



Danish Working Environment Authority (WEA)

21.10.2014



Danish Working Environment Act

1. The provisions of this Act shall have effect with a view to creating:

- a safe and healthy working environment which at all times is in accordance with the technical and social development of society, and
- the basis on which enterprises themselves will be able to solve issues relating to health and safety under the guidance of the employers' and workers' organizations, and under the guidance and supervision of the Working Environment Authority.



OHS collaboration

- Collaboration between employer and employee is a fundamental element in the Danish Working Environment Act.
- The employer is the responsible party.



Risk assessment (RA)

- As a minimum, the RA must comprise the following five steps:
 - Identification of OHS issues
 - Description and assessment of OHS issues
 - Inclusion and assessment of absenteeism due to sickness
 - Priorities and action plan
 - Action plan follow up
- RA must be updated regularly to reflect changes in work processes; however at least every 3 years



RA checklists (APV)

- 85 sector-specific RA checklists (APV-tjeklister) for small enterprises
- Available from Danish WEA website
- Checklists are used for the RA
- Checklists contain a number of yes/no questions.
- Questions to which the enterprise answers yes are categorized as an OHS issue that needs to be included in the RA action plan



Health and safety organization (HSO)

- If an enterprise has ten or more employees, collaboration must be through a formal HSO.
- In small enterprises with less than ten employees, the employer must facilitate informal collaboration with employees.
- In construction sites when there is 5 or more employees from same enterprise for more than 14 days



Working Environment Authority (WEA)

- Inspections at companies and construction sites - Notified and not notified
- Accidents
- Complaints
- Social Dumping
- RUT
- Acts and Executive orders
- Information



Register of Foreign Service Providers & WEA

- WEA inspectors ensure that foreign companies/businesses comply with the Danish regulations on both H&S and RUT.
- The rules apply both for foreign companies that post employees in Denmark and for sole trader businesses
- Your notification must be made by the time the work begins. Any changes in the details must be reported at the latest the first working day after the changes take effect.
- If your notification is made after the work has begun or are incorrect/incomplete, you may be fined.
- If work is within the areas of building, construction, forestry, horticulture or agriculture, you must provide proof to the contractor that you have notified the RUT. If you fail to do so, the contractor is obliged to inform WEA within three days.
- If the RUT-server is not working, write an email with your



Recognition of qualifications

- Some qualifications require recognition – you or the employer must seek this recognition at WEA.
- Ex. some crane drivers, work with asbestos, some scaffold erectors.
- You are not allowed to work in Denmark until your relevant qualifications have been approved.
- Recognition means that WEA will assess and, if possible, approve that your qualifications and educational background are in line with the Danish requirements within a specific work area.

Reactions



- Prohibitions notice
- Immediate notification
- Improvement notice
- Guidance note
- Legal prosecution

Guidance and information

www.at.dk

7012 1288

at@at.dk

Callcenter

Harassment line

online.at

bar-web.dk

