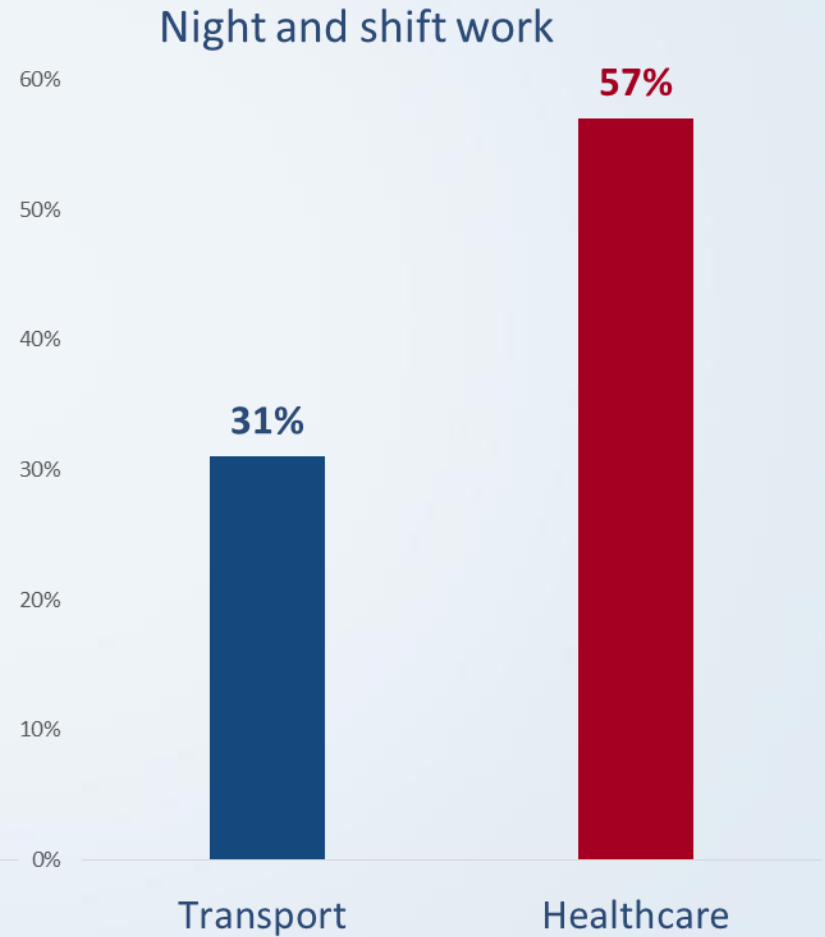
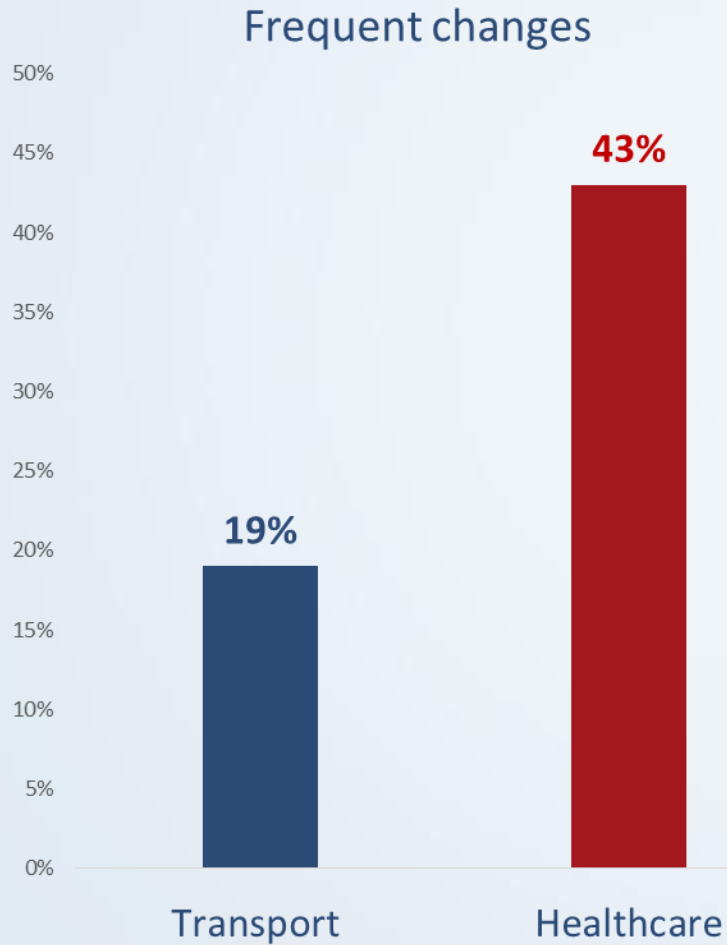
## Campaign results: Assessment of psychosocial risk factors



## Risks determined



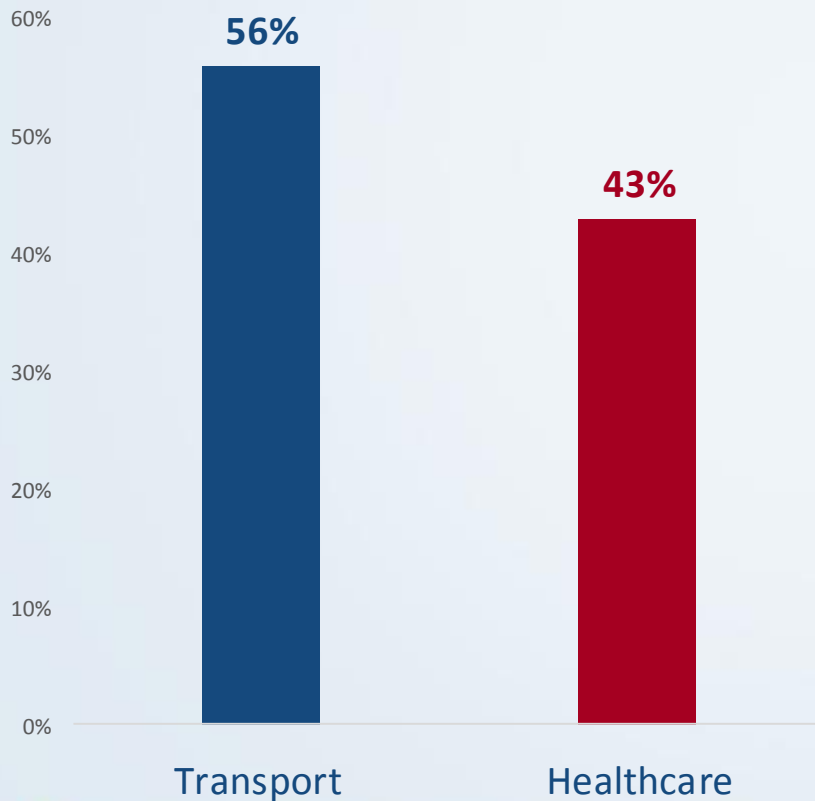
## Risks determined



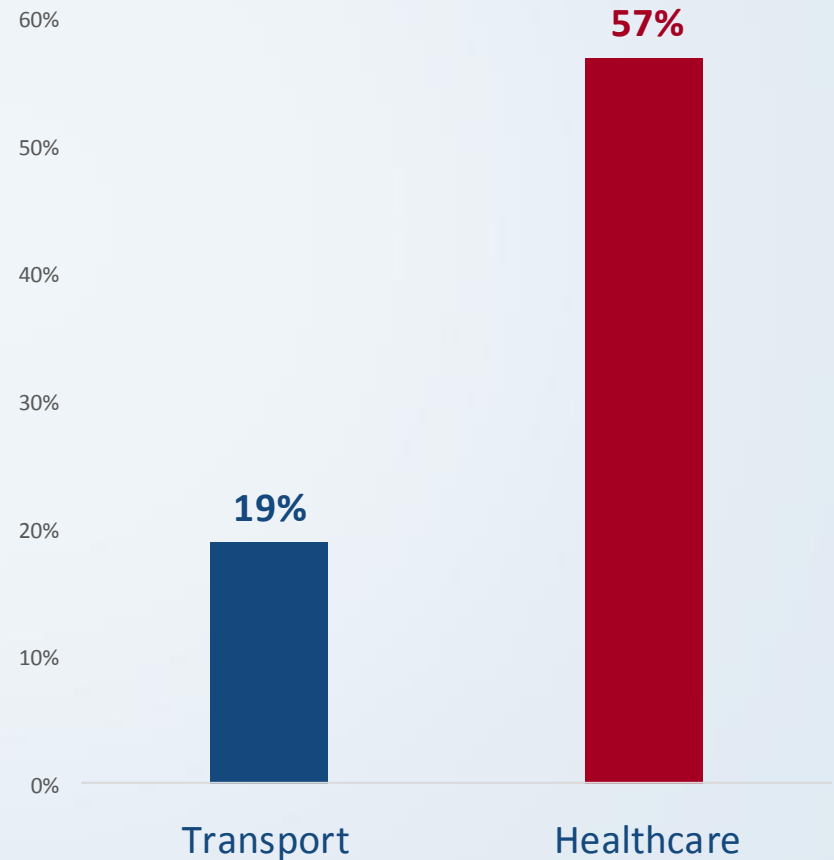


## Risks determined

### Unsatisfactory relations between personnel



### Intimidation, threats and violence

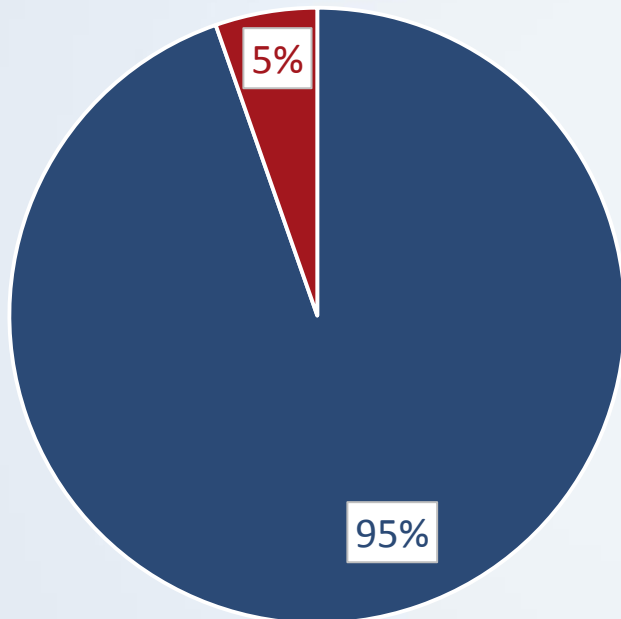


**At 57% of healthcare establishments** which performed an assessment of psychosocial risk factors, **risks due to violence, intimidation and threats, as well as due to night and shift work were identified.**

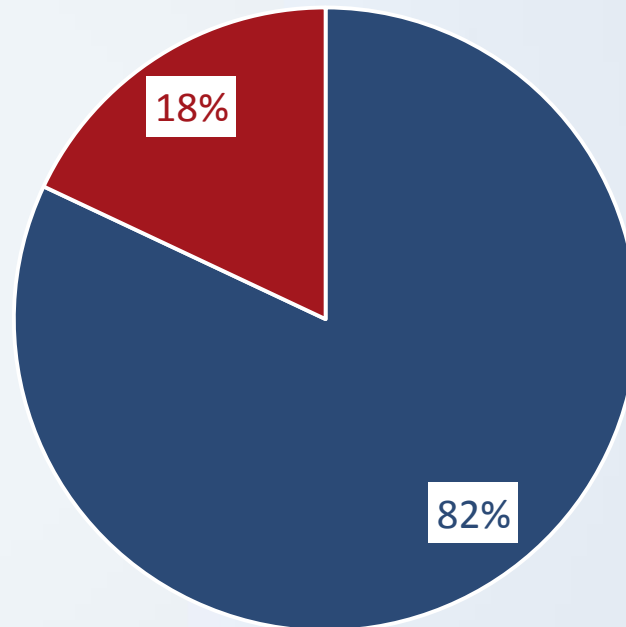
### **Defining traits of violence at work:**

- violence by third parties, i.e. the perpetrator **is not a co-worker** or a colleague
- violence directed at workers **on the basis of their work**
- hazard posed to the worker's health or safety: there is intent to harm the victim, or the perpetrator cannot control themselves (e.g. under the influence of drugs)

Accidents at work



Accidents at work **due to violence**



Workplace accidents at healthcare establishments  
All workplace accidents