Status and challenges of prevention competence in companies

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Content

- Regulatory framework
- Roles and responsibilities of OSH actors
- Current state of implementation of OSH requirements
- Challenges of flexible forms of work for OSH actors
Regulatory framework

- Act on Occupational physicians, Safety engineers and other Safety professionals (ASiG, 1973)
- DGUV Regulation 2 Occupational physicians and Safety professionals (DGUV Vorschrift 2, 2011)
- Works Constitution Act (BetrVG, 1972)
Roles and responsibilities of OSH actors

- **employer**
  - (§§ 3 ff. ArbSchG)
  - Main responsibility

- **safety and health committee**
  - (§ 11 ASiG)
  - Codetermination, information, consultation

- **occupational physician**
  - (§§ 2 ff. ASiG)

- **occupational science**
  - "sound ergonomic findings"

- **works council**
  - (§§ 80 ff. BetrVG)

- **safety and professional**
  - (§§ 5 ff. ASiG)

- **supervision, inspection, enforcement**
  - Federal states statutory accident insurance

- **safety reps**
  - (§ 22 SGB VII, § 20 DGUV Regulation 2)

- **OSH experts**

- **employees (§§ 15ff. ArbSchG)**

- **obligations and rights of participation**
State of implementation – supervision

- less than 50 % of the companies with full supervision by occupational physicians and safety professionals*
- situation varies with company size and sector*
  - micro and small enterprises mostly unsupervised
  - low rates of implementation in the private service sector

- lack of resources of occupational physicians**
  - approximately 13,000 physicians with occupational health qualification are not sufficient for adequate supervision according to DGUV Regulation 2

(Source: GDA company survey (2015)*, BAuA project F 2346 (2014)**)
## State of implementation – activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>% of safety professionals that implement the activity often and very often</th>
<th>% of occ. physicians that implement the activity often and very often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support with risk assessments</td>
<td>92,2</td>
<td>71</td>
</tr>
<tr>
<td>Support with work environment focused prevention</td>
<td>68,4</td>
<td>67,3</td>
</tr>
<tr>
<td>Support with individual behaviour focused prevention</td>
<td>66,3</td>
<td>62,7</td>
</tr>
<tr>
<td>Support with the creation of a suitable structure and integration into managerial activities</td>
<td>45,5</td>
<td>24,1</td>
</tr>
<tr>
<td>Provision of general advice to employers and managers, workplace representatives and employees</td>
<td>82,3</td>
<td>85,4</td>
</tr>
</tbody>
</table>

(Source: Evaluation Regulation DGUV 2 (2017), basic supervision)
State of implementation – competences

- many safety professionals do not consider themselves to be sufficiently competent in current relevant OSH topics*
  - e.g. psychosocial risks, humane design of work, design of work systems

- basic qualifications and content of education concept for safety professionals do not cover current operational requirements**
  - education concept from 2020 onwards shall close gaps, but in 2026 only one third of active safety professionals will have received this education

- occupational physicians and safety professionals focus their training mainly on technical issues**

*(Sources: Sifa long-term study (2013)*, (2015), BAuA project F 2388 (2017)**
State of implementation – framework conditions

- 41 % of companies are not aware of DGUV Regulation 2*
- 41 % of companies report that they do not provide their managers with specific training on OSH**
- around two thirds of companies say that they integrate OSH into the planning of changes to the work processes and work organisation**
- only 11 % of the companies have both an adequate OSH organisation and an OSH culture that can be described as high***

Challenges – so far

- low implementation rate of mandatory supervision by occupational physicians and safety professionals
- rather low level of work system and prevention-oriented action
- promotional factors, such as commitment of management, OSH qualified managers etc. are not widespread
- problems of synchronisation of competences and operational needs in a dynamically developing world
Challenges – on top due to flexibilisation

„Invisibility“

– for occupational health and safety experts:
  • work situations, groups of employees, individual and psychological stress, profitable cooperation partners, alternative perspectives for action

– for the companies:
  • health and safety regulations, logics and measures

– for the employees:
  • management, health and safety at work experts, own opportunities for work design

(Source: BAuA Project F 2411 (2019))
Areas for action

- adaptation of regulation and rules?
- finding adequate ways to get access to flexible work situations?
- strengthening prevention competences of the employees?
- cooperation with new / other partners outside the “OSH box”?
- developing a new “Leitbild” on OSH?

There is no easy and single solution!
It is more than reshaping the current OSH system and its structures – it is also about mindset, roles and culture.
Thank you for your attention!