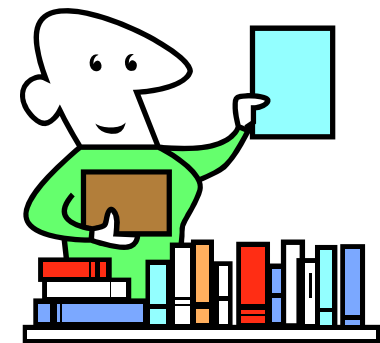**Workshop III**

CB implementation: communication, training and education

baua:

Key Questions

- **How do SME accept current CB tools to fulfil their legal duties in occupational safety and health?**

- **How can CB be part of training courses und university education?**

- **What are the best ways and target groups to promote CB?**

Operational analysis of Stoffenmanager
Henri Heussen, Arbo Unie, NL

Stoffenmanager: how (well) is it used?

– is the tool understandable and of practical value for the users?

– is there a match between the tool and the users?

– a quality check at user level i.e at the individual workplace.

Results:

– wide variation in user characteristics: job-title, experts & non-experts, size of companies: ~50% work at SMEs, 14% at small companies

  • Discussion on adding a focus in Insurance Agencies in user survey

  • 5 times more Safety Engineers than Industrial Hygienists, *most 'educated' users*

– all modules are used: module "risk assessment inhalation" = 73%

  • Need to increase the communication of available tools and their use

– users rate modules between "neutral" and "satisfied"

– reason not using a module: not aware of possibilities - *communication*

baua:

CB training for OSH professionals
Annette Wilmes, BAuA, DE

- Teaching unit for safety specialists and their trainers.

- Short Presentations in insurance and other institutions.
  - Off-the-job training: they learn *what to do*, but need '*when to use it'*
  - *They need the toolbox, multidisciplinary as well as easy to complex*

- CB Tools essential for safety specialists – EMKG wheel & card
  - Easy, systematic approach - Outcomes important for use

- Training of safety specialists and promotion at trade fairs.
  - Feedback: online availability for storing and access of data

- Training presentation and examples for EMKG applications on our website. Need understanding of EMKG for questions.

- 2014: EMKG 3.0 & a new train-the-trainer concept.
 - Integration of a tool for explosion risks

baua:

GIZ Chemicals Management Guide
Alberto Camacho, GIZ, DE
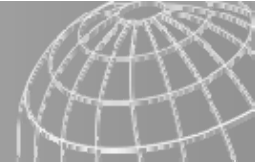
Our aim is to provide support in addressing challenges regarding:

1. Ensuring/improving efficient use of chemicals

   * If you control chemicals, you save money (…also reduce exposures)

2. Managing the risks to the environment, health and safety

   * Need environmental CB to protect public in long term

3. Considering reduction of production costs

   * Control hazards: Health, Physical, Environmental

4. Integrating new concepts like Non-product output (NPOs), Control banding and Work Safety into existing management structures, particularly of SME: **Mosquito consultants!**

5. Helping companies to meet social and environmental standards: Outcome of using CB to teach assessment needs

6. Facilitating the ISO certification process for companies

Practical Chemical Management
Toolkit for your Company
Introductory Module
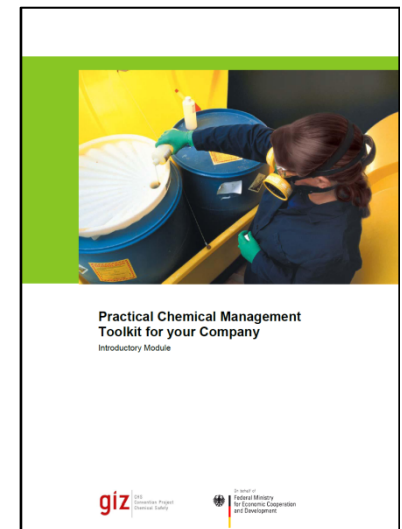
CB social media and Pimex Videos
Henri Heussen, Arbo Unie, NL

Lessons learned from 10 years of Stoffenmanager

- Human behaviour is an implicit (even not always explicit) essential element of occupational hygiene practice
  - How do prove ill-health from exposures is important to the worker?
- You have to do more then just providing a tool on the internet
  - You must 'hook' the worker to make it part of their awareness
- Can not copy the process of implementation from one company to another
  - Tailor-made, Safety culture, Good news: general principles!!

Development & technical evaluation of CB tools is not enough

Need to reach workers & experts simply: Twitter: tweet issues to experts

General principles:

Personalisation of the hazards and risks

Risk communication: using a CB tool is by itself a personalisation step

Social media strengthen this personalisation process

Also: Visualisation techniques (PIMEX)

Future: VEM and interactive paper? (CGS, MSDS)

Perspectives of Control Banding
June 21 - 22, 2011
Workshop III "CB implementation"

baua:

CB in tertiary education (I)
Paul Swuste, Delft University of Technology,NL

- Should CB be part of all academic training programs?

  YES – long term goal ('no' too hard to say at this workshop)
  - Advantages: Uses existing knowledge directly to control
  - Limitations: Design-to-control, limited scenarios to exposure realm

- Should CB be limited to design & OSH programs?
  - Need to grab management influence and build into teaching methods
  - Need to move CB as close as possible to the decision makers

- How to incorporate CB in already overcrowded programs?
  - If you move CB into curriculum, something needs to move out
  - Basis of risk assessment leading into exposure assessment
  - Foundation of occupational risk management and OHSMS teaching

baua:

CB in tertiary education (II)
Tobias Keller, University of Wuppertal

Education

Currently

- CB <u>Basics</u> integrated in <u>Bachelor</u> Education
  - Taught as methods & concepts for Assessment and Protection Measures
- <u>Advanced</u> CB Basics in <u>Master</u> Education
  - Management of Hazardous Substances
  - Methods & legal basics, product safety (REACH, GHS, CSR), occupational safety (SDS, CB tools, EMKG)

Future

- Basics <u>and</u> Advanced Basics combined in Bachelor Education
  * Taught within the Occupational Safety

Dissertation

- Developing and applying the Control Banding Approach to mechanical Hazards
  * Banding in mechanical hazards remains a challenge to solve

Changes in the world of work
Issues to be addressed as regards dangerous substances

http://osha.europa.eu

Dr. Elke Schneider
EU-OSHA

➢ Trend to multiple jobs, how to assess exposures and protect workers
➢ Move from industry to services
  o Statistics insufficient (e.g. EU accidents data do not cover education and health services)
➢ Increasing number of female workers & insufficient knowledge
➢ Increasing number of migrant workers & insufficient knowledge

* Survey: Dangerous substances very high for worker concerns
* Emerging risks lead to need for CB to control dangerous substances
        Maintenance jobs require customized CB approaches & CGSs
* Support for risk management methods and funds for development
        Generic workplace risk assessment tool
        [http://www.oiraproject.eu/]

baua:

How do SME accept current CB tools to fulfill their legal duties in occupational safety and health?

- – Which methods are available to SMEs in chemical risk management?
    - COSHH Essentials, Stoffenmanager, EMKG, GIZ CMG + specific tools (nano, sectors)

- – Which methods are the most business-wise solutions? Ones that are used.

- – Are CB tools a business-wise solution? Which circumstances?
    - Sector-specific survey by Stoffenmanager indicates it is, mostly for use by OSH experts (incl. H&S representatives and technicians)

- – If they accept CB tools, which steps will users have to take to successfully complete a risk assessment and implement the right control measures?
    - It is not the risk assessment, but implementation is based on discussing benefits vs. costs (compare results to existing controls, plan, do, check, act + *verify*)

- – Is there a common road to success? Communicate, train on use, implement, control

- – And if there is, which hurdles do they have to overcome? Convince of benefits

- – How do they do this? user must understand regulatory needs and alternatives vs. cost

- – What are the success and failure factors? discuss 'how' to implement

baua:

CB implementation in SME

success factors

- management committed
- CB for dummies
- tailored guidance
- simplicity
- using success examples
- implement
- demonstrate compliance
- trained CB users

failure factors

- cost of implementation
- cost of risk assessment
- lack of mosquitoes
- not realizing options
- competing agendas
- ensuring quality results
- lacking trust in CB
- not enough time

baua:

How can CB be part of training courses und university education?

- For training courses, what is the best way to train workers?
  - How to use CB tools, but also understanding the implementation.
  - Personalizing risk: participatory in solutions, not in blaming them
- What is the best way to train the trainers?
  - Online, Trade shows, Classroom, Workplace, Hands on
- University education, best way to integrate CB into curriculum?
  - With risk assessment, then occupational risk management & OHSMS
- Types of topics covered for undergraduate & masters courses?
  - Curriculum removed to replace with CB? Tiered approach, integration
  - Practical aspect? Role of consultant, selling H&S, convincing mgt
  - Basics of CB, use of tools, hands-on, tool development, & business

CB training and education

Workers:

- Concept of chemical, physical, bio hazards
- hazards x exposure = risk
- CB tools & online hazard info
- Learn to identify, own their own safety & solutions, right to know

Trainers:

Need an overview of all CB tools, how they work, strengths & limitations, educational methods, aspects of implementation. The need to check and verify control

What are the best ways and target groups to promote CB?

– Experiences with tool development & inclusion/consultation of stakeholders
  - Surveys vary from COSHH & Stoffenmanager, both stakeholder & worker input process

– What are your CB experiences? Limitations, advantages, feedback?
  - Not a panacea, but best with limited information. Limited with quantitative regulations.

– Where does CB work best? What are the lessons learned?
  - Best with no alternative (depending on country), best with train-the-trainers and the users

– How could current tools be improved? Ideas abound, money is what is lacking.

– Experiences: development, awareness-raising, promotion, dissemination?
  - EMKG promotion is a lesson for us all, still need "mosquito consultants" to keep the buzz

– How to ensure participation (+ workers) and continuous improvement?
  - Begin tools based on worker/stakeholder needs, teach at the worker level for growth

– How to ensure feedback of users? Limited to 25% at best, otherwise whips & chains

– How to communicate tool limitations and where it doesn't work at all?
  - Lead with limitations, acknowledge weaknesses, but without expertise it is better than nothing

CB promotion

target groups: multilingual tools, multidisciplinary toolboxes

All enterprises, stakeholders, managers, informal economy, insurance companies, consultants, trade sector unions, inspectors, assurance managers, auditors, safety engineers, occupational physicians, ergonomists.....

instruments / media: CB glossary & dictionary

Online CB tool access, computer and smart phone 'apps', easy-to-use tools (e.g. EMKG wheel), social media, online examples, success stories, lessons learned

feedback: Availability of tools & types of tools, their use, but

Need money, mosquito consultants, social networks, &???