OSH Professionals' Role in Protecting Workers from Health Hazards. "Reference to ILO-OSH 2001 Guidelines and ISO 45001:2018 Principles".

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3rd December, 2022
OSH-Pro Conference 2022

BRIEF ABOUT THE PRESENTER

❑ **David Ongesa;** Msc Env. Sci **(KU)**, Bsc Env. Sci with IT **(Maseno)**, **NEBOSH** IDip , **NEBOSH** Oil & Gas, **NEBOSH** PSM and **NEBOSH** IGC, MEWPs Certifications for Managers & Supervisors **(IPAF),** **ISO 9001:2015, ISO 14001:2015** and **ISO 45001:2018** Certified.

❑ **QHSE Experience;** 13 Years QHSE Experience in Manufacturing, Oil & Gas, Energy, Logistics, Chemical, Mining, Large Infrastructures & Construction Sectors.

❑ **Current President and Secretary to the Council;** Workplace Safety Professionals Association of Kenya

❑ **Regional Head of HSE,** Kansai Plascon East Africa (Kenya, Uganda and Tanzania).

INTRODUCTION

❑ Workers can be exposed to a variety of Health Hazards ranging from Chemical, Physical or Biological factors in our environment which can ultimately impose negative Acute or Chronic impacts to their health.

❑ **Exposure to these hazards can occur through:**

✓ Touch / Body Contact

✓ Inhalation

✓ Ingestion.

CONT……

- ❑ Occupational risks such as Injuries, Noise, Carcinogenic agents, Airborne particles and Ergonomic risks account for a substantial part of the burden of Chronic diseases: 37% of all cases of back pain, 16% of hearing loss, 13% of chronic obstructive pulmonary disease, 11% of asthma, 8% of injuries, 9% of lung cancer, 2% of leukemia and 8% of depression (WHO, 2017).

- ❑ About 12.2 million people, mostly in developing countries, die annually from non-communicable diseases while still of active working age.

- ❑ Work-Related health problems also result in an economic loss of 4–6% of GDP for most Countries (WHO, 2017).

- ❖ **Occupational Safety and Health Professionals therefore have a vital role in protecting workers from health hazards.**
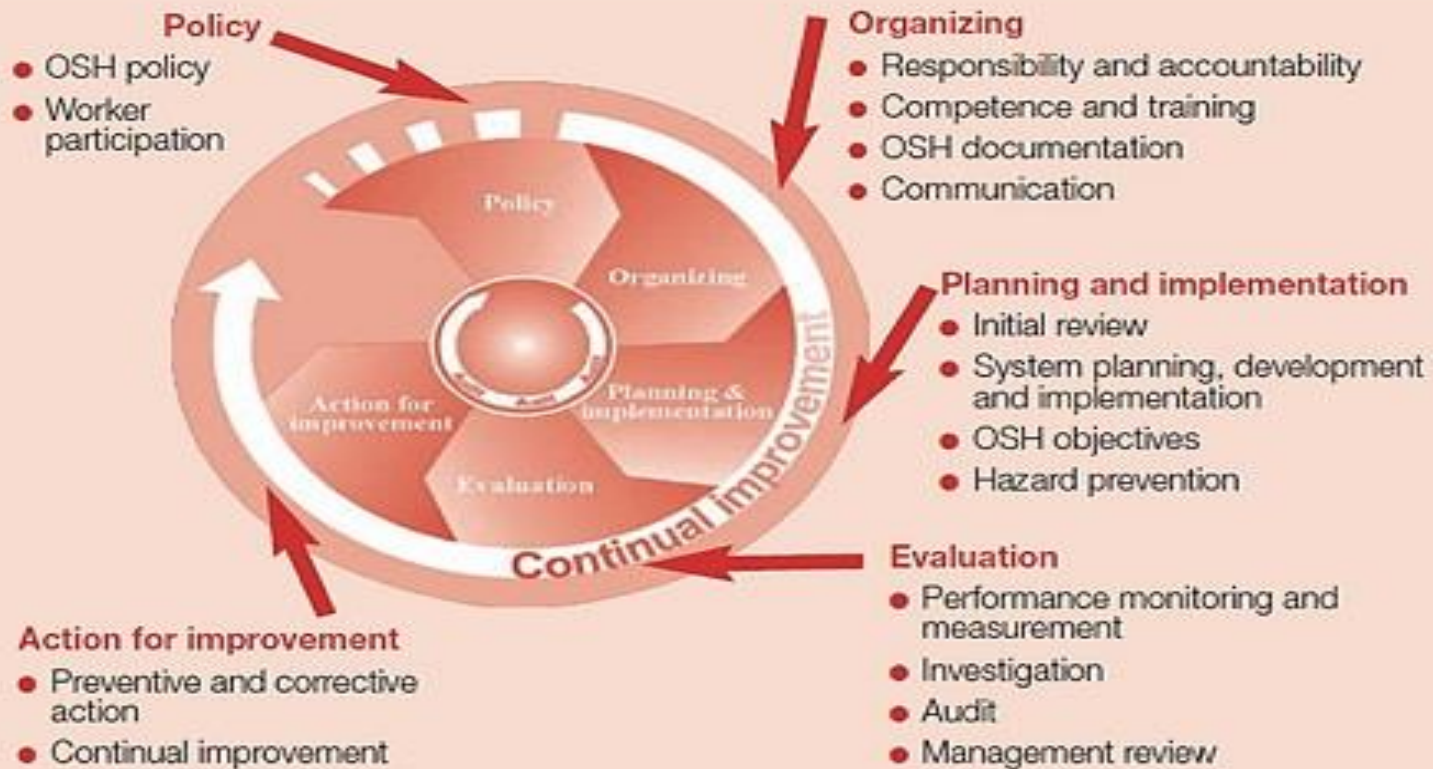
MATERIALS AND METHODS APPROACH

❑ Literature Review and Desktop Studies with main reference to ILO-OSH 2001 Guidelines and ISO 45001:2018 principles was the main method of information gathering before critical analysis, summary and presentation.

❑ This research paper summarizes the roles of Occupational Safety and Heath Professionals in protecting workers from health hazards in line with ILO-OSH 2001 Guidelines and ISO 45001:2018 principles.

❑ These include OSH Professionals' Roles in both Proactive and Reactive Health and Safety Management Systems.

OSH Professionals' Roles in Protecting Workers from Health Hazards "Reference to ILO-OSH 2001 Guidelines and ISO 45001:2018 Principles".

OSH Professionals should push for the Integration of OSH Management System elements as an important component of overall policy and management arrangements in the workplaces.

Main elements of the OSH management system

Policy
- OSH policy
- Worker participation

Organizing
- Responsibility and accountability
- Competence and training
- OSH documentation
- Communication

Planning and implementation
- Initial review
- System planning, development and implementation
- OSH objectives
- Hazard prevention

Evaluation
- Performance monitoring and measurement
- Investigation
- Audit
- Management review

Action for improvement
- Preventive and corrective action
- Continual improvement

Occupational Safety and Health (OSH)Policy

- ❑ **OSH Professionals should assist their employer to set out in writing an OSH policy to which they are committed and which is communicated to all workers.**
- ✓ *This should be done in consultation with workers and their representatives.*
- ✓ *The OSH Policy should include a commitment to eliminate hazards and reduce Occupational Health and Safety risks*
- ✓ *The OHS Policy should include a commitment to continual improvement of the OH & S Management System*
- ✓ *To firmly endorse the implementation of OSH Policy for effectiveness, it should be signed by senior most top management representative in an organization (CEO / MD)*

Organizing

❑ **Responsibility and Accountability**

✓ OSH Professionals as internal advisors and coordinators should assist the employer and senior management in allocating responsibility, accountability and authority for the development, implementation and performance of the OSH management system and the achievement of the relevant OSH objectives.

❑ **Competence and Training**

✓ Upon comprehensive occupational health risk assessment, the OSH Professional should identify Competence and Training gaps based on work-related hazards and risks

✓ This will help in developing OSH Training Plan & Training Matrix necessary to bridge competency gaps

✓ Trainings should be provided to all participants at no cost and should take place during working hours

Organizing Cont….

❑ **OHSMS Documentation**

✓ According to the size and nature of activity of the organization, the OSH management system documentation should be established and provided to all members of the organization so that management and workers fully comprehend their respective duties and responsibilities and how OSH is managed in the organization.

✓ OSH Professionals have a critical role in maintaining these OHSMS documentation including policies, procedures, inspection reports, audit reports, forms, checklists etc. designed to protect workers health

❑ **Communication**

✓ OSH Professionals should ensure internal communication of OSH information between relevant levels and functions of the organization.

✓ This is to ensure measures to protect workers occupational health is well understood, actioned and complied with.

Planning and Implementation

❑ **Initial review**

✓ OSH Professionals should conduct organization's existing OSHMS gap and analysis & review to determine whatever gaps exists.

✓ Where no OSHMS exists, or if the organization is newly established, the initial review should serve as a basis for establishing an OSHMS.

✓ This can be done through desktop review and statistical comparative analysis.

❑ **System planning, development and implementation**

The purpose of planning should be to create an OSHMS that supports:

✓ Compliance with national laws and regulations

✓ Elements of the organization's OSH management system

✓ Continual improvement in OSH performance.

Planning and Implementation Cont……
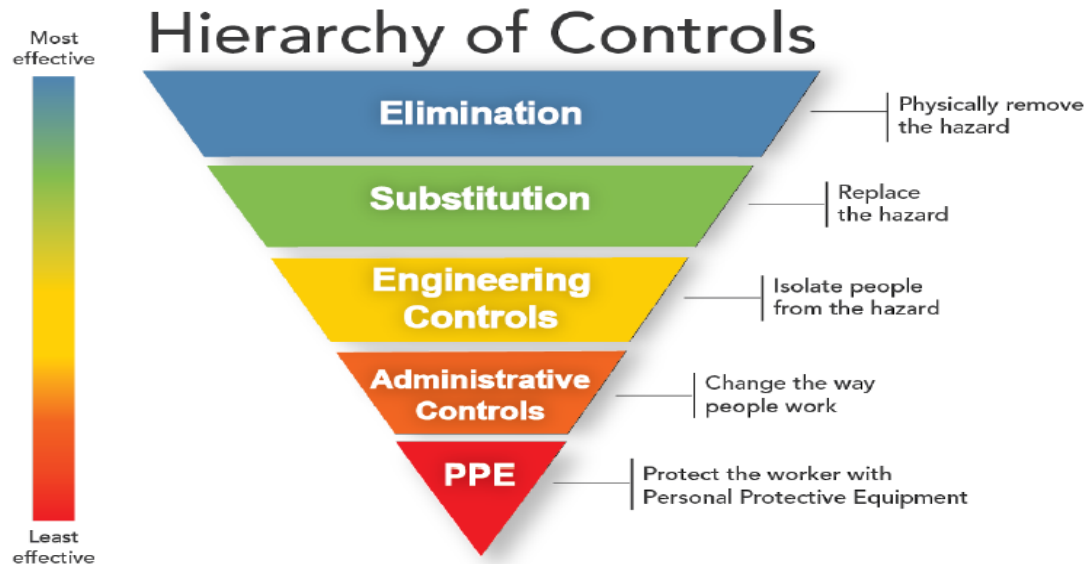
❑ **Occupational Safety and Health (OSH) Objectives**

OSH Professionals should coordinate the development of OSH Objectives consistent with the OSH policy and based on the initial or subsequent reviews, measurable OSH objectives should be established, which are:

✓ Specific to the organization, and appropriate to and according to its size and nature of activity;

✓ Consistent with the relevant and applicable national laws and regulations, and the technical and business obligations of the organization with regard to OSH;

✓ Focused towards continually improving workers' OSH protection to achieve the best OSH performance;

✓ Realistic and achievable;

✓ Documented, and communicated to all relevant functions and levels of the organization; and Periodically evaluated and if necessary updated.

Planning and Implementation Cont……

- ❑ **Hazard prevention**
- ✓ OSH Professionals should lobby with their employers to ensure hazard prevention is a approached via the 5-Step Hierarchy of Controls;
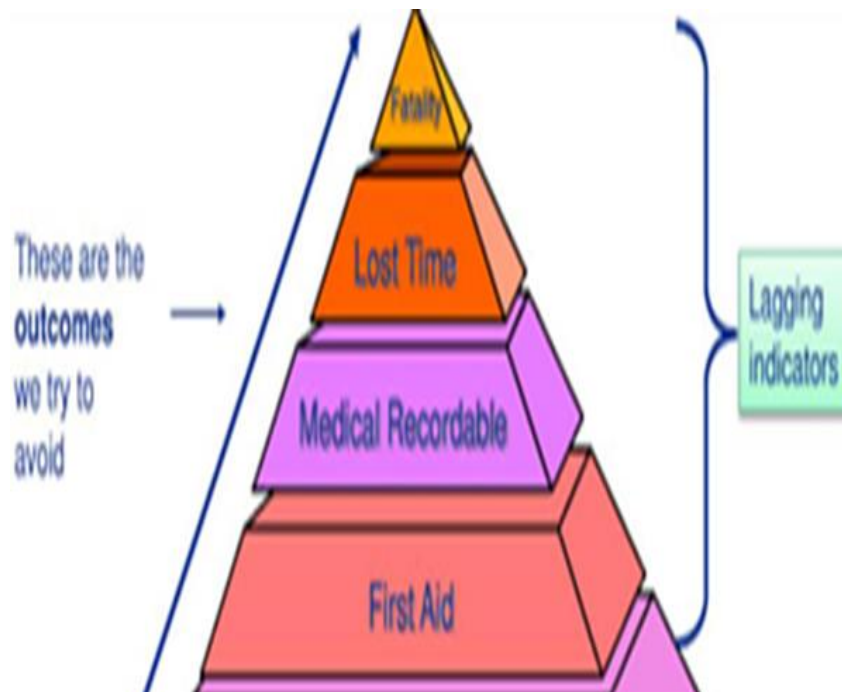

Hierarchy of Controls

Most effective

- **Elimination** — Physically remove the hazard
- **Substitution** — Replace the hazard
- **Engineering Controls** — Isolate people from the hazard
- **Administrative Controls** — Change the way people work
- **PPE** — Protect the worker with Personal Protective Equipment

Least effective

Hierarchy of Risk Controls as per ISO 45001:2018

Planning and Implementation Cont……

- **Leading (Proactive) Indicators Influence future OSH performance**

- Near misses
- Behavioral observations
- Training records
- Department safety meetings
- Employee-perception surveys
- Trainee scores on post-training quizzes
- Preventive-maintenance programs

Planning and Implementation Cont……

❑ **OSH Lagging (Reactive) Indicators analyze past performance**

Other Planning and Implementation Elements

- ❑ **Management of change**
  - ✓ OSH Professionals should ensure OSH of internal change and external change are evaluated and appropriate preventive steps taken prior to the introduction of changes.

- ❑ **Emergency Prevention, Preparedness and Response**
  - ✓ OSH Professionals should also ensure Emergency Prevention, Preparedness and Response arrangements are established and maintained.

- ❑ **Procurement**
  - ✓ Procurement procedures in place should be established and maintained to ensure compliance with OSH requirements

- ❑ **Contracting**
  - ✓ OSH Professionals should ensure organization's safety and health requirements are applied to contractors and their workers.

Evaluation

❑ **Performance monitoring and measurement**

✓ OSH Professionals should ensure there exists procedures to monitor, measure and record OSH performance on a regular basis. These should be developed, established and periodically reviewed.

✓ Responsibility, accountability and authority for monitoring at different levels in the management structure should be allocated.

❑ **Investigation of work-related injuries, ill health, diseases and incidents, and their impact on safety and health performance**

✓ For Immediate, Underlying and Root Causes to prevent recurrence of any Occupational ill health and accident

❑ **Audit**

✓ OSH Professionals should ensure an audit policy and programme is in place in the organization which includes a designation of auditor competency, audit scope, frequency of audits, audit methodology & reporting.

Action for Improvement

❑ **Preventive and corrective action**

OSH Professionals should ensure arrangements are in place and maintained for preventive & corrective actions resulting from OSHMS performance monitoring and measurement, OSHMS audits and management reviews.

❑ **Continual improvement**

OSH Professionals should also ensure arrangements are established and maintained for the continual improvement of the relevant elements of the OSH management system and the system as a whole. These may include:

✓ New Technology

✓ New knowledge and understanding of OHS related issues

✓ OHS Best Practices

THE END

THANK YOU