Arbejdsmiljøforlaget

Build an IGLO

Creating a good safety culture in the workplace is something everyone can and should contribute to. The idea of the IGLO principle is basically to ensure the prevention of accidents, stress, time pressure etc.

IGLO is composed of the initials of the four groups that should be included in the prevention work. The *I*ndividual is the individual employee, and the *Group* is the department or work team. *Ledelsen* (management) is middle management, and top management is the *O*rganisation.

Individual Facus on safety by talk

- Follow the safety rules and have your colleagues do the same
- React if you see something that may lead to an accident
- Contribute with ideas to improve safety
- Focus on safety by talking about it
- Create a culture where it is OK to talk about mistakes so that you can learn from them
- Focus on prevention, not responsibility and blame

There are no set ways to approach and utilise the IGLO model, but it is important to include all four groups. The model can be used in day-to-day work, planning and working environment activities. The Danish Working Environment Authority has prepared the text below, which can be used as a general text for using the IGLO model.

Further down, Arbejdsmiljøweb.dk has prepared the text for the IGLO model for use in the workplace's stress prevention work.



- Lead the way and be a role model
- Welcome suggestions from employees to improve safety
- Give new employees a thorough induction



- Incorporate safety into all relevant processes and tasks
- Make sure both employees and managers know who to contact with suggestions to improve safety

vidual employees.

| The IGLO model for stress prevention | . The text for stress prevention cal | n be found at arbejdsmiljøweb.dk |
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| Individual | Group | Manager | Organisation |
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| Assess each employee's well-being and pro- ductivity based on the demand resource mo- del. Note that emplo- yees react differently to stress. | Take the initiative to identify and agree on how to work towards being on the temperate step of the stress ladder. Give employees the op- | Initiate a clarifying dia- logue in the manage- ment team about ways to understand and pre- vent stress in your orga- nisation. | Use the working en- vironment group, wor- king environment organisation, works councils and/or MED committees to have important discussions |
| Ensure that each emplo- yee will reach out to you when he or she re- | portunity to discuss how they can best support each other in task per- formance. | Request backing for key initiatives in stress prevention. | about stress and to sy- stematise preventive work. |
| cognises danger signs in themselves - or in a col- league. | | | Draw up a stress pre- vention policy - with clear guidelines on who does what in case of signs of overheating or a high risk of severe, long-term stress in indi- |