

BASIC INFORMATION ABOUT OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHSMS)

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Abstract

For many companies is Occupational Health and Safety Management System (OHSMS) necessary a part of their management strategy to address changing legislation and protect their employees. An OHSMS promotes a safe and healthy work environment by providing a framework that allows company to consistently identify and control its health and safety risks, reduce the potential of accident uprising, ensure legislative compliance, as reflected on increased performance of employees. The main goal of this article is show as the advantages and possibilities of application OH&S management system.

OHSAS 18001 is the internationally recognized assessment specification for Occupational health and safety management systems.

OHSAS 18001 has been designed to be compatible with ISO 9001 and ISO 14001, to help companies meet their health and safety obligations in an efficient manner.

Key words

OHSAS 18001, occupational health and safety management system, occupational health and safety

Introduction

To ensure the continued prosperity of the company, it is important to implement the control mechanism to ensure proper functioning of the business entity. Generally the principle is, that only 15 % of the problems should be left to the employee's solution and 85 % should be secured by the management system. As well as in other areas of corporation management, in the area of Health and Safety at work it is necessary to implement an effective management system.

Implements OH&S management system

Safety and work protection, as defined by Labour Code, is created by the elements that are required by the legislation of SR (in particular Law No. 124/2006 Coll. on the Occupational Health and Safety at work as amended). The Act specifies the particular required elements, which has to be implemented by the company, but does not determine mandatory procedures, how to finalize demanded status. Implementation of the management system is an efficient tool how to implement the required elements into the in the company. Integrate and determine follow-up action to ensure OH&S behaviour in the organization in accordance with legislative requirements. System management is one of the tools for strategic planning in the organization [1].

OHSAS 18001:2007 is an international occupational health and safety management system specification that empowers an organization to control its OH&S risks and improve its performance. It is comprised of two parts, OHSAS 18001 and OHSAS 18002. They were developed in response to the widespread demand for a recognized standard against which to be certified and assessed. The situation arose mainly due to the proliferation of certifiable OH&S specifications. Some of the foremost national standards organizations, certification bodies, and specialist consultants oversaw the effort. The end product, OHSAS 18001:2007 is based on existing standards like BS 8800 and Management Regulations 1992. By defining the OH&S management system, resulting from the importance of human resources for development of organization, i.e., no enterprise body can be long term successful, if it does not care about it is employees, their health and safety at work, complying work environment and work conditions. By taking care of the OH&S, organization reduces the possibility of work accidents and their adverse economic and human impacts, on the other hand, creates the conditions for higher involvement of employees, which is reflected in higher productivity and quality of work. Health and safety at work is relatively complicated mechanism based on a several laws, interferes with various fields of science. Also the requirements on management organization appear from that. The establishment of specialized management system and its subsequent certification is not necessary always and for all of the organizations, although systematic management of OH&S is a legal requirement [2].

The costs to create conditions for OH&S include one-off costs to implement the various elements ensuring health and safety at work and the costs for their maintenance (recurrent costs). In particular:

- investment costs for new productive and non-productive equipment or building modifications, adaptations of existing facilities,
- costs for organizational provision for implementation of measures, safety technical service, work medical service, trainings, procurement of personal protective equipment, safety marking,
- overheads (e.g. for putting equipment into operation, internal audits),
- operating costs (for operation, inspection and maintenance of equipment, charges for energy, raw material costs ...),
- other mandatory costs (e.g. fees) [4].

One of the benefits of OH&S management system is the fact that all legislative requirements will be met and their implementation will be ensured by a control mechanism, their efficiency will increase, defining of processes, identification of critical points, prevention, records, training, motivation, opportunities for continuous improvement.

Depending on the human factor, possible formal perception of the system by employees and management, financial and personnel burden in the first phase of implementing a system could be a disadvantage, whereby we can say, that the cost depends on the current status of OH&S in a particular company. It is influenced by the focus of economic activity and company size. It depends on the attitude of the employer to create conditions for OH&S, i.e. if consider sufficient to ensure basic minimum of requirements valid to this area, or decide to go beyond them [3].

Basic OH&S management systems used in the EU and WORLDWIDE

Further you can find the best known used and certified specific OH&S management systems including BS 8800, the ILO - OSH 2001, OHSAS 18001. In the Chart No. 1 there is a basic characteristic of above mentioned management systems:

BASIC OH&S MANAGEMENT SYSTEMS USED IN THE EU AND WORLDWIDE [1, 4, 5, 6]

Chart 1

System marking	System description
BS 8800: 2004 <i>Guideline for management systems of health and safety at work</i>	The whole algorithm starts by screening the actual status , which map out the possibilities, resources and company needs, and on the basis of an inspection results defines corporate policy. In the second round is the policy modified on the basis of audit results.
ILO–OSH: 2001 Guidelines for management systems of health and safety at work	This model was produced by the ILO (ILO) as a response to the lack of international standard in the OH&S area. Results from Demingov model which incorporates various elements of management: politic, organizing, planning and implementation, evaluation, countermeasures for improvement and for the feedback to formulate a better concept of OH&S policy. This directive stresses a higher employee’s participation on the OH&S management.
STN OHSAS 18001: 2008 Management system of health and safety at work	STN International standard OHSAS 18001: 2008 specifies requirements on OSH management system in organizations. It results from and it’s Slovak version of revised legislative recommendations of British Standards Institute BSi OHSAS 18001:2007. The particular stages of PDCA correspond with the following STN OHSAS 18001 elements. P – plan –planning 4.3.1 Identification, risks, risk assessment and management determining. 4.3.2 Legal and other requirements. 4.3.3 Target and programs. D – do–realization 4.4.1 Sources, tasks, responsibility, duty and competence. 4.4.2 Professional qualification, training and awareness. 4.4.3 Communication, participation and consultation. 4.4.4 Consultation. 4.4.5 Documentation management. 4.4.6 Operation management. 4.4.7 Emergency preparedness and response C – check - screening 4.5.1 Operational measures and monitoring. 4.5.2 Conformity assessment. 4.5.3Investigation of incidents, non-compliance, corrective and preventive measures. 4.5.4 Records management 4.5.5 Internal audit. A –act– evaluation 4.6 Review by management.

In the new standard (not specification as heretofore) OHSAS 18001:2008 (Picture 1) are included several important changes, resulting from the experiences of OHSAS 18001:1999 specification which was used in over 80 countries worldwide.



Fig. 1. OH&S Management system structure according to OHSAS 18001:2008 [7]

Text of standard, unlike the specification is structured to be compatible with the standards of Quality management system EN ISO 9001:2008 and in particular Environmental management system EN ISO 14001:2004, which will enable a smooth implementation of an Integrated management system - quality, environment and safety (Fig. 2).

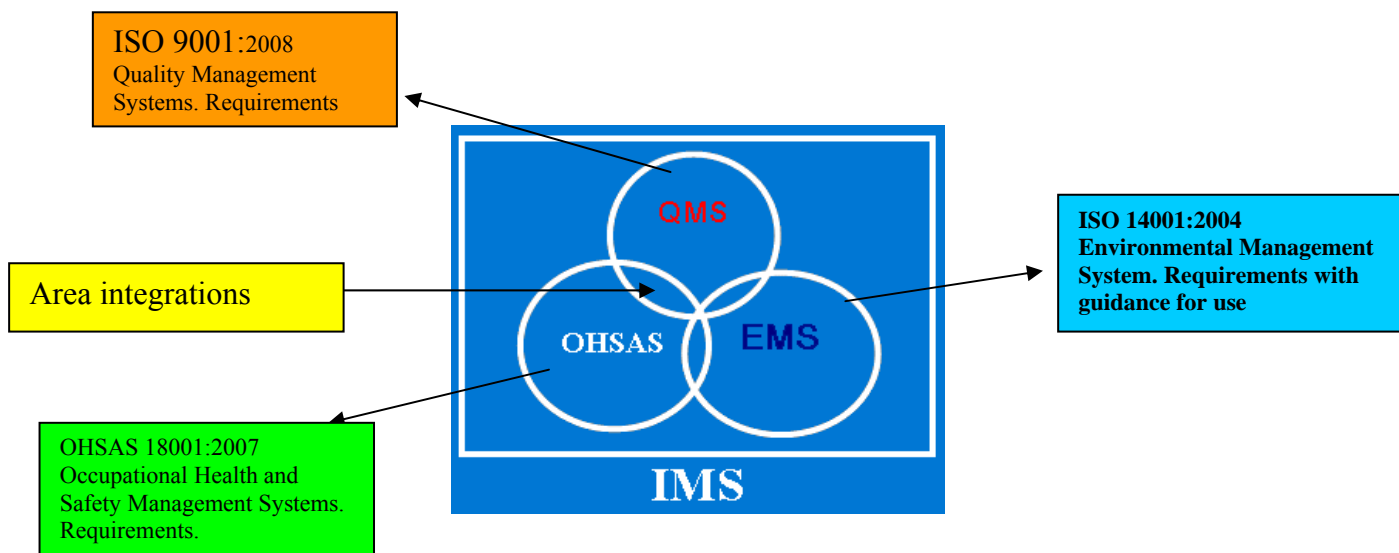


Fig. 2. Integrated management system [8]

Safe Enterprise

System called Safe enterprise is the Slovak system for OH&S management. It originated as a response to the ILO's call for Member States, to elaborate on the basis of an international directive, a nationwide (National) directive on OH&S management system, taking into account national legislation and traditions. ILO also calls on Member States to establish an institution responsible for promoting and enforcement of OH&S management systems implementation in the organizations. Such an institution will be authorized to approve the sectoral directives. Enforcement of OH&S management systems in corporate practice is part of a national policy on OH&S. In SR is such an institution National Inspection Office of Labour. In the "Safe Enterprise" may involve an employer or entity in special cases, the branch with a permanent seat in the Slovak Republic. The program is primarily intended for medium and small enterprises [9].

Conclusion

OH&S management systems are part of the senior management activities in the companies. They are also an integral part of the integrated management systems in an organization based on quality management systems, environmental management systems and OH&S management systems or the risk management systems more used worldwide. Enterprises must be aware of not only the financial costs associated with the implementation of these systems, but also other benefits of proper management of health and safety. Studies clearly show, that effective integrated management of health and safety at work is closely linked with excellent business and profitability.

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