

# **What is the Role of a Safety Practitioner on Accident Prevention**

**CHEUNG Ping-kwong**  
**Labour Department**  
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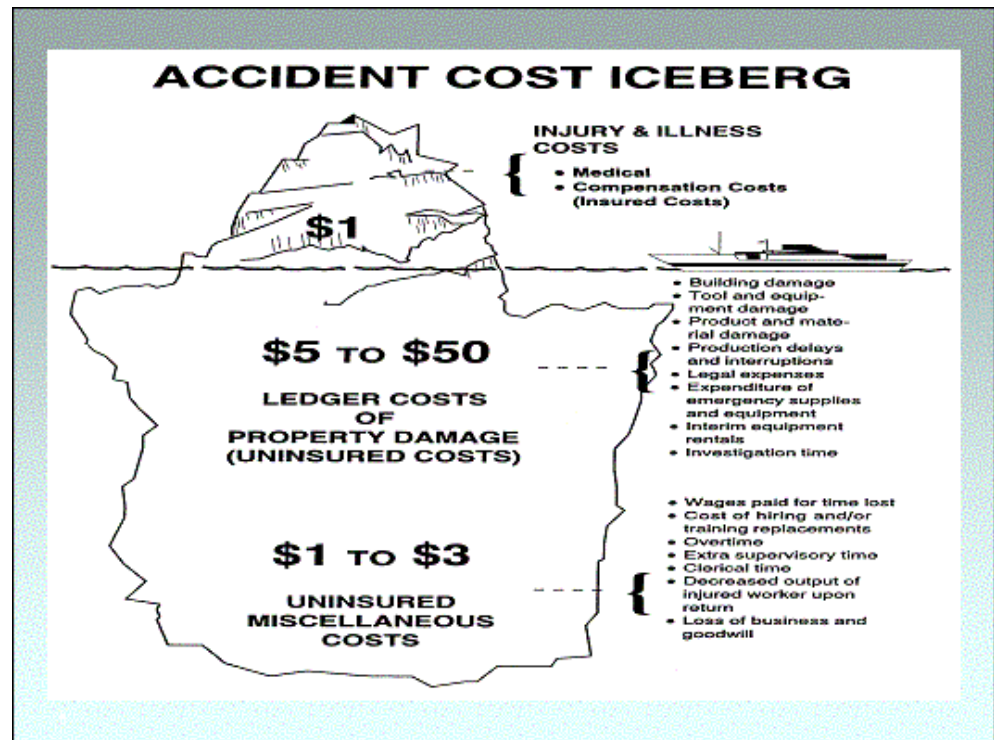


**Labour Department**

# Accident are expensive

- \* In 2015, 51 917 employee's compensation cases received
- \* 22 538 cases were settled
- \* Amount of compensation involved was \$271 million

- \* Medical treatment
- \* Cost of delay
- \* Lower morale
- \* Cost of replacement
- \* Cost of property damage
- \* Civil and criminal liability
- \* Company reputation
- \* .....



# Number of Cases Reported under the Employees' Compensation Ordinance from 2011 to 2015

Year	Minor cases*	Non-fatal cases	All non-fatal cases	Fatal cases	
2011	15 944	40 857	56 801	195	
2012	16 266	40 304	56 570	193	
2013	16 096	38 868	54 964	204	
2014	15 531	38 173	53 704	213	
2015	14 994	36 732	51 726	191	
* Minor cases refer to cases involving sick leave of not exceeding three days.					

Source: Labour Department Annual Report 2015

# “Accident”

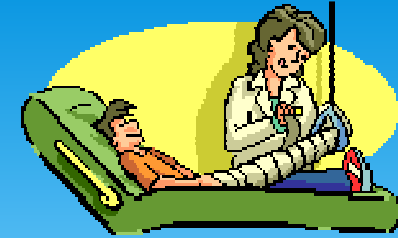


**Unplanned and uncontrolled event** in which the action or reaction of an object, substance, person or radiation results in personal injury or the probability thereof.  
(Heinrich)

# Workplace Accident

- \* Regulation 17 of the Factories and Industrial Undertakings Regulations, Cap. 59A
- \* Section 13 of the Occupational Safety and Health Ordinance, Cap. 509
- \* "accident" (意外) includes any event that detrimentally affects the health of a person;
- \* "incapacitated" (喪失工作能力), in relation to a victim of an accident, means that the victim is permanently or temporarily incapacitated from working in any capacity in which, but for the accident, the victim would have been capable of working.

# Incident



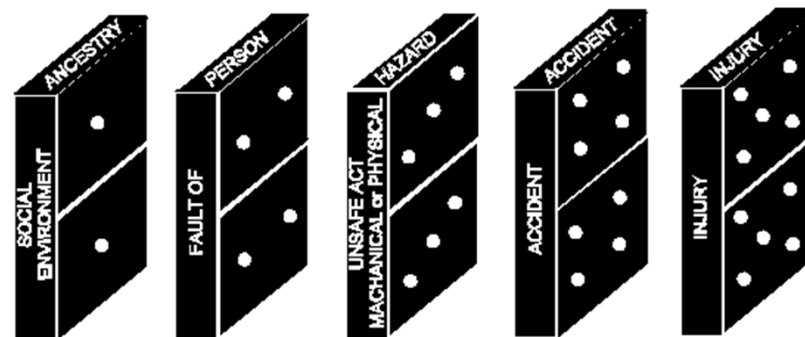
- \* Work-related event(s) in which an injury or ill health or fatality occurred, or could have occurred (OHSAS 18001)  
– Preventive approach
- \* Accident – particular type of incident in which an injury or ill health or fatality
- \* Near-miss – an incident where no injury or ill health or fatality
- \* Incident – Accident/Near-miss/Near-hit, Close-call, Dangerous Occurrence

# Dangerous Occurrences

- \* Section 14 of the Occupational Safety and Health Ordinance Cap. 509
- \* Regulation 18 of Factories and Industrial Undertakings Regulation, Cap. 59A
- \* Collapse of lifting appliance, an explosion, a total or partial collapse of roof, overturning of dumper, disintegration of grinding wheel .....

# Accident Causation

- \* Accident sequence in five factors portrayed a domino blocks (Heinrich – Dominic theory)
- \* Several layers of barriers between management decision-making and accidents and incidents (James Reason – Swiss cheeses model)
- \* Multiple causation theory, Pure chance theory, Accident proneness theory.....





# Accident Prevention

Management should recognize that not all hazard controls are equal. Some are more effective than the others at reducing the risk. The order of precedence and effectiveness of hazard control is the following:

1. Elimination
2. Separation / Isolation / Removal / Redirect
3. Engineering controls
4. Administrative controls
5. Personal protective equipment

# Accident Prevention

## Control measures

- \* safety procedures/work instructions
- \* adequate training
- \* effective communications
- \* good housekeeping
- \* guards/safety devices/warning signs
- \* adequate working environment
- \* regular safety inspections
- \* risk assessment
- \* .....

# Are all accidents preventable?

- \* There is no single cause of accident
- \* Cause(s) of accident can be identified
- \* Accident(s) are preventable

# Degree of control?

- so far as is necessary
- so far as is reasonably practicable
- so far as practicable
- take all reasonable steps
- adequate steps
- all reasonably practicable steps

# Duties of RSO

- \* Factories and Industrial Undertakings  
(Safety Officers and Safety Supervisors)  
Regulations
- \* Regulation 15 - Duties of safety officer

# Duties of RSO

- a) advising the proprietor....., with the approval of the proprietor, implementing such measures;
- b) inspecting the IU, or directing any person employed as a SS therein to inspect the IU .....;
- c) reporting the findings of any inspection..... to the proprietor and recommending....;
- d) assisting in the supervision.....SS in the IU;
- e) advising the proprietor ..... of any repairs or maintenance that ought to be carried out in respect of (i) any premises.....; and (ii) any appliance, equipment, machinery or plant .....;
- (f) investigating and reporting to the proprietor..... of any accident, or DO in the IU and making recommendations to the proprietor.....;

# Duties of RSO

- (g) investigating and reporting to the proprietor.....of the suffering of any bodily injury by any person employed in the IU and making recommendations to the proprietor;
- (h) investigating and reporting to the proprietor every fatal accident..... and making recommendations to the proprietor...;
- (i) receiving, discussing and countersigning every report .....
- (j) preparing and submitting to the proprietor a report.....

# Duties of RSO

(k) advising the proprietor on the implementation of SMS....including:

- (i) to assist in establishing, revising and reviewing a S & H policy....;
- (ii) to assist in organizing a S & H training programme;
- (iii) to assist in devising in-house safety rules and regulations;
- (iv) to assist in implementing S & H plans, programmes, arrangements and measures;
- (v) to assist in establishing a safety committee ....;
- (vi) to assist in job hazard analysis, evaluation of potential hazards and the identification of hazardous conditions and hazardous exposure;
- (vii) to assist in conducting safety promotion, health assurance and personal protection programmes.



# CoP on Safety Management

## Section 5.2.1 (Introduction) – Line organization

*“...Under such a structure, formal safety and health responsibilities are allocated to **all levels** of personnel including... and workers. The proprietor or contractor should ensure that every person in the line organisation has an important safety and health role and that **the person should be held accountable for safety and health matters...**”*

# CoP on Safety Management

## Section 5.2.2 – Safety office or safety department

“... Its primary role is to advise the line management on safety and health practices, requirements and standards. It should not play a “line” role to implement the safety plans and programmes and certainly should not be held accountable for the consequences of the lack of control on the shop floor or at the site.”

# CoP on Safety Management

## Section 5.2.2 – Main roles of the **safety office or safety department**:

- \* To serve as a safety resource centre and in-house safety consultant
- \* To plan and prepare safety programmes
- \* To advise top management and line management on safety and health matters
- \* To coordinate the implementation of safety plans and programmes
- \* To monitor the implementation of safety plans and programmes
- \* To follow up corrective actions and verify the effectiveness of safety measures
- \* To serve as a safety trainer

# CoP on Safety Management

## Section 5.2.3 – Allocation of **responsibilities** for safety and health

“...Each member of the relevant industrial undertaking to which the responsibilities are allocated should know what he is responsible for and to whom he is responsible regarding safety and health matters. The allocation of responsibilities should be recorded in writing and it should be clearly stated that the final responsibility for safety and health rests with the top management...”

# CoP on Safety Management

## Section 5.2.4.1 – The main responsibilities of Senior Management:

- \* To provide a safe and healthy working environment
- \* To provide adequate resources (including financial resources), information and training
- \* To provide a system of monitoring compliance with the safety policy
- \* To establish a system to identify, assess and eliminate hazards and control risks at work
- \* .....

# CoP on Safety Management

Section 5.2.4.2 – The main **responsibilities of line management** (including managers and supervisors):

- \* To assist in the implementation of the safety policy, measures and procedures
- \* To assist in the identification of hazards, and the evaluation and control of risks
- \* To supervise workers to ensure safe and correct working procedures
- \* To ensure effective consultation on safety and health matters
- \* To respond to the safety advice of government officers/safety advisors/safety officers/persons in charge of the safety office/safety supervisors or workers
- \* .....

# CoP on Safety Management

## Section 5.2.4.4 – The main responsibilities of safety advisor and safety officer:

- \* To assist in the identification of hazards and evaluation of risks at work
- \* To advise senior management or line management as to eliminate or control hazards
- \* To conduct safety and health inspections to check safety performance and recommend corrective action to senior management or line management
- \* To investigate occupational accidents and incidents and recommend remedial measures to prevent recurrence
- \* To report safety performance regularly to the top and senior management and safety committee
- \* .....

# Implications

- \* Advising**
- \* Inspecting**
- \* Reporting**
- \* Recommending**
- \* Investigating**
- \* implementation**



# Major Roles of Safety Practitioners

## **Main role**

- \* To advise management

## **Secondary role**

- \* To develop, implement and maintain SMS

## **Third role**

- \* To ensure the compliance with the law

# Role of Safety Practitioners

	Organization dimension	Technical dimension	Human dimension
Strategic	<ul style="list-style-type: none"> <li>To develop OSH polices</li> <li>To organize OSH programme</li> </ul>	<ul style="list-style-type: none"> <li>To give technical advise</li> <li>To develop standards for the use of equipment and materials</li> </ul>	<ul style="list-style-type: none"> <li>To advise top management</li> <li>To foster OSH engagement among workers</li> </ul>
Operational	<ul style="list-style-type: none"> <li>To report and investigate work accidents and D.O.</li> <li>To ensure OSH polices and safety procedures are correctly applied</li> </ul>	<ul style="list-style-type: none"> <li>To conduct study and research</li> <li>To conduct risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>To train workers of safe work procedures</li> <li>To meet workers and front-line supervisors</li> </ul>

*Source: Occupational health and safety practitioner's role, Massey University, Kirsten Olsen & Leigh-Ann Harris*

# Facilities to be provided by proprietor

Regulation 19 (a) of Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations

*“ **The proprietor of an industrial undertaking shall, in relation to the duties under these regulations of any person employed as a safety officer or safety supervisor therein-***

*(a) **ensure that such duties are carried out under his supervision or under the supervision of a person who has direct and effective control over the work carried on in the industrial undertaking;***”

*(b) **provide all such assistance, equipment, facilities and information as may be necessary for the proper carrying out of such duties; and***

# Fit & Proper

AAB 16 & 17/2003 [ R5(3)(b) of SOSSR]

- \* **honesty** to execute truly, without malice affection or partiality
- \* **knowledge** to know what he ought duly to do
- \* **ability** as well in estate as in body, that he may intend and execute his office diligently and not impotency or poverty neglecting it.

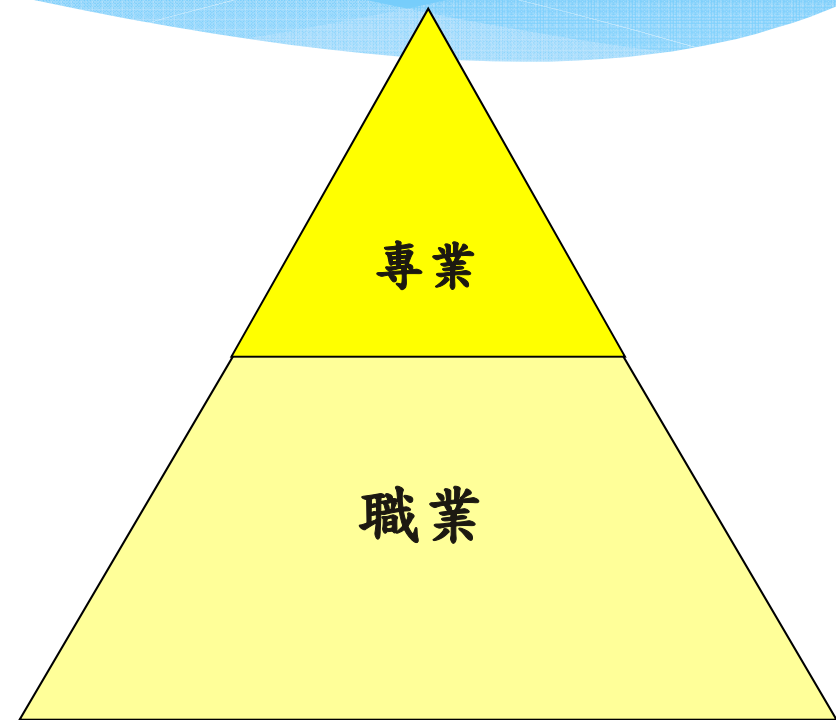
# Occupation Vs Professional

Occupation (職業):

- \* a person receiving remuneration for work or functions

Professional (專業):

- \* a person specialized in an occupation, this occupation must have a high degree of academic or scientific knowledge and skills and the provision of specialized services



# Characteristic of Professional

- \* subject to long-term training, expertise and technology  
(需接受長期的培訓而擁有的專門知識及技術)
- \* the service cannot be handled by the community itself  
(該項服務並無法由社會大眾自身進行)
- \* the public assessment on good and evil of the subject  
(能為社會大眾評定該事項的優與劣)
- \* The community can benefit from such professional services  
(社會大眾能從該等專業服務獲得安全感)

# Code of Conduct

- \* Independence(獨立)
- \* Integrity(誠信)
- \* Confidentiality(保密)
- \* Objectivity(客觀)
- \* Responsibility(盡責)
- \* Diligence(勤奮)



**Thank You**