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# Global Trends in Occupational Health and Safety

**Michael Belcher**  
**ASSE President**



# The Globalization of OHS

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***Arguing against globalization is like arguing against the laws of gravity***

**-Kofi Annan**



# Five Key Trends

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**Risk  
Assessment**

**Prevention  
through Design**

**ISO 45001**

**Professionalism**

**Integrated  
Reporting &  
Sustainability**



# ***PREVENTION THROUGH DESIGN***



Illustration by Chris Gash

**Prevention through design is the concept of mitigating occupational hazards and risks by "designing them out"**



## Formal Definition

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***Incorporating decisions pertaining to occupational hazards and risks into the process of design and redesign of work premises, tools, equipment, machinery, substances, and work processes including their construction, manufacture, use, maintenance, and ultimate disposal or reuse.***



## Making the case...

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**Considerable costs are associated with unsafe design, such as retrofitting, insurance claims, environmental clean-up, and public liability**

- ✓ A European study has shown that 60% of fatal accidents in construction are caused by decisions made “upstream” from the construction site
- ✓ An Australian study showed that 63% of fatalities and injuries are attributed to a lack of planning and design decisions
- ✓ A US study has shown that 42% of construction site fatalities can be linked to the design of the facilities constructed



## PtD around the globe

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- In the **United States**, Prevention through Design is a long-term initiative by NIOSH.
- In **Australia**, PtD is one of seven action areas of the Australian Work Health and Safety Strategy 2012–2022
- In **Europe**, safe design is a key focus of directives relating to construction and machinery safety

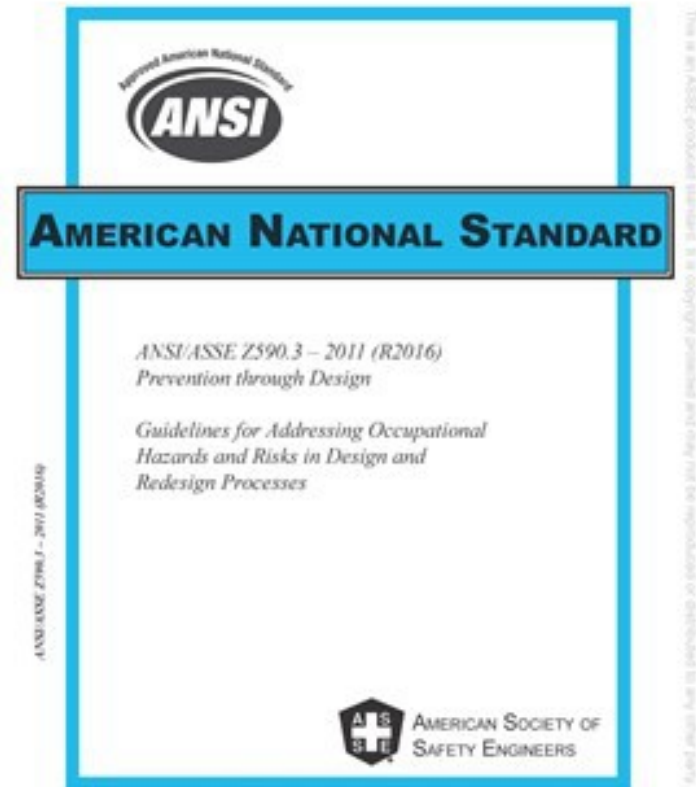




# ANSI Z590.3

## *Prevention through Design: Guidelines for Addressing Occupational Risks in Design and Redesign Processes*

- Provides guidance on including PtD concepts within an OSH management system
- Provides guidance for a life-cycle assessment and design model
- Incorporates Hierarchy of Controls





## Prevention through Design using Hierarchy of Controls

### Elimination

Eliminate the hazard during design or re-design

### Substitution

Substitution of less hazardous materials, processes, operations, or equipment

### Engineering Controls

"Design-in" engineering controls to minimize risk

### Warnings

Automatic and manual warning systems; signs and labels

### Administrative Controls

Training, well-designed work methods & organization

### PPE

Available, effective, easy to use

Control Effectiveness

Financial Value



# THE PROPOSED **ISO 45001** OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS STANDARD



# History

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*The first consideration for an ISO OHSMS occurred in 1996. The ISO OH&S Workshop concluded with insufficient support at initiate projects in this field*

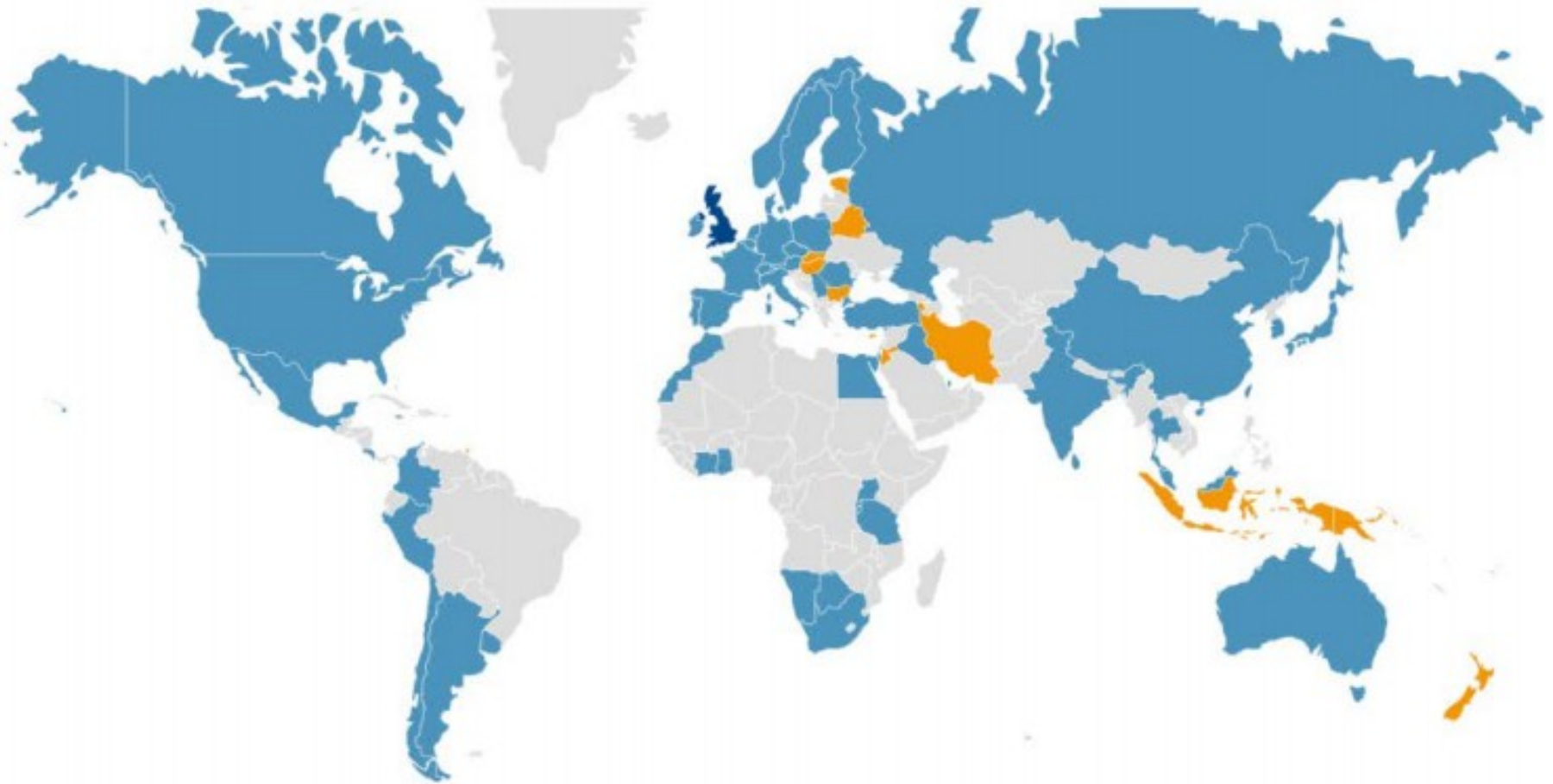
## **Since then....**

- Rapid increase in OHSMS use in past 10 years
- Growth of other management system standards
- Continued focus on injury and illness rates
- Globalization of the marketplace
- Recognition that regulatory requirements are insufficient to protect workers



# ISO PC 283 Member Nations

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● Participating Countries (59)

● Observing Countries (15)



# Elements

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1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organization
5. Leadership
6. Planning
7. Support
8. Operation
9. Performance evaluation
10. Improvement



Context of the organization (4)

Scope of the OH&S management system (4.3/4.4)

Internal and external issues (4.1)

Needs and expectations of interested parties (4.2)

Intended outcomes of the OH&S MS

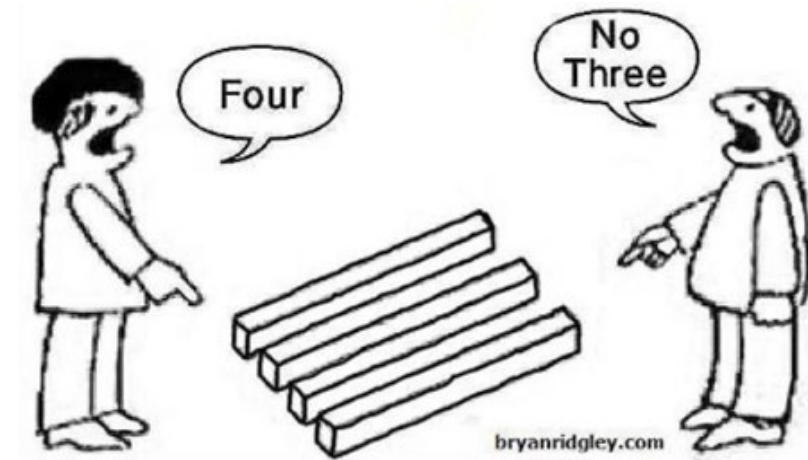




# Challenges related to development

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- Spectrum of management system thinking
- Need for basic vs. mature OHSMS concepts
- Diversity of input
- Language and translation
- There are no “should” statements
- Speaking small (SMEs) or to what level





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# **THE PROFESSIONALISM OF OCCUPATIONAL HEALTH AND SAFETY**



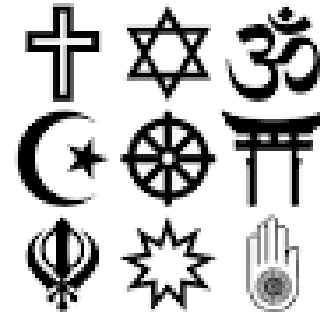




# Fundamental Characteristics of a Profession

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- Great responsibility
- Accountability
- Specialized education
- Body of Knowledge (BOK)
- Ethical constraints
- Certifications
- Associations





# Professional Competence

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*The OSH profession is adversely affected by a lack of occupational barriers to entry*

Common problems include:

- ✓ Unqualified practitioners
- ✓ Unaccredited practitioners
- ✓ Employers who are not well advised





# Territorial Encroachment

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**Other professions may be in a position to expand into OSH practice areas.**



# Professionalism: Capability Frameworks

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*Capability Frameworks establish defined, consistent and current standards or attributes required to undertake professional roles competently.*



# Organizational Benefits

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## Capability Frameworks enable organizations to:

- ✓ Recruit and select employees with a strong fit to the role and organization
- ✓ Set performance expectations and measure contributions objectively
- ✓ Provide a roadmap for employee development
- ✓ Identify and assess competency gaps.
- ✓ Make the appraisal fairer and more open and differences between levels, job titles and grades more transparent
- ✓ Assist with workforce planning and succession management



# How Frameworks Benefit our Profession

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- ✓ Promote high standards of competence for and among OHS professionals
- ✓ Promote a shared understanding of OHS roles
- ✓ Establish the role as a key advisor, strategist and leader
- ✓ Set the role in the context of the management of risk within sustainable business practices
- ✓ Provide information/guidance for employers, recruiters, regulators and educators
- ✓ Promote evidence-based decision making in identifying competencies



# **The OHS Professional Capability Framework**

## ***A Global Framework for Practice***

Role, Knowledge and Skills

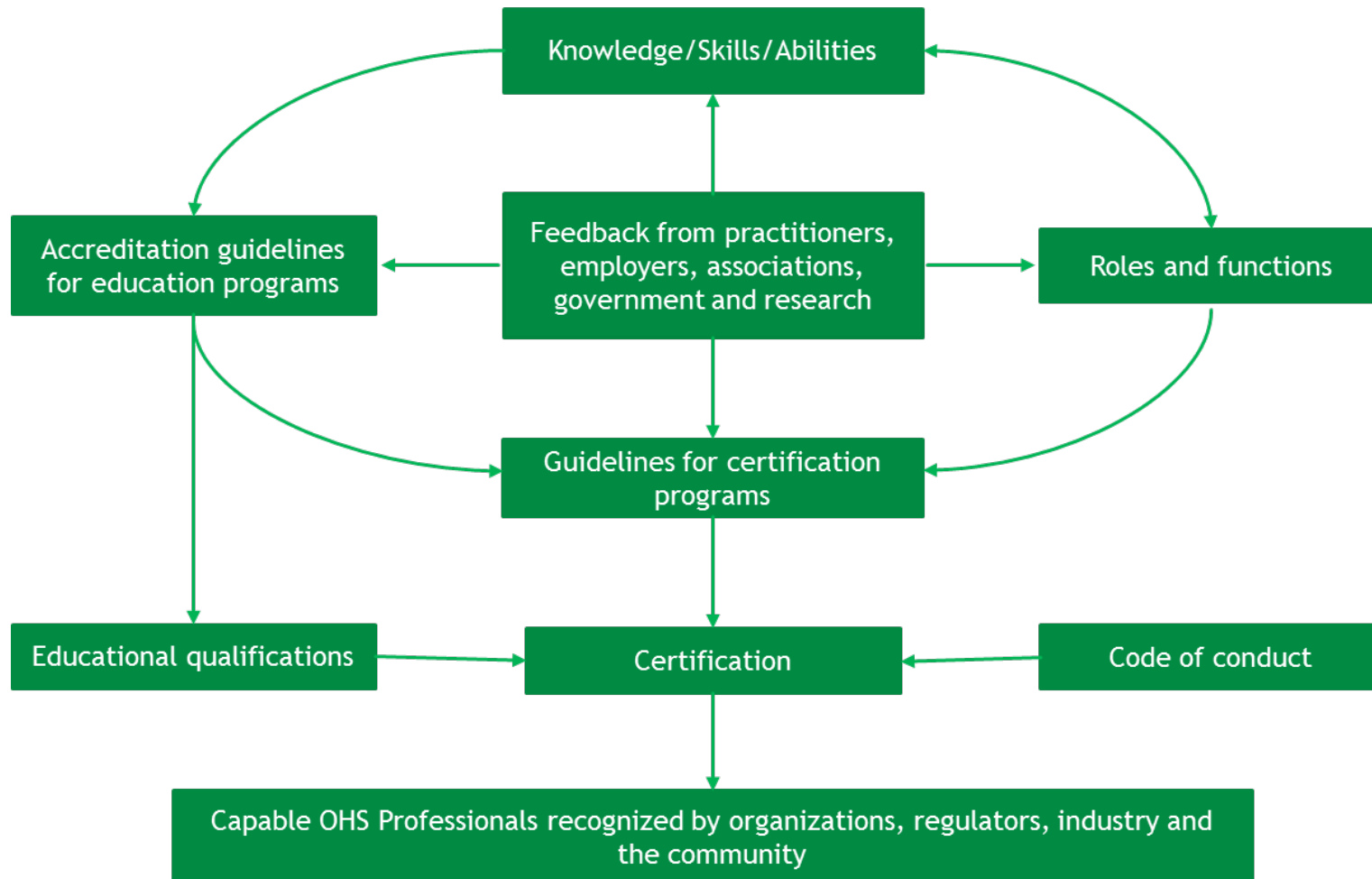


International Network of Safety and  
Health Practitioner Organisations

October 2015



# Global Framework for Practice







- 1. Context**
- 2. Role and tasks**
- 3. Knowledge**
- 4. Skills**





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# **INTEGRATED REPORTING AND SUSTAINABILITY**



# The New Sustainability

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Sustainability's emergence as a measure of corporate performance recognized by the financial community has broad implications for OHS professionals



# Integrated Reporting

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At first, “integrated reporting” meant integrating a financial report and a sustainability or corporate social responsibility report

- ❑ Has since evolved to emphasize the importance of the so-called “six capitals”

## Six Capitals

- Financial
- Manufactured
- Intellectual
- Human
- Social/relationship
- Natural

*Companies use all six of these capitals to create value for shareholders!*



# Human Capital

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- ❑ Businesses are increasingly recognizing the importance of a **skilled, engaged and productive workforce**
- ❑ **Reputation** is a key factor in attracting and recruiting talent and can have significant financial impact
- ❑ Increased demands for **transparency** and **improved performance** on human capital-related issues will lead to increased demands for transparency and improved performance on OHS issues



# Social and Relationship Capital

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## Examples of Social and Relationship Capital

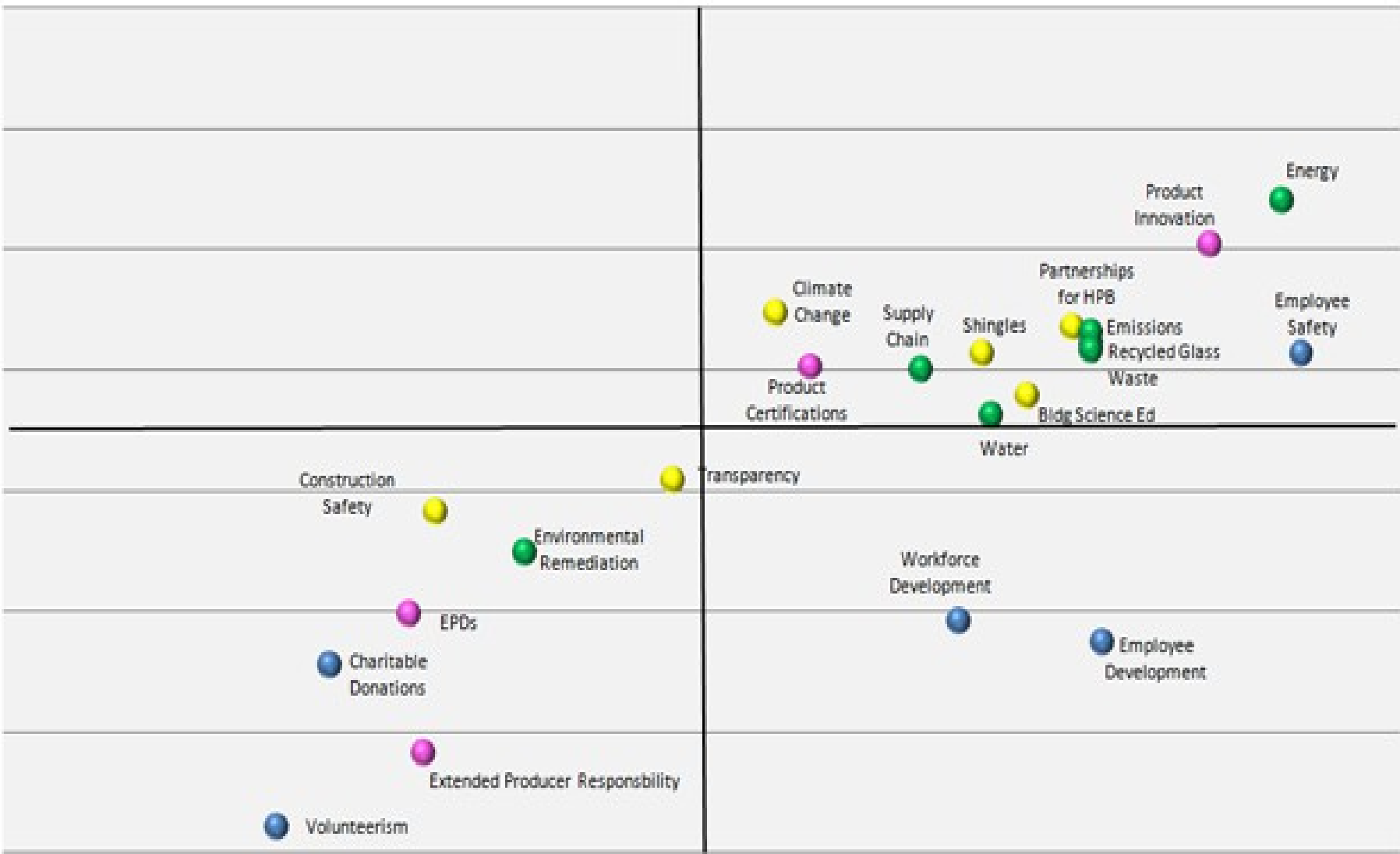
- The strength/efficacy of supply chain relationships
- Community acceptance
- Government relations
- Relationships with competitors
- Customer loyalty



## **Materiality is a fundamental concept in financial reporting...**

- ☐ Recognizes that some information is important to the fair presentation of an organization's financial condition and operational performance
- ☐ Many organizations now concentrating on providing material information by industry to guide both company disclosure and investor integration of sustainability data in asset allocation decisions
- ☐ Companies failing to disclose material sustainability information may face a higher risk of shareholder suits

Significance to Stakeholders



Significance to Owens Corning





# Implications for OHS

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- ❑ Makes OHS in those industries a topic for corporate boardroom discussions
- ❑ Elevated status of OHS will lead to increased focus on OHS management
- ❑ OHS has been deemed a material issue for 22 industries by the United States based Sustainability Accounting Standards Board (SASB)





# Recommendations to OHS Professionals

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1. Develop a new financial literacy
2. Review your organization's human capital activities to identify new value creation and risk mitigation opportunities
3. Review your supply chain operations to better understand potential OHS-related vulnerabilities and mitigate risks
4. Review the OHS KPIs that your organization publically reports to identify gaps and ways to improve the usability of the information for key stakeholders



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# **A NEW EMPHASIS ON RISK AND RISK MANAGEMENT**



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*Boards of Directors are focusing on risk and the related risk management practices and are asking tough questions about how those organizations identify, assess, monitor, and manage their risks*

— Mark L. Frigo and Richard J. Anderson

# Chipotle store near Boston closed after worker gets norovirus

By [Lisa Fickenscher](#)

March 9, 2016 | 4:19pm | Updated





## **ISO 31000:2009**

- ☐ Adopted in November of 2009, now officially the first International Standard on Risk Management
- ☐ Guide 73 (Definitions and Nomenclature for Risk Management) & ISO 31010 (Risk Assessments)



American Society of Safety Engineers

# Risk Assessment Institute

*The goal of ASSE Risk Assessment's Institute is to facilitate OSH risk assessment's inclusion into the organizational risk process, allowing businesses to be proactive in prioritizing and mitigating risk in advance of injuries or catastrophes.*

**[www.oshrisk.org](http://www.oshrisk.org)**