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A healthy working life in a healthy business

Different needs - Different interventions

(stand in keynote)

Presented by

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Introduction

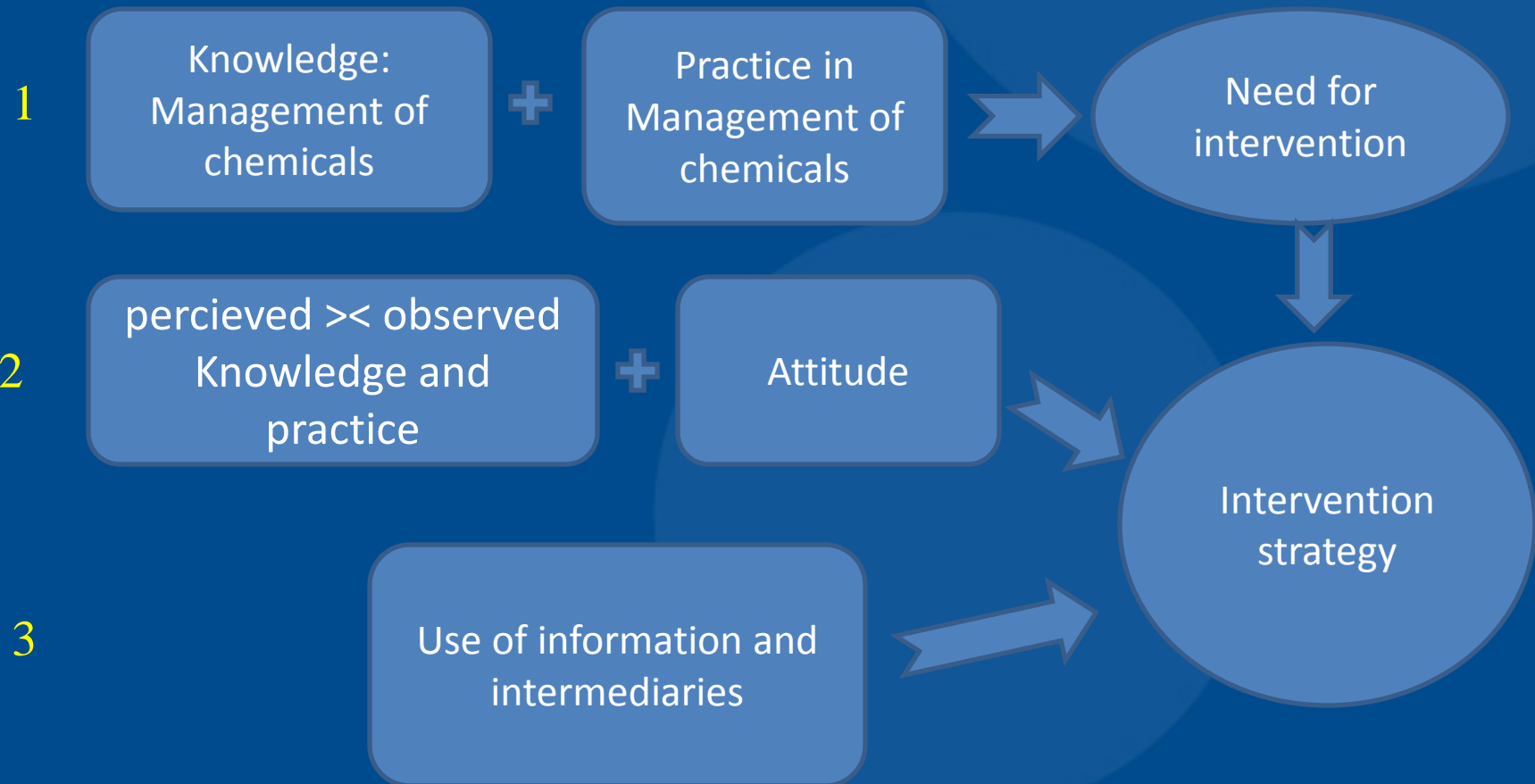
- Suggest a framework for identifying specific intervention related to specific industries
- build on a study of management of Hazardous chemicals in hairdressing, printing and apple growing
- Assessment of the effect of inspection and advice from an ohs inspector



The chemical study

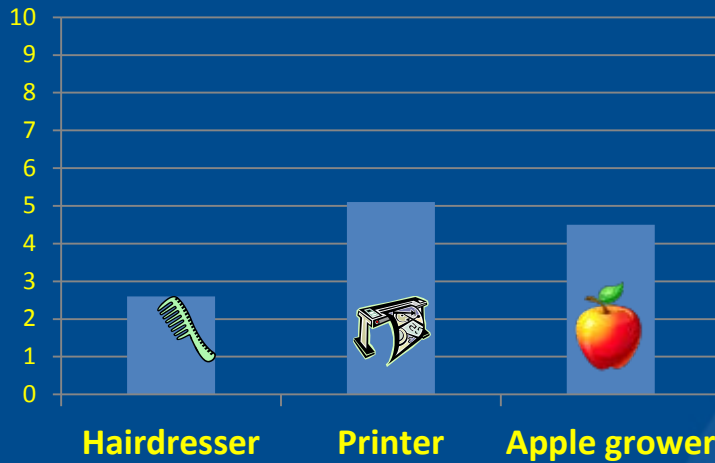
- 75 owner-managers of small business (<20 employees)
 - 36 hairdressers 
 - 25 printers 
 - 14 apple growers 
- Researcher administered questionnaire about management of OHS, hazardous chemical
- Face to face or telephone interview

Project design

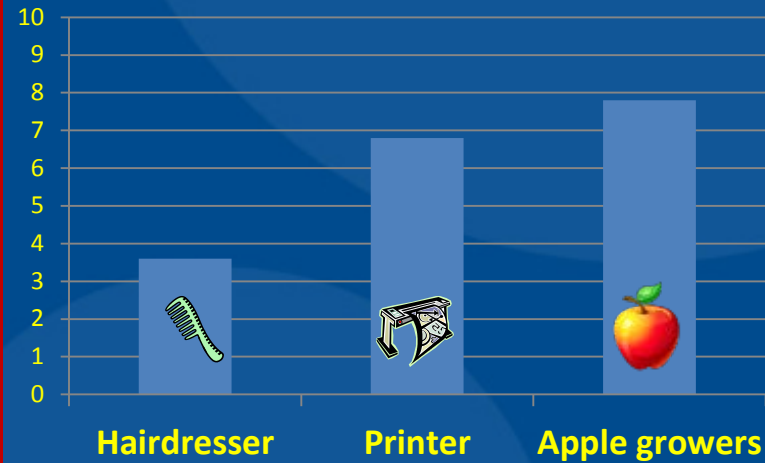


Knowledge and practice



Knowledge score



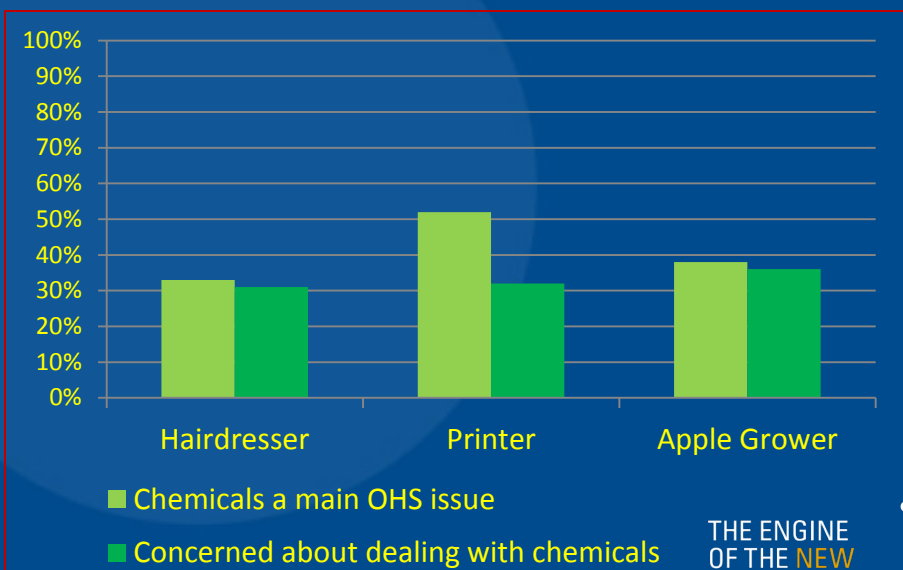
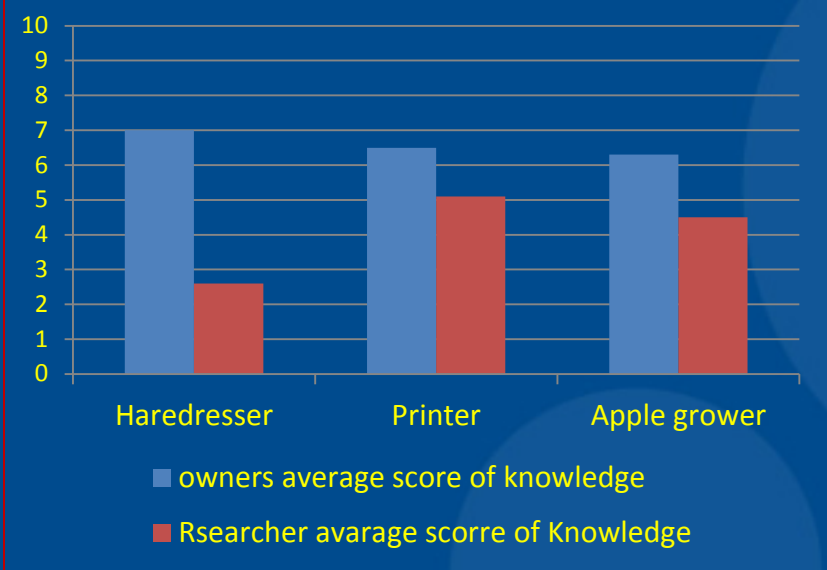
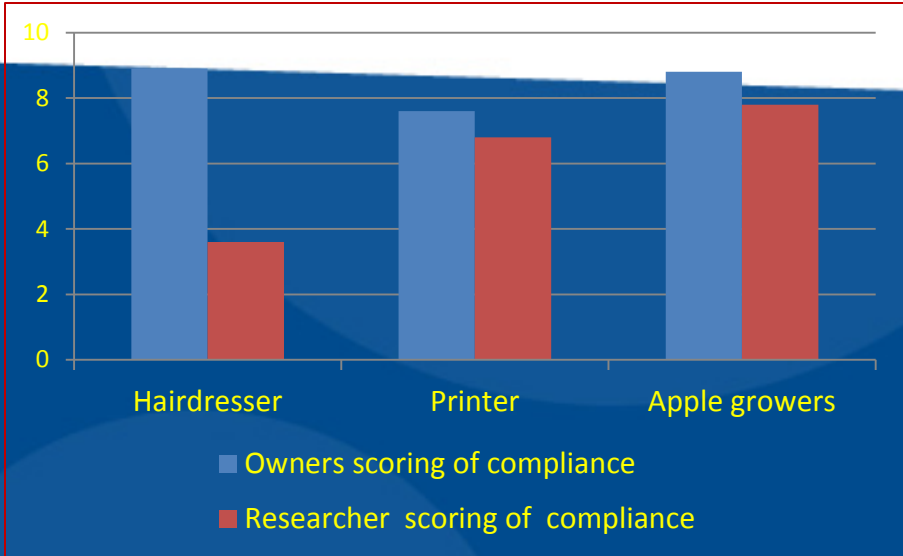
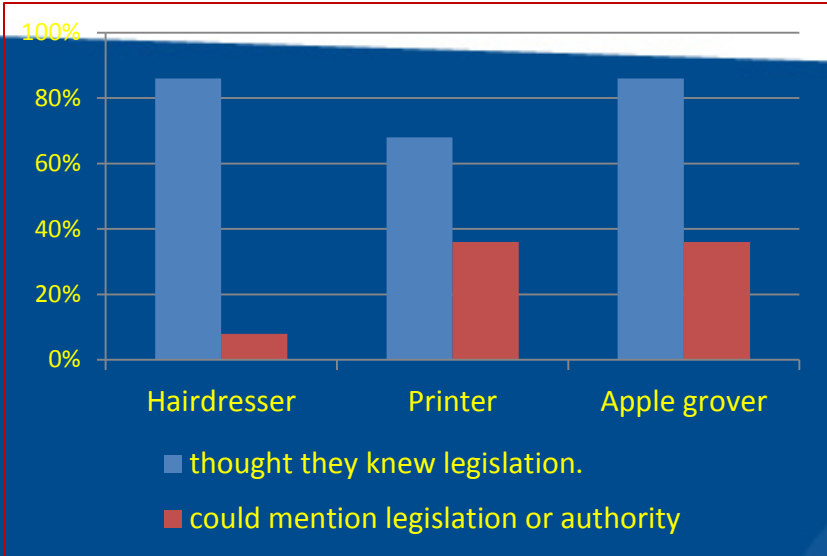
Researcher scoring of practice











- Manager responsible for safety
- Know main OHS legislation
- What a MSDS is 
- Main health effects 

- Have MSDS 
- Have Chemical inventory 
- Consider health effects before use
- Preventive measures 
- Considered using less hazardous product 

Perception >< Observation and Attitude



- **Owner-managers do not use ACC, DoL or EPA**
- Regulation:
 - Inspectors/auditors  
 - Industry organisations 
- **Suppliers** with regards to chemicals and how to use them safely
- In relation to the most hazardous chemical:
 - Industry training organisation 
 - Industry peers 
 - Labels and product instructions 
- Most influential advisor:
 - **Suppliers**
 - Networking 
 - Consultant 



Project conclusion

1

Poor OHS and
Chem Knowledge



Poorer practice
in hairdressing
printing



Need for
intervention

2

Over estimation of
knowledge and
practice



Not concerned



•Push info and safe
practice
•Industry specific
intermediaries
•Supply chain
•Cooperate with
industry

3

•Not DoL,ACC or ERMA
•Suppliers
•Industry specific
•Inspectors + Auditors



Team compliance Project

1

- Review of OHS systems (incident register, hazard register)
- Discussion of content and deficiencies
- Provision of DoL SB pack
- Physical assessment of workplace

2

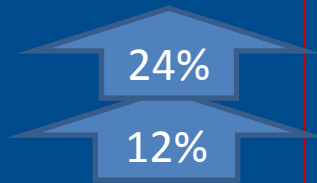
- Ranking in 'The Diamond Model'
- Follow up visit (Change?, knowledge?, ranking change?)

1. Best practice (1)
2. Good performers (15)
3. Tries but not always successful (17)
4. Poor performers, don't know where to go (4)
5. Unlawful (1)



Team compliance Project; Results

- 26% improved their ranking (10 out of 38) the rest maintained their ranking
- 66% implemented changes (25 out of 38)
 - 84% were aware of the problem but had not prioritised it before the visit
 - 16% were not aware of the problem
 - 56% received advice which encouraged them to make change



1. Best practice (1)
2. Good performers (24)
3. Tries but not always succesful (10)
4. Poor performers, dont know where to go (3)
5. Unlawful (0)

Team compliance Project; Conclusion

- Face to face contacts and assessment from a compliance officer make the small business owner prioritise OHS problems and implement change
- Small Business owner-managers are aware of OHS issues but don't prioritise them
- Over estimate their performance



Conclusion

- There is a need for intervention
- A push strategy is needed
- Supported by enforcement
- Intervention based on specific industry context and through participation
- Use suppliers and costumers
- Other industry related intermediaries, e.g. health inspectors, auditors, industry training organisations
- Interventions neds to be specific