

OHS

OCCUPATIONAL HEALTH & SAFETY

Safer work, better lives.



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Safety

The word “**safety**” used to mean the older strategy of accident prevention through the use of hard hats, safety shoes, and a variety of rules and regulations. The main emphasis was on worker safety. Much more recently, “safety” has been replaced by “**loss prevention**”.

This term includes **hazard identification**, **technical evaluation**, and the **design of new engineering features** to prevent loss.



Safety, hazard and risk are frequently-used terms in process safety. Their definitions are:

Safety or loss prevention: the prevention of accidents through the use of appropriate technologies to identify the hazards of a chemical plant and eliminate them before an accident occurs.

Hazard: a chemical or physical condition that has the potential to cause damage to people, property, or the environment.

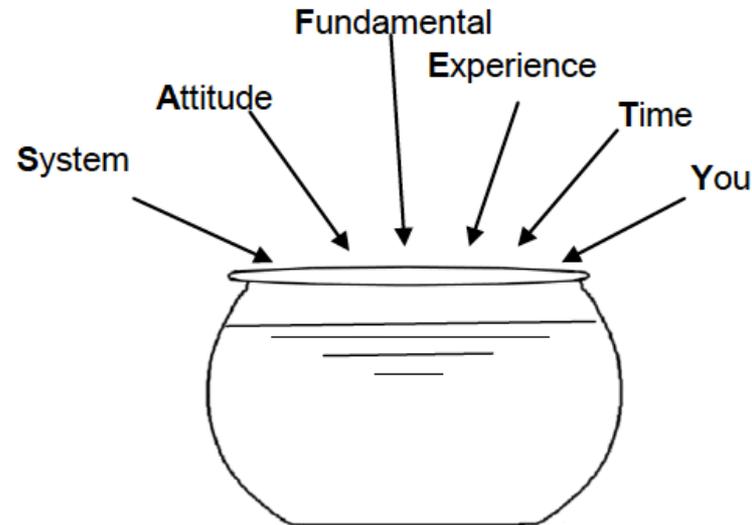
Risk: a measure of human injury, environmental damage, or economic loss in terms of both the incident likelihood and the magnitude of the loss or injury.



Safety Programs

A successful safety program requires several ingredients, as shown in Figure 1. These ingredients are:

System
Attitude
Fundamentals
Experience
Time
You

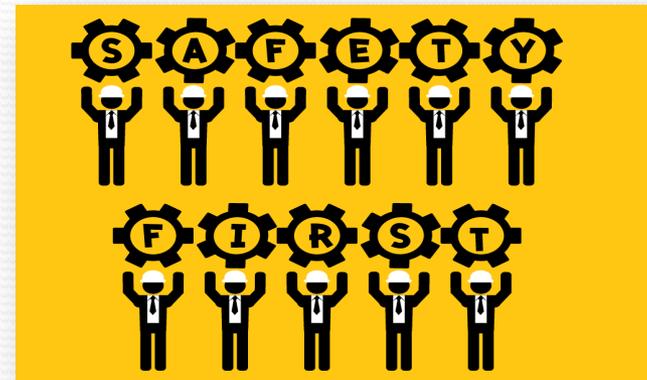


Safety Programs

It is important to recognize the distinction between a **good** and an **outstanding** safety program.

A **good** safety program identifies and eliminates existing safety hazards.

An **outstanding** safety program has management systems that prevent the existence of safety hazards.



Regulations in Health and Safety in Turkey



Turkey's Occupational Health and Safety Law 2012 imposes new responsibilities on employers, and sets new rights for employees in the context of the right to participate in occupational health and safety decisions, the right to know about occupational health and safety issues, and the right to refrain from unsafe work. The degree to which this act will succeed depends on three core factors: commitment to its implementation, willingness to follow its provisions, and strength of inspection

Regulations in Health and Safety in Turkey

Turkey's Occupational Health and Safety Act 2012 (No. 6331) (hereafter the OHS Act) was **enacted by Parliament on June 26, 2012**, and entered into force on **June 30, 2012**. However articles 6 and 7 will enter into force gradually, on Jan. 1, 2014 (for moderate and very high hazard workplaces with less than 50 employees), and on June 1, 2016 (for low hazard workplaces with less than 50 employees, and government establishments).

Regulations in Health and Safety in Turkey

The purpose of the OHS Act is to provide a framework within which employees and employers can interact with respect to occupational health and safety.

The OHS Act extends the scope of safety regulations, and enforces the regulations for all workplaces including the public sector, and workers -- including apprentices and interns.

OHS

stands for

Occupational Health Safety

Roots of the reform

The origins of the reform of occupational health and safety legislation can be traced back to **Labor Act No. 4857 of 2003**. This brought fundamental changes to the occupational safety system as part of the process for ensuring consistency between laws in the **EU and Turkey**.

Article 80 limited the role of employer in managing occupational health and safety issues, **ensuring that decisions of health and safety boards must be respected**. The act also required that employers appoint **occupational safety and health officers**.



In addition, this act gave employees important rights with regard to occupational health and safety.

To cite several examples, the minimum working age was raised to **16 years from 15** and the term “**young worker**” was introduced for the first time. The working time for these young workers was limited to an **eight-hour day** and a **40-hour week**.

Compulsory maternity leave was extended to **16 weeks - split into eight weeks prior to birth and eight weeks after**. Paid annual leave was increased from 12 to 14 days.



Furthermore, workers were granted the right to suspend their work contract if the performance of the required task endangered the worker's health or life.



The shipyards of Istanbul are a black spot for workplace injuries. Aug. 8, 2011

Responsibilities of employers

The obligations of employers in the context of the OHS Act may broadly be classified into two groups:

- 1. General and supervisory responsibilities**
- 2. Managerial responsibilities.**

Occupational health and safety officer

- *According to OHS Act, an employer must have a certified occupational health and safety officer.
- *The number and qualification level (A, B or C level) of these officers depends on the number of employees employed by the company and the perceived degree of accident risk.
- *Their basic duties are to conduct the services required under the OHS Act, and to ensure the implementation of measures required to create a safer work environment.



Workplace physician

According to OHS Act, an employer must employ a certified workplace physician. The legislation establishes three functions for this role. The first is to take the necessary measures related to occupational health and safety issues. Second, they provide preventive medical services at the workplace. Finally, the physician is also responsible for urgent treatment of employees and first aid.



Fundamental principles of the OHS Act

The OHS Act provides three basic rights to employees:



The first is the right to participate in occupational health and safety decisions through the formation of joint employer/employee boards on health and safety.

The second is the right to know about occupational health and safety issues impacting the employee and how to safely handle these.

The last is the right to refrain from unsafe work, indicating that the worker may refuse to work if there is a serious and imminent danger to their health or safety.

The right to participate

The OSH Act contains three regulations relevant to the right to participate in occupational health and safety decisions.

These are:

- 1) gauging workers' opinion,
- 2) electing an employee occupational safety representative,
- 3) the establishment of an occupational health and safety board in the workplace.



Worker occupational safety representative

According to OHS Act, workplaces with more than two permanent workers must have an occupational safety representative.

*Elected by workers or appointed by the employer if election is not possible.

*The number of representatives varies between one and six, depending on the number of workers at the workplace.



Occupational health and safety board

According to OHS Act, workplaces with more than 50 regularly employed workers must form an **occupational health and safety board (OHSB)**.

This board should be composed of the **employer or their representative**, the **occupational health and safety officer**, the **workplace physician**, the **manager of human resources**, the **foreman** and **worker representatives**.



The main functions of OHSB is;

To define occupational health and safety procedures in the workplace, determine any risks in the workplace and define measures to be taken by the employer to mitigate these risks.

The board should also design and instigate health and safety training programs, and conduct relevant inspections. Any decisions by this board are binding on the employer.

