



FAGFORBUNDET

**Health, safety and
environment in the
health sector in
Norway**

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Some facts about Norway

- Constitutional monarchy with a parliamentary system
- Population: 4 842 000
- 78% of the population in urban settlements
- At beginning of the 20th century; a poor country
- Economic development after the Second World War based on hydraulic energy (electrochemistry, electrometallurgy, timber processing), and the sea (maritime trade, mechanical engineering, aqua farming).
- Development continued after 1970 on account of the exploitation of petroleum and gas in the North Sea.
- Norway is the third largest exporter of crude oil after Saudi Arabia and Russia
- Unemployment rate is 3,2%. (August 2009)
- Employment rate is about 70% (15 to 74 years), 73% among men and 67% among women. (August 2008)
- Member of the EFTA and partner in the EEA-agreement



Foundation:

Cooperation

Basic for:

- Stability
- Development
- Democracy



Democracy in the field of Healthcare

- Representative
 - Laws /Agreements
 - Elected representatives
 - "Seat at the Table"
 - Influence on decisionmaking.
 - Negotiations
 - Spokesperson
 - Garantists for broad Participation
- Participation
 - Laws/Agreements
 - All the employees
 - Using their creativity, skills and competence.
 - Contribute and participate in cooperation projects ownership to challenges, processes and results.
 - Each and one been taking seriously.

None of the two democracy arrangements do work alone.
Only in combination!

Working together!

- **KISSS (Keep it short, smart and simple!)**
- **If you are happy with your work , you do a better job!**
- **The one who can feel the problem on her/his body, knows what must be done to solve it.**
- **There are hidden ressurses in every workplace. Our challenge is to bring it up and use it to make a better working life and better results for the company/hospital/etc**



Important organizations and authorities

- The Norwegian Labour Inspection Authority
- The Norwegian Pollution Control Authority
- Ministry of Labour and Social Inclusion
- Ministry of the Environment
- Ministry of Health and Care Services
- Confederation of Norwegian Enterprise (NHO)
- The Federation of Norwegian commercial and service enterprises (HSH)
- Other employers and employees organizations



Tripartite cooperation – EU level

- Social Dialog in Europe/EU
- Framework Agreements – stress - harassment and violence
- Implementation in Norway
- Different campaigns and projects
- The HSS-committee in EPSU



Health, Safety and Environment (HSE)

-some Laws and Regulations

- *The Working Environment Act*
- *The Gender Equality Act*
- *The National Holidays Act*
- *Certain Sections of The Smoking Act*

- **The Working Environment Act**
 - Systematic Health, Environmental and Safety Activities in Enterprises
 - Internal Control Regulations
 - Consequences of Violating The Working Environment Act: Orders, Coercive Fines and Shutdown of Operations
 - Objectives and Strategies: Supervision, Internal Control Audits, Verifications / Inspections, Investigating Accidents and Guidance and Information

HSE - The employers responsibility

- The employer is responsible for assuring that the working environment is in compliance with the law`s demands
- Dialougue: What`s the risk of accidents?
- Initiatives: planning, motivating the employees, agreements
- An overview of the legislation and treaties
- Make a priority of actions
- Followup/evaluate

The Basic Agreement (NHO – LO)

- The Basic Agreement is an agreement between the Confederation of Norwegian Enterprise (NHO) including all its national and local associations and individual enterprises, and LO Norway including all its unions and associations (divisions).
- Agreement in no way affects or alters relations between parties to other collective agreements.
- The Basic Agreement is the first part of all collective agreements for workers that have been or may be concluded by the organisations named in the heading and/or their members, and which are not covered by other Basic Agreements.

Nomination of most appropriate representatives (reps)

- **Working Environment Act.**
- Chapter 6. Safety representatives
- Section 6-1. *Obligation to elect safety representatives*
- Section 6-2. *Duties of safety representatives*
- Section 6-3. *The safety representative's right to halt dangerous work*
- Section 6-4. *Special local or regional safety representatives*
- Section 6-5. *Costs, training, etc.*



Basic agreement 2006-2009

LO - NHO

- **CHAPTER VII**
- **SAFETY WORK AND HSE PERSONNEL**

- **§ 7–1 Safety delegates**

- **§ 7–2 Working environment committees**

- **§ 7–3 Occupational health service**

Safety reps.

- Safety reps shall be elected among the workers at the workplace for two years
- Can also be elected by the union who represents the majority of workers
- Safety reps became mandatory for all enterprises with more than 10 employees
- Enterprises with more than one safety representative shall have a senior safety representative who is responsible for coordinating the activities of the safety reps
- Their duty is to safeguard the interest of the employees in matters relating to work environment and represent workers on issues related to health, safety and welfare



Safety reps. (continue)

- Shall receive necessary training in occupational health and safety
- Shall be consulted during planning and implementation of measures for work environment and occupational health and safety issues.
- Have the right to halt (stop) dangerous work
- Work may be halted until the Labour Inspection Authority has decided whether work may continue.
- The safety representative is not liable for any loss suffered by the reps decisions.

Verneombudets plikter og rettigheter

- Arbeidsmiljøloven av 1977
 1. Plikt til å ivareta de ansatte i HMS spørsmål
 2. Universell dekning (virksomheter > 10 ansatte)
 3. Rett til opplæring (40 timers kurs)
 4. Skal delta der HMS spørsmål tas opp, også i forkant
 5. Stansingsrett på eget initiativ ved farlig arbeid



- Dette ble opprettholdt ved revisjon av loven i 2005
- 30 år etter - hvordan har det fungert?

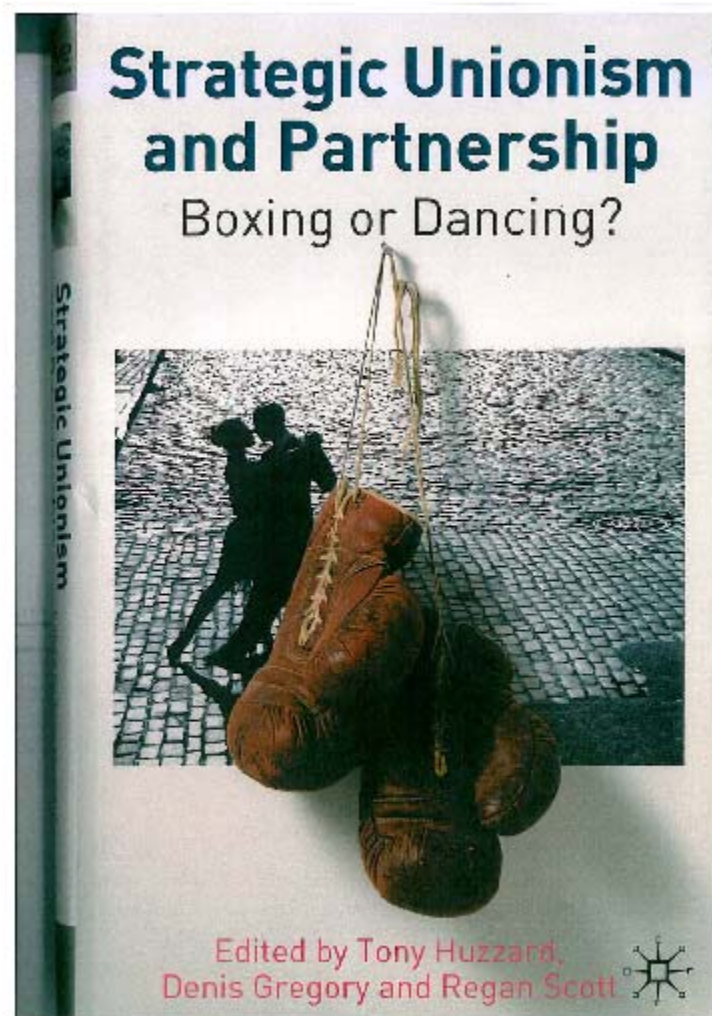
Report, SINTEF 2007, conclusions:

- Stop in the name of safety!
- The norwegian practice of the right to stop dangerous work is unique
- The norwegian scheme/practice of safety representatives is now well established – 30 years after its introduction
- The safety representatives has 40 hours of education on safety work
- They cooperate with the employer on issues of working environment, both preventive and in case of concrete problems

Conclusions, continued..

- The right to stop dangerous work is used and respected; 1 of 5 health reps had used the right to stop work, - in addition to 1 of 5 who had considered to stop
- The right to stop dangerous work may be considered a way of solving concrete health – and safetyproblems
- Less than 10 % experienced sanctions from the the employer side, but 6 of 10 experienced that the employer supported the stopping of the work
- The main focus is the dialougue!





Hvilken metafor kan beskrive rollen som VO? (fra casene)

Metafor	Boksing	Dansing
Buffer	X	X
Bulldog	X	
Vaktbikkje	X	
Oppdrager, grensesetter	X	X
Slåsskjempe	X	
Samtalepartner		X
Samarbeidspartner		X
Rollemodell, forbilde	X	X
'Lydhør'		X
Gnager	X	
Varsler	X	



Noen
som har
andre
forslag?

Partnere for arbeidsmiljø - VO og DL samarbeider godt



- I følge VO er DL den hyppigste (8) eller nest hyppigste initiativtaker (8) på 19 ulike HMS-tema
- 84 prosent av VO er enige i utsagnet "Jeg har et godt samarbeid med ledelsen"
- I casene 'danser' VO og ledelse mer enn de 'bokser'

Vernearbeid: Fra øreklokker og vernesko til fokus på relasjoner mellom mennesker



- VO har hovedfokus på sikkerhet og fysisk/kjemisk utfordringer
 - Dette inkluderer bygninger og transport
 - VO er hyppigste initiativtaker på denne typen tema
- Organisatoriske og psykososiale tema har fått økt oppmerksomhet
 - Tidspress, overtid, samarbeidsproblemer, mobbing, omstillingsprosesser er tema som mer enn hvert tredje VO ser som sentrale utfordringer for seg
 - Her er imidlertid daglig leder enda mer aktiv på tiltakssiden

Framtidige arbeidsoppgaver for VO



■ Sikkerhet:	97
■ Fysisk arbeidsmiljø:	95
■ Psykososialt arbeidsmiljø:	91
■ Ergonomi:	85
■ Omstillingsprosesser:	85
■ Ytre miljø:	70
■ IA-arbeid:	72
■ Rusmisbruk:	67
■ Sosial dumping:	67

- VO kan arbeide med alt innenfor HMS
- Tradisjonelle utfordringer anses som viktige også i framtida
- Ikke helt samsvar med hva VO har arbeidet med og framtidige arbeidsoppgaver
 - Større vekt på sikkerhet, fysisk arbeidsmiljø og omstillingsprosesser enn hva man skulle tro ut fra tidligere svar

Med lov skal arbeidsmiljøet bygges!



- Intensjonene ved loven av 1977 er i stor grad oppfylt!
- Ordningen med verneombud er utbredt
- Opplæring blir gitt
- VO deltar på de arenaer de skal
- Retten til å stanse arbeid blir brukt og respektert
- Stansingsretten – en måte å få løst konkrete helse- og sikkerhetsmessige problemer
- Utdfordringer gjenstår

Working environment committees

- **Based on The Working Environment Act:**
- Enterprises with at least 50 employees shall have a working environment committee
- Labour Inspection Authority can decide that enterprises less than 50 employees must also have working environment committees
- Employer, employees, safety rep and other OSH personnel are represented
- When the committees is established, this shall be reported to the local Labour Inspectorate.
- The employer and the employees shall have
 - equal number of representatives on the committee.
- Both parties shall alternately be elected as chairman of the committee.

The Chairman can use casting vote.



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Working environment committees (continues)

- Shall make an effort to establish a fully satisfactory working environment in the workplace
- Participate in the planning of safety and environmental issues
- Shall follow up closely all questions relating to the safety, health and welfare of the employees.
- If the working environment committee considers it necessary in order to protect the life or health of employees, it may decide that the employer shall implement specific measures to improve the working environment.
- If the employer finds that he is unable to implement the committee's decision, the matter shall be submitted without undue delay to the Labour Inspection Authority for decision



Information and training channels to deepen and enlarge gradually their knowledge and skills

SUPPLEMENTARY AGREEMENT III

Agreement on in-company training in safety and environmental work for safety delegates and members of the work environment committee (amu)

Introduction

1. The agreement concerns
2. Object and content of the training
3. Length of training
4. Implementing the training
 - Training providers
5. Further training
6. Plan for training in the enterprise
7. Deadlines, courses during/outside working hours and costs of courses
8. Disputes



Organising health and safety actions and campaigns - an example

- **Framework agreement on Harassment and violence at the work place**
- 1.Introduction
- 2.Aim
- 3.Description
- 4.Prevention, Identification and management of problems of harassment and violence
- 5.Implementation and follow up
- http://resourcecentre.etuc.org/linked_files/documents/Final_joint_table_2009%20harassment_violence_EN.pdf

Implementation

- Joint report from the Social partners and the Government:
 1. **The working group** established in 2008 arranged a national conference in 2009
 2. **Guidelines and information in progress:**
 - **The Norwegian Labour Authority in cooperation with the social partners:** Guideline for preventing threats and violence at the workplace.
 - **KS, HSH, Spekter, LO and Unio in cooperation:** Guidelines to reduce threats and violence at the workplace in health/care-sector. Methods for reducing violence and threats by third party at workplaces based on identification, preventing and making procedures for dealing with harassment and violence.
 - **Unio and KS in cooperation:** Guidelines and information for the local employers and workers to identify prevent and manage problems of harassment and violence at work in schools.
 - **3. Legislation.** The Working Environment Act contains separate provisions that protect workers from harassment and violence at work, and threats from third party.
 - In 2009, a new paragraph in this Act was approved which entails that the employer has to assess/reduce risk factors when the employee works alone.
 - The employee"s organisations want detailed regulations in order to prevent harassment and violence at work.
 4. **Nordic level:**
 - The social partners in municipal sector at Nordic level discuss the Framework Agreement in their annual conference.



Organising health and safety actions and campaigns - another example

- http://www.epsu.org/IMG/pdf/COMM_PDF_COM_2009_0577_F_EN_PROPOSITION_DE_DIRECTIVE.pdf
- **Proposal for a COUNCIL DIRECTIVE implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector**
- *The aim of the proposal is to give legal effect to the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector, signed on 17 July 2009 by HOSPEEM (European Hospital and Healthcare Employers' Association) and EPSU (European Federation of Public Services Unions).*

Challenges in Norwegian Health and Social services sector, - examples..

- Main challenge: Working environmental stress in the hospital sector as well as in the elderly care sector
- We need to continue the good work of the health representatives, the dialogue with the employer side, and the tripartite cooperation

- Questions to discuss:
 - What are the main challenges to improve the work of Health, Safety and Environment in Bulgaria?
 - What can YOU do to improve this work in YOUR workplace?

Thank you,

- - and good luck with the work for developing on HSE
- Remember KISS (keep it short, smart and simple!)

