

An Update on New Zealand's position on the International Transportability of Safety and Health Practitioner Credentials.

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INSHPO held its third Annual Business Meeting (ABM) and organised a symposium in conjunction with the XVIII World Congress in Seoul, Korea from 29 June to 02 July 2008.

The symposium was on the topic of the "International Transportability of Safety and Health Credentials". INSHPO are currently advocating an initiative which would allow professionals who have earned a certification or met a competency standard in one country to practice in another country. The symposium comprised of presentations from a North American, Australasian and European perspective. Each presenter provided their perspective on defining competence, how their organisation fits into the initiative and what they would like to see in the future. The presentations and papers delivered at the symposium are available at www.inshpo.org/2008symposium.html for download.

INSHPO's annual business meeting was kindly hosted by the congress organisers the Korean Occupational Safety and Health Association (KOSHA). The successful meeting saw four new members join the network, taking its membership to fifteen. These organisations included the China Occupational Safety and Health Association (COSHA), China, Korea Occupational Safety and Health Association (KOSHA), Korea, Associazione Professionale Italiana Ambiente e Sicurezza (AIAS), Italy, and the Board of Canadian Registered Safety Professionals (BCRSP), Canada as an affiliate member.

Representatives attended from the following member organisations:

- American Society of Safety Engineers (ASSE), America
- Canadian Society of Safety Engineering (CSSE), Canada
- Institution of Occupational Safety and Health (IOSH), UK
- Institution of Occupational Safety and Health Management (IOSHM), Mauritius
- Industrial Foundation of Accident Prevention (IFAP), Australia
- National Association of Centres for Occupational Safety and Health (NACOT), Russia
- New Zealand Institute of Safety Management (NZISM), New Zealand
- Singapore Institution of Safety Officers (SISO), Singapore

Abstract

As industry becomes more global and as professionals working in it move more widely and rapidly between countries to work, the issues about the comparability of professional qualifications in different countries is becoming more pressing. One of the issues that has prevented the global safety community from consolidating on the new pathway now adopted, has been the fractured nature of the various practitioner based organisations around the globe. Indeed the rivalry between the occupations claiming expertise in the broad area of health and safety at work acted as early barriers to an effective combined international approach. This rivalry has declined as the profession has matured and now each has recognised the role and the need to have the others. As a consequence, a number of countries have set up umbrella associations which bring together the different professional groups in that country for mutual support in lobbying, debate, exchange of good practice and knowledge development.

This is even evidenced here today in the city of sails, Auckland at the inaugural OHSIG Conference where for the first time in New Zealand, we have a national conference that is, bringing the industry together. It is a plan that has been brought together by a few dedicated individuals who saw that until the industry came together like it has today, realistically we could not mature and move forward with our professional development.

This paper describes the outcome of the symposium held in conjunction with the XVIII World Congress in Seoul, Korea, but also describes the pathway taken to get there and what issues and studies that have been completed leading up to conference. It then briefly explains, where to from here for all Health, Safety and Environmental professionals working in New Zealand.

1.0 Introduction

As the leading HSE professional practitioner based body in New Zealand, the NZISM felt that it was becoming stagnant so it commissioned an internal study of its members in 2005 to develop a new vision to go forward. At the time, the perception had been born from the many obstacles that needed to be overcome to achieve full professionalization in the industry. Among those were the lack of support by powerful system actors for the profession, underdevelopment of the knowledge base, variety in the level of training offered, rivalry between occupations, too small a number of qualified professionals and lack of overall regulatory support.

Four major issues arose as a consequence of this national survey. The first was that;

1. Members wanted to have a clearly defined pathway that would essentially create a professional career path for new or younger people coming into the profession. It had to be robust, it had to be stair-cased and includes the NZQA framework and then, it had to have the ability to cross over into full academic study at University both at the undergraduate and post graduate levels for those new or existing members that wanted to go all the way.

2. Members next wanted the qualifications or credentials achieved in the above bullet point to not only be acceptable nationally but be fully transportable to other countries as well. In other words, the, "International Transportability of Health & Safety Credentials"
3. Members then wanted NZISM to grow and to bring other like minded occupations together as the industry back in 2005 in New Zealand was considered to be fractured. Members saw that we needed to somehow bring the industry together.
4. Lastly, members were all, "far too busy", working in the health and safety profession to really get involved in much study, so all of the above had to be realized without the need for our members to go back to study on a fulltime basis.

At that time, the relatively newly elected NZISM National Council team was a little perplexed on a way forward. So, under the exceptional leadership of Mr. Paul Jarvie, a strategic planning weekend in Auckland was organised and completed. From this came our first national strategic plan aimed to revamp and to re-direct NZISM forward and toward achieving the improvements that our members wanted. At the branch level, several highly specific sets of key performance indicators (KPI's) were developed so all members could participate and have some ownership of the proposed process.

To achieve the desired outcomes stated above NZISM did the following;

1. NZISM began to develop a professional framework where the core health and safety competencies would be defined and distinct professional levels created. The first step of this process was to get the majority of our members to become professional members. To do this, each would need to do a challenge test to verify and evidence their ability to practice. The general idea was that this challenge test would be a doorway that everyone needed to go through, as we (NZISM) as the national body for safety practitioners would endorse our professional members and their ability to practice in a professional and ethical manner. Some prudent advice was sought from IOSH in the UK and steps were then adopted to attract both private training providers, polytechnics, and universities to become our training providers. The process was simple, we had to have input to course development and if we approved the provider we would assist by promoting and perhaps even organising our members to attend these nationally and in one case so far, internationally recognised courses.
2. As a consequence of the second point listed above, in 2006 Neville Rockhouse was elected by NZISM to become our first New Zealand representative by becoming an international board member of INSHPO. At the annual business meeting (ABM) held in Sydney Australia in that year, it was decided that an international certification process should be created and that INSHPO should act as the vehicle to achieve this. The aim of this certification will be to provide the guarantee that a person with the INSHPO certificate has a minimum level of three things: knowledge, skill and ethical integrity. It is common knowledge that a formal certification process has been used widely to regulate the entry to professions controlled by the law, examples are medicine and, as a consequence of this standard, all of the occupations whose work could threaten the health, safety, or wellbeing of their clients, be that physical, physiological, moral or economic. If performed incompetently, could bring that profession into disrepute. There is a diverse range of professions requiring this type of certification, ranging from architecture, engineering, accountancy, a range of

other medical related professions including nursing and the armed forces. All certification schemes aim to guarantee that the client of these professionals gets a service that is effective, efficient and honest. This will be the framework that New Zealand professionals will need to work with if our credentials are to be accepted overseas.

- 3 To achieve some ground in 3 above, the NZISM next attempted to bring the industry together, but underestimated the rivalry between the occupations, claiming expertise in the broad area of health and safety. The moves adopted at that time were seen by our peers as being an attempt to take over some of the smaller entities and lead to significant problems with our closest peer group. NZISM failed in the first attempt and had to take several steps backward and to then prove ourselves with our closest cohort. Once the trust had been re-established then a planned collaborative development of the professional bodies has led to this conference today. Once again, the OHSIG conference committee are to be congratulated for bringing it all together culminating in this event.
- 4 NZISM existing members wanted their experience recognised and did not want to have to go into a full time formal study situation. However, they also recognised that such a clearly defined career pathway had to be developed for younger people coming into the profession. The decision was made to create a professional development pathway where credit points would be awarded. There would need to be a transitional process that we would need to go through. After some investigation of schemes overseas it was found that almost all certification systems, when first set up, have transitional provisions, so that those senior members of the professional group, who began their careers before the training provisions and professional development opportunities existed, can avoid being excluded from certification. Such '**grandfather clauses**' are accepted because they draw a line in the sand and from that point forward a new standard can be adopted. The transitional provisions allow for a certain trading off of the different criteria. A lack of the required basic education level or more limited OSH training can be compensated for by greatly increased years of professional experience

This would be called the continuous professional development (CPD) scheme and each activity be it a formal course or a work related self-study activity that would attract a certain number of credit points. The scheme is outcome based to the individual member completing that activity. Under this scheme professional practitioners would be required to be renewed after a specified timeframe (three years) as we see that standard occurring in other professions; increasingly, certification is only granted for a limited period. At renewal time, proof is then required that knowledge has been kept up to date with courses, conferences, workshops, etc, and that competence remains high through documented activities, reports, papers, presentations and so forth. NZISM is recent times completed a survey to determine core competencies' and to work out what was it that HSE Practitioners actually do? At the core of this was dealing with the hazards related to machinery and vehicles, human error, dangerous materials, fire and explosion, electricity and the working environment, work posture, and spreading into external safety, environmental factors and transport safety and even into workload, stress and occupational disease. The core tasks were workplace and process risk assessment and development of prevention measures, training, information and motivation, safety management and culture,

inspection, behavioural audits and other compliance checks, accident investigation and emergency procedures. In all approximately 140 items were identified.

2.0 XVIII World Congress in Seoul, Korea

One of the most significant issues to come out of the conference is to be known as the, "Seoul Declaration on Safety and Health at Work" This has been attached as an appendix to this paper and can be seen as a strong indicator of where our profession is heading at a global level.

3.0 The INSHPO symposium on the "International Transportability of Safety and Health Credentials".

3, 1 New Zealand Perspective;

The New Zealand Institute of Safety Management NZISM fully supports the concept of having safety related credentials that are fully transportable around the developed world, but acknowledge that there is a significant amount of work still to be completed in this country first.

Once an agreed framework is in place, then New Zealand could participate at an effective level within the global community. Occupational Health & Safety Practice is multi-disciplinary in its approach. It encompasses all industries and all occupations across a broad spectrum of work related enterprises. As a generalist Occupational Health & Safety Practitioner in New Zealand, one needs to have a diverse range of skill-sets, knowledge and indeed, high level competency to enable him/her to function adequately in the ever changing work environments across all industry.

The empowering safety legislation in New Zealand is performance based in nature. This in itself has led to a significant lag in implementation into the legal framework of this country. Additionally, as the country transitioned from prescriptive to performance based safety laws, has led to many different interpretations of what the development of an independent "Safe system of work" should be comprised.

The country as a whole currently has a significant lack of academically qualified individuals working throughout all industries as safety professionals. Those that are, in the greater part have achieved these formal qualifications overseas. To this end, the NZISM as the national professional body has had to create a professional development framework that recognises not only the academic progress of its members, but also accept actual experience in the job. To this end, NZISM is developing a dual pathway where people who become academically qualified will progress as would be expected along the usual professional pathway, but also allow for experienced practitioners to build on their current skill-sets without the necessity of returning to fulltime academic study.

NZISM has recently brokered a meeting with the three leading New Zealand Universities that cover OH&S in their syllabi. After much rhetoric, this meeting had been sought to begin a consultative dialog around creating a market lead professional learning environment as distinct from the paternalistic current situation where few understand

what is happening. It is hoped that the Universities will create a mechanism for cross credits, systems for acknowledging prior learning and experience and allow this process to be market lead.

Where to from here?

- Better understand in a comprehensive way, what does an OH&S professional do?
- Create core competencies that relate to what our people do
- Ensure the competencies are robust and are forward looking that future proof the industry.
- Sell the concept to members and business
- Review the system and slowly lift the standards.
- Create a market led learning environment by developing relationship with tertiary providers such as Universities.
- Acknowledge leaders and embark on much needed research.

3.2 United Kingdom (UK) Perspective:

Competence to practice as a safety & health professional

IOSH developed a competence-based model for the accreditation and regulation of its members to practice their profession and subsequently was granted Chartered status, initially as an Institution and subsequently to individual members. There is no similar practitioner status elsewhere in Europe. Through the ENSHPO, it has been proposed to establish a new practitioner status of European Safety & Health Manager (EurOSHM), which would be granted to persons who are assessed and deemed to be appropriately competent to practice at a level acknowledged and recognised across the EU by this award.

The EurOSHM concept was being developed by ENSHPO slightly earlier but subsequently in parallel with the concept of international transportability of safety and health practitioner credentials being debated within INSHPO with the United States Board of Certified Safety Professionals. In short-hand notation, the concept of a “Passport to practice” which would be particularly suited to safety & health practitioners operating across the globe on behalf of multinational companies.

These two concepts are so very close that they are nearly convergent. Because IOSH is a member of both ENSHPO and INSHPO in its own right as a professional body, as well as providing their Secretariats, it is uniquely placed to support these developments so that in time the EurOSHM concept might be taken as a model to evolve to the next level of an international passport to practise. This would offer a tremendous opportunity for INSHPO to work in partnership with ENSHPO and the BCSP, and indeed any other similar accreditation

body wishing to participate. However, to achieve this, it is necessary to have the investment to fund the research that is required. INSHPO is seeking to increase its membership to achieve a critical mass so that it can establish a funding base for this project. It is also prepared to consider appropriate methodologies for sponsorship of the research.

What would Europe like to see in the future?

ENSHPO sees the development of the EurOSHM as critical to the development of the profession for the generalist safety & health practitioner and other sectors of the profession which may include regulators. It is also keen to develop a “Technician level” below that so that a career path can be established for those who aspire to achieve the EurOSHM if they choose.

Beyond that, the future is uncertain. But we can be certain that the momentum of globalisation means that we can no longer be parochial as regards the practise of the safety and health profession any more than can other professions like risk management, engineering, architecture, medicine, the law, the sciences and so forth. And some of these other professions have already been addressing the issue; we cannot afford to be left behind.

If you or I have achieved, and continue to maintain, an appropriate level of competence to practice in safety & health as a generalist practitioner, then we should be able to seek employment anywhere in the world without the need to constantly “re-qualify” by taking examinations in every country where we seek to work.

3.3 Australian Perspective

Australia has a centralized education and training accreditation scheme, managed by the federal Department of Education, Science and Technology. Each State and Territory in Australia is empowered to accredit courses in accordance with the federal Governments directive’s which are captured in the Australian Quality Training Framework (AQTF). Under AQTF, standards are issued for Accrediting Bodies, and Accredited Courses. These administrative structures and standards ensure a nationally uniform approach to course delivery and competency outcomes. A component of the AQTF is the Australian Qualifications Framework (AQF), which, in essence, aligns the competency outcomes of a course to the proposed hierarchy within an organization that a successful candidate would occupy. By way of example, a new starter would require an AQF level 1 competency outcome, whilst an executive manager would require AQF level 6 or above.

The AQTF and AQF have been applied to the OSH discipline in Australia. The competencies required to be possessed by those in the safety and health profession are captured in the Business Services Training Package (BSB07). Within BSB07, the OSH profession has a series of qualification pathways:

- Certificate III in Occupational Health and Safety;
- Certificate IV;
- Diploma; and
- Advanced Diploma.

All of the qualifications have articulated competency outcomes, which have been developed by Industry Advisory Groups. The competency standards have been implemented for nearly 2 years in the current format. However, little consultation has occurred with the profession, and training providers. As a result although consensus has been achieved in relation to competency outcomes, training standards and nomenclature vary considerably between jurisdictions.

3.4 Canadian Perspective

“The world is getting smaller” is a comment that we often heard as we watch what is happening from around the world on the news, order something off of eBay from the other side of the globe, and definitely as we can move to work or play in so many different countries. So if I want to work my country – Canada – what do I need to work in the field is different that what is needed in another – say Singapore where you will need to register with a licensing department. When there is movement into our country or into another – how do we ensure that the safety professional or practitioner is competent and can do what they say they can? How do we – when have the experience, skills and knowledge – being the best of the best – have that recognized in a broader scope to ensure mobility of the profession throughout the globe.

There is a need for a system to address the transportability of Safety Credentials that w feel is not present at the moment.

Why is this a concern in Canada?

1. Safety professionals and practitioners are coming into the country and we want to make sure they have the skills, knowledge and experience that are necessary to be successful.
2. Some Canadians are seeking employment abroad in other countries.
3. Some work for multi-national companies, and although based in North America, there are branches or facilities in other country that they must visit to work.

Does any one of the people in either of these three groups have what it takes to do what they need to do where they need to do it? How can we work to ensure that, instead of finding out through trial and error – which puts a black mark on our profession? Where are some of the issues as we see it? What are the levels of skill, knowledge and experience necessary - What skills are necessary – if we just say technical – then it is easier to move around the world? There is more to who we are to be successful, that just being able to recognize and put a control in place with a fire hazard or a fall hazard. There are many soft skills and leadership

skills necessary to be successful anywhere. Where does different cultures, religious beliefs and customs come into play – how do we prepare the Canadian profession for that in Saudi, or the Singapore practitioner for that in Mexico?

As countries are all looking at different competency studies, licensing and designation schemes and new training centres and diplomas are being created, how does one organization keep a pulse on all of that and come to a common agreement on how each one measures to another. What type of screening mechanism needs to be in place to ensure objective and unbiased comparisons of what people they bring to the table to say I want to work there and be recognized.

3.5 Singapore Perspective;

In 2008, the Workplace Safety and Health Act has been extended to industries such as hotels & F&B, veterinary, healthcare, water and waste management, transport and landscape care and maintenance. By 2010, the Act will be eventually extended to all workplaces. This will lead to an increased need for Workplace Safety and Health (WSH) management and inadvertently boost demand for WSH professionals. In this paper, we will define the nationally recognised, rigorous, competency based WSH Professionals Workforce Skills Qualifications (WSQ) framework, which is a training and skills framework based on industry-agreed standards and benchmarked against international best practices. We will also explain the 2007 WSH Officers regulations linkage with the current certification process. With the globalization of Safety and Health in mind, SISO welcomes the initiative of international transportability of Safety and Health practitioner credentials. Singapore WSH qualification, certification and continual education elements will be compared with renowned international practices and discussed in details. In SISO, we make the difference; we strive to achieve the ambitious goal, in reducing the fatality rate to 1.8 by 2018, which is the new target set by the Singapore Prime Minister. Leveraging from this initiative, we hope to solidify the competency strength of the WSH professionals in Singapore and help to reduce workplace accidents, prevent the potential loss of precious lives, and inculcate a safer and healthier workplace for all.

3.6 United States of America USA Perspective

As the world continues to shrink the number of multinational employees continues to increase. This has created an opportunity for safety professionals from different countries to collaborate on safety issues and projects. It has also created a dilemma for the safety professional to determine if safety credentials are valid and accepted in the country where they are working or plan to work. International transportability of credentials allows safety professionals who have earned a certification or met a competency standard in one country to practice in another country based on the certification or credential from the original country. This is most effective when a credential from one country is recognised as equivalent and sufficient to qualify for practice in another country. Today there is little opportunity for the transportability of credentials in the safety profession. While there are a limited number of safety professionals in need of international transportability today, it will become an issue in the not so distant future. The globalisation of business will increase the need for the international transportability of safety credentials in the future.

Basically this will require a multi-step process to achieve the international transportability of safety credentials.

First, we have to find out where the safety profession is at the moment. This will require the collection and cataloguing of information. What processes are in place for assessing safety competencies, those organisations that offer them, elements involved in the competency schemes and the laws and regulations in place that control or rely on particular competency standards.

Second, there must be a collaborative environment among professional organisations engaged in competency standards. Accurate information about what constitutes safety practice in different countries must be compiled. There is also a need to understand the degree to which the practice is the same or different across borders.

Third, international safety standards must be set for safety practice within the safety profession. As minimum the study must define the common aspects of practice. It also involved delineating education and experience qualification standards.

Fourth, determination of which competency assessment processes meet these standards. Then the organisations managing the certification or competency assessment schemes that meet the standard can establish ways to recognise each other's credentials through agreements. Barriers from outside the organisation must be removed in order to gain recognition of credentials that meet international standards.

Fifth and undoubtedly the most difficult step is the removal of barriers created by employers and government agencies. It requires analysing company or industry policies as well as the laws and regulations that limit competency to credentials within a country.

4.0 NZISM Professional Development Framework CPD Scheme

NZISM is to set up a small sub-committee under the management of a nominated individual to make the CPD scheme a reality. It is proposing that all practicing NZISM members become Professional Members. Within the scope of this process, each person will be graded at the appropriate level and to maintain that status, they will be required to participate in the CPD scheme. It is further proposed that the process be as simple as possible and will not be designed to penalise members by making them pay large sums of money during the renewal process to generate excessive revenue for NZISM.

A new code of conduct for NZISM will be drawn up and approved. It will contain clauses about personal integrity, non-discrimination, personal probity, conflict of interest, financial integrity, not laying claim to false qualifications, not practicing outside the areas of personal competence, placing the health and safety interests of their clients/employer as a priority, demand the highest levels of confidentiality of information and privacy protection except in

those cases where this might conflict with a protection of people in imminent danger, and by bringing misconduct of other safety professionals to the notice of their national body to be managed appropriately by the industry body. Each professional will be expected to sign this code and fully abide by the NZISM ethical standards at all times. Disciplinary processes will also be adopted and implemented.

It is intended to run the CPD scheme through the NZISM web site where a portal will be established for professional members who can enter the CPD recording area and log on to record CPD activity. Once registered, members can save information in real time on your own page in a password protected membership server. Part of the registration process will require a member to develop their own professional development plan. The same area will allow the member to pay subscriptions and in time to book courses and events of interest.

The professional development plan will consist of a basic programme of activity, or just a simple commitment to achieve your CPD requirements. Next there will be several areas the member can access based on their own individual needs. The first of these will be named, **Developing Competence in Health & Safety**. This section will contain details on courses seminars or formal study that could be undertaken for the individual to progress and learn the basics. The main or basic categories will be covered in this area and learning these skills will greatly assist you practice successfully as a health and safety advisor or within your health and safety role.

The next section will be, **Maintaining Competence in Health & Safety**. This will cover topics or activities that will greatly assist the member to maintain current competency in the area of OH&S.

The last major section will be called, **Developing Competence in Professional Skills**. This will be the area where you can build on the knowledge skill and experience you currently and provide a pathway for you to climb to a higher level within the Professional Development Framework.

Scoring CPD will be individual as it is outcome based in nature. Each member will have the ability to allocate credit points to the various activities that you either sign up to participate in or complete. Each activity that you attempt first requires a statement as to why you believe that it significantly contributes toward your health and safety knowledge and skillsets? Once again, this can be a simple statement; maybe!

“Reading this article on machine guarding has given me some new ideas on how to guard our plant properly and more safely. Furthermore, I now know what I need to do to change our company guarding policy”. Alternatively you may wish to be a little more formal and reference the article or guidelines or whatever you decide.

The scheme requires you to enter the credits for your own CPD activities. You will also need to remember that different people will always be at different levels in the scheme so what you may think is not a CPD activity for you, may indeed be a justifiable CPD activity for someone else and vice-versa. You need to remember that CPD is individual.

As mentioned, you will allocate the credit points and they will be based on the perceived amount of CPD gained from the activity. Two points for a day's activity is the benchmark but can vary depending on the outcome of the activity. (But the maximum will be three). Longer activities need to be broken down into smaller sections and points allocated accordingly. Remember that is the outcome of the activity and not the activity itself that determines the

number of credits given. So for anyone undertaking a longer activity such as a formal Post Graduate Diploma in OH&S several outcomes will be recognised and each will need to be individually recorded. Not everyone will allocate credits at the same rate but individual members are expected to be consistent in their allocations. This will be taken into consideration should a members CPD record be subject to a random audit by the CPD committee. They will be required to do a certain percentage of audits based on the total number of participants in the scheme.

Conclusion:

Someone famous once said, “Keep it simple because simple works best” Clearly, this person came from the South Island. The proposed CPD scheme is going to be simple for more mature members who are not interested in further study, but still need to stay current and up to date with their knowledge and skill-sets. It is also going to be very relevant to people who wish to have a clearly defined career path and eventually will be linked into undergrad and post graduate study.

The CPD process will allow practitioners to reflect on the knowledge and skill-sets that they need to undertake to perform their work in a competent and ethical manner. It will be a straightforward, relevant process, which can be easily incorporated into your everyday professional activities.

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- The Institution of Occupational Safety and Health (IOSH), UK
- The Institution of Occupational Safety and Health Management (IOSHM), Mauritius
- The Industrial Foundation of Accident Prevention (IFAP), Australia
- The National Association of Centres for Occupational Safety and Health (NACOT), Russia
- The New Zealand Institute of Safety Management (NZISM), New Zealand
- The Singapore Institution of Safety Officers (SISO), Singapore



APPENDIX ONE;

Seoul Declaration on Safety and Health at Work

The Safety and Health Summit

Having met in Seoul, Republic of Korea, on 29 June 2008 on the occasion of the XVIII World Congress on Safety and Health at Work jointly organized by the International Labour Office, the International Social Security Association (ISSA) and the Korea Occupational Safety and Health Agency (KOSHA), with the participation of senior professionals, employers' and workers' representatives, security representatives, policy-makers and administrators.

Recognizing the serious consequences of work-related accidents and diseases, which the International Labour Office estimates to be 2.3 million fatalities per year world-wide and an economic loss of 4 percent of global Gross Domestic Product (GDP),

Recognizing that improving safety and health at work has a positive impact on working conditions, productivity and economic and social development,

Recalling that the right to a safe and healthy working environment should be recognized as a fundamental human right and that globalization must go hand in hand with preventative measures to ensure the safety and health of all at work,

Recognizing the importance of the instruments on safety and health at work of the International Labour Organization (ILO) and the substantial role of the ISSA and its members' contribution in implementing these instruments,

Recalling that the promotion of occupational safety and health and the prevention of accidents and diseases at work is a core element of the ILO's founding mission and of the Decent Work Agenda,

Recalling that the prevention of occupational risks and the promotion of workers' health constitute an essential part of the ILO's mandate and of its Conceptual Framework of Dynamic Social Security,

Recognizing the importance of education, training, consultation and the exchange of information and good practices on prevention and the promotion of preventative measures,

Recognizing the important role played by governments and the social partners, professional safety and health organizations and security institutions in promoting prevention and in providing treatment, support and rehabilitation services,

Recognizing the importance of cooperation among international organizations and institutions,
Welcoming progress achieved through international and national efforts to improve safety and health at work,

Declares that

1. Promoting high levels of safety and health at work is the responsibility of society as a whole and all members of society contribute to achieving this goal by ensuring that priority is given to occupational safety and health in national agendas and by building and maintaining a national preventative safety and health culture.
2. A national preventative safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.
3. The continuous improvement of occupational safety and health should be promoted by a systems approach to the management of occupational safety and health, including the development of a national policy taking into consideration the principles in Part II of the ILO Occupational Safety and Health Convention, 1981 (No. 155).
4. Governments should
 - Consider the ratification of the ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) as a priority, as well as other relevant ILO Conventions on safety and health at work and ensure the implementation of their provisions means to improve national performance on safety and health at work in a systematic way.
 - Ensure that continued actions are taken to create and enhance a national preventative safety and health culture.
 - Ensure that the occupational safety and health of workers is protected through an adequate and appropriate system of enforcement of safety and health standards, including a strong and effective labour inspection system.
5. Employers should ensure that
 - Prevention is an integral part of their activities, as high safety and health standards at work go hand in hand with good business performance.
 - Occupational safety and health management systems are established in an effective way to improve workplace safety and health.
 - Workers and their representatives are consulted, trained, informed and involved in all measures related to their safety and health at work.
6. Affirming the workers' right to a safe and healthy working environment, workers should be consulted on safety and health matters and should:
 - Follow safety and health instructions and procedures, including on the use of personal protective equipment.
 - Participate in safety and health training and awareness-raising activities.
 - Cooperate with their employer in measures related to their safety and health at work.
7. The World Congress on Safety and Health at Work is an ideal forum to share knowledge and experiences in achieving safe, healthy and productive workplaces.
8. Progress made on achieving safety and health at work should be reviewed on the occasion of the XIX World Congress on Safety and Health at Work in 2011.
9. The Summit participants commit to taking the lead in promoting a preventative safety and health culture, placing occupational safety and health high on national agendas.