

# Workforce Contribution

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June the 11th 2009



PETROLEUMSTILSYNET

# AGENDA

- Background
- Regulations
- Roles and duties
- PSA experience
- Challenges



# Workforce contribution - background

- Tripartite collaboration – part of the Norwegian/Scandinavian democracy modell; also includes working life
- Working Environment Act 1977:  
*the employees shall be given a substantial opportunity to influence on the working environment in the activity*
- Framework Regulations for the petroleum activities § 6 on arrangements for employee contribution



# Why workforce contribution?

- One of the aims of workforce contribution is to utilise employees' overall knowledge and experience to ensure that issues are sufficiently illuminated before decisions are taken on health, environment and safety, and to give employees the opportunity to exert influence on their own work situation.

(FR -guidelines to § 6)



# The Framework Regulations

## Re Section 6

### Arrangements for employee contribution

**Right to contribute - Duty to contribute**

**Substantive contribution**

**Elected representatives**

**Contribution in all phases of the petroleum activities**

**Contribution to the management system**

**Information about individual decisions**

**Time needed, resources, knowledge**

**Agreements, plans**



# UNION REPRESENTATIVE – SAFETY DELEGATE

	<b>UNION REPRESENTATIVES</b>	<b>SAFETY DELEGATES</b>
<b>REPRESENTATION</b>	representing members from trade union	representing all employees within defined safety area
<b>BASIC MODEL</b>	conflicting interests	cooperation
<b>DECISION PROSESS/ ACCESS CHANNELS</b>	bargaining between the two opposed parties	cooperation with line management discussions & decision in WEC
<b>MAIN TOPICS</b>	salary agreement working hours	working environment and safety
<b>SANCTIONS</b>	strike, lockout	halt dangerous work adress unsolved issues to the proper authority
<b>LEGAL DIFFERENCIES</b>	tariff agreements	legislation

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# Duties of the SD

- Look after the interests of employees in matters relating to the working environment.
- Shall see to that work is carried out in such a manner that the safety, health and welfare of the employees are taken care of
- shall be consulted during the planning and execution of measures of significance to the working environment within the safety area of the delegate
- shall be informed of all occupational diseases, occupational accidents and near accidents within his area, of occupational hygiene reports and tests, and of any faults or defects discovered.

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# Duties of the SD

- shall familiarize him/herself with existing safety rules, directives, orders and requests issued by the PSA or the employer
- shall participate in the inspections of the enterprise undertaken by the PSA
- can stop dangerous work
- exemptions of importance to safety and the working environment, shall include a statement from the elected representative of the employees relating to the application



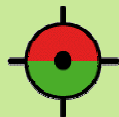
# Duties of the WEC

- Shall work to accomplish a fully satisfactory working environment in the enterprise. The committee shall participate in planning the safety and environmental work and shall follow up developments closely in questions relating to the safety, health and welfare of the employees.
- The working environment committee shall deal with
  - a) questions relating to company health service and the internal safety service,
  - b) questions relating to training, instruction and information activities in the enterprise that are of significance for the working environment,
  - c) plans that require the consent of the PSA
  - d) other plans that may be of material significance for the working environment, such as plans for building work, purchases of machines, rationalisation, work processes and preventive safety measures,



# Duties of the WEC

- e) establishment and maintenance of internal control systems
- f) issues relating to health and welfare in connection with arrangements of working hours.
- The committee may also deal with questions relating to work for occupationally disabled employees,
- The committee shall review all reports relating to occupational diseases, occupational accidents and near accidents, seek to find the cause of the accident or disease, and see to that the employer takes steps to prevent recurrence.
- The committee shall review all reports relating to occupational health inspections and results of measurements.

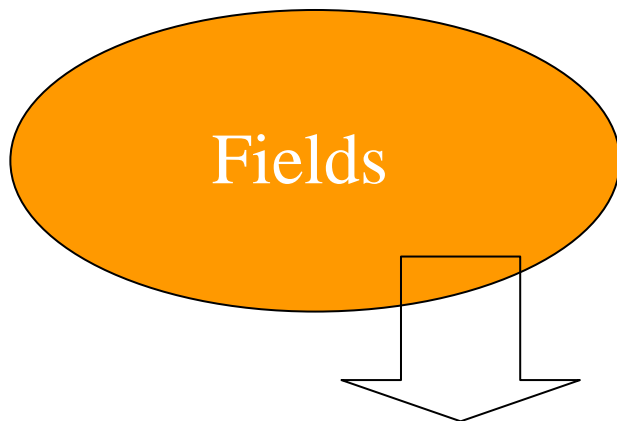


# Duties of the WEC

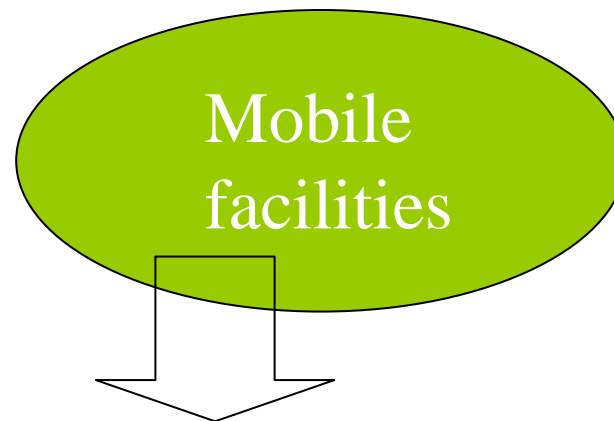
- Working Environment Committee can decide that employer shall implement measures within a set time limit
- The employer may appeal the decision to PSA



# Joint WE committees



**Coordinating working environment committees for fields**



**Joint, local working environment committees for mobile facilities**



# Why joint WE committees?

- To ensure coordination of the individual enterprises' safety and environmental work and to give all employees a genuine opportunity of taking part in and influencing the safety and environmental work at their own workplace, regardless of their employment relationship
- The coordinating working environment committee should set up subcommittees for the individual facilities when the committee encompasses several facilities



# PSA experience

- **Legal requirements adhered to – WEC & SD arrangements**
- **Audits and contact with workers’ representatives show variety in practice and content**
  - **Who is involved - dependent on type and size of company**
    - **Operator/supplier - place in contract chain**
    - **Big company: central/local unit**
- **PSA – conflicts between employers and employees on real involment takes resources**
  - **Who has the right to appoint candidates for SD**
  - **Employer does not agree on WEC decisions**
- **Employee contribution takes resources – areas of conflict**
  - **Time, sufficient knowledge**
  - **Co-operation: Competence and will**

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# Challenges

- Industry in rapid development – technology and organisation
- Do the right employees participate/contribute – contract chain
- PSA – strategy processes
  - Look for other arrangements?
  - Goal setting regulations vs detailed requirements

