Safety and health at work is everyone's concern. It's good for you. It's good for business.

Healthy Workplaces

Call for nominations
European Good Practice Awards
Managing stress and psychosocial risks at work

www.healthy-workplaces.eu
A good psychosocial work environment enhances the health and well-being of workers, motivates productivity and stimulates professional development. Good business performance and low absenteeism and staff turnover rates are achieved as a result. This campaign emphasises that managing stress and psychosocial risks at work has significant benefits for workers, employers and governments. Although tackling work-related stress and psychosocial risks may seem challenging, they can be managed just like any other health and safety issue, in a logical and systematic way.

To help promote this message, the Healthy Workplaces Campaign 2014–15 has the following key objectives:

- to raise awareness of the growing problem of work-related stress and psychosocial risks;
- to provide and promote the use of simple, practical tools and guidance for managing psychosocial risks and stress in the workplace;
- to highlight the positive effects of managing psychosocial risks and stress in the workplace, including the business case.

More information about the campaign can be found at [www.healthy-workplaces.eu](http://www.healthy-workplaces.eu)

*Managing work-related stress and psychosocial risks is essential for ensuring a healthy workplace.*
European Good Practice Awards

The European Good Practice Awards is an important element of the Healthy Workplaces Campaign, and is intended to demonstrate the benefits of applying good safety and health practices in the workplace. The scheme is organised by EU-OSHA in cooperation with Member States and the Presidency of the European Union.

The Good Practice Awards 2014–15 aim to highlight leading examples of companies or organisations actively managing stress and psychosocial risks at work. Winners must display strong commitment and a participative approach when dealing with psychosocial risks. Judges will be looking for the best examples of enterprises or organisations successfully assessing, eliminating or reducing psychosocial risks and stress at work.

Entries are welcome from all European employers and workers, and intermediaries such as social partners, safety and health professionals and practitioners, and those providing assistance and information at the workplace level.

Winners will receive their awards at a ceremony in spring 2015, at which the achievements of all those who took part will be celebrated. It is expected that a manager and a workers’ representative will each be presented with an award. Details of their outstanding joint contribution will be marked with a special publication that will be widely distributed across Europe and promoted through the EU-OSHA website.

Healthy Workplaces is Europe’s biggest occupational safety and health campaign.
What types of good practice can be entered?

Any real-life examples of how work-related stress and psychosocial risks have been effectively managed may be entered. Entries should clearly show how good practice has been applied in the workplace (hypothetical examples will not be considered) and may include evidence of:

- a thorough assessment of psychosocial risks in the workplace, followed by practical activities aimed at preventing or reducing psychosocial risks, implemented with a participative approach;
- organisational actions aimed at reducing work-related stress, including primary (eliminating risks), secondary (protecting workers from the risks that cannot be eliminated) and tertiary (helping workers who suffer from stress and psychosocial problems) levels of intervention;
- organisational interventions focused on the role of top and middle managers in creating a good psychosocial work environment;
- the implementation of a holistic approach to occupational safety and health, including the assessment and management of psychosocial risks and mental health promotion in the workplace;
- the development and implementation of practical tools for the assessment and management of stress and psychosocial risks in the workplace.

Work-related stress is an organisational issue and not an individual’s fault.
What should an entry demonstrate?

Judges will be looking for evidence of:
• genuine and effective management of psychosocial risks and work-related stress;
• innovative interventions aimed at the workplace;
• the successful implementation of interventions;
• real and demonstrable improvements in safety and health;
• workforce diversity being taken into account;
• effective participation and involvement of the workforce and their representatives;
• the sustainability of the intervention over time;
• transferability to other workplaces (including those in other Member States and to small and medium-sized enterprises);
• timeliness (the intervention should be either recent or not widely publicised).

In addition, the intervention should meet, and ideally exceed, the relevant legislative requirements of the Member State in which it has been implemented. Interventions focused on the individual, such as training, should also demonstrate how they are a part of a wider approach to managing psychosocial risks at work.

Good practice examples should not have been developed solely for commercial gain. This relates to products, tools or services that are or could be marketed.

Examples of good practice awarded in previous years can be found on the EU-OSHA website at: [http://osha.europa.eu/en/about/competitions](http://osha.europa.eu/en/about/competitions)

**Good leadership and worker involvement are crucial for effectively managing stress.**
Who can take part?

Good practice entries are welcomed from enterprises or organisations in EU Member States, candidate countries, potential candidate countries and the European Free Trade Association, including:

- individual enterprises;
- enterprises or organisations within the product, equipment or personnel supply chain;
- training providers and the education community;
- employer organisations, trade associations, trade unions and non-governmental organisations;
- regional or local occupational safety and health prevention services, insurance services and other intermediary organisations.
- official partners of the Healthy Workplaces Campaign.

How to participate

The Good Practice Awards are coordinated at the national level by EU-OSHA’s network of focal points:

www.healthy-workplaces.eu/fops

The network partner in your country will provide you with details on how to enter the competition.

Entries are first judged at the national level and national winners are then nominated to take part in the pan-European competition, which will select the overall winners.

If you are a multinational or pan-European organisation and an official partner of the Healthy Workplaces Campaign, you can directly apply to EU-OSHA. Details of how to enter the Good Practice Awards at the European level can be obtained from GPA@healthy-workplaces.eu

Managing stress and psychosocial risks enhances both health and performance.
The European Agency for Safety and Health at Work (EU-OSHA) invites nominations for the **12th European Good Practice Awards in occupational safety and health**. Part of the Healthy Workplaces Campaign 2014–15, the awards will recognise companies or organisations that have made outstanding and innovative contributions towards managing stress and psychosocial risks at work.
The European Agency for Safety and Health at Work (EU-OSHA) contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops and distributes reliable, balanced and impartial safety and health information and organises pan-European awareness-raising campaigns. Set up by the European Union in 1996 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments and employers’ and workers’ organisations, as well as leading experts in each of the EU Member States and beyond.

United Kingdom
Health and Safety Executive
Caxton House, 7th Floor
Tothill Street
London
SW1H 9NA
UNITED KINGDOM
Contact person: Mr Stuart Bristow
E-mail: uk.focalpoint@hse.gsi.gov.uk
Closing date for United Kingdom entries: 6 October 2014

Ireland
Health and Safety Authority Metropolitan Building
James Joyce Street
Dublin 1
IRELAND
Contact person: Ms Annette Slater
Tel. +353 17997800
E-mail: annette_slater@hsa.ie
Closing date for Ireland entries: 12 September 2014

Malta
Occupational Health and Safety Authority, Communication and PR Section
17, Edgar Ferro Street
Pieta
PTA 1533
MALTA
Contact person: Mr Remigio Bartolo
Tel. +356 2124767-7/8
E-mail: remigio.j.bartolo@gov.mt
Closing date for Malta entries: 6 October 2014