

Table 3. Legal (Working Conditions Provisions) evaluation criteria RI&E

1.1 Evaluation of comprehensiveness	
1.1.1	Have all risks, including the underlying causes, concerning health and safety related to the entire organization or certain parts of the organization, such as groups of employees or activities, been inventoried?
1.1.2	Have absence analyses been used to get insight into work-related causes of absence?
1.1.3	Are the insights of the occupational health physician and other experts the employer brings in for the absence and working conditions policies included in the RI&E?
1.1.4	Are the employees' insights included in the RI&E?
1.1.5	Have the prevention officer's insights been applied?
1.1.6	Have the analyses of occupational medical examinations been used in the RI&E?
1.1.7	Are accident registrations present and analysed for underlying causes, and are these incorporated in the RI&E?
1.1.8	Are the duties of the prevention officer clear and completed?
1.1.9	Has been described how many prevention officers are needed to perform the duties and what the required knowledge and capacity is for performing these duties?
1.1.10	Has been described what occupational medical examinations are needed, what the contents and frequency are?
1.1.11	Has the health and safety policy been described, and is it operational?
1.1.12	Has the organization of the in-house emergency response team (BHV) been described, and is it operational?
1.1.13	Have the risk reducing measures related to the present risks been described?
1.1.14	Have the risk reducing measures been checked against the occupational hygiene principles and the reasonability principle included in this?
1.1.15	Has been decided if further in-depth RI&Es and/or additional measurements are needed to determine the exposure to certain occupationally taxing factors and the risks involved?
1.2 Evaluating if the RI&E is up to date and if the timeliness is safeguarded	
1.3 Evaluating if the RI&E complies with current insights, based on scientific knowledge and professional services	
1.4 Evaluation of reliability	
1.4.1	Has the exposure to the risks been presented representatively (no over- or underestimation)?
1.4.2	Have the exposures been assessed and mapped with validated methods?

1.4.3	Has the evaluation of the exposure to the risks been conducted correctly and has this been compared to relevant legal and scientifically substantiated thresholds?
2. Evaluation of the Action plan (this is an integral part of the RI&E)	
2.1	Are measures proposed to eliminate dangers or to reduce health and safety risks as much as possible? The employer's responsibilities extend beyond complying with legal norms, as they must pursue policies that strive for optimal working conditions (art. 3 paragraph 1, Working Conditions Act).
2.2	Has the occupational hygiene strategy been considered in the proposals for risk-reducing measures?
2.3	If the proposed measures in the Action plan deviate from the Occupational hygiene strategy, has this been motivated?
2.4	Has the implementation of the measures been described?
2.5	Has the effectiveness of the measures been estimated?
2.6	Have undesired consequences of measures been considered?
2.7	Has the correct prioritisation of measures been proposed, based on weighing the sizes of the risks?
2.8	Is the action plan concrete and realistic (SMART)?
2.9	Do the people designated by the employer (action holders) enough authority to execute the proposed measures in the Action plan?
3. Advising on RI&E and Action plan	
3.1	Advising on reliability, comprehensiveness and timeliness of RI&E.
3.2	Advising on risk-reducing measures, which may possibly deal with underlying causes.
3.3	Advising on structural health and safety policies and safeguarding with the Plan-Do-Check-Act cycle.
3.4	Advising on correct application of duties and responsibilities in the area of health and safety within organizations
3.5	Advising on priorities, time planning and the order in which measures should be taken
3.6	Indicate whether additional or more in-depth evaluation is needed.
3.7	Advising on health and safety culture.