

The Role of OSH Committees in the Promotion of OSH

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Menu...

- Legal Basis for OSH Committees
- Functions of OSH Committees
- The Power of OSH Committees
- Characteristics of effective health and safety committees
- The Future of OSH Committees
- Conclusions
- Recommendations

1: Legal Basis for OSH Committees



1: The Occupational Safety and Health Act, 2007

- 9.(1) Every occupier shall establish a safety and health committee at the workplace in accordance with regulations prescribed by the Minister if—
 - (a) there are twenty or more persons employed at the workplace; or
 - (b) the Director directs the establishment of such a committee at any other workplace.



1: The Occupational Safety and Health Act, 2007

- 9(3) An occupier **SHALL NOT PENALISE** an employee who is a member of a work place safety and health committee for doing anything in furtherance of the object of this section.
- (4) An occupier who contravenes the provisions of subsection (1) commits an offence.



2: The Factories and Other Places of Work (Safety and Health Committees) Rules, 2004

- 4(2): 50:50 representation(Management & Workers)
- 4(3): Appointment of Competent Person to be in charge of OSH,
- 7(7): Co-option of experts, other persons



2: The Factories and Other Places of Work (Safety and Health Committees) Rules, 2004

- 9: Occupier to provide information, training and reference materials to the committee
- 10: Appointment of Safety & Health advisors who audit and
- 11(2): (2) advise the occupier and the members on matters relating to occupational health and safety arising from the audit

“Safety is everybody’s business”



Employers



Employees



Government

THE KEY QUESTIONS

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**Q1: Do all workers at
all levels have:**

1) the right to know ?

Q2: Do all workers at all levels have:

2) the right to participate?

Q3: Do all workers at all levels have:

3) the right to deny hazardous work?

Q4: Do all workers at all levels have:

4) the right to be free of reprisals?

**Q5: Do all workers at all
levels have:**

**5) opportunity to exercise
their rights?**


Q1: Do all workers at all levels have:

- 1) the right to know ?**
- 2) the right to participate?**
- 3) the right to deny hazardous work?**
- 4) the right to be free of reprisals?**
- and 5) are those rights exercised?**

“The fundamental way of knowing about one’s work environment is communal, **in conversation with other workers. Knowing and learning in the workplace is a communal act. The effective working of our [joint] health and safety committees requires many eyes and ears, many observations and experiences; and a continual cycle of discussion, disagreement and consensus about what has been seen and felt, such as nausea, dizziness, headaches, menstrual problems, irritations of all sorts and what this all means. The scientific method and experts can explain a great deal about the physical pollutants in the workplace, but not the meaning of things. Workers are the best instruments for experiencing their work environment, and only they can judge the meaning of their experience” (ILO,1997)**




1: The Functions of OSH COMMITTEES




F1: establish a schedule of inspection of the workplace for each calendar year;

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-




F2: conduct safety and health inspections at least once in every three months;

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-




F3: inspect, investigate and make recommendations to the occupier immediately any accident or dangerous occurrence takes place;


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-




F4: identify occupational hazards and cases of ill-health among workers at the workplace and make appropriate recommendations to the occupier




F5: compile statistics of accidents, dangerous occurrences and cases of ill-health as primary data for providing remedial measures, planning and allocation of resources.




F6:) investigate complaints relating to workers' health, safety and welfare at the workplace and make representations to the occupier on their findings;




F7: advise on the adequacy or otherwise of safety and health measures for particular hazardous work or activities;




F8: establish effective communication channels on matters of health and safety between the management and the workers;



F9: organize such contests or activities necessary for achieving the fulfilment of the mandate of the Committee;



F10: conduct seminars and workers' education programmes and provide information for safety, health and welfare at the workplace;



F11:) carry out any other functions necessary for the promotion of a safe and healthy working environment;



2: The Power of OSH Committees

- ..



P1: Influence and establish Policy.....

- clear health and safety objectives;
- Involve senior management

Expectations from Committees fulfilled


- 85% - Management
- 83% - Workers (Sang, 2010)

Composition of OSH Committees

- 35% -
Management/Supervisors
- Dominated by learned
personnel


Decision-Making

- 100%- Contribute to decision making
 - 60% - giving views
 - 32% - Influencing rules and policy (Sang, 2010)




P2: establish and maintain control of safety.....

- promote co-operation within the workforce;
- Promote effective communication on health and safety
- secure competence;



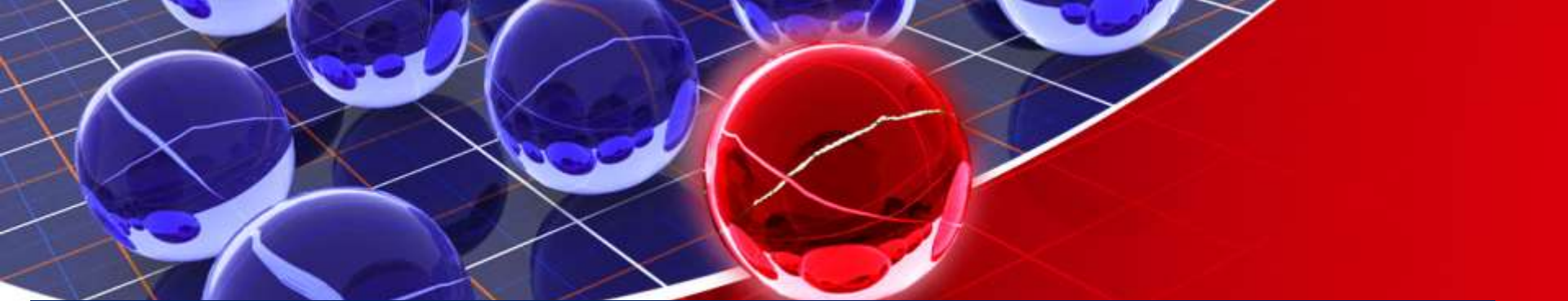
**Fewer accidents,
fewer complaints and
fewer citations....**

(Sang 2010; Reilly et al.,1995)



Committees yield substantial benefits in terms of reduced workplace injuries and diseases and greater compliance with health and safety regulations

(Bryce and Manga, 1985;Lewchuk et al., 1996;Shannon, 2000;Milgate et al., 2002;Gunningham, 2008;Geldart et al., 2010)



management commitment
is associated with lower
compensation rates and
injury rates

(Morse, et. al., 2013; Geldart et. al., 2010; Shannon et. al. 1997).



P3: to Plan and implement.....

- planning for safety and health;
- hazard and risk assessment
- policies, plans and procedures

P4: to help in accurate performance measurements.....

- effective active systems of performance measurement which monitor the achievement of plans;
- adequate reactive systems to monitor accidents, ill health and incidents

P5: To audit and review performance

- rules require the health and safety advisor to advise the occupier and the members of the Committee on matters relating to occupational health and safety arising from the audit report

4: Characteristics of effective health and safety committees

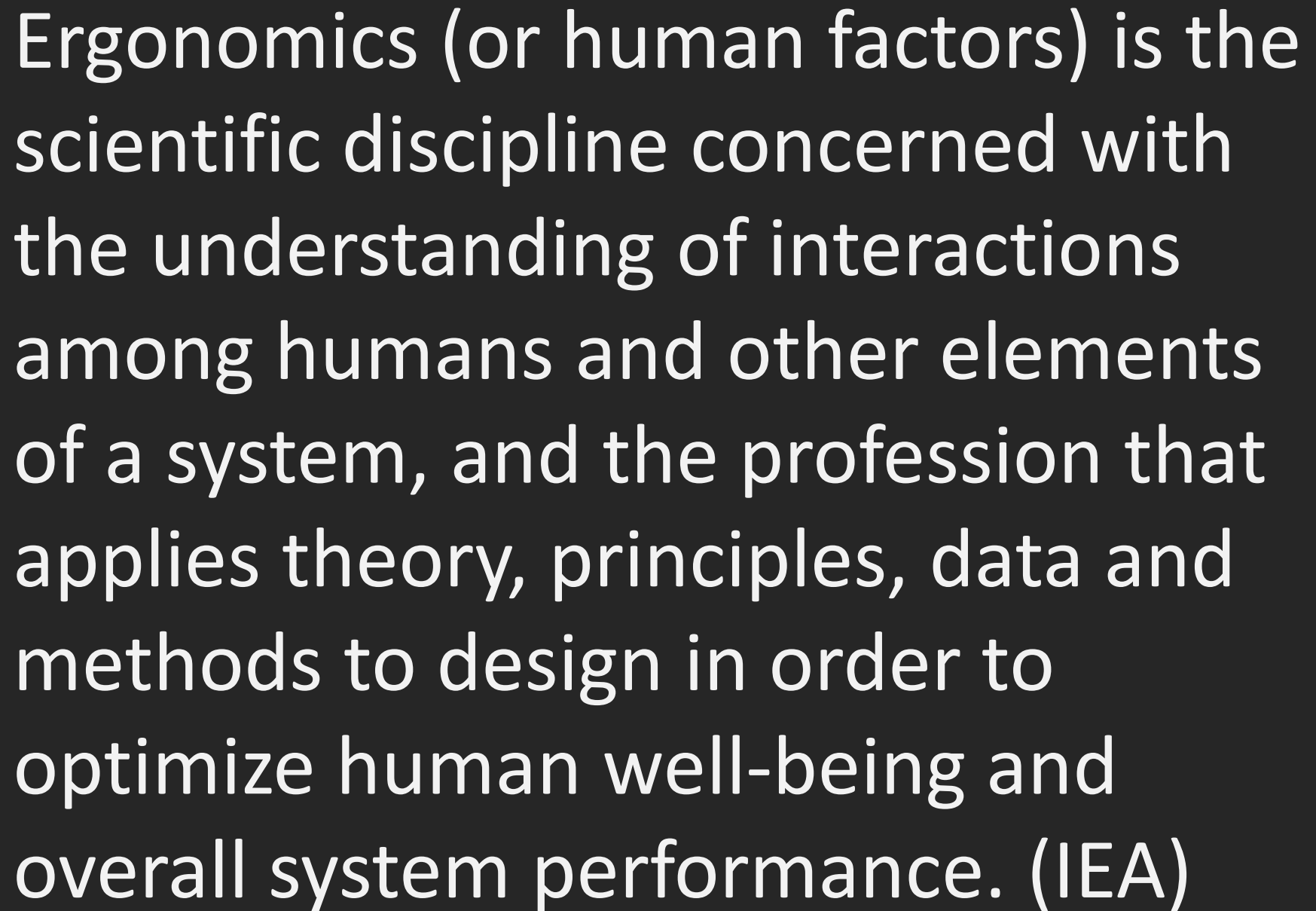


C1: Higher speed to correct action items



C2: Focus on ergonomics

.Ergonomics (or human factors) is the scientific discipline concerned with the understanding of interactions among humans and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimize human well-being and overall system performance.




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- ‘Ergonomics helps harmonize things that interact with people in terms of people’s needs, abilities and limitations’.

- 
- ‘Ergonomics and human factors will be more important in the postmodern era than when it was first introduced in the nineteenth century.’ (IEA)



C3: Planning for safety training

- Training alone has been cited as the most effective in creating safe workplaces



C4: Effective Communications and worker involvement

- 98% of human problems result from poor communication.



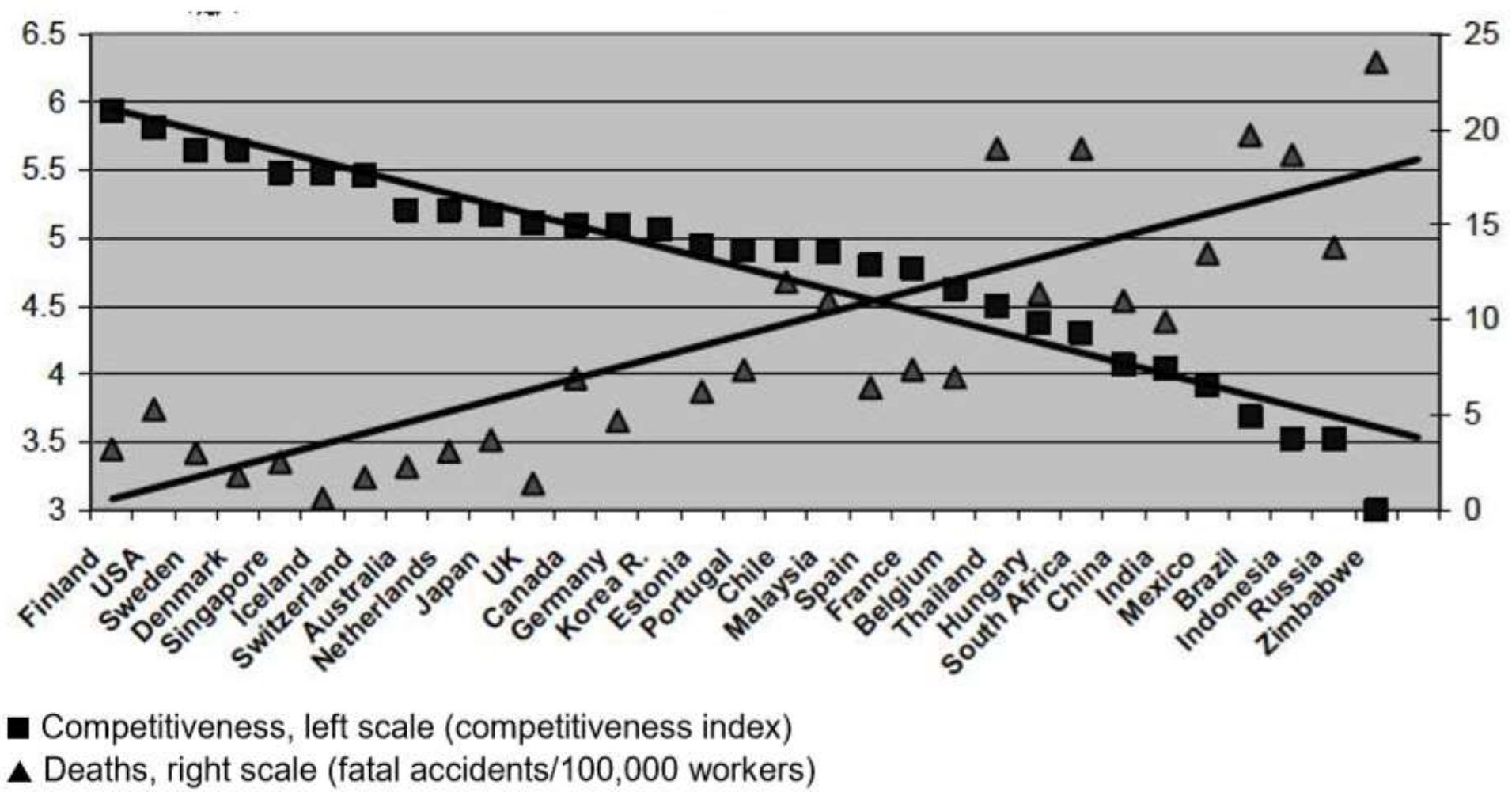
The Future of OSH Committees



1: Invest in data and statistics

- for providing remedial measures, planning and allocation of resources.

Figure 3 - Correlation between competitiveness and the incidence of accidents at work





2: Code of conduct on OSH

- TO spearhead ethical conduct of organization and good governance.



3: Summon persons on OSH matters

- TO position OSH as the driver of profits and loss control.



1USD INVESTMENT HAS RETURN ON INVESTMENT OF 4USD

- BENEFITS BEAT COSTS



C3: planning for safety training



C4: effective Communications and worker involvement



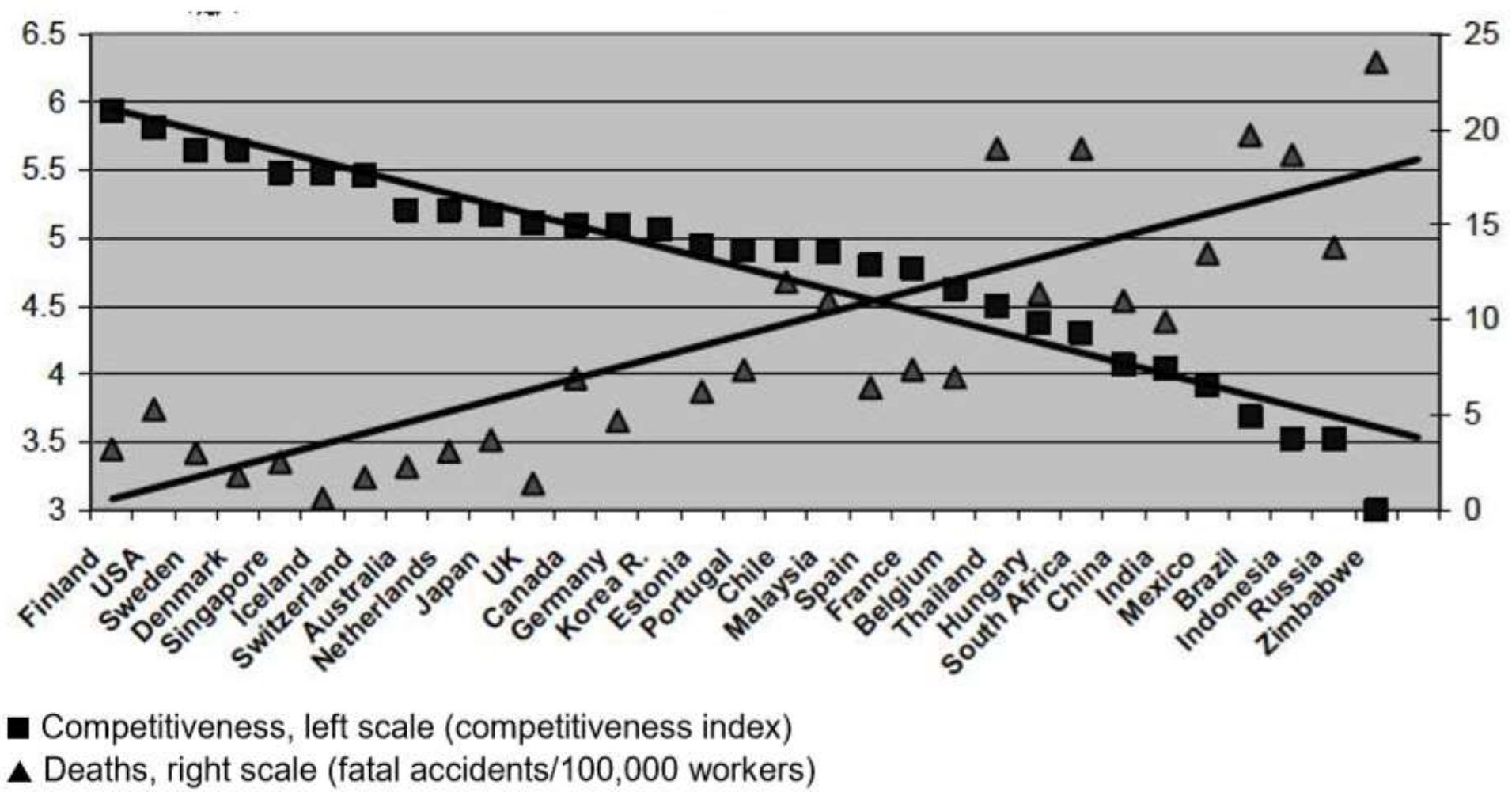
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Conclusions

- **POWER AND AUTHORITY TO MAKE WORKPLACES SAFE AND WORKERS HEALTHY IN THE HANDS OF COMMITTEE MEMBERS**
- **HOW THEY EXERCISE THE POWER WILL INFLUENCE INVESTMENT IN OSH**