

CEEMET

Our commitment to a proactive
role in health and safety



Council of European Employers
of the Metal, Engineering and
Technology-based industries

CEEMET represents the interests of employers' organisations in the metal, engineering and technology-based (MET) industries from 23 countries with a particular focus on social policy issues. Our member organisations currently represent around 200,000 companies, employing some 13 million people directly.

CEEMET's activity on working conditions focuses on the day-to-day working environment and circumstances faced by employees in the European MET industry. This includes Health and Safety which are of crucial importance for the attractiveness of employment in the MET industries.

CEEMET and its members strongly support the need for effective management of health and safety risks to ensure the protection of workers. We are convinced that improving health and safety will contribute to a better understanding between social partners in companies and thus an improvement in the competitiveness of our industries.

Professional and intermediate organisations like CEEMET and their members play a vital role in promoting the importance of practical risk management. We also help the European Commission understand the practical issues that face businesses.

CEEMET uses the technical expertise available in its expert health and safety network to provide evidence-based opinions on a number of proposals. Current work includes the Electromagnetic Fields

Directive and the proposed initiative on work-related musculoskeletal disorders.

As a European social partner for the MET industry, CEEMET works with workers' representatives and the European Commission to improve health and safety. As part of this CEEMET was a signatory to the Social Dialogue Agreement on Silica Dust in 2006 and is actively involved in its application.

CEEMET's commitment reflects at a European level the engagement of its members in improving occupational safety and health. Through initiatives, campaigns and projects they conduct, through their participation in health and safety bodies at national or sectoral level, and through the collective agreements they conclude, MET employers' associations play a strategic and proactive role in the field of occupational health and safety.

This brochure includes just a few examples of the many practical actions that members of CEEMET are taking to promote continuous improvement of occupational safety and health. They include:

- Research/Analysis
- Joint projects
- Guidance
- Campaigns
- Education
- Competitions

GESAMTMETALL – GERMANY

Health in the Company: The Distinction between Voluntary Health Promotion and Statutory Occupational Health and Safety

Health promotion has become an important field of action at the workplace in recent years. Although protecting and improving health is primarily the responsibility of each individual person – and of the government institutions that are entrusted with such tasks – forward-looking companies regard promoting the health of their employees as vital to their success and competitiveness. In 2012, Gesamtmetall has developed an analysis of the significance of workforce health for companies looking at occupational health and safety policies and provisions from a company, individual and authorities' perspective. This analysis clarifies respective roles and promotes an approach including prevention of health hazards, design of working conditions that promote health, and empowerment of employees to deal with health related topics in a self-determined way.

The publication which is to be used in talks in corresponding committees and in public discussions also includes a number of explanatory examples as a practical guide for corporate practice.



Short-cut method mental workload (Kurzverfahren Psychische Belastung, KPB)

Firstly published in 2006 by the ifaa, the brochure "Short-cut method mental workload", is now running in its 3rd extended edition. The KPB was subject to an empirical analysis by the University of Wuppertal following the standards of DIN EN ISO 10075.

Therefore the KPB serves as a reliable, practicable and intersectoral tool for an orienting assessment of mental workload. It delivers sufficient practicability within the given legal framework of the German Health and Safety at Work Act.



JOINT PROJECTS

4

THE FEDERATION OF FINNISH TECHNOLOGY INDUSTRIES - FINLAND

Good Work – Longer Career

Project 2010 - 2013

In 2010, the Federation of Finnish Technology Industries and Trade Unions launched a common project, that also defined in a collective agreement, the general goal to prolonging working careers.

Considering that occupational wellbeing is influenced by a series of factors present at work but also notably in society, families, education, it is based on a concept comprising different levels of analysis:

General goals:

- Improving staff well-being and maintaining work ability
- Developing working life
- Developing and spreading good practices and instruments
- Reducing sick leaves

The Federation of Finnish **Technology Industries**

- Developing and spreading common projects

19 companies took part in the Pilot stage in 2011 which was focused on gathering good practices (surveys, questionnaires etc) and developing tools for the identification of individual and company conditions.

The Expansion stage will take place from 2012 to 2013

- Developing and spreading good practices and instruments which have been developed
- Training of experts for the branch and for companies in order to implement these tools and methods in the work place.

TEKNIKFÖRETAGEN – SWEDEN

Work Environment around welding

Teknikföretagen is engaged in a project that covers all the different work environment factors around welding and activities to reduce risks and promote health. The result is presented in forms of video films and material on the internet and is now introduced as safety education for welders. It can be found at: www.svetsaratt.se



Teknikföretagen



AGORIA - BELGIUM

Good practice guide for working on or near electrical installations



In cooperation with the Department of Supervision on Well-Being at Work, Agoria has drawn up a code of good practice for working on and in the vicinity of electrical systems. The good practice guide on the theme: "Working on or near electrical installations" was presented at a successful seminar, where Agoria has hosted over 300 people.

Performing work on electrical installations carries with it risks. Therefore Agoria has developed a good practice guide to help taking the right steps when working on live electrical equipment or near them.

More information can be found on www.agoria.be/safety (only in Dutch and French).

TEKNIKFÖRETAGEN – SWEDEN

Guide - Ergonomics for the Prevention of musculoskeletal Disorders



In 2011, Teknikföretagen released a new publication on ergonomic risks prevention. It will be followed by 5 seminars around Sweden where Teknikföretagen and the blue colour union IFMetall invite companies to share methods and experiences in the area.



UIMM - FRANCE

Awareness and training on chemical risks



UIMM signed, on 21 April 2008, with the Ministry of Labour, the INRS (National Institute for Research on the prevention of work accidents and occupational diseases) and the CNAMTS (social security body), a convention/agreement containing goals to fight against chemical risks, especially carcinogens, mutagens and repro-toxic agents, in the metal industry.

The awareness-raising exercise and the distribution of information, realized in priority towards SMEs and very small companies, have contributed to a better knowledge and appropriation of the regulations. The implementation of methodological and pedagogical tools (guides on the application of regulations, awareness-raising brochures) has also brought technical support to employers.

A revised convention/agreement was signed on 14 June 2011, for three years, in order to pursue this approach and to develop new actions. Amongst the most remarkable ones, we can mention:

- the deployment of tools and methods facilitating the risk assessment: in this structure, UIMM participates in a working group, led by INRS to define the content of a tool which will integrate all the requirements of the CLP regulation;
- the implementation, with INRS, of a training scheme for the prevention of chemical risks, especially carcinogens, mutagens and repro-toxic ones: this scheme foresees, on the one hand, a one-day training for employers in order to raise their awareness on the principles, the challenges and the risks, and on the other hand, a three-day training for the instructors who will train employees (which includes one day together with the employer).

Today, 10 instructors are trained in the metal industry training centers.

EEF - UK

H&S Process & Documentation Review



The results of a member company Employee Opinion Survey reported that:

- The H&S process was too complicated and was getting in the way of company 'core' business;
- H&S information was difficult to find, hard to access and not user friendly ;
- Pre-Task Risk Assessments were perceived as something which imposed blame on engineers;
- Documentation was over complicated and too time consuming.

A UK based project team was established with the aim of streamlining and simplifying processes, improving the documentation so that it was in a user friendly format and communicating

these improved processes and training clearly and consistently to the business.

The key outputs from the project were:

- Condensing of over 200 Risk Assessments down to just 20 Product Family generic assessments;
- Detailing of significant risks on a summary document as a 'Stop & Think Card';
- A re-design of Pre-Task Risk Assessments;
- Delivery of training to all service personnel via conference calls and a DVD.

INFORMATION CAMPAIGNS

8

FME/CWM – THE NETHERLANDS
“5xbeter, working is healthy”



FME/CWM, the Dutch employers' organisation in the MET sector, launched with 4 other partners including the trade-union from the MET sector the project '5xbeter, werken is gezond' (5xbeter, working is healthy). It offers companies and employees in the Dutch metal sectors practical tools and aids to assess and improve the safety and health aspects within the company.

The project focuses on the most important risks in the metal industry, including: machinery guarding and exposure to welding fume, physical stress, noise and solvents. More may be added in the future.

'5xbeter, werken is gezond' offers tools and support including:

- Information on the Working Conditions Act and regulations which apply to the metal industry and how to deal with this in a proper manner in the company;
- Improvement checks allowing a thorough analysis of the specific risks. These improvement checks can be completed by everyone and result in an assessment and an action plan for improvement;
- An overview of possible solutions to control health and safety risks;
- Seven 'improvement coaches', experts who encourage, inform and support companies and employees to improve.



TRAINING & EDUCATION

ASSOLOMBARDA/FEDERMECCANICA - ITALY *Safety and e-Learning*



Assolombarda developed and promoted (in partnership with Conustria Genoa) an e-Learning safety course for employees and managers. This project represents an innovative answer to the recent requirements on mandatory training for occupational health and safety issues.

In 2011, a new Agreement between the State and the Regions fixed from 8 to 16 hours as the minimal training period for workers. Companies can comply with this obligation by providing the first 4 hours through on-line courses, which deal with the concepts of risk and dam-

age. The remaining hours can be provided in a classroom or on the job.

Through videos, slides and simulations, employees can learn the contents of Safety Laws and how to manage their role during the risk assessment process, in compliance with safety rules; they also learn how to cope with job innovations.



EEF - UK *R U Safe*



R U Safe is a Human Factors awareness course aimed at all 'blue collar' workers. The aim of the 2-3 hour programme is for all participants to:-

- See how human factors are linked to H&S;
- Understand the difference between errors and violations;
- Appreciate which factors can contribute to errors, i.e. performance shaping factors;
- Recognise personal attributes – such as Situational Awareness;
- Understand how we as individuals process information;

- Appreciate the consequences and understand behaviours from the perspective of the other person;
- Follow desired behaviours

The interactive programme uses real company incidents and lessons from other disasters to show how both errors and violations can contribute towards accidents. The main outcomes are to ensure that participants become aware of human factors, that they can influence their own personal safety and that individuals agree to follow desirable H&S behaviours.

TRAINING & EDUCATION

10

ASSOLOMBARDA/FEDERMECCANICA - ITALY *"School safety contest"*



Assolombarda launched in 2011 the second High School Project for health and safety, focused on the issue "Safety around me".

The classes produced music and videos, arranged and edited by the students, graphic art projects and articles for the school newspaper. The appointed

Jury consisted of enterprises representatives. The students, together with their teachers, were awarded during a specific event in Milan with, smartphones, tablets and vouchers for school necessities.



One of the projects



One of the classes which received the prize

NORSK INDUSTRI - NORWAY *"Web-based course in HSE"*



Norsk Industri provides a web-based introduction-course in the area of HSE (Health, safety and environment) for the mechanical industry, such as ship-yards, offshore-suppliers etc. We de-

veloped the introduction "...be safe" in cooperation with the Norwegian United Federation of Trade Unions and five of our member firms. In 2011, 4980 persons completed this training

COMPETITION

AGORIA - BELGIUM

Safety adviser of the year



Agoria was awarded the Safety Adviser of the Year prize for the sixth time in 2012. The award aims to

recognise companies that make employee health and safety a priority.

It also highlights the role health and safety advisers play in companies.

The Safety Adviser of the Year award is linked to the deployment of the Safety Charter adopted and launched by Agoria in 2006.

The Safety Charter encourages clients and contractors to agree on appropri-

ate and correct safety provisions for the execution of contracts. Clients and contractors inform each other of any risks involved and the measures that will be taken to minimise those risks.

This cooperative approach is supported by codes of good practice. Agoria aims to focus on safe working conditions in the contracting and maintenance sector while emphasising that it is perfectly possible for subcontractors to work under safe conditions.

Various codes are already available (in Dutch and French) at www.agoria.be/safety

ASSOLOMBARDA/FEDERMECCANICA - ITALY

"Enterprises award for safety"



On April 24, 2012, the first Confederal "Enterprise Award for Safety" took place in Rome: over 260 companies were involved in this special initiative of Confindustria and INAIL (Italian Workers Compensation Authority) that presented prizes to the best practices in several health and safety fields. An Assolombarda company was specifically recognized for its efforts in well-being policies.

The convention was also the last session of the "SIS Project - Sviluppo Imprese in Sicurezza", which started in Milan in 2009 and saw 38 stages seminars involving more than 6,000 entrepreneurs and managers in order to better diffuse the business culture of the Health and Safety at Work.

Members



Australia



Austria



Belgium



Croatia



Denmark



Finland



France



Germany



Italy



Italy



Latvia



Lithuania



The Netherlands



Norway



Portugal



Slovenia



South Africa



Spain



Sweden



Switzerland



Turkey



United Kingdom

Observers



Bulgaria



Hungary