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NEWCHALLENGES

INFORMATION AND CONSULTATION-NEW CHALLENGES

INTERNATIONAL STANDARD ISO 45001:2018

HEALTH AND SAFETY AT WORK MANAGEMENT SYSTEMS-

NEW PERSPECTIVES

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Subjects

- Figures concerning health and safety at work
- New international standard concerning health and safety at work



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Statistics on health and safety at work

According to International Labor Organization (ILO) statistics, more than 6,000 people die daily from accidents related to their work. These deaths exceed 2.2 million a year.

The International Institute of Occupational Safety and Health, IOSH, estimates that 660,000 deaths occur as a result of cancers attributable to work factors.



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Statistics on health and safety at work

An increase in the incidence of work-related accidents was observed in Greece in the years 2015 and 2016 compared to 2009, according to the latest Eurostat figures, although our country is in the best positions in the European Union.



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Statistics on health and safety at work

In Greece, 1.93 fatal incidents per 100,000 workers were recorded in 2016, while the frequency last year was even higher: 2.44.

In 2009, just after the outbreak of the global financial crisis, there were 0.86 accidents per 100,000 employees, the lowest figure in the European Union.

In the following years the highest incidence recorded in our country was 1.39 in 2011.

Greece, however, has never hold a high position among the 28 EU Member States, which means that despite the crisis, there does not seem to be a great slip in the security situation at work.



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Statistics on health and safety at work

In the EU as a whole, in 2016 there were 3,182 workplace accidents, equivalent to 2.2 events per hundred thousand workers. This is a slight decrease compared to the 2.2 frequency found in 2009.

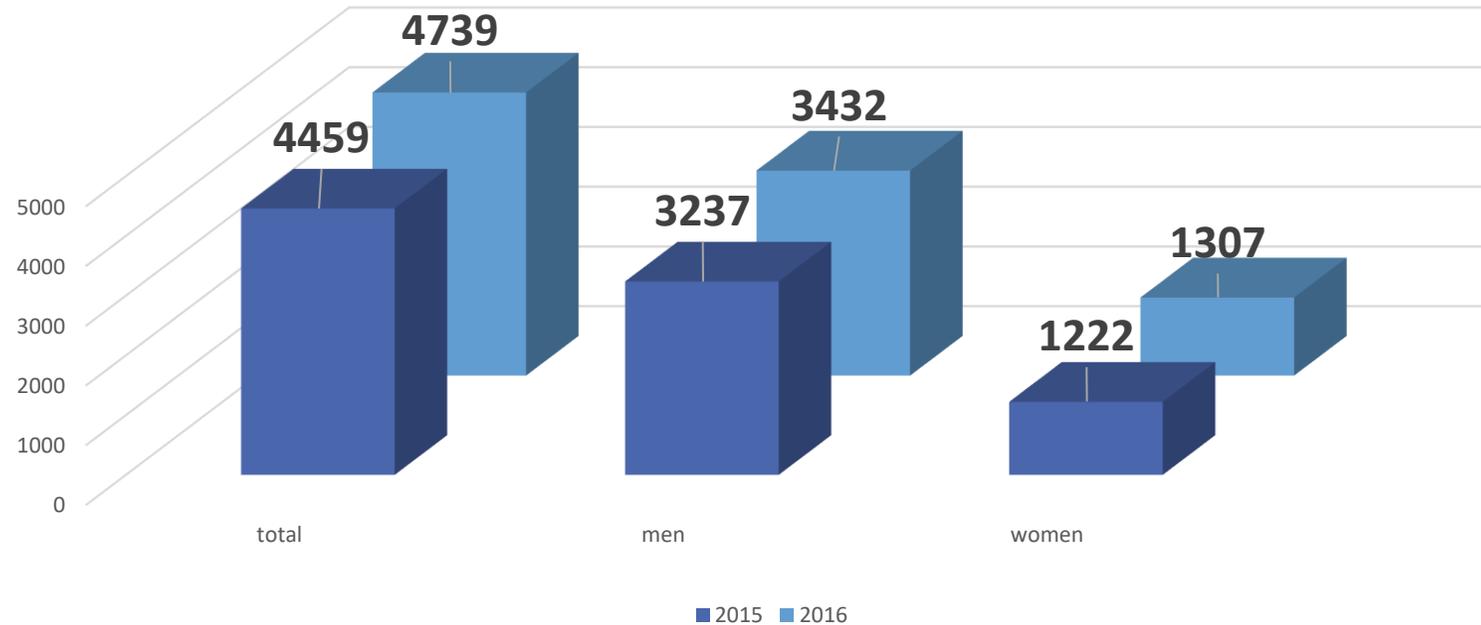
The lowest rate was observed in the Netherlands (0.7).

Followed by Germany (1.1) and Sweden (1, 2). The highest incidence was found in Luxembourg, with almost 11 work-related injuries per 100,000 workers. Romania followed with 6,11.



Statistics on health and safety at work

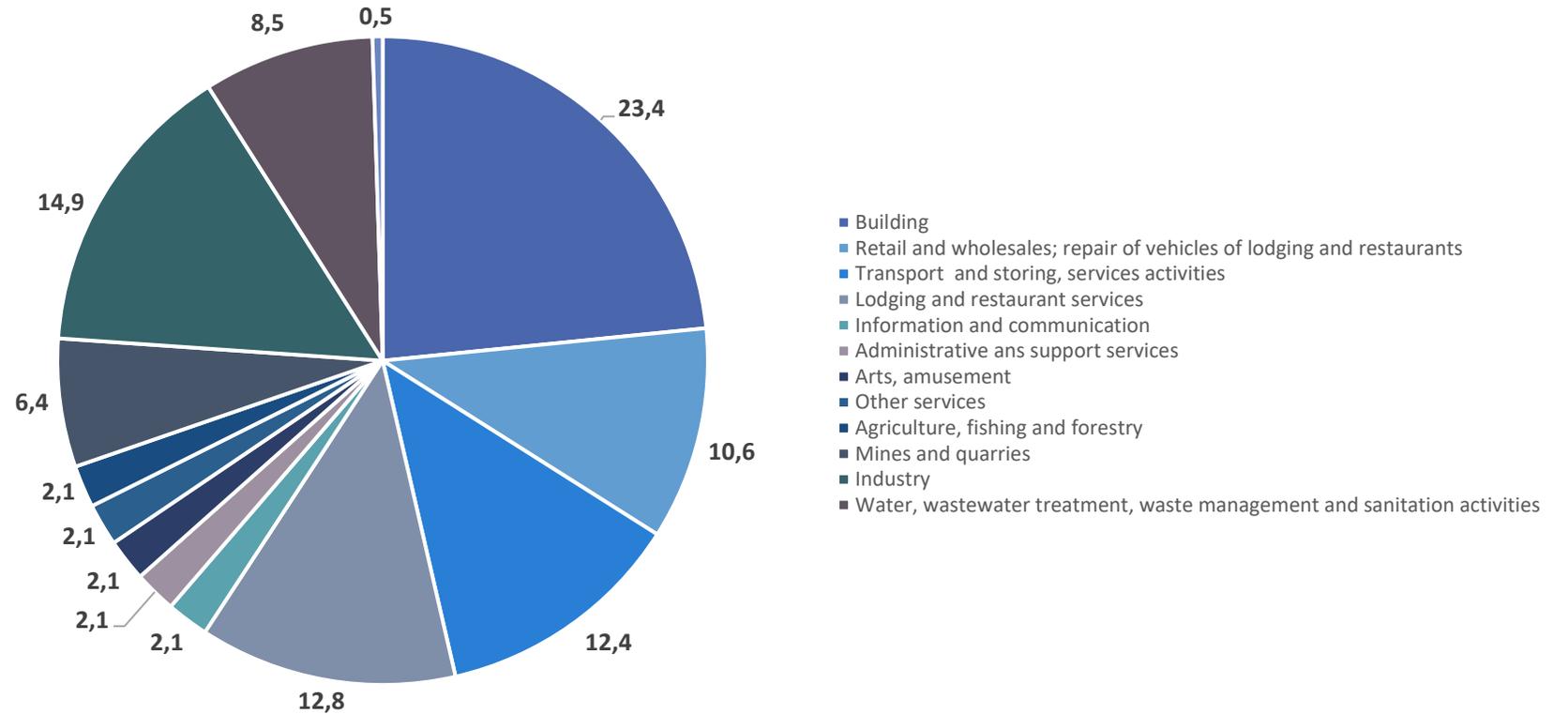
Occupational accidents per gender, 2015 and 2016





Statistics on health and safety at work

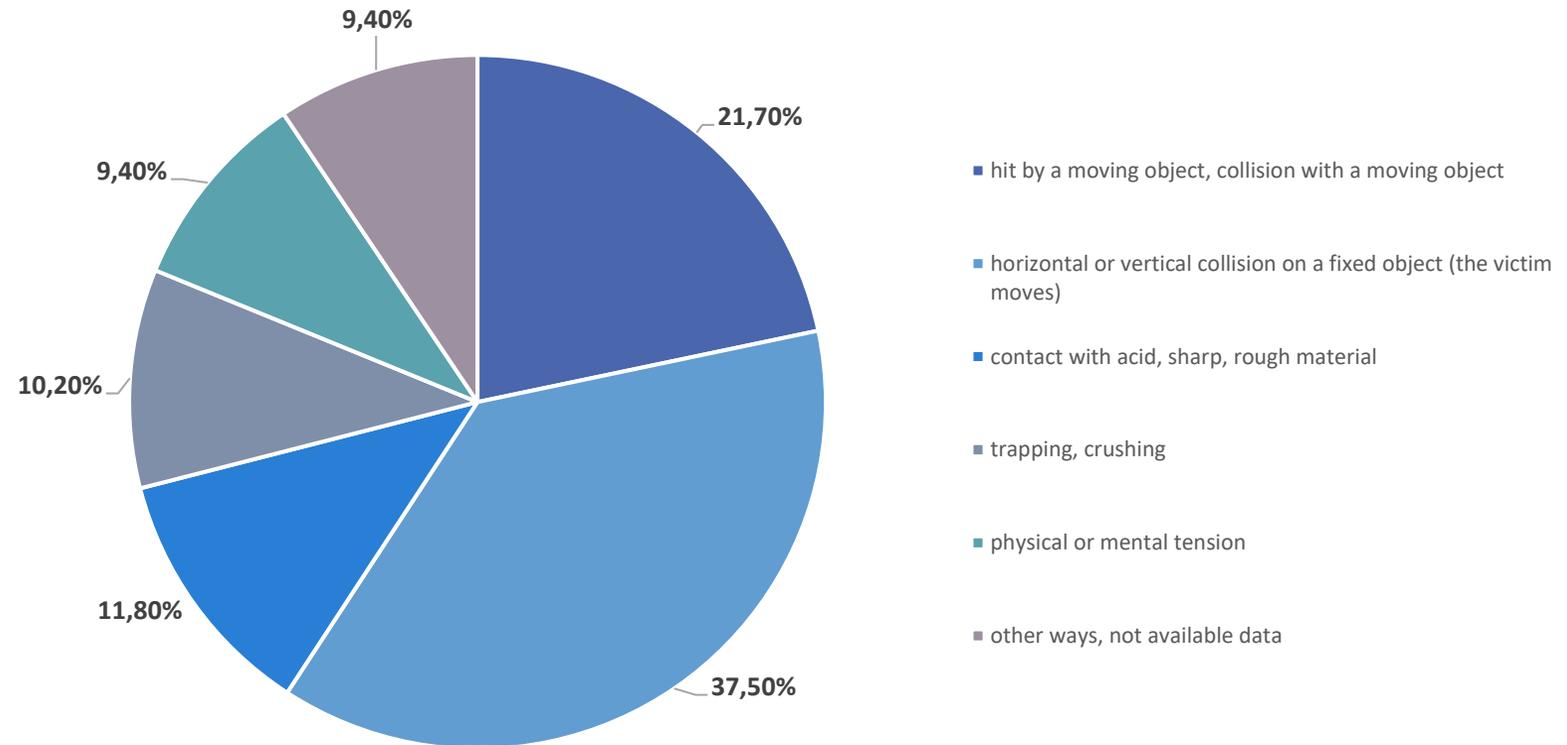
Percentage distribution of fatal accidents by industry, 2016





Statistics on health and safety at work

Distribution of occupational accidents by source of injury, 2016





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Actions for health and safety at work

Campaign "Safe and Healthy Workplaces - Managing Hazardous Substances" 2018-2019, organized by the European Agency for Safety and Health at Work (EU-OSHA).

The campaign aims at raising awareness about the dangers posed by hazardous substances at the workplace and to promote a risk prevention mentality with the aim of eliminating and, where that is not possible, managing these risks effectively.

Visit the campaign website (<https://healthy-workplaces.eu>) to find a great variety of material designed to help you promote and support the campaign.



Actions for health and safety at work

Presence of hazardous substances is more often than usually thought

According to the ESENER-2 survey, sectors companies report as having presence of hazardous substances are the following:

Agriculture, forestry and fishing	62%
Industry	52%
Building, waste management, electric power	51%

There is new evidence that employees in growing sectors such as social care, curing, transport, waste and recycling may face high levels of exposure to hazardous substances.

In all these sectors there are typical tasks that often involve exposure to hazardous substances, e.g. in cooking (canteens, catering etc.), cleaning and repairing. However, no sector is completely free of hazardous substances and it is vital that employers assess risks for their employees.



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Actions for health and safety at work

Case study:

It is often assumed that the term “hazardous substances” refers only to hazardous chemicals.

However, the case of a cook at a British school, which received substantial compensation after experiencing severe breathing problems due to the use of flour at work, shows that all kinds of substances can be dangerous under certain circumstances. It also demonstrates that the cost of not recognizing the risks and protecting workers from hazardous substances in the workplace can be very high.



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Actions for health and safety at work

Case study:

A 46 years old worker, working as a cook at a school used to make bread dough using a large mixer in a small and inadequately ventilated kitchen. No measures had been taken to protect her from the dangers of inhalation of flour powder. She came up with severe breathing problems that inhibited her from walking freely, and obliged her to sleep seated. She was diagnosed with acute asthma.

With the help of her trade union, the worker filed a claim for damages. The local authority Board, which managed the school, admitted that it had not taken measures to protect her. The Board had to pay a compensation of GBP 200 000.



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New standard on health and safety

ISO 45001: 2018 is the new international standard for health and safety at work (OH & S) and it will replace the existing OHSAS 18001 standard.

Business certification according to ISO 45001: 2018 is optional. We will refer to its benefits for the employees and the company at the end of our lecture.



Background

- **Standard OHSAS 18001. It is the most widespread one. It was first published in 1999.**

BS OHSAS 18001 standard was first published in 1999

It is the first System for Managing Health and Safety at the workplace used in the world and the most widespread one.

It was re-published in 2007



Reasons for changing the standard

- ✓ **International standards are important because they help build a common understanding and therefore to provide an internationally recognized benchmark.**
- ✓ **More organizations and companies are starting to have trade relations with each other, and to work together outside the narrow boundaries of their countries.**
- ✓ **Enhancing the capacity of organizations to meet the demands of employees**
- ✓ **Ensure that the new standard reflects the requirements of all stakeholders and workers**
- ✓ **Interfacing with other management systems (e.g. ISO 9001, ISO 14001).**



Main changes-new perspectives

- ✓ **Organization framework**: it requires that broader issues, such as the supply chain, local society, cultural, social, political, legal, technological, economic and legal governance arrangements, are considered.
- ✓ **Senior management (including business owner)**: they must take a prominently active role, such as defining policy directions, promoting mutual trust, promoting the cultivation of a positive culture, transparency, and informing all staff and business associates.



Main changes-new perspectives

- ✓ **Employees' participation:** it requires that business leaders take steps to ensure the active participation of non-managerial staff in the achievement of the objectives of the action plan of health and safety.
- ✓ **Audit hierarchy:** Employee control also includes a number of stages, ranging from design to operation, so that problems can be identified and, where possible, can be eliminated (design-out) at the initial stage of design.



Main changes-new perspectives

- ✓ **State of compliance:** An effective procedure must be followed to ensure that the most recent legal and other relevant requirements are respected and that the company continually monitors compliance.
- ✓ **Contractors / suppliers:** includes the supply of products and services as well as outsourcing, recognizing the need for development of relevant processes for the management of Health & Safety issues in these activities . The business is therefore responsible for health and safety procedures of its subcontractors.



Main changes-new perspectives

- ✓ **Risk Identification:** The term 'Hazard Identification' has been replaced by the term 'Risk Identification' to cover a broader scope.
- ✓ **Hazard:** source, condition or action with possible consequence of injury or illness of a worker (e.g. Chemical, Electrocutation)
- ✓ **Risk:** Impact of uncertainty on the achievement of OSH targets. (e.g. Use of chemicals by unskilled personnel, Risk of non-periodic inspection of electrical installation)
- ✓ **The effect is the deviation from the expected result - positive or negative. The risk is often expressed according to the combination of the consequences of the event (including the change in circumstances) and the related "probability of occurrence". Likelihood of significant risk occurrence or significant risk exposure.**



Main changes-new perspectives

- ✓ **Key Performance Indicators - KPIs:** The new standard has a clearer requirement to monitor system performance through the adoption, use and monitoring of Core Performance Indicators - KPIs
- ✓ **Occupational Health and Safety Opportunity:** The OSH's opportunity is a case or a set of cases that may lead to improvements in the performance of the OSH
- ✓ **Finally, continuous improvement is an essential requirement.** The new standard is linked to improving health and safety creating opportunities to improve the business itself. Thus, the management of the enterprise is convinced that the health and safety management system is both useful and beneficial to it.



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New definitions



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The new standard includes the definitions of participation and consultation.

Participation:

Active participation in decision-making

NOTE: Participation includes the commitment of health and safety committees and workers' representatives where they exist.

Consultation:

Exchanging opinions before making a decision

NOTE: Consultation includes the commitment of health and safety committees and workers' representatives, where they exist.



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New definitions

Participation - Workers 'consultation on health and safety is a two-way process, in which employers and employees / employees' representatives:

- Discuss with each other
- Take into consideration their mutual concerns
- Seek and exchange views and information
- Discuss the problems in due time
- Examine every view expressed
- Make joint decisions
- They show mutual trust and respect.



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Planning



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Planning



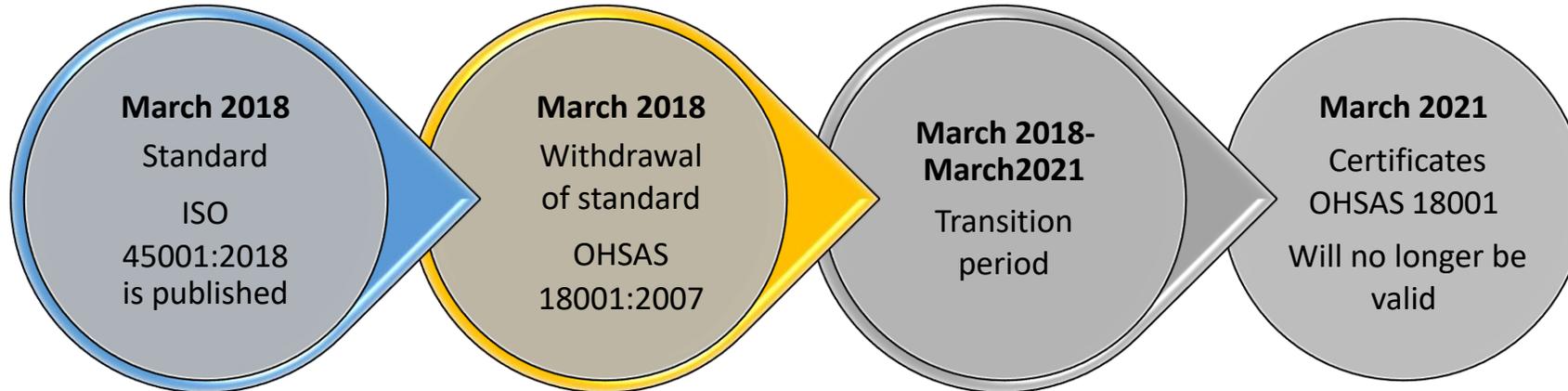
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Time schedule of implementation

- ✓ The standard includes a transitional period of 4 years from its adoption in March 2018 until its full implementation in March 2021.





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DBE
Federation of Industrial
Workers' Unions

Benefits from its implementation

Some of the benefits of applying ISO 45001 are:

- Increased predictability of accidents and occupational illnesses and their extinction.
Reducing the absenteeism of staff from work due to accidents and increase of productivity.
- Enhancing the sense of security of employees and increasing loyalty to the company
- Reducing the cost of compensation for accidents and rehabilitation
- Creating a common culture across the enterprise based on the "Best Practices"
- Compliance of the company with applicable law at local and global level.
- Creating a contingency plan and preparation for managing an operational, commercial and legal action plan before the accident occurs.

ISO 45001 certification will demonstrate to all interested parties that your company takes Health and Safety Employees seriously.



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Thank you for your attention!