



Bundesanstalt für Arbeitsschutz  
und Arbeitsmedizin

# Status and challenges of prevention competence in companies

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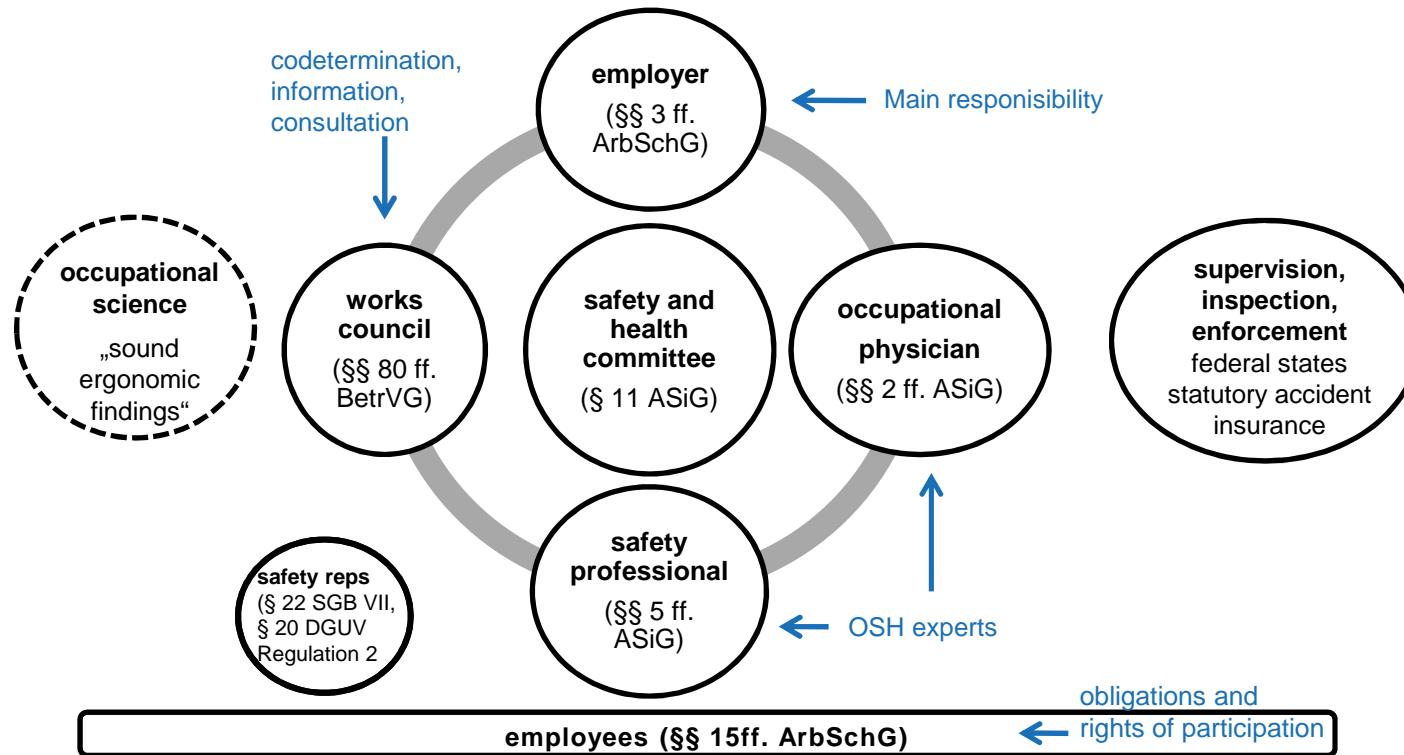
## Content

- Regulatory framework
- Roles and responsibilities of OSH actors
- Current state of implementation of OSH requirements
- Challenges of flexible forms of work for OSH actors

## Regulatory framework

- Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work (ArbSchG, 1996)
- Act on Occupational physicians, Safety engineers and other Safety professionals (ASiG, 1973)
- DGUV Regulation 2 Occupational physicians and Safety professionals (DGUV Vorschrift 2, 2011)
- Works Constitution Act (BetrVG, 1972)

# Roles and responsibilities of OSH actors



## State of implementation – supervision

- less than 50 % of the companies with full supervision by occupational physicians and safety professionals\*
- situation varies with company size and sector\*
  - micro and small enterprises mostly unsupervised
  - low rates of implementation in the private service sector
- lack of resources of occupational physicians\*\*
  - approximately 13,000 physicians with occupational health qualification are not sufficient for adequate supervision according to DGUV Regulation 2

*(Sources: GDA company survey (2015)\*, BAuA project F 2346 (2014)\*\**

## State of implementation – activities

Activity	% of safety professionals that implement the activity often and very often	% of occ. physicians that implement the activity often and very often
Support with risk assessments	92,2	71
Support with work environment focused prevention	68,4	67,3
Support with individual behaviour focused prevention	66,3	62,7
Support with the creation of a suitable structure and integration into managerial activities	45,5	24,1
Provision of general advice to employers and managers, workplace representatives and employees	82,3	85,4

(Source: Evaluation Regulation DGUV 2 (2017), basic supervision )

## State of implementation – competences

- many safety professionals do not consider themselves to be sufficiently competent in current relevant OSH topics\*
  - e.g. psychosocial risks, humane design of work, design of work systems
- basic qualifications and content of education concept for safety professionals do not cover current operational requirements\*\*
  - education concept from 2020 onwards shall close gaps, but in 2026 only one third of active safety professionals will have received this education
- occupational physicians and safety professionals focus their training mainly on technical issues\*\*

*(Sources: Sifa long-term study (2013)\*, (2015), BAuA project F 2388 (2017)\*\**

## State of implementation – framework conditions

- 41 % of companies are not aware of DGUV Regulation 2\*
- 41 % of companies report that they do not provide their managers with specific training on OSH\*\*
- around two thirds of companies say that they integrate OSH into the planning of changes to the work processes and work organisation\*\*
- only 11 % of the companies have both an adequate OSH organisation and an OSH culture that can be described as high\*\*\*

*(Sources: Evaluation Regulation DGUV 2 (2017)\*, GDA company survey (2015)\*\*, Report on GDA Evaluation (2019)\*\*\*)*



## Challenges – so far

- low implementation rate of mandatory supervision by occupational physicians and safety professionals
- rather low level of work system and prevention-oriented action
- promotional factors, such as commitment of management, OSH qualified managers etc. are not widespread
- problems of synchronisation of competences and operational needs in a dynamically developing world

## Challenges – on top due to flexibilisation

### „Invisibility“

- for occupational health and safety experts:
  - work situations, groups of employees, individual and psychological stress, profitable cooperation partners, alternative perspectives for action
- for the companies:
  - health and safety regulations, logics and measures
- for the employees:
  - management, health and safety at work experts, own opportunities for work design

*(Source: BAuA Project F 2411 (2019))*

## Areas for action

- adaptation of regulation and rules?
- finding adequate ways to get access to flexible work situations?
- strengthening prevention competences of the employees?
- cooperation with new / other partners outside the “OSH box”?
- developing a new “Leitbild” on OSH?

### **There is no easy and single solution!**

It is more than reshaping the current OSH system and its structures – it is also about mindset, roles and culture.

Thank you for your attention!