INTEGRATING THE COPSOQ INTO THE « DUER »

RISK FACTOR CALCULATION

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Unique Document of Risk Assessment (DUER)
Regulatory framework

The Labor Code (L. 4121-1 à 3 et R. 4121-1 et 2) requires each employer to **assess potential risks and to take all necessary measures to ensure the safety and protect the health** of employees of his company.

→ A single assessment document risks

→ The employer must assess risks *a priori*

→ Risks assessment for each working unit (homogeneous context)

→ Implementation of preventive actions

→ Methods of work and protection

= preventive actions, training, organization, resources, etc.

The **results** of the risk assessment, as well as the **annual updates**, must be transposed in a **Unique Document**.

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Unique Document of Risk Assessment (DUER)
Regulatory framework

It is the **employer's responsibility to develop the DUER** even if he can be accompanied, totally or partially, by internal or external actors to realize it.

DUER must contain:

- **working method**, chosen for its preparation;

- an inventory identifying **dangers or risk factors**;

- a **risk analysis**, taking in account employees' exposition conditions to risks or risk factors

Stages of DUER Drawing up

1. **Define work units** (by geographical unit, by occupation, by department with a specific superior)

2. **Identify dangers and risk factors at work** (e. g. equipment, working conditions, work organization, relationships, etc.)

3. **Analyze and evaluate risks:** this step should lead to a statistic risk rating

4. **Prioritize risks and develop a prevention plan**

Risk Scoring (other than psychosocial)

The **degree of criticality** of a risk is evaluated by the crossover of its **frequency** (employees exposition) and its **severity** (intensity of the damage).

The "**criticality**" of the risk is then weighted according to **the level of control** that the company has on the risk:

→ we get the **level of risk** (according to the means implemented to reduce or avoid risks)

Red: risk priority, to deal with as quickly as possible

Orange: moderate risk, taking in the short to medium term account

Green: low risk to acceptable risk, to preserve to the long term by ensuring that preventive measures and risk controls remain in place

Psychosocial Risks cotation
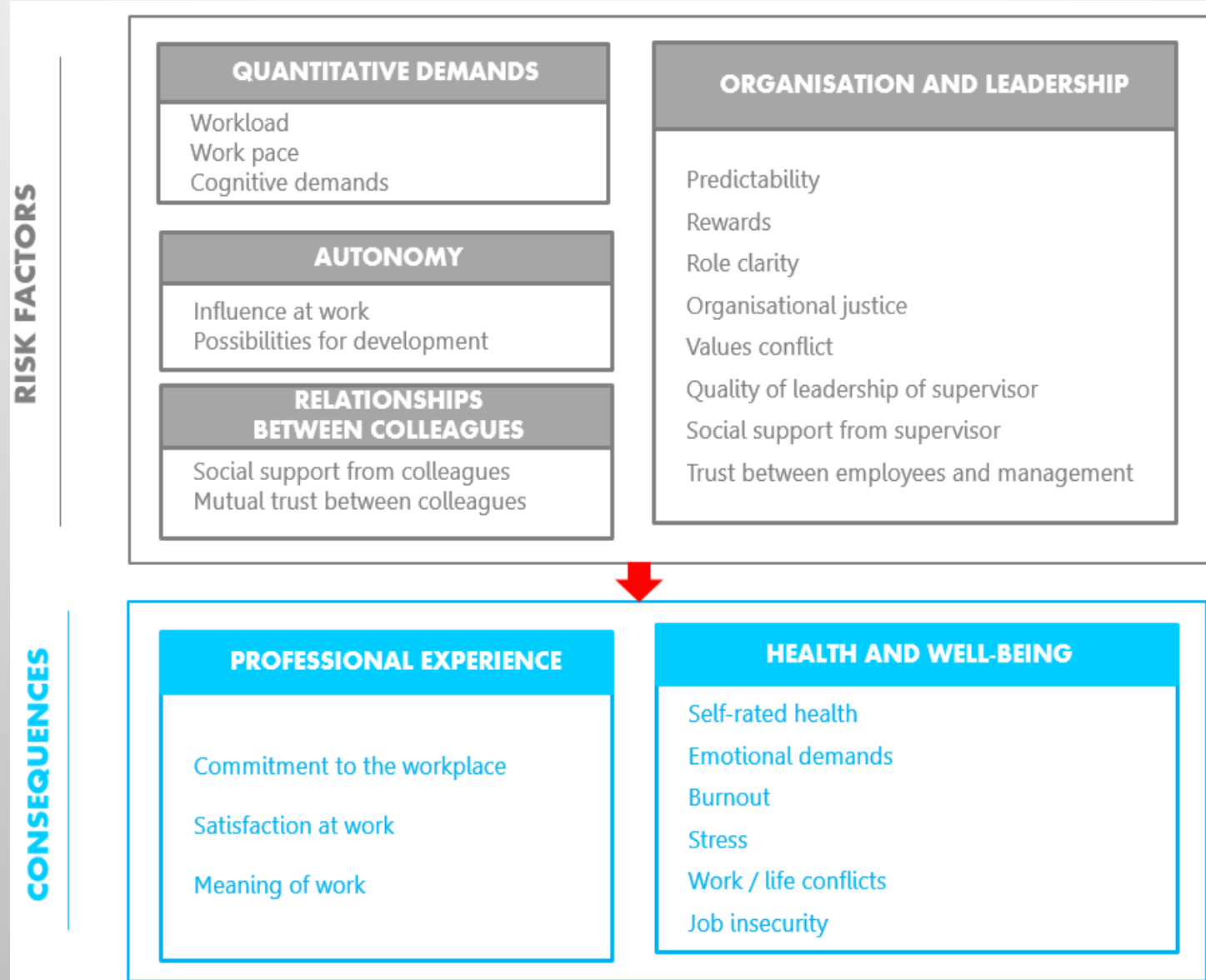
Example 1

Employees aged 50 and older

(P: panel; E: degree of exposure)

	E	Health and Well-Being		Professional experience	
		C	R	C	R
Quantitative demands					
Workload	62	.44	27	.18	11
Work pace	84	.30	25	.04	3
Cognitive demands	94	.15	14	.03	3
Autonomy					
Influence at work	62	.35	22	.38	24
Possibilities for develpment	39	.13	5	.42	16
Organization § leadership					
Predictability	56	.29	16	.44	25
Rewards	46	.32	15	.37	17
Role clarity	37	.29	11	.56	21
Organsizational justice	51	.22	11	.33	17
Values conflict	51	.23	12	.21	11
Quality of leadership of supervisor	41	.26	11	.31	13
Social support from supervisor	38	.18	7	.25	10
Trust between employees and management	41	.27	11	.39	16
Relations horizontales					
Social support from colleagues	46	.12	6	.08	4
Mutual trust between colleagues	38	.18	7	.28	11

Example 2

Managers

(P: panel; E: degree of exposure)

	E	Health and Well-Being		Professional experience	
		C	R	C	R
Quantitative demands					
Workload	62	.44	27	.18	11
Work pace	84	.30	25	.04	3
Cognitive demands	94	.15	14	.03	3
Autonomy					
Influence at work	62	.35	22	.38	24
Possibilities for develpment	39	.13	5	.42	16
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Comments / Questions

- This type of calculation meets the requirements of French law

- Companies often tend to consider that **only the exposure is important**; yet, it is difficult to make them understand that this is not necessarily the case (example of a company in which the relationships with colleagues were rated very unfavorably, but C = .02 .. how can we explain that, according to the calculation risk , it was not worth acting on this subject, because it was not linked to the employees' well-being..)

- We have to estimate the actions' priorities with regard to the perceptions of the employees of each company AND to the impact of the risks factors on their own health and well-being, and professional experience.

- BUT in some companies, the highest risk is 13-14 .. Is this really a risk?

Comments / Questions

Clarke and Cooper recommend to do a panel of risks and turn them into z scores:

Risk category	z score	%
LOW	Below-1	Best 16%
	Between 0 and-1	Best 34%
	Zero	Average
MODERATE	Between 0 and + 1	Worst 34%
HIGH	Over + 1	Worst 16%

Definition of high, moderate and low risks by comparison to industry norms (p. 182)

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Comments / Questions

;-)) I have not had time to do all these calculations BUT questions about panel

The panel :

- if a risk is calculated for each scale by company, calculated risks will be low as there will not be many common variance (for a company as a whole);

- there are often large differences by business or department .. the experience is more homogeneous within group sharing the same job

→ but how to decide, for each company, which subgroups must be taken into account to calculate the risk ?? (the ones with the highest exposure to risks factors ? or professional subgroups?)