

What a labour inspector checks on psychosocial risk

Based on the Labour Inspectorate's Criterio Técnico 104/2021 on psychosocial risk inspections. Confirm the details with your prevention service.

What the inspector checks	ClimaHQ module that evidences it
The evaluation covers every worker and every psychosocial factor, done by a qualified evaluator.	Psychosocial evaluation with a validated instrument (FPSICO or CoPsoQ-ISTAS21), reviewed and signed by a qualified professional.
Workers were asked about their perception of psychosocial factors.	Circles and rituals, with participation records.
Prevention delegates were consulted on the method and on measures.	Representatives and consultation records.
Every risk factor found has preventive measures, planned or adopted.	The Register's action plan, allyship commitments and circle themes.
The measures were followed up and their effectiveness checked.	Ritual trends, the inclusion map and the Register's status.
Factors that scored low are monitored to stay low.	A weekly pulse on the same factors.
Workers were informed and trained on the risks.	Policy and training acknowledgement ledgers.
The evaluation was reviewed after complaints, incidents or failed measures.	The Channel and the Radar, which can trigger a review.

The same criterion states that climate and job satisfaction surveys are not valid evaluations of psychosocial risk. Rituals, circles and pulse surveys are the measures and the follow-up around a validated method, never a replacement for it.

Every metric is deterministic, traceable, and auditable.