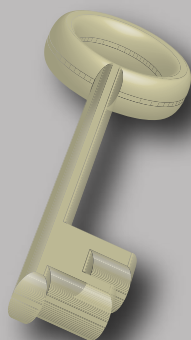
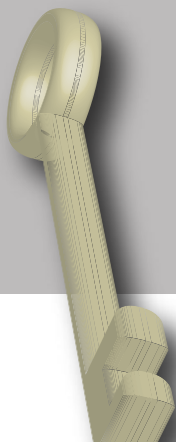


Acting positively for more safety and health at work is giving added value to the most precious capital of the small enterprise: its human capital.

The promoters of these recommendations welcome your suggestions and comments in order to create a platform for the exchange of information and experiences on the topic!

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**L'Assurance
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AUVA
www.auva.at

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ISPESL
Istituto per la Prevenzione
e Sicurezza del Lavoro
www.ispesl.it

prevent
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IAPA
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www.iapa.ca

inrs
Institut National de Recherche et de Sécurité
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Health and Safety in Small Enterprises The Keys to Success



Ten recommendations
to make a company successful....

Successful companies around the world that are productive and look after the safety and health of their workers follow certain principles. Regardless of the type of work, the culture or country, these principles of good practice are universal “keys to success”.

These principles are inspired by the values and experience of experts from different countries in prevention of occupational risks who work with enterprises every day. These keys do not increase the load of labour law provisions to follow but support an intelligent application.

The good practice principles are applicable to all organisations / companies irrespective of the country, the culture, the type of work or the working contract.

Visible commitment of the owner / manager is an essential condition for development of a health and safety culture within a company.

To encourage and train employees to adopt responsible attitudes and behaviours, the owner / manager must set an example and be actively involved in “walking the talk”.

Health and safety is everyone’s business. Involving company leaders / decision makers provides the best chance for success.

Engaging everyone from the owner / manager to those on the plant / shop floor in the development of workplace injury and illness prevention measures helps to ensure that these practices will be accepted by those who must use them.

Decent hygiene and good working conditions are cost-effective investments.

Respecting employees by providing them decent working conditions leads to greater motivation and improved individual and organizational performance.

Information and training on workplace hazards and risks is essential for creating a safe and healthy workplace.

Being able to identify hazards in their workplace will prevent risky and dangerous behaviour in employees. In addition, if employees can identify hazards, they can inform management of those hazards so they can be controlled. Training can include on-the-job training as well as courses that are part of a professional designation.

Internal communication is part of effective prevention; to disseminate information well is essential for improving workplace health and safety.

Involving all workers by disseminating information about hazards and risks and ways to prevent them must be a priority for the owner / manager. Creating a spirit of cooperation that promotes information exchange is essential for improving working conditions.

All incidents should be discussed, analyzed and reviewed in order to improve prevention practices in the workplace.

Workplace incidents are not about finding someone to blame. It is important that a company learns from a workplace incident in order to prevent it from happening again.

Using comprehensive, integrated protection is always more effective than just the use of personal protective equipment.

Personal protective equipment is not the only method for preventing injury or illness nor is it usually sufficient. More efficient solutions eliminating or reducing a hazard / risk, along with implementing integrated safety and health measures, come before personal protective equipment.

1 Preventing occupational injuries and diseases improves not only the performance of individual workers but also the competitiveness of a company.

An occupational injury or illness is always more costly to a company than prevention. For instance, we often forget that an injury may result in taking time to recruit and train a replacement, the loss of production, and the lowering of morale. Investments in risk prevention are actually less costly.

The absence of a workplace incident does not mean that there is no risk or danger and it is far better to be preventive than reactive.

2 Identifying possible causes of an injury or illness and developing action plans for prevention are fundamental elements of not only a good health and safety program but also are an indication of good management within a company.



10 In the field of occupational health and safety the owner / manager must also keep abreast of the changes in legislation and in prevention practices.

Using external sources of information and the dialogue with experts in prevention of occupational risks are clever choices.