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

Piet RECUR, 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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Piet Recour – federal police Belgium
Country

- Small country, short coast line, diversity in landscape
- Minorities (origin, languages)
• 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.**
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
The Belgian police force

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History

Communal Police

Judicial Police Of the Public Prosecution

GENDARMERIE
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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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 As

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

As pragmatic as possible, giving alternatives
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 preventieadviser 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 bedrijfseenheid of bedrijfseenheden.
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 synergy

For 100 employees = 10% of an Internal Advisor in Occupational Safety.
This means ½ day a week.

Risks × factor
  - Vb. construction, chemical plant, fire department × factor 4.

**Safety in the federal police:** (at time of calculation)
11365 policemen/policewomen: 11 advisors × factor 3 = 33
3981 civil personnel: 4 advisors × 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

<table>
<thead>
<tr>
<th>BOC</th>
<th>Ops</th>
<th>PA</th>
<th>met factor 3</th>
<th>Calog</th>
<th>PA</th>
<th>Totaal PA</th>
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<tbody>
<tr>
<td>BOC Brussel + IBM</td>
<td>4748</td>
<td>4.7</td>
<td>14.1</td>
<td>2475</td>
<td>2.4</td>
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<td>BOC Vlaams-Brabant</td>
<td>871</td>
<td>0.8</td>
<td>2.4</td>
<td>92</td>
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<td>116</td>
<td>0.1</td>
<td>0.3</td>
<td>22</td>
<td>0.02</td>
<td>0.32</td>
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<tr>
<td>BOC Antwerpen</td>
<td>976</td>
<td>0.9</td>
<td>2.7</td>
<td>230</td>
<td>0.2</td>
<td>2.9</td>
</tr>
<tr>
<td>BOC West-Vlaanderen</td>
<td>701</td>
<td>0.7</td>
<td>2.1</td>
<td>161</td>
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<td>2.2</td>
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<td>833</td>
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<td>226</td>
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<td>452</td>
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<td>1.2</td>
<td>107</td>
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<td>1.3</td>
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<td>BOC Hainaut</td>
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<td>2.6</td>
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<tr>
<td>BOC Luxembourg</td>
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<td>0.6</td>
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<td>15346</td>
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</table>

1 Head of the department
0/1 Occupational hygiëne
1/2 Ergonomist
2/3 Task force Accidents / Incidents
24/26 = 15 are Doctor
Templates for Risk analysis

Methods for risk analysis in a **matrix**

**Good practice**: management of Risks in “negotiated management of the public space”, cfr. lecture tomorrow morning.

- Aspect of risk management: detect, analyse, evaluate
- Proces: machines, actions, context/environment
- Moment of intervention: proactive, reactive
### Risicoanalysemethoden in de Federale Politie

<table>
<thead>
<tr>
<th>Methoden</th>
<th>Wanneer wordt de methode gebruikt</th>
<th>Aspect van risicobeheersing</th>
<th>Arbeidsproces</th>
<th>Interventie</th>
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<tr>
<td></td>
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<td>Opsporen</td>
<td>Analyseren</td>
<td>Evalueren</td>
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<td><strong>Sjablonen Politie</strong></td>
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<td>Operationele en Welzijnrisicoanalyse in GBOR</td>
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<td>QI/Qn</td>
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<tr>
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<td>✓</td>
<td>QI</td>
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<tr>
<td>Security (of RA Terro)</td>
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<td>✓</td>
<td>QI</td>
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<tr>
<td>Opdracht</td>
<td>Analyse voor het uitvoeren van een grotere opdracht</td>
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<tr>
<td>Eenhed</td>
<td>Analyse voor een deel van de organisatie</td>
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<td>✓</td>
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<tr>
<td><strong>Andere methoden</strong></td>
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<td>Feitenboom</td>
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<tr>
<td>Foutenboom</td>
<td>Om ongevallen / slecht functioneren te vermijden</td>
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<td>Kinney</td>
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<td>Participatief Ishikawa / MUPO / mindmap</td>
<td>Voor een initiële analyse – heel breed en diepgaand</td>
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<tr>
<td>PPA</td>
<td>Voor projecten (Operaties?)</td>
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<td>Safety audit</td>
<td>Voor controle t.o.v. neergeschreven procedures / wetgeving</td>
<td>✓</td>
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<td>Checklist</td>
<td>Voor alle gewone werkplaatsen of terugkerende handelingen</td>
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<tr>
<td>Deparis</td>
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</tr>
</tbody>
</table>
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**
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
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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