HEALTH, ADAPTATION AND RESTRUCTURING:

What roles, which modalities of support and which limits for OHS Services?

P. MADIE, ASP (FRANCE)
To meet his commitments, the employer can:

– either create his own OHSs
  ➢ Medium sized and large companies (10% of firms)

– or join an inter-company OHSs (e.g. ASP) (320 OHSs)
  ➢ SMEs (90% of firms)

Since 2004, the OHSs are necessarily organised in multidisciplinary teams.
A reform in progress

Tensions and differences:

Rules of medical follow-up can’t be applied (M.D. shortage)
- modes and players

Medical prevention vs improvement in working conditions and prevention of occupational hazards
- roles and responsibilities (M.D. / employer)

Individual medical approach vs public health
- prerogatives and M.D. autonomy

Employers’s prerogatives vs Employee’s representatives’s prerogatives
- governance of OHSs
Dynamics in Ile-de-France

1/ HIRES DISPLAY

June 2008 : ASP participate to EU HIRES program (e.g. entreprise restructuring in pharmaceutical industry)

April 2009 : presentation of HIRES report in France

October 2009 : OHSs network « Alliance Montesquieu » launched a project :

➢ How to disseminate HIRES report to OHSs teams ?
February 2010: the first step was discussed with 26 OHSs (Alliance Montesquieu) in a meeting; presentation of B. SAHLER (European Expert Group on HIRES), redactor of ANACT Guide on psychosocial risks:

*How to prevent unhealthy effects of job restructuring using the french ANACT stress prevention toolkit?*

*November 2010: European Union Forum*

*Return to Alliance Montesquieu to finalize the work*
objectives: to create a toolkit for firms (SMEs) and to provide assistance to OHS teams

- What are the key messages to be sent to firms?
- How to act with other stakeholders?

OHS = 1 Recommendation about 12 of the HIRES project

1/ How to sensibilize employers to negative effects of restructuring?

- for the « health » of their firms
- for the employees
2/ How to act to protect health of employees:

- what are the principles of an effective communication?
- how to announce restructuring? (collective/individual)
- what are the roles of the different actors?
- what actions to be done? (before/during/after)
3/ Roles and limits for OHSs

- **before**: acting with the available resources (firms/SST/externs), collective data, surveys, awareness, risk assessment,...
  
  limits: time, means and skills of the OHSs’ teams, « stigmatization » of the weakest employees, main firms expectations of a medical nature

- **during**: advising the companies (protection of vulnerable and temporary workers, attentive listening, health promoting actions...)
  
  limits: time, means and skills of the OHSs’ teams, methodological consensus, « labeling » the consultancies, loss of trust from the employees, « instrumentalization »

- **after**: supporting the change (follow up of employees and of new working conditions, attentive follow up of HR teams, ...)
  
  limits: departure from the company, solidarity between employees
2/ A REGIONAL PROJECT ON PSYCHOSOCIAL RISKS

- Acting on the level of 1 OHS ⇒ limited means and impact
e.g. ASP : 1260 affiliated companies and 17 000 employees

- Acting on the level of the OHSs’ network ⇒ means and impact ++
e.g. Alliance Montesquieu (26 OHSs): 230 000 affiliated companies and 3 million employees

- Acting in partnership between the Alliance Montesquieu network and 2 institutional players, the Regional Agency for Improving Working Conditions (ARACT) and the Regional Health Insurance (CRAMIF) ⇒ synergies et broader approach
Actions in progress:

- Sharing practices and means between OHSs of the Alliance Montesquieu network

- Designing a training program for SMEs focused on Stress and training of OHSs teams (10h) (partnership OHSs/ARACT/CRAMIF)

- Training offer (14h+14h) from the National Agency for Improving Working Conditions (ANACT) to OHSs, in order to help their teams into leading a preventive approach on psychosocial risks
Conclusion and Perspectives

Act together for more Efficiency

OHSs OHSs’ network

psychosocial risks

State administration, ARACT, CRAMIF,…

...in synergy with the Environment

(e.g: Branch organizations, Social partners)