

Welcoming Address



Rector
Prof. Dr.-Ing.
Hans Müller-Steinhagen



Chancellor
Dr. Andreas Handschuh

Rewarding work and a positive working environment enrich us, confer significance and make us feel good. On the other hand, they can also demand a lot from us and become a burden, sometime resulting in illness. At TU Dresden, we therefore attach great importance to the continuous development of healthy and exceptional working, teaching and research conditions. Motivated, efficient employees are important to us because they form the basis for the success of our university. It is our aim to make resources visible with the psychosocial risk assessment, to bolster these resources, and to preventatively counteract risks with suitable measures.

We are looking forward to your active participation and kindly request that you take the opportunity to actively contribute!

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Contact

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If you have any questions, please do not hesitate to contact us!



The protection of your data is very important to us:

- Participation is voluntary and confidential
- No collection of personal data
- Online interview is encrypted
- Survey based on role at the university
- Role-related feedback is only provided for at least 10 participants
- IP addresses are not saved
- Data storage on secure TUD server in complex database with strictly regulated access rights
- Access code for employees in the same group is identical
- No responsible manager has access to raw data

Picture sources

Title: PantherMedia / mjth

Photo/Rector: Robert Lohse

Photo/Chancellor: Detlev Müller



Further information on the psychosocial risk assessment and data protection can be found on the pages of the University Health Management: tu-dresden.de/dez/gbpsych



Join in – To get things moving

Psychosocial risk assessment
at TU Dresden



Dear Colleagues,

the implementation of a risk assessment is an obligation under the Occupational Health and Safety Act to prevent work-related health hazards and accidents. For some time now, against the background of increasing mental demands and risks, legislators have explicitly stipulated that **psychosocial risks must also be taken into account in risk assessments.**

As an employer, TU Dresden is not exempt from this and is obliged to determine the risks to its employees resulting from psychosocial risks at work. At TU Dresden, together with the Personnel Representation Council and in cooperation with RWTH Aachen University, it was decided to carry out the survey using the online questionnaire **PsyGesund.**

The aim is then to develop and implement suitable measures to avoid or reduce existing negative impacts, hazards and risks and to check the effectiveness of these measures.

This contributes to a healthy working environment and to maintaining your health in the long term.

In order to obtain meaningful results, we ask you to participate as experts for your individual health situations.

Psychosocial risks?

Colloquially, „psychosocial risks“ is a term with a negative connotation. In fact, however, it refers to all external influences that affect people mentally. It is therefore not a matter of abolishing or eliminating these risks completely, but of making them appropriate.

In particular the following areas are examined:

- **Work Task/Work Content**
e.g. How diversified are the work tasks?
- **Work Organisation**
e.g. Does the quantity of work match the planned working time?
- **Work Environment**
e.g. Is the work carried out under loud or noisy conditions?
- **Social Relations**
e.g. Is there a good coordination of common tasks?

Procedure at TU Dresden

TU Dresden uses the online questionnaire **PsyGesund.** It was developed at the RWTH Aachen especially for the public service to determine psychosocial risks.

The **piloting will take place in winter semester 2019/2020**, after which further Faculties, Directorates and Central Academic Units will gradually be included.

You will receive the relevant information in good time before the survey begins in your department, and you will receive the link and access code for the survey via email or other channels at the actual beginning of the survey.

The survey should take **about 15 minutes** – please also motivate your colleagues to participate. A realistic picture will only emerge if as many employees as possible participate.

In addition to inquiring about your work tasks, work organisation, work environment and social relations, the questionnaire also asks, depending on your role at the university, about the stresses and strains of **confronting aggression and violence**, with **customer or student contact**, with **shift and on-call duty** and with **leadership activity**. Finally, **optional questions** are asked about your general well-being, your ability to recover after work, your connection to TU Dresden, as well as your job satisfaction.

As a **result**, the hazard potential of critically pronounced risks is to be examined and joint measures to avoid these are to be derived and implemented.

