



Institut für Arbeit und Gesundheit der
Deutschen Gesetzlichen Unfallversicherung

OSH Management Systems in Germany, International Certification and Development

ISSA Symposium Bogotá 2010

Dr Thomas Kohstall

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Institute for Work and Health of the DGUV



Agenda

- OSH Reality in many Enterprises
- OSH Management System
- Implementation of a Safety Management System
- Quality Seal and Certificate
- Coast and Benefit of OSH – Management
- Conclusion



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OSH Reality in many Enterprises

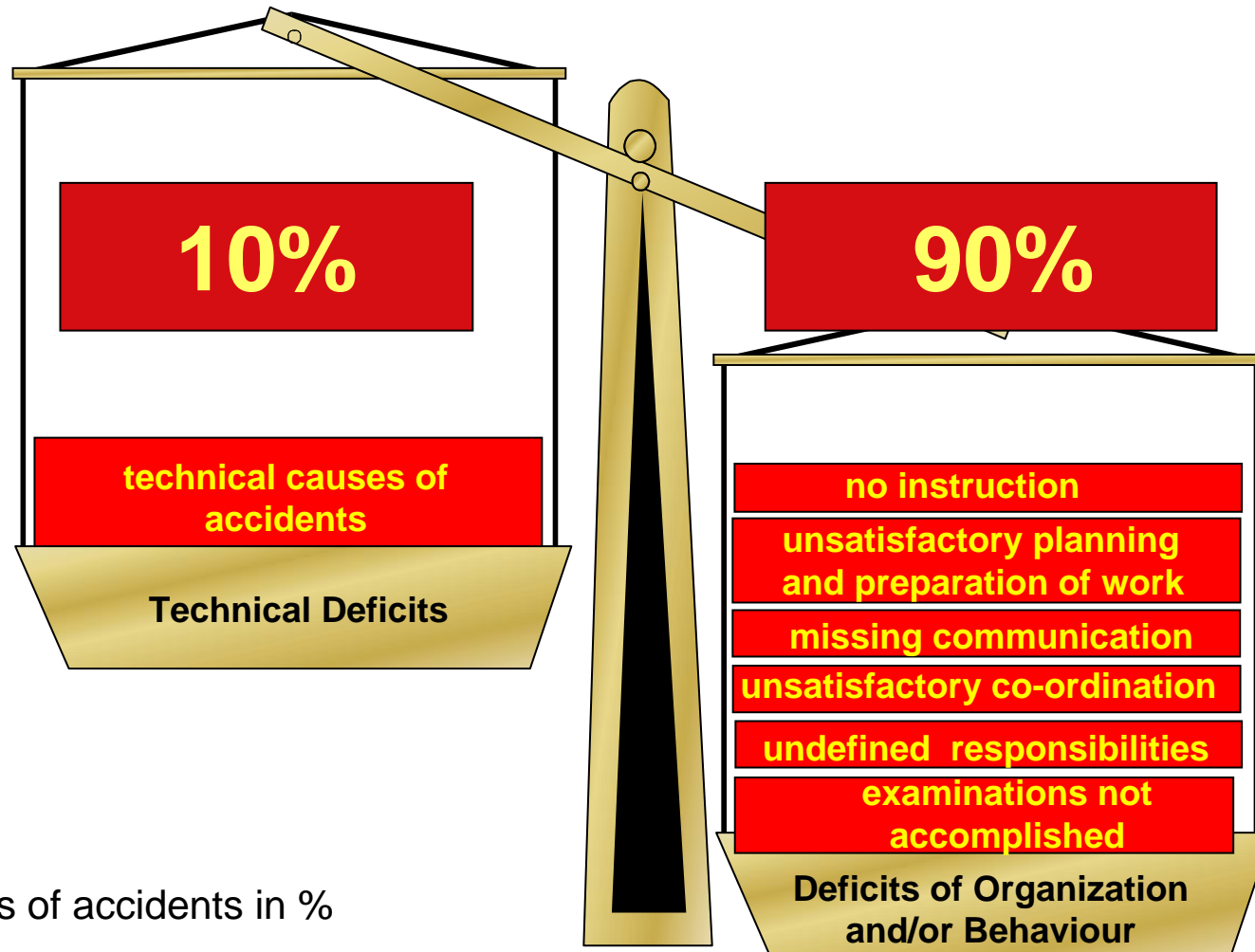
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OSH Reality in many Enterprises

- health and safety at work is not a company target, OSH is not understood as an executive function
- no orientation at concrete OHS-goals
- OSH reduces to comparison of nominal and actual values of the regulations with the material situation in the enterprise
- only fulfilment of single regulations
- no clear structural organisation for Occupational Safety and Health
- OSH is not oriented at the company's process organisation
- missing lastingness

Why OSH-MS?



causes of accidents in %



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OSH Management System

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International Development in OSH Management System

- first the discussion on standardization of OSH-MS dominated
- different approaches to start standardization of OSH-MS
- so far no standardization on international or European level
- last ISO initiative 2007

International Development in OSH Management System History of OSH-MS in Germany

Common Position of the German

- Social Partners,
- Federal Government and
- Social Accident Insurance:

No Standardization of OSH-Management Systems!
DIN has voted accordingly (ISO-Inquiry)

International Development in OSH Management System History of OSH-MS in Germany

German reasons not to support Standardization of OSH-MS:

- OSH is already regulated by Laws, Regulations and Rules for the prevention of accidents.
- Standardization with certification leads to substantial cost loads of the enterprises, without significant improvements of Occupational Safety and Health in the enterprise.

OSH-Management Systems: YES

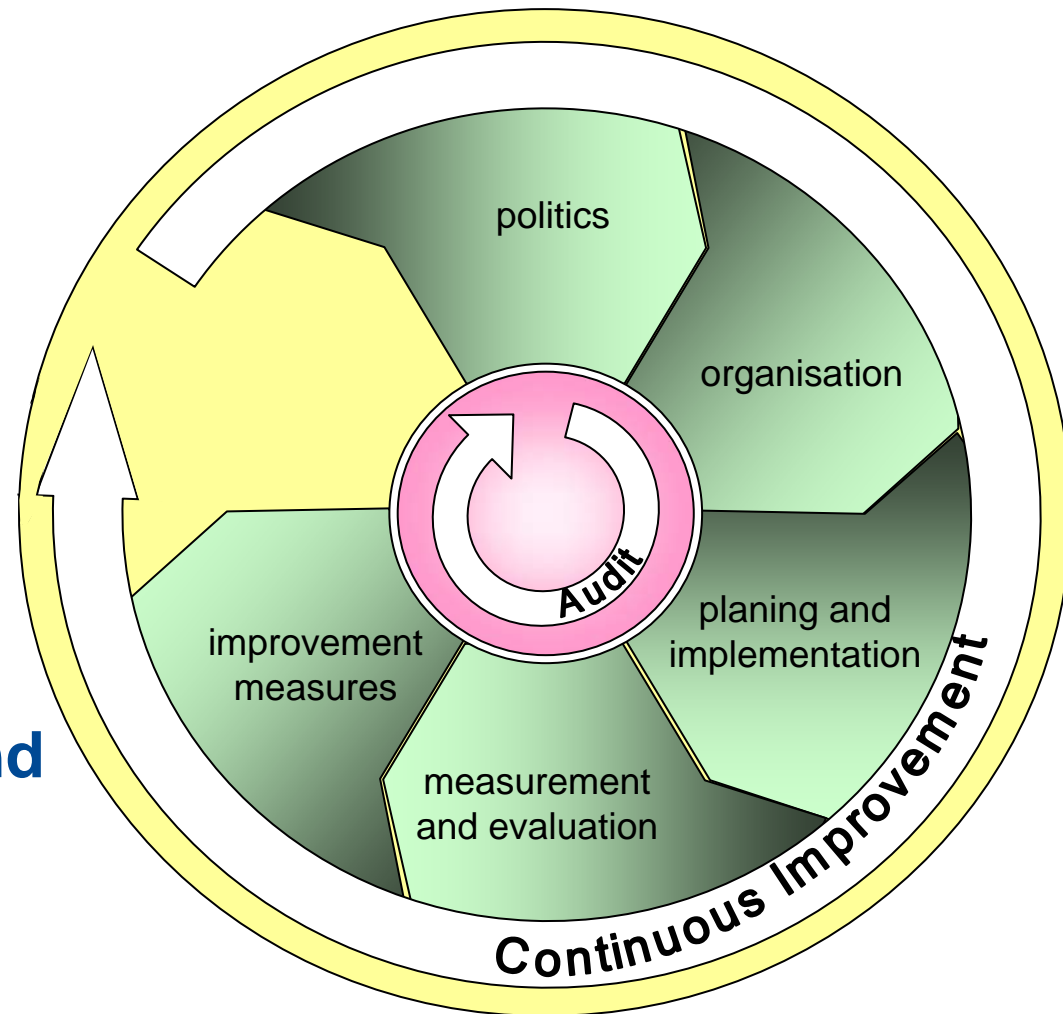
Standardization: NO

- OSH-Management Systems are very useful instruments to improve Occupational Safety and Health in enterprises
- there are several good concepts available
- enterprises need assistance in implementing OSH-MS, no additional costs and no additional bureaucracy

National Guideline for OSH-MS

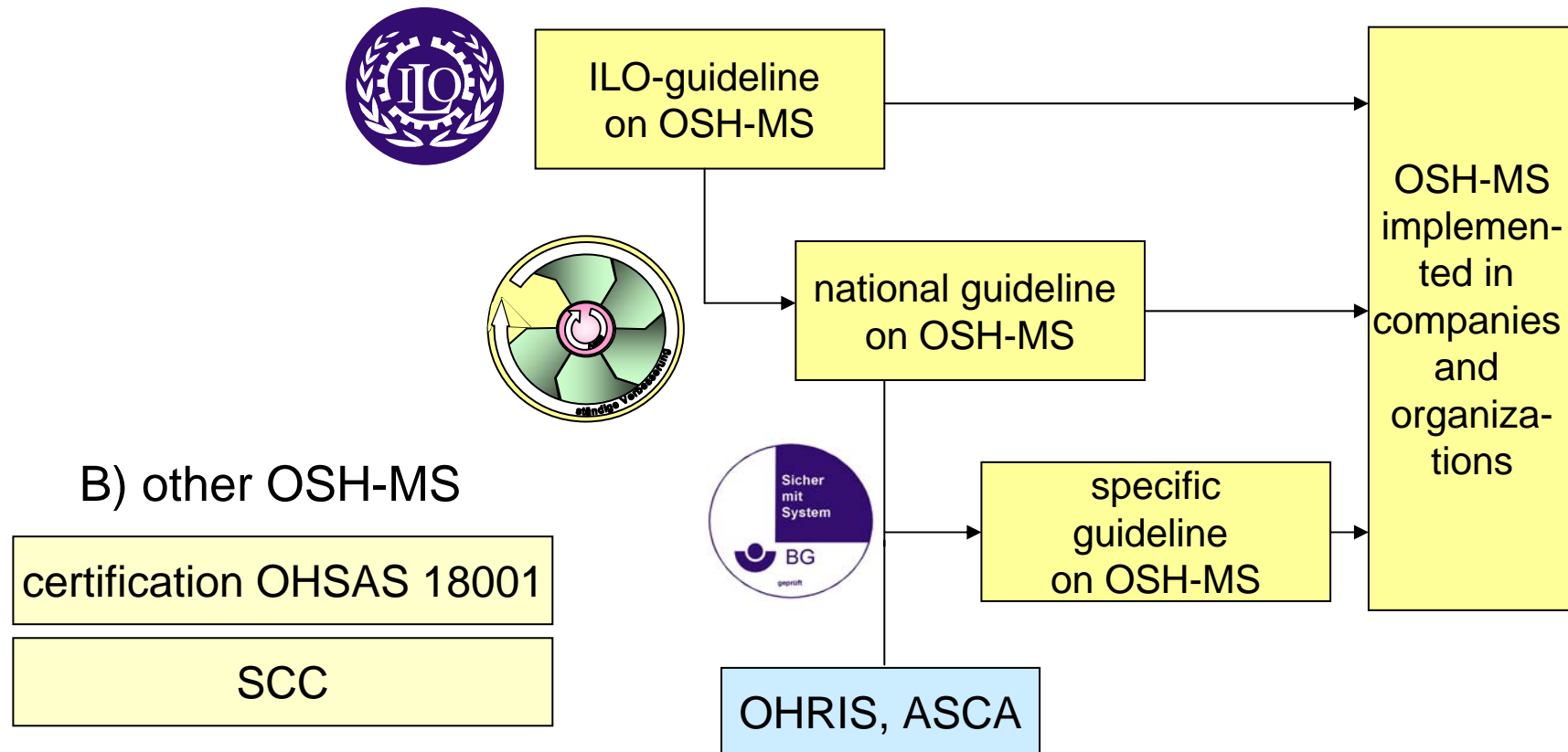


ILO-OSH 2001 Guidelines on Occupational Safety and Health Management systems



Occupational Safety and Health Management Systems in Germany

A) ILO-Guideline and national sub-systems:



Advantages of the National Guideline for OSH-MS especially for SME

- authentication through consent of state, Social Partners und Social Accident Insurance
- uniform framework recommendation for Germany
- direct speech of the entrepreneur
- simple structure and language
- support by state and Social Accident Insurance Bodies during implementation
- simply applicable: forms, check lists...

Quality Seal



- several Social Accident Insurance Bodies (e.g. chemical industry, mining industry, construction industry...) offer voluntary assessments and certificates
- guidelines for uniform implementation and evaluation are elaborated
- under consideration of specific interests of industrial branches.
- the Quality Seal offers advantages in competition
- the Quality Seal implies lower inspection frequencies

OSH-MS Principles

- determination of the organizational structure of the enterprise and the process organisation including responsibilities and competences in OSH
- strategies in Occupational Safety and Health
- integrating OSH into all processes
- definition of targets, indicators and evaluation methods
- organisation of systematic activities !!!



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Implementation of a Safety Management System

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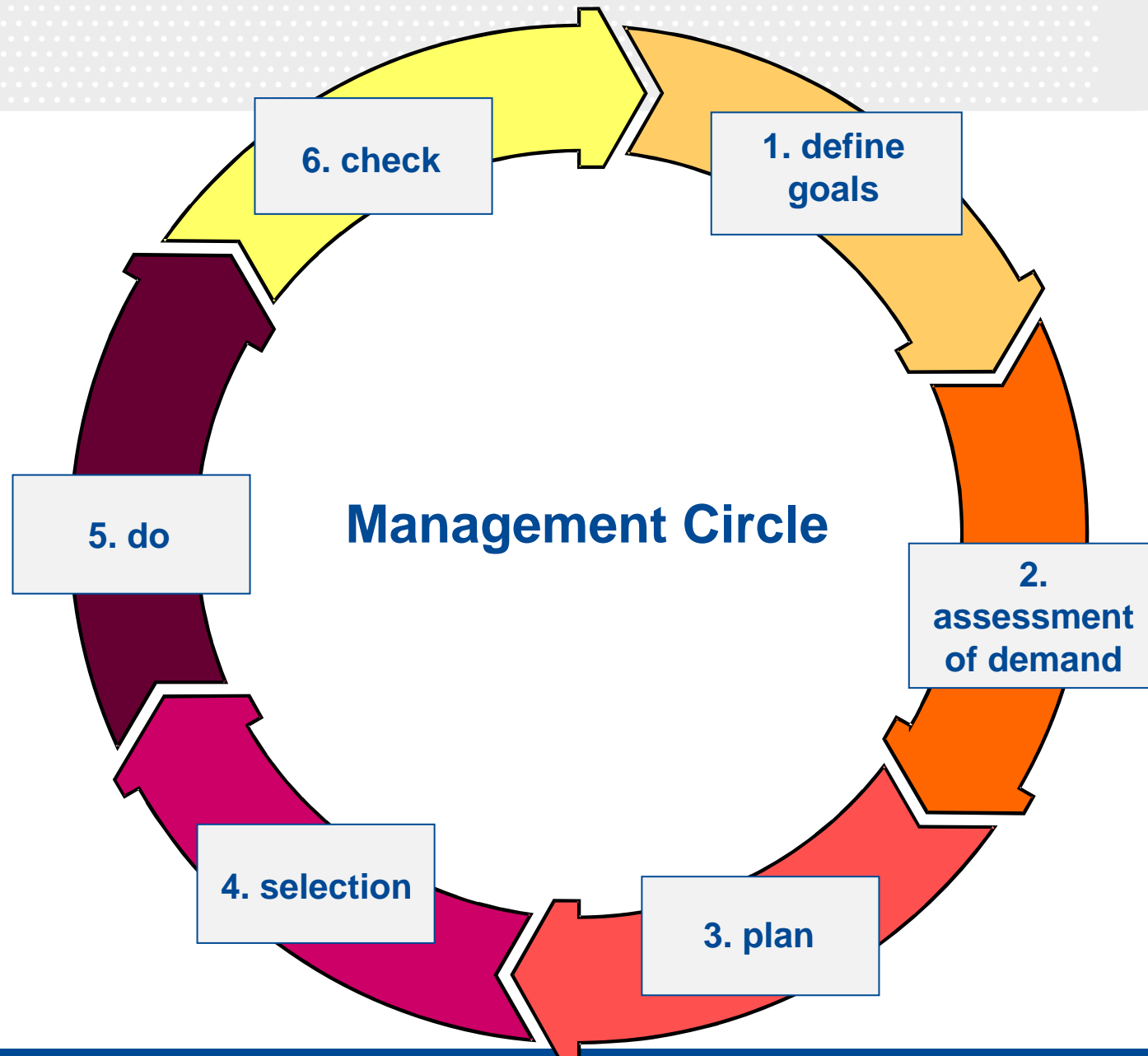
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Implementation of a Safety Management System

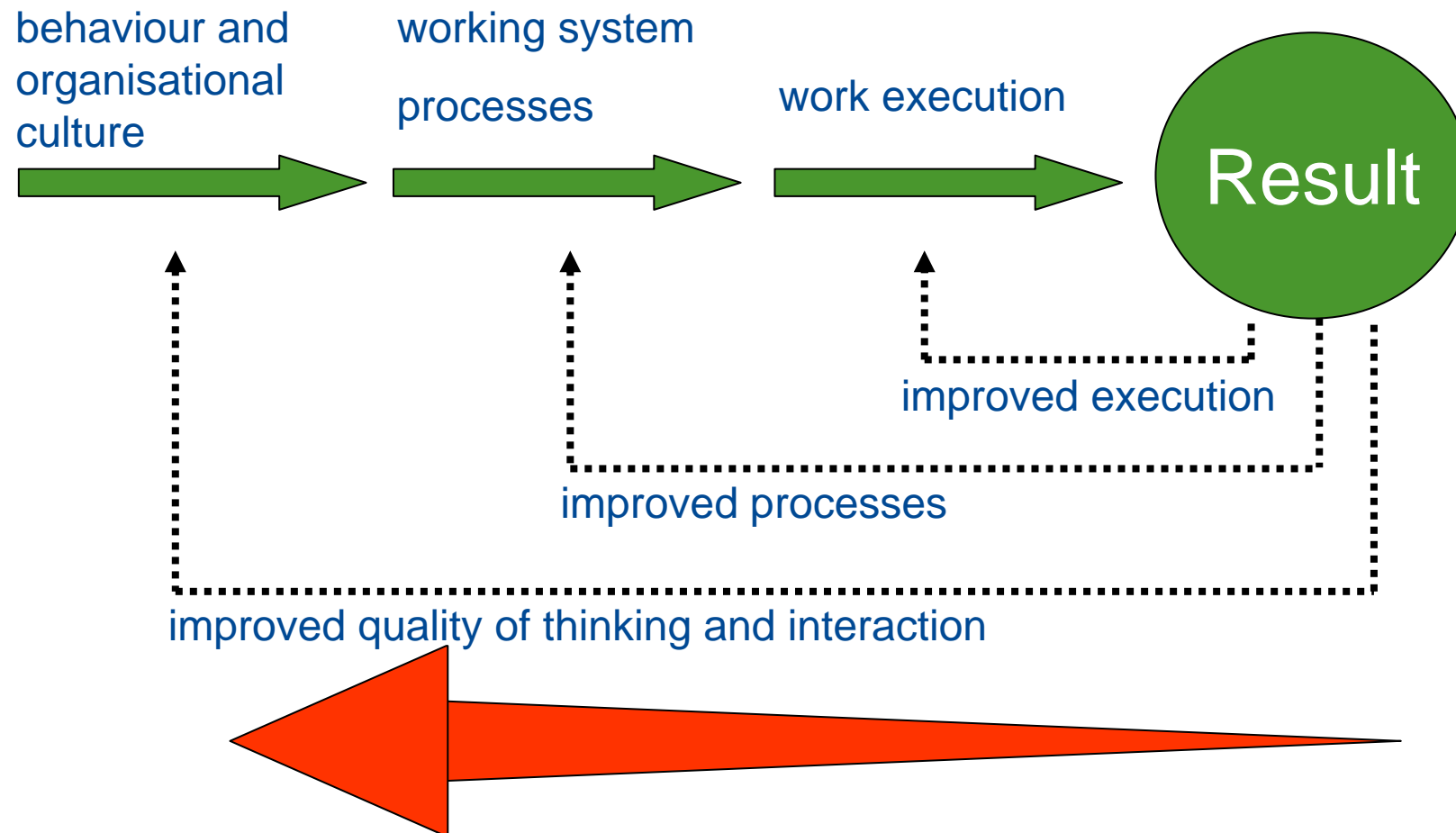
- Step 1:** adapt company policy in line with the OSH-MS, consult with employees, provide adequate resources to implement the policy and monitor its success
- Step 2:** analyse current employee behaviour and workplace conditions
- Step 3:** define safety and health objectives and the indicators that will enable progress on them to be monitored
- Step 4:** determine specific organisational and technical measures plus training measures for employees and managers as part of the OSH-MS
- Step 5:** monitor and review to check the effectiveness of the policy and the whole system

OSH is a Permanent Process





Benefit of OSH-Management



Costs of OSH-MS

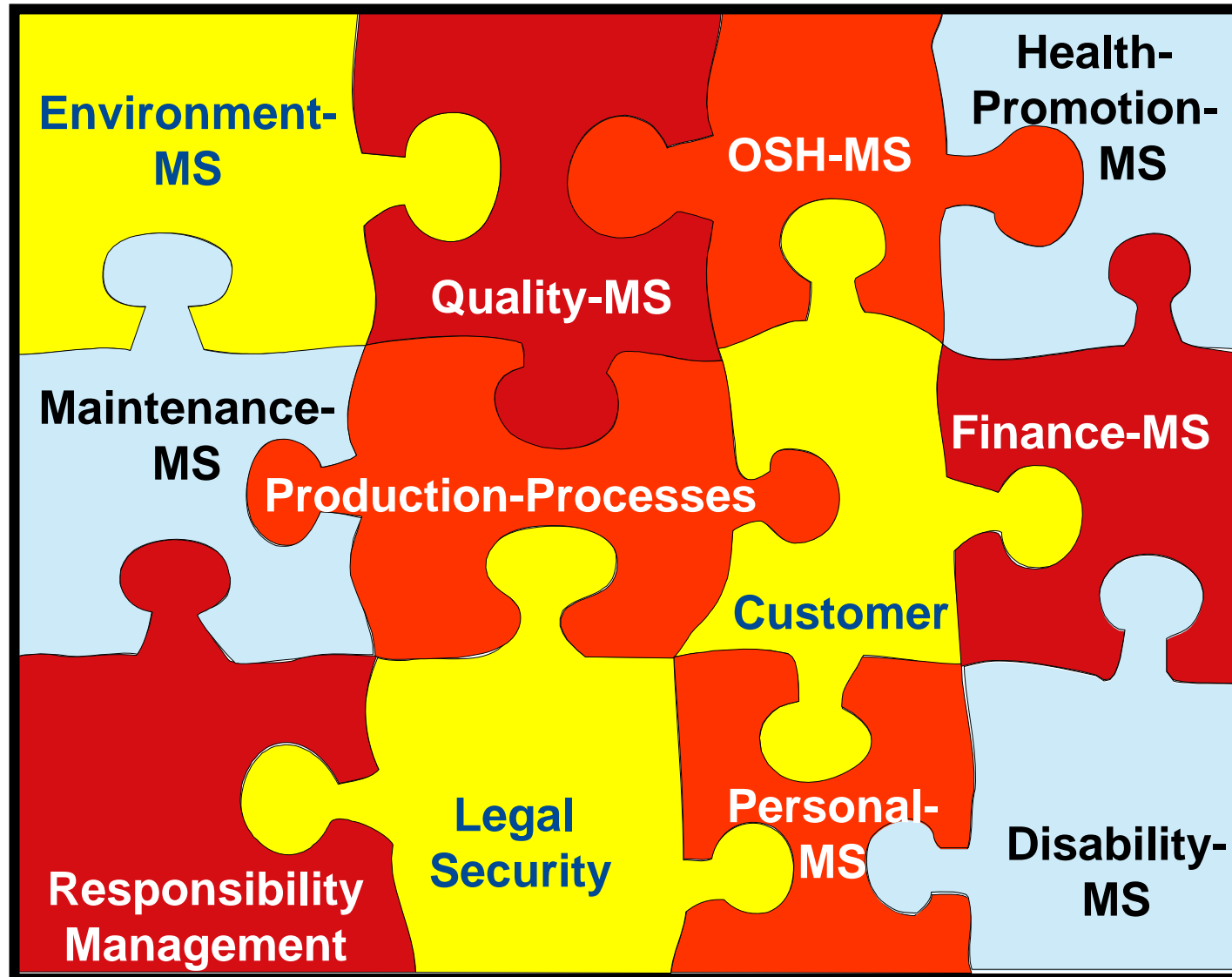
Implementation costs

- external consultation (if required)
- training and (sometimes) day release of one or more employees
- cost of premises, including office equipment, office materials etc.
- time for consultation with managers and employees involved
- costs of internal auditing
- there are no certification costs, since certification is not required

Operating expenses

- cost of premises, including office equipment, office materials etc.
- printed materials
- time for consultation with managers and employees involved
- costs of internal auditing
- etc.

Company Management System





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Quality Seal and Certificate

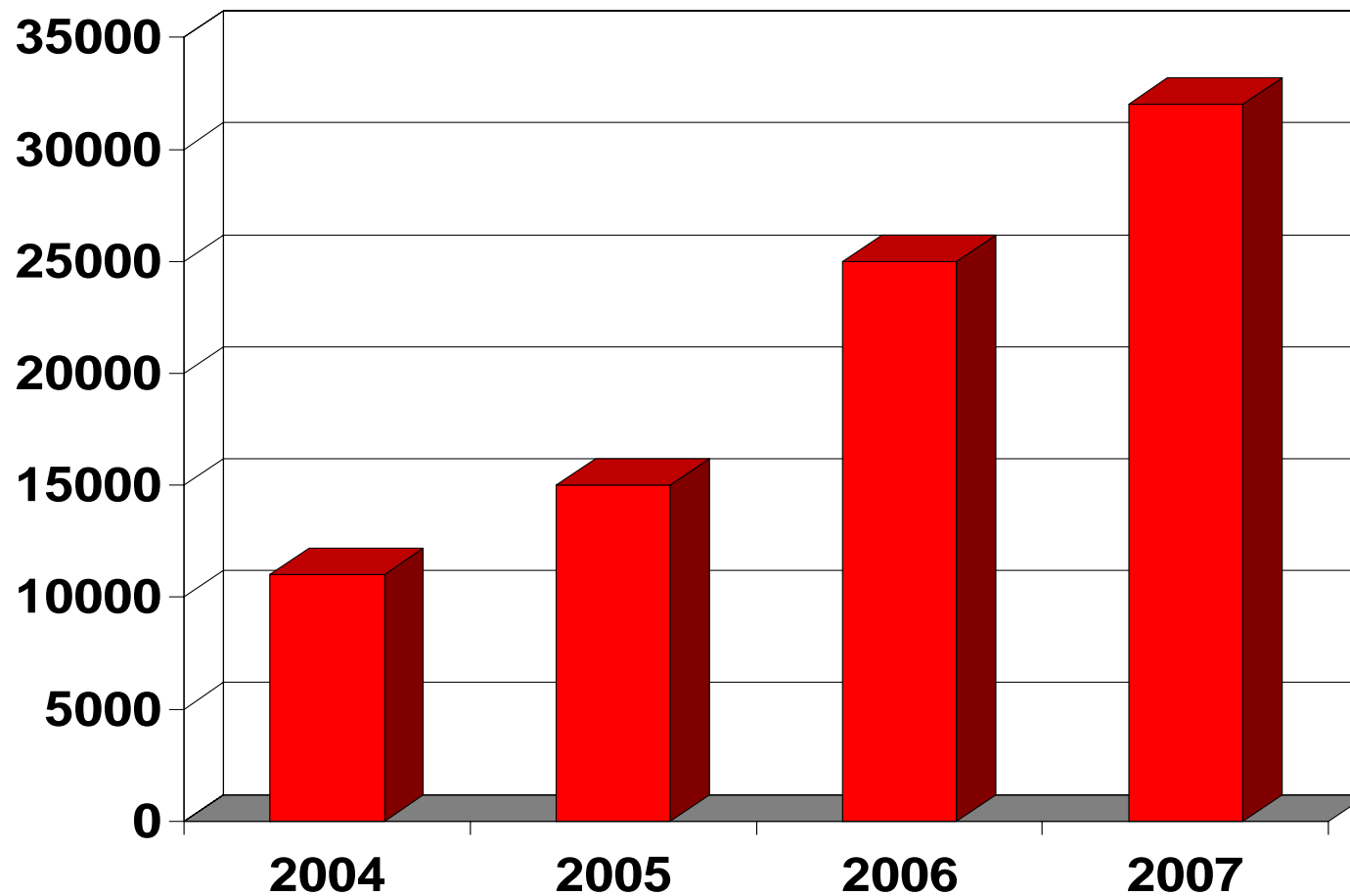
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Numbers of Certificates/Seals in Germany (2007)



International OHSAS-Certification





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Cost and Benefit of OSH – Management

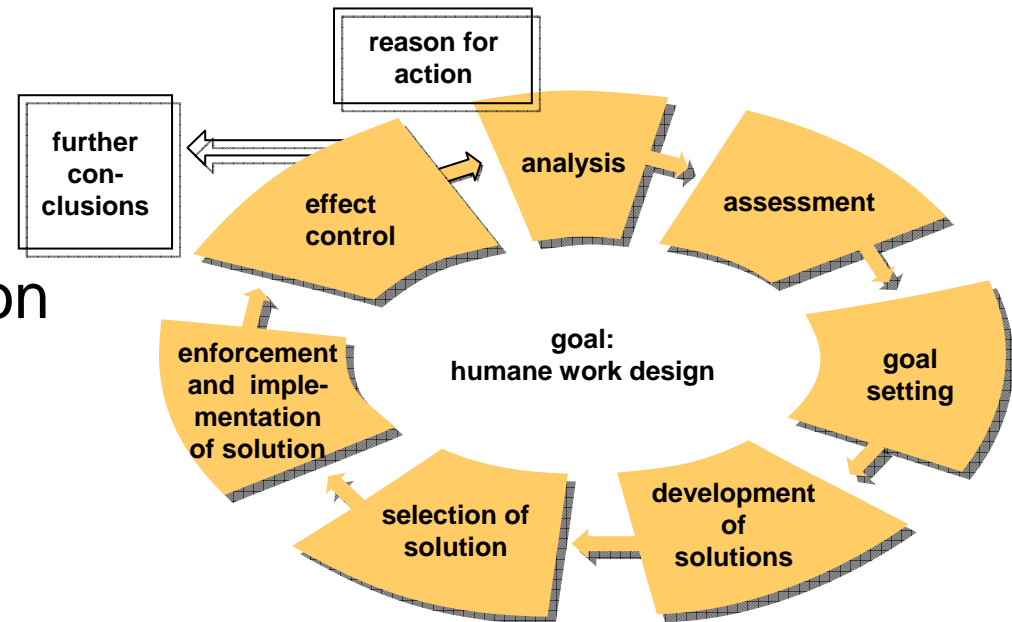
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Influencing Factors on Occupational Safety and Health – Engineering and Organisation

process optimization =>
 optimization of processes /
 risk assessment => reduction
 of stoppages

- ✓ reduced accident potential



Influencing Factors on Occupational Safety and Health – Engineering and Organisation

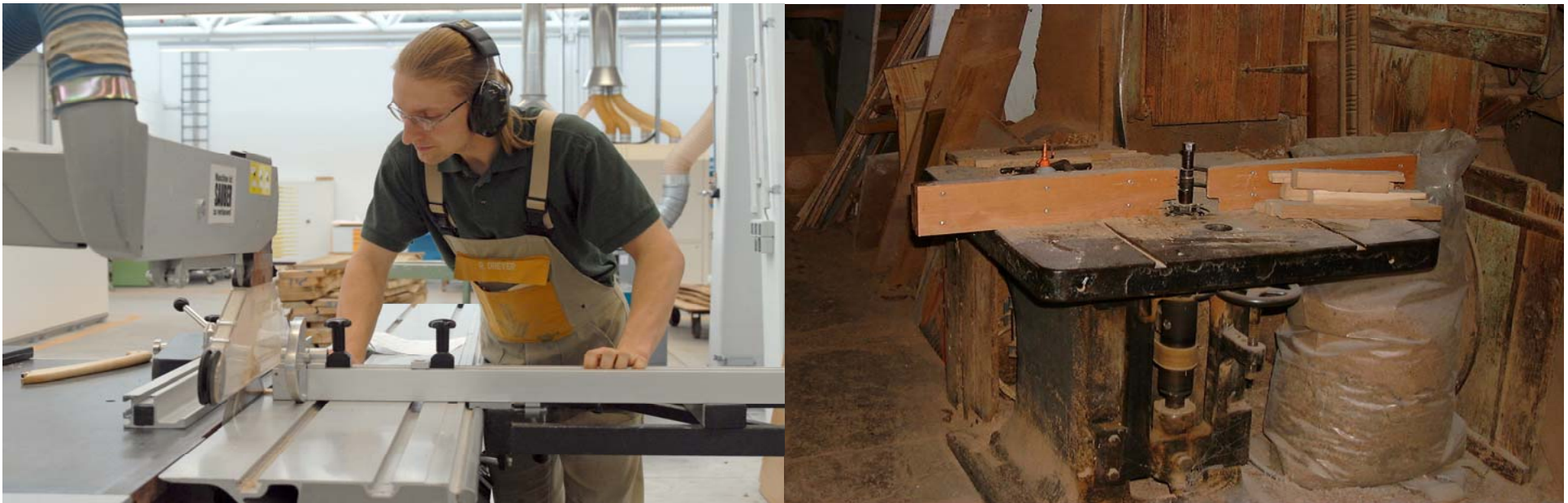
good maintenance => reduction of stoppages

- ✓ reduced accident potential

Influencing Factors on Occupational Safety and Health – Engineering and Organisation

investment in new machinery => modern machinery with a higher safety standard

- ✓ reduced accident potential



Influencing Factors on Occupational Safety and Health – Engineering and Organisation

investment in environmental protection => reduction of harmful emissions in production such as noise, vibration and hazardous substances

- ✓ reduced accident potential

Example:

By omitting volatile and easily inflammable detergents in offset printing one succeeded in reducing health hazards and costs in companies.



Influencing Factors on Occupational Safety and Health – Engineering and Organisation

comprehensive management with integrated Occupational Health and Safety => optimization of processes => reduction of stoppages

- ✓ reduced accident potential



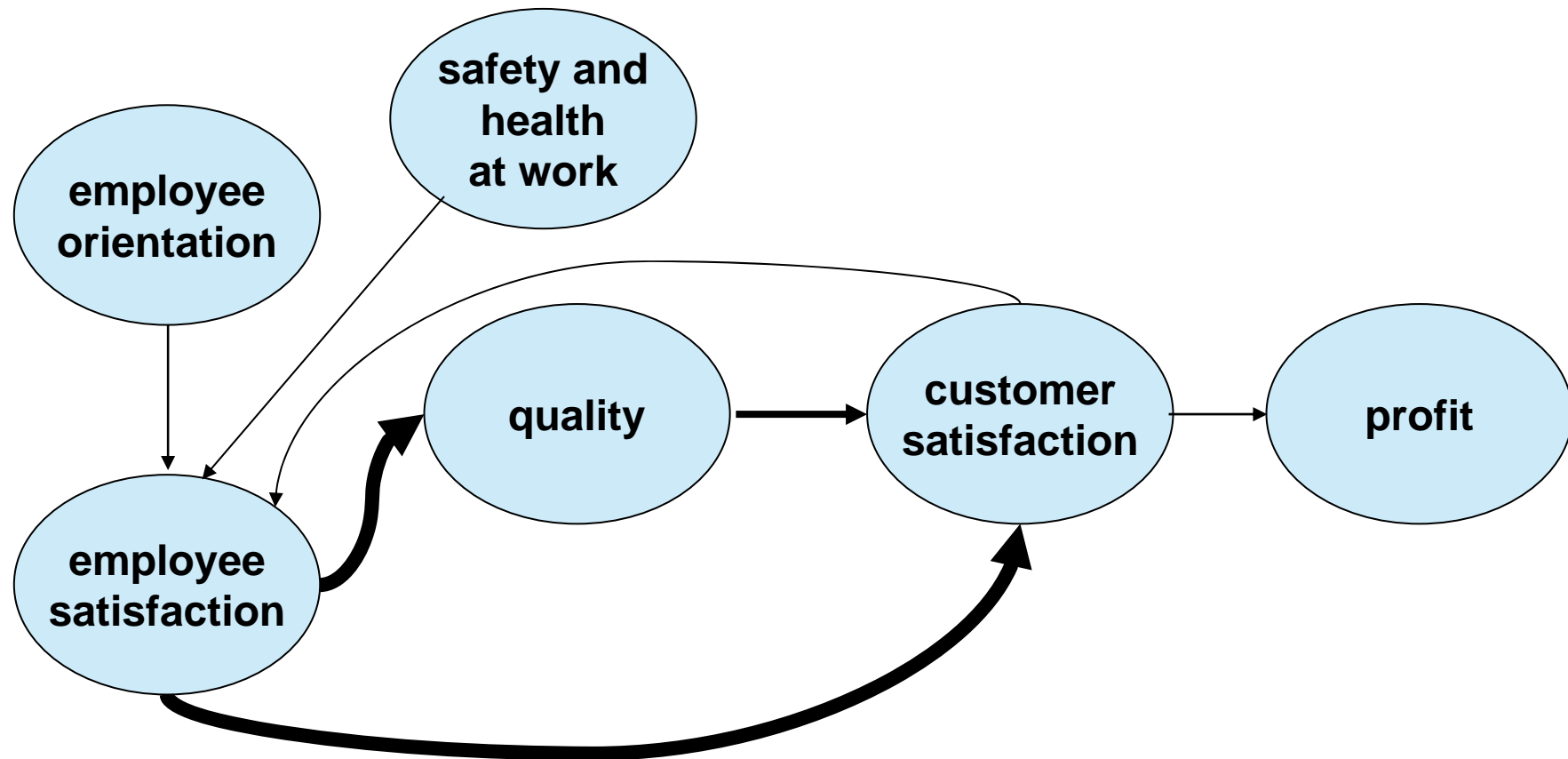
Influencing Factors on Occupational Safety and Health – Employees

voluntary social benefits => social benefits exceeding the standard statutory level (e.g. company kindergarten or fitness room) => increased employee motivation

- ✓ increased well-being
- ✓ motivation correlates significantly with productivity



Motivation and Productivity



following Hoffmann, K. and Koop, B.

Influencing Factors on Occupational Safety and Health – Employees

qualification => better knowledge of production and processes => reduction of stoppages => increased employee satisfaction => more soft skills of executives

- ✓ reduced accident potential
- ✓ increase in well-being
- ✓ motivation correlates significantly with productivity





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Conclusion

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Conclusion 1/2

Occupational health and safety in total is nothing else than an implemented OSH management system. A system like the OSH management system, is only a helpful structure to implement the rules and necessary processes in the company. An OSH management system is not just a system like the ILO guide or OHSAS-18001.

- This OSH management system can be very good, if it includes all relevant aspects mentioned before.
- This OSH management system is not helpful, if it is not a system including all relevant aspects.
- So we can find a different status of the implementation in the companies on a wide range.
- A certificate can be helpful; it is not obligatory.

Conclusion 2/2



A good OSH management system does work. The benefit is much higher than the costs. For Germany the research project “Quality in Prevention” comes to the result of 1.6 Euro to 1 Euro.

This is not a total value, but a helpful relation for further discussions about prevention in the enterprise.



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Thank you very much for your attention!

**For further questions about this presentation please mail to
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