

DEFENSIE
LA DÉFENSE



VOORRANG AAN VREDE
PRIORITÉ À LA PAIX

The SOBANE Strategy for the Prevention of Occupational Health Risks

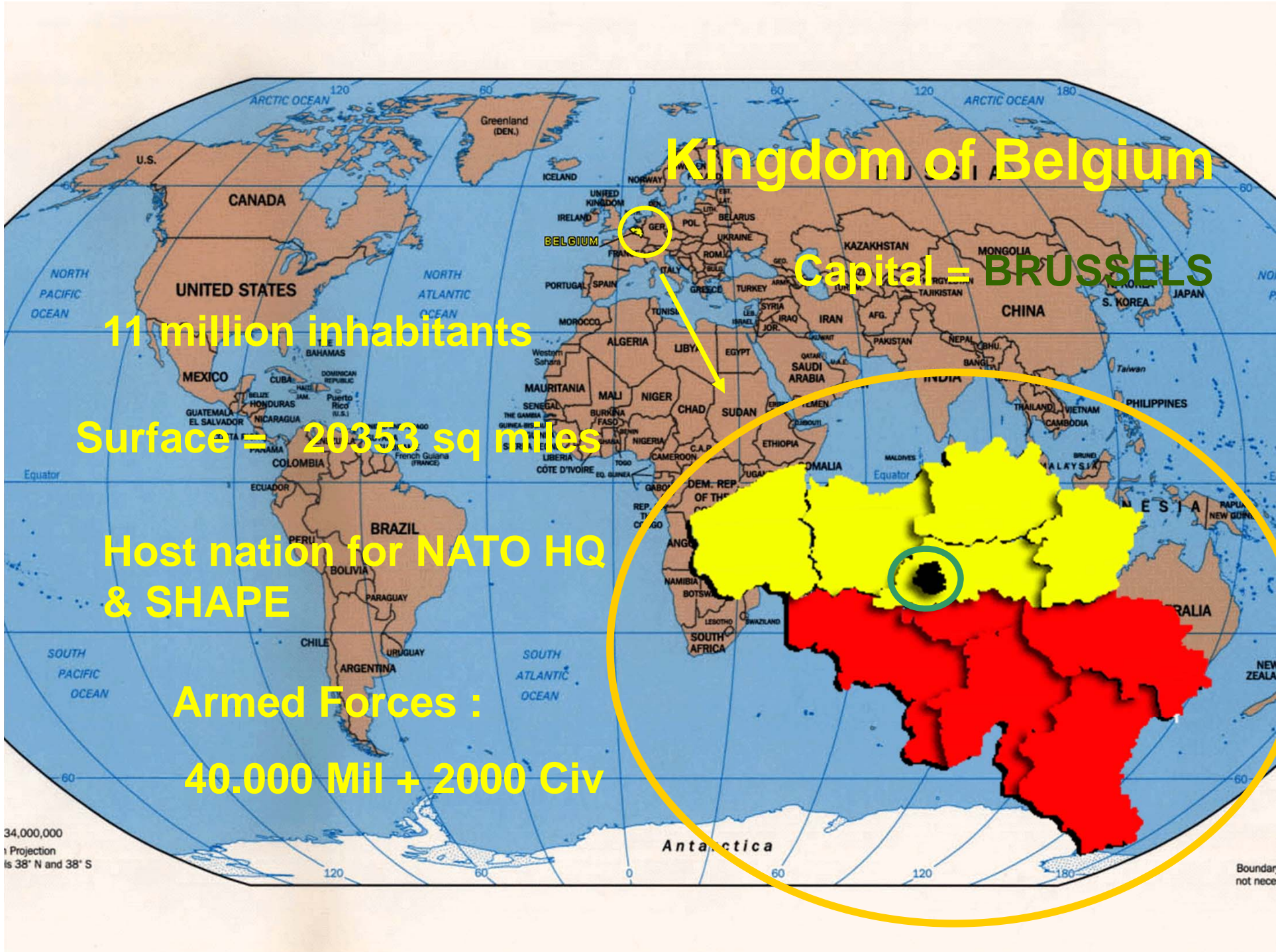
Rudi Calcoen, Lic
Kapitein-Commandant
Safety & Health Manager Niv 1
BE Army Staff

.be



Summary

1. Belgium?
2. History
3. BE Mil Safety & Health Management
4. Sobane strategy
5. Déparis methodology
6. Fact sheets
7. Questions



Kingdom of Belgium

Capital = BRUSSELS

11 million inhabitants

Surface = 20353 sq miles

Host nation for NATO HQ & SHAPE

**Armed Forces :
40.000 Mil + 2000 Civ**

34,000,000
1 Projection
is 38° N and 38° S

Antarctica

Boundar
not nec



History

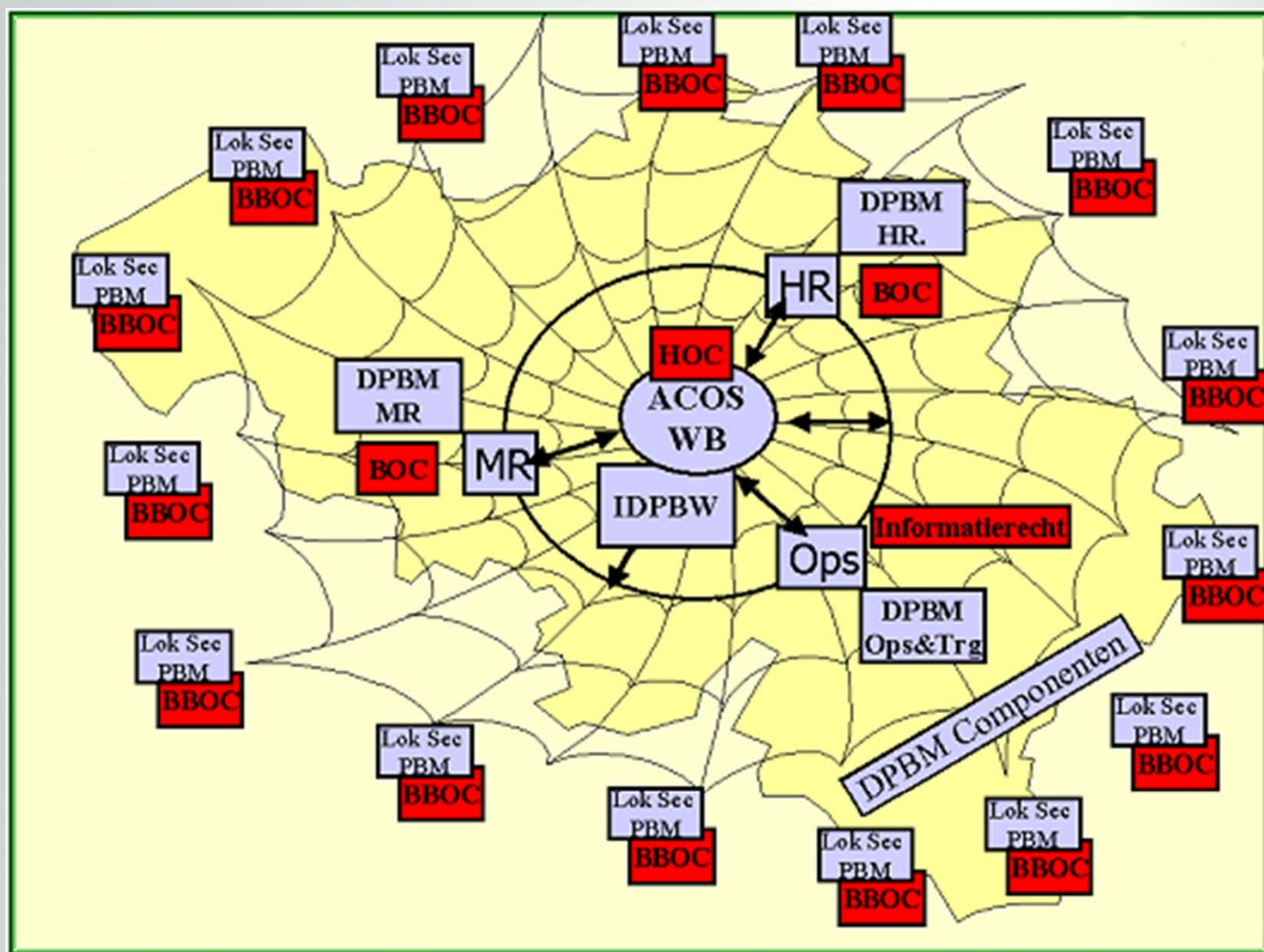
- **1996**: BE Royal Decision (= Law) – Well Being
- **2002**: Ministry of Defense declares that the law is applicable to BE Defense
- **2003-2005**: Consultation with union leaders
- **2006**: startup Defense Safety & Health Management



BE Safety & Health Management

1. **Assistant Manager** :
3 weeks training,
on company level,
not a Safety & Health Manager
2. **Safety & Health Manager level 2** :
one year training
3. **Safety & Health Manager level 1** :
master degree
4. **Competence Centers** :
Chemicals, Materials, Fire Fighting

Advisers!





Problems!

1. Safety = following regulations!

Ex:

- Target practice
- Driver's license
- Job descriptions & Instructions
- Safe tools & machinery
- ...
- Ops
- Reorganisation
- Young generation

Safety \neq state of mind !!!

2. Top Down approach

DEFENS
LA DÉFEN



VOORWAARDEN VAN DE VERBODEN





SOBANE Strategy

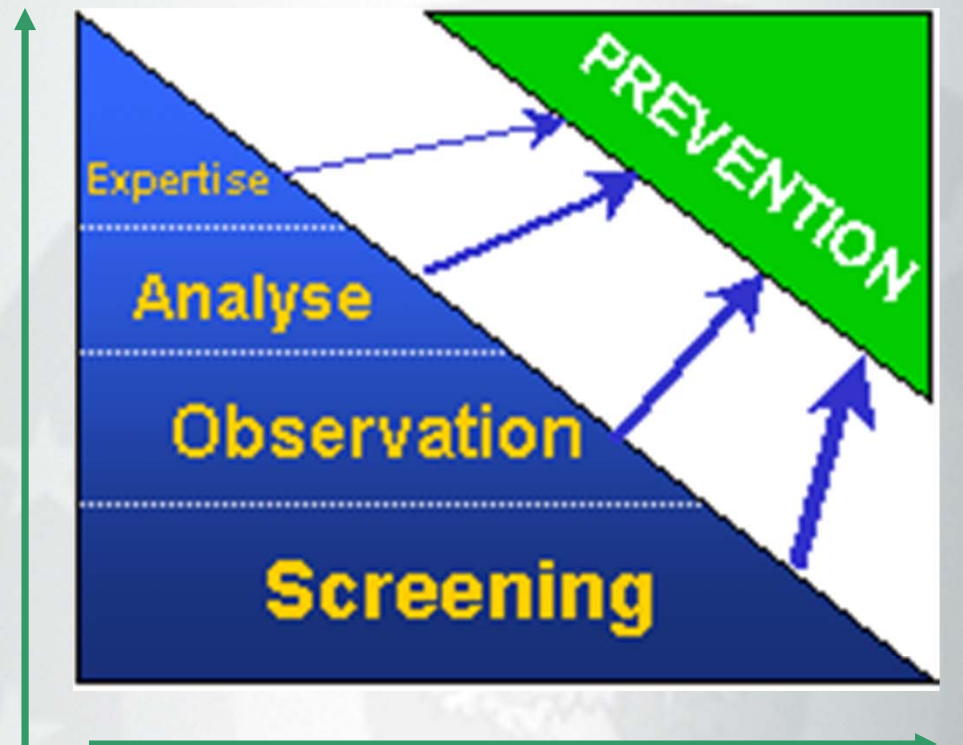
Complexity – Cost - Knowledge

Screening

Observation

Analyse

Expertise



Nbr of workstations – risks



Basic Principles

Principle 1 : Primacy of Prevention

Accent on risk prevention, not on protection & medical supervision

Principle 2 : complementary of the partners

Soldiers/Civilians (worker) – Mgt – S&H Mgr - Experts

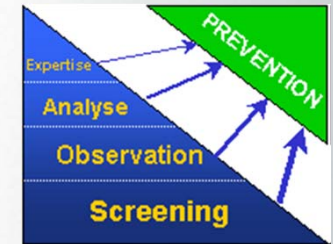
Principle 3 : main actor of prevention = worker

No action without the knowledge of the work situation that only the **worker** has

Training to take charge of themselves instead of assistance



Step 1 : Screening

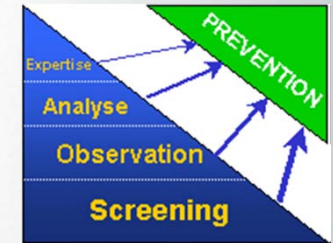


- **Objective** :
identify the major problems
remedy obvious problems
- **Who** :
3 – 6 soldiers (workers) + Squad/platoon Comd
(confidence !)
- **How** :
meeting, mediator,
near the workstation,
using a simple & effective method & simple
vocabulary
- **Support** :
“Checklist” **Déparis**

If problems remain : level 2 : OBSERVATION!



Step 2 : Observation

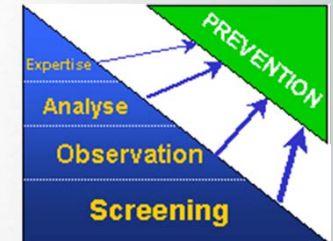


- **Objectives** :
continue with “unsolved” problems”
- **How** :
simple & quick low cost method,
workers & Mgt & Safety Mgr Level 3 or 2
- **Support** :
fact sheets (summary of the law)

If problems remain : level 3 : **ANALYSE!**



Step 3 : Analyse

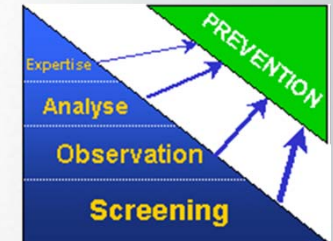


- **Objectives** :
further analyses,
evaluation of the residual risks
- **How** :
Longer & more costly,
workers & Mgt & Assistant,
Safety Manager level 1 or 2

If problems remain : level 4 : **EXPERTISE!**



Step 4 : Expertise



- **Objectives :**
eliminate the residual risks
- **How :**
specialized measurements & techniques,
by experts,
occasional & detailed studies



Observation

Analysis

Expertise

| S c r e e n i n g | stations | | | |
|---|------------|--|--|--|
| | machines | | | |
| | safety | | | |
| | ... | | | |
| | pollution | | | |
| | lighting | | | |
| | stress | | | |
| | vibrations | | | |

Participative screening of the risks in a work situation

**Déparis
Methodology**

Screening by Déparis

Checklist” – 18 tables approaching 18 items or facets of a work situation

Workstation

Tech organization
between stations

Probability for mishaps

Tools

Thermal surrounding

6. Repetitive work

7. Job related Stress

8. Psycho-social aspects

9. Job satisfaction

10. Vibrations

11.....

Content of a table

| Item | |
|------------------------------------|--|
| Desired situation | What can be done (practical measures) to improve the situation |
| To be discussed | |
| Aspects to be studied more closely | |

rinted

Lighting



Red situation:

Workstations are well lit, no reflections, no blinding (especially by sunlight), no shadows, lots of daylight.

Attention to:

Quality of the light sources (clean)
Placement of the light sources (spreading the light evenly)
Amount of lighting: enough to see the details without blinding
Reflections on metal surfaces, tables, glass
Natural lighting through windows
Exposure to sunlight, presence of shades

Aspects to be studied more closely



Results : action points

Lighting

1. Rearrange working space
2. Clean bulbs
3. Clean reflectors
4. Replacement of a broken bulb
5. Organise a space for the breaks more closely to the window
6. Placement of extra light sources
7. Medical exam (eyesight) for Mr X

Final Result of the Screening

| Who | What | When | |
|-----|------|-----------|-------------|
| | | Projected | Carried out |
| | | | |
| | | | |
| | | | |
| | | | |

Tool for level 2

Fact sheets!



Fiche 1 (Observatie) Personeelsvoorzieningen – Reglementering

1. Vestiaires
2. Toiletten
3. Stortbaden
4. Refters

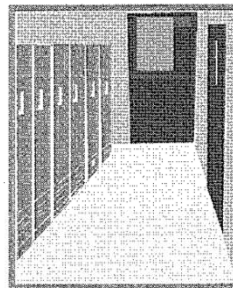
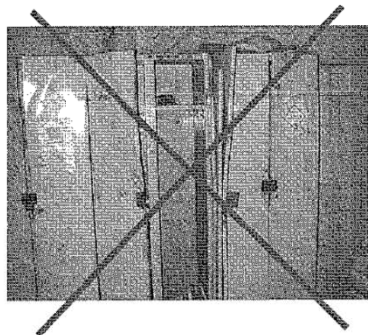
1. Vestiaires

- **Individuele kasten**

- iedere individuele kast moet uitgerust worden met tenminste één klerenhanger alsook met een legplank in het bovenste deel.
- de minimale afmetingen worden vastgelegd in het Algemeen Reglement voor de Arbeidsbescherming (ARAB), artikel 78 en aangeduid in de volgende tabel.

Minimale afmetingen en individuele kasten

| Individuele kasten | Breedte | Diepte | Hoogte |
|-------------------------------------|---------|--------|--------|
| Minimale afmetingen | 30 cm | 48 cm | 160 cm |
| In geval van mechanische ventilatie | 25 cm | 48 cm | 160 cm |
| Indien gebouwd voor 1 april 1982 | 30 cm | 40 cm | 160 cm |



- **Ventilatie van de kasten:**

- de ventilatie kan op **natuurlijke wijze** gebeuren, met een opening in de deur om het drogen van de kledij toe te laten.
- de ventilatie kan ook van **mechanische aard** zijn
 - ❖ indien de werkzaamheden niet bevuilend zijn
 - ❖ indien de werkzaamheden niet bestaan uit het omgaan met of aanwenden van

| | Stage 1 Screening | Stage 2 Observation | Stage 3 Analysis | Stage 4 Expertise |
|---|----------------------|------------------------------|------------------------|-----------------------------|
| •When? | Systematically | When a “problem” is detected | More complicated cases | Very complex cases |
| •How? | Opinions | Qualitative observations | Ordinary measurements | Specialized measurements |
| •Duration? | 10 min | 2 hours | 1 day | A few days |
| •By whom? | Workers + management | Same | Same + specialists | Same +specialists + experts |
| Knowledge •Working conditions •Ergonomics | Very high Low | High Average | Average High | Low Specialized |

DEFENSIE
LA DÉFENSE



VOORRANG AAN VREDE
PRIORITÉ À LA PAIX

More (downloadable) information on :

www.sobane.be

(Dutch – French)
English summary

rudi.calcoen@mil.be

.be