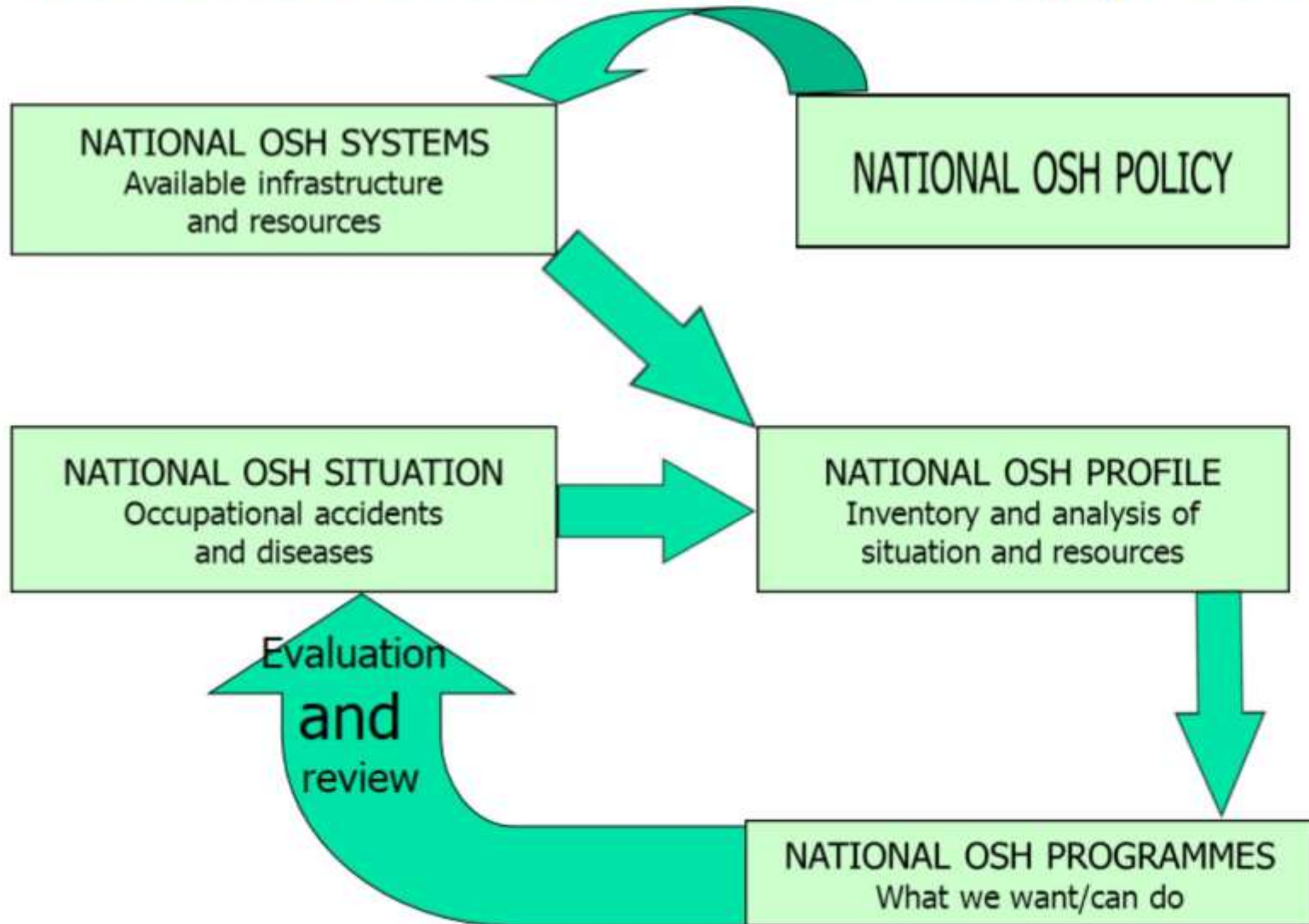# National OSH Programme

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National level ILO Systems approach

National OSH System

Main elements of the national OSH system

1. Competent authority (ies).
2. National tripartite advisory body.
3. Laws and regulations.
4. Mechanisms for ensuring compliance (inspection).
5. Information and advisory services.
6. OSH Advisory services.
7. Bipartite cooperation mechanisms at the level of the enterprise.
8. Education and training.
9. Collection and analysis of information.
10. The employment injury institutions.
11. Strategic mechanisms for supporting enterprises.

Formulation of a National OSH Programme

Ten steps

1. Tripartite agreement
2. Coordination mechanisms
3. National OSH Profile
4. Situation analysis
5. Priorities for national actions
6. **Formulation of a National OSH Programme.**
7. **Launching of the Programme**
8. **Implementation.**
9. **Evaluation of the results and impact**
10. **Mechanisms for continual improvements.**

The clarification of some points of the National OSH Profile

The analysis of the OSH situation

The selection of the OSH priorities

4. Situation analysis

Identification and analysis of components (National OSH System)

Analysis of structure and organization: impact on enterprises

Analysis of resources

Analysis of relations and coordination

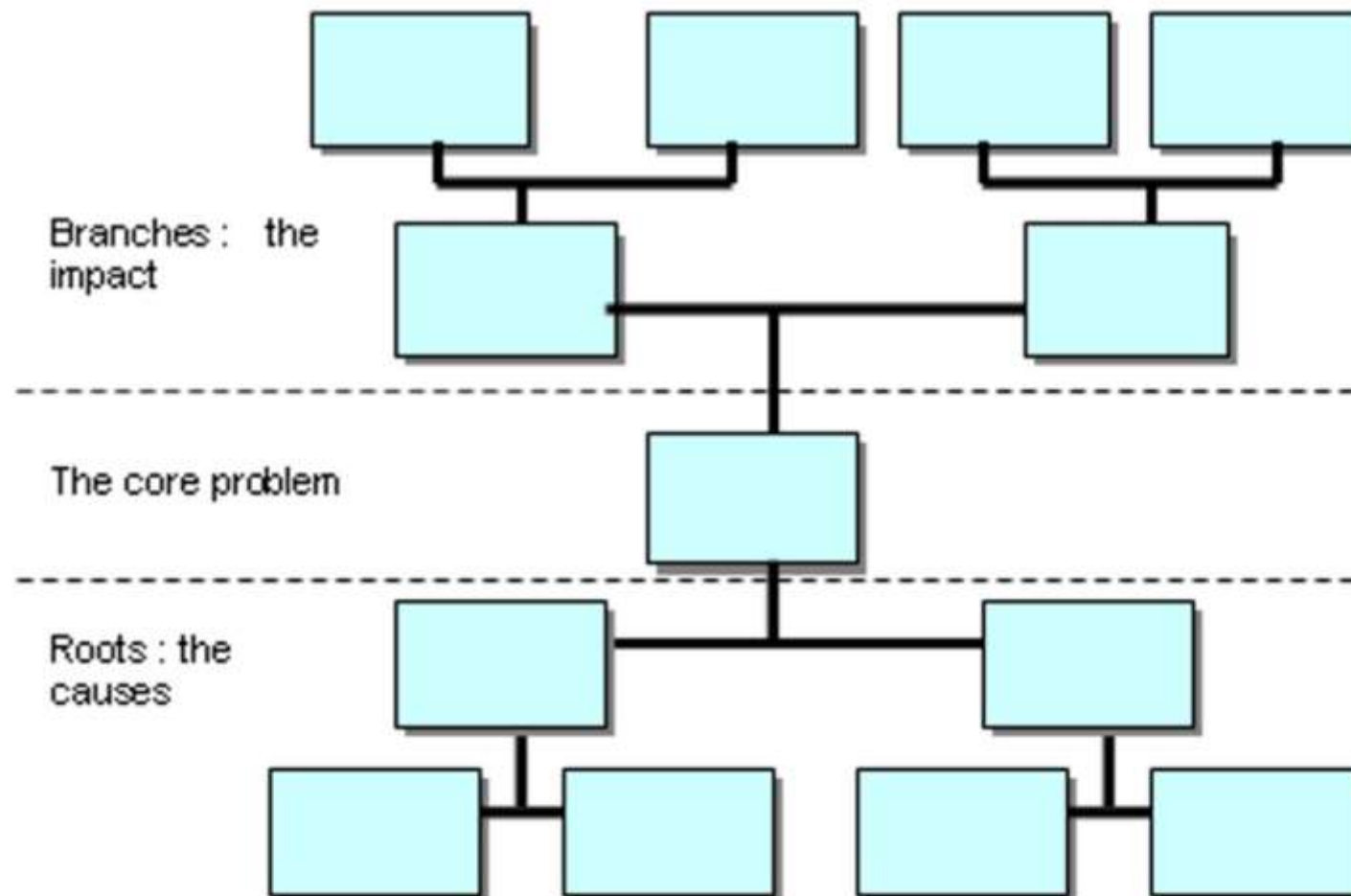Adjustment to the reality. Does reliable data exist?

Trends

Consideration of the ILO instruments: ILS but also Codes of Practice and guidelines

The analysis of the situation: Tools

SWOT ANALYSIS

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	Strengths	Weaknesses
External origin (attributes of the environment)	Opportunities	Threats

The analysis of the situation
Tools: Problem diagramme

Branches : the impact

The core problem

Roots : the causes

Example of a possible cause-effect relationship in a labour inspectorate

CAUSES:

- Enforcement power of inspectors not sufficient

- Labour inspectorate just focusing on reactive inspections

- Not enough attention paid to inspectors' personal safety and health

EFFECTS:
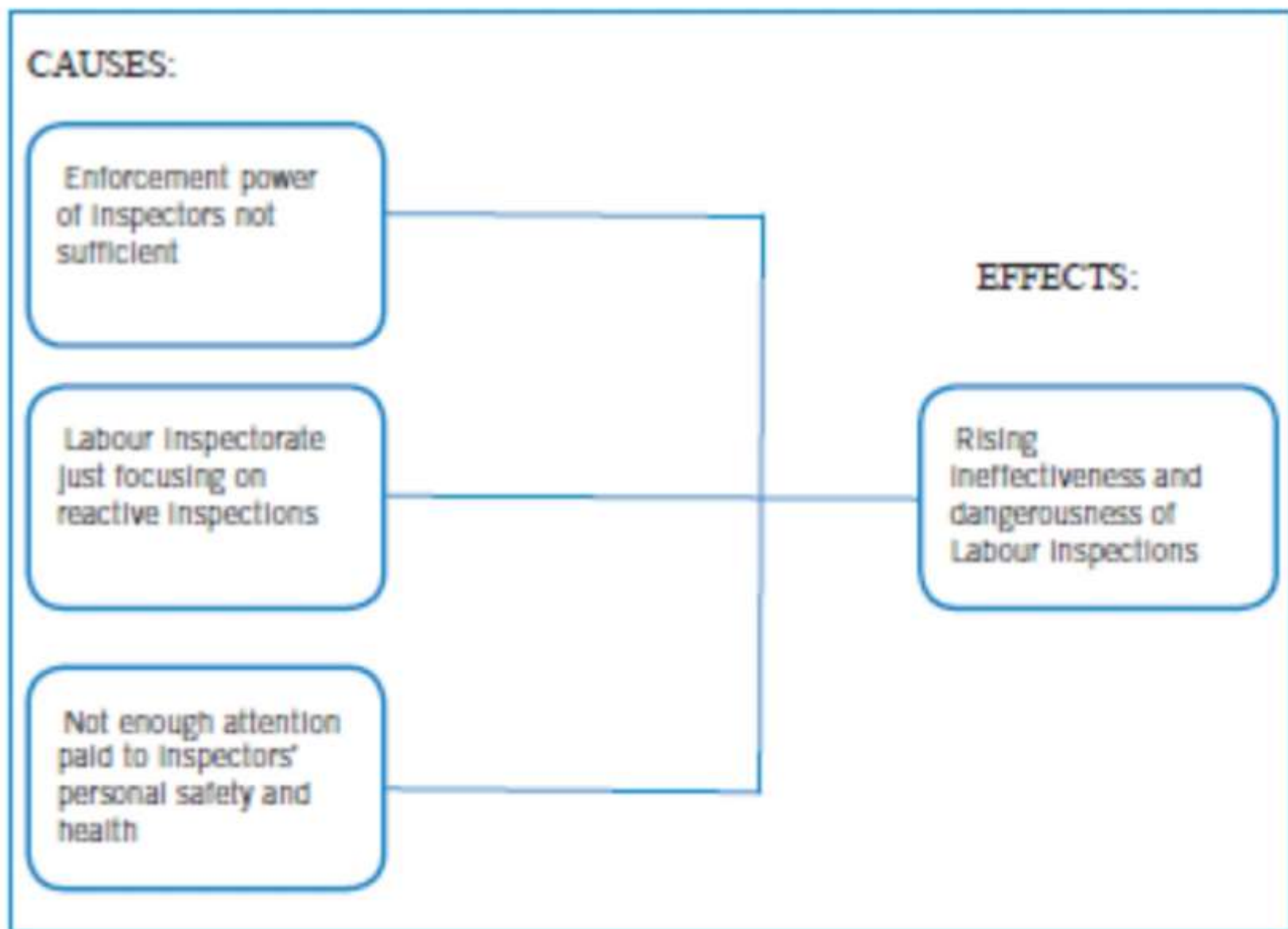
- Rising ineffectiveness and dangerousness of Labour Inspections

Something deserving prior attention than other things.
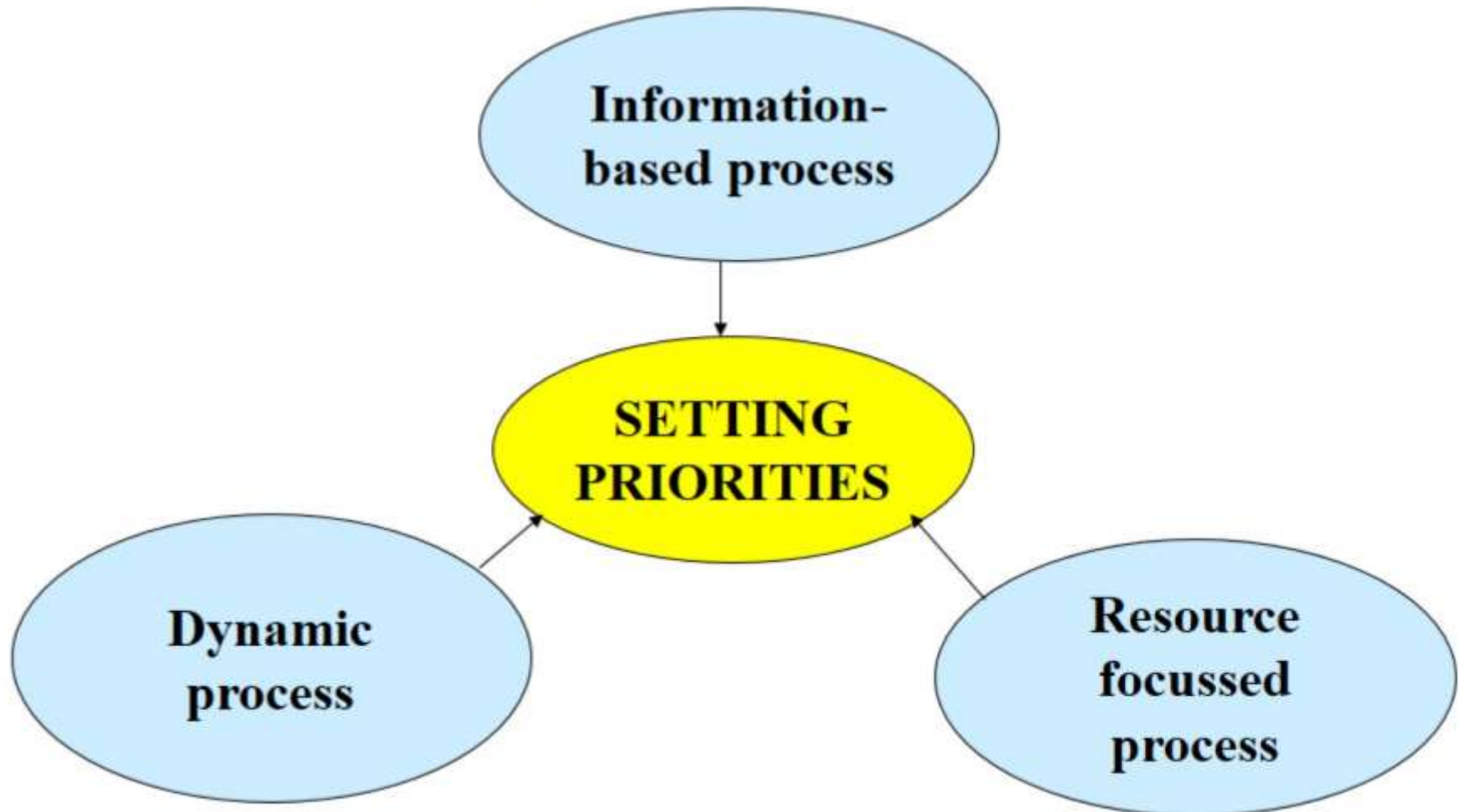
Criteria for selecting priorities: agreement on

Importance

Durability or sustainability

Efficiency

Effectiveness

Public concern

Equity

Coherence

The National OHS Strategy 2002-12 , Australia[16]

The four priority industry sectors originally targeted for improvement under the National Strategy were building and construction, transport and storage, manufacturing, and health and community services.

Agriculture, forestry and fisheries was added as a priority sector following the first review of the National Strategy in 2005.These sectors were chosen because they were identified through data analysis as having the highest incidence rates and/or high numbers of workers' compensation claims compared with other industries. By working with these sectors, not only are lives being saved but these industries will set examples of OHS best practice for other employers to follow.

5. Setting priorities: Types of national priorities in OSH

Priorities to strengthen the OSH System

National Strategy for OSH in the Sultanate of Oman 2009–2012

- Development of human resources.
- Provision and improve access of occupational health services.
- Updating the national rules and regulations.
- Establishment of a national surveillance system for occupational risks, injuries and diseases.
- Raising occupational health awareness level in the country.

Priorities of the of Great Britain "Revitalizing Health and Safety (RHS)" 2000-2010

The strategy[18] RHS 2000-2010 of Great Britain identified **8 industry and topic areas** to reduce health and safety incidents.

- Agriculture sector
- Construction sector
- Health services sector
- Falls from height
- Musculoskeletal disorders
- Slips and trips
- Work-related stress
- Workplace transport

These priority topics were chosen these because of:

- the large numbers employed
- the high figures in the incidence rate of injuries or ill health and
- there are unexploited levers to bring about change and success

Priorities on reducing

accidents and diseases

6. Formulation of a National OSH Programme
Definition

A National OSH Programme is:

✓ any national programme that includes priorities, objectives and targets to improve OSH;

✓ to be achieved in a predetermined time frame, and;

✓ indicators to assess progress.

Formulated, implemented, monitored, evaluated and periodically reviewed in consultation with the most representative organizations of employers and workers.

The National OSH Programme shall:

a. promote the development of a ***national preventative safety and health culture***;

b. contribute to the protection of workers by ***eliminating or minimizing***, (...) work-related hazards and risks (...);

c. be formulated and reviewed on the basis of ***analysis of the national OSH system*** *and situation*;

d. include ***objectives, targets and indicators*** of progress; and

e. be supported, where possible, by other ***complementary national programmes*** and plans

✓ Prepared at the country level;

✓ Based on the National OSH Profile

✓ Be developed with due regard to ILO OSH instruments.

✓ Better use of the existing resources.

✓ Enhance

coordination.

> The New Zealand Injury Prevention Strategy is an expression of the Government's commitment to working with organizations and groups in the wider community to improve the country's injury prevention performance. The Strategy provides a strategic framework for injury prevention activity in New Zealand. The framework is a guide for action by a range of government agencies, local government, non-government organisations, communities and individuals. New Zealand[4]

✓ Contribute to the implementation of the National OSH Policy;

> 28 April 2012, was launched..) the National Plan of Occupational Safety and Health built through dialogue and cooperation between government agencies and representatives of workers and employers. This plan articulates actions of many different social actors in search of practical application of the National Policy of Occupational Safety and Health established by Decree No. 7602 of November 7, 2011. Brazil[5]

✓ Be sourced in terms of budget and human resource allocation.

6. National OSH Programme
Strategic and action planning

National, regional and institutional planning

Typically, from 4 to 10 years. Shorter duration when countries need to:

✓Built trust in the strategic approach;

✓Improve working relations;

✓Help to mobilizes more human and financial resources;

✓Get training experience.

✓determining medium and long-term strategic goals,

✓establishing a context for accomplishing goals, and

✓providing a framework and direction for the future.

✓A <u>vision</u> is an ambitious and challenging slogan showing the ideal picture of the future.

Examples of vision statements
• "Australian workplaces free from death, injury and disease" (AUSTRALIA).
• "Vision zero approach to accidents" (FINLAND).
• "All workplaces create and promote preventative safety and health culture in the Kingdom of Cambodia".(CAMBODIA)
• "The realization of an Occupational Safety and Health culture in Indonesia".(INDONESIA)

Strategic planning
Setting goals and targets

Categories of goals	Reducing occurrences and exposures	Strengthening the OSH system
Purpose	Reducing accidents, specific illnesses, hazards or exposures.	Strengthening of the OSH infrastructure and its effectiveness.
Goal	Allow easily quantifiable goals (targets)	Typically qualitatively defined.
Type of activities	Direct actions with workers, employers and enterprises.	OSH regulations, technical advice schemes, education systems, information; inspection system, OSH information, etc.
Effects	Focused effect on selected enterprises, sectors, hazards, etc.	Systemic effect
Term of impact	Short and medium term	Medium and long term
Durability	Immediate impact	Sustainable impact

Examples of goals

- Reduction in WSH incident rates.
- Safety and health is an integral part of business.
- Singapore is renowned as a centre of excellence for WSH.
- A progressive and pervasive safety and health culture (SINGAPORE)[25]

- - -

- Reduction of work-related diseases caused by overwork or stress in the workplace. (JAPAN)[26]

Examples of targets

- 15 percent decrease in workers exposed to noise at potential hearing impairment level. (DENMARK)[27]
- Reduce industrial accidents by at least 15 per cent by 2004, and the accident rate from 0.74 per cent to 0.61 per cent with a longer term aim of 0.5 per cent by 2010. (REPUBLIC OF KOREA)[28]
- Reduce fatal accidents in construction by 3 per cent and in general industry by 1 per cent over a five-year period, and work-related injury and illness by 4 per cent. (UNITED STATES)[29]
- Reduce serious and fatal occupational accidents. Reduce by 5 per cent the annual occupational accident frequency rate in particularly hazardous sectors – mining, construction, use of electricity. (VIETNAM)[30]

Examples of general strategies

- Build strong capabilities to better manage workplace safety and health;
- Implement an effective regulatory framework;
- Promote the benefits of workplace safety and health and recognise best practices;
- Develop strong partnerships locally and internationally. (SINGAPORE)[31]

Setting priorities and general strategies

✓Priorities refer to problematic areas in which intervention is desirable.

Two general approaches:

1) Goals – Priorities – Action plan under each priority

2) Priorities - Goals – Action plan under each goal

Setting priorities (Approach 1)

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┌─────────────────────────┐
│     SELECTING GOALS     │
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┌─────────────────────────┐
│    SETTING PRIORITIES   │
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│       ACTION PLAN       │
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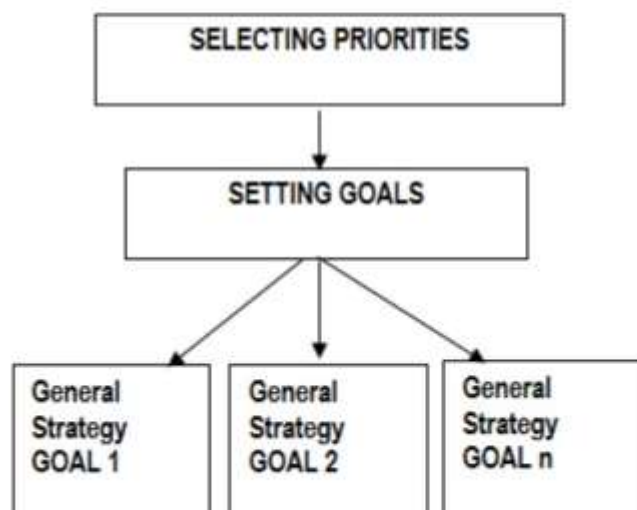## Example of this approach (Bulgaria)

GOAL:

The main goal of the Strategy on Safety and Health at Work for Bulgaria is: reduction of occupational accidents by 25 %.

PRIORITY FIELDS:

1. Guaranteeing correct application of legislation in the field of safety and health at work.

2. Promoting development and application of sectoral strategies.

3. Occupational risk management .

4. Promoting preventive culture and changes in workers' and employers' behavior aiming the health protection Supervision of safety inspection.

Setting priorities (Approach 2)

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┌─────────────────────────────┐
│     SELECTING PRIORITIES    │
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│General │ │General │ │General │
│Strategy│ │Strategy│ │Strategy│
│GOAL 1  │ │GOAL 2  │ │GOAL n  │
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Example of this approach (Thailand)

PRIORITY (Major Plan 2):
Law Enforcement

GOAL (Objective):
To develop appropriate models for safety inspection which are strictly and fairly enforceable in different enterprises by:

STRATEGIES:
- ✓ Safety inspection of general enterprises.
- ✓ Safety inspection of high risk enterprises.
- ✓ Safety inspection of the agricultural and home-based sectors.
- ✓ Development of an OSH report management system for safety, accidents and work related diseases
- ✓ Development of an OSH audit and certification system.
- ✓ Supervision of safety inspection.

✓Targets

✓Baselines

✓Intermediate or specific objectives

Healthy People 2020, USA.

Baseline: 2.2 new cases of work-related, noise-induced hearing loss per 10,000 workers occurred in 2008.

Goal: Reduce new cases of work-related, noise-induced hearing loss.

Target: 2.0 new cases of work-related, noise-induced hearing loss per 10,000 workers.

Target setting method: 10 percent improvement.

Data source: Survey of Occupational Injuries and Illnesses, DOL, BLS.

Example of measurable goals

GOAL (2011-2015): Reduce the work-related musculoskeletal disorders.

BASELINES:

- In the year of reference (2011), 70,000 musculoskeletal injuries cause workers to be off work for 1,000,000 days.

- Sectors with highest prevalence of musculoskeletal injuries are manufacturing, agriculture and construction.

TARGET: Reduction of the incidence rate of work-related musculoskeletal disorders in all sectors by 35% in 2015.
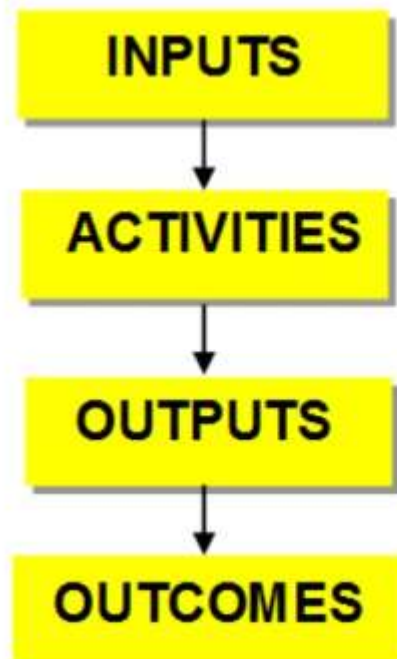
INTERMEDIATE OBJECTIVES:

- Reduction the incidence rate of work-related musculoskeletal disorders in the construction sector by 15% in 2012.

- Reduction the annual incidence rate of work-related musculoskeletal disorders in the manufacturing sector by 10% in 2012.

- Reduction the incidence rate of work-related musculoskeletal disorders in the construction sector by 15% in 2012.

Action planning

✓ be built on strategic plan;

✓ should be aligned between any objectives, implementation plan and indicators;

✓ be evidence-based;

✓ be systematic explaining the logic.

Action planning
Logical framework approach

INPUTS

↓

ACTIVITIES

↓

OUTPUTS

↓

OUTCOMES

✓Inputs. Resources used to deliver activities.

✓Activities. Action(s) undertaken to produce one or more outputs under the programme.

✓Outputs. Tangible products generated from the activities

✓Outcomes are the desired short-term to long-term consequences that the action plan will eventually accomplish.

Example of an intervention

EXPECTED OUTCOME (OBJECTIVE):
- Reduction the annual incidence rate of work-related musculoskeletal disorders in the manufacturing sector by 10% in 2012.

INPUTS (RESOURCES):
- 25 labour inspectors will be devoted full-time to deal with this specific problem.
- 5 ergonomist will be devoted full-time.

ACTIVITIES (PROCESSES):
- A programme of 3,000 targeted inspections, including investigations and enforcement as necessary to reduce manual handling injuries.
- 100 training programmes will be developed and piloted with stakeholders.

OUTPUTS (PRODUCTS):
- 3,000 targeted inspections done.
- 39 training programmes done.

ACTUAL OUTCOME (RESULT):
- The annual incidence rate of work-related musculoskeletal disorders in the manufacturing sector was reduced by 6% in 2012.

Setting expected outcomes (or objectives)

✓What outcome(s) would be necessary to achieve a goal?

✓Are these outcomes reachable?

✓In which extend these outcome are under control of the interventions of the Programme?

✓Are these outcomes formulated in such a way that are easy to understand?

Setting activities and outputs

✓ How we would generate these outcomes?

✓ What outputs should be produced to reach these outcomes?

✓ Are these outputs enough?

✓ What activities should be done to get these outputs?

✓ Are there other alternative (and more efficient or feasible) activities to reach the outputs?

Action planning

Setting resources, responsibilities and timeframes

✓ Affordability. Assesses the expenditure and the source of funds.

✓ Feasibility. Refers to the availability of human, financial, technical, organizational and administrative resources for implementing the action.

✓ a strong commitment.

✓ greater visibility.

Statement of Commitment

As the parties to the National Occupational Health and Safety Commission, we have accepted responsibility for the development and implementation of the National OHS Strategy. We all share responsibility for ensuring that Australia's performance in work-related health and safety is continuously improved.

The Strategy will focus our efforts in working together to implement interventions to dramatically improve Australia's occupational health and safety performance over the next decade and to foster sustainable, safe and health enterprises that prevent work-related death, injury and disease.

We are committed to working cooperatively on the priorities and actions identified in the Strategy. We also commit to regularly reviewing our achievements against the Strategy's plans and targets as will further develop the Strategy in light of these achievements. We recognise that there are many other stakeholders who make significant contributions to improving Australia's occupational health and safety performance. We invite them to adopt or contribute to the Strategy and their contributions will be taken into account in its future development.

Tony Abbott
Federal Minister For Employment and
Workplace Relations

John Della Bosca
Minister for Industrial Relations, New South Wales

Gordon Nuttall
Minister for Industrial Relations, Queensland

John Kobelke
Minister for Consumer and Employment Protection
and Training, Western Australia

Syd Stirling
Deputy Chief Minister and Minister for Employment
and Training, Northern Territory

Peter Hendy
Chief Executive
Australian Chamber of Commerce and Industry

Bob Cameron
Minister for WorkCover, Victoria

Michael Wright
Minister for Industrial Relations, South Australia

Paul Lennon
Deputy Premier and Minister for Infrastructure,
Energy and Resources, Tasmania

Simon Corbell
Minister for Education, Youth and Family Services,
Planning and Industrial Relations,
Australian Capital Territory

Greg Combet
Secretary
Australian Council of Trade Unions

8. Implementation of activities

PLANNING	MONITORING AND CONTROL	EVALUATION
Looking ahead	**Ongoing looking**	**Looking back**

What will happen?   **What is happening?**   **What happened?**

✓ Performance follows the specifications set in the planning.

✓ Activities are operating effectively.

✓ Effective in reaching outputs.

✓ Errors identified.

✓ Corrective action.

National OSH Programmes should foresee a monitoring and evaluation system

✓ Summative evaluation

✓ Process evaluation

✓ Impact evaluation

Mechanism for monitoring and evaluation, (Vietnam)[51]

"To comprehensively bring into play the monitoring and evaluation systems:

- self monitoring and evaluation by ministries and sectors presiding over the projects;

- monitoring and evaluation by State agencies by subjects (not by projects) or overall programme;

- independent monitoring and evaluation by consultancy and scientific organizations;

- monitoring and evaluation by representative organizations of workers and employers".

Evaluation parameters

Evaluation parameters

Differences among auditing processes

	MONITORING	EVALUATION	REVIEW
Definition	Continuous process to assess how well a programme is working.	Periodic or *ad hoc* studies of programme performance.	Decision-making process to assess the programme's ability to meet the country needs.
Scope	Early warning system to manage eventual deviations.	In-depth examination to assess the programme performance.	Adjust the programme to new challenges or/and priorities
Main focus	Process (whether a programme is operating as intended).	Outcomes (whether the programme has achieved its objectives) but also assess process and impact.	Impact, overall programme strategy and the context.
Who	Responsible for the programme management.	Experts external to the programme.	Decision-makers.
When	Ongoing basis.	Periodic or *ad hoc* basis.	Periodic or *ad hoc* basis.

Terima kasih!