



Implementation of virtual meetings in OSH-inspections

DENMARK

- > **DURATION:** The project began in autumn **2022** and it is being continued indefinitely.
- > **SECTOR:** At the beginning of the project the focus was solely on economic sectors deemed as having the greatest potential for effective virtual activities conducted during inspections. Later on, the project has been expanded to all sectors where virtual meetings may replace physical ones if they comply with the set criteria.
- > **NUMBER OF INSPECTED ENTITIES:** WEA has not specified the precise number of entities to be covered by virtual inspection activities nor the precise number of inspections during which such activities are to be undertaken – virtual activities (meetings) are conducted during all inspections carried out by labour inspectors involved in the project where physical activities (meetings) may be replaced with virtual ones.
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** In the first phase, only three inspectors were involved in the project. In the second phase, **77** inspectors were involved, and in the next – third – phase, all inspectors will be involved.



OVERVIEW OF THE CAMPAIGN

The aim of activities in the framework of the project has been to replace all physical actions (meetings) being part of inspection with virtual activities (meetings) where it is possible to uphold the same inspection standard as in physical inspections and where it is both a practical and technical advantage for WEA and the inspected company. The project has had three phases. In the first phase, a few chosen inspectors experimented with virtual meetings, laying the ground for the principles for when to convert a physical meeting to a virtual one. In the second phase, the project was implemented for one of the four groups of inspectors, laying the foundation for the project to be implemented for all inspectors in the third phase.



PLANNING OF THE CAMPAIGN

In selecting entities where physical activities (meetings) have been replaced with virtual ones, WEA used the information comprised in the inspectorate's internal database – this information enabled WEA to determine the possible number of actions (meetings) which could be carried out virtually in the framework of a specific inspection. Information from the internal databases has been supplemented with the knowledge and experience of the inspectors involved in the project implementation. At the beginning of the project, a central training event was held for a group of leaders whose task was to subsequently train inspectors in WEA regional offices.



ORGANISATION AND IMPLEMENTATION

The duration of virtual inspection activities (meetings) with the participants of inspections is between 2 and 4 hours. Virtual activities (meetings) are held with the help of SKYPE FOR BUSINESS application – labour inspectors have been trained on how to conduct an inspection using the above-mentioned electronic tool. Moreover, the inspected companies receive guidebooks with information on the correct preparation for a virtual meeting with a labour inspector.

CAMPAIGN ASSESSMENT

The project assessment first and foremost comprised identification of difficulties and problems related to the implementation of virtual activities (meetings) and the possibility of tackling them. The project consisting in the implementation of virtual activities (meetings) as part of inspections has implied the change of methodology of conducting inspection activities in order to increase the effectiveness of the inspectorate's work. Moreover, the project was initiated in order to carry out inspections in a more flexible way and to modernise the inspection actions of the Danish Working Environment Authority. As a result of the project, physical activities (meetings) are to be replaced with virtual ones, if they meet the set criteria:

- > the meeting venue has to correspond to the physical meeting in a conference hall in the enterprise,
- > the virtual form of the inspection activities does not preclude achieving information indispensable for the inspection and it allows to reveal irregularities,
- > the virtual activities (meetings) are usually a part of an inspection, but they can also constitute a complete one in the case of pre-announced inspections.