

## MANAGER OF SAFETY AND HEALTH AT WORK - CHALLENGES AND RESPONSIBILITIES

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**ABSTRACT:** Health and safety at work means risk prevention and the promotion of safe and healthy conditions at work. They are essential not only to improve the quality of jobs and working conditions, but also to promote competitiveness. Good health of employees has a positive impact on productivity and contributes to improving the sustainability of social security systems. Health promotion workers lifelong professional is vital to allow a period of activity as long. The paper aims to structure a set of challenges and responsibilities of the Manager of security and health of a Romanian SMEs.

**KEY WORDS:** occupational safety, occupational health risks in the workplace, quality of life at work

### 1. INTRODUCTION

Health and safety at work is a set of activities that aims to ensure optimal conditions for the process of working to protect the health, physical integrity and life of workers and other people in the work process.

Procedures and work safety standards include a system of measures and rules applicable to all those who participate in the work process. Preventing and protection ensures optimum working conditions, helping to prevent accidents and occupational diseases among people engaged in gainful employment and adaptation to scientific and technical progress.

The obligation to ensure the safety and health of employees is the company's top management.

The main Romanian legislation, which regulates the activity of safety and health at work are Law 319 of 2006 - occupational health and safety law, and rules for the application of the law 319/2006 [6].

Prevention of work accidents and occupational diseases can be achieved through an appropriate policy, to consider

constantly improving the performance and integration of security management at work in the strategic management of the company [5].

Improving working conditions has a positive effect on labour productivity and competitiveness. Investments in safety and health of employees contribute to the welfare of workers, while being cost-effective. According to recent estimates, investment in this area can generate high rates of return [2].

To ensure the security and health and to prevent accidents and occupational diseases, managers are required to hold the authorization of operation in terms of safety and health at work before starting any activity [4].

"Even if the man was able to create gaps increasingly deep knowledge of macro or microcosm, every day, in every country, there are workers who do not return tonight to their homes because of work accidents and occupational diseases" [5].

### 2. IMPORTANCE OF HEALTH AND SAFETY AT WORK

If employees are returning home healthy, an important role in this is played by

the work done by the manager of safety and health at work of the organization. The aim is to ensure employee health and security, prevent any undesirable situation (injury, fire, explosion, poisoning, technical failures, etc.). The aim is to ensure that the employee is out of danger.

Policy that more and more enterprises set its sights on "zero accidents at work" is not a utopia.

The management of safety and health at work forecast and create a pleasant environment to work, a place where employees come with pleasure. The benefits of management safety and health at work are obvious:

- helps demonstrate that the company is socially responsible;
- protects and enhances brand image and brand value;
- helps maximize employee productivity;
- improves employee loyalty to the company;
- building a more skilled workforce and healthier;
- help reduce costs and periods of work stoppage;
- enable businesses to meet customer expectations on safety and health at work;
- helps workforce to remain active for longer. [7]

Performance management in safety and health means developing a successful business.

### **3. MANAGER OF SAFETY AND HEALTH AT WORK - CHALLENGES AND RESPONSIBILITIES**

The management of safety and health at work is a component of the overall management of the company, which must allocate resources: financial, material, human and necessary information. Following its implementation will achieve results that will lead to the prevention of risks of accidents at work and occupational diseases [5].

Continuous improvement of enterprise performance can be achieved through performance management system integration under quality-environment-safety and health at work [5].

Implementation in enterprise of security and health management leads to:

- protect themselves and the other participants in the production process;
- effective management of human resources;
- a superior user working time by reducing absenteeism due to occupational diseases;
- increases in profits;
- prevention of work accidents and occupational diseases.

The implementing management of safety and health at work in the enterprise is realised of manager safety and health at work, whose duties and responsibilities are set out in special security and health legislation

Thus, the manager of safety and health at work has, among others, the following responsibilities [4]:

- hazard identification and risk assessment for each component of the work;
- development, fulfilment, monitoring and updating the plan of prevention and protection;
- develop instructions for the implementation of rules for safety and health at work and dissemination in the enterprise, only after being approved by the manager;
- propose tasks and responsibilities in health and safety at work, for workers;
- verify learning and application by employees of measures provided in Plan of prevention and protection;
- realising a necessary of material resources for the work of prevention and protection;
- developing themes for all phases of training;
- determining areas that require signalling of safety and health at work;
- records of work equipment;

- participation in the investigation of the events;
- proposal for a clause regarding safety and health at work to sign contracts for services with other employers;
- other activities necessary to ensure the safety and health of workers at work.

Manager of safety and health at work makes politics of safety and health at work, designed the System of management health and safety at work, implement, monitor and continually improve the management system of safety and health at work.

The main challenges of the post of Manager of safety and health at work of a Romanian SME are:

- prevention, which involves hazard identification, risk assessment, control and diminish them, proposing and implementing measures to eliminate or mitigate risks.
- reintegration, which is correlating health with conditions of employment;
- promotion, referring to encourage a healthy lifestyle through actions of communication and education, supporting employees initiatives and the community.

#### **4. SAFETY AND HEALTH AT WORK - CHALLENGES FOR SMES**

The european survey among companies shows that the challenges of security and health are even more important as enterprises are smaller [8].

Relatively poor management of health and safety at work can be generated by the specific characteristics of SMEs, such as [8]:

- structural and organizational aspects of labor and employment relations;
- economic and trade relations position;
- diversity and flexibility of business;
- distance from the control authorities;
- attitudes and skills of managers and employees in these SMEs;
- or short lifecycle.

These characteristics make it difficult to create and maintain a safe and healthy working environment by SMEs.

Other factors that make difficult implementing the management security and health of employees in SMEs compared to larger companies, are:

- regulatory difficulties because they are usually heterogeneous units, dispersed geographically;
- budgetary constraints, often lack the resources to implement the initiatives and interventions in health and safety matters as: the payment of consulting services relating to health and safety etc.;
- low level of resources prevent the implementation of prevention activities;
- allocating less time and less energy to tasks "secondary" as is sometimes perceived the management of safety and health;
- sound management of safety and health at work is not considered a priority;
- risk assessments can be expensive and difficult to perform.

SME employees face greater risks than employees of large enterprises, SMEs encountering more difficulties in controlling risks [8].

#### **CONCLUSIONS**

Safety and health in work is integrated into all activities which in any country shall ensure social protection as an essential component for ensuring a certain level of quality of life.

Understanding the risks of accidents and professional diseases and to prevent the formation of correct habits, are targets whose touch can be ensured through a continuous process of education, that start of school.

For learning and implementation of measures and regulations of health and safety at work under current technical progress are needed theoretical and practical knowledge.

The study of safety and health at work must begin by knowing the problems caused by risk factors of accidents and professional diseases that may occur during work. It must then known main measures to combat them.

Manager of security and health of the enterprise must ensure the safety and health of employees.

The new requirements for management of an organization is to believe that an enterprise is efficient if it concerns equally for improve the quality of products / services, increase economic efficiency, but also ensure adequate working conditions for employees, environmental protection, growth of quality of life in general.

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