

MANAGEMENT OF SECURITY AND HEALTH AT WORK APPLIED IN SMES

Corina Ana BORCOȘI¹

ABSTRACT:

PREVENTION OF WORK ACCIDENTS AND OCCUPATIONAL DISEASES, ENSURING A SAFE AND HEALTHY WORKPLACE IS ESSENTIAL NOT ONLY TO IMPROVE THE QUALITY OF JOBS, WORKING CONDITIONS, BUT ALSO TO ENSURE COMPETITIVENESS. MAINTAINING A STATE OF GOOD HEALTH OF EMPLOYEES IMPROVES PRODUCTIVITY. ENSURING WORKERS' HEALTH THROUGHOUT THEIR LIVES PROFESSIONAL ACTIVITY ALLOWS A PERIOD AS LONG AS POSSIBLE. IMPLEMENTATION OF AN ENTERPRISE MANAGEMENT SYSTEM OF OCCUPATIONAL HEALTH AND SAFETY, ENHANCE THE PERFORMANCE BY INCREASING HEALTH AND SAFETY AND RISK MANAGEMENT AT THE WORKPLACE.

KEYWORDS: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT, WORK ACCIDENTS, OCCUPATIONAL DISEASES, INTERNATIONAL STANDARDS

1. INTRODUCTION

Safety and health at work has been and is a challenge with an impact on society as a whole. " The ultimate goal of work safety and health at work is to protect life, integrity and health of workers against the risks of accidents and professional diseases that can occur in the workplace and create working conditions that provide them comfort physically, mentally and social ².

Concern for safety and health at work appears in the current context, the existence of new categories of risk - the psychosocial, but also due to developments in the workplace³.

Thus: demographic, an aging working population, new trends in the labour market, development of self-employment, the growth of employees in SMEs, aspects of health and safety specific to women, the development of certain diseases, emergence of risk factors at work, such as violence in the workplace, including sexual and moral harassment, all of which have led to the need to implement a management system of safety and health at work, necessary to continuously improve the safety and health work in enterprises⁴.

¹ Scientific Researcher II, Constantin Brancusi University of Targu Jiu

² Strategia națională privind securitatea și sănătatea în muncă pentru perioada 2008 – 2013

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⁴ Strategia națională privind securitatea și sănătatea în muncă pentru perioada 2008 – 2013

2. THE MANAGEMENT OF HEALTH AND SAFETY AT WORK

Although it has been significantly reduced the number of accidents and preventive procedures has been implemented, health and safety at work in the European Union and further improvements are still needed because:

- annually, over 4 000 workers lose their lives in accidents, and more than three million workers are victims of serious accidents at work, requiring more than three days absence from work;

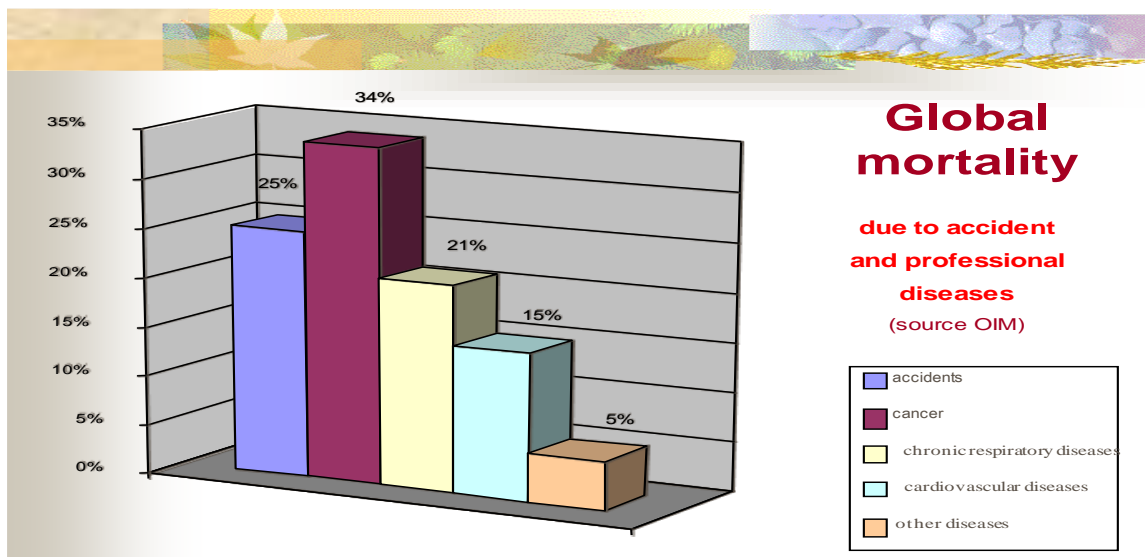


Fig. 1. The causes of global mortality

Sursa: Bejan, M., - Sistemul de management al securității și sănătății ocupaționale, Universitatea Tehnică din Cluj Napoca, Proiect cofinanțat din FONDUL SOCIAL EUROPEAN prin Programul Operațional Sectorial pentru Dezvoltarea Resurselor Umane 2007 – 2013, p. 3

- 24.2% of employees believe their health is threatened, safety because of the work they perform;
- 25% of employees state that their professional activity negatively affect their health; people suffering from occupational diseases and the costs of sick leave are high⁵.

Accidents at work and occupational diseases are 25%, in total mortality, as shown in Figure 1⁶.

Most accidents at work and occupational diseases can be prevented; the first step is identifying hazards and assessing risk factors to the job. High risk sectors are areas: construction, chemical and petroleum industry, health, agriculture. Safety and health at work is a priority for all businesses in every industry and can be achieved through the implementation of a management system for occupational health and safety in accordance with OHSAS 18001 (Occupational Health

⁵ Comunicare a Comisiei către Parlamentul European, Consiliu, Comitetul Economic și Social European și Comitetul Regiunilor referitoare la un cadru strategic al UE privind sănătatea și siguranța la locul de muncă 2014-2020

⁶ Bejan, M., - Sistemul de management al securității și sănătății ocupaționale, Universitatea Tehnică din Cluj Napoca, Proiect cofinanțat din FONDUL SOCIAL EUROPEAN prin Programul Operațional Sectorial pentru Dezvoltarea Resurselor Umane 2007 – 2013

and Safety Assessment Series) - standard offering guarantees fulfilment of labour security concerns and requirements of the legislation⁷.

Benefits of implementing and certification Management of health and safety at work according with OHSAS 18001 are considered to be⁸:

- improves the enterprise's motivation in accepting the need to ensure the safety and health at work;
- reducing the number of accidents at work and occupational diseases due to monitoring all activities relevant to health and safety at work;
- reducing material losses as a result of reducing the number of occupational accidents and accidental shut;
- reduce insurance costs.

Existing standard OHSAS 18001 will be replaced by a new international standard ISO 45001 in 2017. ISO (International Organization for Standardization) is in the process of developing a new standard, ISO 45001 - Management Systems Occupational health and safety - which will help companies to reduce the number of work accidents and occupational diseases by providing a framework to improve employee safety, reduce risks in the workplace and to create better working conditions safer. ISO 45001 is intended for use by any company, regardless of its size or field of activity and can be integrated into other programs of health and safety⁹.

ISO 45001 is not intended to be a legal document but a management tool that can be used voluntarily by any company that wishes to eliminate or reduce the risks of accidents at work and occupational diseases.

Implementing an integrated management system consisting of: quality, environment and health and safety at work, is the route to a performance management to create a motivating and safety framework for employees.

3. THE MANAGEMENT OF SAFETY AND OCCUPATIONAL HEALTH APPLIED IN SMES

In the current economic context, it is important for businesses to interconnect quality management system, environmental management and system safety management and occupational health. Applied fully-integrated system, the three management systems help companies to produce goods and services of quality, environmental protection and employee health. Thus we can say that the company has a sustainable development, contributing at the same time and the sustainable development of the whole society.

Certification to the integrated system: quality - environment - safety and health at work adds value to correctly implement the Integrated Management System.

The management of safety and occupational health required (by legislation existing at national or European level, but not only) in its application, a set of responsibilities for each hierarchical level, be it the managers of the upper hierarchical level, medium or lower. However in order to reduce risks in the workplace and avoid work accidents. Implementation

management of security and health involves in particular:

- establishing clear objectives in the field of safety and health at work;
- development of prevention programs;
- enterprise risk assessment;

⁷ <http://www.tuv-austria.ro/services.php?article=ohsas-18001>

⁸ <http://www.tuv-austria.ro/services.php?article=ohsas-18001>

⁹ <http://www.iso.org/iso/iso45001>

- designing monitoring systems.

Important benefits brought by the implementation in SMEs, and not only, the safety and health management are:

- increasing efficiency and productivity activities of the enterprise;
- reducing the number of work accidents and occupational diseases;
- reduced downtime due to accidents and occupational diseases;
- reducing the cost of fines and social security.

Improving the safety and health at work contribute to the economic development of both the company and society as a whole.

CONCLUSIONS

Accidents at work and occupational diseases represent a considerable economic burden for employers, employees and society. For small enterprise in particular accidents at work and occupational diseases can have a major financial impact.

It is difficult to convince employers about the profitability of improving working conditions, and yet the implementation of a management of security and health generated benefits for employees and employers, for the enterprise as a whole and ultimately to society.

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