

Teaching Guidance for worker's relocation





Primary Prevention

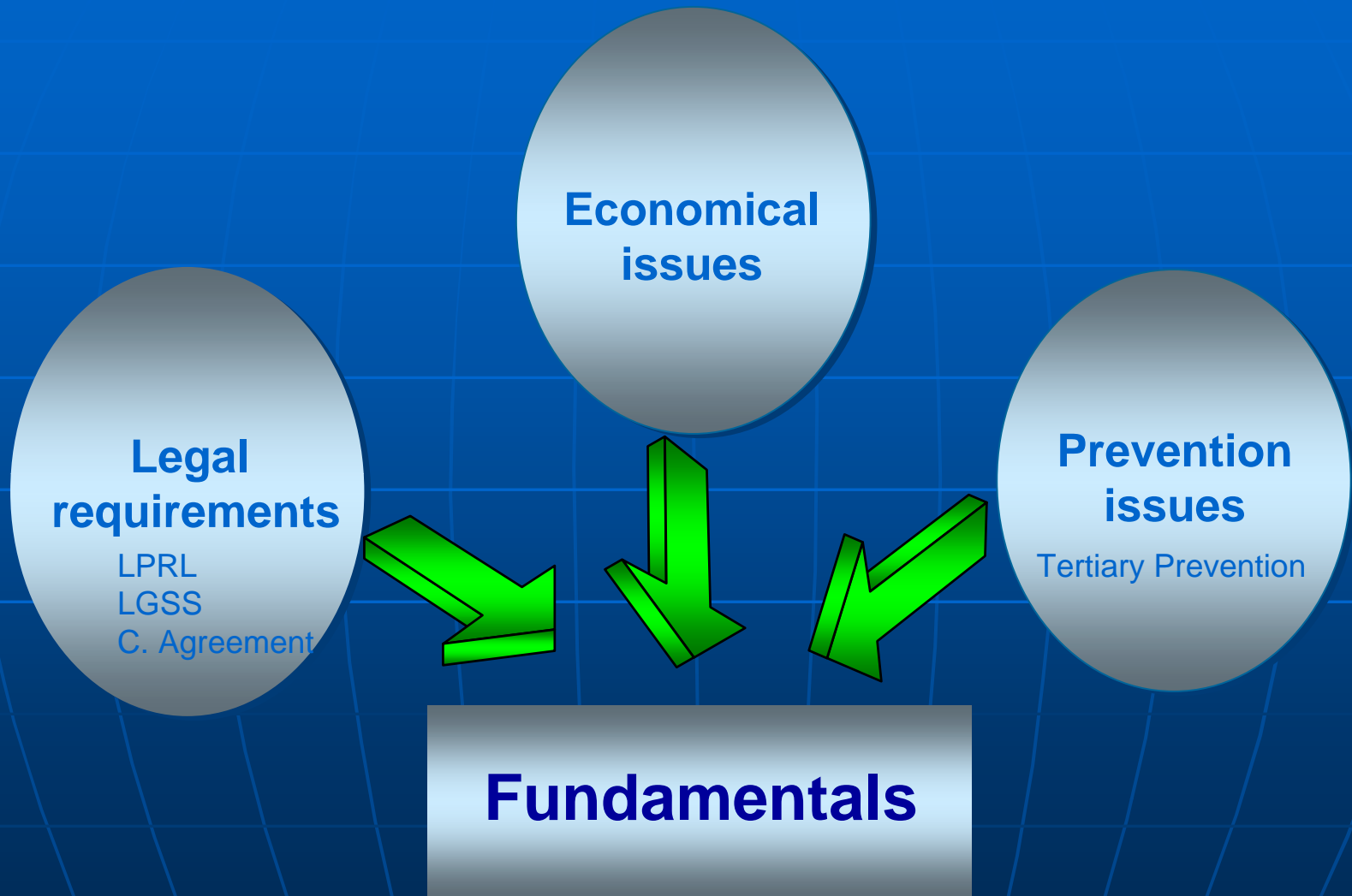
Pro-active ergonomics
Training in ergonomics
Risk assessment

Secondary Prevention

Work condition analysis
Active surveillance for WMSD's
Passive surveillance for WMSD's

Tertiary Prevention

Reactive ergonomics
Work relocation (RML)





Personal Characteristics
Biological situation
Disability

Temporary situation

Duly recognized

Health risk

(Individual protection VS collective protection)



Nave Central de la Catedral de la Seo





Relocation Functions

**Colaborate in worker rehabilitation
Decrease the time of incapacity**



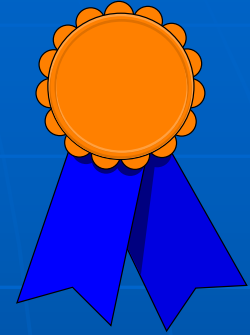
**Worker
Public System
Enterprise**



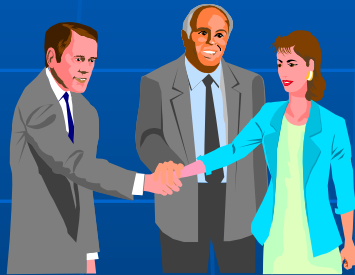
Relocation Restriction



Training



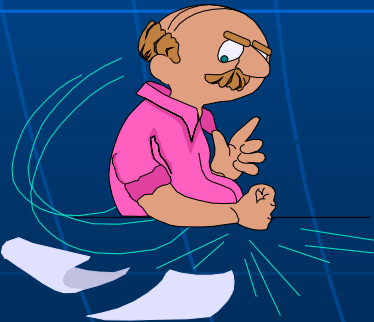
Quality



Adaptation

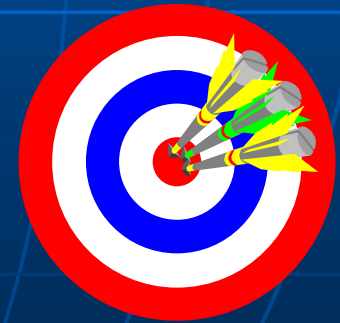


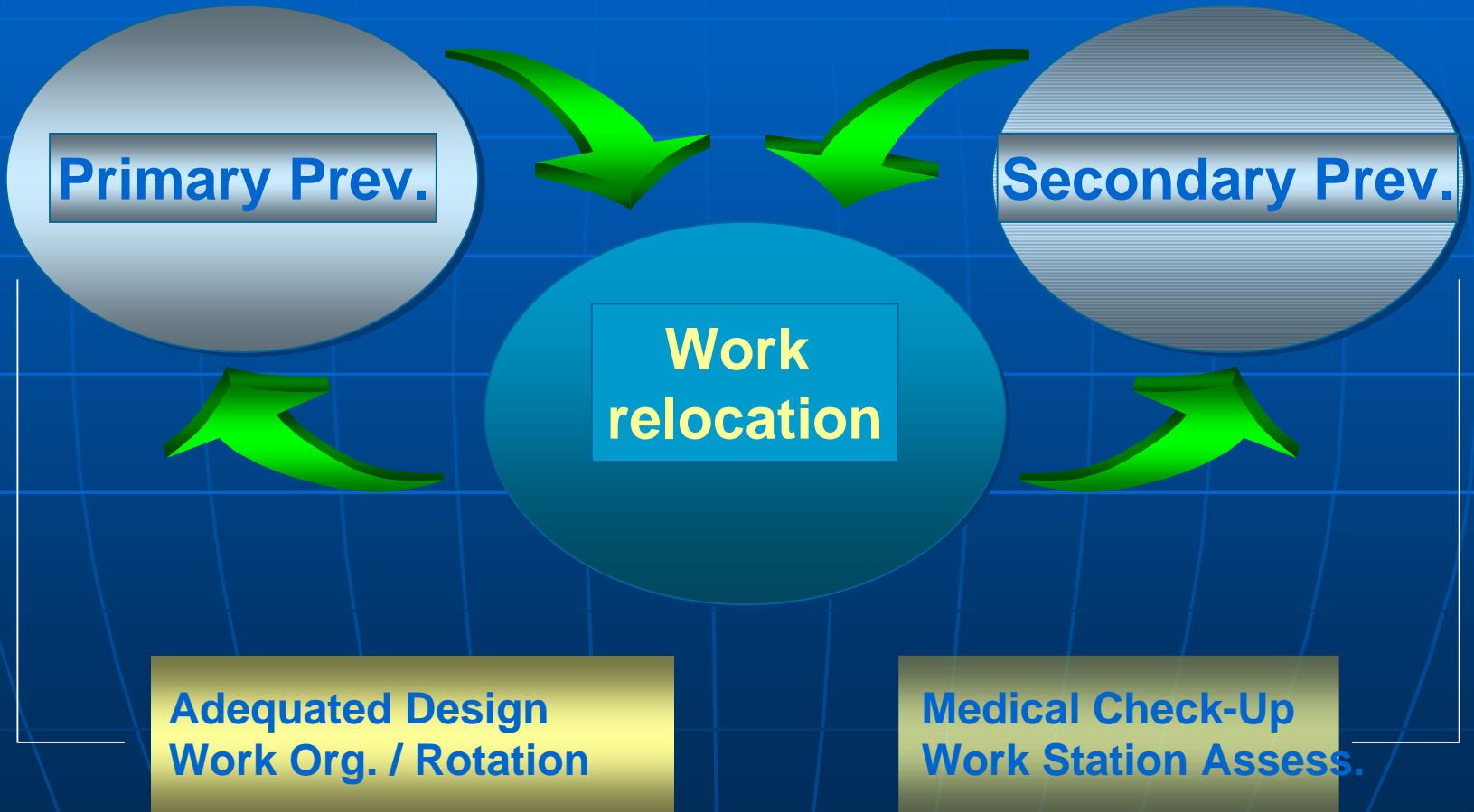
Organization



Satisfaction

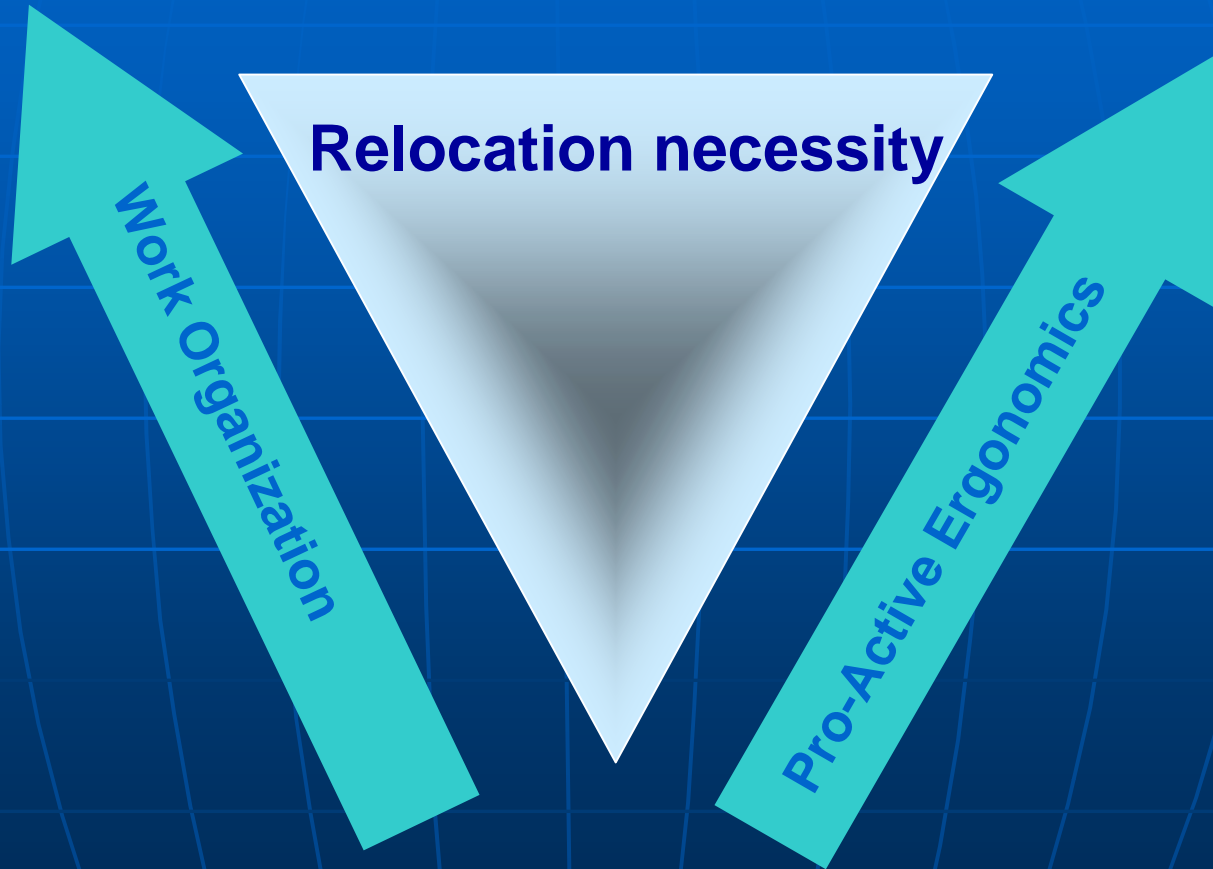
Efficiency







Relocation & Primary Prevention



Torreón de la Zuda





Relocation Process

Analyze health situation & workplace requirements

Only in the necessaires cases

Start of activity, after LWDC, after change of workplace

**Assessment of work capacity
(to avoid individual and collective risk)**

Set Process

Objective Resolution

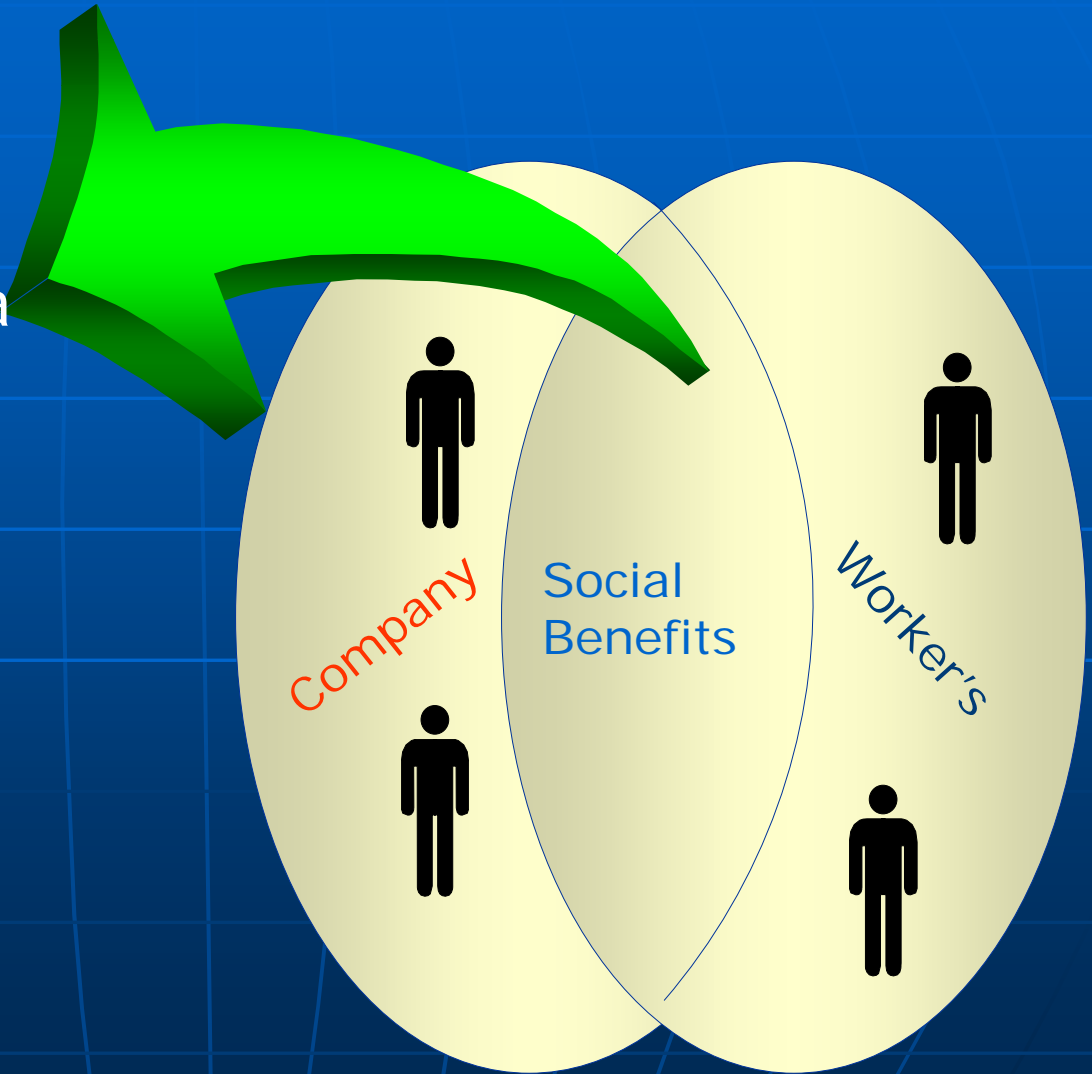
No discrimination
confidential, fair

Physician independency & balance
within worker and enterprise



Relocation Process

Shared Interest Area



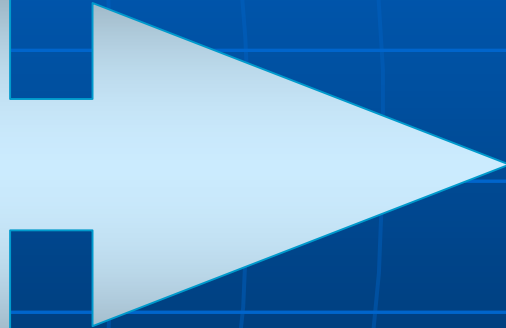
Torreón de la Zuda y Murallas Romanas





To Relocate...

What? Why?
Who? ¿Where?
How many Time? How?
Have we to relocate



PROTOCOLIZATION



Relocation Procedure

Evidence Work Medecin

Objective Criteria

Physical Injury
(pathology & severity)
Work Ability
Suitable workplace

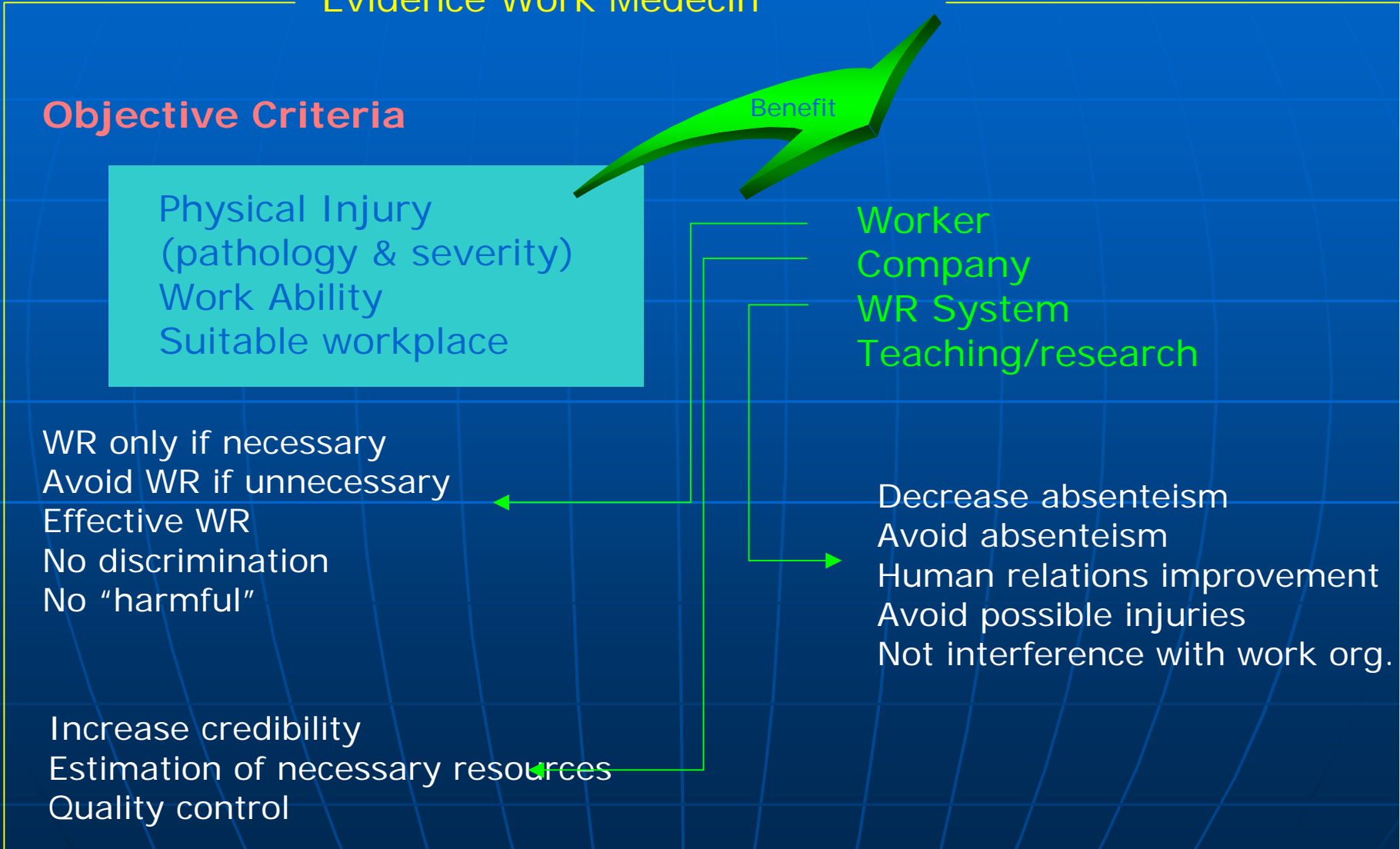
Benefit

WR only if necessary
Avoid WR if unnecessary
Effective WR
No discrimination
No "harmful"

Worker
Company
WR System
Teaching/research

Decrease absenteeism
Avoid absenteeism
Human relations improvement
Avoid possible injuries
Not interference with work org.

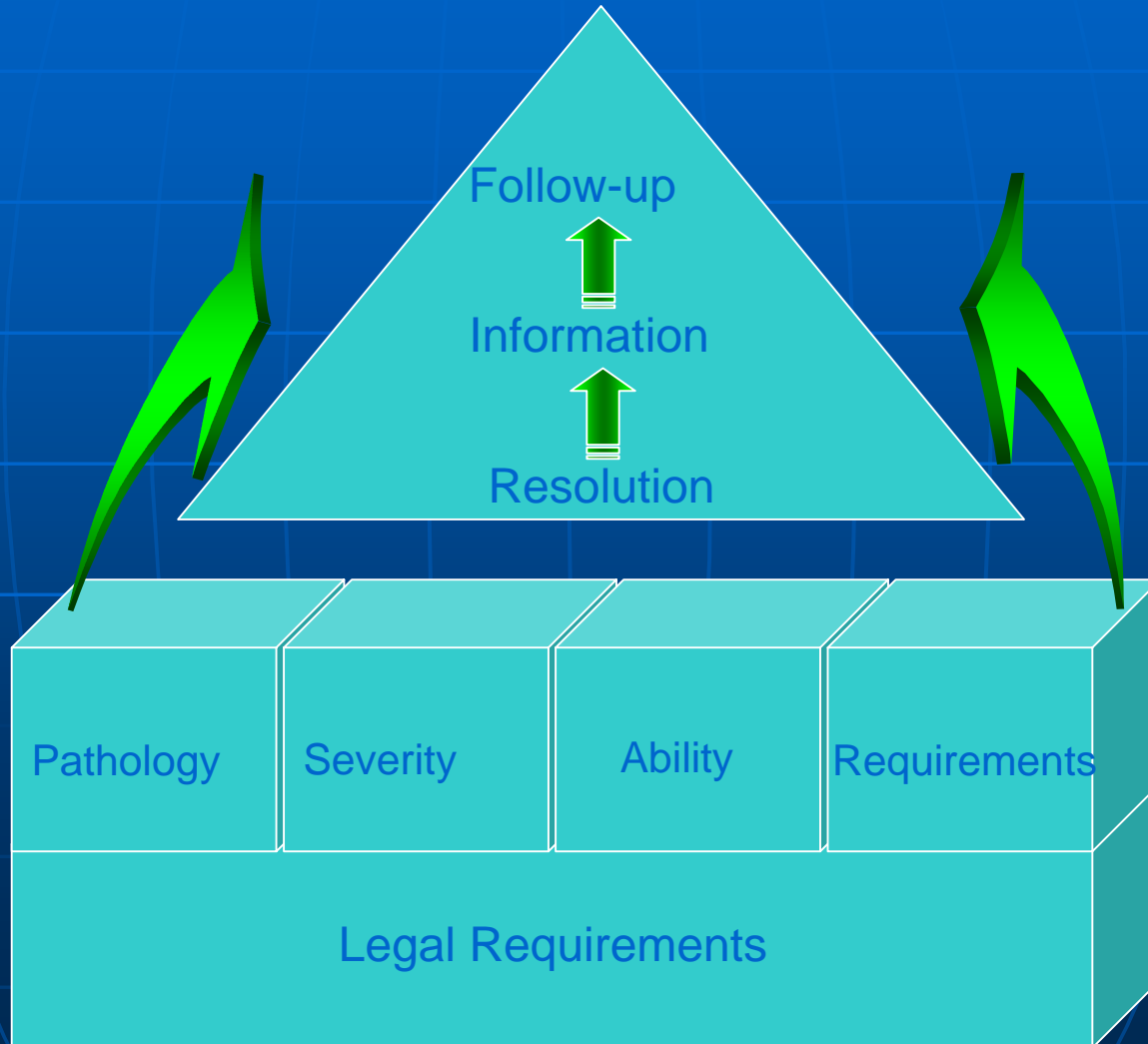
Increase credibility
Estimation of necessary resources
Quality control

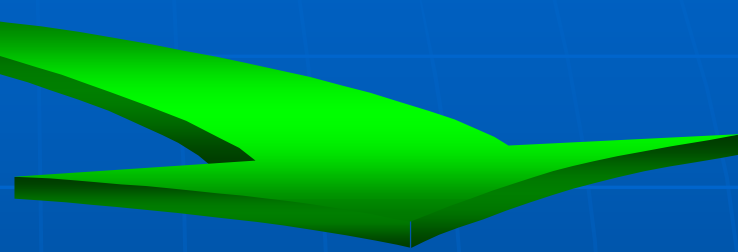
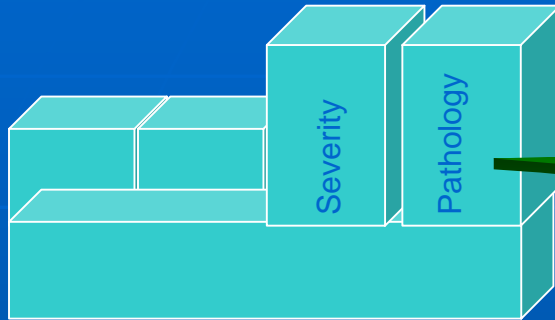






Relocation Procedure





Medical Examination

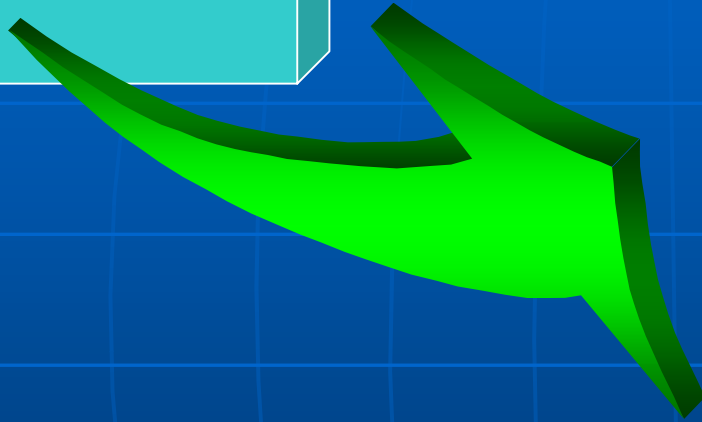
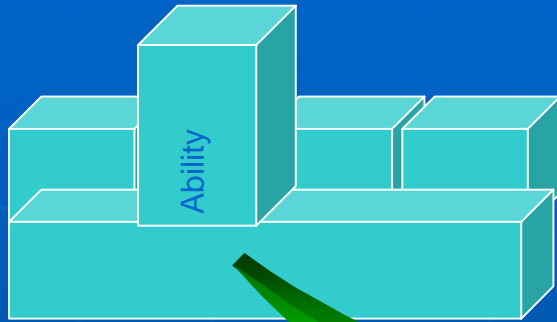


Common Disease, WR Disease
WR Injury, Common Injury

Health consequence



Relocation Procedure



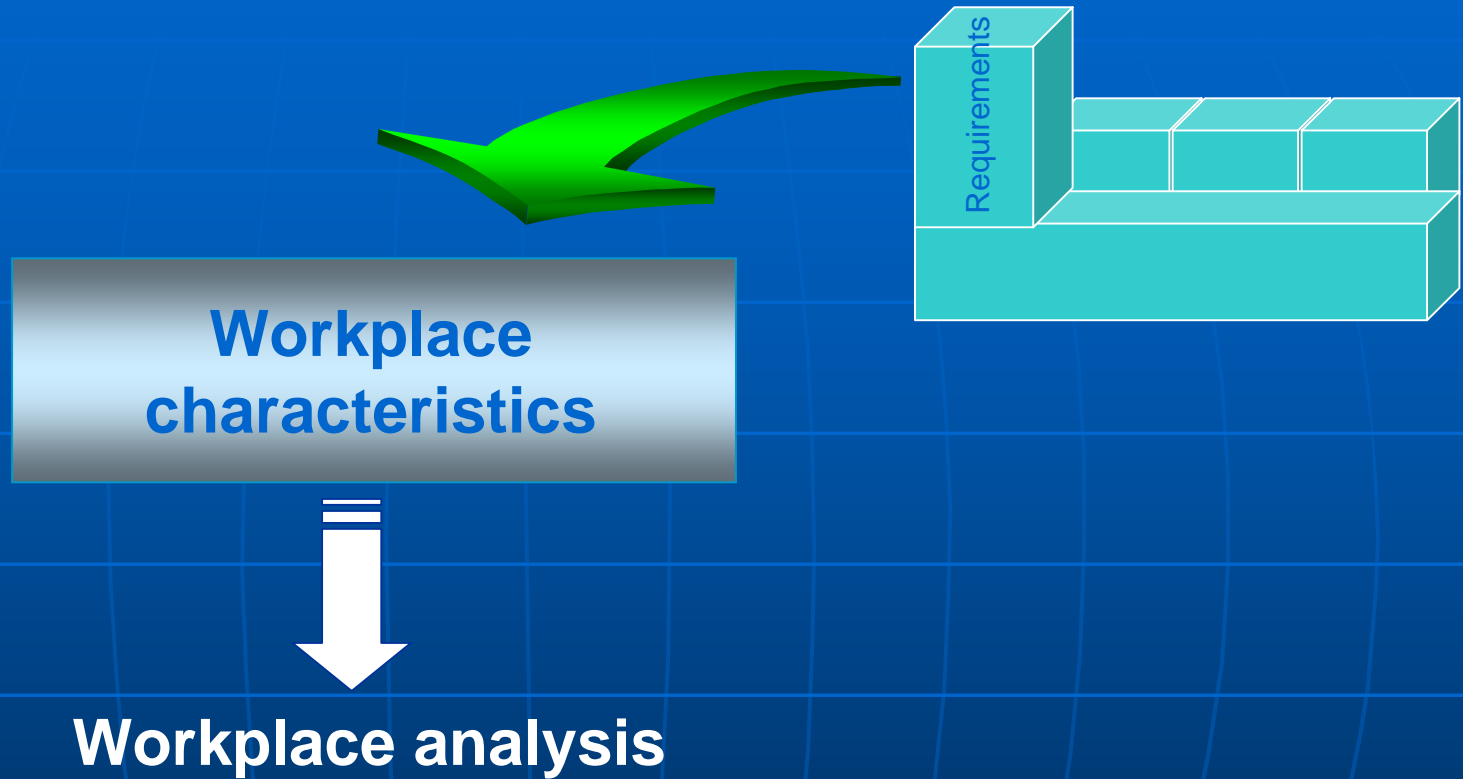
**Pathology/Injury
Individual damage**



Functional Evaluation



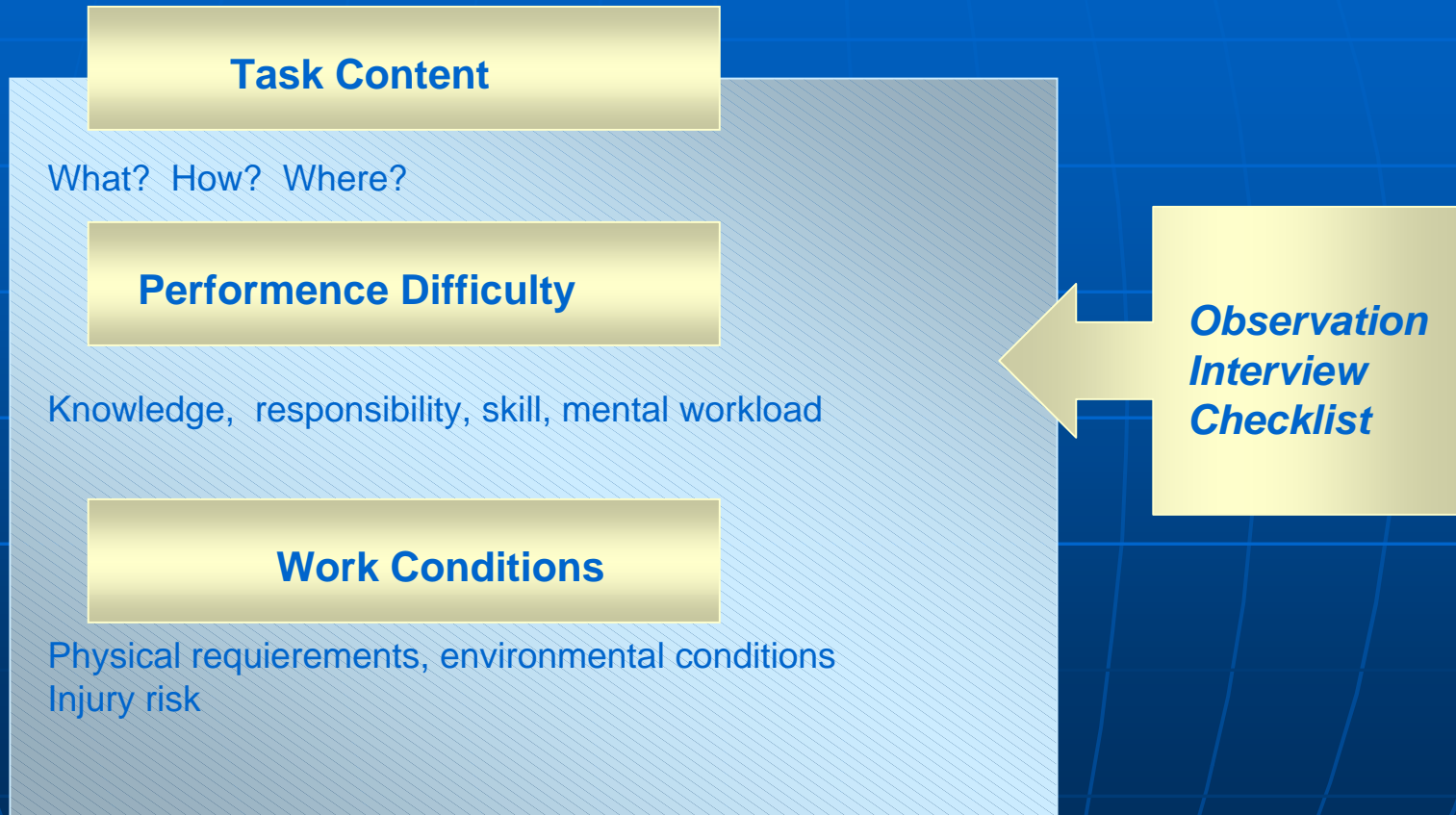
Relocation Procedure





Relocation Procedure

Workplace analysis



Was Manpower Comission EEUU

Palacio de la Aljafería

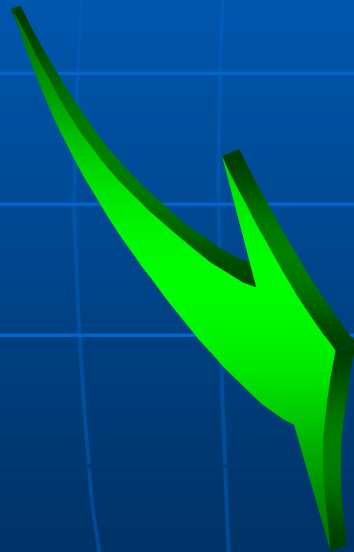
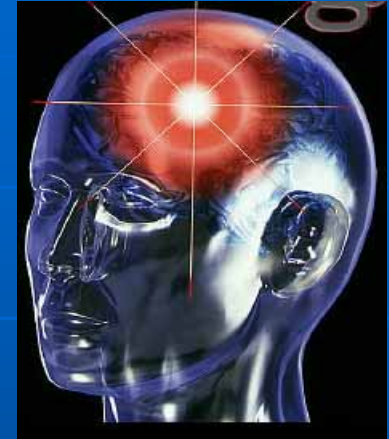




GM Psychosocial Questionnaire (GMPQ)

GMPQ 6.1: Psychosocial Checklist for hourly employees
(without personnel responsibilities)

GMPQ 6.2: Psychosocial Checklist for salaried employees
(with personnel responsibilities)



Communication	4 ítems
Career lan	4 ítems
Participation	4 ítems
RoI	4 ítems
Time pressure	4 ítems
Teaching	4 ítems
Task Content	4 ítems
Resources	5 ítems
Work shift	7 ítems

Risk Evaluation (NR) = NP (Probability Level) x NC (Consequences Level)



Consequences Level (NC)

5	Muy Grave	Muerte o lesiones irreparables; enfermedades muy graves (pérdida de un miembro u órgano, cáncer, etc.). Agentes biológicos del grupo 4.
4	Grave	Lesiones que puedan requerir tratamiento quirúrgico o lesiones graves (conmoción, fractura mayor, asma severo, sordera, dermatitis severa, quemaduras de 3º grado, etc.). Agentes biológicos del grupo 3.
3	Less Serious	Traumatismos musculoesqueléticos relacionados con el trabajo, lesiones con baja (contusiones, fracturas, etc.), quemaduras de 2º grado, depression, anxiety , etc. Agentes biológicos del grupo 2.
2	Minor	Lesiones sin baja, molestias que requieran tratamiento, pequeños cortes, pequeñas contusiones, lumbalgias, dorsalgias, dream disorders, stress, adaptation disorders , etc. Agentes biológicos del grupo 1.
1	Muy leves	Molestias, fatiga, discomfort, etc.



GM Psychosocial Questionnaire (GMPQ)

Risk Level (NR)

		NP				
		29-36	22-28	15-21	8-14	0-7
NC	5	I	I	II	III	IV
	4	I	II	II	III	IV
	3	II	II	III	IV	V
	2	III	III	IV	IV	V
	1	IV	IV	V	V	V



GM Psychosocial Questionnaire (GMP)

Intervention

Priority		Interpretation
I	Veri High	Urgent performance are necesaries
II	High	Counterneasures
III	Medium	Improve if it is possible. It is necessary to account for the improvement.
IV	Low	Improve is not priority
V	Veri Low	Irrelevant



Relocation Procedure



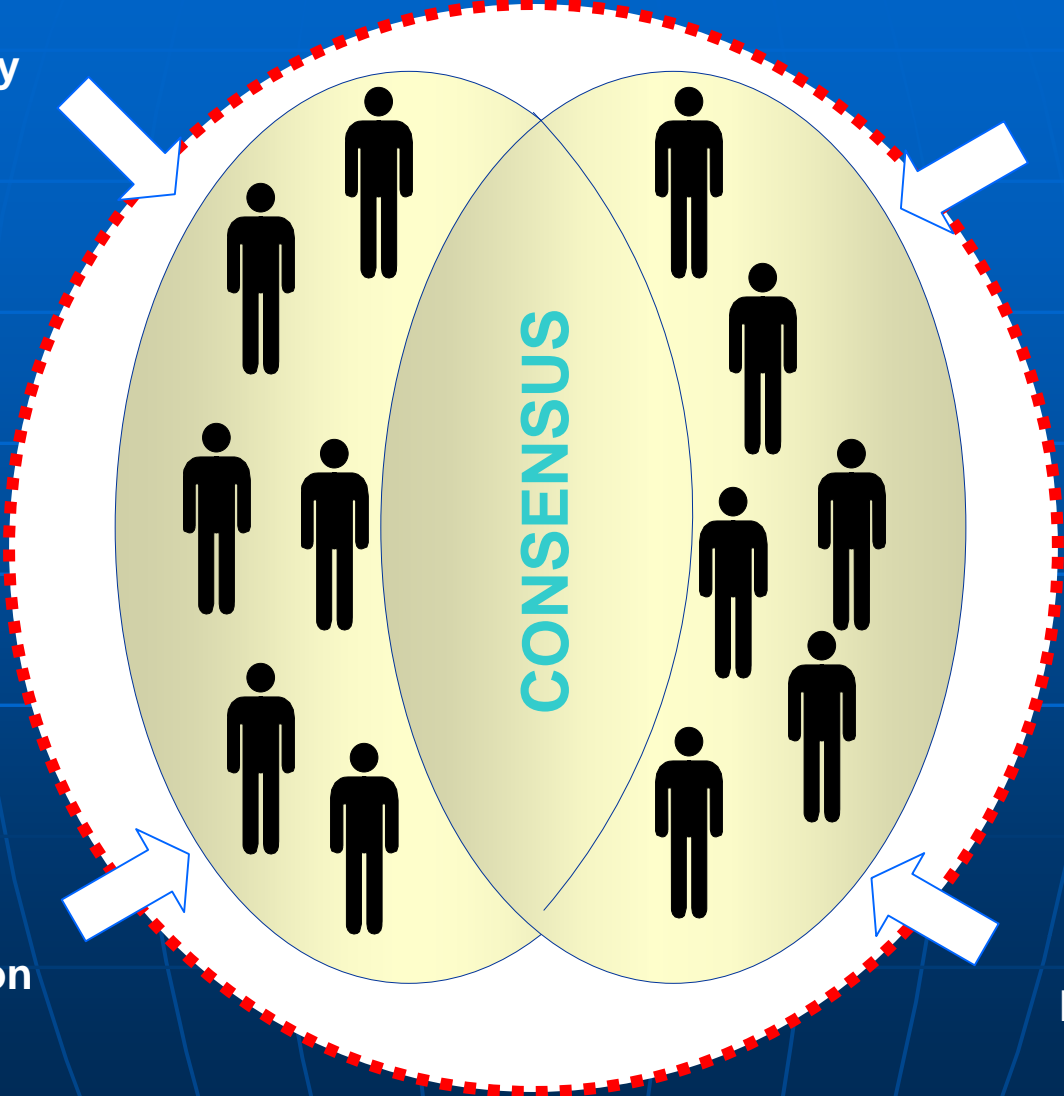
Support

Medical Cooperation
WR Committee
Human Relations
EVI



Objectivity

Uniformity

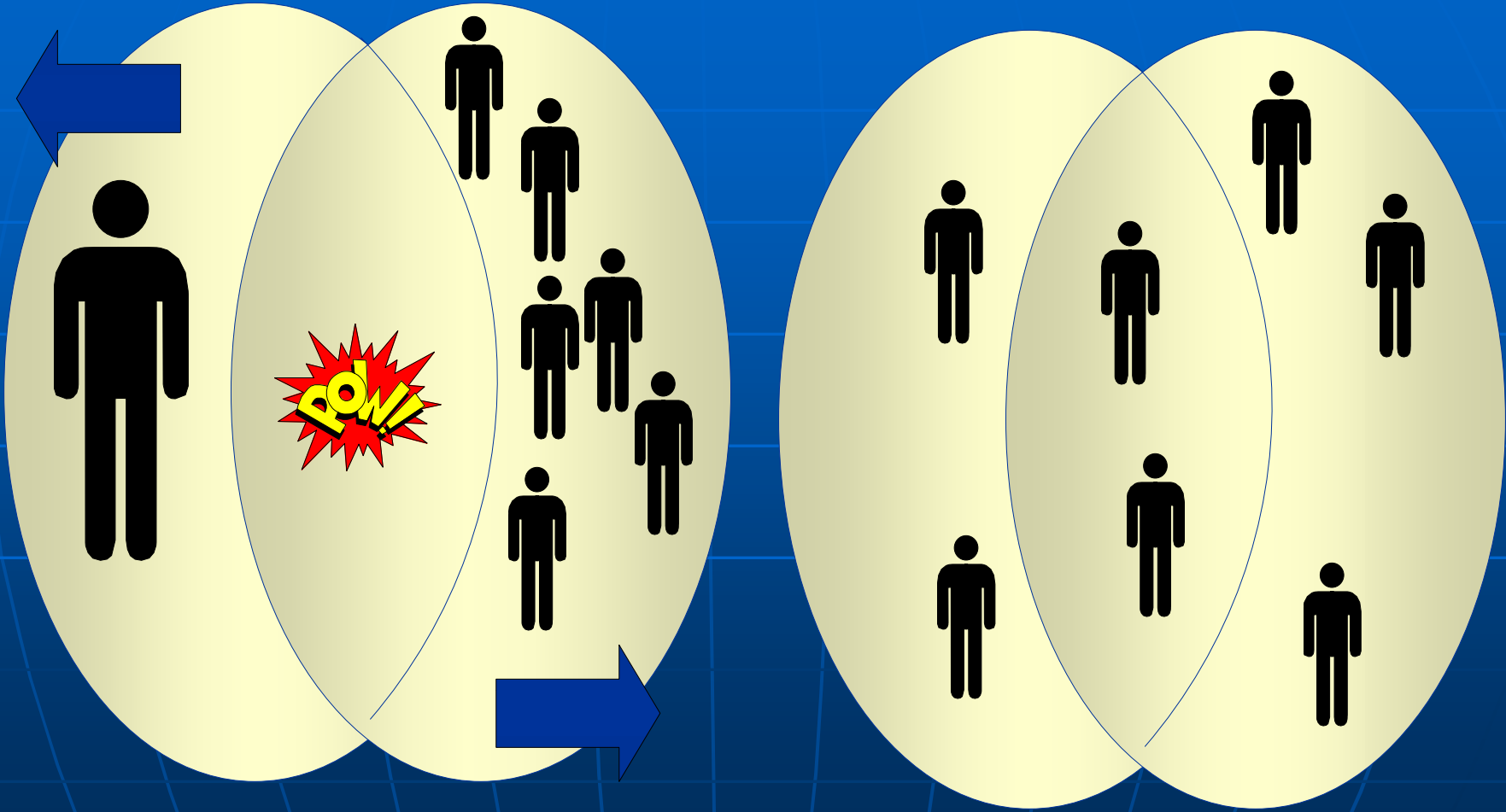


Information

Procedures



Rules & Criteria





Pathology

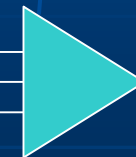
Delirium, Demencia
T. Relacionados con sustancias
Esquizofrenia y otras psicosis
T. Del estado del animo
T. De ansiedad
T. Somatomorfos
T. Facticios
T. Disociativos
T. Sexuales
T. Alimentarios
T. Del sueño
T. Adaptativos
T. De la Personalidad

Treatment

Work Content

Drivers
Machinery Use
Strict Maintenance

Production Control Tasks



ADEQUATED?

NO

WR
TC



GME Transicional Centers

Including Criteria

- Worker must be in temporary incapacity
- Possibility to recovery of pathology
- To avoid a case of temporary incapacity due to WR Injury

Characteristics

- Do not remain > 6 months**
- To return to original department**
- Follow – up

Types

- Re-works
- Special Products
- Quality task
- Inspection task
- Engineering
- Drivers
- Garage
- Traffic & expeditions
- Stores
- Additional works

of cases=729
Return to TI= 7%
Psychosocial= 30 (4%)
Return to TI=20%

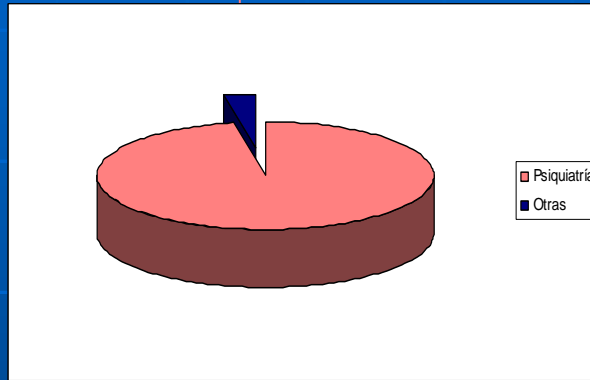
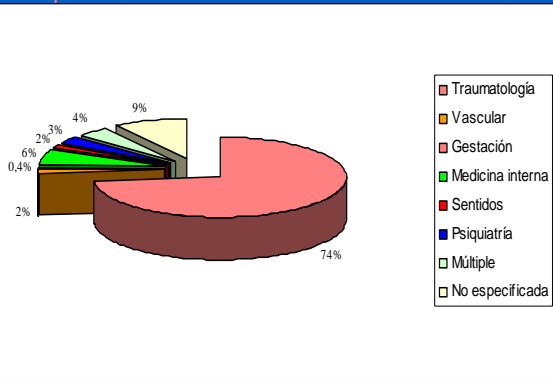
Saving
(may-december 06)
212.072 €





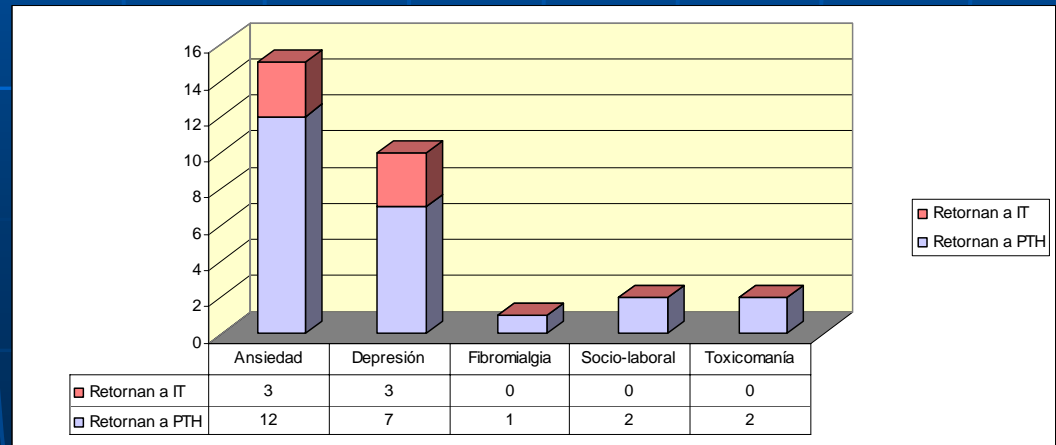
Relocation: GM Spain Outcome

3,03%



Psiquiatric Disorders (WR examination)
(GM Spain 2001 a 2007)

Psychosocial Disorders
TCs
(GM Spain 2001 a 2007)







To know:

Signs into the Company

Detection way

Erroneous concepts

Company performance

Work relations interview

Double direction communication.

Diagonal Slice meetings.

Politician transparency & “open doors”.

Signs: high rotation of staff, complaints, ...

Subjective Perceptions

Inadequated carrying out.

People relation damaged.



Psychosocial Risk at Company

Performance at Company:

Appropriate culture in the Company:

- interview about labour relations
- identification and evaluation of psychosocial risk
- data collection and analysis
- decision-making

Teaching in Psychosocial Risk Prevention

Assistance Programs. Psychological and medical

Procedures to solve labour disputes

- Behaviour code
- Re-design of workplace
- Improvement of communication
- Improvement of work Time table
- Definition of roles & responsibilities

