Healthy Workplaces Summit 2013
‘Working together for risk prevention’

EU-OSHA Campaign Partner Benchmarking Steering Group & Benchmarking Event 5th & 6th June

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EU-OSSHA Campaign Partner Benchmarking

✓ Proposed by campaign partners Mid 2012
✓ Benchmarking Steering Group formed and sponsored by EU-OSSHA October 2012
✓ First Steering Group meeting November 2012, lead and organized by EU-OSSHA
✓ Online survey to all campaign partners conducted December 2012/January 2013, to identify common topics of interest
✓ Second Steering Group meeting in March 2013 agreeing detailed plan for Benchmarking Event June 2013; as the 1st step of a four-step process
✓ Followed by materials preparation, Benchmarking Event in 5th & 6th June in Brussels
Members of Benchmarking Steering Group
Objectives:
To facilitate networking and foster the exchange of OSH good practices, to achieve a real impact in the workplace

Attendants:
Representatives from over 50 campaign partners; including Multinational Companies, Consultant Organisations, NGOs, Trade Associations and Health & Safety Associates
Topics:

✓ Safety and Health Culture of an organisation
✓ Leadership training and OSH competence of all responsible agents
✓ How to motivate and support SMEs and self-employed in OSH
✓ Indicators of OSH performance
✓ Learning from incidents and accidents, including training of workers to report hazards
✓ OSH regulations and how they are applied in the construction and associated industries
1st EU-OSHA Benchmarking Event – June 2013

Key Sharing / Learning:

Culture:
✓ OSH as an integral part of company Visions / Strategies and Values
✓ High level leadership commitment and involvement
✓ First line leaders to take ownership and accountability
✓ Focus on Prevention
✓ Create ‘No Blame Culture’ to encourage engagement – rather than Finger-Pointing
✓ Improve OSH in reducing accidents and suffering, reduces absenteeism and increase productivity & competitiveness
People:

✓ OSH training as integral part of management training
✓ Need Leader to do the right thing
✓ Need Manager to do thing right
✓ Good motivator / facilitator to encourage engagement and safe behaviour
✓ Change agent and enforcing change
✓ A central point to share best practice and lessons learned
1st EU-OSHA Benchmarking Event – June 2013

Processes:

✓ OSH as an integral part of business processes
✓ Focus on prevention
✓ Track Leading and Lagging OSH performance indicators
✓ Simplify and encourage consistent reporting of accident / incident / near misses
✓ Apply tools to identify real root cause & contributing factors to address systemic, structural and process issues to prevent re-occurrence
✓ Review incident based on the potential for Serious Injury & Fatality rather than the outcome
✓ Communicate and share lesson learned
✓ Provide tools to help in simplifying regulations for SMEs (OiRA, Benchmarking/Sharing)
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Key Challenges:

✓ Cultural development is a long process
✓ Leader visible commitment – ‘walk the talk’
✓ Develop ‘No Blame Culture’ in identifying real root cause
✓ Need to develop EU common standards and guidelines
✓ Need to develop skill matrix for OSH Leaderships
✓ Provide more practical tools for especially SMEs to reach compliance without causing significant cost to business
✓ Setting objectives for continuous improvement when injury rates are low
✓ Interpretation and implementation of EU legislation differs between EU member states
Thank you & Questions?