



HEALTH AND SAFETY

>> Promoting well-being at work in a transnational company

Are health and safety issues at the heart of your concerns, and are you struggling with how to tackle them transnationally? We can accompany you.

OCCUPATIONAL HEALTH TRANSNATIONALLY, HOW TO APPROACH IT?

Even though locally, companies are accustomed to dealing with occupational health, addressing this issue transnationally may seem less obvious. However, employee representatives and social partners have a role to play in this regard.



PREVENTING RISKS AND PROMOTING WELL-BEING AT WORK WHAT SOLUTIONS?

PREVENTING ANY RISK TO HEALTH IN THE EVENT OF A RESTRUCTURING

- ▶ **WHAT RISKS AND CHALLENGES?** The challenge of the physical and mental workload and an increase in it, the risk of work becoming more intense, a loss of know-how and cautiousness linked to a lack of knowledge transfer, an increase in absenteeism and a lack of motivation.
- ▶ **WHAT OPPORTUNITIES?** Obtain a new satisfactory and functional work organisation for employees and positive results for the company.

>> What Syndex has to offer

- ▶ **Syndex Missions** as part of the EWC's information and consultation process: analyse projects and identify potential impacts.
- ▶ **Syndex support in negotiating** action plans and transnational agreements (identifying risks as well as corrective and preventive actions to be adopted).

PROMOTING WELL-BEING AT WORK

- ▶ **WHAT CHALLENGES?** Anticipating changes to avoid any sudden restructuring.
- ▶ **WHAT OPPORTUNITIES?** Make the evolution of the production and organisation process smoother by promoting the health of men and women in the workplace and their ability to influence their work environment

>> What Syndex has to offer

- ▶ **Syndex Missions** as part of the EWC information and consultation process; several topics may be examined such as the negative impact of new technologies, psychosocial risks, the effects of subcontracting, chemical and climate risks, etc.
- ▶ **Syndex Training Courses** in health and safety issues: equipping the EWC for high quality social dialogue.

SYNDEX IS WORKING FOR YOU AS WELL AS WITH YOU

Our methodology is based on your needs.

>> Analyse

What resources does the work organisation offer employees with respect to the available means (materials, staff, etc.), organisational means (schedules, training, etc.) and psychosocial resources (forms of participative organisation, work-life balance, ability to develop one's skills, etc.)?

>> Legal guidance

Comparing national laws and analysing the differences that impact the statistical reporting (e.g. legal characterisation of an accident at work).

>> Fieldwork

Interviewing players in the field, as close as possible to the work reality and the decision-making arenas.

>> Recommendations

Once the analysis has been made and the work-health connection is established, Syndex experts propose actions to improve working conditions, which concern, above all, the entire work organisation, in keeping with primary prevention (attacking the root of the issues), as well as a prevention policy (assessing the policy as well as proposing corrective actions).

OUR EXPERIENCE

Syndex has around forty occupational health specialists. By analysing the business activity, they determine the extent to which work organisation contributes to physical or mental well-being, or on the contrary, to its deterioration and propose avenues for improvement. The experts also assess the relevance of the risk prevention policy in several companies.

For more information >> contact@syndex.eu - www.syndex.eu

€50 MN
IN TURNOVER

6
ESTABLISHMENTS
IN EUROPE

2100
MISSIONS PER YEAR
FOR EMPLOYEE REPRESENTATIVES

1
TRANSLATION OFFICE

BRUSSELS - BUCHAREST - LONDON - MADRID - PARIS - WARSAW