Healthy Workplaces Summit 2011

Online interactive Risk Assessment (OiRA)
Implementation / adoption by Cyprus

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1. Facts & Figures

In CYPRUS

- 2521 hairdresser salons
- 3441 employees
- Tripartite dialogue in the field of health and safety at work is widely practiced in Cyprus.
- Good relations with the Hairdressers Association.
1. Facts & Figures (Cont.)

- 2006 - National survey on the physical and mental diseases of the working force in Cyprus
  Results regarding hairdressers:
  - 78% general fatigue,
  - 67% pain on the bones

- 2007 - questionnaire survey for hairdressers:
  - 86.5% pain on the bones, joints or muscles
  - 60.81% suffer from back pain
  - 44% neck / shoulder pain
  - 50% feet and leg pain
  - 40% hands and arm pain
  - 40.5% pain in the joints
2007 - EUOSHA “Healthy Workplace Initiative Campaign” to new MS’s
- Focused on OSH for Hairdressers
- Handbook on OSH for Hairdressers across the EU, used by the hairdressers schools.

2008 - Cyprus Vocational Qualification for Hairdressers (includes health and safety)
2. Adoption of the OiRA tool – decisions taken

- The Hairdressers Association
  - Very active
  - Legislation that covers the profession
  - In house Inspectors
  - Very interested in safety and health
  - **Most important**: Asked the help of the Labour Inspectorate to improve OSH in Hairdressers salons.
3. Challenges

- Improved working conditions in the salons (micro small enterprises)
- Systematic reduction of risks to workers.
- Implementation of legislation
- Reduction of administrative burdens
- Development of a tool to facilitate risk assessment
  - Free of charge
  - A simple tool
  - A tool easy to use.
  - A tool that serves their needs.
  - Its language to be easily understood.
  - Preparation of a risk assessment does not take too much time
3. Goals

- Help companies implement the legal requirement on risk assessment

- To have access to all relevant information regarding the safety and health at work issues provided by the legislation

- To assess their occupational risks and thus improving the performance of their enterprises.

- To become aware of the risks they are exposed to as a hairdresser.

- To help them learn to prevent future health problems.
4. Implementation of the tool

- Presentation of the tool to the members of the Board of the hairdressers association
- Local seminars in all Districts for the presentation of the tool to all members.
- Pilot testing of the tool to ascertain that:
  - The tool is easy to use.
  - The tool serves their needs.
  - The language used is understandable.
  - The preparation of a RA based on the tool does not take too much time
4. Implementation of the tool

- At this moment the tool is online and many employers in the sector are using it for the preparation of the risk assessment of their workplaces.
5. Planning - future developments

- By the end of 2011
  - Development of a similar tool for:
    I. the public service sector
    II. the car repair sector

- In 2012
  - Development of a similar tool for the wood working sector
6. Role of the Department of Labour Inspection

Main challenges for SMEs (in particular the micro-enterprises in Cyprus):

- Difficulty in developing the necessary expertise in OSH
- Lack of specific and understandable information and guidance,
- Poor ability and skills to manage OSH,
- Lack of resources to ensure adequate basic training of staff and managers.
6. Role of the Department of Labour Inspection

- Was catalytic
  - We ensured that both social partners, become aware in the development process from the beginning,
  - We managed to provide simple information easy to transfer to a broader group of users
  - We provided the users with specific and relevant information as well as guidance on which to base a decision.
6. Role of the Department of Labour Inspection

- We managed to help companies implement the legal requirement on risk assessment.
- We provided a less resource demanding and effective option, on OSH, for companies.
- We managed to reach the enterprises with the lowest implementation rate of risk assessment.
7. Potential role of the Labour Inspectorates

- It is obvious that the problem of a low level of risk assessment implementation in SMEs will not get smaller without some type of intervention.

- There are no signs that enforcement activities will be strengthened in the near future.

- The impact from other initiatives aimed at improving the level of risk assessment implementation, such as guides and checklists is limited.
7. Potential role of the Labour Inspectorates

Advantages from the involvement:

- Easier to transfer to a broader group of users
- Likely to achieve a broader uptake among small and micro-enterprises.
- Provision of specific and relevant information as well as guidance on which the user will base a decision.
- Reduction of the efforts needed, because users avoid having to look through information irrelevant to the decision they are about to take.
- Reach the enterprises with the lowest implementation rate of risk assessment
THANK YOU