

# Health and Safety at the workplace

---



## Zbynek Moravec

- member of the Council of Government for health and safety
- OSH inspector

## Health and safety at work

Every person has the right to a job that does not threaten its safety and health. But security is not merely a matter of employer and labor is not a game, as well as safety and health (OSH) is not only stupid and boring set of rules that represent limitations.

When it comes to maintaining work safety while protecting the health of each of us

It is not only the responsibility for the health and life of their own, but also that the risk not to expose your colleagues, friends or even loved.

---

Active protection - lack of information

- knowledge of their rights
- know where to obtain the necessary information

**How to work and how to be safe at work, is enshrined in the Labour Code**



# The surveillance system for occupational safety and health

---

Supervision of health and safety is not the responsibility of a single universal body.

## **SÚIP** (State Labour Inspection Office)

performs most of the surveillance activities, but only over health and safety, but in general compliance with labor laws;

## **Health Service**

especially supervises the compliance requirements working environment and providing preventive medical services;

## **CEI** (Czech Environmental Inspectorate)

OSH to supervise the handling of chemicals;



## **CMA (Czech Mining Office)**

supervises the handling of explosives, and over all health and safety in mining activities carried out;

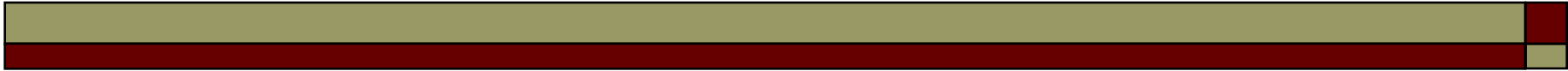
---

## **SONS (State Office for Nuclear Safety)**

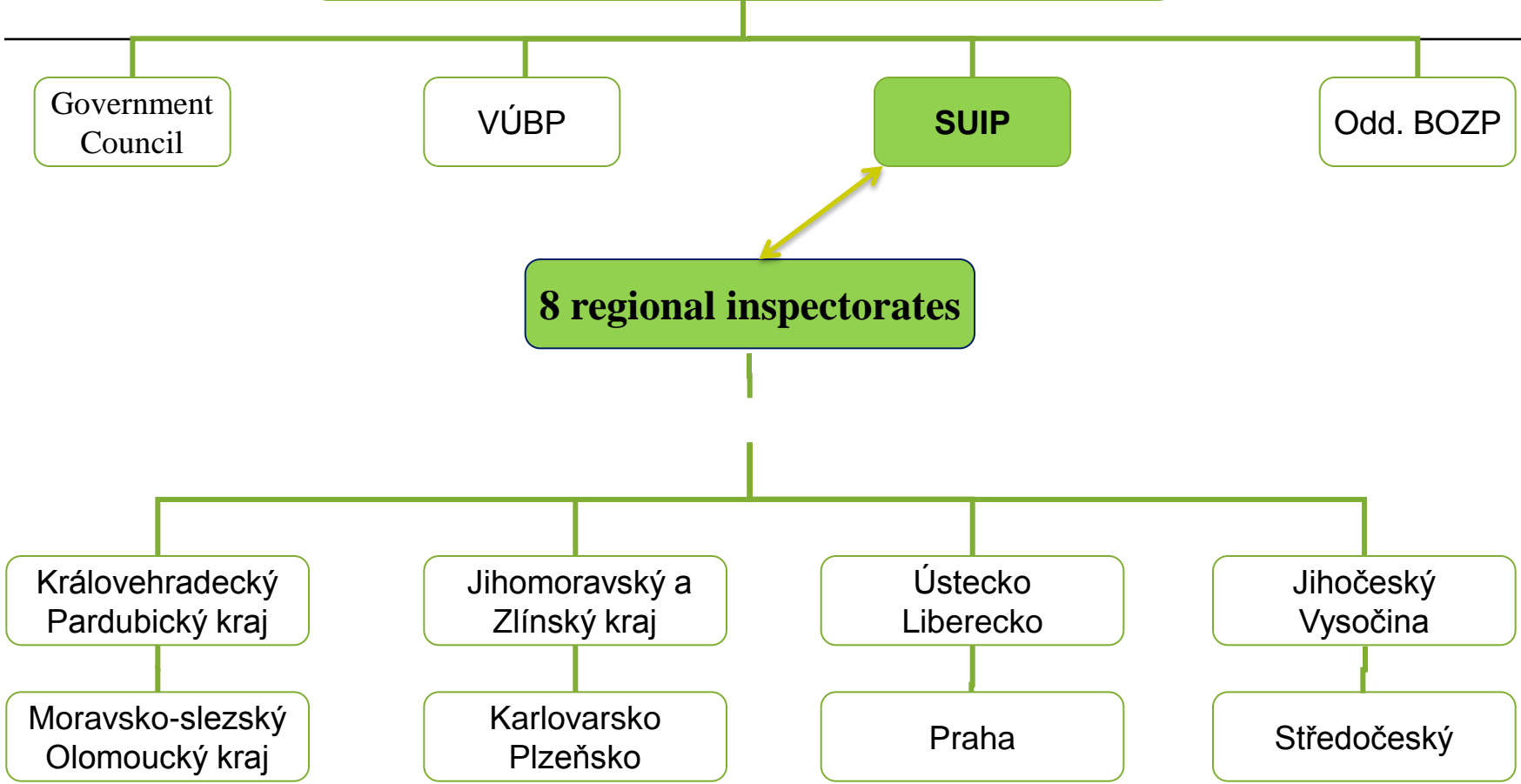
next issue of nuclear materials and facilities under its supervision as X-ray facilities, but also some of the biological materials;

## **Trade unions**

no clear-cut scope, they can control everything related to OSH - empowering the Labour Code, cooperation with other supervisory authorities. Unlike state authorities have the power to sanction.



**Ministry of Labour and Social Affairs**





# Law - Guidelines - Conditions

## **Constitution of the Czech Republic**

constitute the basic legal framework of OHS in the Czech Republic and provides for the right to fair working conditions for everyone

---

Council - consists of European law, are mandatory for EU member states and gradually reflected in the national legislation of the candidate countries, including the Czech Republic. Directives aim is to introduce measures to improve occupational safety and health to create conditions for prevention of injuries and other damage to health arising out of or in connection with work or during it.

## **National Action Programme for Safety and Health at Work**

the implementation of the National Policy document OSH approved by the Government

## **The World Health Organization (WHO)**

deals with safety in the workplace in health care

## **Government Council for Safety and Health at Work**

Government provides basic priorities and goals in OSH and stores the Government Council for Safety and Health in the development of specific tasks, including setting deadlines and accountability for their performance. At the same time the Government Council placed to monitor the performance of tasks. The Council acts as an advisory body - the tripartite composition

## **Safety Research Institute (Occupational Safety) and the National Institute of Health (NIPH)**

are national research centers that deal with broad issues of health and safety at work in the form of applied research, monitoring and production statistics, etc.



# Health and Safety in practice

---

## **Czech Republic**

does not have any of the legislation stipulates that it must have  
TPV records

There is no law that would cause the employer to lead records employees of this form of  
violence especially do not inform their superiors –

- no specific reporting obligations
- the record is recorded up to the minute
- it is obvious that there is an accident (ie apparent injury)
- the only form of discovery that occurred in the workplace TPV, the record in the book of  
accidents

## **The Labour Code**

is based on the liability of employees for health and safety

# Trade Union of Health and Social Services

---

5 of professionals

OSH inspector is partially supported by the MLSA (the agreement between the Ministry and the unions)

also performed control the agenda of occupational accidents

the incapacity of more than 3 days is written

**"Record of the accident", a copy is also sent to various authorities.**

The employer shall:

keep a book injuries, scheduling records, the labor union is involved in the investigation of occupational accidents.

**Injuries caused by attacks by third parties, is considered to be working**



# The responsibilities

The State Labour Inspectorate and the regional labor inspectorates are entitled to:

---

check with employers respect of the obligations arising from legislation  
require removal of deficiencies found  
impose fines

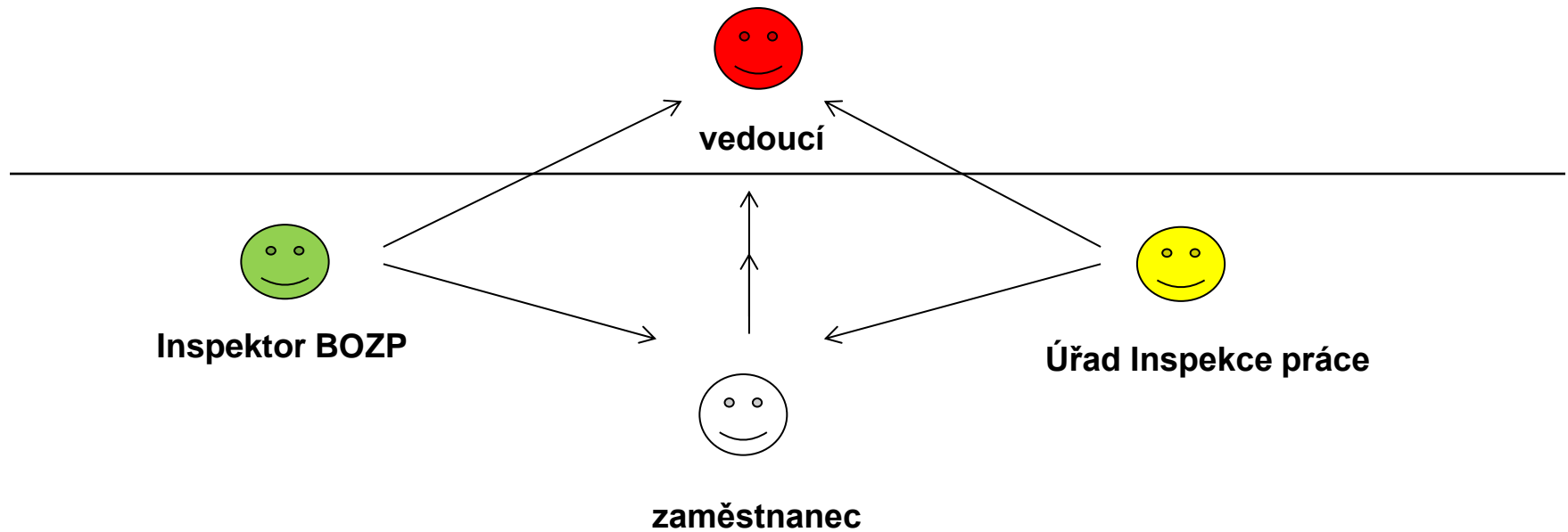
The State Labour Inspectorate and the regional labor inspectorates are entitled to:

- solve satisfying individual rights of employees against the employer (such as wage enforcement, enforcement certificate of employment)
- give opinions and interpretations on the provisions of labor laws
- recognition of occupational disease - falls within the scope of medical facilities and regional health

## **inspector**

Inspections and focus on meeting the employer under the provisions of law which arise from employees, the competent trade union body or council employees or agents  
for the safety and health at work, rights or obligations in labor relations.

# Zodpovědnost - co dělat v případě násilí?



vedoucí



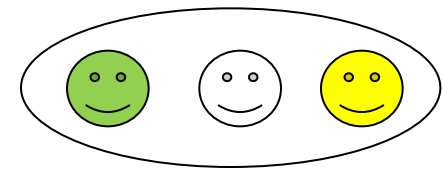
zaměstnanec



Inspektor BOZP



Inspekce práce



Třístranná spolupráce

## **work accident X employer**

---

work injury - injury or death caused by external influences employees during the course of work or in connection with, independently of the employee  
work injury is not an accident that happened to employees traveling to and from work

clarify the causes and circumstances of the accident with the participation of employees (if his health permits) and witness the participation of trade union safety representative or health.  
at the accident scene until clarify the causes and circumstances of accidents at work  
Shall not unreasonably change

give affected employees drawn record of an accident at work, in the case of fatal accidents at work his family  
report occupational injury and send a record of the accident provided institutions  
take measures against the recurrence of accidents at work



# Safety at work dealing problems

---

The main problem of occupational safety and health in the Czech Republic is an ongoing temporary state employee accident insurance.

In the context of social change at the beginning of the 90th years, it was necessary to solve the problem of insurance claims for accidents at work and occupational diseases, which happened two commercial insurance mandate administration of the system. Condition still persists.

## **The problem is to:**

- Lack of motivation elements - no reinvestment of profits insurance to health and safety, such as in prevention programs, education, rehabilitation .....