IMPLEMENTATION OF THE MANAGEMENT SYSTEMS FOR HEALTH AND SAFETY AT WORK IN ROMANIA IN VIEW OF THE ECONOMIC DEVELOPMENT OF THE SOCIETY


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Abstract:
Health and safety at work has become one of the most substantial and important sectors in the EU social policy over the last years. The European Community Strategy is based on setting up and reinforcing a culture of risk prevention, on combining a variety of tools for the implementation of the EU policies: legislation, social dialogue, technical progress and best practices as well as building partnerships among all the actors on the stage of health and safety at work. In Romania, the implementation of health and safety management systems is performed by: a systematic approach to problems, training and awareness, effective and efficient tools for managing a company’s specific issues as well as involvement at all its organizational levels.

The article deals with the implementation of the management systems for health and safety at work, which complements the enterprises’ existing organizational system and promotes enforcement of the legislation regarding health and safety at work. Creating a healthier and safer working environment is a goal that exceeds the resources and expertise of a single institution or a single country.

Key words: management, security, health, work, best practices, prevention, awareness

JEL Classification: I15

Introduction
Health and safety at work has become one of the most substantial and important sectors in the EU social policy over the recent years.
The European Community Strategy is based on setting up and reinforcing a culture of risk prevention, on combining a variety of tools for the
implementation of the Community policies: legislation, social dialogue, technical progress and best practices, corporate social responsibility and economic incentives – and on building partnerships among all the actors on the stage of health and safety at work.

The Management systems for health and safety at work come in support of the implementation of the Community Strategy by:
- systematic approach of problems in the field;
- emphasis laid on training and awareness as important elements of culture concerning health and safety at work;
- creation of some effective and efficient management tools for managing the company’s specific issues;
- involvement at all levels of an organization.

Ever since 1996 various international bodies have developed and published referentials for the design and implementation of health and safety at work systems.

### European patterns of labor safety management approach

<table>
<thead>
<tr>
<th>Year</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>BS OHSAS 18001:2008 Management systems for safety and health at work – REQUIREMENTS 14223 Amendment to OHSAS 18001 management systems for safety and health at work - specifications Amendment BS OHSAS 14224 to 18002</td>
</tr>
<tr>
<td>2001</td>
<td>ILO-OSH Guidelines on the management systems for health and safety at work</td>
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<tr>
<td>2000</td>
<td>OHSAS 18002 Management systems for safety and health at work - Guidance for implementation of OHSAS 18001</td>
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<tr>
<td>1999</td>
<td>OHSAS 18001 Management Systems for health and safety at work - specifications</td>
</tr>
<tr>
<td>1996</td>
<td>British Standard 8800 Guidebook for management systems for health and safety at work</td>
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</table>

### 1. National Approach

Some of the companies that have already implemented the safety management systems have started the process even before enacting the mandatory requirement of this approach, with the motivation that the managerial approach has a number of advantages, such as:
- encourages and facilitates the involvement of top management, making effective intervention levers available for them;
- develops the ability of the company’s medium hierarchy to integrate into the organigram and exploit the advantages of a well-organized system;
- facilitates the controlled transmission of messages to the organization’s subordinate levels allowing them to act coherently;
- shifts the emphasis from post-factum inspection on preventive-prospective actions.

The number of units that have already implemented the management systems for safety and health at work is still rather low, among the factors that have led to this situation we can be mention:
- the short term to enact the mandatory requirement of implementing the system and quite a long time for completion;
- a shaping internal market in terms of the interest in health and safety at work;
- a very new and complex legislation in the field which still lacks the effective enforcement tools;
- a lack of tradition in global performance analysis on various business sectors/areas which
could highlight the benefits of implementing the management systems;
- a poor flow of information.
Currently, the implementation of safety management systems at work is facilitated by:
- already existing elements of national legislation and organizational structures which can be developed within the management systems:
  - in terms of the enterprise-level structures;
  - in terms of organizing labour safety activities;
  - in terms of performance measurement;
  - experience in management systems implementation:
    - in terms of quality;
    - in terms of environment;
    - integrated: quality-environment
    - programs related to the EU accession process;
    - the existence of a wide offer for training specialists in the management systems;
    - increase in collaboration with external partners and implicitly in know-how transfer
  The specific elements of safety at work system are:
- in the planning stage is set, as a specific element of this type of system, risk assessment, an essential step in establishing preventive measures.
- drafting the security management system in accordance with the general principles of prevention of occupational risks, under the General Norms of Labour Protection.
- the prerogatives and organization of the Committee for health and safety at work should be taken into consideration when establishing the structures and responsibilities;
- the establishment of the Committee is mandatory, according to the regulations in force, for the units with more than 50 employees.
  - staff training must include at least:
    - general introductory training;
    - training at the workplace;
    - regular training.
The similarities between the EU directives and the elements of the management systems safety at work are presented in table 1.

### Elements of the EU Directives and elements of the management system

<table>
<thead>
<tr>
<th>Elements of EU Directives</th>
<th>Elements of the management system</th>
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<tbody>
<tr>
<td>Risk prevention</td>
<td>Emphasis on preventive actions</td>
</tr>
<tr>
<td>Empowering leadership at the highest level</td>
<td>Declared commitment management</td>
</tr>
<tr>
<td>Employees’ awareness and training</td>
<td>Training - Awareness</td>
</tr>
<tr>
<td>Risk assessment</td>
<td>Risk assessment</td>
</tr>
<tr>
<td>Permanently decreasing the risks cannot be eliminated</td>
<td>Continuous improvement</td>
</tr>
</tbody>
</table>

Occupational health and safety management is the missing link in the development and implementation of integrated management systems: quality, environment, labor, according to the new European and international trends

The implementation of management systems complements the existing organizational system within enterprises and promotes the regular application of health and safety at work legislation, integrating this area into the general management unit.
Table 2

Approach of the work system elements within the management systems

| POLICY | - observance of the permissible limits for the risk factors value = minimal objective |
| PLANNING | - objectives which are easy to quantify, pursue and verify; - direct reporting to vast, accessible secondary and tertiary legislation |
| IMPLEMENTATION | - large number of records; - complex, specialized operational control; - specific data (values of risk factors, calculation models and simulation) to establish measures for emergency response |
| VERIFICATION OF CORRECTIVE ACTION | - measurement possibilities according to approved methodologies; - inter-comparison of results. |

The elements of the planning stage are:
- Hazard identification, risk assessment and risk control
- Legal provisions and other requirements
- Objectives and OSH management Programs

Objectives and Program
The objectives must be in accordance with the policy and commitment for continuous improvement. Setting goals and objectives can be achieved within the management team.

Objectives should be:
- specific
- measurable
- accepted
- feasible
- should be within the limits
- established, maintained and documented;
- consistent with the legal requirements and with other requirements of the organization; with the organization’s technology; with the organization’s financial possibilities
- consistent with the commitment to continual improvement expressed in the policy.

The OSH Management Program (PSSM) is a process that turns long-term general commitments in a short and medium term action plan through general and specific objectives. OSH management program contains clear, measurable objectives, set in accordance with
- OHS policy;
- identified priorities;
- risk assessment results.

In developing the OSH management program the general principles of occupational risk prevention will be taken into account:
- The development and implementation of OSH management will consider the following: - priorities establishment will be headed by the general manager, the general and specific objectives will be set at appropriate levels, the staff must be involved in complying with PSSM; - PSSM must integrate into the existing
organizational structures. PSSM must be implemented at all levels of the organization.
- PMSSM will take over the technical solutions highlighted in the prevention and protection plan.

2. Organization of prevention and protection activities within companies

Organization of prevention and protection activities is provided by the employer in the following ways:

- by the employer’s assumption of the duties necessary to implement the measures stipulated by the Law no. 319/2006;
- by designating one or more workers to carry out activities of prevention and protection;
- by establishing an internal service for prevention and protection;
- by resorting to external services for prevention and protection.

The employer’s assumption of conducting prevention and protection activities according to art. 16 HG 1425-2006 by designating one or more workers to carry out the prevention and protection activities and by establishing an internal service for prevention and protection or resorting to external prevention and protection services (7.8)

<table>
<thead>
<tr>
<th>No. of workers</th>
<th>Prevention service</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>internal</td>
<td>external</td>
</tr>
<tr>
<td>1-9</td>
<td>Employer</td>
<td></td>
</tr>
<tr>
<td>1-49</td>
<td>Employer/designated worker</td>
<td>Risk assessment specialist</td>
</tr>
<tr>
<td>1-49</td>
<td>Designated worker</td>
<td>Risk assessment specialist</td>
</tr>
<tr>
<td>50-149</td>
<td>Designated worker</td>
<td>Risk assessment specialist</td>
</tr>
<tr>
<td>50-149</td>
<td>Designated worker</td>
<td></td>
</tr>
<tr>
<td>Over 150</td>
<td>Designated worker</td>
<td></td>
</tr>
</tbody>
</table>

*) if the following conditions are met cumulatively:
- micro or small enterprises
- the activities carried out within the company are not referred to in Annex 5 of HG nr.1425/2006
- the risks identified may not generate accidents or professional diseases with serious, irreversible consequences, respectively death or disability
- the employer carries out his/her professional activity effectively and regularly within the company/unit - the employer meets the minimum requirements for training in the field of health and safety at work, corresponding to a basic level at least (7.8,)

3. Prevention and protection activities carried out within the enterprise and/or unit are:

1. identify the hazards and assess the risks;
2. develop and maintain the prevention and protection plan;
3. develop their own instructions for completing and/or enforcing the health and safety at work regulations taking into account the particularities of the unit/enterprise activity as well as those of the workplaces/positions;
4. propose the tasks and responsibilities in the field of health and safety at work, incurred by workers, according to the functions performed, which shall be recorded in the job description approved by the employer;
5. verify the knowledge and application of the measures provided in the prevention and protection plan by all workers, as well as of their duties and their responsibilities in the field of health and safety at work, set in the job description;
6. draw up the technical documentation necessary for informing and training the workers in field of health and safety at work;
7. develop themes for all the stages of training, establish appropriate periodicity for each job, provide information and training for workers in the field of health and safety at work, and check knowledge and application of information received by the workers;
8. develop training-test program for the enterprise and/or unit;
9. ensure preparation of the action plan in the event of serious and imminent danger, and make sure that all employees are trained to apply it;
10. highlight specific and high risk areas;
11. determine areas requiring occupational health and safety signals, establishing appropriate signal type and location according to legal requirements;
12. record the trades and professions, provided by specific legislation, which require authorization in order to be practiced;
13. record the workstations that require additional medical examinations. (2.3)

4. Monitoring risk factors
Occupational exposures are related to physical, chemical, physicochemical, biological, psychosocial, ergonomic factors from the working environment.
When these occupational exposures have an adverse effect on work capacity and personal health, these factors are occupational hazards.

5. Competence, training and awareness
Minimum requirements for training in health and safety at work
The levels of training in the field of health and safety at work necessary to achieve adequate capacities and skills for performing prevention and protection activities are: basic, intermediate and higher level
The minimum training requirements in the field of occupational health and safety at work for the basic level are: secondary education; a course in the field of health and safety at work, lasting at least 40 hours.
The minimum training requirements in the field of occupational health and safety at work for the intermediate level are: technical secondary education, a course in the field of health and safety at work, lasting at least 80 hours.
The minimum training requirements in the field of occupational health and safety at work for the higher level are: technical higher education; a course in the field of health and safety at work, lasting at least 80 hours, a postgraduate course in risk assessment, lasting at least 180 hours. (9,10)

6. Good prevention practices
DuPont Principles - Good health and safety practices at work
1. All injuries can be prevented;
2. The management, from top level up to the frontline supervisors, is responsible in terms of injury prevention;
3. Combined energy of all organizations is necessary to ensure continuous improvement and achieving excellence in the field of safety;
4. All occupational exposures that could result in injury or occupational diseases can be controlled;
5. Security is a condition related to the workplace;
6. Recognition of the necessity to train employees in order to work safely. The management must audit the performance at the workplace in order to assess the success of the security program. All deficiencies must be promptly addressed.
9. Security is a constituent part of each activity but security is, at the same time, a part of everyone's life.
10. Security is a good deal. Security should be integrated as an essential approach and personal value (2,5,11)

7. Conclusions
Occupational health and safety is at the forefront in the national social agenda, from both economic and humanitarian reasons.
"Knowledge-based industries should focus on capital productivity which means the productivity of skilled workers."

Intellectual resources of an organization include all intangible values, knowledge-based that can be: described, measured, turned into value and developed in accordance with current business and future prospects.

Human capital consists of elements such as knowledge, skills, abilities and work capacity including aspects of physical and psychological health.

It is influenced by job satisfaction, commitment and intrinsic motivation.
In the modern work environment, in the context of intellectual work, the "worker" needs special working conditions for high performance.
Subjective health perception determines what type of commitment we take up for our work.
The employees who have a feeling of ill-health and are not satisfied will not be motivated, creative or innovative.
Only when we feel good we are committed to work and we will be able to use our full capacity, to stay healthy and fit and have a chance to grow and learn.
The role of health and safety at work is essential to enhance the companies’
competitiveness and productivity through the positive effects it produces: reduces the cost of accidents, incidents and occupational diseases and increases motivation.

Accidents and professional diseases are an enormous burden on public and private welfare systems and require an integrated, coordinated and strategic answer, as well as cooperation of the key stakeholders in national policy making.

**BIBLIOGRAPHY**


