

Regulatory framework and specific features of ensuring safety and health at work in the Belgian police force

INTERNATIONAL CONFERENCE
“SAFE AND HEALTHY WORKPLACES IN THE POLICE FORCE”
29 May 2018

Vse pravice so pridržane.

Gradiva ni dovoljeno razmnoževati in razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja in Ministrstva za delo, družino, socialne zadeve in enake možnosti. Citiranje je v skladu z Zakonom o avtorskih in sorodnih pravicah, dovoljeno z navedbo podatkov o viru.

Piet RECOUR, Chief Superintendent of Police, Head of the Department of Occupational Safety
Federal Police (Belgium)



Outline

- **Belgium** and OHS
- The Belgian **police** force
- **OHS** in the Belgian police force
Particularities
- **Guidelines** for OHS professionals and employer

Belgium and OHS

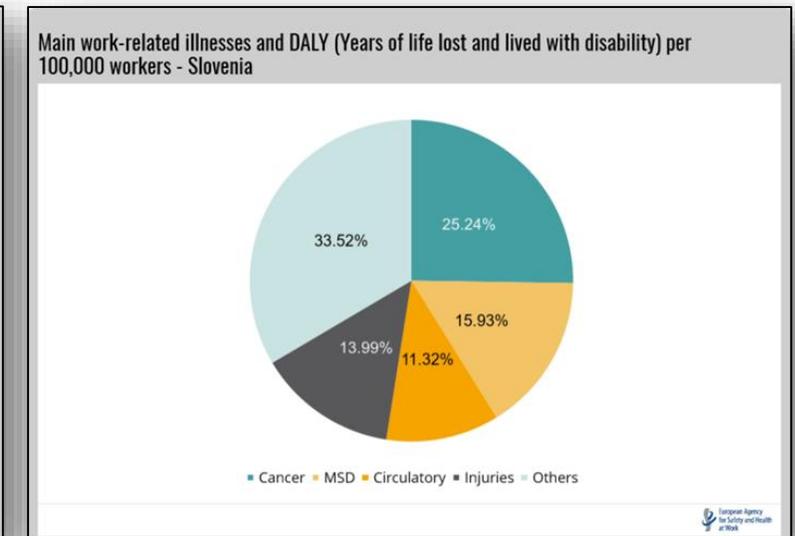
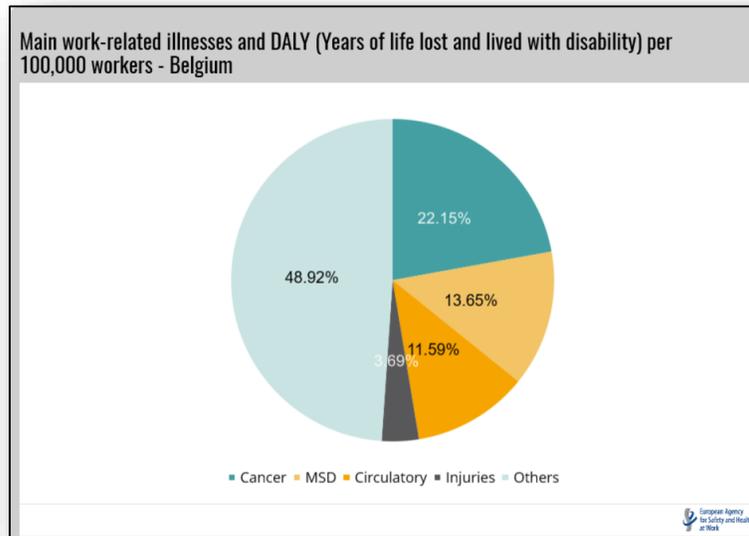
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Country

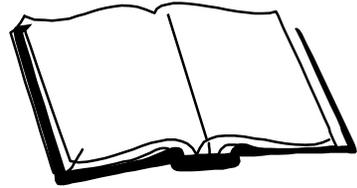
- Small country, short coast line, diversity in landscape
- Minorities (origin, languages)



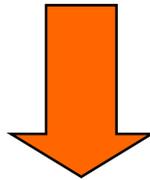
OHS in Belgium

- In Belgium, safety, health and well-being at work fall within the competence of the **Minister for Employment** and its **Federal Public Service Employment, Work and Social Dialogue**.
- The **labour inspection** "Supervision of Well-being at Work" controls the compliance with occupational safety, health and well-being standards. The Directorate-General for Humanisation of Labour is responsible for regulatory affairs and takes care of the dialogue with social partners and the promotion of the well-being at work.
- The **Belgian focal point** coordinates and manages the national occupational safety and health network. In Belgium, the main actors are grouped in the Belgian Safe Work Information Center (BeSWIC). The Belgian knowledge centre on occupational well-being BeSWIC gathers information on safety, health and well-being at work on the Belgian web site of the European Agency for Safety and health at Work.

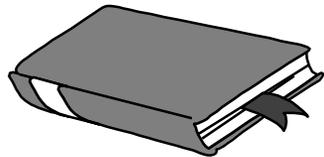
Legislative framework



Act of 4 august 1996 on well-being of workers
in the performance of their work



Executory decision



ARAB

general regulations on
occupational health
1948 and later...

migration of texts



CODEX

Royal decrees
with codification

Internal OHS service

- The primary responsibility for working conditions in a company is borne by the **employer**, who is assisted by an interdisciplinary OSH department, with one or more prevention advisors.
- Employers with fewer than 20 employees may assume this position themselves.
- The **internal service** for prevention and protection at work must **support the employer and its employees** in carrying out a company level **policy** on well-being at work. This service must support the employer, the members of the hierarchical line and the employees in **applying the rules** on the well-being of employees.

This is a question of first-line prevention with the emphasis on a multidisciplinary approach to the problems.

National Strategy OHS (choice made by police)

I. THE AXIS OF SAFE AND HEALTHY WORK

- Continuous prevention of occupational accidents
- Continuous prevention of health problems caused by work
- Preventing or minimising new and increasing risks

II. THE AXIS “STRENGTHENING PARTICIPATION IN THE LABOUR MARKET”

- Workable work for all workers
- The re-integration of disabled workers

III. THE AXIS “STRENGTHENING PREVENTION”

- Stressing the employer’s responsibility for prevention policy, especially in SMEs
- Integration of wellbeing at work in the company’s management
- Optimising the functioning of prevention services

IV. THE AXIS “ STRENGTHENING THE PREVENTION CULTURE”

- The integration of wellbeing at work in all domains of police work

**Federal Public Service
Social Security**

**Federal Public Service
Employment**

Occupational Accidents Fund <ul style="list-style-type: none">- Public Social Security Institution- Reimbursement- Prevention- Control	Occupational Diseases Fund <ul style="list-style-type: none">- Public Social Security Institution- Reimbursement- Prevention- Control
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DG Humanisation of Work <ul style="list-style-type: none">- legislative texts- topic guides- informative brochures- information sessions	DG Control of the Well-Being at Work <ul style="list-style-type: none">- advice- enforcement
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External prevention services

- medical examinations
- risk management
- compulsory affiliation

Prevention institutes

- advice
- periodicals
- practical tools
- newsletters
- information for experts

Insurance companies

- insurance
- advice

COMPANIES

Professional associations

- newsletters
- models of good practice
- information sessions

Social partners

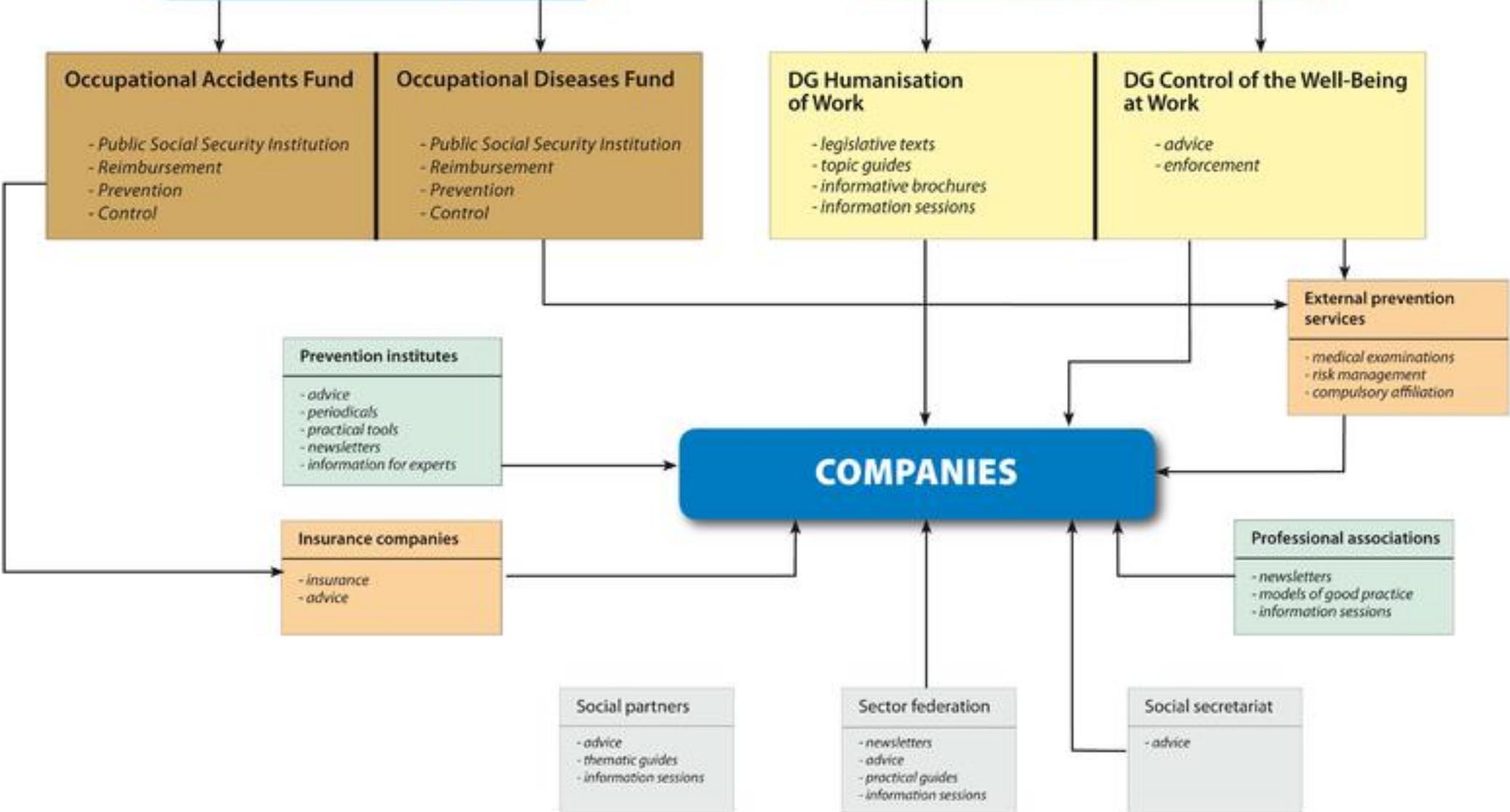
- advice
- thematic guides
- information sessions

Sector federation

- newsletters
- advice
- practical guides
- information sessions

Social secretariat

- advice



The Belgian police force

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History



Integrated police

One integrated police service since 01/01/2001

Reorganized & structured on **2 levels**

Federal and local level

Each level

- Works **independently but complementary**
- Close co-operation to ensure security and preserve democracy
- Equivalent service to population and authorities

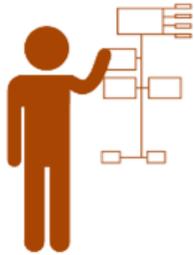
Local Police : the seven basic functions

To ensure a minimum service to the population (<200 police zones)

- Neighbourhood policing
- Reception for complainants/visitors
- First response (emergency calls)
- Victims assistance/support
- Local investigation
- Public order
- Traffic police



Federal police

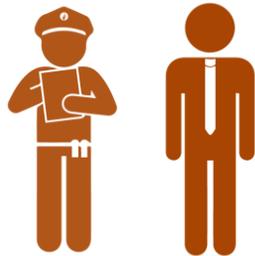


Two supervising ministers:

- Minister of Security and Home Affairs
- Minister of Justice

Total strength:

- 10,166 Police Officers
- 3,334 Administrative staff members



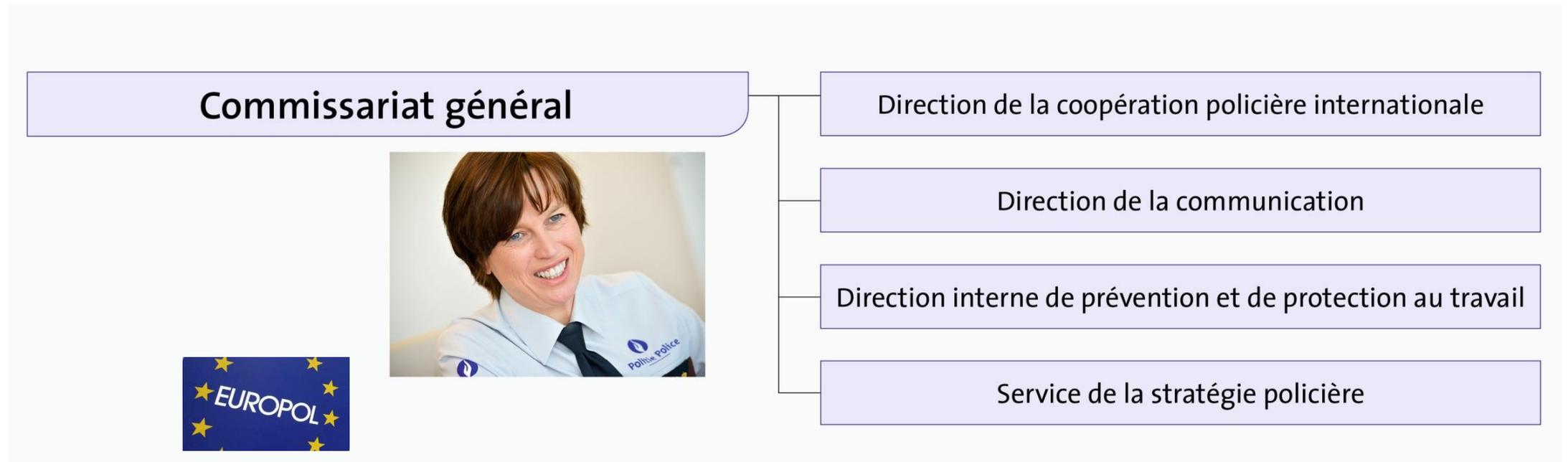
National Security Plan (federal police)

- Subsidiarity & speciality principles
- Supra-local duties of admin. and judicial police
- Deconcentrated directorates and services in the districts (DirCo's)
- Support to authorities and local police forces
- Made up of the general commissioner's office & 3 general directorates:
 - General Directorate of Administrative police (DGA)
 - General Directorate of Judicial police (DGJ)
 - General Directorate of Resources & Information (DGR)



General Commissioner's office

- **Strategy**
- **International police cooperation**
- **Communication**
- **Well-being**



DECONCENTRATED DIRECTORATES AND SERVICES IN THE DISTRICTS (DIRCo's)



OHS in the Belgian Police Force

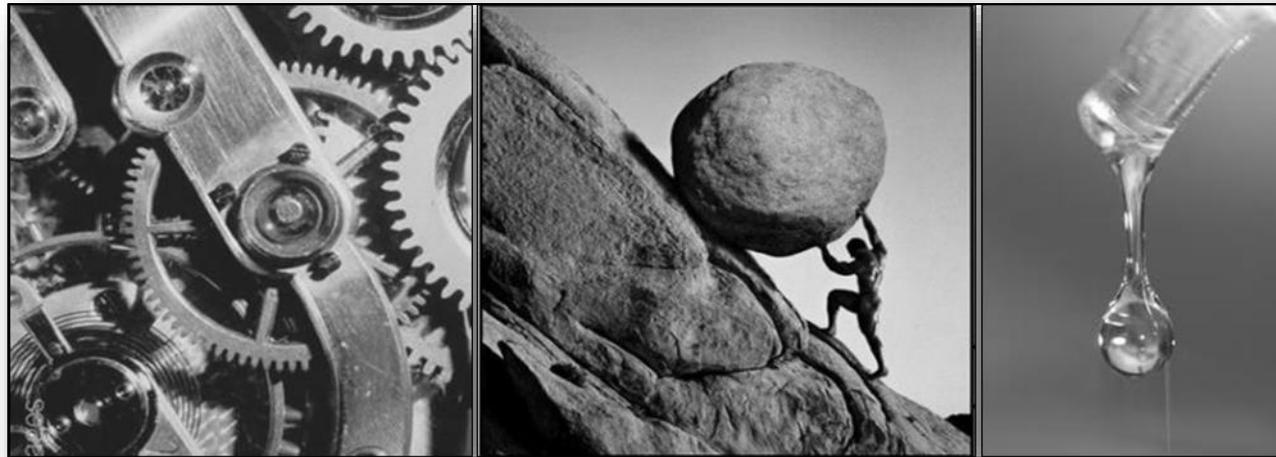
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Vision

In the machinery of the federal police, the internal OHS service wants to be the drop of oil, and not the grain of sand.



The advisor is a coach in well-being

Being a coach ?

Fivefold A

convince

1. Analyse
2. Advise
3. Animate
4. Alarm
5. Acerbate



As pragmatic as possible, giving alternatives

Exceptions on legislation

Act of 4 august 1996 on well-being of workers in the performance of their work

CHAPTER II. – General provisions

Art. 4. – [§1. (4)] The King may impose on the employers and workers any measures necessary for the well-being of the workers at work.

...

The King may **establish special measures** to take into account the **specific situation** regarding home workers, [servants and domestic workers, (28)], small and medium-sized enterprises, the armed forces, the **police** and civil protection services, with a view to achieving a similar protection level.

...

Until now: **NO exceptions** has been granted, neither asked!

Place of the Internal Service

Royal Decree of 27 March 1998 concerning Internal Services for prevention and protection at work.

Employer is the **Minister** of Security and Home Affairs

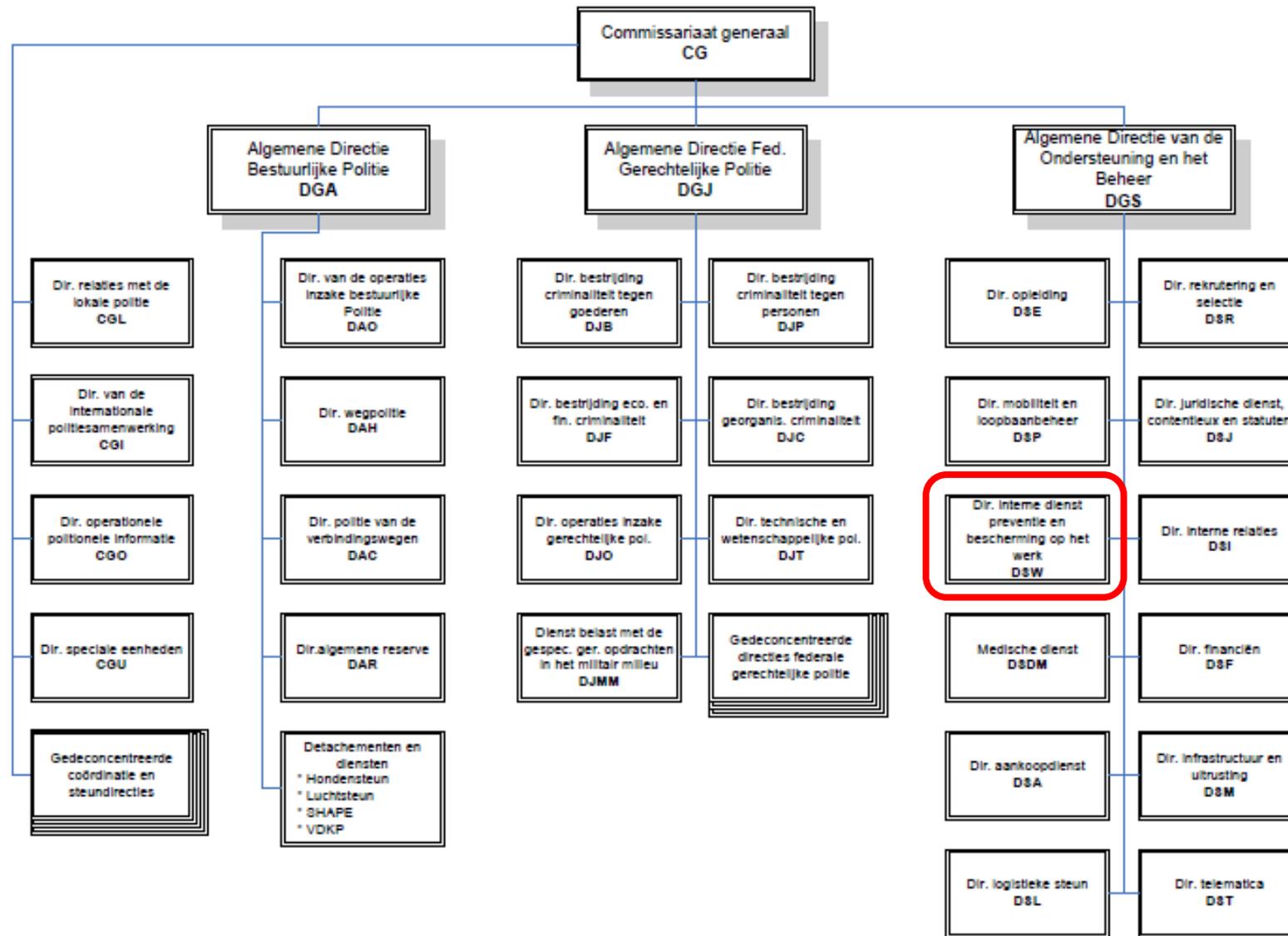
Earlier: Internal Service was at an **intermediate level**, now it is placed immediately **under the General Commissioner**.

Placement on the organogram is **NOT a guarantee** for fast and direct access to the 'boss'.

Speed of access is different : is the Service asking something, or is the employer asking something...

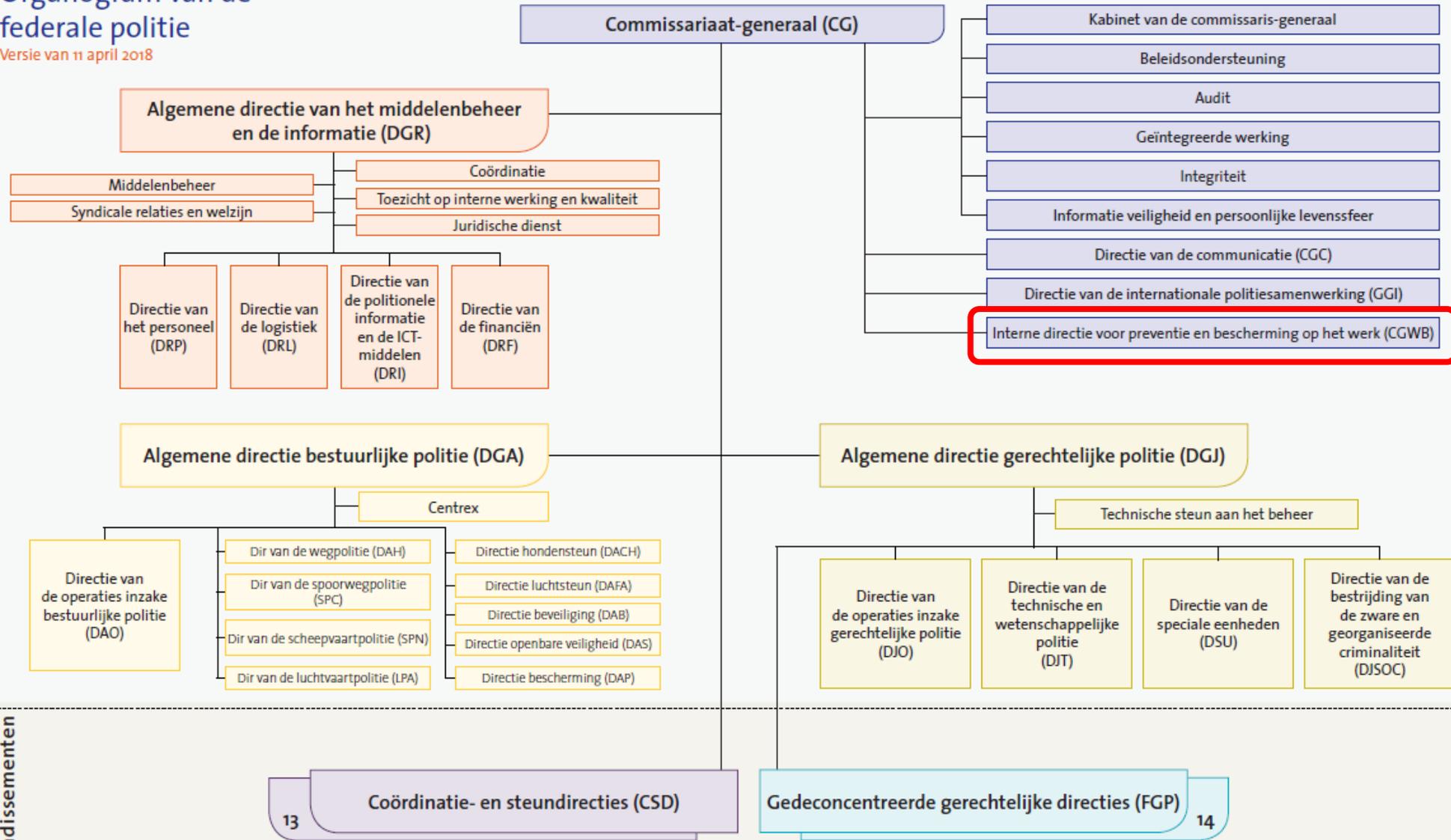
Art. 16.- De preventieadviseur belast met de leiding van de dienst hangt rechtstreeks af van de persoon belast met het dagelijks beheer van de onderneming of instelling en heeft rechtstreeks toegang tot de persoon of personen belast met het dagelijks beheer van de technische bedrijfs-eenheid of bedrijfseenheden.

Federale Politie



Organogram van de federale politie

Versie van 11 april 2018



Arrondissementen

13 Coördinatie- en steundirecties (CSD)

14 Gedeconcentreerde gerechtelijke directies (FGP)

Capacity of the Internal Service

- There is **no calculation rule** in the regulations for fixing the capacity of an Internal Service
- The Labour Inspection only has a **calculation rule for the common Service of different employers.**
- There must be **an adaptation to the specific situation**
 - Risks in the field of business / organisations (fire department, chemical plants, ...)
 - Possible synergies

For **100 employees = 10%** of an Internal Advisor in Occupational Safety

This means ½ day a week

Risks x factor

Vb. construction, chemical plant, fire department x factor 4.

Safety in the federal police: (at time of calculation)

11365 policemen/policewomen: 11 advisors X **factor 3** = 33

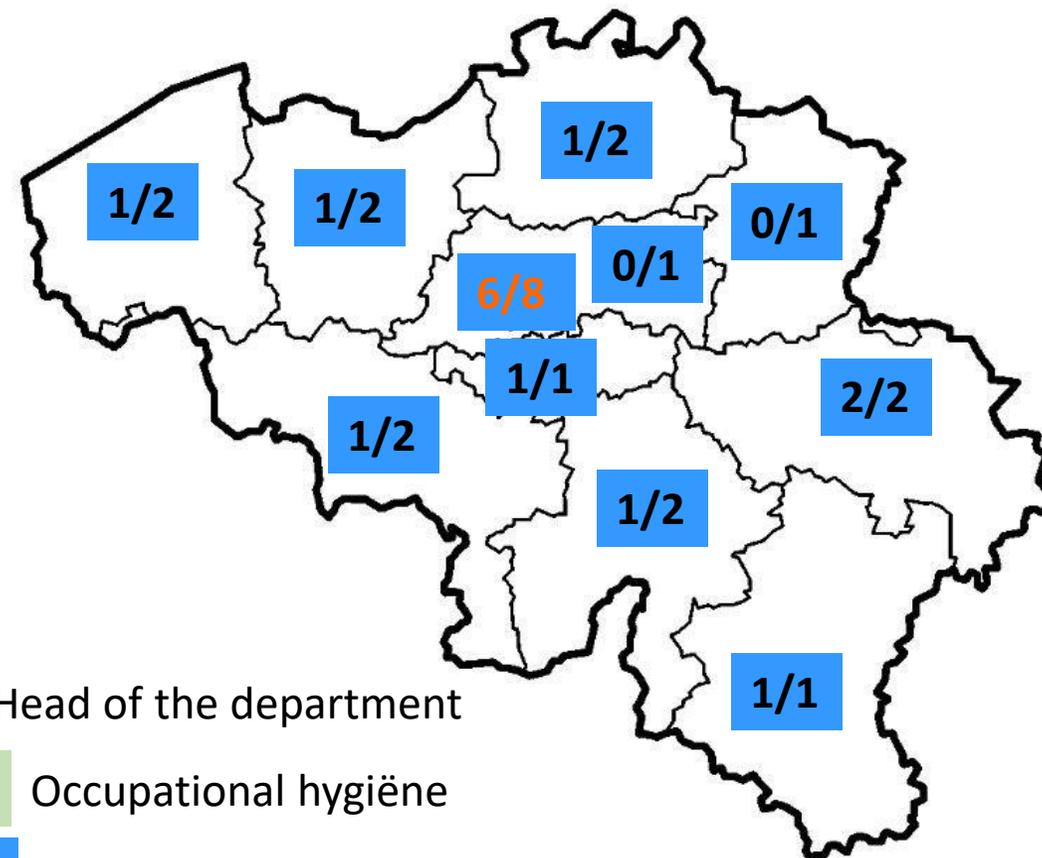
3981 civil personnel : 4 advisors X **factor 1** = 4

Total 37 advisors

Occupational safety

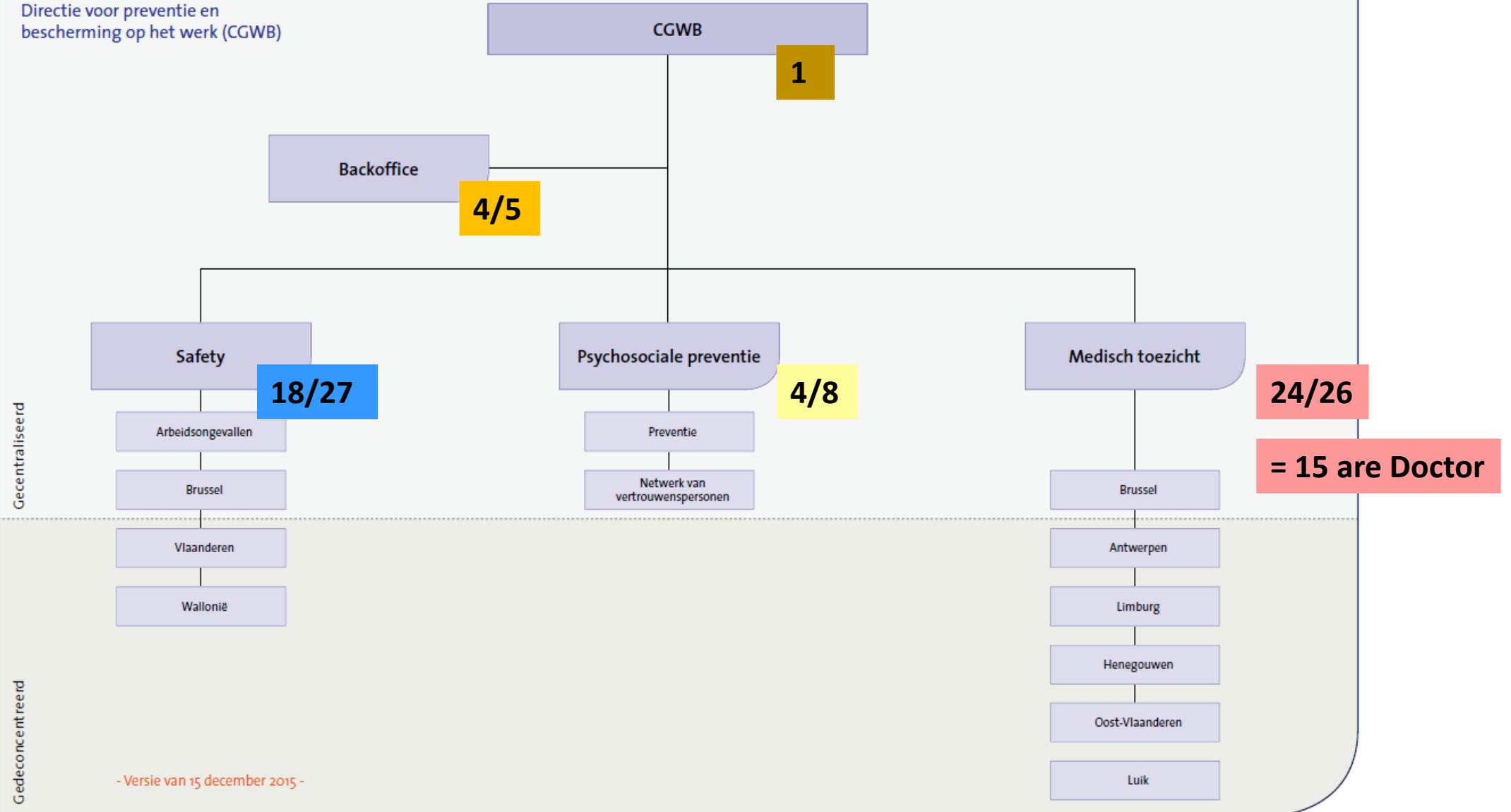
- Reduction from 37 to 27, by social dialogue in the high consultation committee
- (agreement is necessary)
- Only half of the personnel needed is at work for occupational safety

BOC	Ops	PA	met factor 3	Calog	PA	Totaal PA
BOC Brussel + IBM	4748	4,7	14,1	2475	2,4	16,5
BOC Vlaams-Brabant	871	0,8	2,4	92	0,09	2,49
BOC Waals-Brabant	116	0,1	0,3	22	0,02	0,32
BOC Antwerpen	976	0,9	2,7	230	0,2	2,9
BOC West-Vlaanderen	701	0,7	2,1	161	0,1	2,2
BOC Oost-Vlaanderen	833	0,8	2,4	226	0,2	2,6
BOC Limburg	452	0,4	1,2	107	0,1	1,3
BOC Hainaut	1111	1,1	3,3	242	0,2	3,5
BOC Namur	467	0,4	1,2	108	0,1	1,3
BOC Liège	895	0,8	2,4	230	0,2	2,6
BOC Luxembourg	195	0,2	0,6	88	0,08	0,68
Aantal personeelsleden	11365			3981		15346
Aantal preventieadviseurs						36,39



- 1** Head of the department
- 0/1** Occupational hygiene
- 1/2** Ergonomist
- 2/3** Task force Accidents / Incidents

Organogram van de
Directie voor preventie en
bescherming op het werk (CGWB)



Risicoanalysemethoden in de Federale Politie

Methoden	Wanneer wordt de methode gebruikt	Aspect van risicobeheersing			Arbeidsproces			Interventie	
		Opsporen	Analyseren	Evalueren	Machine	Handeling	Omgeving	Proactief	Reactief
	Legende ○ : min of meer geschikt ● : heel geschikt Ql : kwalitatief evalueren Qn : kwantitatief evalueren								
Sjablonen Politie									
Evenement (Ops/Welzijn)	Operationele en Welzijnsrisicoanalyse in GBOR	○	●	Ql/Qn		●		●	
Afwijking Arbeidstijd	Analyse voor aanvraag AAT aan HOC	○	●	Ql		●		●	
Security (of RA Terro)	Analyse voor veiligheid van infrastructuur + wie er in werkt	○	●	Ql		●	●	●	
Opdracht	Analyse voor het uitvoeren van een grotere opdracht	○	●	Ql		●		●	
Eenheid	Analyse voor een deel van de organisatie	○	●	Ql/Qn		●	●	●	
Meetsysteem Welzijn federale politie	Bundel technische checklists, organisatiechecklist, checklist individuele werkbeleving en participatieve risicoanalyse.	●	○	○	●	●	●	●	
Andere methoden									
Taakanalyse	Voor het opsplitsen in meerdere kleine deeltaken		●			●		●	
Werkpostanalyse	Voor het verbeteren van de arbeidsomstandigheden		●				●	●	
Feitenboom	Voor analyse van ongevallen		●		●	●	●		●
Foutenboom	Om ongevallen / slecht functioneren te vermijden	●	●		●	●	●	●	
Kinney	Om waardeoordelen te vellen en om tussen alternatieve oplossingen te kiezen		●	●	●	●	●	●	
Participatief Ishikawa / MUOPO / mindmap	Voor een initiële analyse – heel breed en diepgaand	●	●		●	●	●	●	●
Pareto-analyse	Voor analyse van klachten		●		●	●	●		●
PPA	Voor projecten (Operaties?)	●	●			●		●	
Safety audit	Voor controle t.o.v. neergeschreven procedures / wetgeving			○	●	●	●	●	
Checklist	Voor alle gewone werkplaatsen of terugkerende handelingen	●		○	●	●	●	●	
Deparis	Participatief voor vaste werkplaatsen	●			●		●	●	
IBERIOTT	Gewogen vragenlijst voor algemeen niveau van welzijn, ook gericht op factoren buiten het werk	●		●			●	●	

Social dialogue

1 high consultation committee (HOC)

13 consultation committee (BOC)

Atmosphere depends on time/place/person

- Tense
- Constructive

Consensus type of discussion

- buying off no longer works in these budgetary strict times
- Lasting discussion / interpretation of the law: ask labour inspection for help

Terrorism and migration

- Extra **pressure**
 - Capacity
 - Budget
- Working together with **Defense**

BRUSSEL
22-03-2016

Een zwarte dag in mijn leven!



To conclude : guidelines

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Conclusion – guidelines for OHS professionals

- Carry out regular **risk assessments** and act on the results
- Always consider the safety and health **implications** of introducing **new** members of staff, processes and working methods
- Visible leadership is effective leadership. Make sure leaders make regular **visits to the 'shop floor'** of your organisation to talk to employees about OHS problems and solutions
- Demonstrate **commitment** by making sure that safety and health issues are always on the agenda at **board meetings**
- Provide safety and health **training to all leaders**, promoting a greater awareness of the value of OHS

Conclusion – guidelines for employers

An enterprise's **leaders** — senior management, directors and/or the board — are in a position to **prevent accidents and ill health** in the workplace. They can do this by:

- Committing to and communicating an effective OHS **management strategy**
- Developing robust safety and health **management systems**
- **Monitoring** the performance of those systems
- Setting a good **example** by following all safety procedures at all times
- **Motivating staff** to participate in ensuring good safety and health

Question time - discussion

<https://www.beswic.be/nl>

https://oshwiki.eu/wiki/OSH_system_at_national_level_-_Belgium

Questions and discussion
11.50 – 12.05 h.



Questions later on

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