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Report from Workshop 2 Benchmarking in OSH

Ideal Standard International

Workshop 2. Benchmarking in OSH

- ❑ Proposed by campaign partners Mid 2012
- ❑ Benchmarking Steering Group formed and sponsored by EU-OSHA October 2012
- ❑ Online survey to all campaign partners conducted December 2012/January 2013, to identify common topics of interest
- ❑ 1st Benchmarking Event in 5th & 6th June in Brussels

Workshop 2. Benchmarking in OSH

Benchmarking - is the process of comparing one's business processes and performance metrics to industry bests or best practices from other industries.

- ❑ Many benchmarking initiatives / organisations
- ❑ **Performance Benchmarking** – against defined set of methodology and / or KPIs, internally / externally / internationally. i.e. ISO, ILO, OHSAS, GRI, Ecovadis, Carbon Disclosure Project CDP etc.
- ❑ **Process Benchmarking** – share and learn good / best practices from each others. i.e. The Conference Board, ORC/Mercer, Finnish Zero Accident Forum, EU-OSHA etc.

1st EU-OSHA Benchmarking Event – June 2013

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

1st EU-OSHA Benchmarking Event – June 2013

Focused on sharing of good practices on:

- ✓ 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 Challenges (soft):

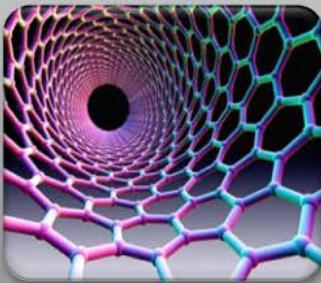
- ❑ Cultural development is a long process
- ❑ Leader visible commitment – ‘walk the talk’
- ❑ Develop ‘No Blame Culture’ in identifying real root cause
- ❑ Need to develop EU common standards and guidelines
- ❑ Need to develop skill matrix for OSH Leaderships
- ❑ Provide more practical tools for especially 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

Key Challenges in Organisational, Structural, Technological & Scientific



Conventional risks

improving the safety performance in all industry sectors and reducing the impact of accidents taking into account technical, human, organisational and cultural aspects, and the current 'state-of-the-art methods' for safety management.



Innovative industry

accompanying the innovative industry to reduce the time to the EU market and reach public acceptance of new technologies and products by implementing e.g. the [CEN Workshop Agreement CWA 16649:2013](#) 'Managing emerging technology-related risks' adopted on June 26, 2013



Safety technologies, products & services

guaranteeing the leadership of the EU safety industry on personal protective equipment, safety systems, inspection and control...

EU-OSHA Campaign Partner Evaluation & Benchmarking

Methodology

- Independent Evaluation from IES (Institute for Employment Studies)
- Desk research of all relevant material
- Online surveys of:
 - national focal points (FOPs)
 - Campaign Partners
 - FOP network partners
- A survey of Good Practice Award participants
- Telephone and face-to-face interviews with:
 - FOPs
 - Campaign Partners
 - Representatives of EU institutions
 - EU-OSHA staff
- Focus groups of EU-OSHA staff and FOPs
- Case studies, using desk research and survey questions/interviews as necessary

EU-OSHA Campaign Partner Evaluation & Benchmarking

- ❑ Specific benefits:
 - greater employee engagement and awareness
 - networking activities
 - media visibility
 - community relationships
 - reputation management
- ❑ 71% wanted EU-OSHA to provide further network opportunities; 29% did not
- ❑ 96% would consider applying to be an official Campaign Partner again

EU-OSHA Campaign Partner Evaluation & Benchmarking

- ❑ Repeat Benchmarking Events
2 multinational companies have volunteered to host Benchmarking events

“EU-OSHA have done a fantastic job, please, just continue.....”