



# Healthy Workplaces Summit 2013

## *‘Working together for risk prevention’*

**EU-OSHA Campaign Partner Benchmarking Steering Group  
& Benchmarking Event 5<sup>th</sup> & 6<sup>th</sup> June**

**David Tjong – Global Director HS&E Ideal Standard International**



# EU-OSHA Campaign Partner Benchmarking

- ✓ Proposed by campaign partners Mid 2012
- ✓ Benchmarking Steering Group formed and sponsored by EU-OSHA October 2012
- ✓ First Steering Group meeting November 2012, lead and organized by EU-OSHA
- ✓ 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 1<sup>st</sup> step of a four-step process
- ✓ Followed by materials preparation, Benchmarking Event in 5<sup>th</sup> & 6<sup>th</sup> June in Brussels

# Members of Benchmarking Steering Group



imagination at work



BUSINESSEUROPE



TOYOTA

TOYOTA MATERIAL HANDLING EUROPE

**Baxter**



DELPHI



Ideal  
STANDARD  
INTERNATIONAL

IIRSM



# 1<sup>st</sup> 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

# 1<sup>st</sup> EU-OSHA Benchmarking Event – June 2013

## 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

# 1<sup>st</sup> 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

# 1<sup>st</sup> EU-OSHA Benchmarking Event – June 2013

## 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



# 1<sup>st</sup> 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)



# 1<sup>st</sup> EU-OSHA Benchmarking Event – June 2013

## 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?**