



EUSAFE PROJECT

European Qualification for Occupational Safety and Health Professionals

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EUSAFE PROJECT OUTLINE

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Dear Reader,

The EUSAFE Project is close to completion: this briefing material is based on the Final Report draft which is currently under preparation. This document is intended to give you some insight into the project and its anticipated deliverables, in order to facilitate your participation in consultation process.

Further details of the project and outcomes can be found on the EUSAFE Website;
<http://www.eusafe.org> under 'Outcomes'.

Claudio Munforti
EUSAFE Project Manager

BACKGROUND

The EUSAFE Project originates from the deployment of European Occupational Health and Safety (OHS) Legislation and current OHS employment scene.

Safety and health at work is a fundamental human right which impacts on all European citizens as defined in article 31 (*Fair and just working conditions*) of the 2000 Charter of Fundamental Rights [http://www.europarl.europa.eu/charter/pdf/text_en.pdf].

A common legislative framework regarding OSH has been created since 1989 in the EU, starting with the framework Directive (89/391/EEC) and followed by subsequent individual Directives.

This legislation requires employers to ensure the safety and health of workers and to have competent advice on these problems.

Ensuring that employers fulfil their obligations to the workforce and community was one of the core values at the inception of the EU. However, despite the European Commission Regulated Professions database there has never been an attempt to ensure that the advice given by OSH professionals was consistent across all of the member states.

These requirements have been enacted in different forms into the national legislation of all member states, causing a lack of transparency and recognition of competences and qualifications for OSH professionals, both managers and technicians. Also, it has long been recognized within the OSH profession that the lack of standardisation impacted on the freedom to work and in mobility across countries, especially in those member states where statutory registration schemes exist.

Some directives have already tackled these barriers to movement for professionals, but the progress in reaching agreement is slow. A contribution in addressing this situation, has been provided by the International Social Security Association Section on Safety Training, that has studied the way in which these professionals are trained across Europe.

Since the adoption of the Lisbon Strategy in 2000, EU member states and the European Commission have strengthened their political cooperation in education and training policy. This has been done through the "Education and Training 2010" work programme launched in 2001 and





its follow-up, the Strategic Framework for European Cooperation in Education and Training (ET 2020) adopted by the Council in May 2009 [http://ec.europa.eu/education/lifelong-learning-policy/framework_en.htm]. The long-term strategic objectives of EU education and training policies include:

- Making lifelong learning and mobility a reality; and
- Enhancing creativity and innovation, including entrepreneurship, at all levels of education and training.

The EUSAFE project was established to facilitate, in respect of modernisation and harmonisation of OSH professional standards, the revised objectives of the EU 2020 strategy for a “smart, sustainable and inclusive growth” [http://ec.europa.eu/europe2020/index_en.htm], as “safety, health and productivity go hand in hand” [OSHA, http://osha.europa.eu/en/publications/annual_report/amp2012].

It has been recognised to fall within the scope and priorities of Leonardo da Vinci programme, in the key aspects of improving transparency and recognition of qualifications and competences, of enhancing vocational training and of devising a new professional qualifications and training framework, to respond to market needs. As such, it received support from the EU Commission.

The project team, drawn from a consortium of six European Partners, consisted of professionals and academics. The individuals represented professional associations, institutions, leading universities and key industrial partners across the EU.

Project methodology included consultation, workshops and presentations to ensure that the results were applicable and, importantly, achievable across the member states.

PROJECT OBJECTIVES

The overall ultimate goal of the project is to facilitate the free movement of a competent labour force across the EU countries, supported by recognition of a harmonized professional competence, specifically for those people working in the field of Occupational Safety and Health (OSH).

The project will therefore be of interest from various perspectives;

- Professionals working or aspiring to become qualified in OSH
- Employers who need to know what credentials provide a level of assured competence
- Representatives of employees - to ensure that management appointments are capable of providing co-worker safety and health
- Regulating bodies who are responsible for ensuring that EU standards were being correctly interpreted and applied and by employers or their OSH practitioners

The objectives and project outcomes should be also framed in a proper context that implies reader familiarity with:

- OSH vocational standards and activities
- Training management and personal professional development processes
- EU conventions and terminology for education development processes such as using learning outcomes (CEDEFOP), [<http://www.cedefop.europa.eu/EN/>]
- The non-specialist transferable skills expected in management practice



The reader is also suggested to be familiar with national training frameworks and the European Qualification Framework, EQF, [http://ec.europa.eu/education/lifelong-learning-policy/doc/eqf/brochexp_en.pdf] and the European Credit for Vocational Education and Training, ECVET, [http://ec.europa.eu/education/lifelong-learning-policy/ecvet_en.htm].

The project adopted the terms 'Technician' OSH practitioner - equivalent to ECVET level 4 and 5, and 'Manager' OSH practitioner - ECVET level 6 and 7, for simplified analysis of both vocational expectation and competency evaluation.

OUTCOMES

The collective output of the project provides:

- a comprehensive review of the current situation of training and competence of OSH professionals;
- a template by which to measure existing qualification and competency schemes and assist in developing future training products;
- an opportunity for those member states where a regulated profession exists to identify commonality across the competency spectrum;
- an opportunity to devise suitable bridges to enable professionals to develop their skills and work opportunities further in respect of international knowledge in OSH.

The project has been divided into Work Packages (WP), with a partner-leader responsible for engaging, consulting and developing a report on key aspects of the package

The titles and a brief summary of the main WPs concerning the OSH Practitioner are as follows:

WP3 - Review of the provision of education and training for OSH professionals in the European Union

A review of the existing provision of education in occupational health and safety within the European Union has been undertaken and the resulting database of education in 29 European states has been compiled and verified by circulation to members of the European Network of Safety and Health Professional Organisations (ENSHPO) and other stakeholders for comment. It now provides a comprehensive review of the current situation.

The researched information has been analysed and a levelling exercise undertaken against the European Qualification Framework (EQF) to give an overall picture of the existing qualifications using the benchmark of the EQF levels and their equivalence to the EurOSHM and EurOSHT professional standards.

WP4 - Identification of methods and instruments for the recognition of the new qualification

A tool has been defined to evaluate the performance requirements and training needs of a Safety Manager and a Safety Technician.

A series of performance standards were developed and adapted for a broader European perspective with reference to the EurOSHM and EurOSHT standards.

The EurOSHT and EurOSHM standards were evaluated as EQF levels 4/5/6/7 respectively by the consortium and the performance standards were mapped against these levels. The performance standards can be used to identify education and training needs as they indicate the expected





outcomes from the learning objectives.

The occupational standards developed in WP 4 reflect the professional expectations of a 'generalist' OSH practitioner. They form the foundation for someone starting at a level 4 or 5 qualification (described within the report as a **Technician**), or at a more advanced position with a level 6 or 7 qualification (described within the report as a **Manager**).

An extract from one of the WP4 matrix is copied below. It provides;

- a range to describe the context of the activity
- performance elements and criteria
- sub tasks which are easily distinguished as separate components of the overall subject
- the level to which those sub tasks are suggested as being responsible for their completion

It should be noted that the higher levels automatically subsume those tasks beneath them, in line with the principles of lifelong learning and continuing professional development.



HSP14* Develop and implement occupational health and worker well being

Overview and range

This standard is for people with a role which involves:

- Identifying and prioritising occupational health issues
- Using occupational hygiene methods and tool to determine the effectiveness of controls
- Planning and implementing occupational health prevention and wellbeing programmes
- Introducing control measures to control new occupational health risks

This will require an understanding of occupational health and occupational hygiene and the impact of occupational ill health on the business and society. There should also be an understanding of the importance of taking a strategic approach and methods to manage occupational ill health in the workplace and a knowledge of other professionals who might be able to provide competent advice on such matters.

It will be necessary to have the ability to undertake occupational hygiene activities, occupational ill health measurements and be able to interpret information concerning the most common health issues and apply suitable risk control activities.

Health hazards include for example; MSD, Noise, vibration, working in hot or cold environments working in working with radiation, hazardous substances at work, work related stress but the focus should be on those topics most relevant to the workplace(s) in question.

It will also be necessary to be able to successfully communicate occupational health strategy and procedures to those who might be affected by the hazards.

In addition to controlling workplace related health risks there should be an understanding of workforce 'well being' and the activities, and workplace influences may have a positive impact on the health and well being of the workforce

		Technician		Manager	
Performance criteria	<i>You must be able to:</i>	EQF Level 4	EQF Level 5	EQF Level 6	EQF Level 7
Identify new developments in health and well being of people at work:	P1 Plan and implement an occupational health and hygiene strategy				✓
	P2 Evaluate the impact on your organisation of issues relating to occupational health			✓	
	P3 Identify appropriate sources of information on the latest developments in occupational health and worker well being		✓		
Implement occupational health and well being at work assessment and procedures	P4 Review the effectiveness of an occupational health and well being campaigns			✓	
	P5 Undertake an occupational health assessment for your workplace			✓	
	P6 Undertake occupational health and hygiene measurement activities		✓		
	P7 Record the results of occupational health surveillance	✓			



WP5 - Development of professional qualification and training framework

Learning Outcomes were developed for the new harmonized reference profiles linked with WP4 description of standards and described as KNOWLEDGE (K), SKILLS (S) and COMPETENCES (C), according to EQF criteria. Models for teaching materials and plans were also developed for each of the four reference levels, with focus on Learning Outcomes (LO), Mode of teaching/training, Assessment for each type of LO and associated Credits (ECTS) or points (ECVET).

Models have been also compared with examples of existing courses for each reference profile/level.

In developing the Learning outcomes it was necessary to reduce duplicative subjects that appeared in WP4.

For example the need to measure and record various safety and health parameters appears in many of the WP4 tasks. WP 5 condenses these into simplified and single learning outcomes which need to be assessed at the various levels.

In the example above it can be seen that at Level 4 only the task of recording measurement has been allocated to the technician. That is not to say that they will not participate in such activities alongside or for more senior OSH Practitioners, but responsibility only rests for the record completing at level 4. The participation of the L4 Technician in all such monitoring activities appears in WP 5 as follows;

At the end of the course a person should be able to:

- C 4.1 S Assist in the implementation of inspections and monitoring systems
- C 4.2 C1 Record significant findings
- C 4.3 C2 Select suitable methods of keeping records relating to OHS

For the level 6 Manager the same subject attracts a more in depth consideration and spans several areas of skill, knowledge and competencies in the programme Learning Outcomes, which include (but are not limited to);

At the end of the course a person should be able to:

- B 6.7 S Undertake hazard identification and evaluation across a range of environments
- B 6.8 S Devise risk control strategies across a range of environments
- B 6.9 S Implement risk control strategies across a range of environments
- C 6.1 K Appraise pro-active monitoring tools to determine their applicability to help organisations meet their statutory and organisational needs
- C 6.2 K Describe reactive monitoring tools
- C 6.3 K Analyse techniques for monitoring the data generated by health and safety systems
- C 6.4 K Use suitable and appropriate analysis, assessment and recording techniques

And importantly, in the context of the OSH team management function at level 6 and linking to the Technician above;

- E6.11 C2 Use effective people relationships / tools to support the operation of OHS systems



WP7 - Transfer and dissemination

The package is intended to organize consultation and obtain feedback on project outcomes and to spread results through Europe (in 27 countries) and worldwide (7 more countries) to ensure that the results of WPs are appropriately evaluated, recognized, and possibility utilized on a wide scale.

The aim is also to produce and spread information, material such as reports, innovative instruments and methodologies through the web tools and traditional means like documents, articles etc. and to collect the necessary basic answers to prepare the final WP report and to set a basis for interested end-users to capitalize on achieved outcomes. The dissemination process will benefit of the contribution of the ENSHPO members and other Geographical Coordinators and local Focal Points.

Who will be able to use the report objectives and outputs?

- **EU and local Governmental Bodies** in line with the EU 2020 strategy and the skills database to provide a vehicle to determine and compare core competencies for state registration schemes. It may also initiate the process whereby the owners of such schemes consider more open access by all suitably qualified and experienced individuals.
- **OSH associations and professionals** who are aiming to improve the recognition in European countries of their qualification. By reinforcing business opportunities through higher mobility, and by providing education and development programmes to those who work within the discipline of OSH.
- **Vocational Training Providers** (Awarding Organisations, University and College sector, OSH teachers and trainers and commercial education and training providers), will benefit from the results of the project by having a harmonized profile reference point. This includes learning objectives and assessment methodology where it is appropriate.
- **Employers** will be able to check the roles and performance expectation of their OSH practitioners, with the associated resources for training and personal development. They may also use the information to provide a basis for generic job descriptions across the EU or as a guidance to evaluate and select proper OSH consultants or external OSH practitioner training resources and providers.
- **Trade Unions** will be able to improve effectiveness of their relationship and dialogue within the industry to contribute to workplace safety on the basis of a common, clearer and more transparent interpretation of the OHS professional competences. The benefit of a common understanding and shared methodology will impact also the workplace locally, facilitating cooperation and engagement of Trade Unions Safety representatives.

FUTURE DEVELOPMENTS

It should be clearly understood that the objectives of this project are intended to be used as a starting point, hopefully to move towards a fully integrated system of competences. The EUSAFE project could be recognized as the formal starting point for the unilateral application of EU policy on transportable qualifications for OSH professionals. It has not legal enforcement capability, however, it does establish a solid foundation and platform to establish common qualification learning objectives and reference to appropriate assessment methodology from which a number of developmental opportunities could derive, in the context of the European Qualifications Framework (EQF) and the European Credit System for Vocational Education and Training (ECVET):

Provide an OSH qualification search tool



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Having established a uniform standard of skill, knowledge and competences, this will enable qualification and vocational training schemes to register on a searchable database. It will also provide a resource for employers who can invest training budgets with a similar assurance that qualifications are fit for purpose.

Provide a platform for regulated profession register and qualifications

Ultimate goal could be that, based on an EU recognized reference qualification, in order to be able to work lawfully across the EU, OSH Professionals can avoid to take multiple qualifications in these member states. The dissemination process will allow (and eventually “strongly encourage”) member states to work together and identify any discrepancy between the output of the EUSAFE project and their own National Occupational Standards, where these exist.

Expanding the scope of skills of the EUSAFE project

The work undertaken in WP 4 centred on the needs of a generalist OSH Practitioner. There could be valuable scope in adding specific specialist skills either on the technical side (for example nuclear safety, fire safety, etc) or on the managerial side (people management, leadership, behavior based safety).

Integrating the OSH profession, networking sharing of best practices

Dissemination of the project also yields benefits to the EU in terms of bringing together representatives of member states, professional bodies and individuals to ‘self regulate and develop’ the profession standards and drive personal development and aspiration.

Making Europe more competitive in the global market

By rationalizing the EU stance on professional OSH competencies it will simplify similar benchmarking activities with comparative schemes around the world, which has already initiated with partners in USA and Australia, giving broader perspective and global influence to EU and individual member states [see also: “The Europe 2020 Competitiveness Report” - <http://www3.weforum.org/>].

Envisaged options would require further dedicated effort and specific planning, however EUSAFE partners are committed to leverage on current outcomes and willing to contribute to future developments, should proper condition occur.

CONSORTIUM PRESENTATION

Please visit also EUSAFE website [<http://www.eusafe.org/index.php/en/partners-eng.html>]

1) AIAS (Consortium Coordinator)

Founded in 1975, AIAS, the Italian Association of Safety, Health and Environmental (SHE) Professionals is the oldest association in Italy dealing with SHE protection and prevention.

Over 6,000 SHE practitioners from companies, institutions, public organisations and research institutes, as well as consultants, are members of the Association.

AIAS, an independent and no-profit institution, is aimed at improving, exchanging and circulating SHE culture, providing its members with any kinds of support: professional training, meetings, conferences, high-quality data-base, newsletters, technical magazines and practical aid on SHE



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questions.

Many AIAS members take active part in national, ministerial, regional, and local committees and working groups and in National Standardizing Organisations such as UNI (member of ISO and CEN) and CEI (member of CENELEC and IEC). AIAS, is the Italian partner of ENSHPO, IFAS and CFPA-E.

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2) CySHA

The Cyprus Safety & Health Association (CySHA) was founded in 1991 in view of "contributing towards the efforts for protection and promotion of safety and health at work and to the prevention of risks concerning the public in general".

Its 250members are the OSH professionals of Cyprus working both in the private sector and the Labour Inspection Department.

The Association is represented at two important advisory tripartite bodies for policymaking issues: at the Pancyprian Safety & Health Council and the Pancyprian Road Safety Council. CySHA's official magazine the "Safety & Health" is circulated every six months at 700 copies. It has its own Web Site at www.cysha.org.cy.

CySHA signed a "Memorandums of Understanding" with the Institution of Occupational Safety & Health (IOSH) of UK and AIAS of Italy and has developed a collaboration with the Greek Association of Labour Inspectors and is a member of the European Network of Safety and Health Professional Organisations (ENSHPO).

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3)

IOSH

IOSH is a worldwide body for OSH based in the UK with over 40000 members. It is a registered charity formed to promote safety in the workplace and its vision is to promote a world of work which is safe, healthy and sustainable.

IOSH is the guardian of professional standards and ensures that education and training are suitable to promote its overall aim.

IOSH holds a Royal Charter which allows its members to use the title Chartered which is recognition of a professional in the UK.



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4) SINERGIE

SINERGIE is a non-profit Training and Research Centre accredited by Regione Emilia-Romagna and MIUR (Ministry of Education University and Research).

It was founded in 2001 with the aim to foster knowledge and skills development in the field of education and RTD, in particular for the following sectors: ICT, Energy, Environment, Safety, Health. Thanks to its experience in ICT sector SINERGIE developed an E-learning Platform through a Learning Content MNGT System which is used to deliver training modules.

Main activities of SINERGIE are:

- development and management of projects in the field of vocational training and higher education
- organisation, technical and financial administration of projects funded by private and public funds
- promotion of projects and events for stakeholders
- collaboration with local authorities, private and public entities in the field of RTD and education
- support to spin-off and new enterprise creation
- technological transfer and results dissemination.

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5) Universidade do Porto

The University of Porto (UPorto) with its 14 faculties and a management school is the largest higher institution in Portugal. With more than 28,000 students, a teaching staff approximately 2,200 and over 1,200 of other staff, is a popular HE Institution in Portugal.

The university has participated in several European projects and has made applied research in pedagogical issues, E-learning, learning outcomes and EQF. Its role in the project is to cooperate with other partners and transfer innovation and good practices for the academic community. The university has also several dissemination workshops and seminars in the above topics. It has provided faculty support and promotion of good practices related to e-learning, distance learning and continuing education.

U.Porto has been investing in different areas, to provide the necessary infrastructures for the growth of the university in global terms.

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6) VDSI Verband Deutscher Sicherheitsingenieure e.V.

VDSI is the largest specialists' association in Germany in occupational safety, and health and environmental protection, encompassing also fire protection and hygiene in the workplace.

The main goal of the association is making workplace safe and healthy by permanently reducing hazards and stresses in the working environment.

VDSI's membership includes engineers, scientists, technicians, tradesman foremen, doctors, psychologists and many other groups of professionals. VDSI has built up a highly effective network not only within its membership but also outside it.

VDSI is a recognised partner for industry and politics, given that VDSI experts are involved in important legislative drafting, and they are also active in employer's liability working circles.

VDSI cooperates at national and EU level with several associations and organisations being responsible for similar issues.

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STAKEHOLDER and SUPPORTING BODIES LIST (alphabetical order)

COMPANY - COUNTRY	ACRONYM EXPLANATION
AARBA - Italy	Association for the Advancement of Radical Behavior Analysis
AINF - France	Association Interprofessionnelle de France pour la prévention des risques et la promotion de la sécurité et de la santé au travail
AMBLAV - Italy	Associazione Ambiente e Lavoro
Arbejdsmiljørådgiverne - Denmark	Arbejdsmiljørådgiverne (The Danish Association of Occupational Health and Safety Consultants)
ARSSM - Romania	Asociatia Romana pentru Securitate si Sanatate in Munca
ASP - Italy	Associazione Italiana Psicologi
ASSE/INSHPO - Usa	American Society of Safety Engineers/International Network of Safety and Health Practitioner Organisations
BUSINESSEUROPE - Italy	Business Europe (ex UNICE, Unione delle Confederazioni Europee dell'Industria e dei Datori di lavoro)
CAMERA DI COMMERCIO MILANO - Italy	Camera di Commercio di Milano
CDC/NIOSH - Usa	Centers for Disease Control and Prevention/The National Institute for Occupational Safety and Health
CFPA-E - Europe	Confederation of Fire Protection Associations in Europe
CIVOP - Czech Republic	Centrum informaci a vzdelavani ochrany prace (Occupational Safety Information and Education Centre)
CNPP - France	Centre National de Prévention et de Protection
COTPRLM - Spain	Plataforma Colegio Oficial Técnicos de Prevención Comunidad de Madrid
DPS - Portugal	Department of Production and Systems - Universidade do Minho
ENETOSH - Germany	European Network Education and Training in Occupational Safety and Health
ENSHPO	The European Network of Safety and Health Professional Organisations
ETUI REHS - Belgium	European Trade Union Institute for Research, Education and Health and Safety
Fund. MAPFRE - Spain	Mutualidad Agrupación Propietarios Fincas Rústicas de España (Spanish insurance and financial institution)
ICOH - International	International Commission on Occupational Health



COMPANY - COUNTRY	ACRONYM EXPLANATION
ILO - International	International Labour Organization
INAIL - Italy	Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro
INSHT - Spain	Instituto Nacional de Seguridad e Higiene en el Trabajo
IOSH - UK	Institution of Occupational Safety and Health
ISFOL - Italy	Istituto per lo Sviluppo della Formazione Professionale dei Lavoratori
ISSA - International	International Social Security Associations
KOSHA - International	Korea Safety and Health Agency
MINISTERO DEL LAVORO - Italy	Ministero del Lavoro - Health & Safety Division (Div. III)
NACOT - Russia	National Association of the Centers for Occupational Safety & Health
OSHA Europe	European Agency for Safety and Health at Work
POLIMI - Italy	Politecnico di Milano
REGIONE TOSCANA - Italy	Regione Toscana - Area di coordinamento ricerca
RIVISTA 2087 - Italy	2087 - Mensile di formazione e informazione per la sicurezza sul lavoro
SAIPEM - Italy	Società azionaria italiana perforazioni e montaggi (gr. ENI)
SAM - Denmark	The Danish Association of Occupational Safety and Health
SPOSHO - Portugal	Sociedade Portuguesa de Segurança e Higiene Ocupacionais (Escola de Engenharia - Universidade do Minho)
TECNALIA - Spain	Tecnalia
TTK - Finland	Tietoa - Työhyvinvointia - Kehitystä (The Centre For Occupational Safety)
TU Delft/NVVK - The Netherlands	Delft University of Technology/Nederlandse Vereniging voor Veiligheidskunde (Dutch Society for Safety Science)
UNIMI - Italy	Università degli Studi di Milano (Dipartimento Medicina del Lavoro - Clinica del Lavoro "L. Devoto")
WOLTERS KLUWER- Italy	Wolters Kluwer Italia