



Working together for risk prevention

Healthy Workplaces Campaign 2012-13

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European Agency for Safety and Health at Work EU-OSHA

- European body based in Bilbao
- Key role to support the collection, sharing and exchange of information on occupational safety and health
- Governing Board of governments, employers and workers organisations
- Working with a network of 'focal points' in EU member states, candidate countries and EFTA. And with key organisations worldwide
- www.osha.europa.eu

Introduction

- Why a European campaign 'Working together for risk prevention'
- Worker participation in the road transport sector
 - Examples from EU-OSHA case studies
- Getting involved in the campaign
- OiRA online risk assessment tool

Why a campaign to promote working together?

Essential principles for high performance in health and safety are:

- Management system based on risk assessment
- Implementation: planning, delivering, monitoring, review

But also

- Strong and active leadership
- Worker participation – to identify risks & ensure solutions practical

Campaign promoting

- Full and genuine participation of workers and representatives – informing, consulting, training *and* allowing and encouraging participation in decisions
- A culture in which everyone accepts their rights, roles and responsibilities and works together to prevent ill-health and injury

A two-way process...

...where employers and employees/employee representatives:

- Talk to one another
- Listen to one another's concerns
- Raise concerns and solve problems together
- Seek and share views and information
- Discuss issues in good time
- Consider what everyone has to say
- Always give feedback
- Make decisions together

Requires collaboration, openness, trust and respect

Worker participation in road transport needs special attention

Drivers - self-employed, very experienced + work independently, irregular hours and away from a fixed base:

- Low involvement in workplace issues
- Limited contact with supervisors or each other
- Limited opportunities for meetings and training
- Feel isolated
- Lack information about what is happening
- Lack of control and support
 - e.g. delivery schedules vs driving safely
- Language barriers



http://osha.europa.eu/en/publications/reports/managing-risks-drivers_TEWE11002ENN/view

Worker participation in road transport – essential for effective solutions

Drivers: self-employed, very experienced, independent

- Solutions developed by drivers for drivers
- Ensure approaches are practical but not patronising.
- Allow sufficient time
 - discuss, plan, trial, revise and introduce change
- Overcome resistance to change
- Drivers as advocates



http://osha.europa.eu/en/publications/reports/managing-risks-drivers_TEWE11002ENN/view

Creating conditions for worker involvement

- Leadership, commitment, promotion, arrangements
- Systematic, consistent and planned
 - Does not have to be complicated
 - Combine worker representatives/ safety committees with direct participation
 - Combine formal and informal methods
 - Risk assessment, planning, implementation, review
- Training for supervisors, management and worker representatives
- Two-way communication system
 - Good information flow - everyone knows what's going on
 - Channel for staff to report problems, make suggestions
 - Listen – Act – Feedback



Examples from case studies

http://osha.europa.eu/en/publications/reports/managing-risks-drivers_TEWE11002ENN/view

- ‘My back is devilishly important’ –Working group of drivers to develop a training programme + pictorial book, also used toolbox meetings and individual feedback to get views. Drivers involved in selection of trailers
- ‘Trim Truckers’ - annual meetings to identify company and driver needs. Occupational physiotherapist visits workplace to discuss problems with drivers
- ‘Sharing driver knowledge of delivery sites’ integrated into IT system - active participation of drivers throughout: identifying issues (delivery times, simple language), training material, further development

Examples from case studies

http://osha.europa.eu/en/publications/reports/managing-risks-drivers_TEWE11002ENN/view

- ‘Computerised system to manage working hours’ – regular employer-employee discussions, orientation events, training sessions, worker representatives and system itself
- ‘Working conditions of women bus drivers’ – working group, mentors, encourage women to become trade union representatives
- ‘Using accident reports to find solutions’ - drivers encouraged to report incidents & near-misses and voice concerns about delivery locations
- Experienced drivers delivery training and feedback sessions
- Daily reports – surveys – exchange meetings – brainstorming – pilot trials...

Inclusive participation in road transport – challenges/needs

- Enabling all to participate... shiftworkers, part-timers, women etc.
- Owner drivers – safety procedures often directly or indirectly under your control - specify reporting requirements, involve them in consultations, meetings
- Customer involvement – delivery sites
- Large organisations: set OSH standards for delivery contractors etc.
- Encourage workers to get involved, including as worker representatives



http://osha.europa.eu/en/publications/reports/managing-risks-drivers_TEWE11002ENN/view

Conclusions on worker participation

Full worker participation:

- Requires effective communication and consultation, trust and respect, collaboration and partnership, talking, listening and cooperating

Benefits of good worker participation:

- Makes best use of everyone's knowledge
- Brings business benefits in terms of lower rates of injury
- Frequently results in increased productivity, quality and efficiency
- Stronger employee commitment
- Greater cooperation
- Joint problem-solving

How to get involved in the campaign

Get involved by:

- Disseminating campaign information and materials
- Joining in events, conferences, competitions, advertising campaigns
 - More about activities in your country from national focal point
www.healthy-workplaces.eu/fops
- Organising your own activities - European Weeks for Safety and Health at Work - October 2012 and 2013



European Good Practice Awards

- Encourage managers and workers to work together
- Winners chosen from entries submitted by national focal points
<http://osha.europa.eu/en/about/competitions>

Pan-European organisations: apply to be campaign partners

Resources

- Practical guides for workers and managers
- Good practice examples
- Presentations and animated video clips
- All available in 24 languages

www.healthy-workplaces.eu

<http://osha.europa.eu/en/topics/worker-participation>



News: Online Interactive Risk Assessment OiRA

- EU-OSHA provides web platform for development of online risk assessment tools by others - OiRA
- French OSH national research institute INRS with social partners:
 - Transfer of an existing risk assessment guide to online version using the OiRA web application
 - At trial stage in workplaces
- <http://www.oiraproject.eu/>
- Contact EU-OSHA - Lorenzo Munar : munar@osha.europa.eu
- Pour tester l'outil : <http://client.oiraproject.eu>
- Contacts INRS :
 - Marc Malenfer : 01 40 44 14 28, marc.malenfer@inrs.fr
 - Anne-Sophie Valladeau, 01 40 44 31 65, anne-sophie.valladeau@inrs.fr

1 Prise de véhicule

2 Attelage

3 Mise à quai

4 Chargement /
déchargement

5 Arrimage

6 Départ du quai

7 Conduite - Circulation
routière

7.1 Conduire



7.2 Agir sur une panne du
matériel

8 Arrivée chez le client

9 Maintenance de 1er
niveau

10 Activités administratives

Conduire

Le véhicule est-il équipé de dispositifs de
sécurité et de confort ?

Oui
 Non

[Précédent](#)

Enregistrer et continuer



Un véhicule adapté, correctement entretenu, équipé des dispositifs de sécurité, d'aide à la conduite (freins complémentaires, ABS, EBS, ESP, ...) et de confort (climatisation) réduit les risques d'accident.

Veuillez écrire tout commentaire relatif à la question ci-dessus dans ce champ. Ces commentaires seront utilisés dans le plan d'action.



1 Prise de véhicule

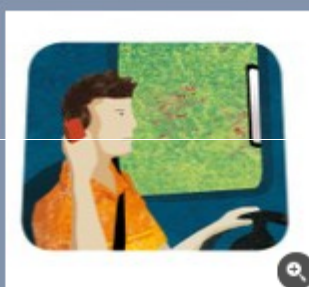
2 Attelage

5 Arrimage

7 Conduite - Circulation
routière

7.1 Conduire

Conduire



L'utilisation de téléphone est possible pendant une phase de conduite

L'utilisation d'un téléphone dans une phase de conduite réduit l'attention du conducteur, donc augmente le risque d'accident.

Quelle est la gravité du dommage ?

- Faible
 Moyenne
 Grave
 Très grave



À quelle fréquence les gens sont-ils exposés à ce risque ?

- Faible
 Moyenne
 Fréquente
 Très fréquente



[Précédent](#)

Enregistrer et continuer

Veuillez écrire tout commentaire relatif à la question ci-dessus dans ce champ. Ces

- **Thank you for listening!**
- **Visit the campaign website**
www.healthy-workplaces.eu
- **copsey@osha.europa.eu**