



IOSH Blueprint - A new competency framework for safety and health at work by Kate Field



Occupational safety and health (OSH) as a discipline, practice and profession is constantly evolving. It is now far from the initial technical compliance concept and is growing richer from other contributions in the form of sustainability, corporate social responsibility, governance and people-centred management. As a result, OSH professional capability has evolved, with the need for a strong set of 'soft skills', including influencing, leadership and engagement.

Today's organisations need to identify competent professionals and to understand the skills, knowledge and experience those professionals offer to assure success in achieving their OSH vision. With this in mind IOSH, supported by its members and business leaders, is developing a framework describing competence at all levels for those responsible for overseeing, implementing or advocating safety and health at work.

IOSH Blueprint is a competency framework for occupational safety and health, designed for OSH professionals and organisations in every sector of industry. For organisations, IOSH Blueprint will seek to set the standard - 'What good looks like' - in OSH globally. This global framework will enable each user to better understand their own personal development areas, and will help professionals to communicate the value of OSH to organisations, which still remains a challenge in workplaces today. In the past, working as a health and safety professional

meant technical and legal skills but now organisations require professionals to be able to lead change, to communicate effectively to a broad range of internal and external audiences and to develop strategic thinking. IOSH Blueprint is also helping us to better identify the future skills needed in the profession and to assure the relevance of the skills that are actually being taught today; this work can help to achieve our aim of OSH being recognised as a valuable and desirable career path.

The journey is an invaluable learning exercise for our organisation; in building this tool we have tried to be as inclusive as possible. IOSH has worked with expert stakeholders (including other professional bodies), 18 universities, more than 26 businesses and, in the initial stages, with more than 600 members. This scheme is therefore the result of a huge cross-sector collaboration. During the whole process, we have also learnt and benchmarked from past and actual models, such as the ENETOSH standard of competence, the INSHPO competency framework, European Education Qualifications Framework and ENSHPO EuroOSHM and EuroOSHT standards amongst others.

We know that the challenge is out there; to increase skill levels, to promote and develop transferable skills has been declared as an essential requirement according to the Skills Agenda for Europe;

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Editorial

In total, eight countries and EU OSHA contributed to the 2016 Edition of this newsletter. The 14th Newsletter reports on a broad range of topics: A new competency framework, the international transfer of good practice, the secret of networking, an interdisciplinary Master study, the current European Healthy Workplaces Campaign, and a new project that is at the core of the work done by ENETOSH

Enjoy!

Ulrike Bollmann & Claus Dethleff

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Imprint

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ENETOSH is an open network - have a look at our "Who is Who?" section or become a member of ENETOSH!



Education and Culture

Leonardo da Vinci

IOSH Blueprint - A new competency framework for safety and health at work by Kate Field

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It also features in Sustainable Development goal number 4 of the 2030 U.N. Agenda for Sustainable Development, that focuses on ensuring lifelong learning.

The first component of IOSH Blueprint - an online self-assessment tool - enables OSH professionals, and, importantly, non-OSH professionals - such as business leaders, to assess their competencies and produce professional profiles and development plans.

The next development stages will take place during 2017, for the moment we are continuing to develop Blueprint and our

aim is to release the first knowledge library elements in early 2017.

Blueprint is an amazing opportunity for the safety and health profession to embed itself in the core business value set. International involvement in its further development and international recognition of Blueprint as a valuable tool are extremely important to us so we welcome ENETOSH interest in its progress and look forward to ENETOSH involvement into our journey towards identifying what 'good' really looks like.

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New Members

Working Conditions Authority (ACT)

Portugal

www.act.gov.pt

State Labour Inspectorate and Social Services

Republic of Albania

Occupational Health and Safety Managers Ltd

Nigeria

www.ohsm.com.ng

Individual Member:

Seunghon Ham

Republic of Korea

Ideas and principles from ENETOSH transferred to China by Susanne Ulk

Chinese students were taught OSH, based on a "Danish/European Teaching Model" - and they loved it!

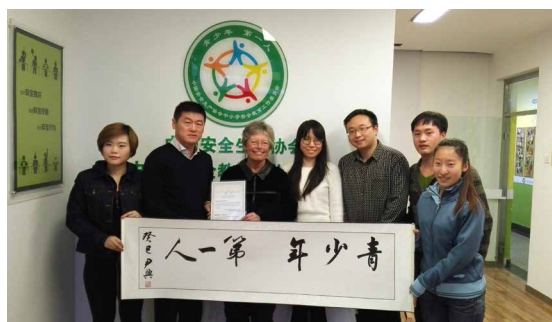
Amongst other things the students varnished their nails and made their hands dirty with oil from a bicycle chain. Afterwards they removed the nail polish and the filth with soap, oil or chemical substances in order to investigate the impact of the skin through a magnifier.

They were surprised to see the results and experienced in a practical way the importance of protection.

The teaching of OSH was part of a project between Europe and China (EUCOSH: Europe China project on Occupational Safety and Health), which is a project where EU experts and Chinese experts through several years have collaborated in developing and exchanging methods and new approaches to improve the working environment in China.

In January 2016 the EUCOSH focus was on the theme "how to educate and train" young people in safety and health and hereby minimizing injuries amongst youngsters and new workers. I had the pleasure and honour as a representative from ENETOSH to be the coach on a pilot in promoting safety and health and risk awareness in education at primary and secondary school level. The pilot took place at the "Middle School of Bright Light", a subdivision of "The Northern Jiaotong University". The lessons were planned in cooperation with teachers and counsellors from "The Safety Education Committee of Primary and Secondary Schools".

We decided to test examples from three educational concepts, which in different ways teach children and young people to relate to their working environment and to take care



of themselves and of their classmates:

- We made experiments with garlic, nail polish and nail polish remover and with greasy bike-chain oil, ideas from the chemical laboratory theme "dangerous substances" from the teaching material "Jobs without injuries", which was widely used on Junior level in Danish schools in the nineties.
- The students had exercises giving priority to OSH dilemmas and started hereby a Working Place Assessment using extracts from the material box "Ar and Mi" developed for the Working Environment Council in Denmark.
- The students spotted dangerous places in the working environment and had much fun by looking on videos with NAPO, the front figure from EU-OSHA, using the teaching material "NAPO for Teachers", developed for the Bilbao Agency EU-OSHA ("Napo's hazard Hunter, identification of risks and hazards, video and work sheets").



The students adored it and were very active and engaged. They characterized the lessons as "informative, exiting, fun, challenging, surprising - and a bit "crazy".

Their comments were as follows: "The lessons were incredibly funny and I was happy to be able to attend it", "I really like practical exercises, but in my daily school there is no time for this, unfortunately", and the pragmatic one: "When I get home from school I will check it out more thoroughly".

The teachers were equally enthusiastic and gave very positive feedback, but at the same time they quite honestly declared, that they most likely would not use the lesson plans in the future due to the fact that teaching OSH is not mandatory in the Chinese school law and curriculum. However they found the subject highly relevant compared to "real life". They would happily integrate OSH in their teaching if it were to be mandatory.

In Denmark and in most of Europe developing risk awareness among young people and positive attitudes to safety and health have been issues for many years, as well as there are many good practice examples on how to integrate OSH into the teaching. In Denmark for example teaching OSH has been mandatory for more than twenty years in primary and secondary school.

Several European Countries have followed this trend due to recommendations from the European Commission and EU-OSHA.

"The Safety Education Committee" which is affiliated to "The China Association of Work Safety" is at present intensively working to make their influence count on the Chinese school law and curriculum to get OSH teaching mandatory.

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Effective networks for occupational safety and health

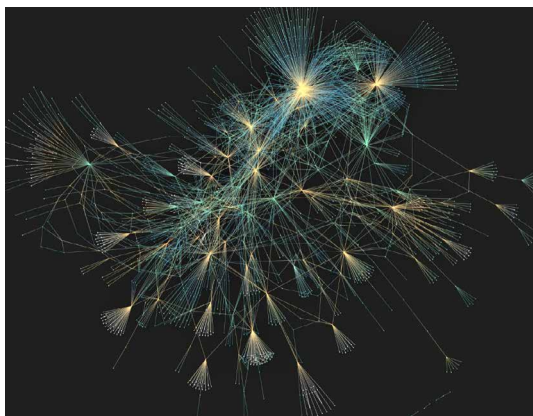
by Tim Tregenza

Networks prevent harm to workers and support those who have been harmed by providing a structure for collaboration in occupational safety and health. Such networks may operate in the research community, amongst policy-makers, health and safety professionals, or at the workplace level.

By defining an occupational safety and health network as “an interconnected group of people with an interest in occupational safety and health who have reciprocal relationships and who act to achieve their own individual or shared goals”, key elements for networks can be identified.

Any network has to be able to effectively join its members together. Developments in information and communications technology has added a new swathe of tools in addition to the traditional means of face-to-face meetings with email, instant messaging, and smartphone apps all available to enhance connectivity. But more tools do not necessarily mean better communication, and the second element is perhaps the most important to consider - people.

Successful networks are grounded on good relations between the people in the



network. There has to be personal contact (preferably face-to-face) between network members. Not all network members need to know all others but all are connected, particularly through key persons in the network who act as “hubs”. Moreover, the relationship between the people in the network has to be two-way, otherwise there is simply a mailing list.

The network needs a common purpose and interest that is specific enough to ensure the network has a focus, but broad enough for there to be a “critical mass” of network members. The purpose may be supportive (e.g. a group of labour inspectors working in

a specific town sharing knowledge), it may be promotional (e.g. using the network to spread information on a particular hazard beyond the immediate network members), it may be content focused (e.g. working together to produce a guidance) or it may just provide a framework for collaboration between a subset of the network partners (where in a research network subgroups are formed to apply for grants).

The form of the network should match its purpose. The network of labour inspectors described above will have a limited membership and be informally organised. The promotional network may be much larger and more centralised, while the network providing a framework for collaboration will be large but normally quite informal. By contrast, the network producing guidance may be small and have formalised roles for the members.

In summary, networks in occupational safety and health should focus on the common needs of the people within it, and from there decide on the structure and communication methods: Form follows function!

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International interdisciplinary Master of HSE Management

by Giancarlo Bianchi, Elio Borgonovi, Simone Cencetti, Simone Colombo, Giovanni Costa, Luigi Golzio and Elisabetta Trincherò

Given the increasing strategic and operational relevance of the Health, Safety and Environment (HSE) function, based on empirical evidence, academia and industry have come together with the ultimate goal of designing an international interdisciplinary Master of HSE Engineering and Management.

The stakeholders involved are four leading Italian universities, namely, in alphabetical order: 1) the “Politecnico di Milano”, 2) the “Università Bocconi di Milano”, 3) the “Università degli Studi di Milano”, and 4) the “Università degli Studi di Modena e Reggio Emilia”. They are joined by a pool of large multinational companies, led by FIAT-Chrysler Automobiles (FCA), as well as the largest (and oldest) Italian association of HSE professionals (AIAS).

The underlying, strategically ambitious aim of this project is threefold:

- 1) contribute to the harmonisation of the HSE Manager profile at European level (the Master will be accessible by different profiles with varied working experience),
- 2) create experiential background knowledge to foster European legislative harmonisation of the HSE Manager profile, and
- 3) foster the creation of a transversal

profile that allows companies to tackle all risks with a unified and unifying approach (to benefit of scale and scope of economies). The current design of the Master will have the following distinctive characteristics:

- 1) flexible, modular syllabuses (the degree will be awarded when a defined set of modules is successfully completed),
- 2) flexible attendance (from 1 year full-time to multiple years’ part-time attendance according to the chosen modularity),
- 3) blended delivery (e-learning and in-class lectures), and
- 4) blended teaching (academia and industry experts).

Universities will contribute to the project according to their respective primary vocation (i.e., engineering, management, and occupational health), while the pool of companies and the AIAS Association will provide knowledge to define the needs and practices of particular areas and sectors.

Against this background, networks such as ENETOSH will play a key role in supporting and fostering the project at European level by: 1) assisting the current design group (made up of the aforementioned four Italian universities, the pool of multinational companies and the Association) to liaise

with European institutions (e.g. academia, agencies, associations, authorities), 2) gathering and streamlining the knowledge and experience needs required to develop the HSE Manager profile (together with the European Qualifications Framework), and 3) supporting the challenging process of European legislative harmonisation.

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XXI World Congress on Safety and Health at Work

You are invited to join us at the ENETOSH Symposium „People-centred prevention strategies on OSH” to be held at the XXI World Congress on Safety and Health at Work, 3-6 September 2017, Singapore!



XXI WORLD CONGRESS ON SAFETY & HEALTH AT WORK 2017

„MIND SAFETY – safety matters!“ - ERASMUS+ project

by Alena Horácková and Nuria Mancebo

Seven partners from five countries have combined their efforts for a new ERASMUS+ project called “MIND SAFETY – safety matters!” This project was developed for many reasons, the most important is that around 430 workers in Europe under the age of 25 are killed at work each year. Young European workers suffer around 714,000 accidents at work every year (Eurostat). In the EU, approximately 14% of all students drop out of school before completing their entire school path and arrive at work without any knowledge about occupational hazards or how to recognize and prevent them. This lack of knowledge together with a lack of experience and training have been identified as important contributing factors to the occurrence of occupational accidents among young workers. This is a cross-social problem in many EU countries and has been a priority of EU occupational safety and health policies. In many EU countries, safety and health issues are already included in programmes and curricula, but in other countries the process is more difficult due to curriculum restraints, time limitations and teaching priorities.

“MIND SAFETY – safety matters!” aims to establish an interface between teacher education, professional training and learning contexts in OSH. By supporting teachers' education, the project will help them to expand their skills and provide them with the right tools to deal with OSH issues at school. The project involves them in the creation of knowledge and in the sharing of best practices, which will simultaneously improve the quality of teaching and learning processes and potentially increase young people's knowledge of how to protect their health and to increase their quality of life. The project is being carried out transnationally in order to build a strategic partnership combining OSH and education of experts, to involve countries with different experiences and realities, and to extend the potential dissemination of best practices. The goal of the project is to establish partnerships that encourage the international transfer of existing knowledge and material as well as to take advantage of these synergies in order to generate an OSH educational reference for teachers.

Outputs of the project:

- OSH Teacher Education Reference Guide - designed and produced to guide and increase professional development through continuous education of school teachers using short courses.
- OSH! What a bright idea! – Practical Guide for Teachers - a pedagogical web

resource which includes session plans with curricular approaches, methodological suggestions, pedagogical activities, links, best practices and other information.

- OSH! What a bright idea! - Booklet for Students and other Contents – an e-book and audio-book with OSH activities, knowledge maps and interdisciplinary exercises which aim to facilitate and promote these issues (including blind and low vision students).

The primary target group are European teachers and students at secondary education level. The secondary target group are European teachers of blind students and students with low vision as well as these students themselves. Additional target groups are European vocational trainers and trainees; other members of the school community (e.g. counsellors, parents, local/national media) who assist with Mind Safety activities; universities; school principals; educational public bodies; and other stakeholders.

Project partners:

Working Conditions Authority (ACT), Portugal (the leader)
 University of Aveiro (UA), Portugal
 Technical School (AFTEBI), Portugal
 The National Research and Development Institute of Occupational Safety (INCDPM), Romania
 Occupational Safety Research Institute (VÚBP), Czech Republic
 Delft University of Technology, Netherlands
 University of Girona (UDG), Spain

The first Disseminator Event for the project was held on 1 July 2016. At this event, the content of the project was disseminated at regional level in order to engage key stakeholders and, thus, ensure the successful implementation of the project.

The Spanish Labour Department and the Spanish Education Department were identified as being particularly relevant key collaborators for this event. Other key stakeholders who actively participated in the event included an occupational insurance company (Mutua Universal) and a private company for OSH risk prevention (Preven-Control). Both companies referred to new trends and triggers for OSH development at company level. Their experience in both developing content (serious games) and training of youngsters in order to support their first attempts to enter the labour market can be a source of knowledge for OSH

training at school level. Moreover, some of these organisations have corporate social responsibility programmes and experience with educator learning activities.

OSH education and training services clusters have embraced new technologies and there is a demand for new products and training management – especially in OSH. Accordingly, a research group from UdG GILab was also invited because they are developing innovative tools for training, mostly through gamification.

A total of 79 secondary school and vocational teachers attended the event. They represent the primary target group of the project because they will be the ones who will receive the content produced by the Mind Safety project and put this into use. In addition, coordinators of risk prevention from education centres were targeted for this activity. Although their main role is to promote risk prevention among workers and manage fire safety drills and training, they can be an interesting group to disseminate internally and introduce the project in schools.

The event not only included presentations and workshops but also provided a networking environment with an exhibition of tools and materials. This interactive aspect was highly appreciated by the participants. The cooperation between teachers and organisations in partner countries means that the largest possible number of people (virtual community) will be able to share the vision of a culture of prevention.

Multifaceted approaches to OSH, providing different sources of information, free access tools and blended learning (formal and non-formal) via a web platform will connect different cultural realities, countries and regions – all of which will ensure the continuous promotion of the project.

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EU-OSHA Campaign 2016 - 2017

The new campaign „Healthy Workplaces for all Ages“ focuses on sustainable work and healthy ageing from the beginning of working life and highlights the importance of risk prevention throughout a person's career.

The European Network Education and Training in Occupational Safety and Health (ENETOSH) is an official partner in the EU-OSHA campaign 2016 - 2017.