

2.3.9. Health and safety plan

ILO DIRECTIVES

In this section, standards from International Labour Organisation (ILO) and from Occupational Safety and Health Administration (OSHA) should be analysed. Moreover, several directives issued by the European Union are considered: introduction of measures to encourage improvements in the safety and health of workers at work; implementation of minimum OSH requirements at temporary or mobile constructions sites; measures to encourage improvements in the OSH at work of workers with a fixed duration employment relationship or a temporary employment relationship; protection of young people at work; improvements in the OSH at work of pregnant workers and workers who have recently given birth or are breast feeding.

Directives issued by the International Labour Organisation (ILO) are excellent instruments for developing a culture of OSH in the companies. These standards are practical recommendations to be used by people in charge of OSH at the workplace. They are written to be easily adapted to the different types of organisations, activities and countries. They advise the different countries to issue their own national and specific directives for certain sectors and activities.

In 1998, the ILO ordered to International Occupational Hygiene Association (IOHA) a comparative study of standards management systems of safety and health in use; from their analysis, the 2001 ILO Directives were developed.

The management system structure bases on the cycle of planning, execution, verification and action. The main characteristics of this standard are:

- It is not mandatory.
- It does not have an intention to replace the national laws, regulations, and norms.
- Its application does not demand certification.

Its objectives, at a national level, are:

- To create a national frame for a management system of OSH.

- To assess voluntary initiatives, in order to reinforce the fulfilment of the regulations and norms.

- To assess the development of specific directives on management systems of OSH.

At an organization level, its objectives are:

- To assess on the integration of a management system of OSH into the organization.

- To motivate the organization's members so that they apply the suitable principles and methods of OSH looking for a continuous improvement.

OHSAS 18001 SPECIFICATIONS

OHSAS Specifications are a set of international voluntary standards related to the management of safety and health, issued by the British Standards Institution. OHSAS 18001 were published in 1999. They constitute a tool that eases the integration of OSH requirements with quality requirements (ISO 9000) and environmental management requirements (ISO 14000). OHSAS 18001 were elaborated to be applicable to industries and organisations of every type and size, without concerning their geographic, social or cultural origin. The aim of OHSAS 18001 is to establish the requirements of occupational OSH management system that allows identifying and evaluating the occupational risks. Furthermore, they intend to define the organisational structure, functions, responsibilities, activity planning, processes, procedures, resources, records, etc. This way, the OSH policy and its management system can be developed, implemented, reviewed and maintained.

OHSAS 18001 have three main objectives:

- To minimize occupational risk to employees and other agents.

- To improve business performance.

- To assist organisations to establish a responsible business policy.

The structure of the management system stated bases on the following activities:

- Definition of a business policy of OSH.

- Identification of occupational risks and the related legal norms.

- Establishment of objectives and programs to assure the continuous improvement.

- Verification of the system performance.
- Improvement of the system.

The stages to obtain OHSAS 18001 certification are:

- Planning: process and analysis of documentation.
- Audit: checking the effective implementation of the pre-established requirements.
- Granting: the certificate is granted by a three years period.
- Pursuit: audits are made to verify that the conditions of the certification remain.

The main differences between OSHA Specifications and ILO Directives are:

- OHSAS Specifications present a greater level of exigency.
- The monitoring of system is more explicit in the ILO Directives.

The workers involvement is greater in the ILO Directives.