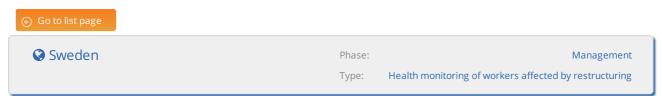


related policies

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Sweden: Health monitoring of workers affected by restructuring



🛗 Last modified: 07 June, 2017

Native name: Arbetsmiljöverkets föreskrifter (AFS 2001:1) om systematiskt miljöarbete

English name: Provisions of the Swedish Work Environment Authority on Systematic Work

Environment Management (AFS 2001:1)

Article

Ω

Description

Employers must assess whether any planned restructuring entails risks of ill-health (including psycho-social health), or accidents which may need to be remedied.

The health of both redundant employees and those staying in the company must be monitored in accordance with the provisions.

The risk assessment shall be documented in writing and indicate what risks are present and whether or not they are serious.

The employer is obliged to carry out follow-ups of the performed risk assessment.

The employer shall give the employees, trade unions and safety delegates the possibility of participating in the systematic work environment management (including the aforementioned assessments in connection to the restructuring process).

Comments

The Work Environment Authority has published videos explaining how to make risk assessments. Prevent, an organisation providing of knowledge and training in the field of Health and Safety owned jointly by the Confederation of Swedish Enterprise and The Swedish Trade Union Confederation, provides templates and check lists.

Cost covered by

Employer

Involved actors other than national government

Trade union

Other

Involvement others

Safety delegates

Thresholds

No, applicable in all circumstances

Sources

DG Employment, Social Affairs and Equal Opportunities/Héra, Selected companies' legal obligations regarding restructuring,

2011
Systematic Work Environment Management
Prevent (n.d.) Riskbedömning vid ändring
The Work Environment Auhority (2015) Undersökning och riskbedömning av arbetsmiljön

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