

Challenges of OSH application at public establishments

OSH & French public sector : a recent story of subsidiarity

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Big orientations of activities for our public sector OSH Mission

- Develop training and professionalization actions for public sector OSH inspectors, members of OSH committees, prevention advisers...)
- Promote a OSH culture (seminars, partnership, website...)
- Make experiment on the training et the OSH (engineering and development)



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French public sector : what are we talking about ?

- **French public company** : SNCF (railway), EDF (electricity)
- **French public service** (5,2 millions of people):
 - State administration (ministerial departments)
 - Local authorities (districts, municipalities)
 - Hospitals



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A new way from social relationships

- **French agreement 28/07/1994** about hygiene and security of the work
- **French agreement 20/11/2009** about occupational health and safety
 - Signed by the 3 all public employers and 7/8 public trade unions



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The new legal framework in French state administration

- C155 (not ratified agreement)
- OSH Framework directive (1989)
- Law about reforming of social relationships and OSH committee (2010)
- State decrees (2011)
- Ministerial circulars (2011-2013)
- Agreement on psychological factors (being signed in a few days)



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French public sector OSH : a recent story

A story in 2 large complementary perspectives (from 1982 to 2013)

➤ **Hygiene and safety at work** (from 1982 to 2009) :

- Human reparation (after the industrial accident)
- Risk prevention (before)
- Risk assessment (before)

The main is : to act on the workers



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French OSH : a new story

➤ **A whole new way of looking at an expert system**

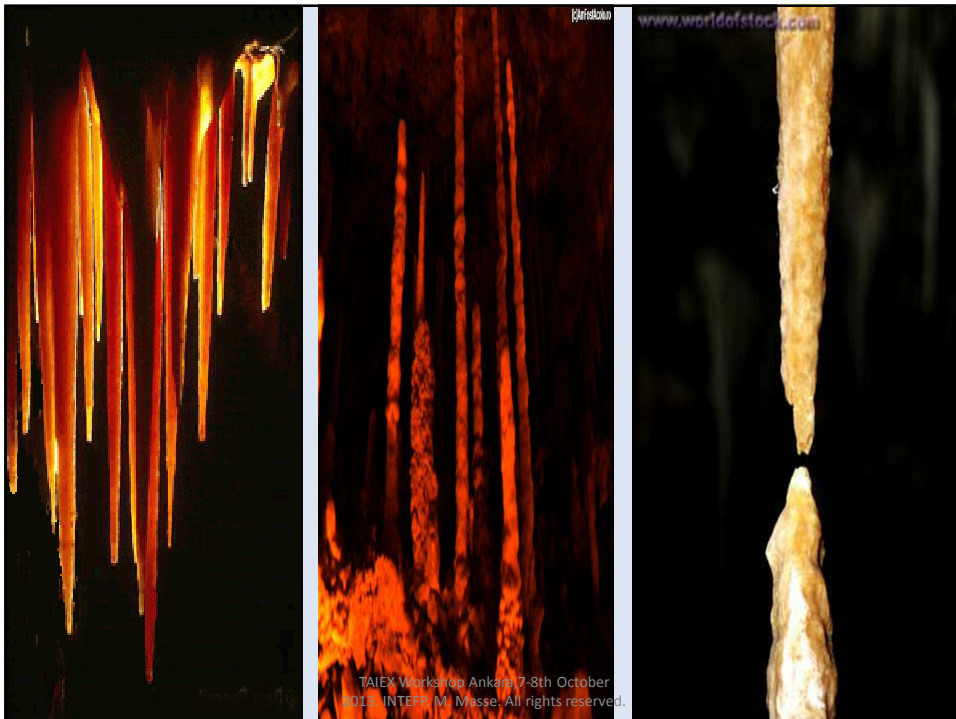
(2009-2013) :

- Governance
- Stakeholders
- Dialogue talks between management (orders) and workers (accomplishment)
- Multicultural, multidisciplinary, plurality of factors

The main is : to act for and with the workers



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The participants

- Manager, Head of the human resources
- Occupational safety specialist
- Occupational physician
- OSH team : ergonomic, psychologist, nurse, social worker
- OSH inspection
- Workers



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Institutions (worker's representative)

- Technical committee to **negotiate about OSH**
 - functioning and organization
 - human resources
 - Budgetary means..
- OSH committee to **work about OSH** :
 - risk prevention plan
 - Survey further the occupational accident
 - Study to new organization...



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***A special point of view about « Work »
: try to think together***

- Work you have to do
- Work you can see
- Hidden work :
 - Work you can manage to do
 - Work as you feel in your own mind
 - Work which you create by doing here and now



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The system tools

- Annual risk prevention plan
 - organization and program (like a movie)

- Single risk assessment document
 - Identification of the risks (like a photography)



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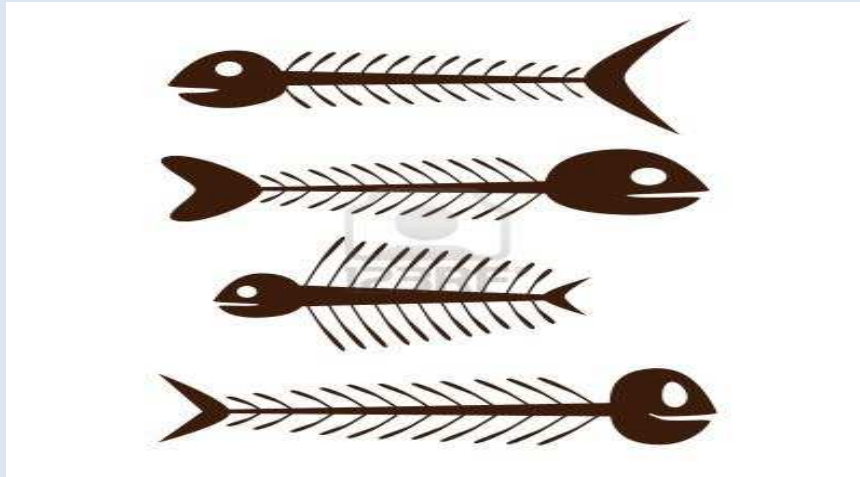
Structuring an OSH expert system

- A **subsidiarity principle** between each level of responsibility and engagement :
 - Ministerial departments (only Paris)
 - Districts
 - Departments



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Same framework but a form for each of us



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***OSH challenge : climbing down to stay
& climbing up to grow***

MSOffice2



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MSOffice2 ; 29/09/2013

The new rules about OSH ?

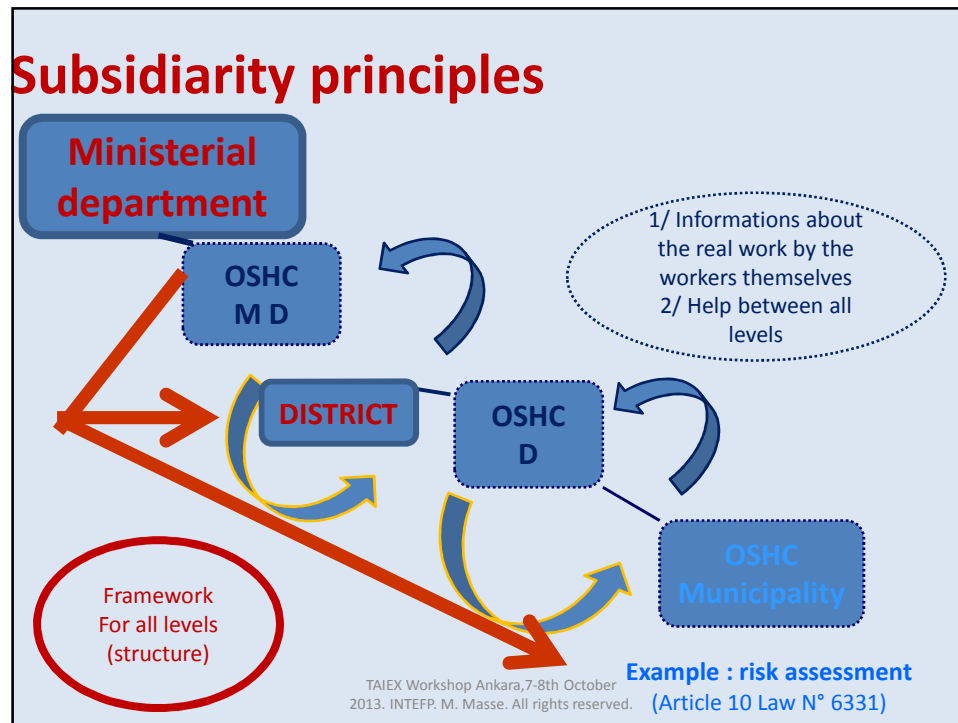
- **Decisions are taken** as closely as possible to the OSH participants and that constant checks are made to verify :
 - ❑ that action is justified in light of the available possibilities at national, regional or local level.
 - ❑ when it is more effective than action taken at national, regional or local level.

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Strong arch & free interpretation



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OSH framework form 20 June 2012 ?

- Your way to go about a **new point of view** to safety and health and the working environments (as actually in the French public sector)
- Thank you and **good works** for your next workshops

Our OSH website

Santé - Sécurité au Travail dans les Fonctions Publiques
"des formations, des professionnalisations, des accompagnements de projets"

1359170 visiteurs depuis le 16/12/2010

44 utilisateurs en ligne.

Vers une culture de la santé et de la sécurité au travail dans la fonction publique

Professionnaliser durablement acteurs, activités, organisations, contextes et territoires : une histoire d'Education, de Formation, de Travail et de Recherche

Mercredi 09 octobre 2013, 05:00:55

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