International Practice Specialty
Global SH&E Metrics Forum
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A European Perspective
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Housekeeping
Understanding the Presenter

I am British!
Objectives

- Europe – general overview
- Individual country’s systems within Europe
- Input into measurement of safety
- Output of measurement
- Reactive
- Proactive
Great Britain
Time for Education

- British = Land mass of England, Wales, Scotland, plus Northern Ireland
- Languages: English – Welsh, Gaelic, Cockney, and some other stuff as well
- Legal Systems: Based on combination of English (Welsh) and Scottish
- European influence under 1972 Single Market Act
- Two distinct sides – Codified (Criminal) and Civil Law
European Union
European Union – The Development

- 1951: European Coal and Steel Community Treaty (Paris)
  - six countries: Germany, France, Italy, the Netherlands, Belgium and Luxembourg
- 1957: Treaty of Rome created the European Economic Community (EEC), or ‘Common Market’.
- 1979: First direct elections to European Parliament
- 1989: Fall of the Berlin Wall
- 1990: Germany unified
- 1992: Maastricht Treaty European Community becomes European Union
- 1993: Four freedoms are established
  - The free movement of goods, services, people and money is now reality. More than 200 laws have been agreed since 1986, covering tax policy, business regulations, professional qualifications and other barriers to open frontiers.
## Member States of the EU (year of entry)

<table>
<thead>
<tr>
<th>Member State</th>
<th>Year of Entry</th>
<th>Flag</th>
<th>Member State</th>
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<th>Member State</th>
<th>Year of Entry</th>
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<tbody>
<tr>
<td>Austria</td>
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<td>🇦🇹</td>
<td>Belgium</td>
<td>1952</td>
<td>🇧🇪</td>
<td>Bulgaria</td>
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<td>🇨🇾</td>
<td>Czech Republic</td>
<td>2004</td>
<td>🇨🇿</td>
<td>Denmark</td>
<td>1973</td>
<td>🇩🇰</td>
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<td>🇪🇪</td>
<td>Finland</td>
<td>1995</td>
<td>🇫🇮</td>
<td>France</td>
<td>1952</td>
<td>🇫🇷</td>
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<tr>
<td>Germany</td>
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<td>🇩🇪</td>
<td>Greece</td>
<td>1981</td>
<td>🇬🇷</td>
<td>Hungary</td>
<td>2004</td>
<td>🇬🇷</td>
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<tr>
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<td>Italy</td>
<td>1952</td>
<td>🇮🇹</td>
<td>Latvia</td>
<td>2004</td>
<td>🇱🇹</td>
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<tr>
<td>Lithuania</td>
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<td>🇱🇹</td>
<td>Luxembourg</td>
<td>1952</td>
<td>🇱🇺</td>
<td>Malta</td>
<td>2004</td>
<td>🇲🇹</td>
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<tr>
<td>Netherlands</td>
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<td>🇳🇱</td>
<td>Poland</td>
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<td>🇵🇱</td>
<td>Portugal</td>
<td>1986</td>
<td>🇵🇹</td>
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<tr>
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<td>Slovakia</td>
<td>2004</td>
<td>🇷🇸</td>
<td>Slovenia</td>
<td>2004</td>
<td>🇷🇸</td>
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<tr>
<td>Spain</td>
<td>1986</td>
<td>🇪🇸</td>
<td>Sweden</td>
<td>1995</td>
<td>🇸🇪</td>
<td>United Kingdom</td>
<td>1973</td>
<td>🇬🇧</td>
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</table>
## Candidate Countries

<table>
<thead>
<tr>
<th>Iceland</th>
<th>Montenegro</th>
<th>Serbia</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Iceland Flag" /></td>
<td><img src="image" alt="Montenegro Flag" /></td>
<td><img src="image" alt="Serbia Flag" /></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Turkey</th>
<th>Former Yugoslav Republic of Macedonia</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Turkey Flag" /></td>
<td><img src="image" alt="Macedonia Flag" /></td>
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</tbody>
</table>
Summary

- Europe is not a country!
- Europe is a continent—one of the six which make up the earth.
European Law Making

- A Directive
- Directives proposed by European Commission
- Sent to European Parliament for scrutiny
- Accepted by European Council
- Legally binding on each member state
European Law

- Framework Directives
- Enable Daughter directives on detail to bypass a lot of scrutiny
- E.G. 1993 H&S Framework:
  - Management
  - Workplace
  - Work equipment
  - Manual handling
  - PPE
  - Display screen
Country Specific – United Kingdom

- Primary Legislation
- 1974 HASAW Act
- Established H&S Commission (Tripartite)
- Established HSE
- No legal duty to monitor or report statistics under HSE Law
- Requirement to report RIDDOR events
The UK Companies Act 2006
- A statement of comparison within the annual report of the ‘performance’ in respect of ‘safety’ and environment with Annual Report
- Does not specify the criteria
Country Specific – France

- Environmental and Occupational Health Safety (AFSSET), is a public body reporting to the Ministers in charge of the environment, health and labour.

- The agency has two principal roles:
  - monitoring the state of scientific and technical knowledge about occupational risks
  - evaluating the risk to humans in the work environment
Country Specific – France

- Enforcement of H&S regulation via Labour Ministry
- As with other European countries, no ‘safety’ requirement to return performance measures
- As with other European countries, there is a need to report on ‘performance’ within company’s legislation
Country Specific – Germany

- Joint inspection and enforcement protocol
- Federal States enforce
- Insurance Companies responsible with employer for prevention
- Workers Representatives!
- Requirement within insurance element to report on performance (reactive) to insurance carrier
Monitoring within Europe - Best Practices

- Proactive or active (intervention) monitoring
- Reactive monitoring – the traditional approach
- Line Management (Level3) are interested in these outputs
Points to Consider

✓ Who are you monitoring or measuring for?
✓ What is the purpose and use of the measure?
✓ Does the measure give you value?
✓ Can the measure be benchmarked against the industrial sector?
✓ Is there an available benchmark figure?
✓ Rubbish in = rubbish out
Who Are You Monitoring or Measuring For?

✓ Management
✓ Purchasers
✓ Potential Customers
✓ Customers
✓ Your own planning (strategies)

Most of the above will require reactive (traditional) measures
Traditional Accident Measures

✓ Frequency Rate
✓ Incident Rate
✓ Severity Rate
✓ Mean Duration Rate
✓ Duration Rate

REMEMBER: Reactive monitoring is a statement of failure
Warning: These depend on robust reporting systems
Definitions can be an issue
Definition Issues

Frequency Rate:

Total number of accidents / man hours worked
or
Number of reportable accidents / number of employees
or
Total number of injuries / number of employees

Warning: be careful of the divisible
Be Careful of the Divisible

Is the number you are going to divide by…

1,000,000 (a preference for the oil industry)
or
100,000 (hours worked in individuals life time)

Does this give you a realistic number to track and trend?
Level3 all rates = divisible by 1,000 hours worked
Reactive Measurement of Safety

**Frequency Rate**

\[
\frac{\text{Total number of accidents}}{\text{Total number of m/h worked}} \times 100,000
\]

**Incidence rate**

\[
\frac{\text{Total number of accidents}}{\text{Number of people employed}} \times 1,000
\]

**Severity rate**

\[
\frac{\text{Total number of days lost}}{\text{Total number of m/h worked}} \times 1,000
\]

**Mean duration rate**

\[
\frac{\text{Total number of days lost}}{\text{Total number of accidents}}
\]

**Duration rate**

\[
\frac{\text{Number of m/h worked}}{\text{Total number of accidents}}
\]
Reactive Measurement of Safety

Injury Frequency Rate

- All Injury Rate
- DSE Injury Rate
- Residual Injury Rate
Reactive Measurement of Safety

Incident Frequency Rate

Oct-11 Nov-11 Dec-11 Jan-12 Feb-12 Mar-12 Apr-12 May-12 Jun-12 Jul-12 Aug-12 Sep-12
Intervention Measurement (Satisfaction Survey)

- Delighted
- Very Happy
- Happy
- Unhappy
Proactive Measurement of Safety

Reporting Usage

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Proactive Measurement of Safety

Safety Tours

- Actual
- Target
- Linear (Actual)